

EMPLOYERS

**METALEKTRO**  
GENERATIONPACT

**WORKING ON  
TOMORROW**

**less hours**  
**more value**

All about this scheme

# Metalektro Generation Pact: working on tomorrow

The Metalektro Generation Pact gives older employees the opportunity to work fewer hours. As a result, they can enter into retirement fitter and healthier while they continue to be of value for your company with their many years of experience. At the same time, new opportunities are created for new colleagues.

The guiding principle here is that the hours that become available are filled by (young) newcomers with a (permanent) employment contract. As a result, the valuable experience and professional expertise remain in-house and are gradually passed on to new colleagues.

**The Generation Pact in brief**  
This brochure explains in 4 steps how the Generation Pact works, when employees are eligible for participation and what you, as employer, can do. It also describes the most important conditions of the scheme and what the Generation Pact means for pension, vacation days, allowances, etc.

## Advantages for you

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

## Advantages for your employees

- Working fewer hours that will still be paid in part
- Still entitled to their full pension accrual
- Remaining fit and healthy, with more energy
- More time to relax, and more time for family, friends and hobbies
- A gradual reduction of work hours in the run-up to retirement

**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 Generation Pact they can continue to take part in it.

## 1 | Two variants

Employees can choose from **two variants** of the Generation Pact: working for 80% or 70%. View the next page to see which scheme an employee is eligible for.

### 80-90-100

When selecting the 80-90-100 variant, your employees will work 80% of their original working hours for 90% of their original monthly earnings with 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, your employees will work 70% of their original working hours for 85% of their original monthly earnings with 100% pension accrual. The breakdown of the pension premium remains the same as prior to participating in the Generation Pact.







### 3 | Entitlement or dual optionality

If your employees wish to make use of the Generation Pact there are certain situations in which they are entitled to take part. In other words, you, as employer, are required to cooperate. In the case of dual optionality, you, as employer, can accept or reject the request.

Entitlement or dual optionality will depend on the variant in which the employee wishes to participate. The adjacent overview shows the various situations to which either entitlement or dual optionality applies.

## 2 | When does your employee become eligible?

The variant(s) which your employees are eligible for will depend on age, the level of salary and whether or not a person regularly works shifts. Check out the table below to see as per when an employee can participate in the Generation Pact and according to which conditions. You can also see whether your employee is **entitled** to participation or whether a **dual optionality** situation applies. Participation in all variants is always on a voluntary basis for employees.

Variation	Employee's age	Conditions	Entitlement or optionality
80-90-100	60 years or older	annual salary up to €78.537* and regularly work shifts	entitlement
	62 years or older	annual salary up to €78.537*	entitlement
	63 years or older**	annual salary above €78.537*	dual optionality
70-85-100	62 years or older	annual salary up to €78.537*	dual optionality
	63 years or older**	annual salary above €78.537*	dual optionality

**Note:** As of 1 January 2025 the annual salary is €81.089, and as of 1 June 2025 the annual salary is €83.522, excluding vacation pay and allowances.

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

## 4 | Discuss the options with your employee

Participation in the Generation Pact is voluntary for an employee. It is nonetheless a good idea to take the initiative and enter into a conversation with each other. Every situation is unique; every employee is different and the same applies to the position they fulfil. This calls for a tailor-made approach and a good discussion to determine any wishes and possibilities together.

### Why would an employee opt for the Generation Pact?

The Generation Pact ensures that employees remain fit for longer and can continue to work for longer as well. By working less, they have access to more free time. Time to recharge at home, spending time with family or friends, or time to pursue a hobby. In addition, they will receive partial payment for these free hours while maintaining their full pension accrual.

### Registration

Employees cannot register for the scheme independently, they can only do so through their employer.

### Are your employees aware of the Generation Pact?

If you wish to inform your employees about the possibilities of the Generation Pact you can refer them to the following website: [www.generatiepactmetalektro.nl](http://www.generatiepactmetalektro.nl). This website contains information in the form of, for example, a short animated film about the scheme, a brochure for employees and a poster to be used as a guideline while discussing the scheme with your staff.

### Calculation tool

The outcome of participating in the Generation Pact is different for everyone. Of course an employee would like to know what the consequences are for his/her income when participating in the Generation Pact. On the website [www.generatiepactmetalektro.nl](http://www.generatiepactmetalektro.nl) you will find a simple calculation tool that can give an indication of the new income in less than a minute (based on current salary and the chosen variant).

Download all  
the materials  
to inform your  
workforce



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

## Pension

*If an employee takes part in the Generation Pact their 100% pension accrual will not be affected. The premium will be paid by the employer and the employee. The breakdown of the pension premium remains the same as before participation in the Generation Pact.*

*If an employee wishes to enter into (semi-)retirement, their participation in the Generation Pact will come to an end. For more information about the consequences of the Metalektro Generation Pact in respect of pensions, go to the PME website at: [www.metalektropensioen.nl](http://www.metalektropensioen.nl).*

## Vacation days

*Employees accrue vacation days on the basis of hours worked. This means that the working hours according to the chosen variant will be the determining factor (i.e. 80% or 70%).*

*Example: If an employee has opted for the 80-90-100 variant, the number of vacation days accrued and to be taken is based on 80%.*

## Vacation allowance

*Employees accrue a vacation allowance with each monthly salary and with each new monthly salary if they participate in the Generation Pact. This means that the monthly salary according to the variant chosen will be the determining factor (i.e. 90% or 85%) for the vacation allowance.*

*Example: If an employee has opted for the 80-90-100 variant, the 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 your older employees are granted additional leave and wish to participate in the Metalektro Generation Pact, they will lose 50% of their additional leave. How much additional leave older employees are granted depends on their age. If your employee is 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 takes part in the Generation Pact, he or she must give up 50% of this leave so that 6 days remain.*

## Sickness and incapacity for work

*If an employee participates in the Metalektro Generation Pact and becomes ill, the provisions of the Basic Collective Agreement\* on this matter (see 3.8) apply.*

## Unemployment benefits

*If an employee participates in the Generation Pact and becomes unemployed, it could affect his or her unemployment benefits. Unemployment benefits are linked to the social security contributions paid via the salary. As participation in the Generation Pact does indeed result in a salary decrease, the percentage of social security contributions decreases as well and the same applies to the amount of any unemployment benefits.*

\* Download the English version of the Basic Collective Agreement at [www.generatiepactmetalektro.nl/hulpmiddelen](http://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 and regular shift work).
- Participation is entirely voluntary for employees.
- Participation in the Generation Pact is only possible if the employee continues to work, on average, at least three shifts per week.
- Participation means that any entitlements on the basis of 4.1.5c 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 existing activities.
- If the work hours of an employee are increased less than one year prior to the start of participation in the scheme, the work hours prior to the increase will apply to the scheme.
- Participation is not possible if an employee receives (semi-retirement) pension payments.
- Participation ends as soon as the employee starts receiving (semi-retirement) pension payments.

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

**Go to [www.generatiepactmetalektro.nl](http://www.generatiepactmetalektro.nl)**

