FEDERAL PUBLIC SERVICE
Employment, Labour and
Social Dialogue

Latest modification: 26/02/2026

Joint Labour Committee for the food industry subsector : Tinned meat, sausages, salted meat, smoked meat and meat derivatives, Guts factories (processing and treatment of rough and dry guts, calibrating and sticking included), Fat melting, Poultry slaughterhouses, Slaughterhouses and workshops for cutting meat

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 118).

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

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1 Scope of application

This file applies to enterprises governed by the Joint Labour Committee for the food industry 118, subsector:

- Tinned Meat, sausages, salted meat, smoked meat and meat derivatives,
- Guts factories (processing and treatment of rough and dry guts, calibrating and sticking included),
- Fat melting,
- Poultry slaughterhouses,
- Slaughterhouses and workshops for cutting meat,

for work performed in Belgium.

Institution and amendments

[0] R.D. 06.08.1973 M.D. 18.08.1973
[1] R.D. 07.07.1997 M.D. 20.08.1997
[2] R.D. 20.09.1999 M.D. 01.10.1999
[3] R.D. 07.05.2007 M.D. 31.05.2007

Article 1. Responsible for workers who perform mainly manual labour and their employers, namely the following activity sectors:

- canned meat, sausages, salted meat, smoked meat, meat derivatives, workhouses for cutting meat, fat melting, guts factories, processing and handling of raw and dry guts, calibrating and sticking included, slaughterhouses, poultry slaughterhouses, poultry preserves.
- Laboratories of Belgian food industries and food industries whose production is located abroad, even though they are legally separate entities;
- The depots and / or trading divisions of Belgian food industries and food industries whose production is located abroad, provided that these activities are an integral part of a production or commercial activity, even though they are legally separate entities; destruction plants;
- Co-ordination centres established pursuant to the Royal Decree no. 187 of December 30, 1982 concerning the establishment of co-ordination centres, forming a group with one or more other companies of which the activities mainly belong to the food industry

The joint labour committee is not competent for the companies assimilated to undertakings engaged exclusively in logistic activities on behalf of third parties as defined in the jurisdiction of the Joint Committee on transport and logistics, unless these activities are an integral part of a production or a trading activity.

2 Remuneration

2.1 Wage scale (gross) - Adults

January 2026 : indexation % : 2.19

CLA of 20 July 2011 (106 104) RD 27/01/2013 - BOG 19/03/2013

This CLA comes into effect on 1 January 2011 and is concluded for an indefinite period.

CLA of 25 October 2021 (168 673) RD 24/04/2022 – BOG 14/06/2022

This CLA comes into effect on 1 January 2021 and is concluded for an indefinite period.

2.1.1 TINNED MEAT, SAUSAGES, SALTED MEAT, SMOKED MEAT AND MEAT DERIVATIVES

HOURLY ARRANGEMENT (WEEKLY) **:38 h**

Wage group and seniority wage group (months)

Wage group	seniority wage group (months)						
	<12m	>=12	>=24	>=36	>=48	>=60	>=72
1	17.59	17.85	17.85	17.85	17.85	17.85	17.85
2	17.85	18.16	18.44	18.44	18.44	18.44	18.44
3	18.16	18.44	18.69	18.69	18.69	18.69	18.69
4	18.44	18.69	18.93	19.39	19.39	19.39	19.39
5	18.69	18.93	19.39	19.79	19.79	19.79	19.79
6	18.93	19.39	19.79	20.15	20.15	20.15	20.15
7	19.39	19.79	20.15	20.21	20.26	20.26	20.26
8	19.79	20.15	20.21	20.26	20.52	20.80	21.06

The seniority taken into account in the salary structure shall be calculated on the basis of all proven periods of employment within the same salary class. This seniority corresponds to the worker's increased experience and competence in his/her job.

The periods of employment within the same salary class shall include all activity periods and periods treated as such, as listed in Article 3, § 4 of the CLA of 19 April 2022 relating to the end-of-year bonus (174.716/CO/118, RD19.03.2023 (BOG 05.05.2023), regardless of the nature of the employment contract and including the periods of employment as a temporary worker in the company.

However, only periods of employment within the same salary class occurring during the following reference periods shall be taken into account:

Seniority within the salary class (months)							
	<12	≥12	≥24	≥36	≥38	≥60	≥72
Reference period	-	3 years	5 years	7 years	9 years	11 years	13 years

The progression shall apply from the first day of the pay period in which the required seniority has been reached.

In the event of promotion, the salary of the higher job class shall apply immediately. However, in the event of promotion to a higher salary class, there can be no loss of salary due to the loss of experience in the salary class.

CLA of 13 December 2023 (185 889) RD 16/09/2023- BOG 22/10/2024

This CLA shall take effect on 1 October 2023 and shall cease to be in force on 31 December 2024. Thereafter, it shall be tacitly extended for successive periods of one year.

This CLA shall not apply if a CLA including an analytical job classification has been signed at company level.

2.1.2 GUTS FACTORIES (processing and treatment of rough and dry guts, calibrating and sticking included)

SENIORITY (months): 0 –

Category	Hourly arrangement weekly: 37h	Hourly arrangement weekly: 38h
I	17.26	16.89
II	17.66	17.26
III	17.89	17.46
IV	18.29	17.89
V	18.45	18.04
VI	18.93	18.50

SENIORITY (months): 6

Category	Hourly arrangement weekly: 37h	Hourly arrangement weekly: 37h
I	17.81	17.44
II	18.24	17.81
III	18.50	18.04
IV	18.86	18.50
V	19.05	18.62
VI	19.59	19.10

The 6 months of service requirement shall be fulfilled on the day on which the sum of all periods of employment with the same employer over the last 2 years, whether interrupted or not, is at least 6 months.

“Periods of employment" means the periods covered by:

- all employment contracts of any kind, even if their execution is suspended; and/or
- temporary employment contracts.

Remark: The parties agree that this six-month period may include interrupted or uninterrupted periods of employment with the same employer within a reference period of two years. As soon as this 6-month requirement is met, it shall remain in effect for all subsequent periods of employment with that employer.

CLA of 13 December 2023 (185.890) RD 20/09/2024- BOG 22/10/2024

This CLA shall take effect on 1 October 2023 and shall cease to be in force on 31 December 2024. Thereafter, it shall be tacitly extended for successive periods of one year.

2.1.3 FAT MELTING

SENIORITY (months): **0**

Category	Hourly arrangement weekly: 37h	Hourly arrangement weekly: 38h
Assistant worker	18.41	17.99
Experienced worker	19.00	18.55
Skilled worker	19.65	19.28

SENIORITY (months): **6**

Category	Hourly arrangement weekly: 37h	Hourly arrangement weekly: 38h
Assistant worker	18.99	18.58
Experienced worker	19.62	19.22
Skilled worker	20.34	19.88

The 6 months of service requirement shall be fulfilled on the day on which the sum of all periods of employment with the same employer over the last 2 years, whether interrupted or not, is at least 6 months.

“Periods of employment" means the periods covered by:

- all employment contracts of any kind, even if their execution is suspended; and/or
- temporary employment contracts.

Remark: The parties agree that this six-month period may include interrupted or uninterrupted periods of employment with the same employer within a reference period of two years. As soon as this 6-month requirement is met, it shall remain in effect for all subsequent periods of employment with that employer.

CLA of 13 December 2023 (185.891) RD 20/09/2024- BOG 23/10/2024

This CLA shall take effect on 1 October 2023 and shall cease to be in force on 31 December 2024. Thereafter, it shall be tacitly extended for successive periods of one year.

2.1.4 POULTRY SLAUGHTERHOUSES

SENIORITY (months): **0**

Category	Hourly arrangement weekly: 38h
I	16.82
II	17.45

III	18.58

SENIORITY (months): **6**

Category	Hourly arrangement weekly: 38h
I	17.36
II	18.02
III	19.27

The 6 months of service requirement shall be fulfilled on the day on which the sum of all periods of employment with the same employer over the last 2 years, whether interrupted or not, is at least 6 months.

“Periods of employment" means the periods covered by:

- all employment contracts of any kind, even if their execution is suspended; and/or
- temporary employment contracts.

Remark: The parties agree that this six-month period may include interrupted or uninterrupted periods of employment with the same employer within a reference period of two years. As soon as this 6-month requirement is met, it shall remain in effect for all subsequent periods of employment with that employer.

CLA of 13 December 2023 (185 887) RD 12/09/2024- BOG 07/01/2025

This CLA shall take effect on 1 January 2022 and shall cease to be in force on 31 December 2022. Thereafter, it shall be tacitly extended for successive periods of one year.

2.1.5 SLAUGHTERHOUSES AND WORKSHOPS FOR CUTTING MEATS

SENIORITY (months): 0

Category	Hourly arrangement weekly: 38h. first 5 days of the week (Monday to Friday)	Hourly arrangement weekly: 38h. 5 days a week including Saturday
Yard worker	17.30	17.92
Assistant-workers	17.89	18.50
Skilled workers	18.50	19.25
Professional	19.11	19.86
Cutter-boner	16.99	17.58

SENIORITY (months) : 6

Category	Hourly arrangement weekly: 38h. first 5 days of the week (Monday to Friday)	Hourly arrangement weekly: 38h. 5 days a week including Saturday
Yard worker	17.87	18.54
Assistant-workers	18.50	19.10

Skilled workers	19.10	19.86
Professional	19.74	20.48
Cutter-boner	17.53	18.14

SENIORITY (months) : 12

Category	Hourly arrangement weekly: 38h. first 5 days of the week (Monday to Friday)	Hourly arrangement weekly: 38h. 5 days a week including Saturday
Cutter-boner	18.04	18.69

SENIORITY (months) : 24

Category	Hourly arrangement weekly: 38h. first 5 days of the week (Monday to Friday)	Hourly arrangement weekly: 38h. 5 days a week including Saturday
Cutter-boner	18.59	19.30

SENIORITY (months) : 36

Category	Hourly arrangement weekly: 38h. first 5 days of the week (Monday to Friday)	Hourly arrangement weekly: 38h. 5 days a week including Saturday
Cutter-boner	19.28	19.91

The 6 months of service requirement shall be fulfilled on the day on which the sum of all periods of employment with the same employer over the last 2 years, whether interrupted or not, is at least 6 months.

Periods of employment" means the periods covered by:

- all employment contracts of any kind, even if their execution is suspended; and/or
- temporary employment contracts.

Remark: The parties agree that this six-month period may include interrupted or uninterrupted periods of employment with the same employer within a reference period of two years. As soon as this 6-month requirement is met, it shall remain in effect for all subsequent periods of employment with that employer.

CLA of 14 December 2023 (185 887) RD 12/09/2024- BOG 07/01/2025

This CLA shall take effect on 1 October 2023 and shall cease to be in force on 31 December 2024. Thereafter, it shall be tacitly extended for successive periods of one year.

2.1.6 Job Classification

2.1.6.1 TINNED MEAT, SAUSAGES, SALTED MEAT, SMOKED MEAT AND MEAT DERIVATIVES

CLA of 12 December 2017 (144 659)
(R.D 09/06/2020 - Belgian Official Gazette 17/06/2020)

Classification of workers employed in subsector tinned meat, sausages, salted meat, smoked meat and meat derivatives.

2.1.6.1.1 Scope of application

Article 1 §3. This CLA shall not apply if a CLA including an analytical job classification has been signed at company level.

2.1.6.1.2 Validity

Art.3. This CLA comes into effect on 1 January 2018 and is concluded for an indefinite period.

2.1.6.1.3 Annex:

Order by function number	Function title	T/V	Class ORBA@PRO
00.06.07	Technician automation	T	Class 8
00.06.09	Technician heat/cold	T	Class 8
00.06.02	Mechanic	T	Class 7
00.06.03	Production (line) technician	T	Class 7
00.06.04	Electrician	T	Class 7
00.06.05	Energy and fluid operator	T	Class 7
00.09.01	Production team manager	T	Class 7
00.09.02	Packaging team manager	T	Class 7
04.04.04	Production line operator	V	Class 7
00.05.03	Packaging operator (complex installation)		Class 6
00.06.06	Water Purification Plant Operator	T	Class 6
00.06.08	Welder, pipefitter, assembler	T	Class 6
00.08.03	Storekeeper Raw materials	T	Class 6
00.08.04	Storekeeper Packaging material	T	Class 6
00.08.05	Storekeeper Finished products	T	Class 6
04.04.02	Cooking and Smoking Operator	V	Class 6
04.04.03	Production operator	V	Class 6
04.05.01	Packaging line operator	V	Class 6
04.05.02	Slicer	V	Class 6
04.08.02	Meat receptionist	V	Class 6
00.05.02	Packaging operator	T	Class 5
00.06.01	Storekeeper Spare parts	T	Class 5
00.07.01	Production laboratory technician	T	Class 5

Order by function number	Function title	T/V	Class ORBA@PRO
00.07.02	Quality controller	T	Class 5
00.08.07	Driver	T	Class 5
00.09.03	Loading/unloading team manager	T	Class 5
04.04.01	Spice preparator	V	Class 5
04.04.05	Meat processor	V	Class 5
04.04.09	Brine operator	V	Class 5
04.04.11	Deboner	V	Class 5
04.04.12	Filler	V	Class 5
00.08.01	Forklift driver warehouses	T	Class 4
00.08.02	Forklift driver internal transport	T	Class 4
04.04.06	Meat trimmer	V	Class 4
04.04.08	Immersion operator	V	Class 4
04.04.10	Sharpener	V	Class 4
00.05.05	Palletiser (automated)	T	Class 3
00.08.06	Order picker	T	Class 3
04.04.07	Production support (manual)	V	Class 3
00.05.04	Palletiser (manual)	T	Class 2
00.07.03	Cleaner (floors, rooms, sanitary facilities)	T	Class 2
00.07.04	Cleaner of production machines	T	Class 2
04.04.13	Production worker (manual)*	V	Class 2
00.05.01	Packager (manual)	T	Class 1

2.1.6.2 GUTS FACTORIES (processing and treatment of rough and dry guts, calibrating and sticking included)

Decision of 18 May 1953
(R.D. 18/08/1953 - Belgian Official Gazette 12/09/1953)

Classification of male and female workers employed in the guts and fat melting factories and the establishment of their minimum wage

2.1.6.2.1 Classification of male and female blue collar workers

Article 1. The classification of the male and female blue collar workers employed in the guts factories is determined as follows:

Guts factories:

1. Skilled male or female workers: should by their experience in the trade be capable to carry out the different guts processing operations usually carried out in the company.
2. Specialized male and female worker: who do not possess the skills required of the skilled workers, are expected to be capable to perform certain proceedings of the trade.

3. Assistant male and female worker are expected to be capable to perform simple proceeding of the trade, such as: reversing, rinsing, soaking, pasting and salting the guts.

2.1.6.2.2 Date entry into force

Art. 4. The provisions in Articles 1 to 3 shall enter into force on 1 May 1953.

2.1.6.3 FAT MELTING

CLA of 10 December 2019 (157.736)
(R.D. 17/09/2020 - Belgian Official Gazette 22/10/2020)

Job classification of the blue collar workers employed in the fat melting enterprises

2.1.6.3.1 Classification

Art. 2. The classification of the male and female workers employed in the fat melting companies is determined as follows:

- Craftsmen: wages of their profession
- Skilled workers
  - workman responsible for a production chain;
  - workman responsible for a packaging chain;
  - workman responsible for a production section;
  - workman responsible for the warehouse, in charge of monitoring weight and / or quality of crude fats;
  - driver collector of crude fat, charged with monitoring the weight and / or quality of crude fats;
  - driver responsible for money transactions;
  - fat melter.
- Experienced workers
  - conductor of a lift-truck;
  - escort responsible for money transactions;
  - driver deliverer without money transactions;
  - packager, in charge of monitoring weight;
  - escort in charge of monitoring weight and / or quality of crude fats;
  - assistant fat melter.
- Untrained workers
  - the unmentioned functions

2.1.6.3.2 Entry into force

This CLA comes into effect on 10 December 2019 and is concluded for an indefinite period.

2.1.6.4 POULTRY SLAUGHTERHOUSES

CLA of 14 December 2021 (172.637)
(R.D. 07/11/2022 – B.O.G. 28/03/2023)

Pay and working conditions

2.1.6.4.1 Classification

Art. 2. The blue collar workers are subdivided into three categories:

Category I:

- Suspending after "chiller";
- Scruff cutting, detaching and cutting;
- Finishing plucking;
- Opening, cutting out the liver, depilation, stomachs and intestines cutting;
- Inserting the stomachs and packaging;
- Feeding the graders;
- Packaging;
- Sewing the boxes;
- Cutting + packaging;
- Fridge work (normal).

Category II:

- Suspending;
- Loading and unloading;
- Slaughtering
- Eviscerating;
- Pulling out the crops, and sucking out the lungs;
- Fridge work (deep freeze).

Category III:

- Collecting the chickens;
- Driver;
- Mechanic

2.1.6.4.2 Validity

It shall take effect on 1 January 2022 and shall cease to be in force on 31 December 2022. Thereafter, it shall be tacitly extended for successive periods of one year.

2.1.6.5 SLAUGHTERHOUSES AND WORKSHOPS FOR CUTTING MEAT

CLA of 27 May 1987 (19 109)
(R.D. 27/09/1988 - Belgian Official Gazette 25/11/1988)

Determining the classification of the workers in slaughterhouses and workshops for cutting meat governed by the Joint Labour Committee of the food industry

Art. 2. The workers are subdivided into five categories, as follows:

1. courtyard workman: blue collar worker who does in no Circumstances take part in the slaughter process (cleaning the courtyard, the samples, the buildings, the vehicles, etc.)

2. assistant worker

A. blue collar worker helping in the slaughtering process;
B. fridge worker;
C. worker charged with loading vehicles;

3. Skilled worker

A. worker able to perform the entire slaughtering process;
B. skinner
C. splitter - erector;
D. Supervisor

4 Craftsmen

A. cleaver;
B. truck driver;
C. foreman;

5. cutter boners (based on the Royal Decree of 09/02/1981)

A. worker cutting the fresh meat into pieces smaller than half carcasses of sheep, goats and pigs;
B. worker who removes the bones in whole or in part or fresh meat;

This CLA comes into effect on 1 June 1987 and is concluded for an indefinite period.

2.2 Bonuses/Allocations

2.2.1 Commun bonuses / allowances for all subsectors

2.2.1.1 Annual gross bonus

CLA of 15 September 2015 (130 431) (Royal Decree 10/07/2016– Belgian Official Gazette 28/07/2016)

Wage Programming 2015-2016 concluded in the joint bargaining committee 118 for the food industry

2.2.1.1.1 Company Negotiations

Art. 3. § 2. Subject to the conclusion of a collective labour agreement an envelope of 0.3% of the payroll shall be granted to be used with respect to the legal framework for the negotiations 2015 - 2016.

2.2.1.1.2 Gross Bonus

Art. 4. § 2. For the companies that have failed to apply Article 3, § 2 by 31 December 2015, an annual gross bonus of EUR 80 shall be granted, starting 1 January 2016.

2.2.1.1.3 Duration

Art.5. This CLA comes into effect on 1 January 2016 and is concluded for an indefinite period.

CLA of 13 June 2017 (140.181) (Royal Decree10/12/2017 – Belgian Official Gazette. 05/01/2018)

Wage programming 2017-2018

2.2.1.1.4 Gross premium

Art. 3. § 1. In the absence of a company agreement concluded in accordance with Article 4, § 3, a gross premium of EUR 55 will be granted for the first time from the reference period of January 1st to December 31st, 2017.

§ 2. This premium is added to the gross annual bonus of EUR 80 where it is already granted in accordance with the collective labour agreement of September 15th, 2015 relating to the 2015-2016 wage programming (130.431).

2.2.1.1.5 Duration

Art.6. §1 This CLA comes into effect on 1 January 2017 and is concluded for an indefinite period.

2.2.1.2 End-of-year bonus

CLA of 16 September 2025 (196124) (The universal applicability of the CLA is requested)

2.2.1.2.1 Right to an end-of-year bonus

Art. 2. The Parties agree to grant an end-of-year bonus to blue collar workers with at least 1 month of service in the company

Art. 3. § 1. The blue collar workers are entitled to an end-of-year-bonus at the rate of one twelfth per month of effectively performed services during the calendar year the end-of-year bonus is related to.

§ 2. Without prejudice to the application of Article 2, shall be assimilated to one month of effectively performed services:

- The month of recruitment, if the recruitment occurs between the 1st and the 15th of the month;
- The month of retirement, if retirement occurs after the 15th of the month.

§ 3. Contrary to paragraph 1 of this Article, the months of unemployment with company allowance give until 31 December of the current year the right to a payment of 20% of the remaining end-of-year bonus.

§ 4. Shall be assimilated for the purposes of this article with effectively performed services, the absences due to:

1. an industrial accident or occupational disease, giving rise to compensation. By industrial accident or occupational disease with partial temporary incapacity after a full temporary incapacity, the assimilation period is 12 months;
2. an accident or illness not referred to in the preceding paragraph. The assimilation period is 12 months;

   Joint commentary:

   The assimilation also applies to manual workers returning to work on a part-time basis as part of a gradual return to work with the agreement of the advising doctor after a period of total incapacity. The assimilation applies provided that the period of total incapacity and the gradual return to work on a part-time basis do not together exceed 12 months. The assimilation is limited to the first 12 months and is not prorated during this period.

   For example: 6 months of gradual return to work on a part-time basis is equivalent to an assimilated period of 6 months and not of 3 months.

3. maternity leave and any other statutory provision on maternity protection, breastfeeding breaks as provided for in the Collective Labour Agreement No. 80 of 27 November 2001 included.;
4. paternity leave provided for in the Labour Act of 16 March 1971 and the birth leave referred to in Article 30 § 2 of the Act of 3 July 1978 on employment contracts;
5. adoption leave;
6. Leave for foster care as specified in Article 30quater of the Act of 3 July 1978 on employment contracts;
7. Prophylactic leave;
8. brief absence;
9. fulfilling civic duties without pay;
10. performing a public office;
11. exercising the function of judge in social affairs;
12. fulfilling a trade-union mandate in compliance with the provisions of the collective labour agreement of 10 July 2009, concluded within the Joint Bargaining Committee for blue collar workers of the food industry on the Statute of the union representative;
13. of participation in days devoted to trade union training;
14. of participation in courses or study days devoted to social advancement, in courses or study days devoted to manual workers' education, including hours and/or days of paid educational leave and Flemish educational leave;

- participation in a strike or lockout in accordance with the conditions specified in Article 16 of the Royal Decree of 30 March 1967 laying down the general rules implementing the acts regarding annual leave of employees (Belgian Official Gazette of 6 April 1967);

15. 16 legal and conventional annual holidays;
16. public holidays and lieu days of public holidays;
17. days of temporary unemployment;
18. military obligations of the citizens of a country of the European Union.

2.2.1.2.2 Amount of the end-of-year bonus

Art. 4. § 1. The calculation of the amount of the end-of-year bonus will be performed as well on the basis of the fixed remuneration as on the variable remuneration and on the benefits in kind that are subject to social security deductions. Bonuses or allowances granted as consideration of actual costs are not taken into account.

§ 2. The amount of the fixed remuneration equals 4 and 1 / 3rd weeks of gross hourly wages of December of the calendar year in which the end-of-year bonus. will be paid.

§ 3. Contrary to the preceding paragraph and in order to take into account the influence of campaign activities, the Parties agree that the gross hourly wage, to be taken into account for the payment of the end-of-year bonus by the employers and the blue collar workers of the sugar factories shall be calculated as follows:

- The first part equals 3/4 of the hourly wage that was due on 1 September of the current year;
- The other part equals 1/4 of the average hourly wage of November of the current year (including shift bonuses).

§ 4. The amount of the variable remuneration equals the monthly average of the contractual bonuses received from January till November of the calendar year in which the end-of-year bonus will be paid. The term "variable pay" is defined as: the contractual bonuses that are directly linked to the services performed by the blue collar worker, on which deductions are made for social security and periodicity of payment does not exceed one month.

§ 5. Specific agreements within companies providing for equivalent or more favourable calculation methods shall remain applicable.

Art. 5. For each day of unauthorized absence, a certain percentage may be deducted from the amount of the end-of-year bonus determined by the Works' council, the union delegation or the work rules.

2.2.1.2.3 Loss of the right to the end-of-year bonus

Art. 6. § 1. Lose the right to an end-of-year bonus:

- The blue collar workers who voluntarily leave the company during the first year of service;
- The blue collar workers who are dismissed for an urgent reason.

§ 2. Are not regarded as voluntary departure by the blue collar worker:

- The departure of the worker following an action by the employer and which is equivalent to a termination of the employment contract;
- The termination of the contract due to force majeure as a consequence of an occupational disease or an industrial accident.

2.2.1.2.4 Payment of the end-of-year bonus

Art. 7. Unless other arrangements have been agreed upon within the company, the end-of-year bonus is paid:

- before 25 December of the current calendar year for workers employed on 1 December;
- for the other workers: at the moment they leave the company.

2.2.1.2.5 Validity

Art.8. §2 This CLA comes into effect on 1 January 2025 and is concluded for an indefinite period.

2.2.1.3 6th and 7th performed day

CLA of 16 November 2001 (60 862) (RD. 28/09/2003 - Belgian Official Gazette 13/11/2003)

Five Days Week

2.2.1.3.1 Principle of the five-day week

The timetables provided in the work rules divide, in principle, the maximum weekly working time over five days.

2.2.1.3.2 Exceptions

Art. 4. Without prejudice to the provisions of the Labour Act relating to Sunday rest and work on public holidays the timetables may differ from the principle set out in Article 3 provided that there is an economic need for it and that at least one of the following reasons can be invoked:

A. monitoring the company's premises;
B. cleaning, repairing and maintaining, in so far as these activities are required for the regular continuation of the company activities;

C. additional work outside of the production that is necessary for the regular resumption of the operations the next day;

D. shift work to carry out work that should not be interrupted except for the bridge teams as provided for in Article 7 of the collective labour agreement of 30 March 1988 on the introduction of new working arrangements in companies;

E. in case existing or pending collective labour agreement at company level regulate the derogation from the five-day week;

F. if the employer calls in volunteers, provided a six-weeks' notice period is given in advance. Voluntariness must be in writing;

G. if the employer calls in non-volunteers, after information of the works' council and / or the trade union delegation and provided a notice in advance of six weeks is given. In this case, the workers concerned may be employed up to six times per reference year for more than five days a week. The reference year is the calendar year or the 12 months period specified in the work rules or in a collective labour agreement for the compensatory rest for overtime or the application of the average working hours on a yearly basis.

Art. 5. Performances, outside the five days established in the work rules are possible provided an economic necessity can be invoked and as far as the procedures for commissioning overtime hours are respected and the employer commissions overtime hours because of:

a) work performed in order to cope with an occurred or imminent accident;

b) urgent work on machinery or equipment;

c) work required because of unforeseen circumstances as defined in the Article 26 of the Labour Act;

d) work to prevent damage to raw materials or products;

e) work to cope with an exceptional increase of work.

2.2.1.3.3 Bonus

Art. 6. § 1. The sixth and seventh performed day of the week entitle in principle to a bonus of 25% of the normal basic hourly wage, unless stipulated otherwise in existing or pending collective agreements concluded at company level. This bonus is not due either if it is integrated in a shift bonus or replaced by equivalent benefits.

§ 2. The sixth and seventh effectively performed day of a week, comprising a holiday or alternative holiday falling on a Monday, Tuesday, Wednesday, Thursday or Friday, entitle in principle to a bonus of 50% of the normal basic hourly wage, unless stipulated otherwise in existing or pending collective labour agreements concluded at company level. This bonus is not due if it is integrated in a team bonus or replaced by equivalent benefits in an enterprise agreement.

§ 3. The overtime allowance for overtime work performed on the sixth or seventh effectively performed day of the week is calculated on the normal basic hourly wage increased by the bonus determined in § 1 or 2.

§ 4. The worker remains entitled to the bonus provided for in this article when the performance of his employment contract is suspended during the first five working days of their working week.

2.2.1.3.4 Period of validity and transitional regime

Art.8. This CLA comes into effect on 1 January 2002 and is concluded for an indefinite period.

2.2.1.4 Coldbonus

CLA of 14 March 1991 (27 298) (RD. 18/09/1991 - Belgian Official Gazette. 31/10/1991)

Granting of a cold bonus

Art. 2. The male and female blue collar workers normally employed in refrigerator rooms or refrigerator trucks for transporting frozen products, are entitled to a wage supplement:

10% in refrigerator rooms or refrigerator trucks for frozen products (-18 ° C)

This allowance may possibly already have been conventionally arranged at the company level. (Egg. By means of a determination of the wages, scientific job classification).

Art.4. This CLA comes into effect on 1 January 1991 and is concluded for an indefinite period.

2.2.1.5 Overtime allowance

Collective Labour Agreement of 22 September 2017 (142 270)
(RD. 25/03/2018 – Belgian Official Gazette 17/04/2018)

Modernizing the working hours

Increasing the quota of overtime hours for which the worker may waive compensatory rest

Art. 3. § 1. This chapter regulates the procedures to be followed in order to raise the quota of overtime hours for which the worker may waive compensatory rest in accordance with Article 26bis, §2bis of the labour act of 16 March 1971, to 130 hours or 143 hours.

§ 3. The provisions of this Collective Labour Agreement shall not affect the agreements already existing at company level at the time of the entry into force of this JLA and the number of overtime hours for which the worker may waive compensatory rest to 130 or 143 hours

§ 4. In companies where, prior to the entry into force of this collective labour agreement already existed an agreement allowing the quota of overtime hours for which the worker may waive compensatory rest to be increased to 130 hours, these limits may be raised immediately to 143 hours in accordance with the procedure laid down in the articles 4 and 5.

In companies where, prior to the entry into force of this Collective Labour Agreement no such an agreement existed, the quota of overtime to which the worker may waive compensatory rest may be raised in an initial phase to 130 hours and in a second phase to 143 hours, if it is found that the increase to 130 hours does not meet the labour organizational needs of the company. The increase should be done in accordance with the procedure laid down in Articles 4 and 5.

Art. 4. § 1. If a trade union delegation exists in the company and within the limits of its competence, the increases set out in Article 3 are determined by a collective labour agreement in the sense of the Act of December 5, 1968 on the CLA and the joint committees, concluded with all the representative organizations represented in the trade union delegation.

§ 2. As of the filing of this collective labour agreement at the Registry of the Federal Public Service Employment Labour and Social Dialogue its provisions are automatically entered in the work rules to the extent that this entry is required pursuant to the provisions of Article 6 of the Act of April 8, 1965 establishing the work rules.

Art. 5. In the absence of a competent trade union delegation the increases determined in Article 3 shall be established by:

- A collective labour agreement in the sense of the Act of 5 December 1968 on the CLA and joint committees. As of the filing of this collective labour agreement at the registry of the Federal Public Service Employment Labour and Social Dialogue its provisions are

automatically entered in the work' rules to the extent that this introduction is required pursuant to the provisions of Article 6 of the Act of 8 April 1965 establishing the work rules. A copy of the Collective Labour Agreement shall be sent to the Joint Committee;

or

- Until 30 June 2017: by modifying the work rules in accordance with the procedure laid down in Article 5 § 3, 4 and 5 of above mentioned Royal Decree of 11 September 2013.

Joint comment

The social partners of the Joint Committee commit themselves to give judgment within two months of receipt of the file.

2.2.1.5.1 *Validity*

Art. 6. § 1. This collective labour agreement shall apply from 1 February 2017 and is made for an indefinite duration, with the exception of article 5, last indent, which will cease to be in force on 30 June 2017.

2.2.2 Bonuses which are different depending on the sub-sector

2.2.2.1 TINNED MEAT, SAUSAGES, SALTED MEAT, SMOKED MEAT AND MEAT DERIVATIVES

2.2.2.1.1 Shift work

CLA of 13 December 2023 (185 889) (R.D.16 /09/2024– B.O.G 22/10/2024)

2.2.2.1.1.1 Bonuses for shift work

Art. 10. The workers who work in shifts from 6 am to 14 pm or from 14 pm to 22 pm are entitled to a bonus equal to a wage allowance of 10%.

Except when otherwise provided for in the work rules, the working hours of the teams are as follows:

- For the morning shift, from 6 am to 2 pm;
- For the afternoon shift, from 2 pm to 10 pm.

2.2.2.1.1.2 Validity

Art.16§2.It shall take effect on 1 October 2023 and shall cease to be in force on 31 December 2024. Thereafter, it shall be tacitly extended for successive periods of one year.

2.2.2.1.2 Night work

CLA of 13 December 2023 (185.889) (R.D.16 /09/2024– B.O.G 22/10/2024)

2.2.2.1.2.1 Bonus for night work

Art. 8. Contrary to the provisions of the Labour Act of March 16, 1971 the work carried out between 10 pm and 6 am is considered as night work.

Art.9. Night work entitles to a wage allowance of 20%. This bonus must be paid together with the normal wage.

2.2.2.1.2.2 Validity

Art.16§2. It shall take effect on 1 October 2023 and shall cease to be in force on 31 December 2024. Thereafter, it shall be tacitly extended for successive periods of one year.

2.2.2.1.3 Work in refrigerated places

CLA of 13 December 2023 (185 889) (R.D.16 /09/2024– B.O.G 22/10/2024)

2.2.2.1.3.1 Bonus for work in refrigerated places

Art. 11. The workers occupied in refrigerated places are entitled, only for the hours spent there, to a wage allowance of:

- - 5% when the temperature is below + 5 ° C;
- - 10% when the temperature is below - 18 degrees C.

with a minimum of:

- EUR 0.83 (from 1 October 2023).
- EUR 0.85 (from 1 January 2023)

2.2.2.1.3.2 Validity

Art.16§2. It shall take effect on 1 October 2023 and shall cease to be in force on 31 December 2024. Thereafter, it shall be tacitly extended for successive periods of one year.

2.2.2.1.4 Exercise bonus

CLA of 13 December 2023 (185 889) (R.D.16 /09/2024– B.O.G 22/10/2024)

Art. 6. § 1. The blue-collar worker who, by order of the employer, temporarily and functionally performs a function superior to his/her own function remains in his/her own salary class.

§ 2. The blue-collar worker receives an exercise bonus when the exercise of the function lasted a whole day of work. In this case, the exercise bonus is due for the entire duration of this exercise. This bonus is equal to the difference between the hourly wage of their own salary class and the hourly wage of the upper salary class for a seniority that the worker acquires in this higher class according to Article 4.

§ 3. The exercise bonus is not granted to the blue-collar worker for whom the possible temporary exercise of a function has already been taken into account when his/her function was classified.

2.2.2.1.4.1 Validity

Art.16§2. It shall take effect on 1 October 2023 and shall cease to be in force on 31 December 2024. Thereafter, it shall be tacitly extended for successive periods of one year.

2.2.2.2 GUTS FACTORIES (processing and treatment of rough and dry guts, calibrating and sticking included)

2.2.2.2.1 Shift work

CLA of 13 December 2023 (185 590) (R.D. 20/09/2024 – B.O.G.22/10/2024)

2.2.2.2.1.1 Bonuses for shift work

Art. 9.§1: As of October 1st, 2023, the minimum amounts of sectoral shift bonuses are set as follows:

- 0.60 EUR shall be paid for work performed in the morning shift;
- 0.68 EUR shall be paid for work performed in the afternoon shift.

§2: As of January 1st, 2023, the minimum amounts of sectoral shift bonuses are set as follows:

- 0.61 EUR shall be paid for work performed in the morning shift;

- 0.69 EUR shall be paid for work performed in the afternoon shift.

Except when otherwise provided for in the work rules, the working hours of the teams are as follows:

- For the morning shift, from 6 am to 2 pm;
- For the afternoon shift, from 2 pm to 10 pm.

§ 4. Both the night work bonus (2.2.2.2.2.) and the shift work bonuses referred to in this article are linked to the evolution of the smoothed health index from October 1st, 2023, in accordance with the CLA of July 20th, 2011, concluded within the Joint Committee for the Food Industry, linking wages to the consumer price index (106104/CO/118 – RD 21/01/2013, BOG 19/03/2013).

2.2.2.2.1.2 Validity

Art.10§2. It shall take effect on 1 October 2023 and shall cease to be in force on 31 December 2024. Thereafter, it shall be tacitly extended for successive periods of one year.

2.2.2.2.2 Night work

CLA of 13 December 2023 (185 590) (R.D. 20/09/2024 – B.O.G.22/10/2024)

2.2.2.2.2.1 Bonuses for night work

Art. 7. The night includes a period of 8 hours, unless it is otherwise provided for in the work' rules, ranging from 10 pm to 6 am.

Art. 8. Night work entitles to an hourly allowance of 10%, with a minimum of :

- 2.36 EUR per hour from 1 October 2023
- 2.40 EUR per hour from 1 January 2024

2.2.2.2.2.2 Validity

Art.10§2. It shall take effect on 1 October 2023 and shall cease to be in force on 31 December 2024. Thereafter, it shall be tacitly extended for successive periods of one year.

2.2.2.3 FAT MELTING

2.2.2.3.1 Shift work

Collective Labour Agreement of 13 December 2023 (185 891) (RD 20/09/2024 – BOG 23/10/2024)

2.2.2.3.1.1 Bonuses for shift work

Art.9. A minimum hourly allowance of 10%:is granted provided the work is carried out

- In the morning shift;
- In the afternoon shift.

Except when specified otherwise in the works' rules, the working hours of the teams are as follows:

- For the morning shift, from 6 am to 2 pm;
- For the afternoon shift, from 2 pm to 10 pm.

These bonuses cannot be combined with the bonus for night work .

2.2.2.3.1.2 Validity

Art.10§1.It shall take effect on 1 October 2023 and shall cease to be in force on 31 December 2024. Thereafter, it shall be tacitly extended for successive periods of one year.

2.2.2.3.2 Night work

Collective Labour Agreement of 13 December 2023 (185 891) (RD 20/09/2024 – BOG 23/10/2024)

2.2.2.3.2.1 Bonuses for night work

Art. 7. Notwithstanding the provisions of the Labour Act of March 16, 1971, the work carried out between 10 pm and 6 am is considered as night work.

Art. 8. Night work entitles to a wage allowance of 20%

2.2.2.3.2.2 Validity

Art.10§1. It shall take effect on 1 October 2023 and shall cease to be in force on 31 December 2024. Thereafter, it shall be tacitly extended for successive periods of one year.

2.2.2.4 POULTRY SLAUGHTERHOUSES

2.2.2.4.1 Shift work

CLA of 13 December 2023 (185 888) (RD. 12/09/2024 – Belgian Official Gazette 07/01/2025)

2.2.2.4.1.1 Shift work

Art. 10. A minimum bonus is awarded to an hourly allowance of 10% provided the work is carried out:

- In the morning shift, in so far as it is sequential and alternating;
- In the afternoon shift.

A minimum bonus is awarded to an hourly allowance for work carried out in the morning team provided it is not sequential and alternating.

0.60 EUR per hour from 01/10/2023 ;

0.61 EUR per hour from 01/01/2024

Except when the works' rules provide otherwise, the working hours of the teams are as follows:

- For the morning shift, from 6 am to 2 pm;
- For the afternoon shift, from 2 pm to 10 pm.

These bonuses cannot be combined with the bonus for night work provided for in Article 9.

2.2.2.4.1.2 Validity

Art.13§2. It shall take effect on 1 October 2023 and shall cease to be in force on 31 December 2024. Thereafter, it shall be tacitly extended for successive periods of one year.

2.2.2.4.2 Night work

CLA of 13 December 2023 (185 888) (RD. 12/09/2024 – Belgian Official Gazette 07/01/2025)

Art. 8. The night includes a period of 8 hours, unless otherwise provided for in the works' rules, ranging from 10 pm to 6 am.

Art.9. Night work entitles to an hourly allowance of 20%.

2.2.2.4.2.1 Validity

Art.14. It shall take effect on 1 October 2023 and shall cease to be in force on 31 December 2024. Thereafter, it shall be tacitly extended for successive periods of one year.

2.2.2.4.3 Coldbonus

CLA of 13 December 2023 (185 888) (RD. 12/09/2023 – Belgian Official Gazette 07/01/2025)

2.2.2.4.3.1 Coldbonus

Art. 11. Workers who are usually occupied in refrigerated rooms or trucks, are entitled to an allowance of:

- 5% if the temperature in the rooms or trucks is lower than 5 °;
- 10% in refrigerated rooms or vehicles for frozen products.

2.2.2.4.3.2 Validity

Art.13§2.It shall take effect on 1 October 2023 and shall cease to be in force on 31 December 2024. Thereafter, it shall be tacitly extended for successive periods of one year.

2.2.2.5 SLAUGHTERHOUSES AND WORKSHOPS FOR CUTTING MEAT

2.2.2.5.1 Shift work

CLA of 13 December 2023 (185 887) (RD. 12/09/2023 – Belgian Official Gazette 07/01/2025)

2.2.2.5.1.1 Shift work

Art. 9. § 2. As of January 1st, 2024, the minimum amounts of sectoral shift bonuses are set as follows::

- 0.61 EUR shall be paid for work performed in the morning shift;
- 0.69 EUR shall be paid for work performed in the afternoon shift.

§3. Except when the works' rules provide otherwise, the working hours of the teams are as follows:

- For the morning shift, from 6 am to 2 pm;
- For the afternoon shift, from 2 pm to 10 pm.

These bonuses cannot be combined with the bonus for night work provided for by Article 8.

§ 4. Both the night work bonus (2.2.2.5.2.) and the shift work bonuses referred to in this article are linked to the evolution of the smoothed health index from October 1st, 2023, in accordance with the CLA of July 20th, 2011, concluded within the Joint Committee for the Food Industry, linking wages to the consumer price index (registration number 106104/CO/118 - Royal Decree 21/01/2013, Belgian Official Gazette 19/03/2013).

2.2.2.5.1.2 Validity

Art.11§2. It shall take effect on 1 October 2023 and shall cease to be in force on 31 December 2024. Thereafter, it shall be tacitly extended for successive periods of one year.

2.2.2.5.2 Night work

CLA of 13 December 2023 (185 887) (RD. 12/09/2023 – Belgian Official Gazette 07/01/2025)

2.2.2.5.2.1 Night work

Art. 7. The night includes a period of 8 hours, unless otherwise provided for in the works' rules, ranging from 10 pm to 6 am.

Art. 8. Night work entitles to an hourly allowance of 10% with a minimum of :

- 2.40 EUR per hour from 1 January 2024

2.2.2.5.2.2 Validity

Art.11§2. It shall take effect on 1 October 2023 and shall cease to be in force on 31 December 2024. Thereafter, it shall be tacitly extended for successive periods of one year

2.2.2.5.3 Work in refrigerated places

CLA of 13 December 2023 (185 887)
(RD. 12/09/2023 – Belgian Official Gazette 07/01/2025)

2.2.2.5.3.1 Work in refrigerated places

Art. 10. The workers who are usually occupied in refrigerated rooms or trucks are entitled to an allowance of:

- 5% if the temperature in the rooms or trucks is lower than 5 degrees Celsius;
- 10% in refrigerated rooms or vehicles for frozen products.

2.2.2.5.3.2 Validity

Art.11§2. It shall take effect on 1 October 2023 and shall cease to be in force on 31 December 2024. Thereafter, it shall be tacitly extended for successive periods of one year.

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 Travel expenses

CLA of 16 December 2025 (191179) (The declaration of general binding applicability has been requested.)

Employers' intervention in the travel expenses

3.1.1 Employer's intervention

Art. 2 The employer's intervention in the travel expenses of manual workers is fixed as follows:

3.1.1.1 Transport by rail (Société nationale des chemins de fer belges):

The employer's intervention in the price of the ticket used is calculated on the basis of the SNCB's train card fares. The intervention amounts to 80% on average of the price of the train card.

Annex 1 contains the amounts applicable from 1st February 2026.

Each year, this scale will be automatically adjusted in proportion to the increase in rail fares.

3.1.1.2 Public transport other than railways:

In the case of public transport other than railways, the employer's intervention in the price of subscriptions for journeys, shall be determined in accordance with the arrangements set out below:

- when the transport price is proportional to the distance, the employer's intervention in the price of the ticket used is calculated on the basis of the SNCB's train card fares. The intervention amounts to 80% on average of the price of the train card. This scale is set out in appendix 1 of this collective labour agreement;
- where the price is fixed, irrespective of the distance, the employer's intervention is determined on a fixed basis and amounts to 80% of the price actually paid by the worker, without however exceeding the amount of the employer's contribution for a distance of 7 kilometres (cf. scale in Appendix 1).

Each year, this scale will be automatically adjusted in proportion to the increase in rail fares.

3.1.1.3 Travel by bicycle:

The workers who completely or partially travel by bicycle will receive a bicycle allowance of 0.31 EUR per kilometre travelled (round trip, between home and work) for the full distance from 1st February 2026.

There are three types of "bicycles":

- The cycle:

  Any vehicle with two or more wheels,

  - which is operated by muscular force, (by means of pedals or handles);
  - or which is equipped with an electrically assisted motor of up to 250 W offering no support from 25 km/h (or less if the rider stops pedalling).

- The motorized cycle:

  Any vehicle with two, three or four wheels with pedals,

  - which is equipped with an auxiliary electric propulsion mode whose primary purpose is to assist pedalling and whose power supply is interrupted when the vehicle reaches a maximum speed of 25 km/h, excluding the cycles referred to above.
  - The maximum continuous rated power of the electric motor is 1 kW

- The speed pedelec:

  Any two-wheeled vehicle with pedals (with the exception of the motorized cycles) :

  - which is equipped with an electric auxiliary propulsion mode whose primary purpose is to assist pedalling and whose power supply is interrupted when the vehicle reaches a maximum speed of 45 km/h.
  - The maximum continuous rated power of the electric motor is 4 kW.

Joint comment :

With a view to the fiscal and parafiscal exemption of this allowance, the employer shall take the necessary measures to be able to establish with certainty the number of journeys actually made by bicycle and the amount of the bicycle allowance, exempt from social security contributions and taxes.

The allowance provided for in this article 2 c) is indeed a bicycle allowance and not a moped allowance. It also does not apply to the persons who go to work on foot.

3.1.1.4 Other means of transport:

The employer's intervention shall be calculated on the basis of the scale set out in Appendix 2 of this collective labour agreement for the period from 1st February 2026, provided that the distance by the shortest route between the point of departure and the point of arrival is at least 1 kilometre.

Each year, this scale will be automatically adjusted in proportion to the increase in rail fares. As a result of this adjustment, the amount of the employer's intervention each year is 85% on average of the price of the train card for the same distance.

3.1.2 Timing of reimbursement

Art. 3. Reimbursement of the transport costs referred to in this collective labour agreement shall be made at least once a month.

Art. 4. Without prejudice to the provisions of this collective labour agreement, the more favourable conditions for transport and reimbursement of transport costs at company level shall be maintained.

Art. 5. The practical arrangements for the implementation of this collective labour agreement shall be determined at company level.

3.1.3 Duration of validity

Art. 6. It takes effect on 1 February 2026 and is concluded for an indefinite period.

3.1.4 Annex 1: from 1st February 2026 - Public transport

KM	Railflex	Per week	Per month	Per 3 months	Per year
1	-	9,44	-	-	-
2	-	10,4	-	-	-
1 - 3	13	11,44	38	106,5	381
4	14,2	12,4	41,6	116	414
5	15,3	13,44	44,8	125,5	448
6	16,2	14,32	48	133,5	477
7	17,2	15,2	50,4	141,5	506
8	18,2	16	53,6	149,5	534
9	19,2	16,88	56	157,5	563
10	20	17,76	59,2	165,5	591
11	21,2	18,64	62,4	173,5	620
12	22	19,44	64,8	181,5	649
13	23,2	20,4	68	189,5	678
14	24	21,2	70,4	197,5	706
15	25,2	22	73,6	206	734
16	26	22,8	76	214	763
17	27,2	23,6	79,2	222	792
18	28	24,8	82,4	230	821
19	28,8	25,6	84,8	238	850
20	30	26,4	88	246	878
21	30,8	27,2	90,4	254	906

KM	Railflex	Per week	Per month	Per 3 months	Per year
22	32	28	93,6	262	935
23	32,8	28,8	96	270	964
24	34	29,6	99,2	278	993
25	34,8	30,8	102,5	286	1022
26	36	31,6	105	294	1050
27	36,8	32,4	108	302	1078
28	37,6	33,2	110,5	310	1107
29	38,8	34	113,5	318	1136
30	39,6	34,8	117	326	1165
31 - 33	41,6	36,4	121	339	1211
34 - 36	44	38,4	128	359	1282
37 - 39	46,4	40,8	135	378	1352
40 - 42	48,8	42,4	142,5	398	1422
43 - 45	51,2	44,8	149,5	418	1493
46 - 48	53,6	47,2	156	438	1563
49 - 51	56	48,8	163	458	1634
52 - 54	57,6	50,4	168	471	1683
55 - 57	59,2	52	173,5	486	1734
58 - 60	60,8	53,6	178,5	499	1783
61 - 65	63,2	55,2	185	518	1850
66 - 70	65,6	58,4	193,5	542	1934
71 - 75	68,8	60,8	202	565	2018
76 - 80	72	63,2	210	588	2101
81 - 85	74,4	65,6	218	611	2184
86 - 90	77,6	68	226	635	2268
91 - 95	80	70,4	235	658	2351
96 - 100	83,2	72,8	243	682	2434
101 - 105	85,6	75,2	252	705	2518
106 - 110	88,8	78,4	260	729	2602
111 - 115	91,2	80,8	269	752	2685
116 - 120	94,4	83,2	277	775	2769
121 - 125	-	85,6	-	-	-
126 - 130	-	88	-	-	-
131 - 135	-	90,4	-	-	-
136 - 140	-	92,8	-	-	-
141 - 145	-	95,2	-	-	-
146 - 150	-	98,4	-	-	-
151 - 155	-	100,8	-	-	-
156 - 160	-	103,2	-	-	-

KM	Railflex	Per week	Per month	Per 3 months	Per year
161 - 165	-	105,6	-	-	-
166 - 170	-	108	-	-	-
171 - 175	-	110,4	-	-	-
176 - 180	-	112,8	-	-	-
181 - 185	-	116	-	-	-
186 - 190	-	118,4	-	-	-
191 - 195	-	120,8	-	-	-
196 - 200	-	123,2	-	-	-

3.1.5 Annex 2 : from 1st February 2026 - Personal transport

KM	Railflex	Per week	Per month	Per 3 months	Per year
1	-	10,03	33,15	93,5	333,2
2	-	11,05	36,98	103,7	368,9
1-3	13	12,16	40,38	113,05	404,6
4	14,2	13,18	44,2	123,25	440,3
5	15,3	14,28	47,6	133,45	476
6	16,2	15,22	51	141,95	506,6
7	17,2	16,15	53,55	150,45	537,2
8	18,2	17	56,95	158,95	567,8
9	19,2	17,94	59,5	167,45	598,4
10	20	18,87	62,9	175,95	628,15
11	21,2	19,81	66,3	184,45	658,75
12	22	20,66	68,85	192,95	689,35
13	23,2	21,68	72,25	201,45	719,95
14	24	22,53	74,8	209,95	750,55
15	25,2	23,38	78,2	218,45	780,3
16	26	24,23	80,75	226,95	810,9
17	27,2	25,08	84,15	235,45	841,5
18	28	26,35	87,55	243,95	872,1
19	28,8	27,2	90,1	252,45	902,7
20	30	28,05	93,5	260,95	932,45
21	30,8	28,9	96,05	269,45	963,05
22	32	29,75	99,45	277,95	993,65
23	32,8	30,6	102	286,45	1024,25
24	34	31,45	105,4	294,95	1054,85
25	34,8	32,73	108,8	303,45	1085,45
26	36	33,58	111,35	311,95	1115,2
27	36,8	34,43	114,75	320,45	1145,8

KM	Railflex	Per week	Per month	Per 3 months	Per year
28	37,6	35,28	117,3	329,8	1176,4
29	38,8	36,13	120,7	338,3	1207
30	39,6	36,98	124,1	346,8	1237,6
31 - 33	41,6	38,68	128,35	360,4	1286,9
34 - 36	44	40,8	136	381,65	1361,7
37 - 39	46,4	43,35	143,65	402,05	1436,5
40 - 42	48,8	45,05	151,3	423,3	1511,3
43 - 45	51,2	47,6	158,95	443,7	1586,1
46 - 48	53,6	50,15	165,75	464,95	1660,9
49 - 51	56	51,85	173,4	486,2	1735,7
52 - 54	57,6	53,55	178,5	500,65	1788,4
55 - 57	59,2	55,25	184,45	515,95	1841,95
58 - 60	60,8	56,95	189,55	530,4	1894,65
61 - 65	63,2	58,65	196,35	550,8	1966,05
66 - 70	65,6	62,05	205,7	575,45	2054,45
71 - 75	68,8	64,6	214,2	600,1	2143,7
76 - 80	72	67,15	223,55	624,75	2232,1
81 - 85	74,4	69,7	232,05	649,4	2320,5
86 - 90	77,6	72,25	240,55	674,9	2409,75
91 - 95	80	74,8	249,9	699,55	2498,15
96 - 100	83,2	77,35	258,4	724,2	2586,55
101 - 105	85,6	79,9	267,75	748,85	2675,8
106 - 110	88,8	83,3	276,25	774,35	2764,2
111 - 115	91,2	85,85	285,6	799	2852,6
116 - 120	94,4	88,4	294,1	823,65	2941,85
121 - 125	-	90,95	302,6	848,3	3030,25
126 - 130	-	93,5	311,95	872,95	3118,65
131 - 135	-	96,05	320,45	898,45	3207,9
136 - 140	-	98,6	329,8	923,1	3296,3
141 - 145	-	101,15	338,3	947,75	3384,7
146 - 150	-	104,55	347,65	972,4	3473,95
151 - 155	-	107,1	356,15	997,05	3562,35
156 - 160	-	109,65	365,5	1022,55	3650,75
161 - 165	-	112,2	374	1047,2	3740
166 - 170	-	114,75	382,5	1071,85	3828,4
171 - 175	-	117,3	391,85	1096,5	3916,8
176 - 180	-	119,85	400,35	1122	4006,05
181 - 185	-	123,25	409,7	1146,65	4094,45
186 - 190	-	125,8	418,2	1171,3	4182,85
191 - 195	-	128,35	427,55	1195,95	4272,1

KM	Railflex	Per week	Per month	Per 3 months	Per year
196 - 200	-	130,9	436,05	1220,6	4360,5

4 Working hours

4.1 Working hours

Average actual weekly working hours over the whole year: 38 h.

CLA of 30 March 1988 (20 608) – RD 16/01/1989 - BOG 02/02/1989, modified by CLA of 30 April 1999 (51 282)
CLA of 30 March 1988 comes into effect on 1 June 1987 for an indefinite period.
CLA of 30 April 1999 comes into effect on 1 January 1999 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