FEDERAL PUBLIC SERVICE
Employment, Labour and
Social Dialogue

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Joint Committee for the cleaning enterprises (JC 121)

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.

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1 Scope of application

(0) R. D. 09.02.1971 Belgian Official Gazette 19.03.1971
(1) R. D. 06.07.1983 Belgian Official Gazette 06.08.1983
(2) R. D. 30.12.1985 Belgian Official Gazette 24.01.1986
(3) R. D. 07.05.2007 Belgian Official Gazette 31.05.2007

This file applies to enterprises governed by the Joint Committee for the cleaning enterprises for work performed in Belgium.

Institution and amendments

Article 1, §1, paragraph 5 The joint committee is responsible for the workers whose occupation is mostly of a manual nature and for their employers, in other words, enterprises whose activities consist mainly or with a clearly distinct group of workers in cleaning activities on behalf of third parties.

“Cleaning activities” shall refer to: any activity which purpose is to make things clean, which does not imply any adjustment work and/or parts replacement (except dry technical filters (cloth) and/or grid), neither repairing, control and adjustment works, nor assembly and disassembly, except for the activities which, during the preparation or the post-treatment, are necessary in order to clean the machines, devices or installations, or to restart these after cleaning, and provided that the time used for preparation and post-treatment is minor compared to the work time dedicated to the cleaning.

For example, the following activities are considered as cleaning activities:

1. The internal or external cleaning of movable and immovable goods or installations;
2. The cleaning of rolling stock;
3. Chimney sweeping;
4. The removal of graffiti.

The enterprises which mainly perform one of the activities listed below also fall within the scope of the Joint committee for cleaning:

1. Disinfection of movable and immovable goods;
2. Extermination of rats and other pests;
3. Running of swimming pools, except hotel, restaurant or café ancillary activities and the operating of bathrooms, showers or toilets;
4. Activities concerning the functional making, tidying or optimization of the working environment in enterprises, schools, hospitals, public bodies and similar establishments, except when the aforementioned activities are performed within the context of a move;
5. Activities concerning the functional making or the tidying of rooms or public areas in hotels, restaurants and similar establishments, except when the aforementioned activities are performed within the context of a move;
6. Running of waste incineration plants;
7. Running of container yards accessible to individuals, except the transport of containers;
8. Running of landfill sites, except the transport of containers.

Also fall within the scope of the Joint committee for cleaning: enterprises performing mainly or with a clearly distinct group of workers door-to-door collection, including taking back, loading and transportation to the discharge point, of waste in bulk or in a container, sorted out or not, such as

household waste, bulky waste, paper, cardboard, plastic and metallic waste, beverage cartons, organic waste and others.

"Door-to-door collection" shall refer to a collection activity carried out with a certain frequency determined by a timetable set by the State, a parastatal institution, a province, an intermunicipal structure, a town or a municipality, thus not at the request of individuals or enterprises.

The collection of containers other than the aforementioned ones is not within the remit of the Joint committee for cleaning.

The Joint committee for cleaning is not responsible for the activities pertaining to the scope of the Joint committee for textile care, the Joint committee for metal, mechanical and electrical constructions, the Joint committee for garage enterprises, the Joint committee for the chemical industry, the Joint committee for construction, the Joint committee for transports, the Joint committee for enterprises recovering recycled raw materials and the Joint committee for the audiovisual sector.

2 Remuneration

2.1 Minimum hourly wages

Art. 2 - The minimum hourly wages for male and female manual workers are set as follows for a 37-hour working week.

Category	Minimum wage in € (01.07.2026)
1.A.	17,1660
1.B.	17,7010
1.C.	17,8690
1.D.	18,2305
2.A.	18,2775
2.B.	18,8010
2.C.	19,0140
2.D.	18,8010
2.E.	18,9890
2.F.	17,4920
3.A.	19,5145
3.B.	19,3775
3.C.	20,5325
3.D.	21,0555
3.E.	21,7190
4.A and 7.A	19,3775
4.B and 7.B	19,8545
4.C and 7.C	20,1875
4.D and 7.D	20,5235
5	Skilled workers shall be subject to the scheme adopted by the joint committee competent for the sector of activity to which their profession belongs, with a minimum wage corresponding to Category 1.A.
6	18,6565
8	18,8680
8.A	20,0980
8.B	20,4630
8.B1	20,4630
8.B2	21,0290

Category	Minimum wage in € (01.07.2026)
8.B3	21,5435
8.B4	22,1215
8.C	22,9920
8.D and 8.E	Starting pay scale: the wage for category 8.A
8.F	Starting pay scale: the wage for Category 8.B2
9	In accordance with company agreement
10.A	20,1470
10.B	20,7250
10.C	21,3950
10.D	22,8710
10.E	22,9625
10.F	23,6290

2.1.1 Job classification and seniority

CLA of 11 June 2009 (94 699). (R.D. 19/04/2010- B.O.G. 06/07/2010)
modified by CLA of 7 December 2012 (112 617) (R.D. 17/07/2013- B.O.G. 11/09/2013)
modified by CLA of 28 January 2014 (120 653) (R.D. 10/04/2015- B.O.G. 20/05/2015)
modified by CLA of 20 June 2017 (140 558) (R.D. 31/01/2018- B.O.G .22/02/2018)
modified by CLA of 25 October 2019 (155 559) (R.D. 06/03/2020- B.O.G .13/05/2020)
modified by CLA of 28 September 2020 (161.891) (R.D. 21/03/2021 – B.O.G 03/05/2021)
modified by CLA of 28 June 2023 (181 172) R.D. 21/11/2023 – B.O.G 07/12/2023)
modified by CLA of 12 November 2024 (190 713) (R.D. 07/01/2025 -B.O.G. 21/01/2025)
modified by CLA of 4 February 2025 (192 006) (The universal applicability of the CLA is requested)

Category 1A is most recently amended from 1 October 2019
Category 1B is most recently amended from 1 July 2024
Categories 2B and 3C are amended from 1 January 2014
Category 2E is amended from 1 July 2024
Category 4 is amended from 1 October 2019
Category 8 is most recently amended from 1 January 2025
Category 8A is amended from 1 October 2020
Categories 8D and 8E are added from 1 July 2017
Category 8F is added from 1 October 2020
Categories 8B,8D, 8E et 8F are amended from 1 July 2023)

Scope of application

Article 1. The CLA is also applicable for cleaning activities paid by means of service vouchers.

Classification

Art. 2. The job classification is as follows:

2.1.1.1 Category 1

2.1.1.1.1 Category 1.A

Ordinary cleaning: Staff responsible for cleaning offices, laboratories, schools, shops, private residences, theatres, administrative offices (including waiting rooms, registration desks and corridors forming part of these administrative areas) of general, specialised and psychiatric hospitals and psychiatric nursing homes, etc.

Staff responsible for the cleaning of non-medical institutions for care of the elderly: houses, service flats, housing complexes with services, rest homes - (Katz scale I O and A), day centres, night centres.

Staff responsible for cleaning the body of electronic office equipment. (internal cleaning of these devices belongs to the category 5)

Staff responsible for doing the dishes;

Staff responsible for the cleaning of canteens in schools;

Staff responsible for the cleaning of kitchens which are only occasionally used for cooking or where only pre-cooked food is heated;

Staff responsible for cleaning the parking lots:

Staff responsible for the removal and the triage of waste originating of sites from regular cleaning.

The operators of the scrub-vacuum cleaners belong to the category of 1.A regular cleaning. though the job may possibly lead to a category other than the category 1.A.

2.1.1.1.2 Category 1.B

Staff responsible for the cleaning of workshops. production halls and damp. naturally dusty. greasy and oily premises. Staff on workstations that consist mainly of cleaning sanitary facilities.

Under 'mainly' is to be understood: more than 50% of the totality of the working time on the workstation. In that case. the whole of the working time on the workstation will be paid in category 1.B.

Staff responsible for shampooing the carpets. with the exception of the dry methods. crystallization. stripping of floors (removal of protective layers). and cleaning the ceilings.

Staff responsible for cleaning of general, specialised and psychiatric hospitals, psychiatric nursing homes and animal clinics, except for the administrative-offices as described above in category 1.A.

Staff responsible for the cleaning of medical institutions for care of the elderly:

- rest and nursing homes (RVT) (with permanent care – Katz scale B and C),
- acute care,
- according to the type of beds: geriatrics and V beds.

Cleaning of laboratories that have particular characteristics, differing from teaching or office environments, falls under 1.B. By way of example. come under 1.B: research laboratories for AIDS. biological laboratories presenting risks of infection. as opposed to language labs and social law labs that fall under 1.A.

The appointees in container parks are part of the category 1B.

Staff responsible for cleaning detention centres for illegal immigrants and of centres for the homeless. Staff responsible for cleaning petrol pumps. Staff responsible for cleaning kitchens actually used for cooking; Staff responsible for cleaning test animal cages; Staff responsible for removing graffiti. Staff responsible for the manual cleaning and assembly of medical kits as part of the supply of sterilized equipment to hospitals.

2.1.1.1.3 Category 1.C

Staff responsible for cleaning the Underground. the pre-metro. as well as depots and dependent installations. with the exception of the administrative offices.

The following rules apply to special work in the Underground:

- -Cleaning of septic pits: category 1C + premium for unhealthy work;
- -Cleaning of false ceilings: category 3B;
- -Cleaning of metal coverings: category 3B if the working height amounts to over two meters and use must be made of ladders. scaffolding. etc.;
- -Cleaning windows (including tinted glass. glass walls and glass doors): Category 4;
- -Night work performed during power cuts (for example. from 1 to 4 hours). These activities are paid in category 1C plus night premium at a fixed rate of 7.4 hours per performance. The foregoing does not mean that workers should not be charged with other tasks at the same site in order to complement their performances up to 7.4 hours;
- - Emergency interventions and overtime hours:

Outside the framework of scheduled and planned regular works, there are two kinds of overtime hours:

  - - between 6 a.m. and 10 p.m., the hours are paid according to the terms of the CLA;
  - - between 10 p.m. and 6 a.m., the same rules apply.

In addition, a lump-sum start premium of EUR 14.95, linked to the health index (like the salaries), is granted. Removal of waste on the tracks of the pre-metro is paid in the category 3.B.

Staff responsible for cleaning car body assembly halls and car body workshops. when the cleaning is not done during the production hours in the car factory. except for administrative offices and staff rooms.

2.1.1.1.4 Category 1.D

Staff responsible for the cleaning of car body assembly halls and car body workshops (see 1C above). when the cleaning is done during the production hours in the car factory.

2.1.1.2 Category 2

2.1.1.2.1 2.A - Semi-heavy effort cleaning work:

Staff cleaning premises of which, because of the nature of the work, the tools, the equipment and the machinery used. a body effort is required which exceeds the efforts in the classes 1.A. 1.B. 1.C and 1.D. Hereto can be made use of so-called semi-heavy equipment. such as pressure washers with an output of more than 3 kW and which produce a pressure of over 150 bar. without producing industrial high pressure (+ 10 kW and + 250 bar).

Complies. by way of example. to the combination of the factors listed in the first section: the internal cleaning of industrial hoods. ovens and freezers.

The work in slaughterhouses and in the meat processing industry. as it is carried out in slaughterhouses and meat cutting halls. as well as in boning and guts processing zones. etc. where the staff uses pressure washers and works in a very damp atmosphere. with adapted protective clothing. falls under the category 2.A.

Staff responsible for the evacuation and clearing of debris after a disaster. the protection of installations and machinery and the draining of run-off water after a fire or a flood.

2.1.1.2.2 Category 2.B –

Cleaning of railway wagons. carriages of the Underground and the pre-metro. buses and airplanes. Staff cleaning railway wagons. carriages of the Underground and the pre-metro. buses and airplanes

2.1.1.2.3 Category 2.C –

Same work as that of category 2B. but carried out outside and on the exterior of the wagons. buses and airplanes.

2.1.1.2.4 Category 2.D –

Staff responsible for degreasing. cleaning and disinfecting new vehicles.

2.1.1.2.5 Category 2.E –

Staff responsible for decontamination

Cleaning staff in the hot or nuclear zone of nuclear power stations

2.1.1.2.6 Category 2.F

- Staff responsible for the cleaning of IBC containers and drums in PE

2.1.1.3 Category 3

2.1.1.3.1 Category 3.A

Collector responsible for the door to door collecting of household and selective waste. such as paper. cardboard. organic waste. PMD (plastic. metal. beverage containers). large garbage. etc. as well as staff responsible for emptying and cleaning sewers. septic tanks and reservoirs. besides the persons mentioned under 3.C. 3. D and 3.E.

2.1.1.3.2 Category 3B

Personnel for semi-heavy effort cleaning work. that may require heavy effort before cleaning. Their equipment may optionally include ramps, hoists, scaffolding.

This is the case for example in blast-furnaces, ferrous metal rolling mills, foundries, some halls in heavy industry, etc.

This applies of course only for the machine halls of this type of industries and not for the other facilities, such as offices, sanitary and social institutions, etc.

2.1.1.3.3 Category 3.C

Conducting vehicles for the door to door collection of household and selective waste such as paper. cardboard. organic waste. PMD (plastic. metal. beverage). bulky items. etc.

Driver-collector responsible for the door to door collection of household and selective waste such as paper, cardboard. organic waste, PMD, bulky items. etc.

Staff entrusted with the cleaning of public streets and squares with the aid of a vehicle.

Staff responsible for the insertion and removal of mobile sanitary facilities. These persons are entitled to the premium for unhealthy work provided for in Article 8 of the collective agreement on wages. wage supplements and bonuses.

2.1.1.3.4 Category 3.D

Driver-mechanic. male or female, of vehicles collecting solid or liquid waste and / or transporting it: the driver-mechanic is able to perform the maintenance and repairs of the chassis cab. car mechanics. as well as all compaction systems. all building systems for drainage, loading. unloading. including the pumping and piping systems.

2.1.1.3.5 Category 3.E

Driving a bull-compactor to garbage dumps. with 4 wheels with barbs (machine type TRASH MASTER).

2.1.1.4 Category 4 Skilled window cleaning

Staff trained in cleaning windowpanes. domes. windows. curtain walls. lighting fixtures. walls. ceilings. etc.

The qualification is obtained after a training period. This indoor and outdoor work requires the frequent use of an equipment comprising ladders of all sorts. bridges and ramps with their components. etc. The window cleaning for which a height worker is required belongs to category 4.D

2.1.1.5 Category 5 Craftsmen:

The craftsmen are governed by the Joint Committees responsible for the activity sectors competent for their professions. or where appropriate. the company minima. with a minimum wage of the category 1.A.

The following guarantees are granted to the drivers exclusively employed to convey staff:

- a) a minimum salary of 1.A + 0.25 EUR;
- b) the more favourable conditions as of 30 April 1991 are maintained.

The operators of Clarks. of hydraulic platforms or of bobcats fall under the category 5.

2.1.1.6 Category 6

Staff employed in "Car Wash" enterprises falls under the Joint Committee on the Cleaning and Disinfection Enterprises.

2.1.1.7 Category 7 Chimney sweeps

7.A. 0 months seniority in the profession of window cleaner

7.B. 9 months seniority in the profession of window cleaner

7.C. 17 months seniority in the profession of window cleaner

7.D. 25 months seniority in the profession of window cleaner

2.1.1.8 Category 8

Industrial cleaning: maintenance. cleaning and handling in shipping. industry and the environment

Description of the work

Cleaning. maintenance and treatment of reservoirs. pipes. sewers. drains. separators. roads. tunnels. vehicles. ships. industrial installations and buildings.

Equipment

For the above mentioned work heavy industrial equipment is used. except for preparatory and / or accessory activities.

Training

To perform the activities described above in category 8. passing the basic safety training VCA. within the deadline set by the VCA standard. as well as the customer-organized safety induction test for access to the site. are minimum requirements.

Workers in training can be added to the required staff and are supervised by the operator. However, they are not authorised to operate equipment such as pumps, high-pressure systems, etc. autonomously.

Categories of workers (male and female)

Industrial cleaning as described above may and can only be performed by staff governed by category 8.

Description of the categories:

2.1.1.8.1 Assistants without vocational training in industrial cleaning

Under vocational training in industrial cleaning is to be understood: high pressure sprayer or pressure vacuum operator or safety unit operator or chemical cleaner.

At the earliest after six, and at the latest after 12 months of seniority, the workers are automatically promoted from category 8 to category 8.A.

This means that a labourer with 6 months seniority in category 8, who has successfully completed one of the training courses mentioned in the first paragraph, is promoted from category 8 to category 8.A.

2.1.1.8.2 Category 8.A Assistant

: An assistant in industrial cleaning is not a 2nd or 1st operator; he does not drive the heavy equipment; he does not drive or operate the machines. On occasion he works with spray or suction heads set by someone else. He assists in all of the operations before. during. and after the industrial cleaning. However. the workers of category 8A will have the opportunity to have their acquired competence and training valorised by the management in order to ascend to category 8.B depending on the opportunities in the company.

This negotiation will possibly be conducted via the union delegation and in its absence. via the regional union secretaries responsible for the said activity branch.

At the latest after 12 months seniority, in category 8.A workers will be automatically promoted from category 8.A to category 8.B.

2.1.1.8.3 Category 8.B Second operator

8.B 2nd operator without a driver’s license C. He is not a 1st operator; he does not drive heavy equipment; he does not drive the machines. On occasion he operates the machines. He assists in all actions before. during and after industrial cleaning.

The employer shall provide the necessary facilities to the worker of category 8.B who want to obtain a driver's license C. The companies undertake to negotiate a procedure at company level. The procedure includes an objective assessment, the skills required and minimum seniority.

8.B1: Has a driver’s licence C. Is obliged to operate the rolling equipment.

8.B2: Has 6 months seniority in category 8.B1.

Seniority in the same company guarantees a move from 8.B1 to 8.B2.

8.B3: Has 6 months seniority in category 8.B2.

Seniority in the same company guarantees a move from 8.B2 to 8.B3.

8.B4: Has 6 months seniority in category 8.B3.

Seniority in the same company guarantees a move from 8.B3 to 8.B4.

2.1.1.8.4 8.C Assistant 1st operator

Is in possession of a valid driver's licence for vehicles C and E. with ADR certificate. He has an effective minimum experience of three years in an 8.B4 function.

Each operator 8.B4 will receive training at his request so as to enable him to perform his work in an autonomous manner and / or thoroughly. He therefore requires a general knowledge on the different cleaning techniques. and he must have successfully completed both the specialized technical and security courses.

Obtaining the various required driver's licenses is part of the training.

The labour contracts and their attachments shall specify the categories to which the workers belong.

The requirements stated in the description of the category 8.C are minimum requirements and they form a whole.

The workers who have exercised the 8.B4 function for five years and have successfully achieved the specialized courses both in the technical and the safety areas are automatically promoted from the category 8.B4 to category 8.C.

2.1.1.8.5 8.D Warehouse operator

Staff responsible for warehouse management. stock control and management. as well as for the acceptation. distribution. administration and first-line maintenance of goods. equipment and material.

The starting scale is 8.A. Progression to 8.B after 12 months. After 2 years in category 8.B, change to 8.B2. After 2 years in category 8.B, change to 8.B3. After 2 years in category 8.B3, change to 8.B4.

This means that this function will not automatically reach 8.C

2.1.1.8.6 8.E Garage staff

Staff responsible for the maintenance. repair. construction and troubleshooting of material and equipment to be used for industrial cleaning tasks (cars. trucks. bicycles. dumpers. diggers/loaders. construction material. high-pressure units. combi and vacuum trucks. tankers. pumps. breathable air units…).

The starting scale is 8.A. Progression to 8.B after 12 months. After 2 years in category 8.B, change to 8.B2. After 2 years in category 8.B, change to 8.B3. After 2 years in category 8.B3, change to 8.B4.

This means that this function will not automatically reach 8.C

2.1.1.8.7 Category 8.F Controller

A controller is in possession of a valid training certificate and is authorized to issue inspection certificates and is responsible for inspecting materials, masks, vacuum suction equipment, high-pressure equipment and technical equipment for chemical cleaning.

The starting scale is 8.B2. Progression to 8.B3 after 5 years. After 2 years in category 8.B3, change to 8.B4. This means that this function will not automatically reach 8.C.

2.1.1.9 Category 9

Waste incinerators

2.1.1.9.1 9.A Assistants:

Workers who perform simple tasks that do not require any professional knowledge.

- Staff for cleaning the premises of the factory and its equipment (unloading hall. boiler hall. slag hall. administrative offices. etc.).
- Assisting the technicians of the maintenance team.
- Painting the appliances and tubes.
- Excavation work.

2.1.1.9.2 9.B Non-specialized worker

Worker who is capable. after a short training period. to perform simple and repetitive work.

- Operating mechanical devices such as brushes. transport devices for heavy objects.
- Operating the scissor mechanism.
- Operating vehicles inside the plant.
- Assisting the technicians of the maintenance team.
- Maintenance of the environment of the plant: roads. lawns. etc.
- Operating household waste unloading bridges (roller bridges) without their maintenance.

2.1.1.9.3 9.C Specialized worker

Worker who. after a long training period. efficiently exercises part of the profession as well as the tasks requiring specific knowledge and skills.

- Assistant mechanic and assistant electrician: competent to assist the skilled technicians in their maintenance tasks of the electromechanical installations of the factory. following the guidelines of the entrepreneur or his representatives.
- Worker responsible for the supervision. management and maintenance of the water treatment station. under the supervision of the entrepreneur or his representatives.
- Operating various appliances.
- Operating the household waste unloading bridges (roller bridges) and the simple mechanical maintenance.
- Worker executing monitoring and control rounds.

2.1.1.9.4 9.D Skilled worker

Worker who is capable. under the supervision of the entrepreneur or his representatives. to enter the profession with efficiency and who is able to execute activities requiring initiative and skill.

- Worker in charge of the maintenance of the electromechanical installations of the factory.
- Maintenance of the electrical installations of the factory.
- Worker responsible for the repair activities in the workshop; able to manufacture or to reproduce parts using machine tools and to carry out welding work.

2.1.1.9.5 9.E Highly skilled worker

Worker who is able. on the basis of general guidelines and instructions from plans. specifications or any other professional document. to carry out his activities in an autonomous manner with initiative. skill and efficiency.

The worker must be able to provide guidelines and monitor the work carried out by the workers of the above categories.

- Skilled worker in engineering and automation in charge of maintenance and supervision of the electromechanical installations of the plant. as well as the control and automation circuits.
- Worker who is able to identify all types of electrical circuits and to repair and modify any installation.

2.1.1.10 Category 10

Landfills

2.1.1.10.1 10.A Assistant:

Worker performing simple tasks that do not require any professional knowledge.

- Staff for cleaning the premises. sites and their equipment (degassing station for electric valorisation. water treatment plant. technical rooms. other administrative offices. etc.).
- Assisting the technicians in the management and maintenance work.
- Operating the material for the reconstruction of sites and for the covering-up of waste.
- Assisting the operators in the field of cleaning and maintenance of the yard equipment.
- Maintenance of the neighbourhood (roads. lawns. etc.).

2.1.1.10.2 10.B Specialized assistant:

Worker who is capable. after a training period of appropriate length. to execute simple and repetitive activities:

- The tasks described under 10.a.
- Driving machines for moving materials or waste. such as a tractor with bucket or tank. articulated truck. loader on wheels and loader on tracks.
- Driving light compaction machines (<18 tons).
- First level maintenance of the above-mentioned machines.
- Assisting the technicians in operating the technical equipment.

2.1.1.10.3 10.C Specialized worker:

Worker who. after a long training period. efficiently exercises the profession as well as jobs that require specific knowledge and skills:

- Assistant electro-mechanic. assistant mechanic or assistant electrician capable to assist the skilled technicians in their maintenance tasks of the electromechanical installations of the sites. according to the guidelines of the entrepreneur or his representatives.
- Assistant electro-mechanic. assistant mechanic or assistant electrician capable to assist the skilled technicians in their tasks of driving and maintaining the technical equipment of the sites. according to the guidelines of the entrepreneur or his delegates.

- Worker performing the monitoring and the supervision and inspection rounds.

10.D Operator of appliances:

Worker who. after a long training period. efficiency practices the profession as well as tasks that require specific knowledge and skills:

- Driving waste compaction machines.
- Driving machinery for terrain reconstruction in slopes or in piles (hydraulic excavator)
- Driving all other machines operated on the site.
- Cleaning and maintenance of all the machines operated on the site.
- Assisting the maintenance technicians for all machines operated on the site.
- Operating the material for reconstructing the sites and covering-up of the waste.

10.E Skilled worker:

Worker who is capable. following the instructions of the entrepreneur or his representatives. to efficiently enter the profession and who is competent to carry out work which requires initiative and skill:

- Technician responsible for the maintenance of the electromechanical equipment on the sites.
- Technician in charge of operating and maintaining the technical equipment on the sites.
- Technician in charge of monitoring and of the supervision and inspection rounds.

2.1.1.10.4 10.F Highly skilled worker

Worker who is capable. on the basis of general guidelines and instructions from plans. specifications or any other professional document. to carry out the work in an autonomous manner with initiative. skill and efficiency. He must be able to give guidance and to monitor the work carried out by the workers of the above-mentioned categories.

- Skilled worker in control of engineering and automation.in charge of the maintenance and supervision of the electromechanical installations of the landfills. as well as of the control and automation circuits.
- Blue collar worker who is able to identify and to repair all types of electrical circuits.

2.1.1.11 Duration of the agreement

Art.3. This CLA comes into effect on 1 July 2009 and is concluded for an indefinite period.

2.2 Bonuses/Allocations

2.2.1 Compensation for sleeping hours

CLA of 5 March 2007 (82 424) (R.D. 12/07/2007 – B.O.G 06/08/2007)

2.2.1.1 Scope

Article 1. This collective labour agreement shall apply to the employers and workers, belonging to categories 8 of the function classification of companies belonging to the Joint Committee for Cleaning, S.M.E. and others.

This collective labour agreement also applies to employed workers, under open-ended contract or a contract for a definite period, for work carried out in Belgium, regardless of the country of establishment of the employer.

2.2.1.2 Sleeping hours

Art. 3. Taking into account the legislation on mandatory rest periods provided for in Article 38ter of the Labour Act of 16 March 1971. it happens that the workers cannot be employed. 5 days per week. For example. a worker works at night from Monday to Thursday. For the Friday the employer has only on day performance to offer which. however. cannot be performed because of the rest periods that have to be observed.

The missed hours. due to the change between day and night work schedules are called "sleeping hours" and compensated by multiplying the gross 100 % hourly wage of the worker by the normal number of hours he missed and should. according to his individual standard schedule. have performed that day.

These sleeping hours are reimbursed only if the employer cannot offer 5 days continuity of employment. To assess the worked shifts. the hours are allocated to the day on which the shift begins. If. due to a change between day and night schedule and because of the rest to be observed by the worker. this latter cannot start work in the new shift. sleeping hours shall have to be paid.

Sleeping hours are not eligible for the calculation of overtime. Only the actual performances should be taken into consideration in order to determine whether the daily or weekly limit was exceeded. The hours during which no work was performed. do not open the right to overtime pay.

Art. 4. In no event shall the above systems of day compensation and sleeping hours constitute a precedent for other categories of workers.

2.2.1.3 Final provisions

Art. 5. This CLA comes into effect on 1 March 2007 and is concluded for an indefinite period.

2.2.2 Bridging Hours and Overtime

CLA of 11 June 2009 (94700) (R.D.28/04/2010 – B.O.G. 23/07/2010)

amended by the CLA of 30 June 2011 (105861) (R.D. 05/03/2012 – B.O.G. 05/11/2012)

amended by the CLA of 20 June 2017 (140557) (R.D. 31/01/2018 – B.O.G. 22/02/2018)

Art.15 of CLA 94700 is amended by CLA 105861

Art.5. of CLA 94700 is amended by CLA 140557

2.2.2.1 Working hours

Art. 2. The maximum weekly working time limit (Article 19 of the Labour Code of 16 March 1971. as amended by the Act of July 20. 1978). amounts to 37 hours a week. without taking into account the extra days of leave granted.

Taking into account the extra days of leave provided for in Article 16 of this CLA. granted in order to reach. for a full-time worker an effective average number of working hours of 36.50 hours per week. a factor S of 36.50 hours shall be indicated on the social documents for the NEO.

The performance of overtime is limited to the cases permitted by law. At company level. organizational measures shall be taken to limit the performance of overtime in order to boost employment.

The employer shall file an individualized quarterly report on the overtime worked. This report is submitted to the Works' Council or. in the absence of the Union Delegation or in the absence thereof to the regional Trade Union secretaries.

Art. 3.The working time limits laid down in Articles 19 and 20 of the Labour Act of 16 March 1971. or a lower limit fixed by collective agreement. may be exceeded. provided that the working week. calculated over a period of a quarter. does not exceed the average working time established by law or collective agreement.

2.2.2.2 Calculation of overtime

2.2.2.2.1 A. General system

Art. 4. Taking into account the facilities of the employers have to spread the 481 hour work schedule over thirteen consecutive weeks. and without prejudice to the wage allowances that are provided for in the CLA wages. the wage allowances and the bonuses (i.e. for work on Sundays, night work , etc.). the overtime hours shall be calculated on the hours that exceed the normal working week of 37 hours as well as the hours in excess of the normal quarterly duration of 481 hours.

Art. 5 The wages of the hours exceeding the 37 hours per week. shall receive an additional 50%.

The wages of the hours exceeding 481 hours per thirteen consecutive weeks. shall receive an additional 50%. However. the same hour shall not result in a double increase.

Art. 6 The value of the overtime is divided into two parts: 100% = the hourly wage. plus the supplement of 50% (e.g. 150 = 100 + 50). The supplement of 50% shall be paid to the workers. together with the wages of the period during which the overtime was performed.

The value of 100% of overtime nevertheless entitles to compensatory rest. which shall be converted in paid leave. This compensatory leave is taken per usual working day. within 4 weeks after the performance. except where the work rules specify otherwise. The compensatory leave will be paid in the period in which it is taken.

The payment of the allowance can be converted in extra compensatory rest To do so. the worker shall make his choice beforehand and in writing. This decision is considered final and will be applied to any future performance of overtime.

Art.7. For the workers of the category 9. a similar system derogating from the general system and from the application of Article 6 of the CLA of 12 May 2003 on the wages. wage allowances and bonuses relating to work performed on Sundays or on public holidays. may be set:

The application of this derogation is subject to the conclusion of a CLA which shall be signed by the regional leaders of the Trade Union Organizations of the place the company's seat is established.

2.2.2.2.2 Bridging Hours for the waste processing activity

The general scheme for the calculation of overtime. included in the above Articles 4. 5 and 6 applies.

Art. 8. The current system only applies to companies employing staff in the categories 3.A - 3.C - 3.D.

Art. 9. In accordance with the provisions of the Royal Decree of 17 March 2009 on the working hours of the workers of the Joint Bargaining Committee 121. published in the Belgian Official Gazette of 16 April 2009. for the establishment of working hours. the idle time for loading and unloading of vehicles is not considered as time during which the staff is at the disposal of the employer.

This provided idle waiting time is called bridging time.

Art. 10. The number of bridge hours per person shall not exceed 200 per calendar year. Any derogations from the limit of 200 hours may be negotiated at company level by the Trade Union delegation and the competent regional Trade Union Secretaries or. in the absence of a Trade Union delegation. by the competent regional Trade Union Secretaries of organizations represented in the Joint Bargaining Committee 121. This number of hours shall not exceed the maximum limit of 500 hours per calendar year.

Art. 11. The bridging hours are paid at the same hourly rate as the driving time. the collection and the disposal of waste.

2.2.2.2.3 Flexibility

Art. 13. The weekly working hours of 37 hours or in the case of individual employment contracts established by collective agreement shall be observed as an average over a quarterly period.

In principle. the average working hours shall be observed over a period of two consecutive weeks. If this proofs to be difficult, other organizational rules may be negotiated upon at company level.

2.2.2.2.4 Variability Margin

Art. 15. The credit established by Article 3 of the Royal Decree of 25 June 1990 assimilating the performances of some part-time blue collar workers with overtime. published in the Belgian Official Gazette of 30 June 1990. is raised to 37 hours per month. The hours performed on top of the work schedules, which are laid down in employment contracts, shall be entrusted to volunteers.

Further, the parties shall observe the CLA of the National Labour Council No. 35 of 27 February 1981 on certain provisions of the labour act regarding part-time work. This provision shall remain in force as long as the Royal Decree of 25 June 1990 referred to or any royal decree. extending the legal effect of Article 3 unaltered. remains valid.

The social partners recall: If the anticipated schedule in the course of one quarter is exceeded at least one hour per week on average. The following provisions apply.

The worker concerned. at his request. is entitled:

A. To a review of his employment contract. without however exceeding the normal number of working hours established by law or by CLAs;

B. To a compensatory rest. provided that the length of the extra hours preformed during the quarter reaches on average 20% of the agreed upon schedule.

That compensatory rest shall be granted within the thirteen weeks following the quarter.

The procedures for granting the compensatory rest shall be fixed by agreement between the employer and the worker concerned. In the absence of such an agreement. a compensatory rest of minimum 1 driving hour shall be allocated per week; that compensatory rest shall not exceed 20% of the weekly working time laid down in the employment contract.

The calculation of the average of the extra hours performed during the holiday periods shall be operated by assimilating it to the work performed during the other months of the quarterly average. so as to avoid that the holiday period would affect the calculation of the average. Under "quarter" is to be understood the quarter taken into account for the calculation of the social security contributions

2.2.2.2.5 Tourist centres

Art. 18. In tourist centres where it is difficult to record fixed work schedules in the employment contracts. these latter shall mention the following:

A. the number of working hours per period (maximum one quarter the employer guarantees per worker);

B. the working hours are variable;

C. the continuous performance per day is situated between a minimum of 3 and a maximum of 9 hours.

In principle, the workers are compensated per hour worked. Derogations to this principle may be negotiated and obtained on company level, for instance a lump-sum payment. These derogations shall be negotiated with the Union Delegation or. in the absence of a delegation the representatives of the Trade Union Organizations. represented in the Joint Bargaining Committee for the Cleaning Enterprises. They are laid down in a CLA concluded on company level. which bears the signature of the competent Regional Trade Union secretaries. These CLAs shall be submitted in bundles to the advice of the Joint Committee 121 during a meeting held monthly. Then they shall be registered at the Registry of the Directorate-general of the Collective Labour Relations and submitted to the approval of the Minister of Work.

Any infringement of the requested derogation in the application of the minimum amounts shall be deemed to have been committed on the day of refusal of approval of the CLA by the Minister of Labour.

2.2.2.3 Duration of the agreement

Art.33. This CLA comes into effect on 1 July 2009 and is concluded for an indefinite period.

2.2.3 Work performed between 10.00 pm and 6.00 am

CLA of 5 February 2026 (199470) (Request for generally binding status submitted.)

Art. 3 - Any work performed between 10.00 pm and 6.00 am shall give rise to the payment of a premium in addition to the normal wage for the same work performed during the day.

The amount of this premium is, for all categories, equal to €3.0490 per hour (01.01.2026) and is linked to the health index in the same way as wages.

Furthermore, any night work performed between 10.00 pm and 6.00 am and lasting at least 6 hours, which is preceded or followed by 2 hours' work, shall give rise to the payment of the night-work premium for those two hours.

2.2.3.1 Duration of the agreement

Art. 22 - This collective labour agreement shall enter into force on 1 January 2026 and shall cease to have effect on 30 June 2027, with the exception of Article 1, which shall enter into force on 1 January 2024.

2.2.4 Work performed on a Sunday or public holiday

CLA of 5 February 2026 (199470) (Request for generally binding status submitted.)

Art. 4 - Any work performed on a Sunday or public holiday shall give rise to the payment of a premium of 100 per cent of the normal wage for the same work performed on a weekday.

2.2.4.1 Duration of the agreement

Art. 22 - This collective labour agreement shall enter into force on 1 January 2026 and shall cease to have effect on 30 June 2027, with the exception of Article 1, which shall enter into force on 1 January 2024.

2.2.5 Work performed on a Saturday

CLA of 5 February 2026 (199470) (Request for generally binding status submitted.)

Art. 5 - Any work performed on a Saturday shall give rise to the payment of a premium of 25 per cent of the normal wage.

This premium shall not apply to overtime hours remunerated at an increased rate pursuant to the collective labour agreement – working time – overtime – organisation of work.

2.2.5.1 Duration of the agreement

Art. 22 - This collective labour agreement shall enter into force on 1 January 2026 and shall cease to have effect on 30 June 2027, with the exception of Article 1, which shall enter into force on 1 January 2024.

2.2.6 Unsanitary work premium

CLA of 5 February 2026 (199470) (Request for generally binding status submitted.)

Art. 7 - An unsanitary work premium of €0.6375 per hour (01.01.2026), linked to the health index in the same way as wages, shall be paid to workers assigned, among others, to the following tasks, with the exception of those in Category 8:

1. collection of household waste (bulky or otherwise), emptying and cleaning of sewers, septic tanks and reservoirs (Cat. 3.A);
2. cleaning of the interior surfaces of industrial furnaces (Cat. 3.B);
3. loading and unloading of mobile sanitary installations (Cat. 3.C);
4. compaction work at waste disposal sites (Cat. 3.E);
5. clearing of attics and basements (all categories);
6. cleaning work in workshops where workers are exposed to the inhalation of lead-containing dust, vapours, fumes or mists (all categories);
7. cleaning work in spray-painting booths where workers are exposed to the inhalation of paint particles containing solvents, chromates or lead;
8. sorting and processing of small quantities of medical waste and toxic waste.

The unsanitary work premium may not be combined with the mask-wearing premium referred to in Article 9 below.

2.2.6.1 Duration of the agreement

Art. 22 - This collective labour agreement shall enter into force on 1 January 2026 and shall cease to have effect on 30 June 2027, with the exception of Article 1, which shall enter into force on 1 January 2024.

2.2.7 Mask-wearing premium

CLA of 5 February 2026 (199470) (Request for generally binding status submitted.)

Art. 8 - Where cleaning work requires the use of a full-face mask and/or a half-face respirator, whether of the compressed-air or filter-cartridge type, as may be the case when cleaning spray-painting booths,

and where such equipment is actually worn, a mask-wearing premium of €1.9575 per hour (01.01.2026), linked to the health index in the same way as wages, shall be payable.

No premium shall be payable for wearing a face shield or a small dust mask.

2.2.7.1 Duration of the agreement

Art. 22 - This collective labour agreement shall enter into force on 1 January 2026 and shall cease to have effect on 30 June 2027, with the exception of Article 1, which shall enter into force on 1 January 2024.

2.2.8 Nuclear premium

CLA of 5 February 2026 (199470) (Request for generally binding status submitted.)

Art. 9 - Male and female manual workers required to work in so-called 'hot' or 'controlled' areas in a nuclear environment shall receive, in addition to their normal wage, a nuclear premium of €1.0290 per hour (01.01.2026), linked to the health index in the same way as wages.

2.2.8.1 Duration of the agreement

Art. 22 - This collective labour agreement shall enter into force on 1 January 2026 and shall cease to have effect on 30 June 2027, with the exception of Article 1, which shall enter into force on 1 January 2024.

2.2.9 Work in successive alternating shifts

CLA of 5 February 2026 (199470) (Request for generally binding status submitted.)

Art. 10 - Male and female manual workers required to work successive alternating shifts shall be entitled to a shift premium of €1.0575 per hour (01.01.2026), linked to the health index in the same way as wages.

The shift premium shall also apply to overlapping shifts, for example:

Week 1

- Team A starts at 6.00 am and finishes at 2.00 pm
- Team B starts at 12.00 pm and finishes at 6.00 pm

Week 2

- Team B starts at 6.00 am and finishes at 2.00 pm
- Team A starts at 12.00 pm and finishes at 6.00 pm

Art. 11 – In order to compensate for the flexibility demonstrated by skilled workers in Category 8 of the job classification, the shift premium for successive alternating shifts referred to in Article 10 of this collective labour agreement has been incorporated into the hourly wage.

To this end, on 1 March 2007, the wages actually paid as at 28 February 2007 shall be increased by the value of the shift premium applicable on that date (the shift premium has been set at €0.6865 per hour since 1 January 2007).

The incorporation of the shift premium was granted subject to the suspensive condition of the publication of the Royal Decree determining working time, namely the Royal Decree of 7 March 2007 concerning the working time of workers employed in industrial cleaning by companies falling within

the jurisdiction of the Joint committee for cleaning and disinfection companies (JC 121), published in the Belgian Official Gazette on 19 March 2007.

As a result of the incorporation of the shift premium into the wage, any company-level schemes relating to shift premiums were abolished.

The incorporation of the shift premium into the wage, as provided for above, shall not, under any circumstances, constitute a precedent for other categories.

2.2.9.1 Duration of the agreement

Art. 22 - This collective labour agreement shall enter into force on 1 January 2026 and shall cease to have effect on 30 June 2027, with the exception of Article 1, which shall enter into force on 1 January 2024.

2.2.10 Meal allowance

CLA of 5 February 2026 (199470) (Request for generally binding status submitted.)

Art. 12 - After 10 hours of work in a single day, excluding meal breaks, a flat-rate allowance of up to €16.8505 (01.01.2026), linked to the health index in the same way as wages, shall be payable for a light meal; this allowance shall be paid upon presentation of a receipt proving the expenditure.

For drivers classified in Categories 8.B1 to 8.C of the job classification, the driving hour corresponding to the 120 km shall be regarded as working time and must therefore be taken into account when calculating the 10 hours of work after which the meal allowance becomes payable.

2.2.10.1 Duration of the agreement

Art. 22 - This collective labour agreement shall enter into force on 1 January 2026 and shall cease to have effect on 30 June 2027, with the exception of Article 1, which shall enter into force on 1 January 2024.

2.2.11 Flat-rate ARAB/RGPT allowance

CLA of 5 February 2026 (199470) (Request for generally binding status submitted.)

Art. 13 - As from 1 July 2009, an ARAB/RGPT allowance shall be granted. For each day worked, workers shall receive a net ARAB/RGPT allowance of €0.55. On an annual basis, the total amount of this allowance shall be capped at €125.

This measure shall not apply to manual workers in Category 8 who are entitled to the daily allowance. The daily allowances of 24.65% and 73.87% shall be increased by €0.55.

By way of exception, certain manual workers perform their work on the company's own premises (for example, workers employed in incineration facilities). These workers shall also receive a net allowance of €0.55 per day worked, up to a maximum of €125 per year. This allowance may be granted either in the form of eco-vouchers or through other official means to be negotiated at company level.

For the purposes of this Article, the following shall also be regarded as days worked:

- training days;
- trade union training days;
- days spent on trade union duties.

As from 1 January 2012, the ARAB/RGPT allowance granted per day worked shall be increased to €0.80 net.

As from 1 January 2014, the ARAB/RGPT allowance granted per day worked shall be increased to €0.83 net.

Art. 13bis – As from 1 January 2016, the ARAB/RGPT allowance granted per day worked shall be increased to €1.63 net. This measure shall not apply to workers in Category 8 who are entitled to the daily allowance. For these workers, the daily allowance shall be increased by €0.80.

Art. 13ter - Workers classified in Categories 8 to 8.C of the job classification who only travel short distances shall be entitled to a net ARAB/RGPT allowance of €0.80 per day for days involving travel of less than 10 km, or to a similar benefit negotiated at company level.

Workers classified in Categories 8.D and 8.E of the job classification shall be entitled to meal vouchers granted per day worked:

- for the year 2017, with a value of €3.52 (employer contribution: €2.43; worker contribution: €1.09);
- from 2018 onwards, with a value of €2.72 (employer contribution: €1.63; worker contribution: €1.09).

2.2.11.1 Duration of the agreement

Art. 22 - This collective labour agreement shall enter into force on 1 January 2026 and shall cease to have effect on 30 June 2027, with the exception of Article 1, which shall enter into force on 1 January 2024.

2.2.12 Premiums and allowances for Category 9

CLA of 5 February 2026 (199470) (Request for generally binding status submitted.)

Art. 14 - Category 9: premiums and wage supplements: in accordance with company agreement.

2.2.12.1 Duration of the agreement

Art. 22 - This collective labour agreement shall enter into force on 1 January 2026 and shall cease to have effect on 30 June 2027, with the exception of Article 1, which shall enter into force on 1 January 2024.

2.2.13 Premiums and allowances for Category 8

CLA of 5 February 2026 (199470) (Request for generally binding status submitted.)

2.2.13.1 On-call premium

Weekend work shall be reserved exclusively for tasks of an extremely urgent nature.

If a manual worker agrees to be on call during a weekend, bridge day or public holiday, as evidenced by the provision of a pager or by a written agreement, the following premiums shall be payable:

- for a weekend: €81.7675 (01.01.2026);
- for a public holiday, bridge day or rest day falling on a weekday: €40.8835 (01.01.2026).

On-call workers must respond within 15 minutes in the event of a missed call; failing this, they shall forfeit their on-call premium.

In this context, the weekend shall be deemed to begin on Friday at 6.00 p.m. and to end on Monday at 6.00 a.m. With regard to travel, the system for calculating travel time shall apply as on weekdays (24-hour scheme). These premiums are linked to the health index in the same way as wages.

2.2.13.2 Duration of the agreement

Art. 22 - This collective labour agreement shall enter into force on 1 January 2026 and shall cease to have effect on 30 June 2027, with the exception of Article 1, which shall enter into force on 1 January 2024.

2.2.13.3 Mask-wearing premium

CLA of 5 February 2026 (199470) (Request for generally binding status submitted.)

Where industrial cleaning work requires the use of a full-face mask and/or a half-face respirator, whether of the compressed-air or filter-cartridge type, and where such equipment is actually worn, irrespective of the duration of use, a mask-wearing premium of €17.0955 per day (01.01.2026), linked to the health index in the same way as wages, shall be payable.

For actual entry into areas where the measured oxygen level is less than 17%, an additional flat-rate inert-atmosphere premium of €17.0955 per day (01.01.2026), linked to the health index in the same way as wages, shall be payable.

Any more favourable arrangements existing within companies, whether by custom or agreement, shall remain in force and may only be amended by a collective labour agreement concluded at company level and signed by the regional secretaries. There shall be no possibility of cumulation between the new article and any existing, more favourable arrangements.

2.2.13.4 Duration of the agreement

Art. 22 - This collective labour agreement shall enter into force on 1 January 2026 and shall cease to have effect on 30 June 2027, with the exception of Article 1, which shall enter into force on 1 January 2024.

2.2.13.5 Night-work premium

CLA of 5 February 2026 (199470) (Request for generally binding status submitted.)

Any work performed between 10.00 pm and 6.00 am shall give rise to the payment of a premium in addition to the normal wage for the same work performed during the day.

This premium shall amount to €3.7040 per hour (01.01.2026) and is linked to the health index in the same way as wages. For workers in Category 8, this premium shall replace the premium provided for in Article 3 of this collective labour agreement.

Furthermore, for shifts of up to 12 hours excluding meal breaks and including at least 6 hours of work performed between 10.00 pm and 6.00 am, the night-work premium shall be payable for the entire shift, up to a maximum of 12 hours.

Any more favourable arrangements existing within companies, whether by custom or agreement, shall remain acquired rights and may only be amended by a collective labour agreement concluded at company level and signed by the regional secretaries. There shall be no possibility of cumulation between the new article and any existing, more favourable arrangements.

2.2.13.6 Duration of the agreement

Art. 22 - This collective labour agreement shall enter into force on 1 January 2026 and shall cease to have effect on 30 June 2027, with the exception of Article 1, which shall enter into force on 1 January 2024.

2.2.14 Wage supplements - team leaders and foremen or forewomen

CLA of 5 February 2026 (199470) (Request for generally binding status submitted.)

Art. 16 a) Team leaders shall receive a supplement of 10% in addition to the normal wage of male and female manual workers. A team leader is a person designated by the employer to supervise a minimum of six persons in Category 4, or a minimum of ten persons in the other categories.

b) Foremen or forewomen shall receive a supplement of 5% in addition to the normal wage of male and female manual workers. A foreman or forewoman is a person designated by the employer to supervise between three and five persons in Category 4, or between five and nine persons in the other categories.

c) These supplements of 5% and 10% shall be granted without prejudice to the wage supplements provided for in this collective labour agreement, in particular those relating to the various premiums and overtime.

2.2.14.1 Duration of the agreement

Art. 22 - This collective labour agreement shall enter into force on 1 January 2026 and shall cease to have effect on 30 June 2027, with the exception of Article 1, which shall enter into force on 1 January 2024.

2.2.15 Accommodation and meal allowance

CLA of 5 February 2026 (199470) (Request for generally binding status submitted.)

Art. 17 - Where an employer sends workers to such a location that they are required to stay away from their homes, the employer shall bear the costs of accommodation and meals.

The employer may also grant workers a flat-rate allowance of €54.2070 per day (01.01.2026), comprising €18.9740 for accommodation and €35.2330 for meals.

This allowance is linked to the health index in the same way as wages.

2.2.15.1 Duration of the agreement

Art. 22 - This collective labour agreement shall enter into force on 1 January 2026 and shall cease to have effect on 30 June 2027, with the exception of Article 1, which shall enter into force on 1 January 2024.

2.2.16 Bad weather premium

CLA of 5 February 2026 (199470) (Request for generally binding status submitted.)

Art. 18 - Where a Category 3.D driver performs the duties of a Category 3.C driver, they shall be entitled to a bad weather premium of €0.1260 per hour (01.01.2026), linked to the health index in the same way as wages.

2.2.16.1 Duration of the agreement

Art. 22 - This collective labour agreement shall enter into force on 1 January 2026 and shall cease to have effect on 30 June 2027, with the exception of Article 1, which shall enter into force on 1 January 2024.

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 Transport costs

CLA of 5 February 2026 (198074) (An application has been made for the agreement to be declared generally binding.)

3.1.1 Scope

Article 1. This collective labour agreement shall apply to the employers and manual workers, hereinafter referred to as "workers", of companies belonging to the Joint Committee for Cleaning, S.M.E. and others.

This collective labour agreement also applies to employed workers, under open-ended contract or a contract for a definite period, for work carried out in Belgium, regardless of the country of establishment of the employer.

3.1.2 Home-workplace trajectory - transport costs

3.1.2.1 Public transport by rail

Art. 2. With regard to transport organised by the S.N.C.B., the employer's contribution is 100% of the S.N.C.B. 2nd class social subscription, not exceeding 100% of the costs for home-workplace transport.

3.1.2.2 Public transport other than railways

Art. 3. In the case of public transport other than railways, the employer's intervention in the price of the subscriptions is 100% of the actual transport price, not exceeding 100% of the costs for home-workplace transport.

3.1.2.3 Combined public transport

Art. 4. Where the worker uses several means of public transport, these are reimbursed up to 100%, not exceeding 100% of the costs for home-workplace transport.

3.1.2.4 Intervention in case of transport tickets other than railcards

Art. 5. The contribution for tickets or multitrip cards is calculated on the basis of the number of kilometres travelled between home and the workplace at 100 % of the 2nd class SNCB social railcard. The second-class SNCB social railcard fixes the return fare, so for workers whose outward journey does not correspond to the return journey, the number of kilometres travelled is added together and divided by 2.

3.1.2.5 Travel by own means

Art. 6. Workers who travel by their own means are entitled to an intervention paid for by the employer.

When the worker travels by any means of transport other than those provided for in Articles 2, 3, 4, 5 and 7, (s)he is entitled to a daily allowance per day worked, the amount of which is set at 95% of the monthly railcard (Train Card) issued by the National Railway Company of Belgium (SNCB).

To determine the daily amount, the monthly amount is multiplied by 3 and divided by 65. The amount is set out in the attached table and is adjusted each time the price of SNCB railcards is adjusted.

Workers on interrupted shifts are entitled to an intervention at the employer's expense for each shift. "Interrupted shift" means: an interruption in working time of more than 3 hours.

3.1.2.6 Travel by bicycle

Art. 7. Workers using bicycles (whether electrically powered or not) or speed pedelecs are entitled to an intervention paid for by the employer. This contribution is EUR 0.36 per kilometre.

For the calculation of distance, reference is made to the number of kilometres travelled by the shortest route, calculated from home to the workplace and from the workplace to home.

Manual workers who travel by bicycle must notify their employer in writing. Employers can check at any time whether the transport is actually done by bicycle.

3.1.2.7 Home-workplace travel in case of more than one construction site

Art. 8. When workers are working on several construction sites per day or per week for which they are required to buy several public transport subscriptions, the employer's contribution is due for all these subscriptions.

Where own means of transport are used, the total amount of the intervention shall be equal to that provided for in Article 6 of this agreement.

3.1.2.8 Reimbursement period

Art. 9. The intervention of the employer in the transport costs borne by the workers will be paid once a month.

3.1.2.9 Reimbursement terms and conditions

Art. 10

a) Employers will ask workers, at the time of their engagement and on the occasion of each change of address, for a certificate/transport ticket, issued by the S.N.C.B. and/or the other public transport companies.

   If the certificate entails a cost, it shall be reimbursed by the employer against provision of proof of payment.

b) For cases of travel by own means, as provided for in Articles 6 and 7 of this collective labour agreement, a declaration, indicating the distance travelled, signed by the worker shall replace the certificate/transport ticket provided for above.

c) Employers can check at any time whether the number of kilometres corresponds to reality.

Art. 11. The intervention of the employer in the transport costs is due from the first day of work.

3.1.2.10 Transport totally organised by the employer

Art. 12. The provisions of this collective labour agreement shall not apply to employers who fully organise the transport of workers on their own account.

3.1.3 Costs when travelling from one working site to another

Art. 13. The worker who, at the employer's request, travels from one working site to another in his/her own car is entitled to a car allowance. The tariff applied by the State to its agents is used. In any case, the following circumstances are recognised as a request from the employer, where a single criterion is sufficient:

i. The worker travels with his/her own car at the employer's request;

ii. The worker must travel with the tools (s)he needs to carry out his/her work (e.g. hoover, etc.) and does not have a car provided by the employer;

iii. The working sites are not effectively accessible by public transport and the employer does not provide a car or shared transport, i.e. there is no means of public transport enabling the worker to travel between the different working sites within the time allowed in the timetable.

This expense reimbursement is therefore not due when the worker chooses to use his/her own car to travel to working sites accessible by public transport.

Art. 14. From January 1st, 2026, travelling between work sites on a bicycle owned by the worker will also entitle the worker to an allowance of EUR 0.36 per kilometre.

3.1.4 Reimbursement of parking costs

Art. 15. - Parking costs incurred in connection with work and where necessary are reimbursed for:

1. The workers having a company car
2. The workers who use their own vehicle at the employer's request (see circumstances set out in Article 13).

Reimbursement of parking costs will be paid on a monthly basis on presentation of receipts proving the expenditure and submitted before the 15th of the month following the month concerned.

3.1.5 Travelling time - Mobility allowance

Art. 16. The travelling time needed by a worker to travel between the company's head office or the meeting point and his/her working site is compensated by a mobility allowance.

The mobility allowance is directly proportional to the distance in kilometres between the company's head office or the meeting point and the working site.

It amounts to EUR 0,0965 per kilometre for the outward journey and EUR 0,0965 per kilometre for the return journey or EUR 0,1929 per kilometre calculated on one of those journeys only.

The worker who drives staff to and from the working site outside working hours, on the employer's orders, is entitled, in view of the distances to be covered and the specific expenses incurred on behalf of the employer, to an adjusted mobility allowance by way of lump-sum compensation. This is equal to EUR 0,1929 per km for the outward journey and EUR 0,1929 per km for the return journey.

Art. 17. With the exception of window washers paid on a fixed basis, the travelling time of workers who travel with a company car from home to the first working site and from the last working site to home is compensated by the mobility allowance.

This is equal to EUR 0. 1929 per km for the outward journey and EUR 0.1929 per km for the return journey. For the eventual conveyors, it amounts to EUR 0.0965 per kilometre for the outward journey and EUR 0.0965 per kilometre for the return journey or EUR 0.1929 per kilometre calculated on one of those journeys only.

3.1.6 Compensation for travel time from one working site to another

Art. 18. When workers have to serve several working sites, except for window cleaners, waste removal and industrial cleaning as described in categories 8 of the job classification and provided that no more than 3 hours elapse between the end of the preceding work on site and the start of the following work on site and that the distance travelled exceeds 1 kilometre, the travelling time required for a worker to move from one site to another is to be compensated on a flat-rate basis, at a rate of EUR 0.1075 per kilometre, with a minimum of EUR 2.1500 per journey from one site to another. This contribution is linked to the health index, as are salaries.

Art. 19. For workers who do not have fixed workplaces or fixed working hours and who have to work on several immediately consecutive sites in cascade, the working time paid in hourly wages starts from the beginning of the work on the first site and ends at the end of the work on the last site.

This means that workers are paid hourly wages from the start of the work on the first site to the end of the work on the last site in the following cases:

- However, in the case of direct travels between non-fixed working sites, a fixed site may regularly be included in the work programme;
- In the case of journeys where the worker takes a route to serve cascading work sites and where the working time may be variable due to a degree of pollution not known in advance or cleaning tasks not defined in advance

Working on several immediately consecutive sites in cascade imply that the time between site services is less than double the time required for workers to travel to their home or residence address and return to the next working site.

Existing situations that are more favourable in companies, either by custom or by agreement, remain acquired and can only be modified by a collective labour agreement concluded within these companies and signed by the regional secretaries. It will not be possible to combine the provisions of this collective agreement with existing more favourable situations.

Any dispute relating to the organization of successive services on different working sites and to imbalances between travelling time and working time on the workplace, which cannot be settled at company level, may be submitted to the Conciliation board of the Joint committee.

3.1.7 Final provisions

Art. 20. This collective labour agreement comes into force on 1 January 2026 and is concluded for an indefinite period.

3.1.8 Annex from CLA 5th February 2026

Amount of the employer's intervention -personal transport (1st January 2026)

KM	Per day	Per month
1	2.08	45.13
2	2.08	45.13
3	2.08	45.13

KM	Per day	Per month
4	2.28	49.40
5	2.45	53.20
6	2.63	57.00
7	2.76	59.85
8	2.94	63.65
9	3.07	66.50
10	3.25	70.30
11	3.42	74.10
12	3.55	76.95
13	3.72	80.75
14	3.86	83.60
15	4.04	87.40
16	4.16	90.25
17	4.34	94.05
18	4.51	97.85
19	4.65	100.70
20	4.83	104.50
21	4.96	107.35
22	5.13	111.15
23	5.26	114.00
24	5.43	117.80
25	5.61	121.60
26	5.75	124.45
27	5.92	128.25
28	6.05	131.10
29	6.22	134.90
30	6.40	138.70
31-33	6.62	143.45
34-36	7.01	152.00
37-39	7.41	160.55
40-42	7.81	169.10
43-45	8.20	177.65
46-48	8.55	185.25
49-51	8.95	193.80
52-54	9.21	199.50
55-57	9.52	206.15
58-60	9.78	211.85
61-65	10.13	219.45
66-70	10.61	229.90

KM	Per day	Per month
71-75	11.05	239.40
76-80	11.53	249.85
81-85	11.97	259.35
86-90	12.41	268.85
91-95	12.89	279.30
96-100	13.33	288.80
101-105	13.81	299.25
106-110	14.25	308.75
111-115	14.73	319.20
116-120	15.17	328.70
121-125	15.61	338.20
126-130	16.09	348.65
131-135	16.53	358.15
136-140	17.01	368.60
141-145	17.45	378.10
146-150	17.94	388.55

3.2 Travel time to the first worksite and the return from the last

CLA of 5 March 2007 (82423), (R.D. 12/07/2007 – B.O.G. 06/08/2007)
amended by the CLA of 19 February 2009 (91390) (R.D.16/10/2010 – B.O.G. 21/01/2011)
amended by the CLA of 28 January 2014 (120637) (R.D.08/10/2014 – B.O.G. 14/11/2014)
amended by the CLA of 21 March 2017 (138767) (R.D.12/11/2017 -B.O.G. 07/12/2017)
amended by the CLA of 28 September 2020 (162109) (R.D.15/03/2021 – B.O.G. 06/10/2021)
amended by the CLA of 28 June 2023 (182818) (R.D. 24/01/2024 – B.O.G. 12/02/2024)
amended by the CLA of 21 February 2024 (187019) (R.D.10/10/2024 -B.O.G. 24/12/2024)
amended by the CLA of 5 February 2026 (198072) (An application has been made for the agreement to be declared generally binding).

(art. 1 is amended from 1 January 2016)

(3.2.2. is added from 1 January 2009)

(art. 4 is last amended from 1 July 2023).

(art.4bis is added from 1 July 2023)

(art. 5 is amended from 1 January 2014)

(art. 6 is amended from 1 January 2016)

(art. 7 is amended from 1 October 2020)

(art. 8 is last amended from 1 January 2026

(art. 8 bis and 8 ter are added from 1 January 2009)

(art. 9 is amended from 1 January 2016)

(art.10bis is added from 1 January 2016)

3.2.1 Scope

Article 1. This collective labour agreement shall apply to the employers and workers, belonging to categories 8 to 8C of the function classification of companies belonging to the Joint Committee for Cleaning, S.M.E. and others.

This CLA also applies to salaried workers, under permanent or temporary contracts, in the service of a company belonging to the remit of the Joint Committee for Cleaning, for work carried out abroad'.

3.2.2 Definitions and concepts

For the purposes of this collective labour agreement, the term 'employer's establishment' shall be understood to mean:

1. The head office of the company or
2. The establishment unit which is a place of activity, geographically identifiable by an address, where at least one principal or accessory activity of the company is carried out or from which it is carried out.

The creation of new establishment places is the sole responsibility of the company.

A worksite is a place on a customer's premises where services are provided and is therefore not, in principle, an 'establishment'. A worksite may take on the characteristics of an employer's establishment place under very strict conditions, which must be met cumulatively:

a) Prior discussion between regional trade union secretaries and management (in the presence of the trade union delegation where one exists) is required in all cases;

b) It must involve commercial contracts concluded for a substantial period: at least 1 year with the possibility of tacit renewal;

c) The health and safety of workers must be guaranteed and defined;

d) The commitments are the subject of an agreement signed by the parties and must be amended in the event of a change;

e) The list of workers who will be assigned to this establishment place is attached to the agreement;

f) The agreement may not be used to gain an advantage in social elections.

The workers are assigned to a specific establishment place. Consequently, they cannot be assigned unilaterally by the employer to a new establishment place.

3.2.3 Parameters

Art. 2. For the determination of the working hours of industrial cleaners, belonging to categories 8 of the job classification, the time during which the blue-collar workers are transported from the employer's place of business to the 1st worksite and the return from the last worksite shall not be taken into account over a maximum of 120 km (= total number of km round trip) per day.

Art. 3. For industrial cleaners, belonging to categories 8 of the job classification, in charge of transport from the employer's place of business to the 1st worksite and the return from the last worksite, the working time required to cover a distance of a maximum of 120 km (= total number of km round trip) per day is fixed at a flat rate of 1 hour per day.

On 1 March 2007, the remuneration of this hour per day was incorporated into the hourly wage by including the value of the premium for work in successive and alternating shifts in the hourly wage.

Art. 4. The maximum of 120 km per day is set in function of the following average speeds:

a) up to 100 km per day, the speed is set at 50 km per hour;

b) from 101 to 120 km per day, the speed is set at 70 km per hour;

c) from 121 km per day, the speed is set at 75 km per hour.

From January 1st, 2014, the maximum of 120 km per day is determined on the basis of the following average speeds:

a) - up to 100 km per day: the speed is set at 50 km per hour;

b) from 101 km per day: the speed is set at 70 km per hour

In case of change in the traffic terms, such as a speed limit below the fixed parameters, these parameters will be adjusted accordingly.

The recovery of these unpaid hours must be declared to the ONSS under code 1 and therefore not as authorised absence code 30.

Art. 4bis. For the calculation of the introduction of the parameters of travel time in 2007, 15 minutes per day were taken into account for completing documents, refuelling and loading small equipment.

If more than 15 minutes are spent on a daily basis on loading-unloading and refuelling activities, the blue-collar worker can declare these extra hours in excess of 15 minutes via a work voucher.

Art. 5. The travel from the employer's place of business to the 1st worksite and the return from the last worksite exceeding the maximum of 120 km (= total number of km round trip) per day shall be considered as working time.

Compensation for this working time is calculated using the following formula: (Number of km travelled minus 120 km) divided by 75 km per hour = number of hours times hourly pay.

From January 1st, 2014, payment for this working time is calculated using the following formula: (Number of km travelled minus 120 km) divided by 70 km per hour = number of hours multiplied by hourly wage'

Any intermediate movements from one worksite to another shall be compensated as working time.

Art. 6. To determine the number of kilometres travelled from the employer's place of business to the 1st worksite and the return from the last worksite, the route planner mappy (www.mappy.com) shall be used, in it the highway and truck options shall be chosen according to the vehicle used.

The correspondence between the actual journey time and the average speed is checked using the track & trace or on-board unit.

If the average speed is less than 70 km per hour, the actual speed is taken into account to calculate the formula for km in excess of 120.

In the event of disagreement, the worker shall receive, at his/her request, a copy of the calculation and of the information source of the journeys made'

Art. 7. To determine the travel time parameters, itineraries are used (mappy, google maps, via Michelin, route.net,...) in which the express and heavy goods vehicle options corresponding to the vehicle used are selected.

The correspondence between the actual journey time and the average speed is checked using the track & trace or on-board unit.

Time = distance/average speed.

If the journey time is exceeded, the excess time will be paid as working time.

In the event of disagreement, the worker shall receive, at his/her request, a copy of the calculation and of the information source of the journeys made'.

To avoid discussions, work orders shall indicate the number of kilometres between the establishment and the worksite. Derogation from this provision may be agreed with the trade union delegation'

Art. 8. Without prejudice to the provisions set out below, workers belonging to category 8 of the job classification are entitled to a mobility allowance of EUR 0.1929 per kilometre for travel from the employer's establishment to the first worksite and return from the last worksite'

Art. 8bis. For calls after the planned work services for category 8 workers, the following cases may be distinguished:

1. Work on the site takes longer than expected: Application of the ordinary rules
2. The worker arrives at the establishment place and has to return or is sent back to perform an additional service: Application of the ordinary rules
3. The worker has completed his/her day's work and is called back to perform an additional service: Travel from home to the establishment place = commuting (transport costs).

   The travel from the establishment place to the worksite + the work performed on the worksite + the travel from the worksite to the establishment place are remunerated as hours actually worked.

This means that the parameters system for calculating travel time does not apply. In addition, the 120 km per day cannot be used up.

An additional daily allowance, as provided for in Article 2 of the collective labour agreement of March 5th, 2007 introducing a daily allowance for service missions (see 3.3.) and compensation for 'sleeping hours' (see 2.2.5.), cannot be granted.

Art. 8ter. An appendix shall be added to the detailed account of category 8 workers, containing a day-by-day summary of the following elements:

1. The number of km from the establishment place to the worksite and from the last worksite to the establishment place;
2. Whether the 120 km per day has been exceeded ;
3. The number of hours on site;
4. The amount of the mobility allowance ;
5. The amount of the daily allowance.

Art. 9. Under no circumstances will this system be a precedent for other categories. Problems with departure times shall be discussed by the trade union delegation'

3.2.4 Final provisions

Art. 10. This CLA comes into force on 1 March 2007 and is concluded for an indefinite period

'Art. 10bis. Workers who arrive at the employer's establishment before the end of their daily working time must inform the planning office or the person in charge. Workers failing to do so will be recorded as unjustifiably absent.

a) The employer offers extra work, yes or no, on the establishment→ ; the worker carries out the work;

b) The employer offers additional work, yes or no, on the establishment and the worker does not want to carry out this work →; the worker chooses a day off or if he/she has no more days off →; authorised absence;

c) The employer does not offer additional work →; payment of the work carried out according to the principle 'a day started is a day worked'

3.3 Daily allowance for business travels

CLA of 5 March 2007 (82424) (R.D. 12/07/2007 – B.O.G. 06/08/2007)

amended by CLA of 28 September 2020 (162110) (R.D. 21/03/2021 – B.O.G. 03/05/2021)

Art.2 of CLA 84242 is amended by CLA162110

3.3.1 Scope

Article 1. This collective labour agreement shall apply to the employers and workers, belonging to categories 8 of the function classification of companies belonging to the Joint Committee for Cleaning, S.M.E. and others.

This collective labour agreement also applies to employed workers, under open-ended contract or a contract for a definite period, for work carried out in Belgium, regardless of the country of establishment of the employer.

3.3.2 Daily allowance

Art. 4. A daily allowance is introduced for business travels for workers belonging to categories 8.

This daily allowance is only due in case of actual travel for work outside of the company's location of at least 10 km per calendar day. This daily allowance includes the lunch costs.

This daily allowance amounts to:

a) 100% or EUR 11.13 per day for business travels of 76 km and more (= total number of km round trip) per day.

b) 73.87% or EUR 8.22 per day for business travels of 26 km to 75 km (= total number of km round trip) per day.

c) 24.65% or EUR 2.74 per day for business travels of 10 km to 25 km (= total number of km round trip) per day.

As of 1 October 2020, this daily allowance is linked to the health index like the wages.

Art. 4. In no event shall the above systems of day compensation and sleeping hours constitute a precedent for other categories of workers.

3.3.3 Final provisions

Art. 5. This CLA comes into effect on 1 March 2007 and is concluded for an indefinite period Working hours

3.4 Working hours

On a quarterly basis. 36 hrs.30 min. on average

CLA of 11 June 2009 (94 700) (R.D. 28/04/2010 -B.O.G. 23/07/2010)

This CLA comes into effect on 1 July 2009 and for an indefinite period.

3.5 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

3.6 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

3.7 Extra-legal public holiday

Additional Holiday (besides the 10 public holidays):

11th extra-legal public holiday. taken in principle on the feast of the Community ;

If workers habitually work for the same client. and if the staff of this client is entitled to a non-statutorily established public holyday other than the 11th extra-legal public holiday. the workers are entitled to wages for that day. at the same conditions as applicable for a paid public holiday.

CLA of 11 April 1991 (28 607) (R.D. 10/01/1992 – B.O.G. 07/03/1992

This CLA shall enter into force on 1 May 1991 and shall be concluded for a period of one year. Thereafter, it shall be tacitly extended from year to year.