

## 4. Annex: CLA Regulations Committees

### A. Technical Committee Regulations.

#### Article 1 Task

The Technical Committee has the following duties: performing tasks delegated to the Technical Committee by the CLA Consultation; discussion of issues related to the CLA and providing an opinion to the CLA Consultation on these issues, whether or not at request.

#### Article 2 Composition

1. The Technical Committee is made up of a total of six members and an equal number of alternate members from the Employers and the Unions, a party to this Collective Labor Agreement.
2. One half of the members (3) and alternate members (3) of the Technical Committee shall be appointed by the Employers and the other half by the Unions.

#### Article 3 Meeting frequency

At the beginning of the year, the Technical Committee sets the meeting schedule for the upcoming Calendar Year.

#### Article 4 Support

FWG Progressional People assists the Technical Committee in the execution of its tasks, including planning consultations, setting the agenda and recording the consultations as well as support in the execution of the Technical Committee's (advisory) tasks.

### B. Interpretation Committee Regulations.

#### Article 1 Task

The Interpretation Committee is tasked with the interpretation of articles of the CLA against the background of the negotiations conducted and the respective intentions of the Parties.

#### Article 2 Composition

1. The Interpretation Committee is made up of six members and an equal number of alternate members from the Employers and Unions, a party to this Collective Labor Agreement.
2. One half of the members (3) and alternate members (3) of the Interpretation Committee shall be appointed by the Employers and the other half by the Unions.

#### Article 3 Powers

1. The Interpretation Committee shall hear and decide on all matters submitted to it in writing by one of the Parties with regard to the further interpretation of the Collective Labor Agreement.
2. The meeting is entitled to adopt rulings, provided a simple majority of the members are present.
3. If the Interpretation Committee should be unable to come to a ruling, it will refer the matter to the Parties to this Collective Labor Agreement in order to request a remedy.
4. At the request of the joint CLA parties, the Interpretation Committee may moreover prepare written notes regarding the interpretation of one or more provisions of the CLA.

#### **Article 4 Methods**

1. The Parties referred to in Article 2 of these regulations shall both appoint a chairman from among themselves. The meeting shall be chaired by the chairman of the Party other than the Party that presented the question.
2. In the absence of the chairman designated by one party, the chairman designated by the other party shall act as his substitute.
3. The chairman shall be appointed for the term of the CLA.
4. The committee's secretariat is provided by FWG Progressional People.

#### **Article 5 Meeting frequency**

The Interpretation Committee shall meet as often as either chairperson or four members require and shall be held within fourteen days after such request.

#### **Article 6 Deadlines**

1. Notices of meetings shall be sent to members together with the agenda at least seven days in advance, excluding Sundays and Public Holidays.
2. At the discretion of the two chairmen, the time limit referred to in paragraph 1 may be shortened in cases of urgency.

#### **Article 7 Ruling by the Interpretation Committee**

1. The Interpretation Committee shall render its ruling and/or provide written notes as soon as possible after having taken note of the request submitted to it, and not later than within three months, unless Article 7(2) applies.
2. The Interpretation Committee is entitled to call or hear experts.
3. The rulings and/or written notes of the Interpretation Committee, subject to confidentiality with respect to persons and institutions, may be disclosed to anyone involved in the CLA.
4. Rulings and/or written notes from the Interpretation Committee shall be taken into account in the adoption of the next Collective Labor Agreement.

#### **Note**

*With regard to the legal force of the Interpretation Committee's rulings and/or written explanations, the CLA Parties believe that the Interpretation Committee set up by those Parties has an obligation to comply with the rulings and/or written notes in the same way as the Collective Labor Agreement must be complied with by any member of one of those Parties. After all, what matters is the Parties' interpretation of the provisions of the CLA. The same applies to the legal force of the rulings and/or written explanations of the Interpretation Committee for employees, provided that the contents of these rulings and/or written explanations of the Interpretation Committee have been provided to the employees in accordance with art. 4 Landsverordenening Collectieve Arbeidsovereenkomst (national ordinance on the Collective Labor Agreement).*