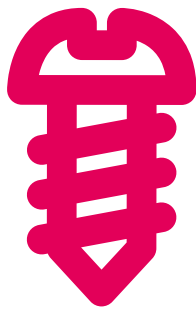

Brochure

Temporary work in the Dutch construction industry

**Collective Labour Agreement rules for temporary employees,
Dutch temporary employment agencies and hiring
construction companies**

last updated on 1 May 2011



This information has been provided to you by the employers' organisations and employees' organisations that are concerned with the Collective Labour Agreement for the Construction Industry, the ABU Collective Labour Agreement for Temporary Employees and the NBBU Collective Labour Agreement for Temporary Employees

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1. Which terms of employment apply to which people?

1.1 Information for temporary employees, Dutch temporary employment agencies and hiring construction companies

This document is intended for temporary employees and Dutch temporary employment agencies active in the construction industry and for the construction companies that make use of their services. The situation described is one in which the temporary employment agency is obliged to apply the current Collective Labour Agreement for Temporary Employees as well as *part of* the Collective Labour Agreement for the Construction Industry. The flow charts in section 1.2 will enable you to determine whether the contents of this document are relevant in your case.

This is a joint publication of the employers' organisations and employees' organisations that are party to the Collective Labour Agreement for the Construction Industry, the ABU Collective Labour Agreement for Temporary Employees and the NBBU Collective Labour Agreement for Temporary Employees.

Different or partially different rules apply to foreign temporary employment agencies. See the brochure Secondment of foreign temporary employees to the Dutch construction industry. The brochure is available from the parties to the collective labour agreement and at www.tbbouw.nl.

1.2 Flow charts

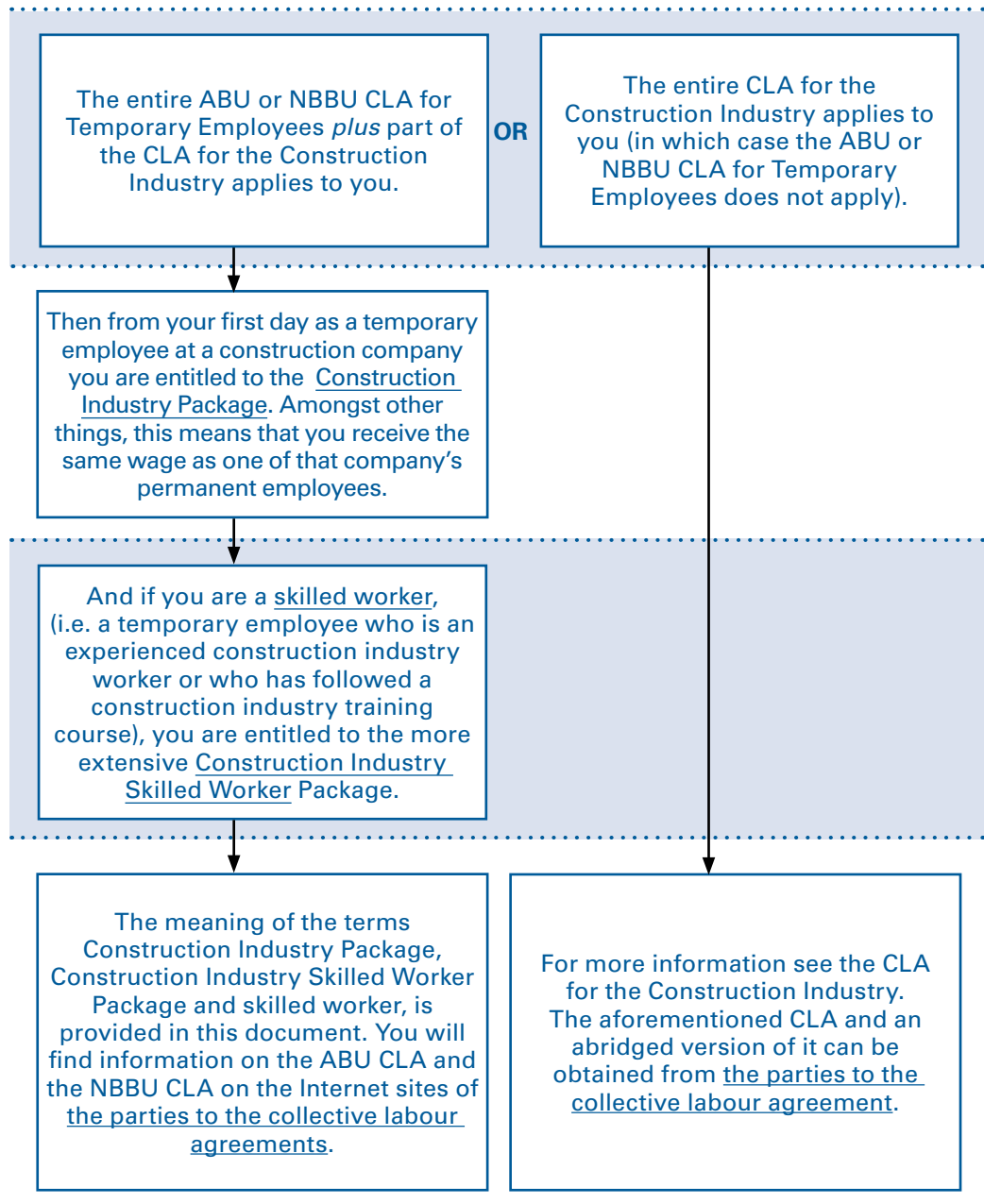
The following three flow charts provide a summary of which terms of employment regulations concern you in temporary employment in the construction industry. There are flow charts for:

- > temporary employees
- > Dutch temporary employment agencies
- > construction companies

Temporary employees

You are employed by a Dutch temporary employment agency and have been deployed in a construction company. Which Collective Labour Agreement (CLA) rules apply to you?

This depends on the temporary employment agency that you work for. See the flow chart for Dutch temporary employment agencies. There are two possibilities:

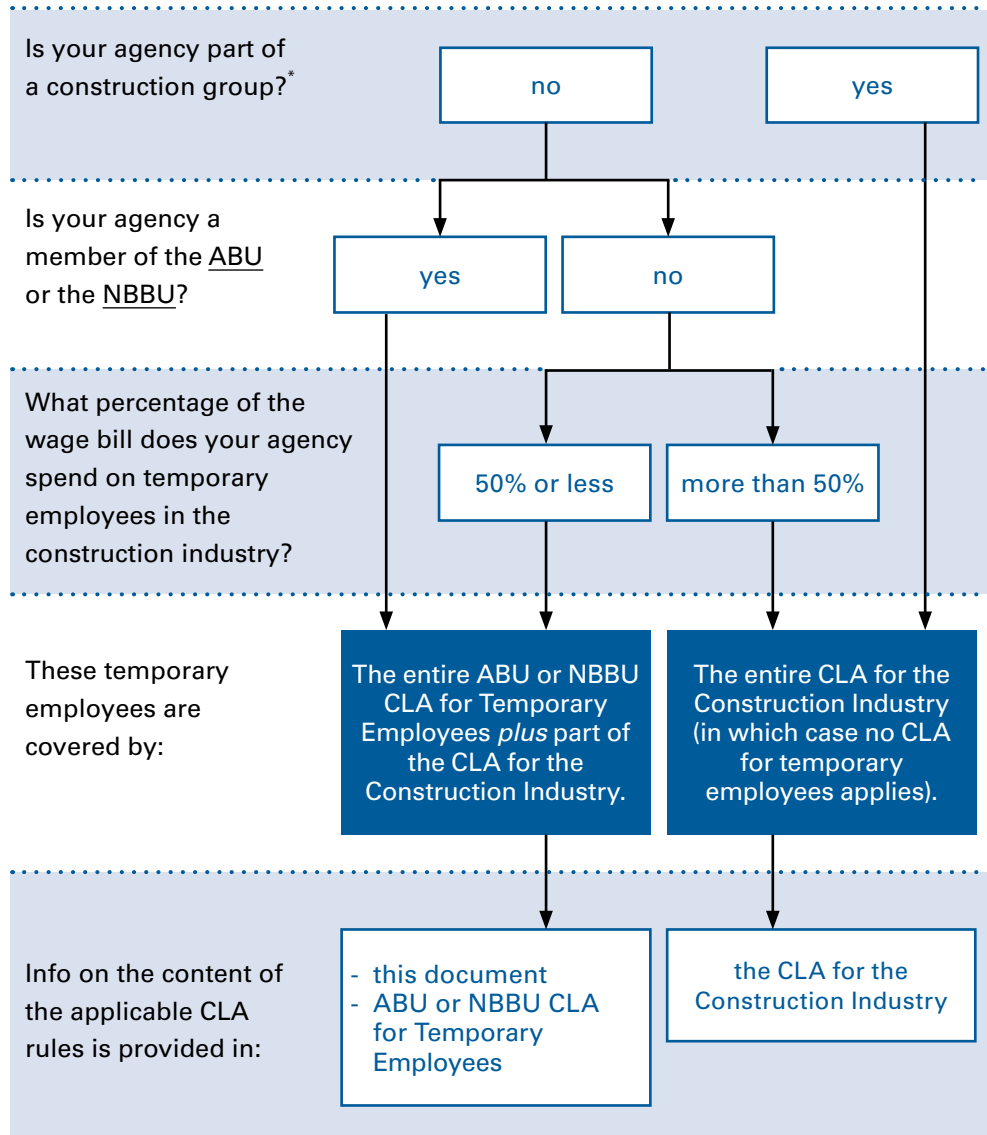


Note

Partially different rules apply if you are employed by a foreign temporary employment agency. See section 2.9

Dutch temporary employment agencies

You deploy temporary employees in construction companies. Which Collective Labour Agreement (CLA) rules apply to these employees?



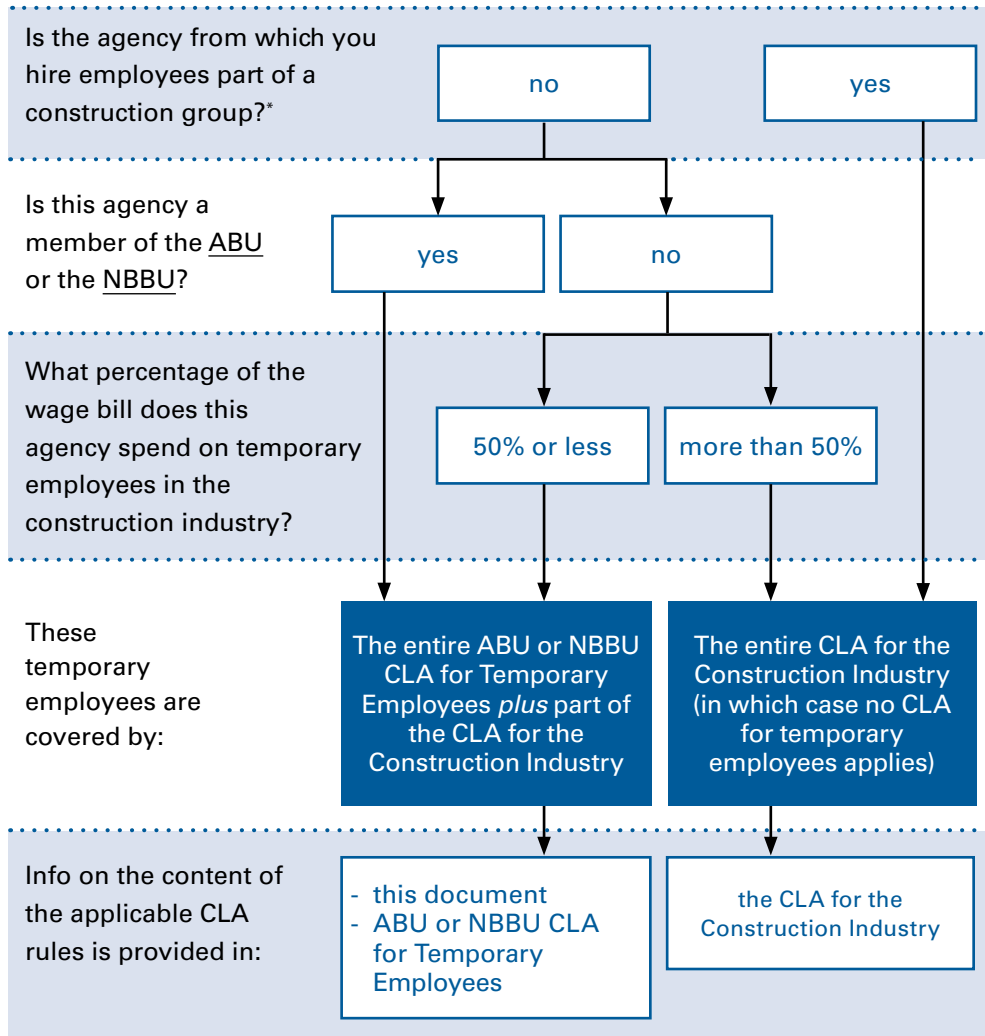
Notes

- The above also applies if you second employees from a foreign company to a Dutch construction company.
- Different or partially different rules apply to foreign temporary employment agencies. See section 2.9

* A group of companies covered by the Collective Labour Agreement for the Construction Industry.

Construction companies

**You hire temporary employees from a Dutch temporary employment agency.
Which Collective Labour Agreement (CLA) rules apply to these people?**



Notes

- Different or partially different rules apply to foreign temporary employment agencies. See section [2.9](#)
- Pursuant to the Collective Labour Agreement for the Construction Industry, you may only hire temporary employees from certified temporary employment agencies. See section [1.7](#)
- If you hire temporary employees through a temporary employment agency that is affiliated with the ABU or the NBBU, you can have confidence that the agency observes the rules. However, as a hirer, you continue to be responsible for the temporary employment agency's correct application of the rules.

* A group of companies covered by the Collective Labour Agreement for the Construction Industry.

1.3 Collective Labour Agreements for temporary employees

Either the ABU or the NBBU Collective Labour Agreement for Temporary Employees applies to the temporary employment agencies and temporary employees in the target group for which this publication is intended. The determination of which of the two collective agreements for temporary employees applies depends on the temporary employment agency for which the temporary employee works.

- > If the ABU Collective Labour Agreement has been decreed to be compulsorily applicable, it applies to temporary employment agencies that are members of the ABU, as well as to temporary employment agencies that are not affiliated with the ABU or the NBBU.
- > The NBBU Collective Labour Agreement only applies to temporary employment agencies that are members of the NBBU.

You will find further details on the legal position of temporary employees [here](#).

Both Collective Labour Agreements for Temporary Employees include wage ratio regulations, otherwise known as the 'hirer's remuneration'. Consequently, in certain sectors - including the construction industry - *experienced* temporary employees are entitled to the same allowances as employees who work for the hiring employer permanently. In case of temporary employees in the construction industry, *further* provisions from the Collective Labour Agreement for the Construction Industry apply, in addition to the wage ratio regulations. The agreements reached on this by the employers' organisations and employees' organisations concerned have been recorded in the two Collective Labour Agreements for Temporary Employees and in the Collective Labour Agreement for the Construction Industry.

1.4 Construction Industry Package and Construction Industry Skilled Worker Package

The provisions of the Collective Labour Agreement for the Construction Industry that have to be applied by the temporary employment agencies in the target group for which this publication is intended are grouped into two packages:

- > **Construction Industry Package:** This package of working conditions applies to all temporary employees from the first day of deployment in the construction industry by the temporary employment agency. The Construction Industry Package is based on the wage ratio regulations contained in the ABU and NBBU Collective Labour Agreement for Temporary Employees.
- > **Construction Industry Skilled Worker Package:** This package only applies to skilled workers. It includes various extra provisions from the Collective Labour Agreement for the Construction Industry, which apply in *addition* to the Construction Industry Package.

The two packages apply to temporary employees in construction site jobs and to temporary employees in supervisory, technical and administrative jobs.

1.5 Construction site and supervisory, technical and administrative jobs

As in the Collective Labour Agreement for the Construction Industry, a distinction is made in this document between:

- > **temporary employees in a construction site job:** these employees carry out actual construction work, such as carpenters, bricklayers and demolition workers;
 - > **temporary employees in supervisory, technical and administrative jobs:** perform supervisory, technical and/or administrative jobs at construction companies.
- The content of the Construction Industry Package and Construction Industry Skilled Worker Package for temporary employees with a construction site job is different from the content for those with a supervisory, technical and administrative job.

Where this document uses the term 'temporary employee' without the addition of 'construction site job' or 'supervisory, technical and administrative job', the Collective Labour Agreement provisions apply for both categories of temporary employees.

1.6 Skilled workers and newcomers

Skilled worker in a construction site job

This is a temporary employee who:

- > held a construction site job, as an employee or temporary employee, for twelve months or longer, continuously or otherwise, during the preceding two years, or
- > is following a professional training course that is recognised in the Collective Labour Agreement for the Construction Industry, or has obtained a professional training diploma for having completed such a training course.

Skilled worker in supervisory, technical and administrative jobs

This is a temporary employee who:

- > held a supervisory, technical and administrative job, as an employee or temporary employee, for twelve months or longer, continuously or otherwise, during the preceding two years, or
- > has obtained a construction professional training diploma at level 2 or higher.

'Newcomer': a temporary employee who is not a skilled worker

Temporary employees with a construction site job or a supervisory, technical and administrative job who *do not* meet one or more of the skilled worker requirements are classified as 'newcomers'.

Where this document uses the term 'temporary employee' without the addition of 'skilled worker' or 'newcomer', the Collective Labour Agreement provisions apply for both categories of temporary employees.

1.7 Only certified temporary employment agencies

The Collective Labour Agreement for the Construction Industry stipulates that construction companies may only hire temporary employees from NEN-certified temporary employment agencies that are included in the Labour Standardisation Register. This NEN requirement applies to temporary employment agencies registered in the Netherlands as well as those registered in other countries but does not apply to the temporary employment agencies which are part of a construction group or training company in the construction industry.

See www.normeringarbeid.nl to find out whether a particular temporary employment agency is certified. All ABU and NBBU members have the required NEN certificate.

Temporary employees working for a certified temporary employment agency can trust that the compulsory social insurance contributions and taxes will be paid. Construction companies that do business with a certified temporary employment agency cannot be held liable as a hirer for payment of the statutory minimum wage and statutory minimum holiday allowance to the temporary employee concerned. However, they have final responsibility for applying the collective labour agreement rules to the temporary employee.

1.8 Status of this document

This document examines the content of the Construction Industry Package and the Construction Industry Skilled Worker Package. The adopted approach is to provide the simplest possible description and to leave out all kinds of details. *Consequently, no rights can be derived from the text of this publication.*

The complete and legally effective description of the concluded agreements on temporary work in the construction industry are available at the following locations:

- > Collective Labour Agreement for the Construction Industry, article 91 and appendix 15 (www.tbbouw.nl)
- > ABU Collective Labour Agreement for Temporary Employees, article 21 and appendix II (www.abu.nl);
- > NBBU Collective Labour Agreement for Temporary Employees, article 37 and appendix 10 (www.nbbu.nl).

For further details on the content of a collective labour agreement, contact the employees' organisations and employers' organisations that are party to the collective labour agreement concerned. The names and addresses are provided in [chapter 3](#).

2 Agreement details

2.1 Which Collective Agreement articles does it concern?

The table below shows which articles of the Collective Labour Agreement for the Construction Industry apply to temporary employees who qualify for the Construction Industry Package or the Construction Industry Skilled Worker Package. The content of these collective labour agreement provisions is explained in the following sections.

Contents of Construction Industry Package and Construction Industry Skilled Worker Package

Articles from the Collective Labour Agreement for the Construction Industry on	Construction Industry Package		Construction Industry Skilled Worker Package	
	construction site jobs	supervisory, techn. and adm. jobs	construction site jobs	supervisory, techn. and adm. jobs
Introduction in the hiring company	4	4	4	4
working times and working hours	8, 9, 13	8, 9	8, 9, 13	8, 9
part-time work	10	10	10	10
job classification	25a	25b	25a	25b
guaranteed wages, salaries and entry level scale	27, 28	29	27, 28	29
wage/salary increases	30	30	30	30
travel allowance	41a	41b	41a	41b
overtime (allowance)	16, 35a	17, 35b	16, 35a	17, 35b
shift work (allowance)	12, 38		12, 38	
shifted hours for infra and tidal work allowance	14, 37		14, 37	
allowances for working far away	40		40	
work clothes, helmet, tools etc.	45		45	
safety rules and rules governing working conditions	70a, 71	70b	70a, 71	70b
foreign workers	92, app.16	92, app.16	92, app.16	92, app.16
four-day working week 55-plus			11a	11b
seniors' days			23a	23b
scheduled days off / reduced working hours			19a	19b
construction industry pension			82a	82b
performance allowance			33	
travel time allowance			42	
stand-by duty (allowance)			18, 36	

EXTRA FOR SKILLED WORKERS:

The extra collective labour agreement provisions in the Construction Industry Skilled Worker Package (the provisions for skilled workers that apply in addition to the Construction Industry Package) are shown in yellow in this document.

2.2 Starting temporary work in the construction industry

Introduction in the construction company

- > **Duty of hiring employer:** The hiring employer ensures that the temporary employee is properly introduced. This includes paying attention to matters such as the company's organisation, what the work entails, making acquaintance with colleagues, terms of employment, working conditions, safety and employee participation.

2.3 Working hours

Normal working hours and working days

- > **Forty hours, Monday to Friday:** The working week is normally a 40-hour week, eight hours a day from Monday to Friday. Temporary employees are not obliged to work on Saturdays, Sundays or recognised public holidays.

Daily working hours and breaks

- > **Method of determination:** The hiring employer determines the temporary employee's working times and break times in consultation with the temporary employee. The employer will seriously take into account any personal reasons that the temporary employee may have for working alternative hours.

Additional rules on working hours for construction site jobs

- > **Daily working hours:** These are between 07:00 and 18:00. The working day of temporary employees with construction site jobs who perform work that is subject to tidal conditions may start an hour earlier.
- > **Maximum 11.5 hours a day:** The sum of the employee's working hours, mandatory breaks and travel times must not exceed 11.5 hours a day. If necessary, working hours must be decreased. Travelling hours that fall within working hours on account of this rule count as hours worked.

Shift work in construction site jobs

- > **Limits:** Normal working hours for shift work are from Monday morning 0:00 to Friday evening 24:00. Moreover, shift work is subject to a maximum of 80 working hours within a two-week period.
- > **Allowance:** Shift work gives entitlement to an allowance. See section 2.7, Shift work allowance.

Shifted hours Infra in construction site jobs

- > **What is this about?** Employees with a construction site job who work on infrastructural sites may work shifted hours. This means they may work before 07:00 and after 18:00 and also on Saturdays and Sundays. They continue to work 40 hours per calendar week as normal.
- > **Conditions:** The Collective Labour Agreement for the Construction Industry stipulates various conditions for working shifted hours. The main ones are:
 - shifted work is only permitted if it has been stipulated by the hiring employer's client and insofar as it is necessary;
 - the hiring employer notifies the temporary employee at least two weeks beforehand of when it will be necessary to work shifted hours;
 - the temporary employee is not obliged to do so;
 - a limit of thirty weeks per year applies to temporary employees aged 55 or older;
 - the normal 40-hour working week may be spread over four shifts, if all the shifts in the week concerned start after 20:00;
 - the temporary employee must have a continuous 48-hour break once a week; once every two weeks the break must be between 06:00 on Saturday and 21:00 on Sunday;
 - insofar as necessary, the shifted hours also apply to people who work at asphalt plants;
 - temporary employees who work shifted hours receive an allowance in addition to their wage; moreover, the overtime rules also apply if overtime is worked. See section 2.7, Allowance for shifted working hours.
- > **Safety:** Special safety measures apply when shifted hours work is carried out at infrastructural sites. For further details, see the Collective Labour Agreement for the Construction Industry.

Overtime in construction site jobs

- > **What is overtime?** Overtime refers to the working hours that exceed a working day of eight hours or a working week of 40 hours, and to work performed before 07:00 and after 18:00 or on Saturdays and Sundays. Overtime is only measured in whole hours. All the rules applicable to overtime are laid down in the Collective Labour Agreement for the Construction Industry. The main ones are:
 - > **Condition:** The hiring employer may only arrange for overtime to be worked if a significant percentage of the workforce agrees.
 - > **Not compulsory:** Temporary employees are not obliged to work overtime.
 - > **Prohibition for young people:** temporary employees up to the age of 18 are not permitted to work overtime.
 - > **Prohibition on structural overtime:** Overtime may not form a structural part of the working week. Structural overtime is overtime that is worked at fixed times for several consecutive weeks.
 - > **Allowance:** The payment for overtime is either in time or money. See section 2.7, Overtime allowance for construction site jobs.

Overtime in supervisory, technical and administrative jobs

- > **Not compulsory:** Temporary employees in a supervisory, technical or administrative job are not obliged to work overtime.
- > **Allowance:** The payment for overtime is either in time or money. See section 2.7, Overtime allowance for supervisory, technical and administrative jobs.

EXTRA FOR SKILLED WORKERS:

Stand-by duty for skilled workers in construction site jobs

- > **What is this about?** A skilled worker who works at a construction site is on stand-by duty if he must be available outside the customary working hours to perform work that cannot wait until the following working day.
- > **Allowance:** Skilled workers on stand-by duty are entitled to a stand-by allowance, even if they are not called up for work during the period concerned. See section 2.7, Stand-by duty allowance.
- > **Working while on stand-by duty:** Hours worked while on stand-by duty count as overtime.

Part-time work

- > **Yes, unless...:** Temporary employees may work part-time at their own request, unless the hiring employer can demonstrate that the situation in the company does not permit them to work part-time.

EXTRA FOR SKILLED WORKERS:

Four-day working week for skilled workers who are 55 years of age or older

- > **On request:** Skilled workers aged 55 and older who wish to reduce their working week to 32 hours must request the hirer's consent and notify the temporary employment agency. This does not tie them to their choice of a four-day week.
- > **Use of days off:** To work a four-day week while retaining full pay, skilled workers can use their holidays, seniors' days and scheduled days off. However, they are obliged to keep fifteen days' holiday for their summer holiday.
- > **Too few days off?** Using days off cannot provide a sufficient number of days to enable a four-day week to be worked throughout the year. Skilled workers may take unpaid leave to make up the deficit or may work five days a week for a number of weeks.

2.4 Time off

Holidays

- > **Collective agreements for temporary employees:** The rules contained in the ABU and NBBU Collective Labour Agreement for Temporary Employees apply to days off taken as normal holidays. Moreover, temporary employees who are also skilled workers are covered by the provisions of the Collective Labour Agreement for the Construction Industry in respect of scheduled days off ('atv days', i.e. days off in connection with reduced working hours) and extra days off for employees who are 55 years of age or older (seniors' days).

EXTRA FOR SKILLED WORKERS:

Scheduled days off for skilled workers in construction site jobs

- > **Number of days:** Skilled workers in construction site jobs who work a forty-hour week throughout the year for one or more hirers in the construction industry, accrue 22 scheduled days off per year.
- > **Working part-time or for part of the year:** In case of part-time workers and those who only work part of the year for a hirer (or hirers) in the construction industry, the number of days depends on the proportion of time worked.
- > **Types of scheduled days off:** Two types of scheduled days off apply to skilled workers in construction site jobs:
 - days that cannot be taken whenever the temporary employee so desires: ten days that are determined by the hiring employer, in consultation with the employees. In principle, the hiring employer must notify the skilled worker of the dates on which these compulsory scheduled days off must be taken.
 - days that can be taken whenever the temporary worker so desires: twelve days. The temporary employment agency is entitled to pay compensation for the scheduled days off in money.
- > **Pay for scheduled days off:** Skilled workers are entitled to their fixed agreed wage for the days concerned.
- > **Remainder on termination of work:** Skilled workers who are still entitled to scheduled days off when the work for the hirer is due to end are entitled to take the days off to which they are entitled before the date on which they stop working. When the work ends at a skilled worker's own request, the person concerned may also opt to be paid for the remaining scheduled days off that are due.

EXTRA FOR SKILLED WORKERS:

Scheduled days off for skilled workers in supervisory, technical and administrative jobs

- > **Number of days:** Skilled workers in supervisory, technical and administrative jobs who work a forty-hour week throughout the year for one or more hirers in the construction industry, accrue 17 scheduled days off per year.
- > **Fifteen days that can be taken whenever the temporary worker so desires:** Of the 17 scheduled days off per year, 15 days can be taken whenever the temporary worker so desires. In principle, skilled workers are free to choose when they take the 15 days concerned, but must notify the hiring employer and the temporary employment agency at least two weeks beforehand. Payment will be made for the other two scheduled days off.
- > **Working part-time or for part of the year:** In case of part-time workers and those who only work part of the year for a hirer (or hirers) in the construction industry, the number of scheduled days off depends on the proportion of the time worked.
- > **Salary for the scheduled days off:** The employer pays the normal salary for the scheduled days off.
- > **Remainder on termination of work:** Skilled workers who are still entitled to scheduled days off when the work for the hirer is due to end are entitled to take the days off to which they are entitled before the date on which they stop working. When the work ends at a skilled worker's own request, the person concerned may also opt to be paid for the remaining scheduled days off that are due.

EXTRA FOR SKILLED WORKERS:

Extra days off for skilled workers who are 55 years of age or older

- > **Seniors' days:** skilled workers aged 55 or older are entitled to a number of extra days off known as 'seniors' days'. See the following table.
- > **Working part-time or for part of the year:** Part-time workers are entitled to a number of seniors' days in proportion to their weekly working hours. Skilled workers who only work in the construction industry for part of the year only accrue seniors' days on that part of the year.
- > **Wage payments:** Skilled workers are entitled to the fixed agreed wage / normal salary on the seniors' days.
- > **Settlement on termination of work:** The temporary employment agency will make a settlement in time or money in respect of the excess or deficit in seniors' days that skilled workers have at the end of their employment with the hirer.

Seniors' days for skilled workers who are 55 years of age or older

age	number of seniors' days a year*	
	construction site jobs	supervisory, technical, administrative jobs
55 to 59 years of age	10	9
60 years of age or older	13	11

*The stated numbers only apply to skilled workers who have at least reached the relevant minimum age before the start of the year. Those who only reach the relevant age during the year are entitled to the number of days proportionate to the number of months for which they were of the relevant age.

2.5 Wage / salary

General

The wage/salary amount depends on the following factors:

- > **Working times:** The guaranteed weekly wages and monthly salaries referred to in this chapter apply to temporary employees who work a 40-hour week. Part-time employees are entitled to a wage/salary in proportion to the number of hours worked.
- > **Structural wage/salary increases:** Structural wage/salary increases also apply to temporary employees, whereas any once-only payments do not. In the year 2011 wages/salaries will be increased by the percentages shown below. The increases concerned have already been included in the wage and salary tables shown in this chapter. In due course, you will find details of the wages/salaries as at 1 January 2012 or later on the Internet sites of the parties to the collective labour agreement or at www.tbbouw.nl

Wage/salary increases 1/1/2011 - 31/12/2011

commencement date	structural increases
1 January 2011	0.50%
1 July 2011	0.50%

Construction site jobs

The wage amount of temporary employees in a construction site job also depends on:

- > **Job titles:** The Collective Labour Agreement for the Construction Industry recognises 127 different construction site jobs. They are divided into five job groups, A to E. The wage amount depends on the job group (see [table I](#)). Each temporary employee is placed in a job group. The temporary employment agency attends to this - if necessary in consultation with the hiring employer - on the basis of the temporary employee's range of tasks.
- > **Effect on professional training:** Temporary employees aged 22 or older who are following a BBL training course at level 2 receive at least the wage for job group B. Those following a BBL training course at level 3 receive at least the average of the wage for job groups C and D.
- > **Young people:** Separate wage scales apply in construction site jobs for temporary employees aged from 16 to 21 inclusive. The scales are based on the employee's age and level of education. See [table III](#) and [table V](#).
- > **Professional experience (entry level scale):** Temporary employees who have never worked in the construction industry before are paid for up to one year in accordance with the entry level scale in construction site jobs (see [table IV](#)). The entry level scale does *not* apply to temporary employees following professional training in the construction industry or who have obtained a professional training diploma for having completed such a training course. The entry level scale is based on the statutory minimum wage.

Supervisory, technical and administrative jobs

The salary amount for a temporary employee in a supervisory, technical and administrative job depends on the following factors, in addition to the factors stated under the heading 'General':

- > **Job level:** The Collective Labour Agreement for the Construction Industry recognises 25 supervisory, technical and administrative jobs and 6 supervisory, technical and administrative job levels. The temporary employee is placed in a particular job group at a given job level. Each job level has a salary scale with a minimum and maximum salary. The temporary employment agency attends to the classification - if necessary in consultation with the hiring employer - on the basis of the range of tasks. See [table 1](#).
- > **Young people:** Temporary employees up to 22 years of age are placed in one of the first four job levels, according to their age and job. Separate salary scales apply to these temporary employees. See [table 2](#). The temporary employment agency may pay temporary employees up to 22 years of age who have been placed in job level 1 during the first year of working in the construction industry, a salary according to the entry level scale in the indicated table.
- > **Professional experience:** The temporary employee's salary increases in proportion to the length of time spent working at a given job level. Temporary employees who have been unemployed for more than eight months will be paid for up to one year in accordance with the entry level scale for temporary employees aged 22 or older in supervisory, technical and administrative jobs ([table 3](#)).

Guaranteed wage, fixed agreed wage and salary

- > **Guaranteed wage:** This is the wage to which temporary employees are entitled in a construction site job on the basis of the tables that apply to them in the section on Wage tables for construction site jobs.
- > **Fixed agreed wage:** This is the guaranteed wage plus any performance allowance to which the skilled worker in a construction site job is entitled.
- > **Salary:** The fixed gross amount agreed on for each period, which temporary employees in a supervisory, technical and administrative job receive on the basis of the tables that apply to them in the section on Salary tables for supervisory, technical and administrative jobs. The amount concerned is exclusive of holiday allowance and any other allowances, fixed and variable bonuses, year-end bonuses and lump sum payments.

Wage tables for construction site jobs

(all wages in euro)

Wages as at 1 July 2011

Table I: Guaranteed wage for construction site jobs, employees who are 22 years of age or older (1 July 2011)

job group	week	hour
A	487.60	12.19
B	515.60	12.89
C	548.00	13.70
D	586.00	14.65
E	615.20	15.38

Table II: Wage for foremen, supervisors, pit bosses, apprentice trainers or instructors (including allowance for foremen; 1 July 2011)

job group	week	hour
A	546.00	13.65
B	574.00	14.35
C	606.40	15.16
D	644.40	16.11

Table III: Guaranteed wage for construction site jobs, employees up to 22 years of age (1 July 2011)

age	without professional training		BBL 2						BBL3			
			during training				with diploma		during training		with diploma	
			prior to 2011**		as of 2011***							
	week	hour	week	hour	week	hour	week	hour	week	hour	week	hour
16	156.16*	4.88	206.40	5.16	196.00	4.90						
17	175.68*	5.49	232.00	5.80	220.80	5.52	283.60	7.09	312.00	7.80		
18	268.00	6.70	283.60	7.09	269.20	6.73	335.20	8.38	368.40	9.21	425.20	10.63
19	316.80	7.92	335.20	8.38	318.40	7.96	386.80	9.67	425.20	10.63	496.00	12.40
20	365.60	9.14	386.80	9.67	367.60	9.19	451.20	11.28	496.00	12.40	567.00	14.18
21	426.80	10.67	451.20	11.28	428.80	10.72	515.60	12.89	567.00	14.18	567.00	14.18

* This is the weekly wage for an apprentice with a practical training contract who works four days a week and attends college one day a week (32 x the hourly rate). The weekly wage is 24 x the hourly rate for apprentices aged 16 with a practical training contract who work three days a week. A young person aged 17 without a practical training contract who works a full working week earns 40 x the hourly rate.

** This is the wage for young temporary employees who started BBL 2 prior to 2011.

*** This is the wage for young temporary employees who started/start BBL 2 as of 2011.

Table IV: Entry level scale for construction site jobs (1 July 2011)

These wages were not known at the time this document was published. You will find the actual amounts in due course on the Internet sites of the parties to the Collective Labour Agreement for the Construction Industry or at www.tbbouw.nl.

Table V: Construction site jobs, employees up to 22 years of age as of 2011 in BBL 2: wage during the first 26 weeks (1 July 2011)

age	week*	hour
16	129.00	5.16
17	145.00	5.80
18	177.25	7.09
19	209.50	8.38
20	241.75	9.67
21	282.00	11.28

* These employees have a full working week but their weekly wage during the first 26 weeks is based on 25 hours.

Wages as at 1 January 2012 or later

You will find details of these wages in due course on the Internet sites of the parties to the Collective Labour Agreement for the Construction Industry or at www.tbbouw.nl.

Salary tables for supervisory, technical and administrative jobs

(all salaries in euro)

From monthly salary to salary every four weeks

A monthly salary in the following tables is converted into a salary every four weeks by multiplying the monthly salary by twelve and dividing the result by thirteen.

Salaries as at 1 July 2011

Table 1: Monthly salary for supervisory, technical and administrative employees who are 22 years of age or older (1 July 2011)

job level	minimum	maximum
1	1749.99	2302.66
2	1923.60	2567.08
3	2146.03	2899.04
4	2436.54	3338.23
5	2815.05	3909.07
6	3307.01	4648.42

Table 2: Monthly salary for supervisory, technical and administrative employees up to 22 years of age (1 July 2011)

age	entry level scale	job level 1		job level 2		job level 3		job level 4	
		min.	max.	min.	max.	min.	max.	min.	max.
16	551.25	612.50	805.93	673.26	898.48				
17	630.00	700.00	921.06	769.44	1026.83				
18	787.50	875.00	1151.33	961.80	1283.54				
19	984.37	1093.74	1439.16	1202.25	1604.43	1341.27	1811.90		
20	1181.24	1312.49	1727.00	1442.70	1925.31	1609.52	2174.28		
21	1378.12	1531.24	2014.83	1683.15	2246.20	1877.78	2536.66	2131.97	2920.95

Table 3: Entry level scale for supervisory, technical and administrative employees who are 22 years of age or older (1 July 2011)

These salaries were not known at the time this document was published. You will find the actual amounts in due course on the Internet sites of the parties to the Collective Labour Agreement for the Construction Industry or at www.tbbouw.nl.

Salaries as at 1 January 2012 or later

You will find details of these salaries in due course on the Internet sites of the parties to the Collective Labour Agreement for the Construction Industry or at www.tbbouw.nl.

2.6 Pension

- > **Collective Labour Agreement for Temporary Employees Pension Scheme:** Temporary employees from the age of 21 who have worked at least 26 weeks for a temporary employment agency participate in the pension scheme managed by the pension fund for personnel services (Stichting Pensioenfonds voor Personeelsdiensten: StiPP).
- > **Newcomers:** Newcomers to the construction industry who meet the StiPP criteria participate in the pension scheme.
- > **Skilled workers:** Skilled workers in the construction industry are obliged to participate in the pension scheme for the construction industry (Stichting Bedrijfstakpensioenfonds voor de Bouwnijverheid: bpfBOUW):
 - if they were already participants in the bpfBOUW pension scheme prior to working as temporary employees or - if this was *not* the case -
 - after having worked in the construction industry for one year as a skilled worker.
- > **Application and premium:** Once temporary employees meet the criteria for participation in the StiPP or bpfBOUW pension scheme, the temporary employment agency submits them for membership. The temporary employment agency deducts the employee's part of the contribution from the employee's wage, pays the employer's component and transfers the total pension premium contribution to the pension fund.
- > **Further details:** The StiPP pension scheme is managed by Syntrus Achmea. You will find further details at www.stippensioen.nl. The bpfBOUW pension scheme is managed by Cordares. For further details, see www.bouwpensioen.nl (employees) or www.administratienet.nl (employers).

2.7 Allowances

Note!

- > **Taxability of allowances:** The temporary employment agency is only required to pay these allowances insofar as they are exempt from wage tax and social insurance contributions.

EXTRA FOR SKILLED WORKERS:

Performance allowance skilled workers in construction site jobs

- > **If customary:** If in the construction company of the hiring employer or at the construction site a performance allowance is applicable, the temporary employment agency will pay the same allowance to the skilled workers. A performance allowance is an allowance in addition to the guaranteed wage that applies to the employee/temporary employee.
- > **In principle, do not incorporate:** The temporary employment agency must not set off the performance allowance against an increase in the guaranteed wage. However, this is permitted, if the skilled worker is placed in a higher job group.

Travel allowance for construction site jobs

- > **Who is entitled?** The travel allowance applies to the use of public transport or the private means of transport of temporary employees working in a construction site job, who:
 - work either inside or outside the municipality in which they live and have to travel a total of more than 15 kilometres from home to work and back;
 - need to use a means of transport in connection with their work.
- > **Means of transport options:** The hiring employer may determine which means of transport the employee uses. Commuting must as far as possible be by means of group transport.
- > **Amounts:** The following table shows the size of the travel allowance.

Travel allowance for construction site jobs

means of transport	standard	amount
public transport	lowest class	100%
bicycle	per working day	€ 0.80
moped	per km	€ 0.07
	per day (minimum)	€ 0.89
motorcycle	per km	€ 0.19 *
car	per km	€ 0.19 *

* This is the untaxed allowance that applies for 2011.

- > **Alternative travelling expenses schemes:** Alternative schemes are permitted under the following conditions:
 - the hiring employer and its works council have agreed to it;
 - the alternative scheme is, on balance, not disadvantageous for the employees and temporary employees.

Travel allowance for supervisory, technical and administrative jobs

- > **Who is entitled?** The travel allowance applies to the use of public transport or the private means of transport of temporary employees working in a supervisory, technical and administrative job who work away from their fixed work location or at a different company.
- > **Means of transport options:** The hiring employer may determine which means of transport the temporary employee uses.
- > **Amounts:** The following table shows the size of the travel allowance.

Travel allowance for supervisory, technical and administrative jobs

means of transport	standard	amount
public transport	lowest class	100%
motorcycle	per km	€ 0.19 *
car	per km	€ 0.19 *

* This is the untaxed allowance that applies for 2011.

- > **When working far away:** The temporary employment agency will pay a reasonable allowance for extra travelling, meals and accommodation to temporary employees who have to work so far from their normal work location that they are unable to return home on a daily basis. The temporary employment agency will pay the commuting expenses of the temporary employees concerned weekly.
- > **Alternative travelling expenses scheme:** An alternative scheme will be permitted under the following conditions:
 - the hiring employer and the temporary employee have agreed to it;
 - the alternative scheme is, on balance, equivalent to the standard scheme.

EXTRA FOR SKILLED WORKERS:

Travel time allowance skilled workers in construction site jobs

- > **Who is entitled?** Skilled workers in construction site jobs, who work outside the municipality in which they live, are entitled to an allowance for the hours that they spend commuting. This does not apply to the first hour of travel per day.
- > **Exceptions regarding the first hour of travel:** Two cases exist in which the first hour of travel *does* qualify for payment:
 - in case of skilled workers who drive a car in which they carry one or more colleagues;
 - in case of skilled workers who work so far away that they cannot return home every day (namely in case of a weekly commuting allowance).
- > **Allowance amount:** The allowance per hour equals the skilled worker's guaranteed hourly wage. The travel time allowance for a skilled worker who supervises apprentices as an apprentice trainer is based on the table II of the Wage tables for construction site jobs.
- > **Means of transport:** The travel time allowance applies to travelling by public transport, private means of transport and a means of transport provided by the temporary employment agency or the hiring employer.
- > **Registration:** The hiring employer keeps a record of the number of kilometres and the skilled worker's travel time allowance.
- > **Determining travel time:** In case of travelling by public transport, the timetable applies. In case of other means of transport, it will be assumed that the skilled worker is able to travel the following number of kilometres per hour: on foot 5 km, bicycle 15 km, moped 25 km, motorcycle 40 km. A standard scheme applies for journeys by car, whereby it is assumed that the quickest route is used for the journey between home and work. See the following table.

Calculation of travel times for use of car by skilled workers in construction site jobs

commuting, journey one way in km		daily travel time allowance	
<i>from</i>	<i>up to</i>	<i>skilled worker: passenger or driving alone*</i>	<i>skilled worker who drives colleague(s)</i>
0 km	25 km	0 hours	on the basis of 50 km/hour
26 km	50 km	on the basis of 50 km	on the basis of 50 km/hour
51 km	59 km	1.2 hours	2.2 hours
60 km	70 km	1.4 hours	2.4 hours
71 km	81 km	1.6 hours	2.6 hours
82 km	92 km	1.8 hours	2.8 hours
93 km	105 km	2.0 hours	3.0 hours
106 km	or more	actual travel time **	actual travel time **

* The first hour has already been deducted here.

** The number of hours paid for may never be lower than that for a one-way distance of 93 up to 105 km.

- > **In case of hold-ups due to frost, etc.:** Skilled workers are also entitled to the travel time allowance if they are unable to work because of bad weather. This does not apply if they could have known beforehand that they did not need to go to work.
- > **Alternative schemes:** The hiring employer and its works council may agree on alternative travel time arrangements but, on balance, it must not be disadvantageous for the employees and temporary employees.

Working far away (allowances)

- > **Various allowances:** The Collective Labour Agreement for the Construction Industry includes special allowances for temporary employees who work so far away from where they live that they are unable to return home on a daily basis.

Reimbursement of removal expenses for supervisory, technical and administrative jobs

- > **Who is entitled?** Temporary employees in supervisory, technical and administrative jobs who have to work in a different municipality from that of their original work location and move house at the request of the hiring employer qualify for reimbursement of removal expenses.
- > **Allowance:** The temporary employment agency provides for a reasonable allowance for all the costs that such a relocation involves.

Overtime allowance for construction site jobs

- > **In time or money:** Temporary employees in a construction site job who work overtime can choose between being paid in money or in time off. They must let the hiring employer know what their choice is within three days of working overtime.
- > **Payment in money:** In this case, the fixed, agreed hourly wage plus the percentages shown in the following tables will be paid.
- > **Payment in time:** The number of overtime hours plus the percentages shown in the following tables will apply for payments in time. Temporary employees who accrue eight hours in this way can take a day off in consultation with the hiring employer. The temporary employee will receive the fixed, agreed wage for the day concerned.
- > **Coastal structures and bank protection works:** Different times and percentages apply to temporary employees with construction site jobs who perform work that is subject to tidal conditions. See the following table.
- > **Shift work and overtime:** In this case the overtime allowance is calculated on the basis of the applicable hourly rates for shift work (see Shift work allowance for construction site jobs).
- > **Overtime work and shifted hours Infra:** In this case the overtime allowance is calculated on the basis of the fixed, agreed wage and *not* the Allowance for shifted hours Infra.

Overtime allowance for construction site jobs

period	allowance
the first 3 overtime hours per day	25%
other overtime hours between 05:00 on Monday and 21:00 on Saturday	50%
between 21:00 on Saturday and 05:00 on Monday and on public holidays	100%

work that is subject to tidal conditions	
from 05:00 on Monday to 22:00 on Friday:	
- between 05:00 and 22:00	25%
- between 22:00 and 05:00	50%
from 22:00 on Friday to 21:00 on Saturday	50%
from 21:00 on Saturday to 05:00 on Monday	100%

Overtime allowance for supervisory, technical and administrative jobs

- > **In money or time:** The temporary employment agency and hiring employer determine in consultation how payment for a significant amount of overtime will be made to temporary employees in a supervisory, technical and administrative job.
- > **When agreements are not recorded:** In such cases, temporary employees in a supervisory, technical and administrative job up to job level 3 will at least receive a payment equal to the applicable hourly salary or an allowance in time or money.

Shift work allowance for construction site jobs

- > **Allowance:** A temporary employee working shifts receives an allowance in the form of an additional payment based on a percentage of the agreed fixed wage. An alternative scheme applies for Industrial construction work. Both schemes are shown in the table below.

Shift work allowance for construction site jobs

type of shift work	allowance
two shift system	10%
three shift system	15%

industrial construction work	
when starting before 06:00 or ending after 19:00 (excl. overtime hours):	
- hours between 06:00 and 19:00	5%
- hours between 19:00 and 06:00	25%

Allowance for shifted hours Infra for construction site jobs

- > **Allowance in addition to fixed, agreed wage:** The allowance for working shifted hours Infra is based on a percentage of the agreed fixed, hourly wage for temporary employees in a construction site job. The allowance applies to shifted hours worked before 07:00 and after 20:00, during normal working hours per week. See the following table.
- > **Working fewer hours:** If it is possible for fewer hours than normal to be worked during a given week, the temporary employment agency will pay the 30 percent allowance on the hours for which no charge is made. This only applies to weeks in which only shifted hours are worked.

Allowance for shifted hours infra for construction site jobs

shifted working hours	allowance
between 20:00 on Monday 07:00 on Friday	30%
between 20:00 on Friday and 20:00 on Saturday	50%
between 20:00 on Saturday and 07:00 Sunday	75%
between Sunday 07:00 and Monday 07:00 and on public holidays	100%

Tidal work allowance for construction site jobs

- > **25 percent:** Temporary employees in a construction site job whose work is subject to tidal conditions receive an allowance in the form of an additional payment of 25% of the guaranteed hourly wage for hours worked before 06:00 and after 18:00. This only applies insofar as the hours concerned fall within the normal working week.

EXTRA FOR SKILLED WORKERS:

Stand-by duty allowance for skilled workers in construction site jobs

- > **Amount determined in consultation:** The temporary employment agency sets the amount for the allowance relating to stand-by duty in consultation with the skilled worker. In principle, this will be in line with the hiring employer's payment scheme. The amounts shown in the table below are the lower limits.
- > **Per week or per day:** An allowance per week applies, if the skilled worker has stand-by duty for a whole calendar week. If the duty period is less than a calendar week, the temporary employment agency pays a daily allowance (see table).
- > **Overtime allowance:** This allowance only applies insofar as the skilled worker is called to work while on stand-by duty.

Stand-by duty allowance for skilled workers in construction site jobs (gross; minimum amounts)

extent to which temporary employee is tied to home	allowance per calendar week	allowance per day (% of weekly allowance)	
		Mon to Fri	Sat/Sun
continuous	€ 176.13	10%	25%
at set times	€ 152.64	10%	25%
at least	€ 129.16	10%	25%

Personal protective equipment, work clothes and tools (construction site jobs)

- > **Personal protective equipment:** The hiring employer provides temporary employees in a construction site job with statutorily required protective equipment free of charge.
- > **Work clothes:** The hiring employer may provide necessary work clothes free of charge. Temporary employees in a construction site job who make these arrangements themselves are entitled to a financial allowance in accordance with the following table. Temporary employees in the industrial scaffolding sector who work during freezing weather conditions are entitled to an extra set of clothing free of charge that meets the requirements of the health and safety foundation Stichting Arbouw.
- > **Own tools:** The following net allowances per day worked apply to a temporary employee's necessary use of his own equipment: carpenter or road paver € 0.75; bricklayer or tiler € 0.54.

Work clothes allowance for construction site jobs

types of work clothes	net allowance per day worked
work clothes	€ 0.87
work clothes for pile-driving company	€ 0.95
boots	€ 0.54
only for knee-length boots	€ 0.43
boots and oilskin jacket and trousers for work on coastal structures and bank protection works	€ 1.11

Foreman’s allowance and apprentice trainer’s allowance (construction site jobs)

- > **Foreman:** A foreman (also referred to as a supervisor or pit boss) is a temporary employee aged 22 or older who works in a construction site job and supervises at least five employees. He is entitled to the foreman’s allowance. This is an allowance in addition to the fixed agreed wage.
- > **Apprentice trainer:** An Apprentice trainer is a temporary employee aged 22 or older who works in a construction site job and acts on an employer’s instructions as a supervisory skilled worker for trainee employees. He must be recognised by Fundeon as an apprentice trainer. Temporary employees in this category are entitled to the apprentice trainer’s allowance for the periods in which they actually supervise trainees. The size of the allowance is equal to that for foremen.
- > **Amounts:** The foreman’s allowance and apprentice trainer’s allowance are incorporated in the wage tables for construction site jobs. See section 2.5, [table II](#).

2.8 Safety and working conditions

Combined action of hiring employer / temporary employee

- > **Same rules as those that apply in respect of permanent staff:** The rules in respect of safety and working conditions that apply in respect of the hiring employer’s permanent staff also apply in respect of temporary employees. The rules in question are laid down in legislation, policy regulations and manuals. The Collective Labour Agreement for the Construction Industry likewise includes rules on safety and working conditions for construction site jobs and supervisory, technical and administrative jobs. Examples include rules on the use of safety helmets, lifting, dangerous substances and precautionary measures when performing roadwork.
- > **Role of hiring employer:** The hiring employer is responsible for enforcing the applicable rules on safety and working conditions. The hiring employer is obliged to provide clear instructions on such matters.
- > **Role of temporary employee:** The temporary employee is obliged to follow the occupational health and safety instructions that the hiring employer issues.

2.9 Foreign temporary employees

The determining factor is the origin of the temporary employment agency

- > **Dutch temporary employment agencies:** The rules that apply to a foreign temporary employee employed by a Dutch temporary employment agency are the same as the Collective Labour Agreement rules on Dutch temporary employees employed by that agency who do the same work.
- > **Foreign temporary employment agencies:** The rules that apply to foreign or Dutch temporary employees employed by a temporary employment agency based outside the Netherlands are partially different. See the brochure *Secondment of foreign temporary employees to the Dutch construction industry*. The brochure is available from the parties to the collective labour agreement and at www.tbbouw.nl.

3 Addresses of parties to the Collective Labour Agreements

3.1 Parties to the Collective Labour Agreement for the Construction Industry

Employers' organisations

Bouwend Nederland (Dutch Association of Construction Firms)

PO Box 340
2700 AH Zoetermeer
t: +31 (0)79 325 22 52
w: www.bouwendnederland.nl
e: info@bouwendnederland.nl

NVB Vereniging voor ontwikkelaars & bouwondernemers (Dutch Association of Builders and Developers)

PO Box 620
2270 AP Voorburg
t: +31 (0)70 386 02 04
w: www.nvb-bouw.nl
e: info@nvb-bouw.nl

Vereniging van Waterbouwers (Dutch association of contractors in dredging)

PO Box 474
2800 AL Gouda
t: +31 (0)182 56 73 67
w: www.waterbouwers.nl
e: info@waterbouwers.nl

Ondernemersvereniging Bestratingsbedrijven Nederland (OBN) (Dutch Association of Paving Firms)

PO Box 7125
3430 JC Nieuwegein
t: +31 (0)88 044 40 00
w: www.obn.nl
e: info@obn.nl

Employees' organisations

FNV Bouw (FNV Trade Union Federation - Building Division)

PO Box 520

3440 AM Woerden

t: 0900 368 26 89

w: www.fnvbouw.nl

e: info@fnvbouw.nl

CNV Vakmensen (CNV Skilled Employees)

PO Box 2525

3500 GM Utrecht

t: +31 (0)30 751 10 07

w: www.cnvvakmensen.nl

e: info@cnvvakmensen.nl

3.2 Parties to the ABU and/or NBBU Collective Labour Agreement for Temporary Employees

Employers' organisation ABU Collective Labour Agreement

Algemene Bond Uitzendondernemingen (ABU) (Association of Temporary Employment Agencies)

PO Box 144

1170 AC Badhoevedorp

t: +31 (0)20 655 82 55

w: www.abu.nl

e: info@abu.nl

Employers' organisation NBBU Collective Labour Agreement

Nederlandse Bond van Bemiddelings- en Uitzendondernemingen (NBBU) (Dutch Association of Intermediary Organisations and Temporary Employment Agencies)

Stadsring 171

3817 BA Amersfoort

t: +31 (0)33 476 02 00

w: www.nbbu.nl

e: info@nbbu.nl

Employees' organisations ABU and NBBU Collective Labour Agreement

FNV Bondgenoten (FNV Union)

PO Box 9208

3506 GE Utrecht

t: 0900 9690

w: www.fnvflex.nl

CNV Dienstenbond (CNV Union)

PO Box 3135
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w: www.cnvdienstenbond.nl
e: cnvdienstenbond@cnvdibo.nl

De Unie (Trade Union)

PO Box 400,
4100 AK Culemborg
t: +31 (0)345 85 18 51
w: www.unie.nl
e: info@unie.nl

Landelijke Belangenvereniging (LBV) (National Lobby Group for Workers)

Strevelsweg 700/ 612
3083 AS Rotterdam
t: +31 (0)10 481 80 11
w: www.lbv.nl
e: lbv@lbv.nl

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Colophon

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