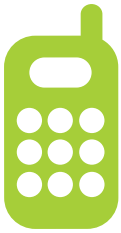
# Folder
# Temporary work in the Dutch construction industry

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



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.

**August 2011**

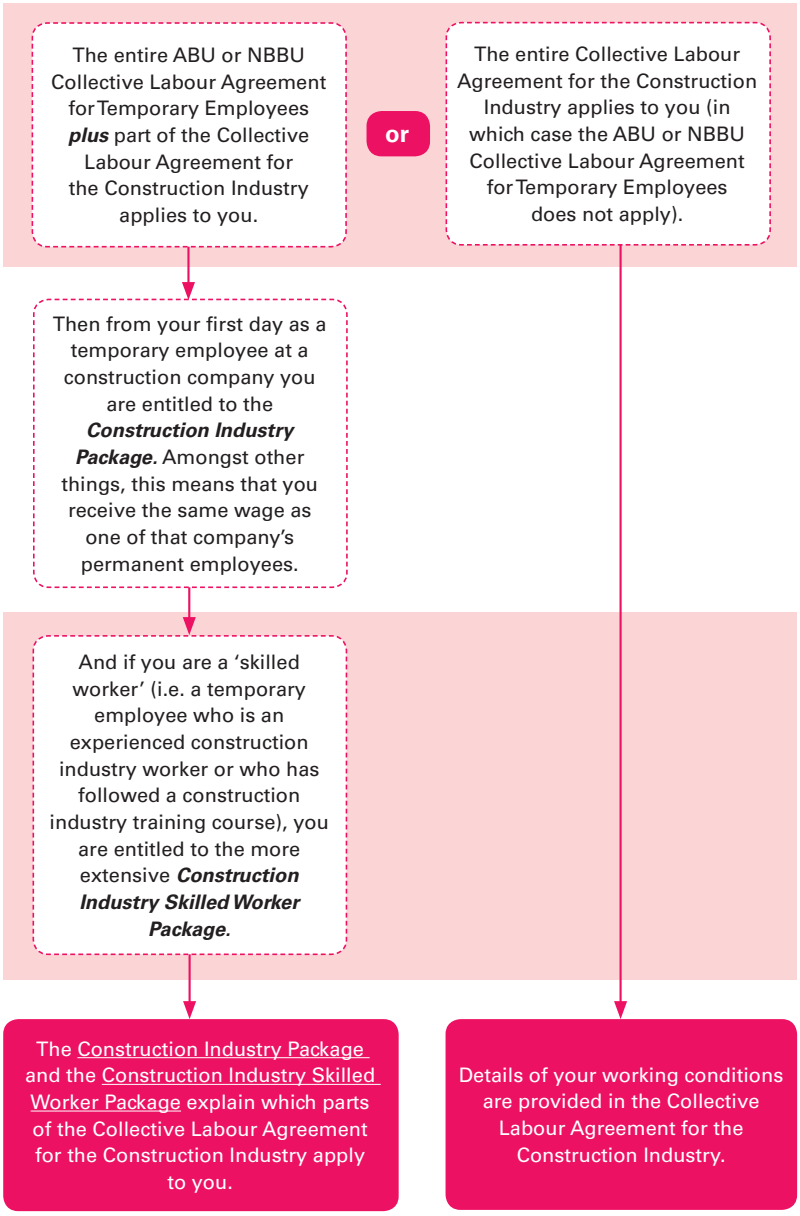
Temporary employees

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 rules apply to you?** This depends on the temporary employment agency you work for. See the flow chart for Dutch temporary employment agencies. There are two possibilities:

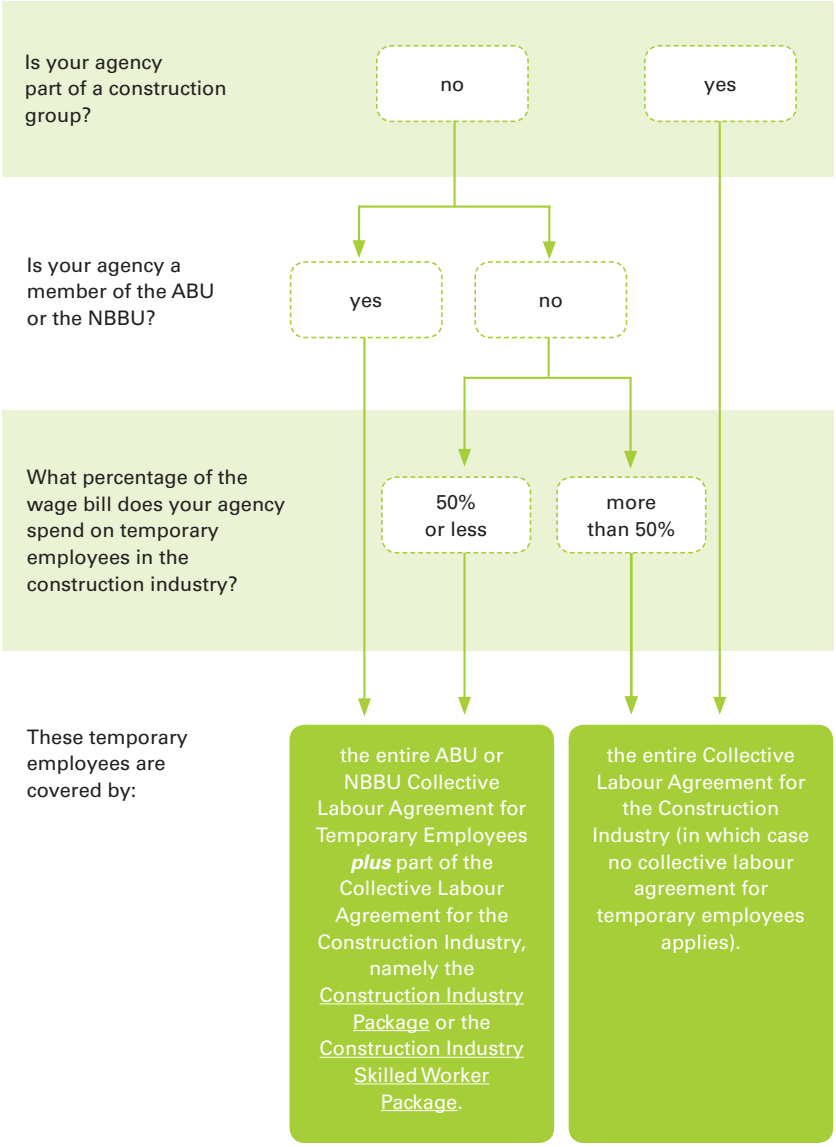



**Note**

**If you are employed by a foreign temporary employment agency, different or partially different rules apply from those shown in the flow chart. 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.**

# Dutch temporary employment agencies

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

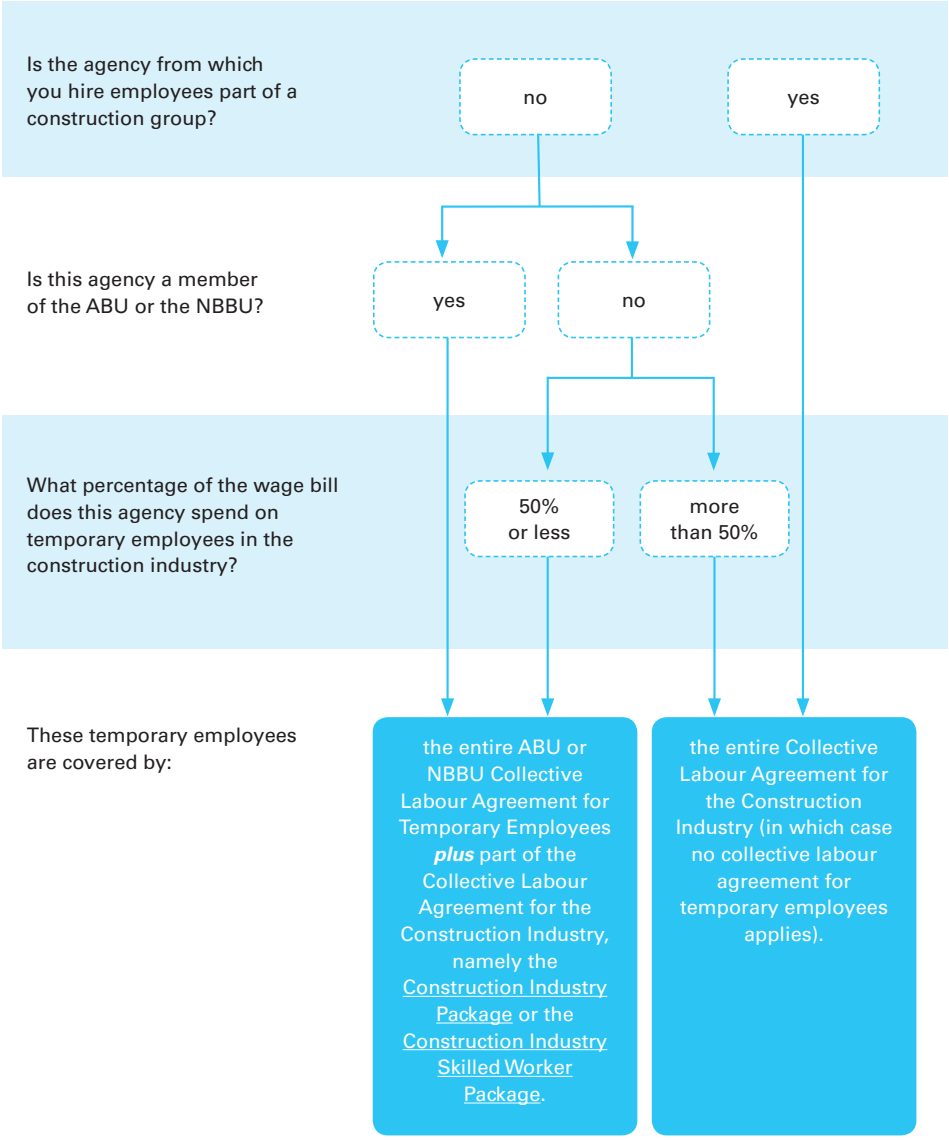



**Notes**

- **The rules that apply to foreign temporary employment agencies are different or partially different from those shown in the flow chart. 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.**
- **Pursuant to the Collective Labour Agreement for the Construction Industry, construction companies may only hire temporary employees from temporary employment agencies that have a valid NEN certificate. See the website of the Dutch Labour Standards Foundation www.normeringarbeid.nl. This does not apply to temporary employment agencies that are part of a construction group.**

# Construction companies

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

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# Basic and Skilled Worker Package

**The employers' organisations and employees' organisations that are concerned with the Collective Labour Agreement for the Construction Industry, the ABU Collective Labour Agreement and the NBBU Collective Labour Agreement for Temporary Employees have concluded agreements on temporary work in the Dutch construction industry. The agreements have been laid down in the three collective labour agreements.**

The provisions of the Collective Labour Agreement for the Construction Industry that apply to temporary employees have been grouped into two packages:

- **Construction Industry Package (Basic Package):** This package applies to ***all*** temporary employees from the first day of deployment in construction companies by the temporary employment agency concerned.
- **Construction Industry Skilled Worker Package:** This package only applies to 'skilled workers' (temporary employees who are experienced construction industry workers or who have followed a construction industry training course). It includes various extra provisions from the Collective Labour Agreement for the Construction Industry, which apply in addition to the Construction Industry Package.

For further details on the content of the Basic and the Skilled Worker Package, see the digital brochure 'Temporary work in the Dutch construction industry'. See the Internet sites of the parties to the collective labour agreement or www.tbbouw.nl.

**Which parts of the Collective Labour Agreement for the Construction Industry are included in these packages?**

| **provisions from the Collective Labour Agreement for the Construction Industry on** | **Basic Package** | | **Skilled Worker Package** | |
|---|---|---|---|---|
| | construction site jobs | supervisory, technical and administrative jobs | construction site jobs | supervisory, technical and administrative jobs |
| introduction in the hiring company | √ | √ | √ | √ |
| working times and working hours | √ | √ | √ | √ |
| part-time work | √ | √ | √ | √ |
| job classification | √ | √ | √ | √ |
| guaranteed wages, salaries and entry level scale | √ | √ | √ | √ |
| wage/salary increases | √ | √ | √ | √ |
| travel allowance | √ | √ | √ | √ |
| overtime (allowance) | √ | √ | √ | √ |
| shift work (allowance) | √ | x | √ | x |
| shifted hours for infra and tidal work (allowance) | √ | x | √ | x |
| allowances for working far away | √ | x | √ | x |
| work clothes, helmet, tools etc. | √ | x | √ | x |
| safety rules and rules governing working conditions | √ | √ | √ | √ |
| foreign workers | √ | √ | √ | √ |
| four-day working week 55-plus | x | x | √ | √ |
| seniors' days | x | x | √ | √ |
| scheduled days off/reduced working hours | x | x | √ | √ |
| construction industry pension (subject to conditions) | x | x | √ | √ |
| performance allowance | x | x | √ | x |
| travel time allowance | x | x | √ | x |
| stand-by duty (allowance) | x | x | √ | x |

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