



HR NL UPDATE JANUARY 2021

Onboarding, internal mobility and offboarding

Dümmen Orange grows, flourishes and is fully in motion! In January 2021 the following personnel changes will take place. In addition, there were still some changes in December 2020.

Onboarding - Welcome new colleagues!

Date	Name	Position	Location	Manager
08/12	Nino van Schie	Intern (4 months)	Hofzichtlaan 5, Monster	Bob Ruigrok
09/12	Philip Ruigrok	General Employee	Leidsevaart 122, Noordwijkerhout	Ad Opdam
01/01	Adam Huang	Transformation Office Analyst	Coldenhovelaan 6, De Lier	Michael Lin
01/01	Max Bervoets	Cultivation Employee	Rietwijkeroordweg 15, Aalsmeer	Robin Reurings
01/01	Ecaterina Ailincai	Research Assistant Phytopathology	Oude Campsweg BTC, De Lier	Renan Venancio
11/01	Flavio Gomes	Sales Operational Planner	Coldenhovelaan 6, De Lier	Kim Fokke
11/01	Lex van Kester	SC Coordinator Succulents	Coldenhovelaan 6, De Lier	Wander Tuinier

Internal mobility - Good luck in your new role!

Date	Name	New position	Location	Manager
01/11	Romke Brouwer	Operational Excellence Manager	Vlotlaan 145, Monster	Edwin v/d Nieuwendijk
01/12	Carolien Luijt	Head of Legal	Coldenhovelaan 6, De Lier	Arjan Kaaks
14/12	Muammer Topaktas	Forklift driver	Hofzichtlaan 5, De Lier	Erkan Iscan
01/01	Sjaak Teljeur	Business Analyst ERP	Coldenhovelaan 6, De Lier	Rik Juffermans
01/01	Jan v/d Ende	Research Assistant Plant Physiology	Oude Campsweg BTC, De Lier	Lennert Zorn
01/01	Jemima Essilfie	Sticking employee	Hofzichtlaan 5, De Lier	Monique Roeling
01/01	Jolanda Knoppert	Sticking employee	Hofzichtlaan 5, De Lier	Monique Roeling
01/01	Constance Nelson	Sticking employee	Hofzichtlaan 5, De Lier	Monique Roeling
01/01	Jerry Looije	Logistiek/Productiemedewerker	Vlotlaan 145, Monster	Tinus van Dijk
01/01	Roy Verlaan	Operator	Vlotlaan 145, Monster	Tinus van Dijk
01/01	Enes Dogan	Expedition Employee	Coldenhovelaan 6, De Lier	Mohamed Laglagh
06/01	Sandra Warren	Production Assistant	Vlotlaan 145, Monster	Tinus van Dijk

Offboarding - Thank you for your contribution within the organization and good luck!

Date	Name	Position	Location	Manager
01/12	Sharog Manesh	General Counsel and Company Secretary	Coldenhovelaan 6, De Lier	Arjan Kaaks



Date	Name	Position	Location	Manager
22/12	Elisa Iniesto	Project Lead Trait Discovery	Oude Campsweg BTC, De Lier	Ana Campos
31/12	Yvonne Govaart	Sticking Employee	Coldenhovelaan 6, De Lier	Roy Verlaan
31/12	Jolanda v. Capelle	Sticking Employee	Coldenhovelaan 6, De Lier	Roy Verlaan
31/12	Fabienne v/d Velden	Sticking Employee	Coldenhovelaan 6, De Lier	Roy Verlaan
31/12	Annelies v/d Bergh	Sticking Employee	Coldenhovelaan 6, De Lier	Roy Verlaan
19/01	Kirsten Scheenstra	Laboratory Sup. Employee	Oude Campsweg BTC, De Lier	Carine van Soest
31/01	Shannon v/d Vijver	Customer Service Rep.	Leidsevaart 122, Noordwijkerhout	Kevin Laros
31/01	Marije Doppenberg	Account Manager Fin. Rose	Hoofdweg 119, De Kwakel	Reinoud Hagen
31/01	Colton Gowan	Research Assistant	Oude Campsweg BTC, De Lier	Camillo Berenos

Anniversaries/Retirement

On December 31st Peter Zwinkels retired. Peter has been employed at our Quick Plug location as a Production Employee since 2014. However, Peter has no intention to sit still yet and will continue to work in our sector for the time being. We would like to thank Peter for his efforts over the years and wish him good luck and health during his retirement.

On January 21st Johan Talstra (Senior GL Accountant) will be employed for 12.5 years! Congratulations Johan and thank you for your contribution all those years!

New vacancies

There are new vacancies available. We are looking for a:

- [Customer Service Medewerker](#) in De Lier;
- [Customer Service Medewerker](#) in Noordwijkerhout;
- [Customer Service Medewerker](#) in Monster;
- [Teeltmedewerker Veredeling Rozen](#) in De Kwakel;
- [Associate Breeder Kalanchoe](#) in De Lier;
- [Project Lead Bioinformatics & Data Science](#) in De Lier;
- [Account Manager Annuals, Perennials & Pot Plants](#) in Rheinberg;
- [Grower / Trained Horticulture Specialist](#) in Rheinberg;
- [Breeding Intern](#) in Rheinberg;
- [Breeding Assistant \(6 months\)](#) in Rheinberg;
- [Grower Show & Breeding Plants](#) in Rheinberg;
- [Retail Content Manager](#) in Columbus;
- [Retail Account Manager Independent Garden Center](#) in Columbus;
- [Retail Account Manager Grocery](#) in Columbus.

See an up-to-date overview of all vacancies worldwide on our [website](#).

Referral bonus! Do you know a suitable candidate? Share the vacancy and earn € 350,- gross if the candidate is hired (see the referral policy [here](#)).



Share! The vacancies are posted on [LinkedIn](#) and [Twitter](#). Help us by sharing them with your network!

Other

Final offer CLA Greenhouse Horticulture rejected

Employees CLA Greenhouse Horticulture

FNV and CNV Vakmensen have rejected the final offer of Plantum and Glastuinbouw Nederland for a new collective labor agreement because of the protocol-based agreement concerning the unemployment benefit (WW) premium.

In the final offer for the CLA Greenhouse Horticulture, Plantum and Glastuinbouw Nederland have included a protocol agreement regarding the unemployment benefit premium. This agreement is that if the government offers sectors the space to work out the low WW premium for seasonal work via the relevant collective labor agreement tables, trade unions will cooperate constructively in this regard and that the collective labor agreement stipulates what seasonal work is and who qualifies for the low WW premium.

The unions could not agree to this protocol agreement. They were willing to submit the final offer to their supporters without this protocol agreement. This implies that the proposal has not been submitted to the members of FNV and CNV. A pity for the employees in our sector, says Plantum. A sector that depends on the seasons and that saves costs with a lower unemployment benefit premium. Costs that have risen extremely due to the high unemployment benefit premium for seasonal work in the Labor Market in Balance Act.

Because the Board of Greenhouse Horticulture Netherlands has decided that there will be no consultation with trade unions for at least six months, there will be no new collective labor agreement for Greenhouse Horticulture for the time being.

PAWW contribution will remain 0.4% in 2021

Employees CLA Greenhouse Horticulture and CLA Open Teelten

In the previous HR update we stated that the PAWW contribution would be increased to 0.5% in 2021. However, the board of the PAWW Foundation has decided to keep the contribution for 2021 at 0.4% of the gross salary. With this decision, the board deviates from the contribution path, which provided for an increase from 0.4% to 0.5% in 2021. The deviation is caused by the low inflow into unemployment benefit. As a result, SPAWW also expects a lower influx of benefit claimants.