

INTRODUCTION

Following intense negotiations, guided by realism and mutual respect, the parties have succeeded in establishing a process for new collective agreements for the Metalworking and Electrical Engineering Industry (Metalektro). At a time when our industrial sector is under pressure due to rising costs, growing international competition and political uncertainty, both in the Netherlands and globally, we have succeeded in making arrangements. The result provides evidence that the parties were willing to listen to each other in the recent past. The problems encountered were acknowledged and, when possible, the parties to the collective agreement worked together to resolve any issues. We, as social partners, have taken the initiative to safeguard the earning capacity of the sector and, with that, the employability of workers as well as their education and training. This negotiation result provides us with a solid basis to reinforce this joint effort and to continue in the coming year and further in the future.

This collective agreement contains arrangements that are needed to stabilise the sector in the coming year, with a view to the interests of both employees and employers. The challenges we face are so great that, immediately after this negotiation result, we will resume our efforts to discuss long-term employment terms and conditions that are future-proof. This will involve future-focused arrangements regarding competitiveness, innovation and productivity, as well as job security. Together, we can keep the technological industry strong, resilient and valuable – for the Dutch nation and its labour force. Until then we will choose a realistic and flexible approach so that the Metalektro stays strong and resilient. We will continue to focus on collaboration between the parties regarding the collective agreement, striving to preserve the Dutch technological industry and to create jobs within our borders.

The Dutch employers' organisation FME and the trade unions FNV Metaal, CNV, De Unie and VHP2 reached a negotiation result on Tuesday, 16 December 2025 about the renewal of the collective agreements for the Metalektro. The arrangements reached by the parties are described below.

The arrangements reflected in this negotiation result that give reason for amendment to the Basic Collective Agreement will automatically apply to the collective agreement for senior staff and this is true when the text below is identical or has the same tenor in the separate collective agreements.

Duration

The new collective agreements apply for the following periods:

- The Basic Collective Agreement and the Senior Staff Collective Agreement will apply for a period of 12 months, starting on 1 January 2026 and ending on 31 December 2026.
- The collective agreement on Labour Market Policy and Vocational Training will apply for a period of 12 months, starting on 1 January 2026 and ending on 31 December 2026.
- The collective agreement for the Early Retirement Scheme already applied until 31 December 2026; this period remains the same.

Remuneration

Salary increases

The actual salaries and the salary tables applying during the term of the collective agreement will be structurally increased by:

- 2% as from 1 January 2026
- € 43 per month as from 1 January 2026

The minimum increase for full-time employees and of the minimum holiday pay for full-time employees will be calculated in the customary way.

One-off payment

In the month of November 2026 the employer pays a net amount of € 100 (in case of full-time employment) to employees who are on the payroll on 1 November 2026.

Temporary derogation option

During the term of the collective agreement a temporary derogation option from the structural salary increases applies (by means of adjustment and extension of 7.4.5). This means the following:

- As from 1 January 2026 the salary increase can be postponed in exchange for 4.75 temporary extra free holiday hours per month. This postponement option applies for 12 months at most.

Labour union contribution

Net reimbursement of labour union contribution

An employee who belongs to a labour union and is on the payroll of an employer on 1 January 2026 will receive full reimbursement by the employer of the labour union contribution for 2026.

Employees who are not entitled to net reimbursement of the labour union contribution are entitled to have the labour union contribution be included in 2026 in the fiscal exemption under the Work-related Expenses Scheme (WKR) applying to the company.

Metalektro Collective Agreement for Senior Staff

Threshold amount

The arrangements about income do not apply to employees with an annual salary including holiday pay of € 131,256 or more (1 January 2026).

Methodology for the Senior Staff Collective Agreement

The current methodology of the threshold amount in the collective agreement for senior staff is regarded by employers as unduly constrictive and thus creates problems for them. This leads to lack of support for this collective agreement. The labour unions recognise that this subject elicits questions and creates tension in the work environment. However, they differ with employers as to the cause of this issue and on how to resolve it.

During these negotiations, alternatives have been discussed in order to find a solution to this problem. To tackle these bottlenecks and to generate greater support, the parties to the collective agreement will work out an alternative for the income threshold during the term of this collective agreement. The intent is to delimit the collective agreement to the group for which the related arrangements should apply. The related task force, which will start in February 2026, will explore potential solutions and prepare proposals for a structural amendment of the collective agreement. The outcome of this survey will be included in the negotiations for the next collective agreement.

FUNDS AND FEES

Structure of Funds Collective Agreement for the Metalektro

The parties to the collective agreement agree to establish a separate funds collective agreement as from 1 January 2027 for the Metalektro. This will involve the following arrangements:

1. Governance structure
 - The parties to the collective agreement opt for a governance structure that involves the consultative council (the ROM) collecting the fees and coordinating the activities, with separate executive foundations for the individual funds (Social Fund, Labour Market Policy and Vocational Training, Early Retirement Scheme). This serves to ensure full transparency, adequate supervision and proper reporting.
2. Management, supervision, transparency and reporting
 - The management of the funds is structured in line with the articles of association of the various foundations. Supervision and reporting are handled in accordance with the requirements of the Assessment Framework for the Order Declaring a Collective Agreement Binding and the Guideline for Fund Provisions. Each year the parties to the collective agreement will receive a report on the spending of resources and the results achieved.

What funds and fees fall under the Funds Collective Agreement?

3. The following funds fall under the Funds Collective Agreement:
 - Consultative Council in the Metalektro (ROM) Foundation
 - Social Fund in de Metalektro (SSF) Foundation
 - Labour Market Policy and Vocational Training in the Metalektro (A+O) Foundation
 - Early Retirement Scheme in the Metalektro (RVU) Foundation

The related fees are established each year by the management of the consultative council or the relevant funds, as determined by the articles of association, in line with the percentages and procedures contained in the collective agreements and the articles of association.

4. Coverage

- The parties to the collective agreement agree that the coverage described in Appendix A of the collective agreements for labour market policy and vocational training and for the early retirement scheme shall apply as starting point for the Funds Collective Agreement. This coverage applies for all employees who fall under the basic collective agreement and that for senior staff.

5. Overview and execution

- The articles of association of the funds and the relevant provisions regarding the levy of fees, advances, information duty and interest in case of late payment are included in their entirety in the Funds Collective Agreement.

Levies for collective agreement funds

The combined levy for labour market policy and vocational training, the consultative council and the social fund amounts in 2026 to 0.5%.

The contribution by the employer for the Consultative Council for 2026 amounts to 0.12%.

The contribution by the employer for the Social Fund for 2026 amounts to 0.08%.

The contribution by the employer for Labour Market Policy and Vocational Training for 2026 amounts to 0.3%.

Strategic Plan for Metalektro

In this Strategic Plan for Metalektro, the parties negotiating the Collective Labour Agreements (CAO) have reaffirmed the agreements made pertaining to the period from 2022 to 2027. The parties have agreed that this plan will serve as a guideline for the collective bargaining and policy in this branch of industry. Following from the above, the collective partners have agreed to strengthen the technological industry in the Netherlands by focusing on innovation, the labour market, training and sustainable employability.

In the approaching collective agreement period, more detailed agreements will be made concerning how the Strategic Plan can be further specified and safeguarded in order to reinforce the Metalektro branch in the future, ensuring that it continues to remain innovative and that it can take future developments into account.

During the term of the collective agreement, the combined parties will regard the Metalektro industry's interests, and they will promote this branch of industry's interest politically, in both national and regional circles.

The Labour Market and Training

Training, Development and Cooperation with the Business Community

The parties to the collective agreement support a strong learning culture and lifelong learning in the Metalektro industry. They aim to support their employees in their development and in their sustainable employability.

The following agreements have been made:

1. Long-term approach regarding learning and development
 - The parties to the collective agreement will carry out a research study using the existing instruments for learning, development and sustainable employability, with the goal of creating a cohesive package of measures that align better to the labour market's needs and corporate practices.
2. Alignment of education and the business community
 - Research will be carried out regarding the link between education and the business community, with special focus on the companies' need for support. Attention will be paid to national, regional and local initiatives and those actors involved.
3. A phased-basic approach through Labour Market Policy & Vocational Training (A+O)
 - A+O will carry out an impact analysis regarding the education and development issues that pertain to companies in these branches of industry in 2026 (January – March 2026).
 - Based on this analysis, an application will be made in two pilot regions (April – October 2026), after which a plan for further implementation and sustainability will be drawn up (to be completed by December 2026).
4. Skills passport
 - The parties to the collective agreement will continue working on the Skills Passport pilot project. The Consultative Council's (ROM) management board will decide on follow-up steps to be taken based on the recommendations made by TNO.

5. Techno hubs
 - If the techno hubs are evaluated favourably, then the existing proposal for the remaining three years will be carried out, including long-term funding.
6. Smart Makers Academy
 - Each year a budget is made available for innovation agents who create development tracks so that employees can learn digital skills by using the Smart Makers method. Development tracks are made available through *oZone*.
7. Long-term funding
 - Agreements are made concerning the long-term funding for projects that have been set up by the social partners in the area of training and development.

Sustainable Employability

Financially fit, career coaches and training vouchers

To promote sustainable employability within the sector, the social partners have decided to continue the following initiatives without any changes, for the duration of the collective agreement: financially fit, career coaches and training vouchers. In addition, this includes agreements that still need to be made concerning quality frameworks and evaluation criteria.

Research regarding sick leave and work load at Metalektro

As a result of the report drawn up by TNO, which was based on data sourced from the National Working Conditions Survey in the Netherlands (NEA), the social partners have agreed to conduct more extensive research regarding sick leave in the Metalworking and Electrical Engineering Industry (Metalektro). This research will focus on analysing what causes the high rate of sick leave in this sector. It also seeks to find concrete solutions and to provide recommendations in order to reduce the sick leave rate. Attention will also be paid to the responsibilities of both the employer and the employee in this particular area.

The research will be carried out by an independent organisation and will consist of the following:

- An analysis of the latest NEA-data and relevant supplementary sources
- Comparisons with other sectors
- Taking stock of an existing and recently-proven list of interventions which have contributed to the reduction of sick leave.

Early Retirement Scheme (RVU) – Physically demanding professions

The social partners have acknowledged that certain positions within the Metalworking and Electrical Engineering industry are so taxing for employees that they cannot continue performing their jobs before reaching their basic state pension age (AOW in Dutch, National Old Age Pensions Act) without their health failing. In keeping with the national agreement “Healthy to Retirement” (October 2024), the collective parties have agreed to the following.

1. Framework for Physically Demanding Professions

- In the first six months of the collective agreement, the social partners will define a framework, in which concrete details will be assigned to those positions which are more taxing, and they will determine which tasks qualify as physically demanding. Based on this, it can be reviewed which employees will be entitled to receive an early retirement scheme (RVU) benefit as of 1 January 2027.
- This will be established on the basis of objective criteria.
- The new framework will take effect as of 1 January 2027.

2. Raising the Early Retirement Scheme (RVU) benefits

- After the Tax Plan 2026 has been approved by the Dutch Senate, RVU monthly pension scheme benefits will be raised as of 1 January 2026 by € 300 gross. This only applies to those participants who received early retirement scheme benefits as of 1 January 2026. The increase does not apply to those participants who already received benefits before 1 January 2026.

3. Generation Pact Scheme and the Early Retirement Scheme (RVU)

- When an employee participates in the Generation Pact and chooses to take early retirement (RVU), then the Generation Pact will automatically stop and the employee will return to his or her original working hours scheme. This applies only to those employees who received an early retirement (RVU) benefit as of 1 January 2026. This modification does not apply to those employees who made use of the RVU **before** 1 January 2026.

4. Sustainable employability

- The RVU is linked to a deployment calendar for sustainable employability that focuses on preventing physically demanding labour and providing guidance for those seeking other work.

5. Performance and monitoring

In regard to working out the agreements, the parties should take the following into account:

- the pension benefit should not exceed the maximum legal threshold exemption
- the premium should remain unchanged (0.3% annually)
- relevant rules and regulations should be complied with, and, if necessary, changes will be implemented so that the rules and regulations mentioned are complied with
- the (pre-)conditions, such as mentioned in the enclosure to the Letter to Parliament dated 18 October 2024, in which the Minister of Social Affairs and Employment refers to the negotiation agreement "Healthy to Retirement".
- The regulation will be executed in accordance with the fiscal guidance of the Ministry of Finance and Social Affairs and Employability.

Monitoring and review

- The parties to the collective agreement are to monitor how the regulation works in practice. Every three years, a review will take place.
- The identification of physically demanding professions will be periodically reviewed in order to ensure that they are in line with the latest technological and organisational developments.

OTHER REMAINING BUSINESS

Wording and alteration of collective agreement texts

The social partners will determine whether any amendments to the collective agreement texts are required, regardless of whether they arise from legally binding provisions, and they will make any necessary clarifications to the collective agreement texts as well. In addition, the editorial committee and the Consultative Council's (ROM) management board will introduce the changes to the collective agreement texts in the customary manner.

Article 4.3.5 will be deleted.

Continuation of projects

The social partners agree to continue the current sectoral projects and initiatives regarding the labour market, development, sustainable employability and social innovation. These include, in any event, the campaign promoting informal care, projects focused on industrial politics, the joint efforts made in securing social safety as well as ensuring the readability of the collective labour agreement.

Compliance with the collective agreement

In case of well-founded suspicion on non-compliance with the Metalektro collective agreement regarding 'external employees' as described in 6.10.1.c, the (ROM) committee governing the sphere of application can initiate an investigation into the level of compliance in the company or companies concerned, and determine whether they are in breach of the collective agreement.

Emergencies

In cases which include the application of article 2.6.1 b, the employer is to report this to the Consultative Council (ROM). Calls for stand-by services are exempt from this. If there is reason to suspect that the parties to the collective agreement have not been applied this collective agreement in the way intended, then the parties can bring the situation up for discussion with the employer. The employer is then expected to cooperate.

Plan of Attack for the Construction, Energy and Technology Industries

With a view to the future of the sector, the social partners have endorsed the points of departure set out in the Manifest 'Work and Development for All' included in the Plan of Attack for the Construction, Energy and Technology Industries. The social partners will make every effort – where possible and appropriate – to see to it that these points of departure are linked to any relevant sectoral developments.

The Manifest is added as an appendix of to this negotiation result.