

## New collective labour agreement for Achmea employees

*92% employees endorse new CLA*

**Zeist, 9 January 2024 – A great majority of members of FNV Finance, CNV Vakmensen and all Achmea employees have endorsed a new collective labour agreement.**

**In December, the three unions presented the results of negotiations not only to their own members, but for the first time, to all Achmea employees too. Vakbond De Unie agreed to the negotiation outcome after a majority of Achmea employees agreed to it. The other two unions agreed after reaching a majority from their own members.**

**Of all Achmea colleagues who voted, 92% agreed with the negotiation result. The CLA applies to around 12,000 employees and runs from 1 December 2023 to 31 August 2025 (21 months).**

Bianca Tetteroo, Chair of the Executive Board: ‘We’re very pleased to have arrived at this collective labour agreement together with all of the unions, and with broad support among our employees. It was the first time that union members as well as all employees could vote on the outcome. That was a nice, innovative aspect, and they all rose to the occasion. The CLA includes a comprehensive package of agreements that does justice to the wishes and needs of our employees. Once again, we are investing in sustainable employment for now and the future.’

### Main subjects in the new collective labour agreement

- Agreements regarding wages:
  - Starting from January 2024, there will be a structural wage increase of €300 gross per month, with a minimum of 7% for scales up to H, and a minimum of 6% for scales I, J and K. This comes to a weighted average of 7.5% in 2024.
  - At the start of 2024 there will be a one-off payment of €2,000 gross.
  - Starting from January 2025, there will be a structural pay rise of 4%.
- From 1 January 2025, the ceilings for the three highest scales will be increased in order to align better with the labour market.
- An alternative commuting compensation scheme (pay per use) will be implemented from 1 July 2024. This is expected to align better with our way of working and travelling, and will better suit Achmea’s sustainability goals.
- The existing pension scheme will be extended at current levels until the Future Pensions Act (*Wet toekomst pensioenen*, Wtp) is implemented.
- A climate budget will also be made available for new employees, following their first year of employment.

Other agreements relate to increasing the continued salary payment for short-term care leave, from 70% to 90% of the salary. Staff will have more times throughout the year to choose more or fewer working hours (through Achmea Select). The Early Retirement Scheme (RVU) allowance will no longer distinguish between part-time and full-time employees. Agreements about pensions as a consequence of the Wtp, such as the type of pension scheme, the premium amount and the commencement date, will be made during 2024.

A summary of all the agreements reached is included in the negotiation result.

**For further information, please contact:**

Fleur Bello, Achmea Press Officer, telephone: +31 631749350; e-mail: [fleur.bello@achmea.nl](mailto:fleur.bello@achmea.nl)

