

NBBU – Collective Agreement for Temporary Workers

29 March 2004 to 31 December 2008

The undersigned:

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each as party of the other part

declare that they have concluded the following collective agreement for temporary workers with effect from 29 March 2004.

Bilthoven, March 2004

Signature of the acting chairman of NBBU
B.J. Croll

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Signature of the chairman of LBV
M.A. Dolman

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Contents

Article 1	Scope
Article 2	Definitions
Article 3	Term, renewal and termination of this agreement
Article 4	Amendments to the collective agreement during the contract period
Article 5	Reorganisation of parties to the collective agreement
Article 6	Obligations of temporary employment agencies
Article 7	Obligations of temporary workers
Article 8	Registration of jobseekers
Article 9	Information and agreements prior to conclusion of temporary employment contract
Article 10	Provision of information about employment history
Article 11	Successive employer status
Article 12	Phases system and period and chain system
Article 13	Phases 1 and 2
Article 14	Phase 3
Article 15	Phase 4
Article 16	Period and chain system
Article 17	Probationary periods
Article 18	Cessation of work
Article 19	Determination of legal status in the case of successive employer status
Article 20	Time record form
Article 21	Working time and working hours
Article 22	Hourly remuneration and allowances
Article 23	Job classification and job grades
Article 24	Special leave, brief absence and public holidays
Article 25	Holiday entitlement
Article 26	Exercise and payment of accrued rights
Article 27	Short-term carer's leave
Article 28	Holiday workers
Article 29	Sickness and accident / reporting
Article 30	Employer's contribution to medical insurance
Article 31	Working conditions
Article 32	Non-competition clause
Article 33	Training
Article 34	Pension
Article 35	Basic social policy rules
Article 36	Employers' contribution to employee organisation(s)
Article 37	Mergers and reorganisations
Article 38	Lodging of complaint with the Disputes Committee
Article 39	Temporary workers not permanently resident in the Netherlands
Article 40	Temporary workers in the construction industry
Protocol	Temporary workers not permanently resident in the Netherlands
Schedule 1	Reservations for brief absence/special leave and public holidays
Schedule 2	Reservations for holidays
Schedule 3	Waiting day compensation and premium for sick pay in excess of statutory entitlement
Schedule 4	Job classification and job grades
Schedule 5	Pay remittance and payslip
Schedule 6	Disputes Committee Rules
Schedule 7	Scope defined in more detail
Schedule 8	Sections from the Civil Code
Schedule 9	Transitional scheme for the determination of legal status
Schedule 10	Different terms and conditions of employment for temporary workers employed in the construction industry

ARTICLE 1. SCOPE

- 1 This collective agreement applies to employers that operate as small and medium-sized businesses in the recruitment and temporary employment agency sector and are members of De Nederlandse Bond van Bemiddelings- en Uitzendondernemingen (NBBU).
- 2 The members fulfil the admission requirements and criteria set by the NBBU for acquiring and retaining membership. A list of these requirements and criteria can be inspected at the office of NBBU.
- 3 Any reference in this collective agreement to temporary workers must be construed as a reference to male and female temporary workers coming under this collective agreement and in the service of an employer as referred to in Paragraph 1, and any reference in this collective agreement to he and/or him must be construed as a reference to he/she and/or him/her.
- 4 More detailed provisions concerning the scope of the collective agreement are contained in Schedule 7.

ARTICLE 2. DEFINITIONS

The following definitions apply in this collective agreement:

'Temporary worker':

Every natural person who performs or will perform work for a hirer through the intermediary of a temporary employment agency;

'Jobseeker':

Every natural person who has been registered by a temporary employment agency as possibly available for work;

'Temporary employment agency':

Every natural person or legal entity that makes temporary workers available to a hirer for the performance of activities for this hirer;

'Hirer':

Every natural person or legal entity that takes on temporary workers through the intermediary of a temporary employment agency;

'Temporary employment contract':

An employment contract under which a temporary worker is made available by a temporary employment agency, acting in the course of its profession or business, to a hirer in order to perform work under the supervision and direction of that hirer pursuant to the assignment granted to the agency.

'Actual pay':

The current gross pay, excluding holiday pay, reservations, bonuses, allowances, overtime etc., determined by unit of time, subject to this collective agreement.

ARTICLE 3. TERM, RENEWAL AND TERMINATION OF THIS AGREEMENT

- 1 This collective agreement has been entered into for a term starting on 29 March 2004 and ending on 31 December 2008.
- 2 This collective agreement may be terminated by the contracting parties with effect from the end of the contract period, subject to 12 months' notice. Notice should be given by registered letter.
- 3 The contracting parties will make proposals to alter the package of schemes laid down in this collective agreement only if they have good grounds based on evaluation, always assuming that the parties have the intention in principle of agreeing a comparable package of schemes for a new term.
- 4 If neither of the contracting parties has terminated this collective agreement, it will be deemed to have been tacitly renewed for a maximum period of 12 months.
- 5 If, in the case of notice of termination, no new collective agreement has been agreed by the time that the present collective agreement expires, the latter will be deemed to have been renewed for a maximum period of 12 months.

ARTICLE 4. AMENDMENTS TO THE COLLECTIVE AGREEMENT DURING THE CONTRACT PERIOD

- 1 Terms and conditions of employment which are agreed between the contracting parties after the signature of this collective agreement will be attached to this collective agreement.
- 2 Whether provisions are necessary to achieve the above subject to the regulations then applicable and, if so, how will be ascertained in joint consultation.

ARTICLE 5. REORGANISATION OF PARTIES TO THE COLLECTIVE AGREEMENT

The parties to this collective agreement warrant and represent to each other that if either party undergoes a reorganisation its mutual rights and obligations under this collective agreement will be assumed by such legal entity or entities as the party concerned may designate and notify in writing for this purpose to the other party.

ARTICLE 6. OBLIGATIONS OF TEMPORARY EMPLOYMENT AGENCIES

- 1 Temporary employment agencies undertake not to have temporary work performed or enter into employment contracts on conditions other than those set out in this collective agreement. However, derogations that are more favourable are permitted.
- 2 Temporary employment agencies will observe strict secrecy during the term of the temporary employment contract and after its termination in respect of everything which has come to their attention concerning the person and personal circumstances of the temporary worker and which the temporary employment agency should know or has reason to suspect is of a confidential nature.

ARTICLE 7. OBLIGATIONS OF TEMPORARY WORKERS

- 1 Temporary workers undertake not to demand wages and terms and conditions of employment other than those agreed in this collective agreement.
- 2 Temporary workers are generally obliged to do and refrain from doing everything which a good temporary worker should do or refrain from doing, as the case may be, in the same circumstances.

ARTICLE 8. REGISTRATION OF JOBSEEKERS

- 1 By registering with a temporary employment agency a jobseeker indicates his intention to the agency to be possibly available for temporary work. The temporary employment agency indicates its intention to treat the jobseeker as a possible candidate for temporary work.
- 2 The registration does not oblige the jobseeker to accept an offer for the performance of temporary work. The registration does not oblige the temporary employment agency to offer temporary work.

ARTICLE 9. INFORMATION AND AGREEMENTS PRIOR TO CONCLUSION OF TEMPORARY EMPLOYMENT CONTRACT

- 1 Before entering into a temporary employment contract with a jobseeker, the temporary employment agency will supply him with a copy of this collective agreement and a workplace risk assessment.
- 2 Before entering into a temporary employment contract, the temporary employment agency and the jobseeker will make agreements about the job, working hours, hourly rates of pay and allowances, subject to this collective agreement.

ARTICLE 10. PROVISION OF INFORMATION ABOUT EMPLOYMENT HISTORY

1. If the temporary employment agency so requests, the jobseeker will be obliged – before accepting the temporary work offered – to provide all requisite information about his employment history.
2. If it is evident from the information referred to in Paragraph 1 that the temporary employment agency could be regarded as a successor employer, the agency will be entitled to retract the offer of temporary work before the start of the temporary work.

3. The temporary employment agency is obliged to supply a temporary worker, at his request, with a written statement of his accrued rights under the Netherlands Civil Code and this collective agreement, which also shows what temporary work he has performed and for which hirers he has worked. This obligation applies until no later than six months after termination of the most recent temporary employment contract.

ARTICLE 11. SUCCESSIVE EMPLOYER STATUS

1. Successive employer status exists where a temporary worker continues to perform the same or similar activities in the same workplace but under an employment contract with a different employer. The legal status of a temporary worker working for a successive employer is determined in accordance with Article 19.
2. Successive employer status does not exist where its applicability is excluded as a consequence of the deliberate or otherwise culpable provision of incorrect or incomplete information by the temporary worker.

ARTICLE 12. PHASES SYSTEM AND PERIOD AND CHAIN SYSTEM

1. A temporary employment contract exists only if a temporary worker is actually to perform activities for a hirer pursuant to a written temporary employment contract to this effect, unless otherwise agreed in the temporary employment contract.
2. The phases system consists of four phases (see Articles 13 to 15). The legal status of a temporary worker depends on the phase in which he finds himself.
3. The period and chain system (regulated in Section 668a in Book 7 of the Netherlands Civil Code) makes it possible to enter into three fixed-term temporary employment contracts in a 36-month period (see Article 16).
4. If activities have not yet been performed for more than 26 weeks, a temporary employment contract is deemed to have been entered into on the basis of phase 1. If the activities are continued after 26 weeks, this is deemed to have been done on the basis of phase 2.
5. However, the period and chain system may also be expressly chosen until the start of phase 2 at the latest. The counting in respect of the period and chain system as referred to in Article 16 will start when the first temporary employment contract is entered into under the period and chain system. This means that the number of temporary employment contracts entered into in a preceding period of phase 1 is not counted for the purpose of the period and chain system.
6. Once it has been expressly agreed that the period and chain system is applicable and as long as there is a chain of temporary employment contracts within the meaning of the period and chain system, the parties may not decide to switch to application of the phases system.
7. A temporary employment agency and a temporary worker may enter into fixed-term or open-ended temporary employment contracts at an earlier stage than provided for by the phases system. For this purpose, a fixed-term temporary employment contract is understood to mean:
 - a) a phase 1 or 2 temporary employment contract in which the temporary employment clause referred to in Article 13, Paragraph 2 (b), is expressly excluded. Notwithstanding Section 628(5) in Book 7 of the Netherlands Civil Code, the obligation to continue to pay wages to the temporary worker during the term of this fixed-term temporary employment contract is excluded, unless expressly otherwise agreed. Exclusion of the obligation to continue to pay wages to the temporary worker means that no salary is owed if the work has ceased to exist and no activities have been performed as a result. If the temporary employment agency invokes this provision, the temporary worker may terminate the temporary employment contract forthwith. However, if the temporary worker is sick, the temporary employment agency is under an obligation to continue to pay his wages.
 - b) a phase 3 temporary employment contract.

ARTICLE 13. PHASES 1 AND 2

1. The counting of phases 1 and 2

- a) During the first period of weeks worked, i.e. week 1 up to and including week 26 (26 weeks), the temporary worker is in phase 1.
- b) During the second period of weeks worked, i.e. week 27 up to and including week 130 (104 weeks), the temporary worker is in phase 2.
- c) All weeks in which the temporary worker has actually performed activities are counted as a week worked, irrespective of how many hours have been worked in that week.
- d) If there is an interval of 26 weeks or longer between two temporary employment contracts, the counting of the weeks worked will start anew. Phase 1 starts anew in such circumstances.

2. The following provisions apply when a phase 1 or 2 temporary employment contract with a temporary employment clause is entered into:

- a) A phase 1 or 2 temporary employment contract is entered into for the term of the posting.
- b) The effect of the temporary employment clause is that the temporary employment contract between the temporary employment agency and the temporary worker ends by operation of law if the posting is ended at the request of the hirer (Section 691(2) in Book 7 of the Netherlands Civil Code).
- c) The temporary employment agency will owe pay only for the period in which the temporary worker actually performed temporary work. Section 628(1) in Book 7 of the Netherlands Civil Code does not apply.
- d) Notwithstanding Section 691(1) in Book 7 of the Netherlands Civil Code, the temporary employment clause will also apply during phase 2.

3. The following provisions apply at the end of a phase 1 or 2 temporary employment contract with a temporary employment clause:

- a) A temporary employment contract will end if the hirer is no longer willing or able, for any reason whatever, to hire the temporary worker or if the temporary worker is no longer willing or able, for any reason whatever (including incapacity for work), to perform the agreed work. It will also end upon fulfilment of any condition in the temporary employment contract. In the event of sickness of or accident to the temporary worker, the posting in phases 1 and 2 will be deemed to have ended with immediate effect at the request of the hirer immediately after the notification referred to in Article 29, Paragraph 2.
- b) No notice of termination of the temporary employment contract is necessary, but the temporary employment agency and the temporary worker will notify each other as quickly as is reasonably possible of the termination or imminent termination of the temporary employment contract.

ARTICLE 14. PHASE 3

If phases 1 and 2 have been completed and a new temporary employment contract is entered into after an interval of 26 weeks or longer, phase 1 will start anew. If phases 1 and 2 have been completed and the activities are continued or a new temporary employment contract is entered into within 26 weeks, the temporary worker will be deemed to be in phase 3.

1. The counting of phase 3

- a) Phase 3 lasts 52 calendar weeks. During this period a maximum of 4 fixed-term temporary employment contracts may be entered into.
- b) If there is an interval of 13 weeks or longer but less than 26 weeks between two phase 3 temporary employment contracts, the counting of phase 3 will start anew.
- c) If there is an interval of 26 weeks or longer between two phase 3 temporary employment contracts, the counting of phase 1 will start anew.
- d) An interval of less than 13 weeks between two phase 3 temporary employment

contracts will count towards the period of 52 calendar weeks.

2. The following provisions apply when a phase 3 temporary employment contract is entered into:

- a) A temporary employment contract may be entered into for a specific calendar period or for the term of a project that is objectively definable.
- b) Each time a phase 3 temporary employment contract is entered into, the employer and employee are once again free to determine the term of the temporary employment contract.
- c) A temporary employment clause may not be applied during the phase 3 temporary employment contract and the employer is under an obligation to continue to pay the wages of the temporary worker.

3. The following provisions apply at the end of a phase 3 temporary employment contract:

- a) A temporary employment contract ends by operation of law as agreed, on the specified date or on completion of the project.
- b) A fixed-term temporary employment contract may be terminated early, provided that provision for this has been made in the temporary employment contract and that valid notice of termination is given.
- c) Unless the temporary worker terminates the registration, the situation provided for in Article 8 will arise again as a result of termination of the temporary employment contract by operation of law.
- d) Notwithstanding Section 668a, subsections 1 to 4, in Book 7 of the Netherlands Civil Code, successive phase 3 temporary employment contracts will not be converted by operation of law into open-ended temporary employment contracts until the phase 4 conditions have been fulfilled.

ARTICLE 15. PHASE 4

If phase 3 has been completed and a new temporary employment contract is entered into after an interval of 26 weeks or longer, phase 1 will start anew. If phase 3 has been completed and a new temporary employment contract is entered into after an interval of 13 weeks or longer but less than 26 weeks, phase 3 will start anew. If phase 3 has been completed and the activities are continued or a new temporary employment contract is entered into within 13 weeks, the temporary worker will be deemed to be in phase 4. The temporary worker will now have an open-ended temporary employment contract (i.e. for an indefinite term).

ARTICLE 16. PERIOD AND CHAIN SYSTEM

1. The counting of the period and chain system under the Netherlands Civil Code (Section 668a, Book 7)

- a) If more than three temporary employment contracts have succeeded one another in accordance with the period and chain system at intervals of not more than three months, the fourth employment contract is deemed to have been entered into for an indefinite term.
- b) Even if temporary employment contracts have succeeded one another in accordance with the period and chain system at intervals of not more than three months in a period in excess of 36 months, including such intervals, the last employment contract is deemed to have been entered into for an indefinite term.

2. The following provisions apply to a temporary employment contract entered into in accordance with the period and chain system:

- a) A temporary employment contract in accordance with the period and chain system may be entered into for a specific calendar period or for the term of a project that must be objectively definable.
- b) Each time a temporary employment contract is entered into in accordance with the period and chain system, a temporary employment agency and temporary worker are once again free to determine the term of the temporary employment contract.

- c) The temporary employment clause may not be applied during the temporary employment contract in accordance with the period and chain system and the temporary employment agency is under an obligation to continue to pay the wages of the temporary worker.
 - d) The obligation to continue to pay wages to the temporary worker may be excluded during the first six months of the temporary employment contract in accordance with the period and chain system of the Civil Code. This is in derogation from Section 628(5) and (6) in Book 7 of the Netherlands Civil Code and Paragraph c). If the possibility of applying the period and chain system as soon as temporary work has been performed for more than 26 weeks as referred to in Article 12, Paragraph 5, is used, the obligation to continue to pay wages to the temporary worker may be excluded from that moment onwards during the first six months.
 - e) If the obligation to continue to pay wages to the temporary worker has been excluded and the temporary employment agency invokes this provision, the temporary worker may terminate the temporary employment contract forthwith.
- 3. Entering into a temporary employment contract in accordance with the period and chain system of the hirer's collective agreement:**
- a) If a temporary worker is posted to work for a hirer covered by a collective agreement that provides for a different period and chain system from that referred to in Paragraph 1, for example because the interval is shortened, the following will apply. The same derogation may be applied by written agreement as that which applies under the hirer's collective agreement, but only from the starting date of the first temporary employment contract in accordance with the period and chain system.
 - b) If the period and chain system of the collective agreement of the hirer is applied and the temporary worker is subsequently posted to work for a hirer with a different collective agreement, the following transitional arrangement applies. The current fixed-term temporary employment contract expires by operation of law, as agreed. If a subsequent temporary employment contract is entered into after an interval of not more than three months, the rules of the period and chain system under the Netherlands Civil Code, as referred to in Paragraph 1, will apply. All previous temporary employment contracts in accordance with the period and chain system which succeeded one another with intervals of not more than three months count for this purpose.
 - c) If the period and chain system of the hirer's collective agreement is applied and the period of exclusion of the obligation to continue to pay wages to the temporary worker in that collective agreement differs from that specified in Paragraph 2 (d) above, the following applies. The obligation to continue to pay wages to the temporary worker may be excluded by written agreement for the same period as that under the hirer's collective agreement. If the temporary worker is subsequently posted to work for a hirer with a different collective agreement, the obligation to continue to pay wages to the temporary worker may no longer be excluded during the term of the current temporary employment contract unless the total period of the exclusion of the obligation has not yet lasted six months.

Additional conditions

ARTICLE 17. PROBATIONARY PERIODS

- 1 A temporary employment contract may contain a probationary period clause only if and in so far as the contract is entered into for a minimum term of three months. The maximum probationary period provided for by the Netherlands Civil Code will then apply.
- 2 A probationary period may no longer be stipulated if an earlier temporary employment contract between the parties ended less than a year previously. A probationary period may be agreed again only if the skills or responsibilities required for the temporary work that will

be performed by the temporary worker within the context of that temporary employment contract clearly differ from those into which he may reasonably be deemed to have gained a sufficient insight on the basis of the experience acquired during the previous temporary employment contract(s).

ARTICLE 18. CESSATION OF WORK

- 1 If, during the term of an employment contract under which the temporary employment agency has an obligation to continue to pay wages to the temporary worker, the work ceases because the posting order is cancelled, the temporary employment agency will be under an obligation to look for suitable alternative work and to offer it to the temporary worker. The temporary worker is obliged to accept suitable alternative work during the term of this temporary employment contract.
- 2 Suitable alternative work is understood to mean work that is the same grade as – or not more than two grades lower than – the old job. The job classification in Schedule 4 provides guidelines for this. The temporary employment agency should also take as much account as possible of the work experience, standard of training and physical aptitude of the temporary worker, the old work pattern and the travelling time to the place of work.
- 3 If no alternative work can be offered, the temporary employment agency is under the obligation to continue to pay wages to the temporary worker during the term of the temporary employment contract. The temporary worker is entitled to continue to receive his last pay.
- 4 If suitable alternative work is offered the pay will be determined anew in accordance with the pay ratio rule set out in Article 22. If the new rate of pay is higher than or equal to the old rate of pay, it will apply immediately at the start of the activities. If the new rate of pay is lower than the old rate of pay, the pay will be scaled back to the new rate of pay in three proportionate steps over a period of three months.
- 5 The scope of the temporary employment contract is determined by the number of hours defined in the contract. If the scope of the work has not been agreed or not clearly agreed, the following will apply. If a temporary employment contract has been in effect for at least three months, the scope of the stipulated work is assumed to be equal to the average scope of the work in each of the three previous months.
- 6 The obligation to look for and offer suitable alternative work and the obligation to continue to pay wages to the temporary worker lapses if the temporary worker terminates his registration as provided in Article 8, is no longer available for work or refuses an offer of suitable alternative temporary work. A temporary worker who has accepted work elsewhere or is no longer available for work for another reason must notify the temporary employment agency accordingly forthwith.
- 7 If it is evident at any time that suitable alternative work cannot be offered to a temporary worker, the temporary employment agency may apply to the Board of the Centre for Work and Income (CWI) for permission to dismiss the temporary worker in question. Where a temporary worker has an employment history of less than five years, an application for permission to dismiss the temporary worker in question may be submitted only if the temporary employment agency has attempted to find alternative employment for the temporary worker during a period of **at least one month**. If a temporary worker has an employment history of five to ten years, the temporary employment agency must have attempted to find alternative employment during a period of **at least three months**, and in the case of an employment history of over 10 years the attempts must have lasted **at least four months**. The efforts to find alternative work should be capable of being proved. The period during which the efforts to find alternative work are made starts when the last posting terminates. The provisions of Articles 13 to 16 on the phases system and the period and chain system also apply to the determination of the employment history.
- 8 If the temporary employment agency has obtained permission from the Centre for Work and Income to dismiss a temporary worker as referred to in the previous Paragraph, the employment relationship may be validly terminated subject to the applicable period of notice. The temporary employment agency may also apply to a Subdistrict Court

(*kantonrechter*) for leave to terminate the temporary employment contract unilaterally.

ARTICLE 19. DETERMINATION OF LEGAL STATUS IN THE CASE OF SUCCESSIVE EMPLOYER STATUS

1. If a temporary worker is to perform work for a successor employer in accordance with Article 11, this successor employer should choose before the start of the temporary employment contract whether to apply the period and chain system or the phases system in accordance with this collective agreement.
2. If the successor employer fails to make the choice referred to in Paragraph 1, the successor employer will be deemed to have opted for the phases system in accordance with this collective agreement.
3. If the successor employer has made the choice referred to in Paragraph 1, the rights of the temporary worker accrued at the same workplace and through performance of the same or similar activities will be preserved with that successor employer, subject to the provisions of the phases system or, as the case may be, the period and chain system.

ARTICLE 20. TIME RECORD FORM

- 1 The temporary employment agency will issue the temporary worker with a time record form (timesheet) at the start of each posting and each week thereafter if the activities continue.
- 2 The temporary worker must complete this time record form truthfully and have it signed by the hirer at the end of each week. After obtaining this signature, the temporary worker should immediately submit the form to the temporary employment agency and will receive a copy of it.
- 3 If the time record form is sent directly by the hirer to the temporary employment agency, the temporary worker will receive a copy of it upon request. In the event of a dispute about the hours worked, the temporary employment agency will have the burden of proving that the temporary worker worked the number of hours worked shown in the time record form.

ARTICLE 21. WORKING TIME AND WORKING HOURS

- 1 The working time permitted by law and the normal working hours applicable in the organisation of the hirer also apply to the temporary worker and may not be exceeded.
- 2 In consultation with the hirer and the temporary employment agency, the temporary worker is permitted to derogate from the working hours applicable in the organisation of the hirer. This may be agreed either at the start of or during the term of the temporary employment contract.

ARTICLE 22. HOURLY REMUNERATION, BENEFITS AND ALLOWANCES

- 1 The wages, benefits and allowances paid to a temporary worker must be equal to the wages, benefits and allowances paid to employees working in equivalent positions in the service of the hirer. This pay equivalence rule is intended to maintain peace in the labour market and is incorporated in Section 8 of the Netherlands Posting of Workers by Intermediaries Act (*Waadi*).
- 2 The following components are covered by the pay equivalence rule:
 - only the applicable pay determined by unit of time ('pay period wages') in the applicable salary scale;
 - the applicable shorter working hours; compensation for this may be paid in time and/or money, at the discretion of the temporary employment agency;
 - allowances for overtime, non-standard working hours, irregular hours (including public holidays allowance) and shift work;
 - initial pay increase;
 - tax-free allowances: travelling expenses, lodging expenses and other costs necessarily incurred in performing the job;
 - incremental pay rises.
- 3 Notwithstanding Paragraph 2, allowances for irregular working hours and overtime may be paid in time and/or money, at the discretion of the temporary employment agency.

- 4 The temporary employment agency may pay wages partly in kind, subject to the statutory provisions (Section 617 in Book 7 of the Netherlands Civil Code).
- 5 If the wages, benefits and allowances of the temporary worker cannot be determined in accordance with the pay equivalence rule, for example because the hirer does not employ staff in equivalent positions, the wages, benefits and allowances must be determined on the basis of talks held by the temporary employment agency with the hirer and the temporary worker. In this case, the pay should be determined by reference to the educational qualifications and experience of the temporary worker and, in addition, the responsibilities of the job and the competences needed to perform the job. If the temporary worker so requests, the employer must demonstrate why the wages, benefits and allowances cannot be determined in accordance with the pay equivalence rule.
- 6 The remuneration will be paid exclusively in accordance with the gross/net method. If a different method is applied, the gross wages must in any event be in keeping with the pay equivalence rule.

ARTICLE 23. JOB CLASSIFICATION AND JOB GRADES

The positions of the temporary workers are classified in job grades according to the nature of the duties to be performed. The job classification and job grades are set out in Schedule 4, which forms an integral part of this collective agreement.

ARTICLE 24. SPECIAL LEAVE, BRIEF ABSENCE AND PUBLIC HOLIDAYS

1. Special leave

Subject to Article 26, special leave is granted in the following cases in respect of working days falling within the working week applicable to the temporary worker (this already includes the statutory forms of leave such as emergency leave and paternity leave):

- 1 day for:
 - the temporary worker to take out a marriage licence;
 - the marriage of one of his/her parents, step-parents, parents-in-law, children, brothers, sisters, grandchildren, brothers-in-law or sisters-in-law;
 - his/her wedding anniversary (12½, 25 and 40 years);
 - the 25th, 40th, 50th, 60th and 70th wedding anniversary of his/her parents, step-parents, parents-in-law or grandparents;
 - the death of one of his/her grandparents, brothers, sisters, brothers-in-law, sisters-in-law, sons-in-law, daughters-in-law or grandchildren or to attend their burial/cremation;
 - to take an examination (professional or otherwise) to obtain a recognised certificate/diploma if this is in the interests of the temporary employment agency;
 - moving house (maximum of once a year);
- 2 days for:
 - the wedding of the temporary worker;
 - confinement of his wife (this includes the recovery period following childbirth);
 - death of a parent, step-parent or parent-in-law or of a child not living at home;
- 4 days for:
 - death of his/her spouse or a child living at home;
 - death of a parent or step-parent if the temporary worker is responsible for arranging the burial or cremation.

Rights under the special leave scheme that apply to married people will also be granted to a temporary worker who runs a joint household with a partner on a lasting basis. The temporary employment agency should be notified of this in writing.

2. Brief absence

Brief absence is understood to mean special leave of a reasonable length for very special personal circumstances such as emergencies or an essential doctor's appointment, in so far as not already mentioned in Paragraph 1.

3. Public holidays

- | | |
|------------------------|------------------|
| - New Year's Day* | - Ascension Day |
| - Easter Monday | - Whit Monday |
| - Queen's Birthday* ** | - Christmas Day* |
| - Liberation Day 2005* | - Boxing Day* |

* in so far as they do not fall on a Saturday and/or Sunday.

** or a day designated instead.

ARTICLE 25. HOLIDAY ENTITLEMENT

1. For each full working month worked, a temporary worker is entitled to 16 hours' holiday, or a proportional part thereof if a month has not been worked in full.
2. In addition, each temporary worker is entitled to holiday pay equal to 8 per cent of the actual pay. The calculation is based on the number of days to be worked each year, including holidays and public holidays.
3. A temporary employment agency must grant paid holidays in accordance with Article 26, providing the temporary worker has sufficient entitlement. The temporary employment agency must in any event grant holiday each year, upon request, in such a way that the temporary worker need not work for two consecutive weeks or for two periods of one week.
4. A temporary worker is not allowed to take holiday during the first two months of the temporary employment contract, unless this is previously agreed with the temporary employment agency. Holidays may subsequently be taken, as usual, in consultation.

ARTICLE 26. EXERCISE AND PAYMENT OF ACCRUED RIGHTS

1. Temporary employment contract with temporary employment clause: reservation system

- a) For a temporary worker under a temporary employment contract with a temporary employment clause, percentages will be reserved for brief absence/special leave, holidays and public holidays as provided in Schedules 1 and 2, based on the actual pay, possibly increased by the compensation referred to in Article 29, Paragraph 3 (c).
- b) Reservations for brief absence/special leave, holidays and public holidays will not be settled with the weekly or periodic payment, but will instead be reserved until a week occurs in which a public holiday or brief absence / special leave falls or a day's leave is taken. Only at the end of such a week will payment then be made from the relevant reservation, in the form of hours, up to the maximum of the remuneration for a normal working day for the temporary worker concerned. The payment may never exceed the amount of the total reservation.
- c) If more has been reserved than necessary to pay for the relevant public holiday, brief absence / special leave or the day's holiday, the remainder will be left as a reservation. Any amount still reserved at the end of the temporary employment contract will be paid out in cash to the temporary worker.
- d) The holiday pay in accordance with Article 25, Paragraph 2, to which the temporary worker has become entitled up to and including the month in which payment is made will be paid in the month of May in such manner as the temporary worker indicates before the start of the temporary employment contract.
- e) By way of exception to the reservation system, the temporary employment agency is permitted, whenever a public holiday falls during the term of the contract, to make a payment in cash for this day as though the normal or average number of hours had

been worked on it. If the temporary employment agency has made a choice and adopted a particular policy on this, it will be obliged to pursue this policy at least throughout the calendar year. If this policy is changed, the rights acquired by the temporary worker should be settled in the normal way in accordance with the policy hitherto pursued.

- f) By way of exception to the reservation system, holidays in excess of the statutory entitlement may be 'bought out' by written agreement. The statutory holiday entitlement is four times the agreed weekly working hours.
- g) By way of exception to the reservation system, such amount of holiday pay as the temporary worker has become entitled to by the date in question may be paid out at the request of the temporary worker in the case of a continuous holiday of at least five working days.

2. Temporary employment contract with temporary employment clause: immediate payment in cash of reservations

- a) Notwithstanding the reservation system referred to in Paragraph 1, the following may, in consultation, be paid out in cash weekly/monthly/periodically rather than making a reservation for this:
 - brief absence / special leave;
 - public holidays, provided that the temporary employment agency makes a reservation for this and has not opted for the arrangement under Paragraph 1(e);
 - holiday pay.
- b) Holidays in excess of the statutory entitlement may, in consultation, be paid out in cash in accordance with Schedule 2.

3. Fixed-term or open-ended temporary employment contract

- a) A temporary worker with a fixed-term or an open-ended temporary employment contract will be entitled to continued payment of his actual pay, possibly increased by the compensation referred to in Article 29, Paragraph 3(c), in the case of brief absence / special leave, on public holidays (which are not worked because of the public holiday) and during his holiday.
- b) The holiday pay in accordance with Article 25, Paragraph 2, to which the temporary worker has become entitled up to and including the month in which payment is made will be paid in the month of May in such manner as the temporary worker indicates before the start of the temporary employment contract. Notwithstanding the above, the holiday pay may also be paid, in consultation, weekly/monthly/periodically.
- c) Holidays in excess of the statutory entitlement may, in consultation, be paid out in cash.

ARTICLE 27. SHORT-TERM CARER'S LEAVE

- 1 A temporary worker is entitled to short-term carer's leave in accordance with the rules of the Netherlands Work and Care Act (*Wet arbeid en zorg*) in order to provide the necessary care in the event of the sickness of:
 - his/her spouse or registered partner, the person with whom he/she cohabits or a child living at home;
 - a foster child living at home or a child living at home with whom the temporary worker has a family relationship as defined by law;
 - a blood relative in the first degree (i.e. the parents).
- 2 The leave must not exceed twice the weekly working hours in each period of 12 consecutive months. During the leave the temporary worker retains the right to 70 percent of the pay or the statutory minimum wage applicable to him, whichever is the greater.
- 3 If the phases system is applicable, the paid short-term carer's leave may be taken only once phase 3 starts, notwithstanding Section 5:2 of the Netherlands Work and Care Act (*Wet arbeid en zorg*). However, the counting of the 12 consecutive months as referred to in Paragraph 2 starts once the temporary worker has worked for 78 weeks (26 weeks worked in phase 1 and 52 weeks worked in phase 2). After these 78 weeks worked, only

weeks worked during the remainder of phase 2 count towards the accumulation of the 12 consecutive months. If, after these 78 weeks, an interval of 26 weeks or longer occurs between two temporary employment contracts, as a result of which phase 1 starts anew, the part of the period of 12 consecutive months already accumulated will be forfeited.

- 4 If the period and chain system is chosen in accordance with Article 12, Paragraph 5, possibly preceded by phase 1, the counting of the 12 consecutive months will commence at the start of the temporary employment contract in accordance with the period and chain system.
- 5 If the employee has a spouse, a registered partner or a person with whom he/she cohabits without being married, such partner too will be expected to take a share of the care duties.

ARTICLE 28. HOLIDAY WORKERS

- 1 For the purposes of this collective agreement, 'holiday workers' means schoolchildren, students and other persons following a course of study who perform work on a temporary basis during the holidays of their educational institutions.
- 2 The provisions of this collective agreement apply likewise to holiday workers, albeit subject to the proviso that, notwithstanding Article 25, Paragraph 1, they are entitled to 13.33 hours' paid holiday (based on their actual pay) for each full working month they have worked, or to a proportional part thereof. A holiday worker is not entitled to an allowance for brief absence/special leave and public holidays in accordance with Article 26, Paragraph 1(a), or to payment of the waiting day compensation in accordance with Article 29, Paragraph 3 (c). A percentage for the calculation has been set in Schedule 2, which forms an integral part of this collective agreement.

ARTICLE 29. SICKNESS AND ACCIDENT / REPORTING

1. Sick pay
 - a) A temporary worker who has a temporary employment contract with a temporary employment clause is entitled, in the event of sickness or accident, to receive a benefit from the Employee Insurance Schemes Implementing Body (UWV) under the provisions of the Netherlands Sickness Benefits Act (*Ziektewet*), provided that the relevant rules are observed. The temporary employment agency is obliged to request UWV to pay the statutory benefits directly to the temporary worker.
 - b) A temporary worker who has a fixed-term or an open-ended temporary employment contract will be entitled, in the event of sickness or accident, to continue to receive 90% of the pay period wages – in so far as the pay does not exceed the maximum daily benefit and is at least equal to the statutory minimum wage applicable to him – during the term of the temporary employment contract, subject to a maximum of 52 weeks. After this period the statutory rules on continued payment in the event of sickness will apply.
2. A temporary worker is obliged to notify both the temporary employment agency and the hirer of his absence on account of sickness or an accident before 9.30 a.m. on the first day of absence, and to inform them of the address where he will be staying during his recuperation.
3. Waiting days
 - a) A temporary worker who has a temporary employment contract with a temporary employment clause must serve two waiting days in the case of incapacity for work conferring entitlement to benefit.
 - b) A temporary worker who has a fixed-term or an open-ended temporary employment contract must serve two waiting days in the case of incapacity for work.
 - c) The temporary employment agency will compensate a temporary worker for loss of remuneration owing to sickness in respect of one waiting day, in the form of a supplement calculated as a percentage of the actual pay.
4. The percentage referred to in Paragraph 3 (c) and specified in Schedule 3 (which forms an integral part of this collective agreement) applying to temporary workers employed in the

office and clerical sectors and in the medical, nursing and caring professions differs from the percentage applying to temporary workers employed in the other professions and business sectors.

5. In the case of temporary employment contracts with a temporary employment clause, the temporary employment agency will arrange, in respect of the difference between the benefit under the Netherlands Sickness Benefits Act (*Ziektewet*) and the statutory benefit rate, for the benefit to be supplemented to 90% of the daily pay during the first 52 weeks. The temporary employment agency may take out insurance for this supplement or make provision for it in some other way. The amounts which may be deducted from the pay of the temporary worker for this insurance or provision are subject to maximum percentages. These percentages are set out in Schedule 3, which forms an integral part of this collective agreement.

ARTICLE 30

(no longer applicable)

ARTICLE 31. WORKING CONDITIONS

- 1 The acceptance of any temporary employment contract is subject to application of the Netherlands Working Conditions Act (*Arbeidsomstandighedenwet*). A temporary worker must be provided with a workplace risk assessment.
- 2 Temporary employment agencies must ensure that all suitable measures for the implementation of the statutory rules on safety, health, welfare and the environment are taken for their temporary workers at the locations of the hirers where they are posted.
- 3 If the nature of the work may compromise safety, health, welfare or the environment, the person directly concerned must be provided with adequate information and advice. A temporary worker is obliged to observe all statutory rules and all instructions of the hirer concerning safety, health, welfare and the environment.

ARTICLE 32. NON-COMPETITION CLAUSE

1. All clauses intended to prevent a temporary worker from entering the service of a hirer or of third parties are illegal and hence void. The only exceptions are non-competition clauses intended to prevent the temporary worker from performing any activities that form part of the business activities of the temporary employment agency.
2. A temporary worker is not permitted to undertake acts that are intended to terminate of his own volition the temporary work he has been instructed to perform where this is done with a view to enabling him to pursue or continue this work through another temporary employment agency, if he has not first obtained the written consent of the agency that posted him to perform the temporary work.
3. If a temporary worker intends to enter the service of a hirer for which he previously worked through the temporary employment agency, he is obliged to give advance written notice of this to the agency without delay.

ARTICLE 33. TRAINING

1. Training means any form of structured activity intended to enable a temporary worker to obtain, expand or deepen his knowledge and/or skills. Training does not mean the performance, in return for pay (other than an allowance), of productive work that is not mainly intended to expand his own knowledge and skills.
2. Training costs are all costs incurred for the training of temporary workers.
Examples are:
 - the wage costs of temporary workers who take part in a study programme during working hours;
 - the wage costs of temporary workers who take enhancement courses during working hours;
 - the expenses involved in providing and organising internal courses, including the (wage) costs of the personnel involved in this;

- travelling and accommodation expenses and study-cost allowances.
3. A structured activity means an activity that meets the following conditions: each training course taken lasts at least three hours; a course supervisor must be present at the training course; where effective training is possible through an interactive system, distance counselling must be available as a minimum requirement, for example in the form of a helpdesk. After the activity, the training course is, in principle, evaluated with the temporary worker by or on behalf of the temporary employment agency.
 4. A temporary worker is entitled to a training interview in which his need for training is assessed. The interview takes place if the temporary worker expresses a wish to this effect. The temporary agency should accede to the request within a reasonable period. During the interview, it will be assessed to what extent the temporary worker's need of training is in keeping with the range of training opportunities provided by the temporary employment agency.
 5. If training is offered to the temporary worker, the temporary worker and the temporary employment agency will, in principle, agree this in writing. The topics covered in this written agreement will include the study objectives and the extent of the training.
 6. The temporary employment agency is obliged to spend 1.02% of the actual pay on training each year.
 7. Temporary employment agencies are obliged to supply the contracting parties or an authorised representative before 1 July of each year with an accountant's certificate specifying the percentage spent on training in accordance with this Article. If the temporary employment agency fails to spend the percentage agreed per calendar year, it may apply for a dispensation on an annual basis. In such a case the dispensation or shortfall should be compensated in the following calendar year.
 8. The contracting parties will evaluate the implementation of the provisions of this Article no later than on 1 January 2006. This will in any event involve examining how the existing training expenditure relates to the proven need in the temporary employment sector and how the percentages referred to in Paragraph 6 should be adjusted on this basis.

ARTICLE 34. PENSION

1. Subject to the following conditions, a pension plan exists for temporary workers who:
 - have worked for at least 26 weeks for one temporary employment agency, and who
 - are aged 21 or older (counting from the first day of the month in which they reach the age of 21).
2. For the purposes of the provisions of Paragraph 1, the period in which the temporary worker has worked for at least 26 weeks for one temporary employment agency is counted from 1 July 1998.
3. Temporary workers who change employer, after meeting the reference requirement referred to in Paragraph 1 of this Article, but who continue to work within the scope of the pension plan, need not fulfil the reference requirement anew, but continue to be members of the plan unless there has been an interval of one year or more between two temporary employment contracts.
4. The foundation *Stichting Bedrijfspensioenfonds voor Langdurige Uitzendkrachten* (Stiplu, Industrial Pension Fund for Long-Term Temporary Workers) is responsible for administering the pension plan for temporary workers.
5. The pension plan for temporary workers is a defined contribution plan; the defined contribution is 2.6 percent of the gross pay as of 1 January 2006. For the purposes of this Article gross pay means the pay for the hours normally worked, the pay for irregular hours (i.e. the hours in different day and time zones), the waiting day compensation, the holidays (or accrued reserves for holidays), special leave, brief absence and public holidays, and the holiday pay. For the purposes of this Article gross pay does not mean pay for overtime, travelling time and grossed-up allowances.
6. Every temporary employment agency is obliged to pay the pension contributions to *Stichting Bedrijfspensioenfonds voor Langdurige Uitzendkrachten* as determined on the basis of the constitution of the foundation and in accordance with the model pension plan

rules of *Stichting Bedrijfspensioenfonds voor Langdurige Uitzendkrachten*. The rules and other information may be obtained from:

PVF Achmea, attn. Stiplu fund group
 P.O. Box 9251
 1006 AG Amsterdam
 020 – 607 2777
 www.stiplunet.nl

7. The obligation to pay pension contributions referred to in the preceding Paragraph applies for each day on which a temporary worker covered by the pension plan referred to in Paragraph 1 of this Article has performed temporary work under a temporary employment contract with the temporary employment agency.
8. The temporary employment agency is entitled to charge part of the pension contributions to the temporary worker if and as soon as the worker is covered by the pension plan, and to deduct it from his wages. The maximum amount of the deduction is 0.27 percent.

ARTICLE 35. BASIC SOCIAL POLICY RULES

1. As an essential element of the temporary employment agency's policy, the social policy is based on recognition of the personal dignity of human beings, which will be reflected by measures to enable temporary workers to influence that policy by means of direct worker involvement.
2. The temporary employment agency's policy will focus in particular on promoting the continuity and healthy growth of its business, safeguarding socioeconomic security and pursuing a responsible social policy.
3. Pursuant to the principles enshrined in the Dutch Constitution, temporary employment agencies reject discrimination on the basis of religion, belief, political opinion, race, gender, nationality, sexual orientation or marital status.
4. Temporary employment agencies consider it their duty – in so far as reasonably within their power – to promote equal opportunities for disabled and able-bodied temporary workers as regards participation in the labour market.

ARTICLE 36. EMPLOYERS' CONTRIBUTION TO EMPLOYEE ORGANISATION(S)

1. During the term of this collective agreement the employers will make a contribution for each calendar year to the contracting employee organisation(s) for the benefit of information activities and operating costs.
2. This contribution will be based for the time being on the number of branches of each member agency. The amount of this contribution will be determined annually through joint consultation.

ARTICLE 37. MERGERS AND REORGANISATIONS

1. In accordance with the Merger Code 2000 of the Social and Economic Council (SER) and the code of conduct it contains, temporary employment agencies will inform the contracting parties in good time of any proposed mergers and reorganisations, irrespective of the number of employees concerned, and give them the opportunity to make recommendations.
2. The contracting parties must be immediately informed by a temporary employment agency of any application for court protection from creditors (suspension of payments) and of the filing of any petition for liquidation.

ARTICLE 38. LODGING OF COMPLAINT WITH THE DISPUTES COMMITTEE

1. If there is a difference of opinion about the correct application or interpretation of this collective agreement by a contracting party or its members, the complaining party will give written notice of this to the other party (i.e. the party against whom the complaint is made).
2. If the parties fail to reach agreement within two months of receipt of the written notice of the difference of opinion as referred to in Paragraph 1, the party that has raised the matter may lodge a complaint with the Disputes Committee within one month thereafter.

3. The Disputes Committee will give its opinion on the correct application or interpretation of the provisions of the collective agreement, but will not assess the facts and circumstances of the complaint.
4. The parties are free to decide whether to lodge an application with the Disputes Committee or to refer the dispute to the competent court.
5. If the parties declare in writing when referring the dispute to the Disputes Committee that they will abide by its ruling, they will treat the ruling as binding. The rules of the Disputes Committee are available for inspection at the office of the contracting parties and may be requested.

ARTICLE 39. TEMPORARY WORKERS NOT PERMANENTLY RESIDENT IN THE NETHERLANDS

1. The temporary employment agency will consult with every temporary worker who is not permanently resident in the Netherlands about the application of the following alternative terms and conditions of employment. These terms and conditions of employment have the same value as the provisions of this collective agreement for which they offer an alternative. The aim of this is to bring the collective agreement more into line with the needs and specific working pattern of the temporary worker in question. However, it remains possible for the temporary employment agency and the temporary worker to agree not to make use of these alternatives, whereupon which the ordinary provisions of this collective agreement will remain applicable.
2. If and in so far as this does not already follow from Article 33, the training of the temporary worker in question will in any event be deemed to include activities connected with facilitating his work and stay. In addition, the temporary employment agency will ensure that the temporary worker is issued with safety and health instructions understandable to him.
3. The temporary employment agency will, if desired, enable this temporary worker to take a day off on an alternative public holiday (i.e. a day other than the public holidays referred to in Article 24), provided the agency is notified of this in good time.

ARTICLE 40. TEMPORARY WORKERS IN THE CONSTRUCTION INDUSTRY

The present specific scheme for temporary workers in the construction industry has been agreed by the parties to this collective agreement and to the collective agreement for the construction industry. The parties to this collective agreement agree to be bound by the definitions concerning temporary employment in the construction industry as described in the collective agreement for the construction industry.

A different package of terms and conditions of employment applies to temporary workers posted to work for a hirer that comes within the scope of the collective agreement for the construction industry. This package is described in Schedule 10 (*Different terms and conditions of employment for temporary workers employed in the construction industry*) to the present collective agreement.

Protocol: Temporary workers not permanently resident in the Netherlands

1. A temporary employment agency that posts groups of temporary workers who are not permanently resident in the Netherlands (within the meaning of Article 39) will ensure that adequate information is provided about transport from and to the country of origin and from and to the hirer.
2. If a temporary employment agency provides a temporary worker with accommodation, it will ensure that the price and quality of the accommodation are reasonable and that the accommodation meets the statutory requirements. The temporary employment agency will not seek to make a profit when providing such accommodation.
3. The temporary employment agency will ensure that full use is made of the tax relief available for the provision of untaxed accommodation allowances.
4. As regards the provision of care for this temporary worker the temporary employment agency will make every effort to provide appropriate social counselling. The temporary employment agency must recognise the freedom of the temporary worker to choose his own general practitioner and must respect the privacy of correspondence. It must also ensure that the employment contract and related documents are available both in Dutch and in the language of the temporary worker concerned.
5. Where necessary the temporary employment agency will assist the temporary worker in completing the T-form (tax refund claim form) which results in a deposit being made into the account of the temporary worker.

SCHEDULE 1. Reservations for brief absence / special leave and public holidays in 2006

The percentage referred to in Article 26, Paragraph 1 (a), for brief absence / special leave is:
 $0.2 + 0.4 = 0.6\%$.

The number of public holidays is 5. The number of workable days is: $260 - 5 - 24 = 231$.

The percentage referred to in Article 26, Paragraph 1(a), for public holidays is:
 $5 : 231 \times 100\% = 2.16\%$.

N.B. The division is expressed as a percentage, rounded to two decimal places.

SCHEDULE 2. Reservations for holidays in 2006

Reservation for holidays of temporary workers:

The percentage referred to in Article 26, Paragraph 1(a), for holidays is:
 $24 : 231 \times 100\% = 10.38\%$.

Payment in cash for holidays in excess of statutory entitlement

If the right to 'buy out' holidays in excess of the statutory entitlement as referred to in Article 26 is exercised, 2.01% of the actual pay will be paid out in cash weekly/monthly/periodically and the percentage that must be reserved for the statutory holiday entitlement is 8.33%. The statutory holiday entitlement is four times the agreed weekly working hours.

Reservation of holidays for holiday workers:

The percentage referred to in Article 29, Paragraph 2, is **$20 : 240 \times 100\% = 8.33\%$.**

N.B. The above divisions are expressed as a percentage, rounded to two decimal places.

SCHEDULE 3. Waiting day compensation and premium division for sick pay in excess of statutory entitlement

The percentages referred to in Article 29, Paragraph 4, are:

Office and clerical sectors	temporary employment agency 1: 0.71%
Technical and industrial sectors	temporary employment agency 2: 1.16%

The percentages referred to in Article 29, Paragraph 5, are based on an equal division of premiums between the temporary employment agency and the temporary worker if insurance is taken out and have been determined by the parties as follows (1 January 2006):

Temporary employment agencies I: 0.70%
 Temporary employment agencies II: 1.42%

SCHEDULE 4. JOB CLASSIFICATION AND JOB GRADES

This Schedule lists the names, classification and grades of jobs in order to provide the fullest possible information about the limits within which suitable alternative work can be offered. The jobs are graded by level of responsibility. A subdivision has been created by ranking the different jobs. This subdivision consists of ten different levels, rising in level of responsibility.

Supervisory and managerial positions have not been included. In this connection a supervisory job is classified one grade higher than the jobs subject to the supervision and a managerial job is classified two grades higher than the jobs subject to the management.

GRADE 1: Very simple activities of the same kind, which are usually repetitive and do not require vocational training or experience; educational level required: lower general secondary education (lavo).

GRADE 2: Simple activities of virtually the same kind, which are usually repetitive and require some vocational education and relevant experience; educational level required: lower general secondary education (lavo) and sometimes some additional job-specific training.

GRADE 3: Simple activities of a varied nature, which are usually repetitive and require some lower vocational education and relevant experience; educational level required: lower general secondary education (lavo) and additional job-specific training; junior general secondary education (mavo) or lower secondary vocational education (lbo)

GRADE 4: Less simple activities that are not always repetitive and generally require extensive lower vocational education and commensurate experience; educational level: lower general secondary education (lavo) and extensive job-specific training; junior general secondary education (mavo) or lower secondary vocational education (lbo) and additional job-specific training; senior general secondary education (havo) or pre-university education (vwo).

GRADE 5: Difficult activities that involve little repetition and often require some secondary vocational education and commensurate experience; educational level: junior general secondary education (mavo) or lower secondary vocational education (lbo) and extensive job-specific training; senior general secondary education (havo) or pre-university education (vwo) and additional job-specific training; senior secondary vocational education (mbo).

GRADE 6: Difficult activities that seldom involve repetition and require more senior vocational education and commensurate experience; educational level: senior general secondary education (havo) or pre-university education (vwo) and extensive job-specific training; senior secondary vocational education (mbo), with job-related exam subjects.

GRADE 7: Difficult and slightly varied package of activities that do not involve repetition and generally require extensive senior secondary vocational education and commensurate experience; educational level: senior secondary vocational education (mbo) and additional job-specific training; higher professional education (hbo).

GRADE 8: Difficult and fairly varied package of activities that do not involve repetition and require some higher professional education and commensurate experience; educational level: senior secondary vocational education (mbo) with extensive job-specific training; higher professional education (hbo) with job-related exam subjects.

GRADE 9: Difficult and varied package of activities that do not involve repetition and require extensive higher professional education and commensurate experience; educational level: higher professional education (hbo) and additional job-specific training; university education.

GRADE 10: Difficult and very varied package of activities that do not involve repetition and require extensive higher professional education and commensurate experience; educational level: higher professional education (hbo) and extensive job-specific training; university education with job-related exam subjects.

All the specified jobs are for men and women

job	(translation)	grade
A		
administratief assistent	(junior clerical assistant)	2-3-4
administratief medewerker	(senior clerical assistant)	5
afdelingschef	(department head)	5-6-7
afdelingshulp (paramedisch)	(ward orderly – paramedic)	3
afdelingssecretaresse	(department secretary)	5-6
afwasser	(washer-up)	1-2-3
antenneplaatser	(aerial fitter)	2-3
archiefassistent	(filing assistant)	2-3
assistent postkamer	(post room assistant)	2-3-4
assistent linnenkamer	(linen room assistant)	2
automonteur	(car mechanic)	5-6
automonteur (2e)	(junior car mechanic)	4-5-6
autopoetser	(car polisher)	1-2
autowasser	(car washer)	1-2
B		
badhulp	(bathing assistant)	3
bakker	(baker)	4-5-6
baliemedewerker	(desk/counter clerk)	1-2
bankwerker	(bench fitter)	5-6-7
bankwerker schroef en as	(bench fitter – screw and axle)	5-6-7
barmedewerker	(bartender)	2-3-4
bedradingsmonteur	(cable/wiring fitter)	4-5-6
bejaardenhulp	(geriatric helper)	4
bejaardenverzorgende	(geriatric nursing auxiliary)	5
belader	(loader)	2-3
bestelwagenchauffeur	(van driver)	3-4
beveiligingsbeambte	(security officer)	3-4
bezigheidstherapeut	(occupational therapist)	5-6
bezorger	(delivery man/women)	1-2
bijrijder	(driver's mate)	1-2-3
boekhouder	(bookkeeper)	7-8-9
boekhouder (PD-niveau)	(bookkeeper – practical diploma level)	2-3-4-5
boekhouder (MBA-niveau)	(bookkeeper – management accounting level)	3-4-5-6
boekhouder (SPD-niveau)	(bookkeeper – higher national diploma level)	4-5-6-7-8
boekhoudkundig assistent	(junior bookkeeping assistant)	4
boekhoudkundig medewerker	(senior bookkeeping assistant)	5-6-7
bouwveger	(construction site sweeper)	1-2
brander	(burner/distiller)	2-3-4
broodjessmeerder	(sandwich maker)	1-2
bundelaar	(bundler)	1-2
C		
cadoperator	(CAD operator)	3-4-5
calculator	(calculator)	7-8-9
caissière	(cashier / check-out operator)	2-3
chauffeur (gevaarlijke stoffen)	(driver – hazardous substances)	3-4-5
chauffeur (groot rijbewijs)	(heavy goods vehicle driver)	3-4-5-6
chauffeur (chauffeursdiploma)	(driver – bus/truck driving diploma)	3-4-5-6
chemisch analist	(chemical analyst)	6-7-8-9-10
classificeerder	(ship cleaner)	2-3
codeerder	(code clerk)	6-7-8-9-10
commercieel administratief	(commercial / clerical)	1-2-3
commercieel medewerker binnendienst	(commercial assistant – office-based)	3-4-5
commercieel secretariaatsmedewerker	(commercial secretarial assistant)	4-5-6
computeroperator	(computer operator)	4-5-6
conferentievoordinator	(conference coordinator)	5-6-7
constructeur	(technical draughtsman)	8-9-10
constructie-medewerker	(draughting assistant)	3-4
constructiebankwerker	(lathe operator)	3-4-5

constructiebankwerker werkplaats	(lathe operator – workplace)	3-4-5
correspondent (moderne talen)	(correspondent – modern languages)	7-8-9
cv-monteur	(central heating engineer)	4-5-6
D		
datatypist	(data typist)	3-4
debiteurenbewaker	(credit controller)	2-3
declarant (aankomend)	(junior import/export clerk)	3-4-5
declarant (ervaren)	(senior import/export clerk)	4-5-6
device-operator	(device operator)	2-3-4
dienstmeisje	(domestic servant)	3
diëtist	(dietician)	8
directiesecretaresse	(executive secretary)	8-9
dokwerker	(dock worker)	3-4-5
draaier (cnc)	(CNC miller)	4-5-6
draaier (conventioneel)	(miller – conventional)	4-5-6
drukker	(printer)	4-5
dtp'er	(desktop publisher)	4-5-6
E		
elektrosleutelaar	(electrical goods repairer)	2-3
elektromonteur (1e)	(junior electrician)	4-5-6
elektromonteur	(electrician)	5-6-7
elektromonteur (leerling)	(trainee electrician)	3-4-5
elektromonteur (scheeps)	(marine electrician)	3-4-5
exportbegeleider	(export supervisor)	2-3
F		
frezer	(milling machine operator)	4-5-6
fruitsorteerder	(fruit sorter)	1-2
fysiotherapeut	(physiotherapist)	9
G		
glazenwasser	(window cleaner)	2-3-4
groenvoorziener	(parks worker)	1-2-3
grondwerker	(navvy)	3-4-5
H		
handlanger	(unskilled labourer)	1-2
hbo'er voor middenkader	(higher professional staff for middle management posts)	4-5-6
heftruckchauffeur	(forklift truck driver)	3-4
heilgymnast/masseur	(remedial gymnastics therapist)	8
hoofd bedrijfsbureau	(head, operations office)	8-9-10
hoofdkassier	(chief cashier)	4-5
hostess/gastvrouw	(hostess)	4-5
houtbewerker	(woodworking machinist)	3-4-5
huismeester	(caretaker)	3-4
hulpbankwerker	(assistant bench fitter)	4
hulpkok	(assistant cook)	3
hulpmonteur beveiligingen	(assistant security system fitter)	2-3
hulptimmerman	(assistant carpenter)	4
I		
industriële schoonmaker	(industrial cleaner)	2-3-4
inpakker	(packer)	1-2-3
installateur computer	(computer installer)	3-4-5
K		
kamermeisje	(chambermaid)	3-4
kantinehulp	(canteen assistant)	2-3
kantinemedewerker	(canteen worker)	1-2
kapster	(hairdresser)	2-3-4
kelner	(waiter/waitress)	3-4-5-6
keukenbediende	(kitchen help)	2
klusjesman	(handyman)	1-2
koffiedame	(coffee lady)	1-2
kok	(chef/cook)	4-5-6-7-8

koerier-chauffeur binnenland	(courier driver – Netherlands)	3
koerier-chauffeur buitenland	(courier driver – abroad)	4
kraandrijver	(crane operator)	4-5-6
kwaliteitscontroleur	(quality controller)	4-5-6
L		
laborant	(lab technician)	5-6-7
lader/losser	(loader / unloader)	1-2-3
lasser (certificaat)	(welder – certified)	4-5-6
lasser (elektrisch en co2)	(welder – electrical and CO ₂)	4-5-6
lasser (elektrisch)	(welder – electrical)	3-4-5
lasser (pijp)	(pipe welder)	5-6-7
lasser (scheeps)	(ship welder)	3-4-5
leraar/lerares	(teacher)	4-5-6
logistiek supervisor bedrijfsgebouw	(logistics supervisor, commercial building)	4-5-6
logistiek medewerker	(logistics assistant)	2-3
loodgieter	(plumber)	4-5-6
loodgieter (leerling)	(trainee plumber)	2-3-4
lts'er metaal	(metal worker with lower vocational technical qualification)	2-3-4
M		
machinebankwerker	(lathe operator)	4-5-6
machinebediener	(machine operator)	3-4-5
magazijnbediende	(warehouse assistant)	2-3
magazijnbeheerder/meester	(warehouse manager)	5-6
marketing assistent	(marketing assistant)	4-5-6
medewerker groenten en fruit	(greengrocery assistant)	1-2
medewerker buitenlands betalingsverkeer	(foreign payment transactions clerk)	4-5-6
medewerker customer service	(customer service employee)	3-4-5
metaalbewerker	(metal worker)	3-4-5
metselaar	(bricklayer)	4-5-6
monteur	(mechanic)	5-6-7
N		
naaister	(seamstress)	2-3-4
O		
ober	(waiter/waitress)	3-4-5
office-manager	(office manager)	4-5-6
offsetdrukker	(offset printer)	2-3-4
onderhoudsmonteur	(service mechanic)	3-4-5
operator	(operator)	4-5-6
opruimer	(tidier-up)	1-2
orderpicker	(order picker)	1-2
orderverzamelaar	(order picker)	2-3
P		
parketlegger	(parquet layer)	2-3-4
plaatwerker	(sheet-metal worker)	3-4-5
portier	(doorman)	2-3-4-5
postkamermedewerker	(post room assistant)	2-3
procesoperator	(process operator)	4-5-6
produktiemedewerker (alle soorten)	(production worker – all categories)	1-2
produktiemedewerker (lts-niveau)	(production worker with lower vocational technical qualification)	1-2-3
produktiemedewerker (mts-niveau)	(production worker – technical secondary level)	2-3-4
produktiemedewerker (avond)	(production worker – evening shift)	1-2
produktiemedewerker (ploegendienst)	(production employee – shift work)	1-2
programmeur	(programmer)	6-7-8
pijpfitter	(pipe fitter)	4-5-6
R		
receptioniste	(receptionist)	2-3-4-5
restauranthulp	(restaurant assistant)	2-3
S		
scheepsijzerwerker	(shipwright – metal)	4-5-6
schilder	(painter)	4-5-6

schoonmaker	(cleaner)	1-2-3
secretaresse	(secretary)	5-6-7-8-9
serveerster	(waitress)	2-3
servicemonteur	(service mechanic)	3-4
sjouwer	(porter/dock hand)	2-3
sjovelmachinist	(mechanical shovel operator)	2-3-4
slager	(butcher)	5-6-7
slijter	(wine merchant)	4-5-6
slijper universeel	(universal polisher)	2-3-4
stenotypiste (Nederlands)	(shorthand typist - Dutch)	4-5-6
stenotypiste (moderne talen)	(shorthand typist – modern languages)	5-6-7
stoffeerder	(upholsterer)	2-3-4
systeemontwerper	(system designer)	9-10
T		
technisch medewerker	(technical assistant)	1-2
technisch tekenaar	(technical draughtsman)	4-5-6
technisch service buitendienstverkoper	(technical field sales person)	5-6-7
tekenaar	(draughtsman)	5-6
tekenaar cad of cad/cam (mts)	(CAD or CAD/CAM draughtsman - technical secondary level)	2-3-4
tekenaar cad of cad/cam (hts)	(CAD or CAD/CAM draughtsman- higher technical level)	4-5-6
tekenaar constructeur	(mechanical draughtsman)	7-8
tekenaar/ontwerper	(draughtsman/designer)	4-5-6
telefonist	(telephonist/telephone operator)	4-5-6
telemarketeer	(telemarketer)	5-6-7
timmerman	(carpenter)	5-6
timmerman renovatie	(renovation carpenter)	3-4-5
tuinhulp	(gardening helper)	3
tuinman	(gardener)	4-5
typiste moderne talen	(typist – modern languages)	4-5-6
typiste Nederlands	(typist – Dutch)	3-4-5
U		
uitbener	(meat boner)	3-4-5
V		
vakantiehulp	(holiday helper)	1
verftapper	(paint mixer)	1-2
verkoper (aankomend)	(salesperson – trainee)	2-3-4
verkoper (ervaren)	(salesperson – experienced)	4-5-6
verpleeghulp	(nursing auxiliary)	3-4
verpleegkundige	(qualified nurse)	7-8-9-10
vertegenwoordiger	(sales representative)	3-4-5
verzorgingsassistent	(nursing orderly)	3
vorkheftruckchauffeur	(fork-lift truck driver)	3-4
vouwster	(laundry folder)	1-2
W		
wasvouwer	(laundry folder)	1-2
wegenbouwer	(roadbuilder)	2-3
werkplaatsmonteur	(workplace mechanic)	3-4-5
werkvoorbereider computer	(computer work preparer)	5-6-7
woningstoffeerder	(home fabrics decorator)	4-5
IJ		
ijzerwerker	(ironworker)	5-6
ijzerwerker (betonindustrie)	(ironworker – concrete industry)	4-5-6
Z		
zager	(sawyer)	1-2
ziekenverzorgende	(nursing orderly)	5

SCHEDULE 5. PAY REMITTANCE AND PAYSリップ

Remittance of pay

The pay and any allowances in accordance with Article 22 of this collective agreement will be remitted at the end of each payment period.

Payslip

A temporary worker will be supplied with a payslip at least once a month. Before the start of the temporary employment contract the temporary employment agency will ask the temporary worker whether he wishes to receive the payslip in person or by post.

The payslip will contain the following information:

the actual gross pay, broken down if necessary into normal, bonus and overtime hours; waiting day compensation, disbursed reserves; any supplements; any expense allowances; deductions such as those under the Sickness Benefits Act (ZW), the Old Age Pensions Act (AOW), the Unemployment Insurance Act (WW), the Wages and Salaries Tax Act (LB) and those on account of any supplementary sickness benefits; the amounts disbursed net for each payment period, pension contributions and (cumulative) transfers to reserves set aside for brief absence / special leave, public holidays, holidays and holiday pay, both in percentages and in euros.

SCHEDULE 6. DISPUTES COMMITTEE RULES UNDER NBBU COLLECTIVE AGREEMENT

Rules of the Disputes Committee for the NBBU Collective Agreement For Temporary Workers

Parties:

A. De Nederlandse Bond van Bemiddelings- en Uitzendondernemingen (NBBU),

and

B. Landelijke Bedrijfsorganisatie Verkeer (LBV);

have decided to establish a Disputes Committee to mediate in disputes that may arise as a consequence of the NBBU Collective Agreement for Temporary Workers.

ARTICLE 1. Definitions

1. **NBBU**: the employers' organisation *De Nederlandse Bond van Bemiddelings- en Uitzendondernemingen*, which has its seat at Jan van Eijcklaan 2-6, 3723 BC Bilthoven.
2. **LBV**: the employees' organisation *Landelijke Bedrijfsorganisatie Verkeer*, which has its seat at Verzamelgebouw Zuid, Strevelsweg 700/208, 3083 AS Rotterdam.
3. **DISPUTES COMMITTEE**: the Disputes Committee, which is composed in accordance with the provisions of Article 2 of these Rules and is responsible for mediating between the parties in the event of a dispute concerning the interpretation and application of provisions of the NBBU collective agreement.
4. **SECRETARY**: the Secretary of the NBBU Board and/or the LBV Board or an acting secretary designated for this purpose by the Disputes Committee.

COMPOSITION AND POWERS OF THE DISPUTES COMMITTEE

ARTICLE 2

The Disputes Committee consists of four members. Two members are appointed by the employees' organisation and two by the employers' organisation.

ARTICLE 3

The Disputes Committee is assisted by a Secretary appointed by the Disputes Committee

ARTICLE 4

The Disputes Committee is not empowered to deal with a dispute concerning a matter pending before the courts or on which the courts have already given judgment.

ARTICLE 5

The Disputes Committee will meet as often as any party considers necessary.

ARTICLE 6

A member of the Disputes Committee may be challenged by one or both parties to the dispute on the basis of facts or circumstances that could make it difficult for the member to form an impartial opinion about the dispute. The other Committee members will decide whether the challenge is well-founded. If the challenge is well-founded, the member concerned is replaced.

ARTICLE 7

1. The Disputes Committee has its address for service in Bilthoven.
2. Notwithstanding the provisions of the preceding Paragraph the Disputes Committee may meet to deliberate and hear witnesses and experts at any place in the Netherlands or elsewhere which is considered suitable for this purpose.

PROCEDURE BEFORE THE DISPUTES COMMITTEE

ARTICLE 8

1. The disputes procedure is initiated by the lodging by the claimant of a notice of objection, which gives reasons and is sent by registered letter to the secretariat. The notice of objection may be lodged in a single copy.
2. The parties are given an opportunity to be heard. The Disputes Committee fixes a place, day and time for such a hearing after consultation with the parties.

ARTICLE 9

Each party bears its own costs in connection with a dispute, unless the Disputes Committee decides otherwise in special cases.

ARTICLE 10. RULING

1. The Disputes Committee gives a ruling by a majority of votes and in accordance with the relevant collective agreement, the contract concluded between the parties, the terms and conditions forming part thereof and the statutory rules.
2. The ruling amounts to no more than a proposal to the parties to resolve the impasse. The parties should inform the secretariat within six weeks of the date of the ruling whether they agree with its content.
3. If the parties accept the ruling, this will be binding on them. If the Disputes Committee remains divided in its opinion of the dispute in question, the matter may be referred to the competent court.

ARTICLE 11. NON-DISCLOSURE OBLIGATION

The members of the Disputes Committee may not disclose any information about the parties that comes to their attention in the course of dealing with the dispute.

ARTICLE 12. EXCLUSION OF LIABILITY

The Disputes Committee cannot be held liable for any acts or omissions in relation to a dispute to which these rules apply.

SCHEDULE 7. SCOPE DEFINED IN MORE DETAIL

This NBBU Collective Agreement for Temporary Workers does not apply to an employer covered by one of the following collective agreements:

- collective agreement for the metal working industry
- collective agreement for the bodywork industry
- collective agreement for the motor vehicle and two-wheeler trade
- collective agreement for the gold and silver trade
- collective agreement for the insulation trade
- collective agreement for the electrical trade
- collective agreement for the plumbing, fitting, central heating and refrigeration trade

unless the employer meets the following cumulative requirements:

- (a) The business activities of the employer consist exclusively in the posting of temporary workers as defined in Section 690 in Book 7 of the Netherlands Civil Code, and
- (b) The number of agreed working hours of the employees in the service of this employer who are involved in activities as described in the collective agreement for the metal-working industry, the collective agreement for the bodywork industry, the collective agreement for the motor vehicle and two-wheeler trade, the collective agreement for the gold and silver trade, the collective agreement for the insulation trade, the collective agreement for the electrical trade, and/or the collective agreement for the plumbing, fitting, central heating and refrigeration trade, is less than 75% of the total number of agreed working hours of the employees who are in such service, in other words: at least 25% of the number of working hours of such employees relates to activities carried out in some trade or industry other than those referred to in Article 3 of the aforesaid collective agreements, and
- (c) The employer contracts out at least 15% of the total payroll liable to social security contributions on an annual basis under temporary employment contracts with a temporary employment clause as referred to in Section 691(2) in Book 7 of the Netherlands Civil Code, as defined in Article 1, Paragraphs 1 and 2, and Article 2 of the Temporary Employment Agencies (Classification) Order (*Besluit Indeling Uitzendbedrijven*) of the National Institute for Social Insurance (LISV) dated 6 October 1999, published in the Government Gazette (*Staatscourant*), number 49 of 9 March 2000. The employer is deemed to meet this criterion if and in so far as this has been established by the Employee Insurance Schemes Implementing Body (UWV), and
- (d) The employer is not part of a group that is covered either directly or indirectly (through a provision making application obligatory or through a declaration of universal application) by one of the collective agreements referred to above in clause (b), and
- (e) The employer is not a jointly agreed labour pool.

SCHEDULE 8: SECTIONS FROM THE CIVIL CODE

[Fixed-term employment contract series] Section 668a, Book 7 of the Netherlands Civil Code

1. From the day when:
 - a) fixed-term employment contracts between the same parties have succeeded one another at intervals of at most three months over a period of 36 months or more (including such intervals), the last employment contract shall be deemed to have been entered into for an indefinite term as from that day;
 - b) more than three fixed-term employment contracts between the same parties have succeeded one another at intervals of not more than three months, the last employment contract shall be deemed to have been entered into for an indefinite term.
2. Subsection 1 shall apply by analogy to successive employment contracts between an employee and different employers who must reasonably be treated as each other's successors with regard to the work performed.
3. Subsection 1 clause (a) and last part of the sentence shall not apply to an employment contract entered into for not more than three months which immediately follows an employment contract entered into for 36 months or more between the same parties.
4. The period of notice shall be calculated from the time the first employment contract referred to in clause (a) or (b) of subsection 1 was entered into.
5. Subsections 1 to 4 may be derogated from to the detriment of the employee only by collective agreements or by a scheme made by or on behalf of a competent administrative authority.

[Special rules for temporary employment contracts] Section 691, Book 7 of the Netherlands Civil Code

1. Section 668a shall apply to a temporary employment contract only when the employee has worked over a period of more than 26 weeks.
2. It may be provided in writing in a temporary employment contract that the contract ends by operation of law if the employee's posting by the employer with a third party as referred to in Section 690 is terminated at the request of such third party. If a clause as referred to in the previous sentence is included in the temporary employment contract, the employee may terminate the contract with immediate effect.
3. A clause as referred to in subsection 2 shall cease to apply if the employee has worked for the employer for more than 26 weeks. The right of the employee to terminate the contract as referred to in subsection 2 shall lapse on expiry of this period.
4. Successive periods of work separated by intervals of less than one year shall be taken into account in calculating the periods referred to in subsections 1 and 3.
5. Periods in which work is performed for different employers who must reasonably be deemed to be each other's successors in respect of the work performed shall also be taken into account in calculating the periods referred to in subsections 1 and 3.
6. This Section shall not apply to a temporary employment contract where the employer and the third party form part of the same group as defined in Section 24b in Book 2 or where one is a subsidiary of the other as defined in Section 24a in Book 2 of the Netherlands Civil Code.
7. Derogation from the periods referred to in subsections 1, 3 and 4 and from subsection 5 to the detriment of the employee shall be permissible only by collective agreement or by a scheme made by or on behalf of a competent administrative authority.

[No work, but pay continues]**Section 628, Book 7 of the Netherlands Civil Code**

1. An employee shall retain the right to the remuneration determined by unit of time ('pay period wages') if he has not performed the contracted work through a cause for which the employer should reasonably be held responsible.
2. If he is entitled to a pecuniary benefit pursuant to any insurance prescribed by law or pursuant to any insurance policy from any fund participated in by virtue of or under the employment contract, the pay shall be reduced by the amount of that benefit.
3. If the pay in cash terms is fixed other than by reference to a unit of time the provisions of this Section shall apply, with the proviso that pay shall be understood to mean the average pay which the employee could have earned during that period if he had not been prevented from doing so.
4. The pay shall, however, be reduced by the amount of the expenses which the employee has saved by not performing the work.
5. Subsections 1 to 4 may be derogated from to the detriment of the employee during the first six months of the employment contract only by written agreement.
6. In the case of successive employment contracts as defined in Section 668a, a derogation as referred to in subsection 5 may be agreed for not more than six months in total.
7. After the expiry of the period referred to in subsection 5, this Section may be derogated from to the detriment of the employee only by collective agreement or by a scheme made by or on behalf of a competent administrative authority.

[Minimum entitlement per call-out]**Section 628a, Book 7 of the Netherlands Civil Code**

1. If a period of work of less than 15 hours a week has been agreed and the times when the work must be performed have not been fixed or not been clearly fixed, the employee shall be entitled to the remuneration to which he would have been entitled if he had performed work for three hours for every period of less than three hours in which he performed work.
2. This Section may not be derogated from to the detriment of the employee.

[Period of notice]**Section 672, Book 7 of the Netherlands Civil Code**

1. Notice of termination shall be given with effect from the end of a month, unless another day has been designated for this purpose by written agreement or in accordance with custom and practice.
2. The following periods of notice shall be observed by the employer in the case of an employment contract which, on the day of termination, has lasted:
 - a) less than five years: one month;
 - b) five years or more but less than ten years: two months;
 - c) ten years or more but less than fifteen years: three months;
 - d) fifteen years or more: four months.
3. The period of notice to be observed by the employee shall be one month.
4. If the consent referred to in Article 6 of the Extraordinary Decree on Labour Relations 1945 (*Buitengewoon Besluit Arbeidsverhoudingen 1945*) has been granted, the period of notice to be observed by the employer shall be reduced by one month, with the proviso that the remaining period of notice is not less than one month.
5. The period referred to in subsection 3 may be reduced only by collective agreement or by a scheme made by or on behalf of a competent administrative authority. The period may be extended in writing.
6. The period referred to in subsection 3 may be derogated from in writing. In the case of an extension, the period of notice may not exceed six months for an employee, and for an employer it may not be less than twice the period to be observed by the employee.
7. As regards the remaining period of notice of one month, subsection 4 may be derogated from to the detriment of the employee only by collective agreement or by a scheme made

by or on behalf of a competent administrative authority.

8. The period of notice referred to in subsection 6, second sentence, may be reduced for the employer by collective agreement or by a scheme made by or on behalf of a competent administrative authority, with the proviso that the period is not shorter than that to be observed by the employee.
9. For the purposes of subsection 2 employment contracts shall be deemed to constitute a single continuous employment contract upon restoration of the employment contract pursuant to Section 682.

[Pay equivalence rule]

**Section 8 of the Netherlands Posting of Workers by Intermediaries Act
(*Wet allocatie arbeidskrachten door intermediairs*)**

- 1 A party that posts workers to work for a hirer shall owe these workers wages, benefits and other allowances equivalent to the wages, benefits and other allowances granted to employees who work in the same or similar positions in the service of the business to which the posting is made.
- 2 Subsection 1 shall not apply if it is provided either in a collective agreement applicable to the business that posts the worker or by law what wages, benefits and other allowances the party that posts workers owes to those workers.
- 3 Subsection 1 shall not apply either if the business to which the employee is posted is subject to a collective agreement containing provisions by virtue of which the employer must ensure that employees posted to his business receive wages, benefits and other allowances in accordance with the provisions of that collective agreement.

SCHEDULE 9. TRANSITIONAL SCHEME FOR THE DETERMINATION OF THE LEGAL STATUS OF TEMPORARY WORKERS (AS OF 29 MARCH 2004)

ARTICLE 1. GENERAL

1. A distinction is made in this transitional scheme between:
 - a) the first temporary employment contract (the temporary worker has not previously worked for the temporary employment agency);
 - b) current temporary employment contracts entered into before 29 March 2004 and terminated on or after 29 March 2004;
 - c) new temporary employment contracts concluded by a temporary employment agency and a temporary worker on or after 29 March 2004 while a previous temporary employment contract has already ended.
2. The phrase 'weeks already **worked**' means the number of weeks in which the temporary worker has actually performed temporary work in accordance with phase 1 of the NBBU Collective Agreement for Temporary Workers 1999-2003.
3. The phrase 'weeks already **accumulated**' means the number of weeks already worked, including intervals of less than three months between two temporary employment contracts, in accordance with phase 2 of the NBBU Collective Agreement for Temporary Workers 1999-2003.
4. There is no transitional scheme for the period and chain system.
5. The 'expedited route' (*'verkorte route'*) whereby a temporary worker joins in phase 4 because he has worked for a continuous period of 18 months with a single hirer, as referred to in Article 13, Paragraph 4, of the NBBU Collective Agreement for Temporary Workers 1999-2003, will cease to apply on 29 March 2004.

ARTICLE 2. THE FIRST TEMPORARY EMPLOYMENT CONTRACT

1. The first temporary employment contract means an employment contract entered into on or after 29 March 2004 by a temporary worker who has never previously worked for the temporary employment agency concerned.
2. A temporary worker joins at the start of phase 1 or under the first temporary employment contract in accordance with the period and chain system. The new law is immediately applicable.
3. Article 19 of this collective agreement will apply if an employer has successive employer status.

ARTICLE 3. THE CURRENT TEMPORARY EMPLOYMENT CONTRACT

1. A current temporary employment contract means a temporary employment contract entered into before 29 March 2004 and terminated on or after 29 March 2004.
2. If a temporary worker is working under a current phase 1 temporary employment contract, the new law will apply immediately on 29 March 2004. The number of weeks already **worked** that have been accumulated in this phase will be retained. If the current temporary employment contract has ended and immediately afterwards a new temporary employment contract is entered into on or after 29 March 2004, Article 4, Paragraph 3, of this transitional scheme will apply by analogy.
3. If a temporary worker is working under a current phase 2 temporary employment contract, the new law will apply immediately on 29 March 2004. The number of weeks already **accumulated** will be retained. If the current temporary employment contract has ended and immediately afterwards a new temporary employment contract is entered into on or after 29 March 2004, Article 4, Paragraph 4, of this transitional scheme will apply by analogy.
4. If a temporary worker is working under a current phase 3 temporary employment contract, the new law will apply immediately on 29 March 2004. A current phase 3 fixed-term temporary employment contract ends by operation of law, as agreed, on the specified date or at the end of the project, with the right to continued pay. If the current

temporary employment contract has ended and immediately afterwards a new temporary employment contract is entered into on or after 29 March 2004, Article 4, Paragraph 5, of this transitional scheme will apply by analogy.

5. If a temporary worker is working under a current phase 4 temporary employment contract, the worker will retain the right to an open-ended temporary employment contract (i.e. for an indefinite term).

ARTICLE 4. THE NEW TEMPORARY EMPLOYMENT CONTRACT

- 1 A new temporary employment contract means a first employment contract entered into on or after 29 March 2004, following the termination of a previous temporary employment contract entered into between the same parties.
- 2 The temporary employment agency examines the temporary employment history of the temporary worker at the moment when a new temporary employment contract is entered into on or after 29 March 2004. The legal status of the temporary worker is then established in accordance with the provisions of Paragraphs 3 to 5.
- 3 If the temporary worker was in phase 1 in an interval between two temporary employment contracts or if phase 1 had already ended but phase 2 had not yet started, the new law will be immediately applicable on the date of the new temporary employment contract on or after 29 March 2004.
 - a) The number of weeks already **worked** will be retained if the interval between the two temporary employment contracts is shorter than 26 weeks.
 - b) The number of weeks already worked will be forfeited if the interval between the two temporary employment contracts is 26 weeks or longer. Phase 1 now starts in accordance with the new law.
- 4 If the temporary worker was in phase 2 in an interval between two temporary employment contracts or if, under the old law, phase 2 had already ended but phase 3 had not yet started, the new law will be immediately applicable on the date of the new temporary employment contract on or after 29 March 2004.
 - a) The number of weeks already **accumulated**, up to and including the last week worked, will be retained if the interval between the two temporary employment contracts is shorter than 26 weeks. Once phases 1 and 2 have been completed, each counts separately as 26 weeks worked.
 - b) The number of weeks already accumulated will be forfeited if the interval between the two temporary employment contracts is 26 weeks or longer. Phase 1 now starts in accordance with the new law.
- 5 If the temporary worker was in phase 3 in an interval between two temporary employment contracts or if, under the old law, phase 3 had already ended but phase 4 had not yet started, the new law will be immediately applicable on the date of the new temporary employment contract on or after 29 March 2004.
 - a) A temporary worker will be classified in the phases system in accordance with the new law, depending on the aggregate length of the temporary employment contracts in phases 1, 2 and 3, as determined in accordance with (f) below.
 - b) If the temporary worker is in phase 2 in accordance with the new law, he retains the right to fixed-term temporary employment contracts with the right to continued pay. The temporary employment clause is not applicable here. Paragraph 4 (b) applies by analogy. The period in which fixed-term temporary employment contracts may still be entered into is determined by deducting the number of weeks of the aggregate length of the temporary employment contracts in phases 1, 2 and 3, as determined in accordance with (f) below, from the total length of phases 1, 2 and 3 as determined in accordance with the new law, namely 182 weeks. The number of fixed-term temporary employment contracts which may still be entered into is determined by dividing this period by 13 weeks. The figure obtained in this way is always rounded down to the nearest whole number.
 - c) If a temporary worker is in phase 3 under the new law and the interval

between the two temporary employment contracts is shorter than 13 weeks, the following provisions apply. The period in which phase 3 temporary employment contracts may still be entered into is determined by deducting the number of weeks of the aggregate length of the temporary employment contracts in phases 1, 2 and 3, as determined in accordance with (f) below, from the total length of phases 1, 2 and 3 as determined in accordance with the new law, namely 182 weeks. The number of phase 3 temporary employment contracts which may still be entered into is determined by dividing this period by 13 weeks. The figure obtained in this way is always rounded down to the nearest whole number.

- d) If a temporary worker is in phase 3 under the new law and the interval between the two temporary employment contracts is 13 weeks or longer but less than 26 weeks, the rights already accumulated in phase 3 will be forfeited and phase 3 will start anew, now under the new law.
- e) If a temporary worker is in phase 3 under the new law and the interval between the two temporary employment contracts is 26 weeks or longer, the rights already accrued will be forfeited and phase 1 will start anew, now under the new law.
- f) The aggregate length is counted as follows:
The completed phases 1 and 2 together count as 52 weeks. The number of weeks of the aggregate length of the phase 3 temporary employment contracts, until the end date of the last temporary employment contract, is counted for phase 3. The periods of all phase 3 temporary employment contracts are added up in order to count the aggregate length provided that they have followed one another at intervals of less than 13 weeks (such intervals being included in the aggregate length).

SCHEDULE 10. Different terms and conditions of employment for temporary workers employed in the construction industry

The package of terms and conditions of employment referred to in Article 40 is as follows.

1. The provisions of the present collective agreement apply equally to temporary workers posted to work for a hirer that comes coming under the collective agreement for the construction industry. In addition to this collective agreement, a differently designed package of terms and conditions of employment applies to these temporary workers.
2. A distinction is made in the collective agreement for the construction industry between building site jobs and executive, technical and administrative jobs (UTA jobs). This distinction also applies to temporary workers.
3. A temporary worker who is posted to work for a hirer as referred to in Paragraph 1 is defined either as a qualified worker or as a newcomer.
4. *A qualified worker in a building site job* is a temporary worker who:
 - (a) is taking a training course under a practical training contract (BPVO) as referred to in Article 28, Paragraph 3, of the collective agreement for the construction industry; or
 - (b) is in possession of a diploma or practical certificate of a training course as referred to in Article 28, Paragraph 3, of the collective agreement for the construction industry; or
 - (c) is following a course of training in the construction industry as an adult professional; or
 - (d) has performed, within a period of two years, a total of twelve months' building work as defined in the collective agreement for the construction industry (immediately prior to the start of the temporary work or – as soon as this is the case – during the performance of the temporary work in the construction industry).

A qualified worker in a UTA job is a temporary worker who:

 - (a) is in possession of at least a level-2 diploma of the vocational training path (BOL) in a construction industry subject; or
 - (b) has performed, within a period of two years, a total of twelve months' UTA work as defined in the collective agreement for the construction industry (immediately prior to the start of the temporary work or – as soon as this is the case – during the performance of the temporary work in the construction industry).

A newcomer is a temporary worker who does not fall within the definition of 'qualified worker'.
5. The temporary employment agency should take account of the following additional terms and conditions of employment from the collective agreement for the construction industry (i.e. in addition to the provisions of this collective agreement) in respect of a qualified worker in a building site job.
 - Article 11a, Paragraphs 1, 2 (first sentence), 3, 7 and 8 (4-day working week for building site staff aged 55 or over)
 - Article 42 (travelling time allowance)
 - Article 33 (performance-related pay)
 - Article 18 (stand-by duty).
6. The temporary employment agency should take account of the following additional terms and conditions of employment from the collective agreement for the construction industry (i.e. in addition to the provisions of this collective agreement) in respect of a qualified worker in a UTA job.
 - Article 11b, Paragraphs 1, 2, 6, 10 and 11 (4-day working week for UTA staff aged 55 or over).
7. The provision concerning shorter working hours in Article 22, Paragraph 2, of this collective agreement does not apply to a newcomer.
8. The full text of the collective agreement for the construction industry can be found at www.nbbu.nl.