

1 October 2008.

Several employees asked by e-mail what the progress is in the negotiations with the company members group (BLG). In this newsletter I will give you a short explanation. Moreover I will inform you about the negotiation so far reached.

After the written member consultation in April 2008 we entered the negotiations for the collective labour agreement expatriates. Main point for the negotiations is the points which have been forwarded by the members in the written member consultation and the note of Marc Steen. The negotiations last longer than normal because of the lack of definite information from the employer. Especially the build up of the salary within Total Rewards and the offshore pension plan.

Now the BoD informed us about the build up and made a decision concerning the offshore pension plan: the negotiations can start. With the negotiations of the implementation of Total Rewards, we will also include salary guarantee regulations, offshore pension plan and appointments concerning hypotax. When we reached an agreement about these topics, then there will be a principle collective labour agreement. The principle collective labour agreement will be presented to the members and they ascertain whether there is a collective labour agreement agreed.

In September 2008 a meeting has taken place with members and not members, the so called Reference Group. Of this meeting a report has been made. The reference group will also be consulted during the negotiations. Information of this meeting will be sent by the employer, at the website you'll find the pp-presentations presented during this meeting.

Below in short an overview of what so far to your employer has corresponded.

Duration: both employer and trade union are aiming for a collective labour agreement with duration of two years, therefore for the period 1 January 2008 till 31 December 2009.

Income development: at the negotiations for the CLA Nederland parties agreed on the stated income development below.

ABVAKABO FNV will also use this agreement for the CLA Expat.

Salary increase

1 april 2008 + 2,0%

1 april 2009 + 2,0%

End of year allowance

The percentage of 2.8% (level 2007) of the end of year allowance will increase toward a complete 13th months salary, and will be raised as follows

2008: by 2,8% with 1,2% to 4,0%

2009: by 4,0% with 1,4% to 5,4%

2010: by 5,4% with 2,9% to 8,3%

School compensation of costs: both employer and trade union are willing that the own contributions will expire.

In November 2008 there will be an interim member consultation in which I will ask for your opinion.

Kind regards,

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ABVAKABO FNV