



## **Negotiators' agreement Collective Labour Agreement Research Institutions CAO-OI 2022-2023**

On 5 July 2022, the WVOI, on behalf of the research institutions, and CNV Onderwijs, FNV and AOb, on behalf of the employee organisations (hereafter referred to as the parties), have made agreements in the context of the new Collective Labour Agreement 2022-2023 and these agreements have been recorded in a negotiators' agreement.

The parties will submit this negotiators' agreement with a positive recommendation to their members and boards. As soon as possible, but no later than 21 July 2022, the parties will establish whether this negotiators' agreement can be converted into a final collective labour agreement. Further discussions will take place between parties concerning the elaboration of several of the following agreements in the collective labour agreement text. The elaboration of the agreements will be aimed at ensuring that the text for the Collective Labour Agreement Research Institutions (CAO-OI) 2022-2023 will be available for all employees and institutions via the internet no later than 1 September 2022.

### **1. Preamble**

As a result of the coronavirus crisis, remote working has become part of working life. With this, the focus remains on the deployability, well-being and health of employees. In 2020, the CAO-OI parties in the agreement for that CAO-OI agreement established that remunerations for costs involved in hybrid working will be established at the employer level. Employers, together with the works councils, make agreements about hybrid working and the associated remuneration and facilities.

### **2. Duration**

The CAO-OI 2022-2023 is effective from 1 January 2022 and runs until 30 June 2023. Unless otherwise stated, the agreements in this agreement are effective from 1 January 2022.

### **3. Income development**

The parties have agreed that the amounts in the salary scales will be structurally increased by 4% with effect from 1 August 2022. In addition, every employee employed on 1 August 2022 will receive a one-off payment of 1050 euros before tax. This payment will be calculated according to the size of the contract and the number of months that the employee was employed in the period 1 January to 31 July 2022. The salary increase and the one-off payment will be paid no later than in the month of September 2022.

With effect from 1 January 2023, the amount in the salary scales will be structurally increased by 2%.

### **4. Parental leave**

On 2 August 2022, the modified legislation concerning parental leave with partial retention of remuneration will become effective. CAO-OI parties agree that the CAO-OI article concerning remuneration during parental leave and the requirement to repay this (article 5.15) will be modified with effect from 1 August 2022, whereby the thirteen weeks of parental leave with partial retention of remuneration will be maintained and will not be reduced to the statutory requirement of nine weeks. For those four weeks of non-statutory leave, 70% of the salary will still be paid instead of the previous 55%. The CAO-OI text will be modified as follows:

- The percentage of the remuneration to be retained over a maximum of thirteen times the hours worked per week during the child's first year of life will, with due allowance for the

statutory parental leave allowance paid by the Employee Insurance Agency (UWV), be increased from 55% to 70%. For any remaining part of previously taken parental leave with partial retention of remuneration during the child's first year of life, the percentage of 70% will also apply from 1 August 2022.

- After the first year of life until the fourth year of life, the percentage for partial retention of remuneration over a maximum of thirteen times the hours worked per week will be 55%.
- The condition that there is only an entitlement to partial retention of remuneration for parental leave after an employee has completed a year of service, no longer applies.
- The repayment requirement will no longer apply.
- The other provisions will continue to apply, including parental leave over a period of thirteen weeks as opposed to the statutory nine weeks.

## **5. Other agreements**

1. Diversity and inclusion are themes that both the employers' organisations and the employee organisations consider to be important and that are supported in the CAO-OI through various provisions. During the course of the CAO-OI, the CAO-OI parties will examine the possibilities for a more inclusive CAO-OI in the text and in the provisions. For example, they want to examine a form of transition leave, and the possibility to detach leave from religion so that these aspects can be given a concrete form in the next CAO-OI.
2. The CAO-OI parties will try to achieve a following CAO-OI before 30 June 2023.
3. Technical modifications:
  - Article 3.3 Reservations/complaints to job classification will no longer be included because a complaint can be submitted on the basis of the complaints procedure.
  - In the Generation Plan Scheme, the existing agreement of 60% working against 80% retention of remuneration and with 100% pension contribution will be made clearer.
  - If necessary, the CAO-OI will be technically adapted so that it complies with the Dutch Transparent and Predictable Employment Conditions Act.

Thus agreed on 5 July 2022