

EMPLOYEES

METALEKTRO
GENERATIONPACT

WORKING ON
TOMORROW

senior knowledge

junior ambition

A healthy retirement in 4 steps

Metalektro Generation Pact: working on tomorrow

The Metalektro Generation Pact gives you the opportunity to work fewer hours without it affecting your pension accrual.

As a result you can continue to enjoy a pleasant working life, while still reaching retirement in good health. This is good for you, your employer and, last but not least, the future.

Participation in the Generation Pact means that you still receive partial payment for the hours you work less, while your pension accrual remains unchanged. The guiding principle here is that the hours you work less are filled by (young) recruits with a (permanent) employment contract. In this way your experience and professional expertise are not lost, while their chances of a (permanent) position are improved.

A healthy retirement in 4 steps
This brochure explains in 4 steps how the Generation Pact works and what you must do to participate. It also describes the most important conditions of the scheme and what the Generation Pact means for your pension, vacation days, allowances, etc.

Advantages for you

- You will work fewer hours that will still be paid in part
- You are still entitled to your full pension accrual
- You will work towards your retirement fitter, healthier and with more energy
- You will have more time to relax, and more time for hobbies, friends and family
- You will make a start by reducing your workload in the run-up to retirement

Advantages for your employer

- Healthy and fit employees, with more energy
- Intake of a new generation of workers
- Preservation and transfer of valuable professional knowledge
- An energy boost to the business

Duration The Generation Pact is part of the new Metalektro Collective Agreement. The scheme runs from 5 July 2019 to 31 December 2028. This means that anyone who is interested in the scheme can register during this time period. The end of the pilot scheme will have no consequences for those who have chosen to participate. Once they have joined the Metalektro Generation Pact they can continue to take part in it.

1 | Select the scheme that suits you

The Metalektro Generation Pact has **two variants**: working for 80% or 70%. View the next page to see which scheme you are eligible for – and select the variant that suits you best.

80-90-100

When selecting the 80-90-100 variant, you will work 80% of your original working hours for 90% of your original monthly earnings while maintaining 100% pension accrual. The breakdown of the pension premium remains the same as prior to participating in the Generation Pact.

70-85-100

When selecting the 70-85-100 variant, you will work 70% of your original working hours for 85% of your original monthly earnings while maintaining 100% pension accrual. The breakdown of the pension premium remains the same as prior to participating in the Generation Pact.





Which variant are you eligible for?

The variant(s) which you are eligible for will depend on your age, the level of your salary and whether or not you regularly work in shifts. Check out the table below to see as per when you can participate in the Generation Pact and under which conditions. You can also see whether you are entitled to participation or whether you find yourself in a **dual optionality** situation. For you as an employee, participation is always voluntary.

Variation	Employee's age	Conditions	Entitlement or optionality
80-90-100	60 years or older	annual salary up to €85.750*	entitlement
	62 years or older	annual salary up to €85.750*	entitlement 63
	years or older**	annual salary above €85.750*	dual optionality
70-85-100	62 years or older	annual salary up to €85.750*	dual optionality
	63 years or older**	annual salary above €85.750*	dual optionality

Note: As of 1 June 2025 the annual salary is €83.522, and as of 1 January 2026 the annual salary is €85.750, excluding vacation pay and allowances.

*Gross annual salary, excluding vacation pay and allowances. | **Or that much earlier as agreed at company level.

2 | Calculate your new net salary

The outcome of participating in the Generation Pact is different for everyone. Of course you would like to know what the consequences are of participating in the Generation Pact in respect of your net salary. By using our simple calculation tool, we can give you an indication in less than a minute. Give both options a try and see what the outcome of the Generation Pact is for you. Go to www.generatiepactmetalektro.nl/rekentooll and make sure to have your pay slip at hand!

Go to the calculation tool and keep your page slip at hand!



Entitlement or dual optionality

If you wish to make use of the Generation Pact there are certain situations in which you are entitled to take part. In other words, your employer is required to cooperate. In the case of dual optionality, however, your employer has the option to either accept or reject the request. Entitlement or dual optionality will depend on the variant in which you wish to participate. The adjacent overview shows in which situation an employee is entitled to take part or when dual optionality applies.



3 | Discuss the options with your employer

Whether you are entitled to participate in the scheme or must first discuss it with your employer, always consult your company's HR Department as regards your wishes. They are fully informed of the Generation Pact and associated conditions. Check in advance whether you are entitled or whether there is the issue of dual optionality. Where the latter is concerned your employer can accept or reject your request. If dual optionality is indeed the case, it may be worth your while to become acquainted with the advantages the Generation Pact may entail for your employer.

Advantages of the Generation Pact for your employer

Employers are increasingly confronted with an older workforce. This can also result in issues, when the work becomes too demanding, for example. As a result, employees can become ill or absent for longer periods in time. In addition, a great deal of valuable knowledge may be lost if large numbers of older employees enter retirement.

The Generation Pact means that you, as an older employee, can keep fit for longer so that you can continue working while passing your professional expertise on to new colleagues. You can continue working while reducing your hours so that the company, as it were, can rejuvenate in stages. In other words, the Generation Pact works on tomorrow's world ensuring a healthy future for you, your employer's company and (young) newcomers in the labour market.

4 | Registration

Registration for participation in the Generation Pact always goes via your employer. Consult with your employer and then he can register you for the scheme.

What are the consequences of the Generation Pact for...

Your pension

Participating in the Generation Pact will not affect your 100% pension accrual. The premium will be paid by you (the employee) and your employer. The breakdown of the pension premium remains the same as before participation in the Generation Pact.

If you wish to enter into (semi-)retirement, your participation in the Generation Pact will come to an end. For more information about the consequences of the Metalektro Generation Pact in respect of your pension, go to the PME website at: www.metalektropensioen.nl.

Your vacation days

As an employee, you accrue vacation days on the basis of hours worked. This means that your working hours according to the chosen variant are the determining factor (i.e. 80% or 70%).

Example: If you have opted for the 80-90-100 variant, the number of vacation days you accrue and may take is based on 80%.

Your vacation allowance

As an employee, you accrue your vacation allowance with each monthly salary and with each new monthly salary if you participate in the Generation Pact. This means that the monthly salary according to the variant chosen is the determining factor (i.e. 90 or 85%) for your vacation allowance.

Example: If you have opted for the 80-90-100 variant, your vacation allowance will be based on 90%.

Collective Agreement pay rise

The Collective Agreement pay rise is calculated on the actual salary (90% or 85%, depending on the chosen variant). In respect of the payable pension premium, the calculation is based on the original pensionable salary supplemented with the Collective Agreement pay rise.

Additional leave for older employees

If you are granted additional leave for older employees and wish to participate in the Metalektro Generation Pact, you will lose 50% of your additional leave. How much additional leave for older employees you are granted depends on your age. If you are not entitled to additional leave for older employees an offset will not take place.

Example: A fulltime employee aged 60 is entitled to 12 days of additional leave for older employees. If this employee selects one of the variants of the Generation Pact, he or she must give up 50% of this leave so that 6 days remain.

Sickness and incapacity for work

If you participate in the Metalektro Generation Pact and become ill, the provisions of the Basic Collective Agreement* on this matter (see 3.8) apply.

Unemployment benefits

If you participate in the Generation Pact and become unemployed, it could affect your unemployment benefits. Unemployment benefits are linked to the social security contributions paid via your salary. As participation in the Generation Pact does indeed result in a decrease of your salary, the percentage of social security contributions decreases as well and the same applies to the amount of any employment benefits.

Government allowances

If you take part in the Generation Pact, your actual salary decreases which means that you could qualify for a (higher) healthcare or rent allowance. If you want to learn more about the precise consequences in respect of any allowances, visit the website www.toeslagen.nl.

* Download the English version of the Basic Collective Agreement at www.generatiepactmetalektro.nl/hulpmiddelen

A summary of the most important conditions

- Participation is possible from the age of 60, 62 or 63 (depending on the level of salary you receive and whether you do regular shift work).
- Participation is entirely voluntary for employees.
- Participation in the Generation Pact is only possible if you continue to work, on average, at least three shifts per week.
- Participation means that any entitlements on the basis of 4.15c of the Basic Collective Agreement* (transitional scheme additional annual leave for older employees) will be reduced by 50%.
- An employee who opts to participate in the Generation Pact may not take on any ancillary activities or extend any activities he or she is currently involved in.
- If your working hours were increased within one year prior to participation, the working hours prior to the increase will apply to the scheme.
- Participation is not possible if you are receiving (semi-retirement) pension payments.
- Participation ends as soon as you start receiving (semi-retirement) pension payments.

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**Do you want to start working
on tomorrow?**

Go to www.generatiepactmetalektro.nl



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