

DATUM
12-10-2022

KENMERK
M2207 1497/AB/jc

No NXP opening offer to increase wages

In September, employer NXP and unions discussed the collective labor agreement (CLA) informally. During this meeting employer and trade unions agreed that a CLA has to be reached soon because of the economic crisis we are in.

In an attachment you will find the letter of proposals for the CLA from CNV Vakmensen which was established on the basis of the members meeting earlier this year.

Last Thursday we started negotiations for the new collective labor agreement. In September, employer and unions discussed the CLA informally. During this meeting both employer and trade unions agreed that a CLA had to be reached quickly because of the economic crisis. We have tried to first take major steps on the main points of the CLA.

Because there was no clarity at the end of the first round of negotiations, trade unions have stated to NXP that they would like to see a response to their CLA proposal letters.

No opening offer to increase wages

A formal (opening) offer to increase wages has therefore been requested. NXP then indicated that they needed clarification of the CLA proposals, with the result that delay has occurred. This is unfortunate because new inflation figures of more than 14% were announced on the same day. These extraordinary numbers were an indication to trade unions once more as we believe that a rapid and substantial purchasing power improvement for NXP employees is eminent when taking NXP's record profits into account.

Focus on main points

The outcome of the negotiations is that we want to focus on the main points of the CLA. Trade unions and NXP will prepare for a CLA as of 1 November next, on the most important points, for example resulting in an 'interim collective agreement'. Other secondary terms and conditions of employment can be worked out during the term and take effect later.

Representatives (Kadergroep) CNV Vakmensen

Because there is little progress to be seen, we would like to emphasize that we as negotiators can use your support. It is possible that we now need extra support in addition to the current negotiations. The establishment of an action committee will be discussed within the CNV Vakmensen representatives group (Kadergroep) this week. Of course we will keep you informed of new developments as usual.

Questions

We are always open to your questions and suggestions. You can also visit our NXP CLA page

for questions: [Cao NXP | CNV Vakmensen](#).

Wouter van Went, member of the Kadergoep, and

Arjan Baselmans, negotiator CNV Vakmensen

M 06 4782 6869 / a.baselmans@cnnvakmensen.nl



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Retouradres: CNV Vakmensen, t.a.v. Bedrijfsadm., antw.nr. 4308, 3500 VE Utrecht (*postzegel niet nodig*)