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New Social Plan in force at Telegraaf group

On 19 November 2004, the 'Social Plan 2004-2006' was signed at the Telegraaf group and became applicable up to and including 28 November 2006. This Social Plan will be applied to employees with a permanent employment contract, who are directly involved in the consequences of a possible future reorganization, and who work at one of the Amsterdam-based subsidiaries of the group.

In close cooperation with the central works council (COR), the trade unions CNV, FNV, NVJ and De Unie, and the Telegraaf group have come to an agreement regarding various means by which to limit redundancies and/or guide redundant employees to other jobs. It is considered of great importance that a pro-active personnel policy has been introduced to promote mobility and usability of employees. In this process, the Telegraaf Loopbaancentrum (TLC) (Telegraaf Career Centre) plays an important part in enabling the internal circulation of employees.

The trade unions and the Telegraaf group have negotiated about this Social Plan for over six months, in connection with the uncertainty around the governmental decision-making process about early retirement and pre-pensions, and, as such, the foundation beneath the senior age employee schemes. Beginning with the basic principle that as few people as possible should be indicated as redundant, an alternative senior age employee scheme has been sought, which has as its objective the limitation of redundancy. FNV and CNV have, however, indicated that for the time being, they do not want to include an (alternative) senior age employee scheme in the Social Plan, because at the time of the final agreement on this plan it cannot be foreseen which decisions the government will take with regard to early retirement and pre-pensions. As is mentioned in an appendix to the Social Plan, the alternative senior age employee scheme has been agreed to by De Telegraaf on the one hand and the NVJ and the central works council (COR) on the other hand, and must be regarded as a temporary scheme. As soon as there is clarity about the political decision-making process, or if the result of negotiations between government, management

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and the trade unions gives cause to do so, the temporary scheme will be cancelled and the parties to this Social Plan will re-start negotiations about the (alternative) senior employee scheme on the basis of the new assumptions.

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