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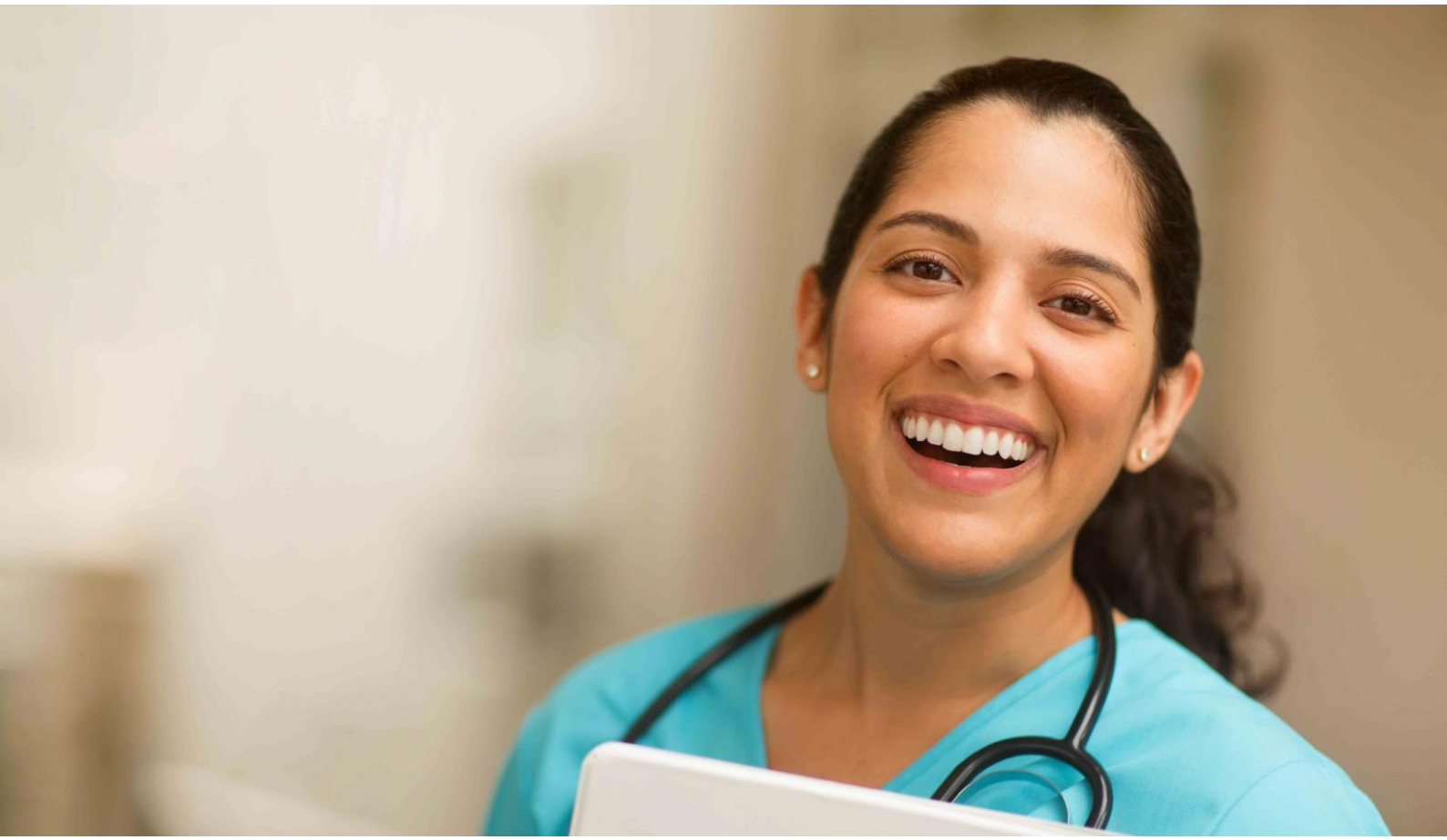

Continuity and Change in Collective Agreements in the Netherlands Before and After the Covid-19 Pandemic

Country Report

June 2023

BARCOVID

AIAS HSI

WageIndicator

CELSI Central European Labour Studies Institute

Sant'Anna School of Advanced Studies – Pisa

BARCOVID

The BARCOVID project aims to improve knowledge about the content of collective agreements in Europe and to undertake research activities to enhance the collection of comparative information on collective bargaining outcomes. The project takes in account the Covid-19 impact on industrial relations in Europe, which is approached from different angles, such as government measures and occupational health and safety. Lead partner is the University of Amsterdam/AIAS. The Central European Labour Studies Institute (CELSI), Sant'Anna School of Advanced Studies and WageIndicator Foundation are the project's key actors.

University of Amsterdam/AIAS-HSI

AIAS-HSI is an institute for multidisciplinary research and teaching at the University of Amsterdam (UvA), the largest university in the Netherlands. AIAS-HSI has as its objective the coordination, implementation and stimulation of interdisciplinary research into the practice of labour law and social security law. Therefore it combines insights from the social sciences, legal dogmas and legal theories in its research.

Central European Labour Studies Institute (CELSI)

Central European Labour Studies Institute (CELSI) is a non-profit research institute based in Bratislava, Slovakia. It fosters multidisciplinary research about the functioning of labour markets and institutions, work and organizations, business and society, and ethnicity and migration in the economic, social, and political life of modern societies. CELSI strives to make a contribution to the cutting-edge international scientific discourse.

Sant'Anna School of Advanced Studies

Sant'Anna School of Advanced Studies is a public university institute - with special autonomy - working in the field of applied sciences: Economics and Management, Law, Political Sciences, Agricultural Sciences and Plant Biotechnology, Medicine, and Industrial and Information Engineering. The School promotes the internationalization of didactics and research with innovative paths in the fields of university education, scientific research and advanced training.

WageIndicator Foundation

WageIndicator Foundation collects, compares and shares labour market information through online and offline surveys and research. Its national websites serve as always up-to-date online libraries featuring (living) wage information, labour law and career advice, for employees, employers and social partners. In this way, WageIndicator is a life changer for millions of people around the world.

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1.Introduction

This research report aims to investigate the extent to which the COVID-19 pandemic has impacted the content of collective labor agreements in The Netherlands. Like other countries in Europe and across the globe, much of the economic activity was disrupted by the onset of the covid-pandemic and subsequent periods of lockdowns in 2020-2022. The crisis situation, perhaps especially during the early phases of the pandemic, made the process of renewing collective agreements sometimes more difficult, see also the adjacent BARCOVID country report on the Netherlands (Jansen 2023). Next to negotiation process, the question to be addressed in this report is to whether the COVID-19 pandemic also impacted collective agreement outcomes.

This is not the first and likely also not the last report on the impact of the COVID-19 crisis on collective bargaining in the Netherlands. De Sauvage Nolting (2022), for example, conducted a small-scale but in-depth comparison of four collective labor agreements in the Netherlands, two of which were labeled as "crisis agreements" and two as regular agreements, all negotiated during the pandemic. He indeed discovered distinct differences in both the process and the outcome between the crisis and non-crisis agreements. The process of the crisis agreements was characterized by a mutual recognition of an industry problem, which led to adjustments in labor conditions, unlike the regular agreements where no special negotiation process was implemented. Furthermore, he identified differences in the outcomes; the regular agreements lacked the sense of urgency found in the crisis agreements, underscoring an absence of a unified approach to tackling the crisis.

Also Harteveld (2023) discusses the impact of the COVID-19 pandemic on the process and outcomes of collective negotiations in the Netherlands. Studying trends in collective bargaining from 2015 onwards, Harteveld explains that collective negotiations stalled after the outbreak of COVID-19, causing considerable delays and backlog. Following this stagnation, most of the attention collective bargaining discussions shifted to wage-related issues. And next to adjustments in wages Harteveld also observed a substantive impact of the pandemic in terms of a growing number of agreements regarding remote work, including remote work compensation.

The current report conducts a systematic comparison of 64 collective agreements in the Netherlands, both pre- and post-COVID-19. By analyzing the presence or absence of specific clauses within these agreements, this study aims to assess how the pandemic has impacted the outcomes of collective bargaining, particularly in specific areas. Notably, we observe remarkable levels of stability and continuity in several areas such as provisions regarding social security and job security. Although the impact of COVID-19 is not overwhelmingly apparent across all areas, the analysis reveals changes in the clauses pertaining to flexible working conditions, including remote work, as well as in (structural and incidental) wage increases.

2. Collective Agreement Renewals during the Pandemic

2.1 The CBA Database for the Netherlands

For this report, the WageIndicator Collective Agreements Database has been utilized as a primary resource for analyzing Collective Bargaining Agreements (CBAs)[1], The database, maintained by the WageIndicator Foundation (WIF), offers a comprehensive collection of annotated CBAs from around the globe. As of April 2023, it contains 2300+ CBAs in 27 different languages, originating from 67 countries. The database provides a unique opportunity to closely examine and compare agreements across countries, industries, and bargaining levels.

The collection process for the CBAs involves downloading from national registries, conducting smart Google searches, and directly requesting full-text agreements from bargaining social partners. The annotation process of CBAs in the database is based on a comprehensive coding scheme with more than 800 variables related to fourteen macro topics. This scheme is constantly evolving and is updated according to the most relevant topics emerging from public debates worldwide. Each CBA is annotated by professionals with knowledge and understanding of industrial relations and collective bargaining. For more detailed information on the coding scheme and variables used in the annotation process, the WageIndicator Collective Agreements Database Codebook (Ceccon and Medas, 2022) can be consulted as a reference.

For this report, 128 out of 173 CBAs from the Netherlands in the Database are analysed. Each CBA is analysed in pairs, consisting of a pre-pandemic version and a renewal since the start of the covid19 pandemic. Hence, the report is based on 64 pairwise comparisons of pre- and post-covid agreements (i.e, predecessor plus successor agreement). The "post" covid period refers to the period since the start of the pandemic, here demarcated as May 2020 onwards. The CBA-pairs analyzed cover a range of sectors, see Figure 1. An overview of the 64 agreement-pairs can be found in the appendix. The most prominent sectors include manufacturing, with 10 CBAs, and wholesale and retail trade; repair of motor vehicles and motorcycles, accounting for 15 CBAs. Other significant sectors featured in the analysis are construction with 8 CBAs, human health and social work activities with 7 CBAs, and transportation and storage with 6 CBAs. The report also encompasses CBAs from diverse sectors like agriculture, forestry, and fishing; utilities; accommodation and food services; information and communication; finance and insurance; professional and technical activities; public administration and defence; education; and other service activities. Finally, the majority of the CBAs, 53 in total, are from the private sector, while only 11 originate from the (semi-) public sector.

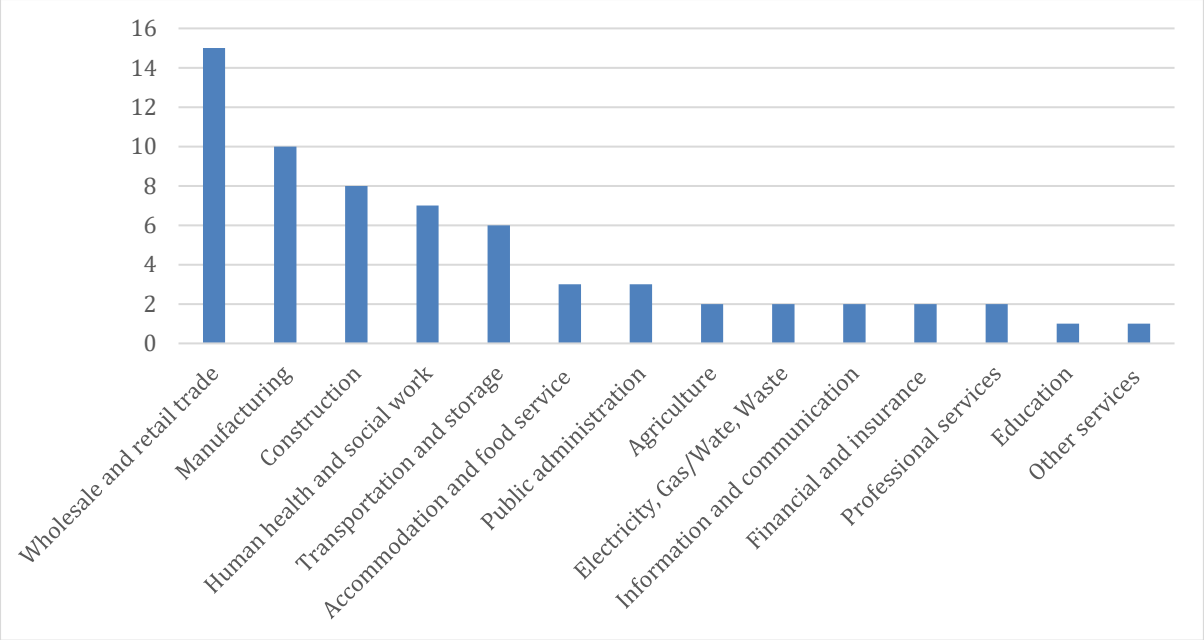
This research report aims to investigate the extent to which the COVID-19 pandemic has impacted the content of collective labor agreements. To achieve this, the analysis focuses on examining the clauses of collective bargaining agreements (CBAs) across four distinct categories. Within each category, the presence and absence of clauses are compared before the pandemic and since its inception. The report details any observed changes in the CBAs' clauses. The four categories under investigation are as follows:

[1] See: https://wageindicator.org/about/researchlab/cba-database

1. Social security and job security: This category encompasses social security and pensions, and individual employment contracts, but also clauses on job titles, and training/apprenticeship,
2. Health and Safety: This category covers clauses on sickness and disability, health and medical assistance, health and safety provisions, monitoring the relationship between work and health, and specific COVID-19 mentions or arrangements.
3. Flexible work and Work-Life Balance: This category focuses on work/family balance arrangements, working time, and flexible work arrangements, including remote work.
4. Compensation: This category includes clauses related to wages, structural wage increases, one-time bonuses, other extra payments, and overtime payments.

By systematically analyzing these categories, the research report sheds light on the influence of the COVID-19 pandemic on collective labor agreements and the changing landscape of labor relations.

Figure 1. Pairs of Agreements in the CBA Database, by Sector (N=64)



Source: WageIndicator CBA Database, May 2023

2.2 CBA Renewals: General information

Nearly every collective agreement from the Netherlands in the CBA Database has been renewed since the pandemic began. Among the 64 pairs in the before-after comparison, the majority of CBAs – 53 in total – were negotiated at the sector level, while 11 were negotiated at the level of individual enterprises or organizations. There have been no changes in the levels at which these CBAs were negotiated, see Table 1.

Table 1. Bargaining Level, in numbers of CBAs

	Pre-pandemic	Since pandemic	Change
Number of Sector-level CBAs	53	53	0
Number of Company-level CBAs	11	11	0

Source: WageIndicator CBA Database, May 2023

All CBAs in the analysis were negotiated with at least one trade union, and for most – though not all – CBAs, the CBA Database also contains information on the main signatories. Based on this information, the average number of employer and trade union signatories has been calculated: 2.2 trade unions and 1.2 employers or employer organizations were involved on average. While initial findings suggested changes in the number of trade union signatories for four CBAs, a closer inspection revealed that none of the CBAs under study experienced changes in the number of trade unions involved since the pandemic began. Additionally, there have been no changes in the number of employer signatory parties.

3. Pairwise Comparisons of pre- and post-Covid CBAs.

In the following sections, we will conduct before-after comparisons for 64 agreements in the Netherlands. Utilizing the coded information from the CBA Database, these comparisons will focus on changes in social security and job security, health and safety, flexible and remote working, and wages. For each topic, the analysis begins with a descriptive comparison of the number of agreements that include clauses on that topic, both before and since the pandemic. We will also highlight how many agreements experienced changes in clauses related to each topic.

3.1 Social security and job security

The first category of clauses that is analyzed encompasses social security and pensions, and individual employment contracts, but also clauses on job titles, and training/apprenticeship. In the "post" pandemic period, all of the 64 agreements analyzed for the Netherlands contain at least one clause on social security and pensions. Compared to the pre-pandemic period, that is an increase of such clauses in 4 agreements. Where the CBA-database allows specification, these added clauses refer to (early) retirement schemes and compensation during sickness.

The analysis then explores whether agreements have altered clauses related to individual employment contracts and job security. However, no changes are observed; all agreements, both before and after the pandemic, contain clauses on individual employment contracts. Furthermore, all coded collective agreements employ job grades or job evaluation systems. Lastly, nearly all of the coded collective agreements include provisions on education, training, and apprenticeships. Only one coded agreement added such a clause compared to the pre-pandemic period.

Table 2: Clauses regarding social security and job security, in numbers of CBAs

	Pre-pandemic	Since pandemic	Change
Social security and pensions	60	64	4
Individual employment contracts and job security	64	64	0
Job titles	64	64	0
Training/Apprenticeship	62	63	1

Source: WageIndicator CBA Database, May 2023

In summary, when it comes to clauses on social security and individual employment contracts, there is minimal change before and after the COVID pandemic. Almost all coded agreements included such clauses previously, and they continue to do so today.

3.2 Health and safety

The second category of clauses investigated includes provisions on sickness and disability, health and safety measures, and specific COVID-19 mentions or arrangements. As can be seen in Table 3, both before and after the pandemic, almost all coded agreements contain clauses on sickness and disability.

There appears to be an increase in clauses related to health and medical assistance. Prior to the pandemic, such clauses were found in 56 of the 64 coded agreements. Since the start of the pandemic, this number has risen to 62, with these clauses being added to 8 coded agreements.

Health and safety provisions are less consistently available in the CBA database. Information on these provisions is unknown or unclear for 49 pre-COVID agreements and 42 post-COVID agreements. Health and safety provisions are available for 15 (before) and 22 (after) agreements. In 7 agreements, the presence or absence of health and safety provisions changed since the onset of the pandemic. In post-COVID renewals, health and safety provisions mostly increased regarding clauses on work accidents (from 5 CBAs to 10) and occupational diseases (from 5 CBAs to 8). Furthermore, around 10 CBAs in the post-COVID period contain clauses on monitoring the relationship between health and work, representing an increase of 2 CBAs compared to the pre-COVID period. However, for many coded agreements in the database, this type of information remains unknown.

Table 3: Clauses regarding health and safety in numbers of CBAs

	Pre-pandemic	Since pandemic	Change
Sickness and disability	64	64	0
Health and medical assistance	54	62	8
Health and safety provisions	15	22	7
Unknown / unclear provisions	49	42	-
Monitoring relationship between work and health	8	10	2
Unknown / unclear provisions	25	28	-
Covid19 mentions or arrangements	-	10	10

Source: WageIndicator CBA Database, May 2023

Lastly, in 10 of the 64 coded agreements in the Netherlands, specific references are made to the COVID-19 pandemic. However, this often involves only a mention of the context in which the agreement was negotiated. The COVID-19 context is frequently mentioned in relation to remote working and other new ways of working. As a result, these specific mentions of COVID-19 are discussed in greater detail in the subsequent section on work-family balance and flexible and remote working.

3.3 Flexible work, remote working and working time.

The third category of clauses investigated pertains to provisions on flexible work arrangements (including remote work), clauses on working time, and broader work-family balance arrangements. One significant development during the COVID-19 pandemic was the shift towards remote working and working from home. In the Netherlands, the share of people working from home increased substantially during the pandemic, particularly during periods of lockdowns (CPB 2021). This section examines whether provisions on such flexible work arrangements, especially remote working, have been incorporated into collective agreements. Table 4 shows that in the pre-pandemic period, 36 of the coded agreements contained clauses on flexible work arrangements (including provisions about remote working). Changes in the presence of such arrangements were found in 7 coded agreements where such clauses were added. In the agreements where such provisions were added, these clauses referred to flexible working hours and working from home. Furthermore, clauses on working hours and work-family balance had already been present in (nearly) all coded clauses before the pandemic.

Table 4: Clauses on flexible work, working time and work/family balance, in numbers of CBAs

	Pre-pandemic	Since pandemic	Change
Flexible work arrangements (incl. remote work)	36	43	7
Working Time	64	64	0
Work/family balance arrangements	62	64	2

Source: WageIndicator CBA Database, May 2023

Specific mentions of COVID-19 often refer to 'new ways of working,' 'hybrid working,' and 'working from home.' Table 5 provides some examples of specific references to the COVID-19 pandemic in relation to flexible working

Table 5: Examples of references to Covid19 and flexible working

CBA	**Text fragment (Translated from Dutch)**
Banking sector	*"Recently, a [new] challenge has been added by the large-scale working differently deployed by the Covid-19 pandemic. Employers have taken many initiatives to maintain employee vitality during extensive remote work. Collective agreement parties believe it is important to maintain this focus and for employers to continue exchanging ideas as changes in location and time-conscious work become structural. In the updated vitality plan, the employer describes how employees are encouraged and facilitated to work on their physical and mental vitality during extensive remote work with the increased digitalization of work.*".
IKEA	*"IKEA is constantly evolving, and this movement has been accelerated by the coronavirus crisis. Parties will discuss the future of work – what developments are happening now and what is expected in the (near) future? How does this affect work, job content, new positions, and so on? The Works Council is also involved in these conversations*".
Insurance sector	"*We were confronted with the SARS 2-Covid-19 virus, which had and still has a significant impact on our society. Our sector, too, has faced the economic consequences of the pandemic and the uncertainties that*

	come with it. That's why, as collective bargaining parties, we have chosen a one-year term and a wage development that, on the one hand, expresses our appreciation for all employees in the sector and, on the other hand, takes into account the uncertain economic outlook"
Primary care	*In recent years, primary care has changed in several respects. Both within and outside the primary process, (…)..[A] development such as COVID-19 has led to an increasing focus on different and flexible working in primary care. During the term of the* [this agreement], *it will be examined whether and, if so, what adjustments to the agreement are desirable to accommodate these changes. Specifically, this involves (….) researching the applicability of the agreement for the 'new ways of working'.*
Provincial government	*"Public servants no longer work exclusively in offices, but also from home or other locations. It is expected that the experiences gained from working from home during the crisis will have a lasting impact on the way people work. This new way of working presents opportunities, but also challenges and requires a certain level of flexibility from public servants and organizations. The parties to the collective labor agreement express their appreciation for the attitude and commitment of the public servants in the provincial sector over the past turbulent year"*
Universities	"*parties recognize that, partly due to all the COVID-19 measures, the current situation is one in which the real and perceived workload for large groups of employees, particularly scientists, has increased significantly. It is acknowledged that normalizing the work-life balance, especially for the group of scientists, is necessary to ensure the quality and continuity of the scientific enterprise for the future"* and also "*The second major theme in the collective labor agreement is hybrid working after the COVID-19 crisis. The parties to the agreement want universities, as modern employers, to facilitate the possibility of working from home in the future. This, of course, requires customization per team, with coordination taking place between the manager and the team. Agreements about working from home are made in consultation with the employee, the team, and the manager, with the emphasis on the team's interests. The meeting of the academic community remains important*"

Source: WageIndicator CBA Database, May 2023

3.4 Wages

The fourth set of clauses compared before and after the start of the COVID-19 pandemic relates to wages and other elements of pay and compensation. Unsurprisingly, clauses about wages appear in all coded agreements, both before and after the start of the pandemic, see Table 6. The first notable change involves structural wage increases, which are increases that permanently affect the basic pay. Structural wage increases appear more common in the post-pandemic period. In the pre-pandemic period, clauses on structural wage increases were present in 41 of the 64 coded agreements, while in the post-pandemic period, they were present in 56 agreements. Clauses on structural wage increases changed in 17 agreements, were added in 16 agreements, and removed in one. This increase in structural pay should also be viewed against

the backdrop of rising inflation after the COVID-19 crisis that affected most European countries, including the Netherlands. Yet, Statistics Netherlands reported that in 2022, collective labor agreement wages increased less rapidly than consumer prices (Statistics Netherlands, 2023a).

In addition to structural wage increases, the number of coded agreements containing incidental payments also seems to have increased. These refer to one-time bonuses that are granted only once, rather than recurring payments such as monthly or annual bonuses. Prior to the COVID-19 pandemic, only 7 of the coded agreements included such incidental payments. However, since the pandemic began, one-time bonuses have been agreed upon in 28 of the 64 agreements. It should be noted that in the pre-pandemic period, the presence of such one-time bonuses was unknown in the CBA database for 12 agreements. The number agreements with changes in these once-only bonus clauses only include those with valid before-and-after information. On the other hand, the number of agreements including yearly extra payments (i.e., an annual extra payment or bonus agreed upon in addition to the regular wage) appears to have decreased from 32 coded agreements before the pandemic to 24 agreements after its onset, with changes in such provisions occurring in 13 cases. With a net decline in 12 agreements, clauses on yearly extra payment are the only clause studied in this report that appear less often in the post-pandemic period. Finally, overtime compensation is present is most (i.e., 58 of 64 coded agreements), and this number did not change since the start of the pandemic.

Table 6: Clauses on wages, in numbers of CBAs

	Pre-pandemic	Since pandemic	Change
Wages	64	64	0
Sructural wage increase	41	56	17
Once-only bonus	7	28	12*
Unknown / unclear provisions	12	0	-
Yearly extra payments	32	24	13
Overtime payments	58	58	0
Unknown / unclear provisions	0	1	-

Source: WageIndicator CBA Database, May 2023
* only for 12 agreements valid before-and-after information is available. The pre-pandemic number of agreements with once-only bonusses might be higher than reported

3.5 Total Number of Changes

This report concludes by examining the total number of changes in the coded agreements. It does so by summarizing the changes in all the clauses discussed previously. Out of the 64 analyzed pairs of CBAs, 17 showed no changes whatsoever. In a further 18 pairs, only one of the previously mentioned clauses had been altered since the onset of the pandemic. Fourteen agreements displayed two changes each, while eight agreements had three changes each. Seven agreements had four changes each. It's noteworthy to mention that none of the CBAs within the analyzed pairs demonstrated more than four changes in the clauses that were scrutinized for this report.

Table 7. Mean number of total changes in CBAs, by bargaining level and sector

	N	Mean	Sig.
Bargaining Level			
Company	11	2.0	n.s.
Sector	53	1.4	
Public vs. private			
Public	11	2.4	p<0.05
Private	53	1.4	
Sector			
Agriculture, manufacturing, construction	22	1,5	n.s.
Trade, transport, hospitality	24	1,3	
Commercial services	7	1,4	
Public sector, health care, education	11	2,2	

Source: WageIndicator CBA Database, May 2023

Table 7 reports the mean number of total changes across agreements, broken down by bargaining level and sector of economic activity. Among the coded agreements, the mean number of total changes, however, does not differ significantly between agreements at the sector or company-level. Also the economic sector does not appear to matter. The only statistical significant difference is found for public sector vs. private sector agreements. Changes in the content of clauses are somewhat more prevalent in public sector agreements.

4. Conclusion

This report conducts before-and-after comparisons of 64 collective bargaining agreements (CBAs) in the Netherlands, focusing on changes in social security and job security, health and safety, flexible and remote working, and wages. The analysis reveals minimal changes in clauses related to social security and individual employment contracts. In terms of health and safety, there is an increase in clauses related to health and medical assistance, while clauses on flexible work arrangements, including remote work, have experienced some growth. Across agreements in several industries and organizations, the covid19 pandemic is related directly to the shift towards remote working. Lastly, structural wage increases appear more common in the post-pandemic period, along with an increase in the number of agreements containing incidental payments. However, this increase in payment cannot be seen separately from the rising inflation since mid-2021 (Statistics Netherlands, 2023b).

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Appendix

Overview of the pair of agreements in CBA Database.

CBA before pandemic	**CBA since the start of the pandemic**
cao-albert-heijn-logistics-2019-2021	cao-albert-heijn-bv-15-april-2021-t-m-14-april-2023
cao-beroepsgoederenvervoer-2019-2019	cao-beroepsgoederenvervoer 1-januari-2021-tot-1-januari-2023
cao-carrosseriebedrijf-2019-2020	cao-carrosseriebedrijf 2021-2024
cao-dhl-parcel-2017-2019	cao-dhl-parcel-nederland-2020-2022
cao-drogisterijbranche-2017-2018	cao-kndb-1-januari-2022-tot-en-met-30-juni-2023
cao-gemeenten-2020-2021	cao-gemeenten-2021-2022-voor-szw-def
cao-heineken-group-b-v-2018-2019	cao--heineken-1-januari-2022-tot-en-met-31-december-2023
cao-horeca-khn-2018-2019	cao-voor-het-horeca-1-januari-2022-tot-en-met-31-december-2023
cao-ick-2019	cao-ick-2022
cao-kpn-2019	cao-kpn-2022
cao-netwerkbedrijven-2018-2021	cao-nwb-2021-2022
cao-papierindustrie-2018-2020	cao-papierindustrie-2021-2023
cao-philips-2018-2019	cao-philips-cao-2020-2022
cao-plb-2018-2020	cao-plb-2020-2022-1-oktober-2020-tot-en-met-30-april-2022
cao-provincies-2020	cao-provinciale-sector-2021
cao-reisbranche-2018-2019	cao-reisbranche-1-juli-2022-20-juni-2024
cao-schoonmaak-en-glazenwassersbedrijf-2019-2021	cao-hetschoonmaak-en-glazenwassersbedrijf-van-1-januari-2022-tot-en-met-30-juni-2024
cao-sociaalwerk-2019-2021	cao-sociaal-werk-2021-2023
cao-supermarkten-2018-2020	cao-supermarkten-2020-2023
cao-tandtechniek-2018-2019	cao-btt-2021-2023-10-december-2021
cao-taxi-2019-2020	cao-zorgvervoer-en-taxi-1-januari-2022-en-eindigt-op-31-december-2022
cao-technischinstallatiebedrijf-2019-2021	cao-metaal-en-techniek-2021-2024
cao-uitgeverijbedrijf-2017-2019	cao-uitgeverijbedrijf 2020-2021
cao-uitvaartbranche-2018-2019	collectieve-arbeidsovereenkomst-uitvaartbranche-1-januari-2020-tot-1-maart-2022
cao-universiteiten-2017-2019	cao-nederlandse-universiteiten-1-januari-2021-tot-en-met-31-maart-2022
cao-retailnonfood-2018_2020	cao-retail-non-food-1-januari-2021-tot-en-met-30-juni-2022
cao-hoveniersbedrijf-2018-2020	cao-voor-het-hoveniersbedrijf-2021-tot-en-met-30-juni-2023
cao-dierenspeciaalzaak	cao-dibevo-npmb-vmn-2021-2022
cao-huisartsenzorg-2019-2020	cao-huisartsenzorg-2021

cao-schilders-2016-2020	cao-savg-2021-2025
cao-groothandel-in-bloembollen-2015-2016	cao-groothandel-in-bloembollen-1-juli-2021-tot-en-met-30-juni-2023
cao-bakkersbedrijf-2019-2020	cao-bakkersbedrijf-2019-2020
cao-doe-het-zelfbranche-2017-2020	cao-doe-het-zelfbranche 1-januari-2022-tot-en-met-31-december-2023
cao-abu-2019-2021	cao-voor-uitzendkrachten-2021-juni-2021
cao-elektro-technische-detailhandel-2018-2019	cao-voor-de-elektrotechnische1-januari-2021-tot-en-met-31-december-2022
cao-gespecialiseerde-detailhandel-in-bloemen-en-planten-2015-2017	cao-bloemen-en-planten-1-juli-2021-t-m-30-juni-2023
cao-grafimedia-2018-2020	cao-grafimedia
cao-ikea-2016-2018	cao-ikea-nederland-b-v-2020-2021
cao-kalksteen-en-cellenbetonindustrie-2019-2020	nederlandse-baksteenindustrie-2020-2021
cao-motorvoertuigen-en-tweewielerbedrijf-2018-2020	cao-voor-het-motorvoertuigenbedrijf-en-tweewielerbedrijf-2020-2022
cao-openbaar-vervoer-2018-2020-	cao-openbaar-vervoer-1-juli-2020-tot-en-met-30-juni-2021
cao-postnl-postbezorgers-2017-2019	cao-voor-postbezorgers-2021-2023-1-oktober-2021-tot-en-met-31-december-2023
cao-timmerindustrie	cao-timmerindustrie
cao-verzekeringsbedrijf-buitendienst-2018-2019	cao-voor-het-verzekeringsbedrijf-1-januari-2021-31-december-2021
cao-vleessector-2017-2019	cao-vleessector-1-januari-2021-tot-1-maart-2022
cao-woondiensten-2019-2020	cao-woondiensten-2021-1-januari-2021-tot-en-met-31-december-2021
cao-contracting-2019-2020	cao-contractcateringbranche-1-april-2021-tot-en-met-31-maart-2022
cao-metaal-en-techniek-2019-2021	cao-metaal-en-techniek-08-06-2022
cao-postnl	cao-postnl-2020-2022
cao-svb-2017-2020	cao-sociale-verzekeringsbank-1-januari-2020-1-januari-2022
cao-voor-tankstations-en-wasbedrijven-2017-2019	cao-voor-tankstations-en-wasbedrijven-1-januari-2022-31-december-2023
cao-bouw-en-infra-2018-2019	bouw-en-infra-2021-2022
cao-dierenartsen-in-loondienst	cao-veterinaire-sector-1-januari-2021-t-m-31-december-2023
cao-handel-in-bouwmaterialen	cao-groothandel-in-bouwmaterialen-1-januari-2021-t-m-31-december-2022
cao-uitzend-nbbu-2019-2021	cao-nbbu-uitzendkrachten-2021
cao-afbouw-en-natuursteen-2018-2019	cao-afbouw-2022-2023
cao-metalektro-basis-2018-2020	cao-metalektro-basis-2020-2022
cao-sanquin-2017-2019	cao-sanquin-2021-2022
cao-metalektro-hp-2018-2020	cao-metalektro-hoger-personeel-2020-2022
cao-msd-2019	cao-msd-2022
cao-meubelindustrie-en-meubileringsbedrijven-2018-2019	cao-meubelindustrie-2022-2023-ttw

cao-banken-2019-2020	cao-banken 1-januari-2022-tot-1-januari-2023
cao-bitumineuze-en-kunststof-dakbedekkingsbedrijven-2019-2020	cao-bitumineuze-en-kunststof-dakbedekkingsbedrijven-1-januari-2021tot-en-met-31-december-2021
cao-grootwinkelbedrijf-in-textiel-vgt-2015-2016	cao-groothandel-textiel-pagina-1-juli-2021-tot-en-met-30-juni-2023