



# COLLECTIVE NEGOTIATION AND HEAT REGULATION VOICE OF THE NETHERLANDS

6 JUNE 2024 | MARIKE SCHOONEVELDT



## AWARENESS ON HEAT



- Social Media campaign by the Netherlands Labour Authority (NLA)
- Awareness campaign on working in the heat developed at the SER
- NLA published an 'exploration of heat stress'

## OSH CATALOGUE



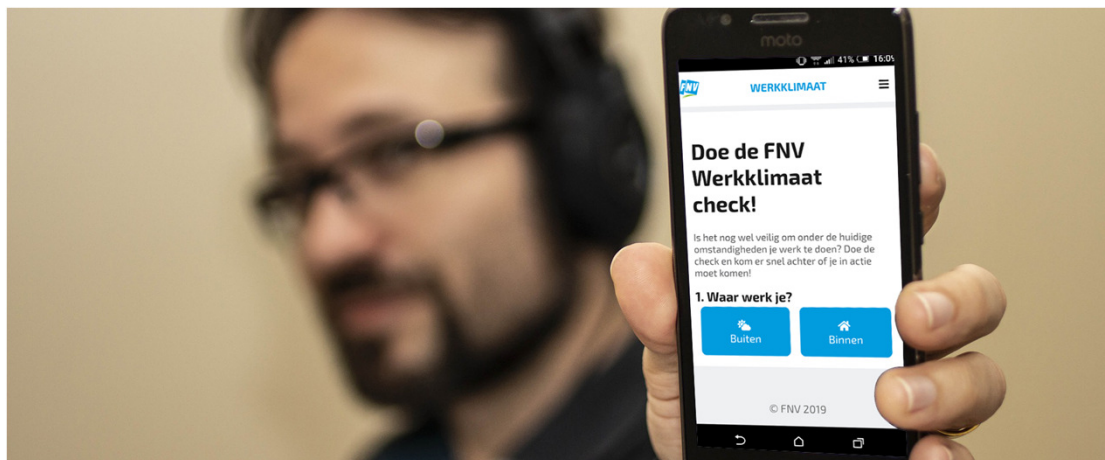
- Developed by employers and trade unions at branch or sector level
- Describe the ways employers can comply with the OSH Decree
- Social partners decide which topics they want to include
- Provide preventive solutions
- NLA uses OSH catalogues as point of reference
- OSH catalogue is not legally binding for individual employers
- Less than 60 OSH catalogues have addressed the topic of heat

## COLLECTIVE AGREEMENTS



- At sector level or at company level
- 35 collective agreements address the topic of heat

## FNV WORK CLIMATE APP



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- Where do you work?: Indoor or outdoor
- Weather conditions: Temperature (-20°C – 44°C), air humidity and air velocity, radiation
- Working conditions: clothing, headgear, activity (low, moderate, high and very high intensity)
- Advice: green, orange, red

## OSH CATALOGUE RAIL INFRASTRUCTURE

- The maximum workplace temperature for seated office work should not exceed 30°C.
- The maximum workplace temperature for light physical work should not exceed 28°C.
- The maximum workplace temperature for intensive work should not exceed 26°C with a perceptible airflow, and 25°C without perceptible air movement.
- The maximum workplace temperature for very intensive work must not exceed 25°C with a perceptible airflow, and 23°C without perceptible air movement.

## BITUMINOUS AND PLASTIC ROOFING



- At an expected outside temperature of 25°C or higher, the employer may set a tropical schedule. Normal working hours will then start at 05.30.
- PPE: sunglasses, (sun)cap with neck flap, UV-protective work clothes, sunburn

## UNWORKABLE WEATHER



- The worker is not obliged to start or continue his work in the open air or continue his work when the temperature is 40°C or higher, measured at a height of 1.50 m above the workplace.
- If work cannot be performed due to extraordinary natural circumstances in connection with heat, the employer is obliged to continue paying wages up to 100%.

## PROTOCOL TRANSPORT & LOGISTICS



- Also on the road, not only indoor
- Provide members with guidance on
  - what employers should do
  - possible actions the employer can take *before* it's getting hot
  - possible actions what employer can do if it's hot

## WHAT DO WE NEED?



- Workers are too dependent on employer or sector
- We need legislation at European level using WBGT
- Take into account:
  - Degree of acclimatisation
  - Differences between working indoor, outdoor and on the road
  - Consider those working in weaker health, pregnancy, migrant workers

## SITUATION IN THE NETHERLANDS



- Follow legislation in Europe
- General legislation is not enough!
- Our goal in the meantime:
  - Extend the article in the OSH Decree that is now exclusively about temperature
  - Get in TOP strategy more prominent instead of focus on PPE

## CONCLUSION



- Awareness of the risks of working in heat is growing
- Much to do to adapt legislation including clear limit values



**THANK YOU**  
**FOR YOUR ATTENTION**

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