

**Table of concordance
Collective Labour Agreement for
Temporary Agency Workers
2012 - 2017**

CLA articles up until March 2015

CLA articles as from March 2015



Table of concordance between *CLA for Temporary agency workers 2012-2017*, version July 2014 (old) and *CLA for Temporary agency workers 2012-2017* from 29 December 2014 (new)

Old CLA articles	Naming of old CLA articles old	New CLA articles Until 30 March 2015	New CLA articles From 30 March 2015
Chapter 1		Chapter 1	Chapter 1
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10	Rules of conduct and sanctions	10	10
11	Time registration form/Time registration	11	11
Chapter 3		Chapter 3	Chapter 3
12	Commencement and nature of the agency work employment contract	12	12
13	Deployment phases		
13(1), 13(2) (with the exception of e.) and 13(3)		13(1), 13(2) and 13(3) (with the exception of e.)	13(1), 13(2) and 13(3) (with the exception of e.)
13(2)(e)		13(2)(e)	41(2)
14	Termination of the agency work employment contract with agency clause	14	14
15	Termination of the secondment agreement	15	15
16	Trial periods	16	16
16(3)	<i>To be withdrawn on 1.1.2015</i>		

17	Successive employership, legal position and remuneration	17	17
17(1)		1 under o.	1 under o.
17(2)		17(2)	17(2)
17(3)		17(1)	17(1)
17(4)		17(3)	17(3)
17(5)		17(4)	17(4)
17(6)		17(5)	17(5)
17(7)		17(7)	<i>To be withdrawn</i>
17(8)		17(6)	17(6)
Chapter 4		Chapter 4a	Chapter 4b
18	Job classification		
18(1)		18(1)	29(1), 30(1), 31(1), 32(1)
18(2)		18(2)	20(1)
19	Remuneration		
19(1)		19(1)	27 paragraphs 1, 2, 3 and 4
19(2)		19(2)	20(1), 29(1), 30(1) and 31(1)
19(3)(a)		19(3)(a)	20(1)
19(3)(b)		19(3)(b)	46(2)
19(3)(c)		19(3)(c)	<i>To be withdrawn</i>
19(4)(a)		19(4)(a)	20(1) and 32(1)
19(4)(b)		19(4)(b)	46(3)(a)
19(4)(c)		19(4)(c)	45(4)(b) and 46(3)(c)
19(5)(a) and (c)		19(5)(a) and c.	<i>To be withdrawn</i>
19(5)(b)		19(5)(b)	20(2)
19(6)		<i>To be withdrawn</i>	<i>To be withdrawn</i>
20	Skilled workers	20	<i>To be withdrawn</i>
21	Temporary agency workers working in the construction industry	21	51
22	Salary		
22(1)		22(1)	28(2)
22(2)		22(2)	27(1)
22(3)		22(3)	29(4)
22(4)		22(4)	34
22(5)		22(5)	26 and 33
22(6)		22(6)	50

22(7)		22(7)	<i>To be withdrawn</i>
22(8)		22(8)	20(3) and 20(5)
22(9)	<i>New</i>		
23	Wage increase	23	35
24	Period-linked salary amounts		
24(1)		24(1)	28(3)(a)
24(2)		24(2)	<i>To be withdrawn</i>
24(3)		24(3)	28(3)(b)
25(1) and 25(3)	Bonus for irregular working hours	25(1) and 25(3)	36
25(2)		25(2)	20(2)(c), and 22
26(1) and 26(3)	Overtime bonus	26 (1) and 26(3)	37
26(2)		26(2)	20(2)(c), and 22
27	Compensation hours	27	49
28	Expenses allowance	28	20(2)(e), 24 and 39
29	<i>Withdrawn</i>		
30	Exclusion of the continued payment of wages obligation	30	40(1)1 to 40(3) 41(2) and 41(3)
31	Cessation of agency work due to secondment agreement		
31(1)		31(1)	44(1) and 44(2)
31(2)		31(2)	44(3) and 43
31(3)(a)		31(3)(a)	44(4)
31(3)(b)		31(3)(b)	40(4), 41(1) and 42(1)
31(4)		31(4)	43, 44(5)
31(5)(a)		31(5)(a)	45(1) and 46(1)
31(5)(b)		31(5)(b)	45(1) and 46(2)
31(5)(c)		31(5)(c)	45(1) and 46(3)(a)
31(5)(d)		31(5)(d)	40(1) or 5, 41(4) and 42(2), 45(3) and 46(4)
31(6)		31(6)	47
31(7)		31(7)	44(6)
31(8)		31(8)	44(6)
31(9)		31(9)	44(7)
Chapter 5		Chapter 5	Chapter 5
32	Private employment agency's obligations concerning health and safety	52	52

33	Incapacity for work	53	53
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34	Work and rest times	54	54
35	Holidays	55	55
36	Holiday allowance	56	56
37	Short-term absenteeism and special leave	57	57
38	Generally recognised public holidays	58	58
39	Holiday workers	59	59
Chapter 7		Chapter 7	Chapter 7
40	Making reservations and holiday allowance payable	60	60
41	Percentages of reservations, deductions and waiting day compensation	61	61
Chapter 8		Chapter 8	Chapter 8
42	Pension scheme	62	62
Chapter 9		Chapter 9	Chapter 9
43	Training	63	63
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44a	Set-offs against the payable wage pertaining to temporary agency workers who do not reside permanently in the Netherlands	65	65
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45	Additional rules for temporary agency workers who do not reside permanently in the Netherlands	67	67

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49	Consultative, objection and appeal procedure concerning job classification	71	71
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Protocol C	Holiday arrangements	Protocol C	Protocol C
Protocol D	Amendments as of 2015	Protocol D	Protocol D

Table of concordance between *CLA for Temporary agency workers 2012-2017*, versions of January and March 2015 (new) and *CLA for Temporary agency workers 2012-2017*, version July 2014 (old)

New CLA articles	Naming of new CLA articles	CLA articles until 30 March 2015
Chapter 1	Definitions, Scope, Character of CLA	
1	Definitions	1
	a., p. and r.	<i>New</i>
	o.	17(1)
2	Scope	2
3	Duration	3
4	Dispensatie	4
Chapter 2	General obligations of employer and employee	
5	Registration	5
6	Conditions of deployment	6
7	Disclosure of previous employment on offer of agency work	7
8	Statement of accumulated rights	8
9	Relationship between temporary agency worker/user company/private employment agency	9
10	Rules of conduct and sanctions	10
11	Time registration	11
Chapter 3	Legal position	
12	Commencement and nature of the agency work employment contract	12
13	Deployment phases	13
13a	Short-term secondment agreement	<i>New from 1.7.2015</i>
14	Termination of the agency work employment contract with agency clause	14
15	Termination of the secondment agreement	15
15a	Transition allowance	<i>New from 1.7.2015</i>
16	Trial periods	16
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Chapter 4a	Job classification and remuneration	
18	Job classification	18
19	Remuneration	19
20	Skilled workers	20

21	Temporary agency workers working in the construction industry	21
22	Salaries	22
23	Wage increases	23
24	Period-linked salary increases	24
25	Bonus for irregular working hours	25
26	Overtime bonus	26
27	Compensation hours	27
28	Work-related expenses and allowances	28
29	<i>Withdrawn</i>	
30	Exclusion of the continued payment of wages obligation	30
31	Cessation of agency work due to secondment agreement	31
Chapter 4b	Job classification and remuneration	
18	Remuneration	<i>New</i>
19	Hirer's remuneration from the first day of placement	<i>New</i>
20	Job classification and remuneration	
20(1)		18(2), 19(2), 19(3)(a) and 19(4)(a)
20(2)		19(5)(b)
20(3)		22(8)
20(4)		Appendix II, article 3
20(5)		22(8)
21	Reduction in working hours	<i>New</i>
22	Bonuses	<i>New</i>
23	Initial wage increase	<i>New</i>
24	Work-related expenses and allowances	<i>New</i>
25	Period-linked salary increase	<i>New</i>
26	Mandatory correction in connection with the statutory minimum wage	22(5)
27	ABU remuneration for specific groups	<i>New</i>
28	The ABU wage structure	<i>New</i>
29	Rules for application of ABU remuneration for temporary agency workers belonging to the allocation group	<i>New</i>
30	Rules for application of ABU remuneration for temporary agency workers belonging to the transition group	<i>New</i>

31	Rules for application of ABU remuneration for temporary agency workers belonging to the non-gradable group	<i>New</i>
32	Rules for application of ABU remuneration for temporary agency workers with a secondment agreement for an indefinite period (and transition from phase B to phase C)	<i>New</i>
33	Mandatory correction in connection with the statutory minimum wage	22(5)
34	Salaries of young persons	22(4)
35	Wage increase	23, Appendix VIII
36	Bonus for irregular working hours	25
37	Overtime bonus	26
38	Bonus report for temporary agency workers with a secondment agreement for an indefinite period	<i>New</i>
39	Work-related expenses and allowances	28
40	Continued payment of wages in phase A of agency work employment contract with agency clause and fixed-term secondment agreement	
40(1)		30(1)
40(2)		30(2)
40(3)		30(3)
40(4)		31(3)(b)
40(5)		31(5)(d)
41	Continued payment of wages in phase B	
41(1)		31(3)(b)
41(2)		13(2)(e)
41(3)		30(3)
41(4)		31(5)(d)
42	Continued payment of wages in phase C	
42(1)		31(3)(b)
42(2)		31(5)(d)
43	Cessation of obligation to continue payment of wages	31(4)
44	Suitable employment and reassignment	
44(1)		31(1)
44(2)		31(1)
44(3)		31(2)
44(4)		31(3)(a)

44(5)		31(4)
44(6)		31(7), <i>amended</i>
44(7)		31(9)
45	Adjustment of actual wage for suitable employment on application of the hirer's remuneration	
45(1)		31(5)(a), (b) and (c)
45(2)		<i>New</i>
45(3)		31(5)(d)
45(4)		31(3)(b) and 19(4)(c)
46	Adjustment of actual wage for suitable employment on application of ABU remuneration	
46(1)		19(2)
46(2)		19(3)(b)
46(3)		19(4)
46(4)		31(5)(d)
47	Limited application of reversion wage for temporary agency workers with a secondment agreement for an indefinite term in phase C	<i>New</i>
48	<i>Withdrawn</i>	
49	Compensation hours	27
50	Conversion of employment conditions	22(6)
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63	Vocational training	43
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67	Additional rules for temporary agency workers who do not reside permanently in the Netherlands	45
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70	Disputes Committee	48
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Chapter 12	Other/final	
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Appendix II, Article 3a		<i>To be withdrawn on 30 March 2015</i>

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