

Trade unions and PostNL sign negotiation result for new collective labour agreement for mail deliverers

The Hague, 18 June 2026 - PostNL and the trade unions BVPP, CNV, and FNV have reached a negotiation result for a new collective labour agreement for 14,000 mail deliverers. The agreement has a term of two years and runs from 1 January 2026 to 31 December 2027. Mail deliverers will receive a 7% wage increase over this two-year period. PostNL sees this result as an important step for its employees during a period in which the postal company is changing significantly to safeguard a future-proof Dutch postal service. The trade unions will present the agreements to their members.



Maurice Unck, Director Mail NL: "Our mail deliverers play an important role. As the final link in our postal network, they ensure that personal cards, letters, and other important documents are delivered to people's homes. We believe it is important that they receive appreciation for their efforts and can enjoy their work. Especially in this time, when the postal company is facing major necessary changes to ensure reliable and future-proof postal delivery in the Netherlands, it is good that we have been able to make agreements together with the trade unions."

Main agreements

The negotiation result includes, among others, the following agreements:

- A term of two years: 1 January 2026 to 31 December 2027.

- A total wage increase of 7%, distributed over four moments in 2026 and 2027.
- A bicycle scheme in which mail deliverers receive a net contribution every 5 years for the purchase of a bicycle. The amount of the contribution depends on the number of years of service as a mail deliverer. (750 contributions per year).
- The agreement to explore possibilities for redeployment of postal deliverers within E-commerce.

Future-proof postal delivery

The Dutch postal market is changing rapidly. The volume of mail decreases every year as customer needs change, while costs are rising. At the same time, the legal framework for the Universal Postal Service, which PostNL is required to provide, has not matched the reality of a shrinking postal market for years. To keep mail accessible and affordable in the Netherlands, PostNL is gradually adjusting postal delivery. From 12 July 2026, mail will be delivered as standard within two days instead of the next day. This is a first necessary step, but further adjustments are needed.

Maurice Unck: "It is crucial that the cabinet and the House of Representatives make clear decisions in the short term that safeguard the continuity of postal services and keep them financially viable for everyone in the Netherlands who relies on mail. Our employees are indispensable in this and they deserve decent wage development and good employment conditions, now and in the future. We are pleased that despite these challenges we have now reached this negotiation result."

Next steps

The trade unions will present the negotiation result to their members. If the members' consultation yields a positive outcome, the agreements will be laid down in the collective labor agreement and it will be signed. Upon final agreement, the new collective labor agreement will take effect retroactively from 1 January 2026.

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