

# A new CLA for temporary workers as of January 1, 2026



The new CLA for Temporary Workers will take effect on January 1, 2026 and aligns well with the legislative proposal 'More Security for Flexible Workers'. Not only will your employment conditions improve, but you will also gain more job security. We are very happy about that.

## Equal Value in Employment Conditions

Starting January 1, 2026, you will be entitled to equivalent remuneration. This means that your total package of employment conditions must be worth as much as that of someone in the same or a comparable position at your client's company. So no longer just based on the components of the hirer's remuneration, but on all employment conditions.

The conditions do not have to be exactly the same, but together they must be of equal value. In other words: you will receive the same net result, although the content that makes up that value may differ.

## A few examples

**1** At this moment, according to the CLA, you are entitled to 25 vacation days. Do colleagues at the company where you work receive 30 vacation days? Then the value of those 30 vacation days must also be reflected in your employment conditions from January 1, 2026.

**2** Do colleagues at the company where you work receive a profit-sharing bonus? Then we will also take this into account from January 1 when determining your employment conditions.

**3** Currently, in case of illness, you are entitled to 90% salary payment during the first year of illness and 80% during the second year. If the company where you work pays 100% of the salary during illness, we must also take this into account in your employment conditions.



## Transitional law

Sometimes your current employment conditions may be 'richer' than your new conditions based on equivalent remuneration. For example, if your client offers 20 vacation days while you currently have the right to 25. You will retain your old, more favorable conditions for 6 months. This allows you to adjust to the new situation. Don't worry, this is often compensated by other conditions you currently do not (yet) have rights to.

## Pension

From January 1, 2026, the pension scheme will improve. You will build up more pension. The contribution (the amount paid weekly for your pension) will be higher. Adecco pays the largest part of this contribution, but you will also pay more than you are currently used to. This way, you save more for later.

Pension is an employment condition and therefore part of the equivalent remuneration. We also look at the pension scheme that applies at the company where you work. If your client offers a more favorable pension, we will take that into account in your total employment conditions.

If the pension at your client is less favorable or there is no scheme at all, your right to the new uniform pension scheme for temporary workers remains.

## Your legal position in the phase system

In temporary work, we use a phase system. There are 3 phases: A, B, and C. The phase you are in determines your legal position. When the law 'More

Security for Flexible Workers' comes into effect (likely on January 1, 2027), this phase system will change and your legal position will improve.

The exact changes are shown in the diagram to the right of this text.

### The three phases in the phase system

#### **A** Phase A

Lasts 52 worked weeks, during which you can receive multiple short-term contracts. This remains unchanged.

#### **B** Phase B

Currently lasts 3 years, but will be reduced to 2 years, during which you may receive a maximum of 6 temporary contracts.

#### **C** Phase C

In this phase, you receive a permanent contract. This remains unchanged.

## Interruption period

Currently, you start again in phase A if you have not worked for Adecco for more than 6 months. This will change: from now on, a period of 60 months (5 years) applies. Only if you have not worked for Adecco for more than 5 years will you start again in phase A. More job security for you!



## Do you have questions?

Get in touch with your regular contact person at Adecco. Please note that we may not be able to answer all questions yet. We are currently in discussions with your client to determine the total value of the employment conditions that apply to employees in the same or a comparable position as yours. Once that's clear, we'll review how the equivalent remuneration will look like for you.

Of course, we will keep you informed from now on!