



# VWH CLA 2025

News

1 April 2025 #Crewing Downloaded on 22-04-2026

## VWH and Nautilus in agreement

The Association of Employers in Merchant Shipping (VWH) + and the union Nautilus + reached an agreement at the beginning of 2025 on a one-year CLA. The social partners have since dotted all the i's and crossed all the t's, and now the text of the VWH CLA 2025 is final for VWH members.

As in previous years, the Minister of Social Affairs will be asked to declare the VWH CLA 2025 generally binding. This declaration means that the VWH CLA 2025 will apply to all seafarers sailing under the Dutch flag in merchant shipping.



**Download the VWH CLA 2025 here!**

Download

New in the VWH CLA 2025 is the 5% salary increase as of January 1, 2025. In addition, the social partners made agreements on 10 extra paid care leave days per year and the availability of free communication tools on board to easily stay in touch with home. These are agreements that contribute to a good work-life balance. This also applies to sailing on a 1:1 schedule.

To enable flexible sailing schedules, the new CLA states that employers can agree on such schedules in consultation with the union Nautilus. Furthermore, the social partners will work on a future-proof **RVU scheme** + that will apply after 2025.

Merchant shipping is an attractive sector and deserves this CLA!

The Dutch text of the VWH CLA 2025 is now available. The English translation will follow as soon as possible.

## Contact...

Author



**Jeaninne Haijemaïje**

MARITIME LABOUR LAW

+31 (0)6 3031 7706

[haijemaïje@kvnr.nl](mailto:haijemaïje@kvnr.nl)



Press Information



**Nathan Habers**

DIRECTOR COMMUNICATIONS AND EXTERNAL AFFAIRS

+31 (0)6 2392 4513

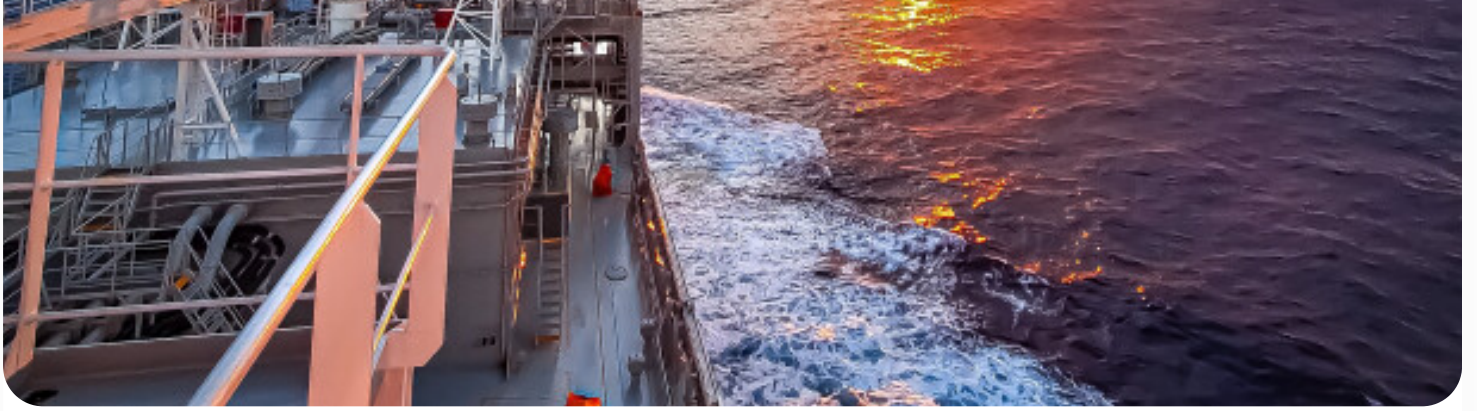
[habers@kvnr.nl](mailto:habers@kvnr.nl)



## Other interesting items...

News





### Statement KVNR: reopening Strait of Hormuz

The KVNR has taken relieved note of the ceasefire agreement between the United States and Iran, which seems to have prevented the further escalation previously announced in t...

17-04-2026



### May 20: KVNR Networking Event

The Royal Association of Dutch Shipowners (KVNR) is organizing the spring edition of its Networking Event on Wednesday, May 20, 2026. The event will take place at the Mariënhof...

07-04-2026

News



KONINKLIJKE  
VERENIGING VAN  
NEDERLANDSE  
REDERS

### Developments in the Middle East

Since Saturday, February 28, 2026, the security situation in the Persian Gulf, Strait of Hormuz, and adjacent waters has deteriorated due to the armed conflict in the Middle East...

24-03-2026