

THE REGULATION HEAVY WORK MEAT SECTOR

Early retirement, something for you?

Taking early retirement? With the Dutch regulation 'Zwaar werk' (heavy work) for employees working on the production line, ('Vlees in de handen', meat in the hands) this is possible, if you meet the conditions. The regulation is a result of the Dutch collective labour agreement Heavy professions and was drawn up collectively by the social partners in the Dutch meat sector. A great result, which does justice to the nature of the work in the production.



WHEN DO I MEET THE CONDITIONS?

- For 20 years, immediately preceding your participation in the regulation you are working / have worked in a direct production function for an employer who fell under the collective agreement Meat, **and**
- for the last 10 years you have been employed by your current employer, **and**
- between 1 January 2021 and 31 december 2025 you will reach an age that lies maximally 3 years and minimally 1 month before you are entitled to your Old Age Pension (OAP).

HOW MUCH MONEY DO I GET?

That depends on when you will start making use of the regulation. If you retire 3 years before you are entitled to an old age pension, you will receive, for a period of 3 years, € 21,204* gross annually, or € 1,767 gross monthly.

You receive this sum if you work fulltime. If you work parttime, you will receive a part of this amount based on the size of your employment. Note: you do not receive holiday allowance pay!

Will you be making use of this regulation? The height of your payment is then determined based on the penalty-free amount according to the then applicable RVU (Regulation early retirement). The amount will not change during the period of payment. If you retire 3 years before you reach your old age pension age, you will receive the full amount. If you retire later, you will receive a lower amount (max. 12% less). This agreement has been made to optimally stimulate you to retire earlier.

IMPORTANT TO KNOW

If you make use of this regulation, you are not allowed to keep on working (part-time), to be self-employed or to start your own business. This can be checked. You are allowed to do voluntary work.

Suppose you make use of the regulation **heavy work** from:

	Total payment period is 3 years	Monthly
36 months before OAP age	You receive € 63,612 : 3 years = € 21,204 annually	€ 21,204 : 12 months = € 1,767 gross per month for 3 years
	Total payment period is 2 years	Monthly
24 months before OAP age	You receive € 41,559.84 : 2 years = € 20,779.92 annually	€ 20,779.92 : 12 months = € 1,731.66 gross monthly during 2 years

All amounts mentioned are gross in € per 1 December 2020

* (per 1 December 2020, amount may change)

AS OF WHEN CAN I MAKE USE OF THIS REGULATION?

The regulation becomes effective on 1 January 2021 and lasts until 31 December 2025. You can stop working maximally 3 years before you reach your OAP age, so receive a payment for a maximum of 3 years.

WHEN MUST I HAVE SUBMITTED AN APPLICATION?

You and your employer must have submitted a (written) application for this regulation at least 1 month before your retirement date. Along with the application, you send the signed fixing agreement. The application is then sent to the implementation agency. If you do not observe the application period mentioned above, you will not lose your right, but the payment will then follow at a later date.

WHO PAYS THE REGULATION?

Social partners in the meat sector have agreed that the regulation is paid by the employer.

Note: This flyer is meant only for information purposes and not for advice.

Although the information was compiled with care, no rights can be derived from this text.

Employers can also use this to inform their employees.

CAN THE EMPLOYER REFUSE MY REQUEST?

No, it is your right to make use of this regulation. If you meet the conditions your voluntary participation can not be denied.

WHO CAN I CONTACT IF I HAVE ANY QUESTIONS ABOUT THE REGULATION?

You can contact your employer or the Sociaal Secretariaat FCB Vlees:

www.vleeswerkt.nl info@vleeswerkt.nl

For the complete regulation text check:

www.vleeswerkt.nl/zwaarwerk

FOR ANY QUESTIONS REGARDING YOUR PENSION CHECK:

www.VLEP.nl

WHEN CAN I NOT MAKE USE OF THE REGULATION?

You are not entitled to make use of the regulation if:

- You are entitled to an IVA (fully incapacitated benefit);
- You have already been reported sick, during the first two years of sickness;
- You have already retired and stopped working, but started working again.

The table on the next page gives an overview of the amounts. >>

Number of months after maximum RVU period	Number of months before OAP	Percentage	RVU per month (at this moment)	Total payment
0	36	100.00	€ 1,767.00	€ 63,612.00
1	35	100.00	€ 1,767.00	€ 61,845.00
2	34	100.00	€ 1,767.00	€ 60,078.00
3	33	100.00	€ 1,767.00	€ 58,311.00
4	32	100.00	€ 1,767.00	€ 56,544.00
5	31	100.00	€ 1,767.00	€ 54,777.00
6	30	100.00	€ 1,767.00	€ 53,010.00
7	29	99.67	€ 1,767.00	€ 51,072.19
8	28	99.33	€ 1,767.00	€ 49,146.16
9	27	99.00	€ 1,767.00	€ 47,231.91
10	26	98.67	€ 1,767.00	€ 45,329.44
11	25	98.33	€ 1,767.00	€ 43,438.75
12	24	98.00	€ 1,767.00	€ 41,559.84
13	23	97.58	€ 1,767.00	€ 39,658.84
14	22	97.17	€ 1,767.00	€ 37,772.57
15	21	96.75	€ 1,767.00	€ 35,901.02
16	20	96.33	€ 1,767.00	€ 34,044.20
17	19	95.92	€ 1,767.00	€ 32,202.10
18	18	95.50	€ 1,767.00	€ 30,374.73
19	17	95.08	€ 1,767.00	€ 28,562.08
20	16	94.67	€ 1,767.00	€ 26,764.16
21	15	94.25	€ 1,767.00	€ 24,980.96
22	14	93.83	€ 1,767.00	€ 23,212.49
23	13	93.42	€ 1,767.00	€ 21,458.74
24	12	93.00	€ 1,767.00	€ 19,719.72
25	11	92.58	€ 1,767.00	€ 17,995.42
26	10	92.17	€ 1,767.00	€ 16,285.85
27	9	91.75	€ 1,767.00	€ 14,591.00
28	8	91.33	€ 1,767.00	€ 12,910.88
29	7	90.92	€ 1,767.00	€ 11,245.48
30	6	90.50	€ 1,767.00	€ 9,594.81
31	5	90.08	€ 1,767.00	€ 7,958.86
32	4	89.67	€ 1,767.00	€ 6,337.64
33	3	89.25	€ 1,767.00	€ 4,731.14
34	2	88.83	€ 1,767.00	€ 3,139.37
35	1	88.42	€ 1,767.00	€ 1,562.32
36	0	88.00	€ 1,767.00	€ 0.00

Note: The RVU (early retirement) monthly payment is adapted each year on 1 January and 1 July according to the then applicable height. For the height of your payment the RVU month payment applies as applicable on the date of the signing of the fixing agreement. This amount will not change during the entire length of the payment period.