

PRINCIPLE- AKKOORD

Eenmalige uitgave
over de overgang
naar 1CAO voor
DSM in Nederland

oktober 2013



Vakmensen

De Unie in NWW/ELAN



Synergo-vhp

Deze CAO krant is een gezamenlijke uitgave van DSM en de vakorganisaties.

Principe-akkoord 1CAO



Hand van Evert, bestuurslid FNV Bondgenoten, en Alex Winkler, President DSM Nederland, schudden elkaar de hand na het bereiken van het principe-akkoord 1CAO. Op de achtergrond de bestuursleden van de andere vakorganisaties en het 1CAO productie team van DSM.

DSM Nederland en de vakorganisaties zijn een principe-akkoord over de overgang naar één collectieve arbeidsovereenkomst (1CAO) voor alle betrokken medewerkers van DSM in Nederland overeen gekomen. Beide partijen staken het afgelopen jaar veel energie in de onderhandelingen om te komen tot 1CAO.

Het principe-akkoord 1CAO is gesloten tussen DSM Nederland en de vijf betrokken vakorganisaties: FNV Bondgenoten, Vakbond De Unie, CNV Vakmensen, Vakbond NWW en Synergo-vhp. In deze krant lees je de hoofdlijnen van het akkoord. We hebben aandacht aan de belangrijkste punten en wijzen voor Belasting, Arbeidsloos & Verlof, Betreffs en MyChoice. Aan de hand van enkele voorbeeldvragen maken we kennis met de nieuwe CAO en wat je kan stellen. Ook vertellen we je meer over de transitieperiode die er voor zorgt dat niemand er in totale waarde van het arbeidsovereenkomstpakket op achterloopt. Ten slotte laten we zien welke stappen we nog moeten nemen om per 1 april 2014 te beschikken over

een nieuwe CAO. De fotopagina's op de achterzijde geeft een samenvatting van de onderhandelingen tussen DSM Nederland en de vakorganisaties.

Intermediair overleg: Het principe-akkoord 1CAO sluit een periode af van intensief overleg. En het eindresultaat mag er zijn. Sinds oktober 2012 zaten DSM Nederland en de vakorganisaties voortdurend om tafel over de totstandkoming van 1CAO. Daarin is logischerwijs niet over één nacht ijs gegaan. Dat kan ook niet, want we gaan strikt over van onze CAO's naar één overkoepelende CAO voor DSM in Nederland. Dat is een grote verandering, zeker omdat de onze huidige CAO's op veel onderdelen inhoudelijk verschillen van elkaar.

Eén werkgever
Maar waarom kiezen we ook alleen voor de overgang naar 1CAO? De arbeidsovereenkomsten liggen bij DSM in Nederland nu wat in zeven aparte CAO's, één voor elke sociale eenheid: DSM Biologics, DSM Engineering Plastics/Advanced Polymers, Enzon, DSM Resins, DSM Neoflexion, DSM Gilt Services, DSM Pharma Chemicals en DSM Limburg. Dat geeft niet bij een organisatie die alle 7000 DSM'ers door het land heen werkt. Als één werkgever. Daarom willen we duidelijke arbeidsovereenkomsten voor alle medewerkers in Nederland.

Eenduidigheid
Maar niet alleen daarom. Een CAO voor alle medewerkers in Nederland zorgt voor eenduidigheid in arbeidsovereenkomsten. Het arbeidsovereenkomstpakket bestaat vanaf 1 april 2014 voor iedereen uit precies dezelfde onderdelen. Dat is duidelijk. Daarnaast uitgangspunt is dat de totale waarde van het individuele ar-

beidsovereenkomstpakket op het moment van overgang hetzelfde blijft tot het einde van het dienstverband, voor medewerkers die op 1 januari 2014 in

in de nieuwe CAO hun (je namelijk) veel meer individuele features maken in onder meer salarisvoorwaarden en vrije tijd. Zo kun je met het MyChoice budget die het

Niemand van de huidige medewerkers gaat er in waarde op achteruit

dienst zijn. Om te zorgen dat niemand van de huidige bezetting erop achterloopt, treffen we waar nodig goede overgangsmaatregelen die het artikel op pagina 10.

artikel op pagina 10 een deel van je arbeidsovereenkomst zelf inklinken en aanpakken aan je levensfase en je jobfunctie.

Een modernere CAO past ook beter bij de behoeften van de huidige medewerkers, voor wie eigen verantwoordelijkheid een groot goed is. Het geeft je de mogelijkheid een deel van je arbeidsovereen-

komst wordt het ook makkelijker om de overstap te maken van de ene naar de andere DSM-vestiging. Dit is nu in Delft of in Zwolle werkt, de CAO is overal dezelfde. Zo verhogen we de mobiliteit binnen onze organisatie.

1CAO verschijnt zo snel mogelijk op het intranet van DSM. Heb je nog vragen over de overgang naar 1CAO stuur dan een e-mail naar info.cao@dsm.com.

The English version of this newspaper will be published as a digital PDF on the Intranet of DSM within a few days. Keep an eye on the presenter DSM NL for the precise publication date.

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