,

Dear [Employee's Name],

An agreement has been reached for a new Collective Labor Agreement (CAO) for Retail Non-Food.

We would like to inform you about an important development concerning our employment conditions. As you may be aware, the government recently adjusted the basis for the minimum wage. This change affects our organization, and we are taking steps to ensure compliance with applicable laws and regulations.

To implement these adjustments while considering the interests of our employees and our organization, we offer the suggestion of modifying your workweek to 36 hours. Since the minimum hourly wage in the CAO rises significantly, you could then maintain a relatively high monthly salary. It is important to note that this adjustment does not entail changes to the official full-time workweek as stipulated in the CAO. Nevertheless, we want to offer this option to provide flexibility for those who wish to work fewer hours while still enjoying a higher salary. Additionally, it allows us to keep our store open during times when sufficient revenue is generated.

Reducing your standard workweek to 36 hours naturally has implications for other employment conditions. In accordance with legal requirements, these conditions will be proportionally applied. This means that vacation days, pension contributions, and other secondary employment conditions will be adjusted proportionally to the new workweek. We want to emphasize our commitment to implementing these adjustments in a fair and transparent manner.

If you're interested in this option or if you have any questions, comments, or concerns regarding this proposed change, we are open to discussion. Please do not hesitate to contact the HR department or me personally.

We appreciate your dedication and contribution to our organization. Together, we strive to create a work environment that is both future-proof in terms of returns, compliant with legal requirements, and responsive to the needs of our employees.

Best regards,

[Name and Signature]