



Concerned about your future at **ESA?**

ESA: Survey on the MAS to Services Transition

In recent months, we have been receiving complaints from many MAS contractor employees at ESA whose work is being transferred to Services contracts. People are worried about becoming second- or third-class employees. Contractors already earn less than staff employees performing the same functions and lack a clear career advancement path that rewards a job well done. This goes against European regulations, which are inspired by the principle of equal remuneration for equal work. The Dutch Labor Inspection found that this practice is not in accordance with Dutch labor law, the Waadi.

Rumors of Outsourcing

There are increasing rumors that ESA is going to outsource all contractor work as services. We believe this is mainly to circumvent the Waadi law and European regulations.

Your voice matters

This transition from MAS to services will effect the way you work. ESA and the contracting companies claim this will be better for employees, but we don't hear this from you. We've received many different and sometimes contradicting stories, and it seems these changes are not being communicated openly and consistently.

That's why we've created a survey to understand how you have been informed and your view on the transition from MAS to Services. Your feedback is crucial!

Important Advice

- ⇒ If asked to sign new contracts, consult our legal experts first!
- ⇒ To report abuses anonymously, use our hotline: **www.cnv.nl/esa**

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Roderik Mol | Officer CNV



Your Voice Matters: Fill in the Survey Now!

Scan the qr-code and **give your feedback**