

# YOU ARE AN AGENCY WORKER IN THE CONSTRUCTION AND INFRASTRUCTURE SECTOR

## WHICH COLLECTIVE AGREEMENT (CAO) REGULATIONS APPLY TO YOU?

Are you working as an agency worker at a construction company? Then you are entitled to the same wage as a permanent employee doing the same work. Also, the same allowances, bonuses and working hours apply to you. This is set out in the Collective Agreements for Temporary Agency Workers as well as in the Collective Agreement for the Construction & Infrastructure Sector.

### How much do you earn?

- » The amount of your wage depends on which job group the temporary employment agency assigns you to.
- » You can check your confirmation of placement to see whether your job was properly classified. The temporary employment agency is obliged to give you this confirmation.
- » Table 1 shows examples of how jobs are classified. Table 2 shows the wage amounts per job group. Your wage can be higher than these amounts, but not lower.

**Table 1: Classification of construction site positions into job grades**

job grade	A	B	C	D	E
<b>Who falls into which job grade?</b>	Simple, unskilled work; assisting role	Some professional skills; working under supervision	Professional; professional skills; working independently	Specialised professional skills; independent; often in a supervisory position	Highly specialised professional skills; independent; usually in a supervisory position
<b>Examples of jobs per job grade</b>	Unskilled construction worker, Steel fixer assistant, Loader/un-loader, Cable installer	Carpenter II, Steel fixer II, Demolition operative II, Asphalt paver operator	Concrete driller II, Bored piling operative I, Demolition operative I, Skilled civil engineering operative	Carpenter I, Steel fixer I, Crane operator, Block paver I	Deep foundations specialist, Piling foreman, Mechanic/service technician specialist

**Table 2: Wages for agency workers aged 21 or older in a construction site job (gross amounts, as of 1/1/2022)**

job grade	A	B	C	D	E
<b>Basic hourly wage</b>	<b>€14.97</b>	<b>€15.84</b>	<b>€16.84</b>	<b>€18.01</b>	<b>€18.91</b>
Reduction of working hours (ADV) compensation (8%)	€ 1.20	€1.27	€1.35	€1.44	€1.51
Holiday pay *	€ 1.48	€1.57	€1.67	€1.79	€1.87
<b>Total per hour</b>	<b>€17.65</b>	<b>€18.68</b>	<b>€19.86</b>	<b>€21.24</b>	<b>€22.29</b>

\* 8.33% of the basic hourly wage + reservation for annual leave (10.87%) + ADV compensation (8%).

## Allowances, premiums and bonuses

The main allowances, premiums and bonuses are listed in table 3. If these allowances and premiums apply to you they must be specified in the confirmation of statement.

**Table 3: Allowances and premiums for agency workers in construction & infrastructure (gross, as of 1/1/2022)**

Allowance / premium	What does this concern?	Amount or percentage of the wage
<b>Performance bonus</b>	Bonus paid in addition to the hourly wage.	If the construction company's own employees receive this bonus, you will also receive it.
<b>Unusual working hours</b>	Working outside the normal working hours on a weekday or on Saturday or Sunday.	The allowance varies from 20% to 100%, depending on day and time.
<b>Overtime</b>	Extra hours worked on a day above those scheduled.	The allowance varies from 25% to 100%, depending on when you work the overtime.
<b>Shift work</b>	Working in 2 or 3 shifts, with normal working hours being Monday 00:00 to Friday 24:00.	10% in two-shift rotation and 15% in three-shift rotation.
<b>Car travel allowance</b>	Commute, if more than 15km per day in total.	0.32 per km.
<b>Travel time</b>	Commute, if you work in a different town or city.	1 Hour of travel = €14.97. The first hour spent travelling is not compensated, unless you take one or more colleagues with you in the car.
<b>Remote work location</b>	If you work so far away that you cannot return home every day.	Travel expenses and travel time allowance: see above. Housing and food allowance: 100%. If the temporary employment agency arranges and pays for good housing: €6.95 per day for food.
<b>Shifted hours for infrastructure works</b>	Working on infrastructure projects outside the normal working hours or on Saturday or Sunday.	The allowance varies from 30% to 100%, depending on day and time. The unusual working hours allowance does not apply here.
<b>Foreman</b>	If you supervise at least 5 other employees.	€71.51 per week. Scaffolding foreman: €35.51 per week.

## Working hours

**Table 4: Standard provisions for working hours and work schedule in construction & infrastructure**

Subject	Standard provisions
<b>Standard work week</b>	40 hours per week and 8 hours per day both on average (averaged over a period of 13 weeks).
<b>Work week/working days</b>	5 days: Monday to Friday.
<b>Working hours per day</b>	Max. 9 scheduled working hours. Working time + breaks + travel time = not more than 12 hours per day (13 hours when overtime is worked).
<b>Normal working hours</b>	Between 07:00 and 19:00. The work schedule must remain within these normal working hours.
<b>Saturdays and Sundays</b>	You are not obliged to work on Saturdays and Sundays, as these are not considered normal working days. Exception: the construction company may designate up to 5 Saturdays per year as mandatory working days.
<b>Overtime</b>	Overtime means working more than the scheduled hours. It is not compulsory.
<b>Work schedule</b>	The contractor is obliged to set up a work schedule, which specifies your daily and weekly working hours and rest periods.

## Would you like to know more?

This flyer highlights some important points. If you would like to know more, please read the publication 'Agency work in construction & infrastructure'. You can find this on the websites of the parties to the Collective Agreement (CAO) for the Construction & Infrastructure Sector and on [www.tbbouw.nl](http://www.tbbouw.nl).