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Internal Memo

Materials Services
Materials Nederland

To	**All employees of thyssenkrupp – metals division**
CC	Board of Directors
From	HRM Department
Date	23.06.2020
Reference	
Subject	Remuneration on Saturdays, Sundays and national public holidays

Dear colleagues,

With this memo we would like to, following several questions, provide clarity about the remuneration on a national public holiday, Saturday or Sunday in conformity with the Collective Labour Agreement for the Technical Wholesale.

Remuneration on a national public holiday:

Work on a national public holiday is understood as work between 0:00 o 'clock and 24:00 o'clock on:
a. New Year's Day;
b. Easter Sunday and Monday;
c. Ascension Day;
d. Whit Sunday and Monday;
e. Christmas and Boxing Day;
f. The day on which the birthday of His Royal Majesty the King is celebrated;
g. Liberation Day in fifth anniversary years (fifth anniversary years are the years that end at a 0 or a 5).
(CLA, article 41 – work on national public holidays, also see annexe 3A)

Work on a national public holiday should be limited as much as possible.

If work is performed on a national public holiday then the following remuneration applies: (irrespective of the day of the week on which the national public holiday falls):

* The hourly wage increased by a supplement of 100%.
* You also receive (extrastatutory) holiday hours, equal to the time that you worked.
* A break on a national public holiday is paid.
* If you work in a shift then the employee receives a supplement of 100% for the work on a national public holiday instead of the shift allowance. Hence, not both, the number of hours worked at 100% is then also deducted from the shift allowance.

Example: an employee who works in a 3-shift schedule and who worked on a national public holiday from 22:00 o'clock in the evening. This employee receives a supplement of 100% from 22:00 o'clock until 00:00 o'clock on the national public holiday but does not, in addition, also receive the shift allowance. Those hours are deducted. This looks as follows on your payslip:

Loonberekening

Omschrijving	Aantal	Basis
Salaris	168,00	
Drieploegendiensttoeslag	22,50%	
Bijdrage ZKV Zilveren Kruis		
Drieploegendiensttoeslag var. (BT)	-2,00	
Toeslag 100%	2,00	

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Remuneration of hours worked on a Saturday:

Work on a Saturday is understood as work between Saturday 00:00 o'clock and Saturday 17:00 o'clock.
If work is performed on a Saturday then this deviates positively from the CLA (articles 36 and 37 and annexe 3a).

* All hours on a Saturday (including break) are paid with a supplement of 50%.
* The break is paid.

Example: an employee who works on a Saturday from 06:00 o'clock until 12:00 o'clock. The employee receives the normal salary for 6 hours and in addition a supplement of 50% on 6 hours.

Remuneration of hours worked on a Sunday:

Work on a Sunday is understood as work between Saturday 17:00 o'clock and Monday 05:00 o'clock (CLA article 40 and annexe 3A)

An employee who does not work shifts receives the following for work on a Sunday:

* If the employee worked between Saturday 17:00 o'clock and Sunday 23:50 o'clock then the employee receives the hourly wage plus a supplement of 100%.
* If the employee worked between Monday 00:00 o'clock and Monday 05:49 o'clock then the employee receives the hourly wage plus a supplement of 50%.
* The break is paid.

Example: an employee works on a Sunday from 23:00 o'clock until 04:00 o'clock. From 23:00 o'clock until 00:00 o'clock the employee receives the normal hourly wage plus a supplement of 100%. From 00:00 o'clock until 04:00 o'clock the employee receives the normal hourly wage plus a supplement of 50%. The break is paid, so the employee is paid 5 hours.

An employee who works shifts receives the following for work on a Sunday:

* Between Saturday 17:00 o'clock and Sunday 23:59 o'clock 100%.
* Between Monday 00:00 o'clock and Monday 04:59 o'clock 50%.
* From Monday 05:00 o'clock the applicable 3-shift schedule allowance.
* The employee receives an allowance according to the time zones for the work on a Sunday instead of a shift allowance. Hence, not both, the number of hours worked at 100% and/or 50% is deducted from the shift allowance.
* If the start time is on a Sunday and pertains to the 'normal' working week then the break is not paid.

*Example: an employee works in a 3-shift schedule and works on a Sunday from 22:00 o'clock until Monday 06:45 o'clock.
The break is from 00:15 o'clock until 00:45 o'clock and from 03:00 o'clock until 03:15 o'clock.
From 22:00 o'clock until 00:00 o'clock the employee receives the normal hourly wage and a supplement of 100%, total of 2 hours.
From 00:00 o'clock until 05:00 o'clock the employee receives the normal hourly wage and a supplement of 50%, the break is not paid, hence a total of 4 hours and 15 minutes.
From 05:oo 0clock until 06:45 o'clock the employee receives the normal hourly wage plus the three-shift allowance of 22.5%.
The employee does not receive the three-shift allowance for the hours from 22:00 o'clock until 05:00 o'clock, they are deducted from the monthly shift allowance. This looks as follows on your payslip.*

Loonberekening

Omschrijving	Aantal
Salaris	176,00
Drieploegendiensttoeslag	22,50%
Drieploegendiensttoeslag var. (BT)	-6,25
Toeslag 100%	2,00
Toeslag 50%	4,25

If there are any questions following this memo then you can address the HRM Department.

Kind regards,
HRM Department

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