FEDERAL PUBLIC SERVICE
Employment, Labour and
Social Dialogue

Latest modification: 14/07/2025

Joint Labour Committee for of the chemical industry (JC 116)

This information sheet lists the wages and other terms of employment as concluded by collective labour agreement (CLA) in the joint committee and must therefore be paid at least as remuneration to workers employed in Belgium according to the position performed, as the terms and conditions of employment apply to them.

These wages and other provisions also apply to posted workers, when this CLA has been declared binding by Royal Decree. The provisions of such a CLA come into force 10 days after publication of the Royal Decree in the Belgian Official Gazette, with retroactive effect (up to a maximum of one year before publication in the Belgian Official Gazette).
You can check whether the CLA has been declared binding and when (date of publication) by consulting the CLA in the Belgian Official Gazette or by checking the relevant information on the website of the FPS Employment Labour and Social Dialogue in the section CLA search (("CAO zoeken" in Dutch or Recherche CCT in French).

This sheet is regularly updated. Posted workers and their employers are advised to consult the sheets regularly during the period of posting. The date of the last update is indicated in the top right-hand corner.

The information given concerns complex matters. The FPS Employment, Labour and Social Dialogue cannot be held responsible for any imperfections. Corrections, adaptations and suggestions are always welcome at the following address: rct@emploi.belgique.be

The sub-sectors are not official Joint Subcommittees (JSC). The following wage data are, however, included in the sectorial CLAs of the official Joint Bargaining Committee (JC 116).

More general information about posting can be found on our website section Posting

Contents

1 SCOPE OF APPLICATION 3

2 REMUNERATION 4

2.1 WAGE SCALE (GROSS) - ADULTS 4

2.1.1 NATIONAL 4

2.1.2 WEST FLANDERS PLASTICS TRANSFORMATION INDUSTRY 5

2.1.3 LIMBOURG PLASTICS TRANSFORMATION INDUSTRY 5

2.1.4 Companies not covered by an agreement 5

2.1.5 Job Classification 5

2.2 BONUSES/ALLOCATIONS 5

2.2.1 NATIONAL 5

2.2.1.1 End-of-year bonus 5

2.2.1.2 Shift work bonus 7

2.2.1.3 Bonus for working on Sundays and public holidays 8
2.2.1.4 Overtime 8
2.2.2 WEST FLANDERS PLASTICS TRANSFORMATION INDUSTRY 10
2.2.3 LIMBOURG PLASTICS TRANSFORMATION INDUSTRY 10
3 REIMBURSEMENT OF TRAVEL, BOARD AND LODGING EXPENSES 10
3.1 NATIONAL 11
3.1.1 Transport costs 11
3.1.1.1 Scope of application 11
3.1.1.2 Public rail transport 11
3.1.1.3 Public transport other than rail transport 11
3.1.1.4 Combined public transport 11
3.1.1.5 Public transport in the territory of another Member State 11
3.1.1.6 Weekly pass rates 11
3.1.1.7 Contribution in weekly pass 12
3.1.1.8 Prices from 151 km up to 200 km for the monthly, quarterly and annual pass 12
3.1.1.9 Contribution the monthly, quarterly and annual pass 12
3.1.1.10 Prices from 151 km up to 200 km for the weekly pass 12
3.1.1.11 Appendix 1: 13
3.1.1.12 Appendix 2 19
3.2 WEST FLANDERS PLASTICS TRANSFORMATION INDUSTRY 23
3.3 LIMBOURG PLASTICS TRANSFORMATION INDUSTRY 23
4 WORKING HOURS 23
4.1 WORKING HOURS 23
4.2 PUBLIC HOLIDAYS 23
4.3 LEGAL HOLIDAYS 24

1 Scope of application

Institution and amendments

R.D. 05/07/1978 – B.O.G. 28/07/1978
R.D. 05/06/1981 – B.O.G. 02/07/1981

Article 1, §1, point 2. Responsible for the workers whose occupation is mostly of a manual nature and for their employers, and this for: with the exception of enterprises belonging to the Joint committee for pharmacies and tariffing services or to the Joint committee for wholesaler-distributors of medicinal products, for enterprises which, either on their own account or on behalf of third parties, carry out the production, processing, shaping, packaging, trade and distribution of chemical products and the production of synthetic products, the processing and manufacturing of these products when they do not require techniques or knowledge of a trade specific to other branches of activity, and the consultancy offices involved.

For example, the following sectors of activity are considered to meet this definition:

- manufacturing, processing, shaping, packaging and storage of all chemical products, including those resulting from gasification;
- mineral chemistry: elements, acids, bases and salts, mineral fertilizers, alkalis and their derivatives;
- fertilizers and nitrogen products and derivatives;
- electrochemistry, electrothermics;
- organic chemistry and petrochemistry;
- production, synthesis, biosynthesis, cultivation of active substances for therapeutic use;
- production of medicinal products for human and veterinary medicine, including contract manufacturing and packaging;
- pesticide production, including contract manufacturing and packaging;
- dyes, pigments, vitrified enamels;
- paints, varnishes, enamels, coatings, mastics, printing inks, sealing compounds, wood and metal preservatives, building products;
- essential oils, extracts, flavourings, essences, food and feed additives, in so far as they require the use of a chemical process;
- perfumes, eau de toilette extracts, cosmetic, hygiene and toiletries products, including contract manufacturing and packaging;
- soaps, surfactants, detergents, laundry detergents, household and maintenance products;
- glues, gelatins, primers, adhesives;
- powders, explosives, fireworks, including their accessories, matches;
- photographic and cinematographic products, sensitive surfaces, image and sound carriers;
- production of artificial and synthetic plastics, including cellulose derivatives, but excluding artificial and synthetic fibres;

- production of synthetic rubber, vulcanisation and retreading of tyres when these operations are not integrated into a garage business;
- processing and shaping of natural and synthetic rubbers and their associations with plastics;
- wood distillation;
- distillation of coal tar and coal charring derivatives;
- processing of non-food fats;
- compressed, liquefied and dissolved gases, with the exception of petroleum products;
- office products and supplies;
- extraction of plant and animal derivatives;
- manufacturing of mineral oils and fats, with the exception of industries under the Joint committee for the petroleum industry and trade;
- laboratories for the industrial analysis of products, nuisances and pollution;
- consultancy offices dealing with matters concerning the chemical industry;
- all applications and by-products of the nuclear industries, with the exception of power generating plants;
- chemical engineering;
- industrial exploitation, treatment and recovery of waste, by-products and residues by physico-chemical and/or chemical processes;
- packaging in aerosol form of all non-food products;
- processing and/or shaping of plastics and synthetic materials, including the manufacturing, in the main order, of artificial flowers made of plastics;
- cleaning of tanks by physico-chemical and/or chemical processes;
- latexing, in so far as this activity is not mentioned under another Joint committee, with the exception of the Auxiliary Joint committee for blue-collar workers.

2 Remuneration

2.1 Wage scale (gross) - Adults

2.1.1 NATIONAL

April 2025: Indexation %: 2

CLA of 12 February 2014 (120793) (R.D. 09/10/2014 -B.O.G. 07/01/2015)

This CLA is concluded for an indefinite period of time and enters into force on 1 January 2014

CLA of 29 June 2023 (181438). (R.D. 08/01/2024 – B.O.G. 26/01/2024)

This CLA is concluded for an indefinite period of time and enters into force on 1 July 2023

Ordinary assistant per working hours (weekly)

Length of service (months)	38h	38h30	39h	39h30	40h
0	15.8290	15.6235	15.4230	15.2280	15.0375
12	16.0120	15.8040	15.6015	15.4040	15.2115

The minimum hourly wages include the basic hourly wage as well as any permanent production bonuses, but exclude all other bonuses.

2.1.2 WEST FLANDERS PLASTICS TRANSFORMATION INDUSTRY

See Wage scale national

2.1.3 LIMBOURG PLASTICS TRANSFORMATION INDUSTRY

See Wage scale national

2.1.4 Companies not covered by an agreement

Companies not covered by the agreement" means: Companies which are not bound, with regard to the possible increase in purchasing power during the period 2021-2022, by a collective labour agreement concluded in accordance with the provisions of the law of 5 December 1968 on collective labour agreements and joint committees.

The hourly wages and team bonuses - provided that they are expressed as lump sums in force on 31 December 2021, effectively paid in companies not covered by the agreement - are increased by 0.4 p.c. gross from 1 January 2022.

CLA of 2 December 2021(169685). (R.D. 26/06/2022 – B.O.G. 13/12/2022)

This CLA is concluded for an indefinite period of time and enters into force on 1 January 2022

2.1.5 Job Classification

There is no CLA, which is made compulsory by Royal Decree, available

2.2 Bonuses/Allocations

2.2.1 NATIONAL

2.2.1.1 End-of-year bonus

CBA of 29 June 2023 (181431) (R.D. 14/12/2023 – B.O.G. 04/01/2024)

2.2.1.1.1 Conditions for allocation

Art. 2. An end-of-year bonus shall be allocated by the employer to the workers listed in Article 1:

whose length of service with the company, on 31 December of the current year, is at least 3 months;

who are bound to the company by an employment contract when the bonus payment is made.

Art. 3. Since 1990, the minimum basic amount of the end-of-year bonus has been 173.33 times the basic hourly pay in force on 1 December of the year in question. This multiplier is linked to a 40-hour working week and is reduced proportionately where pay is based on a working week of fewer than 40 hours.

Notes: In companies where the reduction in weekly working hours is done by the day or week and where pay is calculated on the basis of actual time worked, the full end-of-year bonus (which is also used as the basis for calculating a pro rata figure) is adjusted as follows: Working week of 39.5 hours (30 minutes per week less working time + 9 days off in lieu):

- 173.33 x 39.5 / 40 = 171.163 x basic hourly rate
- Working week of 39 hours (60 minutes per week less working time + 6 days off in lieu): 173.33 x 39 / 40 = 168.997 x basic hourly rate
- Working week of 38.5 hours (90 minutes per week less working time + 3 days off in lieu): 173.33 x 38.5 / 40 = 166.830 x basic hourly rate
- Working week of 38 hours (120 minutes per week less working time; no days off in lieu): 173.33 x 38 / 40 = 164.664 x basic hourly rate

In companies that grant a reduction in working time in the form of time off in lieu, the end-of-year bonus remains 173.33 times the basic hourly rate.

Art. 4. Workers who meet the conditions laid down in Article 2 are entitled to the bonus pro rata to one 12th of the basic amount per month for actual time worked during the year in question, from 1 January to 31 December. If several fixed-term contracts are worked in the same calendar year, they are all taken into consideration in any pro rata calculation.

Art. 5. If an employee enters into service before the 16th of the month, that month is considered, for the purposes of applying this collective labour agreement, to be one full month of service. The month in which the employment contract ends is, for the purposes of applying this collective labour agreement, considered to be one full month of service if the contract ends after the 15th of the month.

2.2.1.1.2 Derogations

Article 6. Workers whose employment contract is terminated during the year in question, except those who resigned before completing at least one year of service in the company by the end of the employment contract and those who were dismissed by their employer for serious misconduct, shall receive the bonus pro rata to the number of months actually worked during that year, provided that their length of service with the company is at least 3 months by the end of the legal notice period, not counting any suspensions of the employment contract during its term.

For the calculation of the aforementioned length of service, and only for the application of this article, account will be taken of the period covered by any compensation paid in lieu of notice, defined by the Law of 3 July 1978 on employment contracts.

Workers whose employment contract ends for reasons of force majeure also receive the bonus pro rata to the number of months actually worked during that year, provided that their length of service with the company is at least 3 months when their employment contract ends.

Art. 7. Workers who retire during the year, as well as the beneficiaries of any workers who have died during the year, shall receive the bonus according to the conditions set out in Article 6.

'Beneficiaries' are:

- the surviving spouse;
- if there is none, the deceased's children;
- if there are none, the deceased's relatives.

2.2.1.1.3 Equivalents

Art. 8. The following are considered equivalent to actual work:

- absences due to an occupational disease, an accident at work or an accident while commuting to work, up to a maximum of 12 months and provided that they are recognised by the insurer;
- absences due to illness, justified by a medical certificate and recognised by the insurer, up to a maximum of 6 months in total;
- maternity leave absences, justified by a medical certificate and recognised by the insurer;
- legal annual leave, legal public holidays, justified compassionate leave, leave for compelling reasons (collective bargaining agreement No 45 of the National Labour Council), absences under the law on educational leave and social advancement, trade union leave and short-term working leave up to 60 days;
- the length of service leave provided for respectively by the collective labour agreement of 21 December 2021 (172 403) (Royal Decree of 9 October 2022; Belgian Official Gazette of of 22 February 2023) signed in the Joint Committee of the Chemical Industry;
- As from 1 January 2024, seniority and age leave in accordance with the CLA concluded on 29 June 2023 within the Joint Committee for the Chemical Industry.
- parental leave (also known as 'paternity' leave) as defined by Article 30(2) of the Law of 3 July 1978 on employment contracts;
- adoption leave as defined by Article 30ter of the Law of 3 July 1978 on employment contracts.
- the period covered by the sectoral security of existence scheme during the compulsory separation from work in the event of pregnancy and breastfeeding leave, as provided for in the CLA of 29 June 2023 on maternity guarantees, concluded within the Joint Committee of the Chemical Industry.

2.2.1.1.4 Payment period

Art. 9. The end-of-year bonus is paid before 25 December of the year to which it relates.

2.2.1.1.5 Validity and termination

Art. 10. The provisions of this collective labour agreement are without prejudice to more favourable employment conditions in existence within companies.

Article 11. This collective Labour agreement is entered into for an indefinite period. It enters into force on 1 July 2023.

2.2.1.2 Shift work bonus

CLA of 29 June 2023 (181439) (R.D. 14/12/2023 – B.O.G. 05/01/2024)

- Morning shift: EUR 0.9019 (Indexation April 2025)
- Afternoon shift: EUR 0.9019 (Indexation April 2025)
- Night shift: EUR 3.0244 (Indexation April 2025)

Art. 2. From 1 July 2023, the minimum shift work bonuses in a 40-hour week are:

- Morning shift: EUR 0.85
- Afternoon shift: EUR 0.85
- Night shift: EUR 2.85

The rounded-off amount will be calculated in accordance with Article 4 of this collective bargaining agreement.

Art. 3. The minimum shift work bonuses set by Article 2 correspond to a working week of 40 actual hours worked.

When the 40-hour working week is shortened by week and pay is adjusted accordingly, these amounts are also adjusted accordingly.

The adjustment mentioned in the previous subparagraph of this article is applied without rounding off, in accordance with Article 4 below: the result of adjusting the shift work bonuses, denominated in euro, is expressed to four decimal places.

Example of adjustment:

- 40 hours per week = EUR 0.85
- Adjustment to 38 hours per week: EUR 0.85 x 40 / 38 = EUR 0.894737
- After adjustment, the figures beyond the fourth decimal place are ignored and the amount applied is: EUR 0,8947.

Art. 4. The shift work bonuses set in Article 2, which correspond to the threshold index 124,63 (2013 basis = 100), are linked to the consumer price index, in accordance with the collective Labour agreement of 12 February 2014 *(No 120793/CO/116)* entered into within the Joint Committee of the Chemical Industry, linking pay to the consumer price index; the shift work bonuses are expressed to four decimal places, but the result is not rounded off.

Art. 5. More favourable regimes in existence within companies will continue to apply.

Art. 6. This collective labour agreement is entered into for an indefinite period. It replaces the collective labour agreement of 2 December 2021 signed within the Joint Committee of the Chemical Industry collective labour regarding the minimum shift work bonus (*No 169683/CO/116*) and enters into force on 1 July 2023.

Indexed bonuses:

2.2.1.3 Bonus for working on Sundays and public holidays

CBA of 04 May 1977 (4700) (R.D. 21/02/1978 – B.O.G. 10/06/1978)

Working conditions for work done on Sundays and public holidays

Art. 2. Work done on Sundays and public holidays between 00.00 and 06.00 by workers in successive shifts is paid at a rate in excess of 100% of normal pay.

Art. 3. The granting of time off in lieu for workers working on Sundays by virtue of Article 66(11) of the Law of 16 March 1971 on labour cannot lead to the establishment of a work regime consisting of 3

weeks of uninterrupted work followed by a full week's rest.

Art. 5. This collective bargaining agreement enters into force on 4 May 1977 for an indefinite period.

2.2.1.4 Overtime

CBA of 07 November 2001 (59587) (R.D. 15/03/2002 – B.O.G. 10/04/2002)

2.2.1.4.1 Reduction of working hours – Conditions

Art. 2. This collective labour agreement confirms the conditions applicable to the reduction in working hours resulting from Article 8 of the sectoral collective labour agreement entered into on 24 February

1988, setting certain working conditions, to 38 hours per week on average, calculated on an annual basis with maintenance of gross pay.

Art. 3. This collective labour agreement is without prejudice to equivalent or more favourable regimes established for a company, group of companies, region or sub-sector, whether or not they have been lodged with the registry of the Collective Labour Relations Board of the Ministry of Employment and Labour.

Art. 4. The extra pay for overtime provided for in the Law of 16 March 1971 on labour is applied if the weekly limit of 40 working hours is exceeded, in accordance with the first subparagraph of Article 29(2) of the aforementioned law on labour.

2.2.1.4.2 Conditions governing the reduction in working time:

(1) The reduction in working time maintaining the same pay defined in Article 2 of this collective bargaining agreement may be applied per day or per week, or by granting days off in lieu. It may also be done on an annual basis.

Where the reduction is made per day, the basic hourly pay and any bonuses for work done linked to that hourly pay are adjusted in proportion to the daily reduction and the end-of-year bonus is adjusted accordingly. Where the reduction in working time is made per week and the time not worked is unpaid, the basic hourly pay and any bonuses for work done linked to that hourly pay are also adjusted in proportion to the reduction in working time, as is the end-of-year bonus.

(2) Where the reduction in working time is made by granting days off in lieu, those non-worked days are paid on the basis of the legislation in force for the payment of public holidays. The right to those days off in lieu is acquired, in accordance with the weekly working time applied by the company, on the basis of the number of days actually worked or equivalent, as per the table below:

- weekly working time of 38.5 hours: 3 days off in lieu per year; the right to 1 day off in lieu is acquired per period of 84 days actually worked or equivalent;
- weekly working time of 39 hours: 6 days off in lieu per year; the right to 1 day off in lieu is acquired per period of 42 days actually worked or equivalent;
- weekly working time of 39.5 hours: 9 days off in lieu per year; the right to 1 day off in lieu is acquired per period of 28 days actually worked or equivalent;
- weekly working time of 40 hours: 12 days off in lieu per year; the right to 1 day off in lieu is acquired per period of 21 days actually worked or equivalent. Except where agreed otherwise at company level, those days cannot be grouped together or combined with annual leave.

(3) The following are considered equivalent to actual working time: annual leave days and legal public holidays; compassionate leave, trade union training, paid educational leave and the days off in lieu themselves; recovered overtime; days spent on external trade union activities provided for by Article 17(e) of the collective bargaining agreement of 3 March 1999 coordinating the status of trade union delegations for workers.

(4) If, by mutual agreement, days off in lieu are taken collectively:

a. workers not entitled to them because they have not worked enough hours may agree with their employer to take one or more days of annual leave on those days. Otherwise, the employer shall make every effort to occupy those workers. Laying off remains a last resort and should only be used after all other possibilities have been exhausted.

b. In the case of incapacity for work, workers retain the right to those days off in lieu if the incapacity began before the day off in lieu. In that case, workers take their days off in lieu when they return to

work. Workers lose the right to the time off in lieu if the first day of their incapacity coincides with the day on which their day off in lieu is being taken.

(5) Although they may be taken freely at the worker's request, that freedom is dependent on service requirements so as not to disrupt the organisation of work. In the case of incapacity for work, workers retain the right to those days off in lieu if the incapacity began before the day off in lieu. In that case, workers take their days off in lieu when they return to work. Workers lose the right to the time off in lieu if the first day of their incapacity coincides with the day on which their day off in lieu is being taken.

(6) Days off in lieu may only be carried over from one year to the next within the following limits, and for reasons of force majeure only: two days off in lieu. Workers have two months to take their days off in lieu.

(7) The foregoing is without prejudice to equivalent or more favourable terms in existence within a company.

Art. 6. This collective labour agreement enters into force on 1 January 2001 for an indefinite period;

2.2.2 WEST FLANDERS PLASTICS TRANSFORMATION INDUSTRY

See Bonuses/Allocations National

The CLAs mentioned apply only to employers and workers in companies in the province of West Flanders that belong to the Joint Committee of the Chemical Industry on the basis of their activity in plastics transformation.

No specific bonuses/allocations are applicable.

2.2.3 LIMBOURG PLASTICS TRANSFORMATION INDUSTRY

See also Bonuses/Allocations National

The CLAs mentioned apply only to employers and workers in companies in the province of West Flanders that belong to the Joint Committee of the Chemical Industry on the basis of their activity in plastics transformation.

No specific bonuses/allocations are applicable.

3 Reimbursement of Travel, Board and Lodging expenses

As from 30 July 2020, the allowances will have to be paid to posted workers only under the conditions mentioned in Article 5, paragraph 1, subparagraph 2, of the Act of 5 March 2002 concerning the working, remuneration and employment conditions in case of posting of workers in Belgium and the monitoring thereof. In other words, they will only have to be paid when the posted workers have to move to or from their usual workplace in Belgium, or when they are temporarily sent by their employer from that workplace to another workplace).

On the other hand, they may not apply to travel between the country of origin and the workplace in Belgium.

3.1 NATIONAL

3.1.1 Transport costs

CLA of 21 January 2025 (191 698) (R.D.27/05/2025 – B.O.G. 14/07/2025)

3.1.1.1 Scope of application

Art. 2 Except where the employers themselves organize and finance the transport of their workers, the employers' contribution to the transport costs paid by the workers shall be determined, as from 1 February 2025, in accordance with the provisions of Articles 3 to 6 of this collective labour agreement.

3.1.1.2 Public rail transport

Art.3§1. With regard to the transport organised by the SNCB/NMBS, the employer's contribution in the price of the transport ticket used shall be calculated, from 1 February 2024 on the basis of 80% on average of the actual price of railcards according to the distance, as set out in the appendix (appendix 1) and adjusted to the new fares on February 1st of each year .

3.1.1.3 Public transport other than rail transport

§2. With regard to public transport other than rail transport, the employer's contribution in the price of the season ticket shall be calculated, in accordance with the terms and conditions set out in Article 4 of Collective agreement no. 19/9 concluded in the National Labour Council.

3.1.1.4 Combined public transport

§3. With regard to combined public transport, the employer's contribution in the price of the ticket shall be calculated, in accordance with the terms and conditions set out in Articles 5 and 6 of Collective agreement no. 19/9 concluded in the National Labour Council.

3.1.1.5 Public transport in the territory of another Member State

§4. With regard to public transport in the territory of another Member State, the employer's contribution in the price of the ticket shall be calculated, in accordance with the terms and conditions set out in Article 7 of Collective agreement no. 19/9 concluded in the National Labour Council.

Art. 4. With regard to the use of a means of transport other than public transport for a distance of at least 5 km, the employer's intervention remains linked to the previous table (set in accordance with the Act of July 27th, 1962 establishing an employers' contribution in the loss incurred by the SNCB/NMBS as a result of the railcards issued for manual workers and employees) on the basis of 70% on average of the actual price of railcards according to the distance, as set out in the appendix hereto (appendix 2) and adjusted to the new fares on February 1st of each year (year N+1).

Art. 5 As long as the SNCB/NMBS does not publish fares for a weekly pass, the columns "weekly pass fares" and "contribution weekly pass" of the table "Employer's contribution in the use of a means of transport other than public transport" (hereto attached) shall be adapted on 1 February of each year (year N+1) (if the SNCB/NMBS publishes new fares), in the following way:

3.1.1.6 Weekly pass rates

The weekly pass rates of the previous year (year N) are increased, for each distance, by the increase percentage, for the same distance(s), of the monthly pass price of the current year (year N+1), rounded to 2 decimals on the basis of mathematical rounding. The increase percentage of the monthly pass price is, in turn, obtained by comparing the monthly pass rates of year N for each distance with the monthly pass rates of year N+1 for each distance (percentage rounded to 2 decimals on the basis of mathematical rounding).

3.1.1.7 Contribution in weekly pass

The employer's contribution in the weekly pass price is based on an average of 70%.

Art. 6 As long as the SNCB/NMBS publishes fares for monthly passes, quarterly passes and annual passes limited to 150 km, the SNCB/NMBS table will be supplemented by the fares from 151 km up to 200 km and the corresponding employer's contributions on 1 February of each year (year N+1) (if the SNCB/NMBS publishes new fares), which are obtained as follows:

3.1.1.8 Prices from 151 km up to 200 km for the monthly, quarterly and annual pass

The rates of the monthly pass, the quarterly pass and the annual pass limited to 150 km are supplemented by increasing the rates of the above-mentioned passes of the previous year (year N) from 151 km up to 200 km by the average increase percentage, for all distances up to 150 km, of the relevant pass price of the current year (year N+1), rounded to 2 decimals on the basis of mathematical rounding.

The average increase percentage of the above-mentioned pass price is, in turn, obtained by comparing the rates for all distances up to 150 km for the monthly, quarterly and annual pass of year N (limited to 150 km) with the rates for all distances up to 150 km for the monthly, quarterly and annual pass of year N+1 (percentage rounded to 2 decimals on the basis of mathematical rounding).

3.1.1.9 Contribution the monthly, quarterly and annual pass

The employer's contribution in the monthly, quarterly and annual pass is based on an average of 70%.

3.1.1.10 Prices from 151 km up to 200 km for the weekly pass

The rates of the weekly pass, obtained pursuant to Article 5, are supplemented by 151 km up to 200 km as follows: the rates from 151 km up to 200 km of year N are increased by the average increase percentage, for all distances up to 150 km, of the monthly pass of year N+1, as obtained in application of this article.

Art. 7 The provisions of this collective labour agreement are without prejudice to the more favourable working conditions existing in the companies.

Art.8. The employer’s contribution in the transport costs paid by the workers is paid monthly.

Art.9. The employer’s contribution in the transport costs paid by the workers is subject to the delivery, as the case may be, of one or more of the certificates mentioned below:

a) A special certificate issued by the SNCB/NMBS for the train pass for transport by rail;

b) An official document stating the distance travelled for the regular use of one or more means of public transport other than rail transport;

c) A statement signed by the workers certifying that they regularly use a means of transport other than those mentioned in (a) and (b) above for a distance of at least 5 km.

Art. 10. In addition to the contribution to the cost of the rail pass as provided for in this collective labour agreement, the employer shall contribute, as from 1 July 2023 to the cost of a monthly parking pass in the SNCB car parks at the rate of €25 per month (employer's cost), on presentation of supporting documents and in proportion to the pass formula, without exceeding the true cost.

This collective labour agreement is concluded for an indefinite period of time. It enters into force on 1 February 2025.

3.1.1.11 Appendix 1:

km	Monthly train card – Monthly employer intervention (EUR)	Quarterly train card - Quarterly employer intervention (EUR)	Annual train card - Annual employer intervention (EUR)	Part-time train card employer intervention	employer intervention
1	30,40	85,60	306,00		80,0
2	34,00	94,40	338,00		80,0
3	37,20	104,00	371,00	12,60	80,0
4	40,00	113,00	403,00	13,80	80,0
5	44,00	122,50	436,00	14,90	80,0
6	46,40	129,50	464,00	15,80	80,0
7	49,60	137,50	492,00	16,80	80,0
8	52,00	145,50	520,00	17,80	80,0
9	54,40	153,50	548,00	18,70	80,0
10	57,60	161,50	576,00	19,60	80,0
11	60,00	169,00	604,00	20,40	80,0
12	63,20	177,00	631,00	21,60	80,0
13	65,60	185,00	659,00	22,40	80,0
14	68,80	193,00	687,00	23,60	80,0
15	71,20	200,00	715,00	24,40	80,0
16	74,40	208,00	743,00	25,20	80,0
17	76,80	216,00	771,00	26,40	80,0
18	80,00	224,00	799,00	27,20	80,0
19	82,40	231,00	826,00	28,00	80,0

20	85,60	239,00	854,00	29,20	80,0
21	88,00	247,00	882,00	30,00	80,0
22	91,20	255,00	910,00	31,20	80,0
23	93,60	262,00	938,00	32,00	80,0
24	96,80	270,00	966,00	32,80	80,0
25	99,20	278,00	994,00	34,00	80,0
26	102,50	286,00	1022,00	34,80	80,0
27	105,00	294,00	1050,00	36,00	80,0
28	108,00	302,00	1078,00	36,80	80,0
29	110,50	310,00	1106,00	37,60	80,0
30	113,50	318,00	1134,00	38,80	80,0
31-33	117,50	330,00	1179,00	40,00	80,0
34-36	125,00	350,00	1248,00	42,40	80,0
37-39	132,00	369,00	1316,00	44,80	80,0
40-42	138,50	388,00	1385,00	47,20	80,0
43-45	145,50	407,00	1453,00	49,60	80,0
46-48	152,00	426,00	1522,00	52,00	80,0
49-51	159,00	445,00	1590,00	54,40	80,0
52-54	164,00	459,00	1638,00	56,00	80,0
55-57	169,00	473,00	1687,00	57,60	80,0
58-60	173,50	486,00	1736,00	59,20	80,0
61-65	180,00	504,00	1801,00	61,60	80,0

66-70	188,00	527,00	1882,00	64,00	80,0
71-75	196,00	550,00	1964,00	67,20	80,0
76-80	205,00	573,00	2045,00	69,60	80,0
81-85	213,00	595,00	2126,00	72,80	80,0
86-90	221,00	618,00	2207,00	75,20	80,0
91-95	229,00	641,00	2289,00	78,40	80,0
96-100	237,00	663,00	2370,00	80,80	80,0
101-105	245,00	686,00	2451,00	83,20	80,0
106-110	254,00	709,00	2532,00	86,40	80,0
111-115	262,00	732,00	2614,00	88,80	80,0
116-120	270,00	754,00	2695,00	92,00	80,0
121-125	278,00	778,00	2776,00	94,40	80,0
126-130	286,00	800,00	2858,00	97,60	80,0
131-135	294,00	823,00	2938,00	100,00	80,0
136-140	302,00	846,00	3020,00	103,00	80,0
141-145	310,00	868,00	3101,00	105,50	80,0
146-150	322,00	900,00	3215,00	109,50	80,0

151-155	326,00	914,00	3263,00		80,00
156-160	334,00	937,00	3345,00		80,00
161-165	342,00	959,00	3426,00		80,00
166-170	350,00	982,00	3507,00		80,00
171-175	359,00	1005,00	3589,00		80,00
176-180	367,00	1027,00	3670,00		80,00
181-185	375,00	1050,00	3751,00		80,00
186-190	383,00	1073,00	3832,00		80,00
191-195	391,00	1096,00	3914,00		80,00
196-200	399,00	1118,00	3995,00		80,00

Also valid for calculating the price for train tickets in mixed traffic NMBS/TEC.

The total distance may not be less than 3 km. Distances NMBS limited to 150 km

Distance (km)	Flex Abonnement 6 (€)	Flex Abonnement 10 (€)	Flex Abonnement 80 (€)	Flex Abonnement 120 (€)
1-3	18.20	26.40	230.00	304.00
4	19.80	28.80	250.00	331.00
5	21.20	30.80	270.00	358.00
6	22.80	32.80	288.00	381.00
7	24.00	34.80	305.00	403.00

Distance (km)	Flex Abonnement 6 (€)	Flex Abonnement 10 (€)	Flex Abonnement 80 (€)	Flex Abonnement 120 (€)
8	25.60	36.80	322.00	426.00
9	26.80	38.80	340.00	450.00
10	28.40	40.80	357.00	472.00
11	29.60	43.20	374.00	495.00
12	30.80	44.80	391.00	518.00
13	32.40	47.20	409.00	541.00
14	33.60	48.80	426.00	563.00
15	35.20	50.40	443.00	586.00
16	36.40	52.80	461.00	610.00
17	37.60	54.40	478.00	632.00
18	39.20	56.80	495.00	655.00
19	40.80	58.40	513.00	678.00
20	41.60	60.80	530.00	701.00
21	43.20	62.40	547.00	724.00
22	44.80	64.80	565.00	746.00
23	45.60	66.40	582.00	770.00
24	47.20	68.80	599.00	792.00
25	48.80	70.40	616.00	815.00
26	50.40	72.80	634.00	838.00
27	51.20	74.40	651.00	861.00
28	52.80	76.80	668.00	884.00

Distance (km)	Flex Abonnement 6 (€)	Flex Abonnement 10 (€)	Flex Abonnement 80 (€)	Flex Abonnement 120 (€)
29	54.40	78.40	686.00	906.00
30	55.20	80.80	703.00	930.00
31-33	57.60	84.00	731.00	967.00
34-36	60.80	88.80	774.00	1023.00
37-39	64.80	93.60	816.00	1079.00
40-42	68.00	98.40	858.00	1135.00
43-45	71.20	103.00	901.00	1191.00
46-48	74.40	108.00	943.00	1247.00
49-51	77.60	113.00	986.00	1304.00
52-54	80.00	116.00	1016.00	1344.00
55-57	82.40	120.00	1046.00	1384.00
58-60	84.80	123.00	1076.00	1424.00
61-65	88.00	128.00	1117.00	1477.00
66-70	92.00	133.50	1167.00	1543.00
71-75	96.00	139.00	1218.00	1610.00
76-80	100.00	145.00	1268.00	1677.00
81-85	104.00	151.00	1318.00	1743.00
86-90	108.00	157.00	1369.00	1810.00
91-95	112.00	162.50	1419.00	1877.00
96-100	116.00	168.00	1470.00	1943.00
101-105	120.00	174.50	1520.00	2010.00

Distance (km)	Flex Abonnement 6 (€)	Flex Abonnement 10 (€)	Flex Abonnement 80 (€)	Flex Abonnement 120 (€)
106-110	124.00	180.00	1570.00	2077.00
111-115	128.00	185.50	1621.00	2143.00
116-120	132.00	191.00	1670.00	2210.00
121-125	136.00	197.00	1721.00	2276.00
126-130	140.00	203.00	1771.00	2343.00
131-135	144.00	209.00	1822.00	2410.00
136-140	148.00	214.00	1872.00	2476.00
141-145	152.00	220.00	1922.00	2543.00
146-150	157.50	228.00	1993.00	2636.00

3.1.1.12 Appendix 2

Distance	1 week 2025 Price	1 week 2025 Contribution	1 month 2025 - Price	1 month 2025 - Contribution	3 month 2025 - Price	3 month - 2025 - Contribution	12 months 2025 - Price	12 months - 2025 - Contribution
1-3	13.90	9.10	46.50	30.40	130.00	84.95	464.00	303.15
4	15.10	9.85	50.00	32.65	141.00	92.10	504.00	329.30
5	16.40	10.70	55.00	35.95	153.00	99.95	545.00	356.05
6	17.40	11.35	58.00	37.90	162.00	105.85	580.00	378.95
7	18.50	12.10	62.00	40.50	172.00	112.35	615.00	401.80
8	19.50	12.75	65.00	42.45	182.00	118.90	650.00	424.65
9	20.50	13.40	68.00	44.45	192.00	125.45	685.00	447.55
10	21.60	14.10	72.00	47.05	202.00	131.95	720.00	470.40
11	22.60	14.85	75.00	49.35	211.00	138.85	755.00	496.80

Distance	1 week 2025 Price	1 week 2025 Contribution	1 month 2025 - Price	1 month 2025 - Contribution	3 month 2025 - Price	3 month - 2025 - Contribution	12 months 2025 - Price	12 months - 2025 - Contribution
12	23.70	15.60	79.00	52.00	221.00	145.40	789.00	519.15
13	24.70	16.35	82.00	54.35	231.00	153.10	824.00	546.05
14	25.80	17.10	86.00	57.00	241.00	159.70	859.00	569.25
15	26.80	17.75	89.00	59.00	250.00	165.65	894.00	592.40
16	27.90	18.55	93.00	61.85	260.00	172.90	929.00	617.80
17	28.90	19.20	96.00	63.85	270.00	179.55	964.00	641.05
18	30.00	19.95	100.00	66.50	280.00	186.20	999.00	664.35
19	31.00	20.70	103.00	68.75	289.00	192.85	1 033.00	689.35
20	32.00	21.35	107.00	71.40	299.00	199.55	1 068.00	712.70
21	33.10	22.10	110.00	73.40	309.00	206.20	1 103.00	736.05
22	34.10	22.85	114.00	76.35	319.00	213.60	1 138.00	762.10
23	35.20	23.65	117.00	78.60	328.00	220.40	1 173.00	788.25
24	36.20	24.35	121.00	81.30	338.00	227.15	1 208.00	811.80
25	37.30	25.05	124.00	83.35	348.00	233.85	1 243.00	835.30
26	38.30	25.85	128.00	86.30	358.00	241.40	1 277.00	861.10
27	39.40	26.55	131.00	88.35	367.00	247.50	1 312.00	884.75
28	40.40	27.25	135.00	91.05	377.00	254.20	1 347.00	908.35
29	41.50	28.00	138.00	93.05	387.00	260.95	1 382.00	931.95
30	42.50	28.65	142.00	95.75	397.00	267.70	1 417.00	955.55
31-33	44.20	30.00	147.00	99.80	413.00	280.45	1 474.00	1 000.85

Distance	1 week 2025 Price	1 week 2025 Contribution	1 month 2025 - Price	1 month 2025 - Contribution	3 month 2025 - Price	3 month - 2025 - Contribution	12 months 2025 - Price	12 months - 2025 - Contribution
34-36	46.80	32.20	156.00	107.40	437.00	300.80	1 560.00	1 073.80
37-39	49.40	34.35	165.00	114.75	461.00	320.55	1 645.00	1 143.80
40-42	51.90	36.40	173.00	121.30	485.00	340.05	1 731.00	1 213.70
43-45	54.50	38.65	182.00	129.10	509.00	361.05	1 816.00	1 288.15
46-48	57.10	40.75	190.00	135.65	532.00	379.85	1 902.00	1 358.05
49-51	59.60	42.90	199.00	143.25	556.00	400.25	1 987.00	1 430.30
52-54	61.40	44.40	205.00	148.30	574.00	415.20	2 048.00	1 481.40
55-57	63.30	45.80	211.00	152.60	591.00	427.50	2 109.00	1 525.50
58-60	65.10	47.40	217.00	158.00	608.00	442.60	2 170.00	1 579.75
61-65	67.50	49.15	225.00	163.80	630.00	458.65	2 251.00	1 638.75
66-70	70.60	51.65	235.00	171.90	659.00	482.05	2 353.00	1 721.20
71-75	73.60	54.00	245.00	179.80	687.00	504.15	2 455.00	1 801.55
76-80	76.70	56.35	256.00	188.15	716.00	526.25	2 556.00	1 878.65
81-85	79.70	58.85	266.00	196.45	744.00	549.45	2 658.00	1 962.95
86-90	82.80	61.25	276.00	204.15	773.00	571.75	2 759.00	2 040.75
91-95	85.80	63.75	286.00	212.55	801.00	595.30	2 861.00	2 126.20
96-100	88.90	66.05	296.00	220.00	829.00	616.10	2 962.00	2 201.25
101-105	91.90	68.50	306.00	228.10	858.00	639.65	3 064.00	2 284.20
106-110	95.00	71.05	317.00	237.05	886.00	662.60	3 165.00	2 366.90

Distance	1 week 2025 Price	1 week 2025 Contribution	1 month 2025 - Price	1 month 2025 - Contribution	3 month 2025 - Price	3 month - 2025 - Contribution	12 months 2025 - Price	12 months - 2025 - Contribution
111-115	98.00	73.40	327.00	244.90	915.00	685.35	3 267.00	2 447.00
116-120	101.10	76.10	337.00	253.60	943.00	709.60	3 369.00	2 535.15
121-125	104.10	78.35	347.00	261.10	972.00	731.45	3 470.00	2 611.20
126-130	107.20	80.80	357.00	269.05	1 000.00	753.65	3 572.00	2 692.10
131-135	110.20	83.30	367.00	277.45	1 029.00	777.90	3 673.00	2 776.80
136-140	113.20	85.60	377.00	285.00	1 057.00	799.10	3 775.00	2 853.90
141-145	116.30	87.90	388.00	293.35	1 085.00	820.25	3 876.00	2 930.25
146-150	120.60	91.30	402.00	304.40	1 125.00	851.80	4 019.00	3 043.05
151-155	122.00	92.35	408.00	308.90	1 142.00	864.70	4 079.00	3 088.50
156-160	125.00	94.65	418.00	316.50	1 171.00	886.65	4 181.00	3 165.70
161-165	128.00	96.90	428.00	324.05	1 199.00	907.85	4 283.00	3 242.95
166-170	132.00	99.95	438.00	331.65	1 228.00	929.80	4 384.00	3 319.40
171-175	135.00	102.20	449.00	339.95	1 256.00	951.00	4 486.00	3 396.65
176-180	138.00	104.50	459.00	347.55	1 284.00	972.20	4 587.00	3 473.10

Distance	1 week 2025 Price	1 week 2025 Contribution	1 month 2025 - Price	1 month 2025 - Contribution	3 month 2025 - Price	3 month - 2025 - Contribution	12 months 2025 - Price	12 months - 2025 - Contribution
181-185	141.00	106.75	469.00	355.10	1 313.00	994.15	4 689.00	3 550.35
186-190	144.00	109.05	479.00	362.70	1 341.00	1 015.35	4 790.00	3 626.85
191-195	147.00	111.30	489.00	370.25	1 370.00	1 037.30	4 892.00	3 704.05
196-200	150.00	113.60	499.00	377.85	1 398.00	1 058.50	4 994.00	3 781.30

3.2 WEST FLANDERS PLASTICS TRANSFORMATION INDUSTRY

See also Reimbursement of Travel, Board and Lodging expenses - National

The CLAs mentioned apply only to employers and workers in companies in the province of West Flanders that belong to the Joint Committee of the Chemical Industry on the basis of their activity in plastics transformation:

No specific reimbursement are applicable.

3.3 LIMBOURG PLASTICS TRANSFORMATION INDUSTRY

See also Reimbursement of Travel, Board and Lodging expenses - National

The CLAs mentioned apply only to employers and workers in companies in the province of West Flanders that belong to the Joint Committee of the Chemical Industry on the basis of their activity in plastics transformation:

No specific reimbursement are applicable.

4 Working hours

4.1 Working hours

On average on an annual basis: 38 h/week

CLA of 7 November 2001 (59857) (R.D. 15/03/2002 – B.O.G. 10/04/2002)

This CLA comes into effect on 1 January 2001 for an indefinite period.

4.2 Public Holidays

10 Public Holidays (Royal Decree 18 April 1974 art.1) :

- New Year's Day (1/1)

- Easter Monday
- Labour Day (1/5)
- Ascension
- Whit Monday
- National Holiday (21/7)
- Ascension (15/8)
- All Saints day (1/11)
- Armistice Day (11/11)
- Christmas (25/12)

More information on the site of the FPS ELSD:

https://employment.belgium.be/en/themes/international/posting/working-conditions-be-respected-case-posting-belgium/public-holidays

4.3 Legal Holidays

20 Legal Holidays (in five-day system) :

The legal holidays which the worker is entitled to, shall be calculated annually as a function of the sum of the number of worked days and equivalent days in the holiday service year.

More information on the site of the FPS ELSD:

https://employment.belgium.be/en/themes/international/posting/working-conditions-be-respected-case-posting-belgium/minimum-paid