

## **New collective labour agreement for mail deliverers final following approval by union members**

**The Hague, 9 July 2026 – Members of the trade unions BVPP, CNV and FNV have approved the new collective labour agreement for PostNL's 14,000 mail deliverers by a large majority. The collective labour agreement is therefore final. 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.**

In addition to the wage increase, the collective labour agreement includes a bicycle scheme under which 750 contributions are made available each year for the purchase of a bicycle. PostNL and the trade unions have also agreed to further explore possibilities for redeployment of mail deliverers within the E-commerce segment of PostNL.

Maurice Unck, Director Mail NL: "Our mail deliverers deliver mail in neighbourhoods and communities across the Netherlands. They ensure that cards, letters and other important mail are delivered to people's homes. Especially in this period in which the postal company is changing significantly, we believe it is important to agree on employment conditions and wage development. This collective labour agreement provides clarity and reflects our appreciation for the commitment and dedication of our mail deliverers."

### **Future-proof postal delivery**

The volume of mail keeps on declining year over year, while costs are rising. 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 necessary first step, but further political decisions are needed.

Maurice Unck: "It is a positive sign that the trade unions and PostNL have reached this agreement together. In addition to a good collective labour agreement, our mail deliverers also deserve clarity about a future-proof Dutch postal service. To provide that clarity, it is necessary that the cabinet and the House of Representatives make decisions in the short term on adapting the legal obligations for postal services to the reality of a shrinking postal market."

### **Next steps**

The text of the new collective labour agreement will now be finalised by PostNL and the trade unions involved. The agreements apply retroactively from 1 January 2026 until 31

December 2027.

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