
The wages must go up, according to a lot of politicians, the Dutch bank and several employers. In the meanwhile NXP is doing great. CNV-members are ready to get their share.

The demand for chips is high, the future for NXP looks bright. The NXP-NL director says the high demand for NXP chips is here to stay in the near future. NXP gave the stockholders a raise of the dividend of 50% per stock. Besides that NXP bought back shares for 2 billion worldwide.

This rises the value per share for the stockholders. The above mentioned developments are of influence to the wage proposal of the members.

Work pressure

A lot of members say the work pressure is high. With several proposals we want to relief this pressure. Proposals about free days and working from home for example. The CNV-proposals we created with the members and the CNV Vakmensen representatives group (Kadergroep).

Proposals for a new collective labor agreement (CLA) from CNV Vakmensen

- CLA-duration from 1-11-2022 until 31-10-2023
- A double digit structural wage raise (over a 12 months period) per 1-11-2022
- Profitshare arrangement or, if not possible, raise of the bonus until G5 to 6%.
- Raise Generationpact to 80-90-100
- Expand the grief leave
- Adjust maternity leave minimally according to labor law of the Netherlands.
- Paid *calamiteitenverlof* (paid disaster leave) in the CLA
- Increase Parental leave to 100%.
- Another free day for a bank holiday in the weekend
- Working 3 days from home. Agree on the working from home contract 2023.
- Working from home compensation according to the NIBUD guiding lines.
- Raise the travel compensation to the maximum fiscal possibility.
- NXP digital communication channels are open for unions
- Trade union-members of NXP receive the nett contribution for the membership of CNV.

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