FEDERAL PUBLIC SERVICE
Employment, Labour and
Social Dialogue

Last update 05/01/2026

Joint subcommittee for the moving companies

(JSC 140.05)

This information sheet lists the wages and other working conditions as they have been fixed by a collective labour agreement (CLA) in the joint committee and must therefore be paid, as a minimum, to the workers employed in Belgium, in accordance with the function performed and the working conditions applicable 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 since when (publication date) by consulting the CLA in the Belgian Official Gazette or by checking relevant information on the FPS Employment's website - section CLA search

With these wages data, this document meets the information requirements in accordance with Directive (EU) 2020/1057 of the European Parliament and of the Council of July 15th, 2020, laying down specific rules with respect to Directive 96/71/EC and Directive 2014/67/EU for posting drivers in the road transport sector and amending Directive 2006/22/EC as regards enforcement requirements and Regulation (EU) nr. 1024/2012.

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

More general information on posting in the Posting section of our website.

Table of contents

1. Scope of application ... 3
1.1. Creation and modifications ... 3
2. Remuneration ... 3
2.1. Salary scale (gross) ... 3
2.2. Bonuses/Allowances ... 4
2.2.1. End-of-year bonus ... 4
2.2.2. Subsistence allowance ... 5
2.2.3. Flexibility bonus ... 6
2.2.4. Extra pay ... 6
2.2.5. Sundays and public holidays ... 7
2.2.6. GRLP allowance ... 8
3. Reimbursement of travel, board and lodging expenses ... 9
3.1. Transportation costs ... 9
3.1.1. Travel by public means of transport ... 9
3.1.2. Travel by private means of transport ... 9
3.1.3. Travel by bicycle ... 10
3.1.4. General provisions ... 10
3.1.5. Appendix II ... 10
4. Working time ... 11
4.1. Working time ... 11
4.1.1. Week ... 11
4.1.2. Working time ... 11
4.1.3. Availability time ... 12
4.1.4. Interruptions in working time ... 13
4.1.5. Daily service time ... 13
4.1.6. Weekly service time ... 13
4.1.7. Driving time ... 13
4.1.8. Rest time ... 14
4.2. Public holidays ... 14
4.3. Legal holidays ... 15
4.4. Extra-legal holidays ... 15

1. Scope of application

1.1. Creation and modifications

(0) RD 06.09.2012 - BOG 09.10.2012

Article 4/2 for companies carrying out moving activities on behalf of third parties.

"On behalf of third parties" means: performing moving activities on behalf of other legal entities or natural persons and provided the companies engaged in moving activities on behalf of third parties never become the owners of the goods in question.

"Moving activities" means: any movement of goods other than commercial goods, which are intended for or used as furniture, decoration or equipment for private or professional spaces, including, among other things: specific handling operations such as protecting, packing, unpacking, dismantling, loading, unloading, assembling, storing, installing or placing, if necessary using lifting equipment or hoists of any kind.

The Joint subcommittee for the moving companies is not competent for companies that carry out movies activities that fall within the competence of the Joint committee for the metal, mechanical and electrical constructions, the Joint committee for construction, the Joint committee for furniture and the wood processing industry, the Joint committee for sectors related to metal, mechanical and electrical constructions and the Joint committee for security and/or surveillance services.

2. Remuneration

2.1. Salary scale (gross)

This sheet only includes the salary scale:
Driver with C or CE licence with at least 2 years' seniority in the sector

01/01/2026: indexation of 2.23 %

CLA of June 12th, 2001 (59153. 969) (R.D 04/09/2002 - B.O.G 18/10/2002)
This CLA enters into force on January 1st, 2001, and is concluded for an indefinite period of time.
CLA of February 15th, 2018 (144985. 969) (R.D 17/08/2018 - B.O.G 12/09/2018)
Modified by the CLA of 15/06/2018 (146369) (Royal Decree of 17/08/2018 - B.O.G 12/09/2018)
These CLA enter into force on January 1st, 2018, and are concluded for an indefinite period of time.
Modified by the CLA of 18/01/2024 (185711) (Royal Decree of 12/09/2024 - B.O.G 14/10/2024)
This CLA enters into force on October 21st, 2023, and is concluded for an indefinite period of time.

Minimum wage (38 hours/week)

- Driver with C or CE licence with at least 2 years' seniority in the sector : EUR 15.4550 /hour ;

2.2. Bonuses/Allowances

2.2.1. End-of-year bonus

CLA of May 22nd, 2014 (123059. 969) (R.D 10/04/2015 - B.O.G 20/05/2015)
Modified by the CLA of 24/09/2020 (161280) (Royal Decree of 24/11/2020 - B.O.G 18/01/2021)
Art. 3. of CLA nr. 123059 is modified by CLA nr. 161280.

2.2.1.1. Terms of granting and payment

Art. 3. An end-of-year bonus is granted to the workers covered by Article 1, § 2.

From the 2010 service year onwards, the amount of the end-of-year bonus is set at 170 times the hourly wage actually paid in December of the calendar year in question, divided by twelve and multiplied by the number of months worked during the calendar year in question.

This actually paid hourly wage must be at least equal to the basic hourly wage provided for in the agreement.

Each month in which 14 calendar days of work have been performed is considered a full month.

The total amount may be reduced by EUR 1.24 per day of unjustified absence.

Days of leave and days of temporary unemployment are treated as days of work.

The payment is done no later than the last working day of December of the calendar year concerned.

Art. 4. This end-of-year bonus is payable by the employer to the manual workers referred to in Article 1, § 3, who meet the following conditions:

1. be actually employed by the company on the date of payment;
2. have at least six months' seniority in the company at the time of payment.

Art. 5. The following are also entitled to this benefit at the employer's expense and within the limits set out in Articles 3 and 4, 2):

1. the manual workers having taken early retirement or having retired during the calendar year in question;
2. the beneficiaries of manual workers who died during the calendar year in question;
3. the manual workers who have been dismissed for any reason other than that mentioned in 2) of Article 6.

Art. 6. Are not entitled to this benefit, the manual workers:

1. who have voluntarily left the company;
2. who were dismissed during the calendar year in question without notice for serious reasons;
3. who, having been ill for more than six months, have received the full amount of compensation provided by the "Social fund for the moving companies, furniture storage and related activities" for the same condition.

Art. 7. The granting of a thirteenth month's wage or end-of-year bonus that is more advantageous than that set by this collective labour agreement shall be maintained but may not be combined with the amounts due under this collective labour agreement.

2.2.1.2. Period of validity

Art. 8. This collective labour agreement comes into effect on January 1st, 2014. It is concluded for an indefinite period of time.

2.2.2. Subsistence allowance

CLA of February 15th, 2018 (144985. 969) (R.D 17/08/2018 - B.O.G 12/09/2018)
Modified by the CLA of 18/02/2024 (185711) (Royal Decree of 12/09/2024 - B.O.G 14/10/2024)
Accommodation and breakfast: EUR 21.2435 (last indexation : 01/01/2026)
Lunch: EUR 17.0212 (last indexation : 01/01/2026)
Evening meal: EUR 14.8180 (last indexation : 01/01/2026)

2.2.2.1. Additional allowances - Subsistence allowance

Art. 4. The manual workers who, due to service requirements, are forced to spend the night away are entitled to:

1° an allowance for evening meals if the service time of the day begins before midday (12 noon);

2° an allowance for accommodation and breakfast;

3° an allowance for lunch when they return to the depot after 2 p.m.

Art. 5. Provided that they have performed at least the work specified in the work regulations and that, due to service requirements, they are forced to return to the depot after 10 p.m., the manual workers are entitled to an allowance for an evening meal.

The benefit resulting from Article 5 cannot be combined with that resulting from the application of Article 6.

Art. 6. § 1. An additional allowance equal to the evening meal allowance shall be granted if the daily service time is exceeded.

The benefit resulting from Article 6 cannot be combined with that resulting from the application of Article 5.

§ 2. For the purposes of this article, "exceeding the daily service time" means: exceeding the time set for the day in question either by the CLA of December 9th, 1988 on working hours in the moving companies, furniture storage and related activities, made mandatory by Royal Decree of August 14th, 1989 (Belgian Official Gazette of September 13th, 1989), or by the CLA of January 31st, 1996 or the CLA of November 26th, 2003 on the introduction of new working arrangements in the moving companies, furniture storage and related activities, (registered under numbers 40987/CO/140 and 69291/CO/140).

The daily service time must be at least 10 hours long.

Art. 7. From December 1st, 2017, the amount of the allowance for accommodation and breakfast is set at EUR 16.5088.

Art. 8. From December 1st, 2017, the amount of the allowance for lunch is set at EUR 13.2275.

Art. 9. From December 1st, 2017, the amount of the allowance for evening meals is set at EUR 11.5154.

2.2.2.2. Linking wages and additional allowances to the health index

Art. 10. The wages and additional allowances of moving staff subject to indexation shall be adjusted once a year on January 1st, in line with changes in the cost of living, with the first adjustment taking place on January 1st, 2024.

This adjustment shall be made on the basis of the actual change in the arithmetic mean of the consumer price index (in accordance with Royal Decree of December 24th, 1993 implementing the Law of January 6th, 1989 on the protection of the country's competitive position (Belgian Official Gazette of December 31st, 1993)), established monthly by the FPS Economy and published in the Belgian Official Gazette, and is calculated over the last 12 months, taking as reference figures the arithmetic mean of the health index (rounded index) for the month of December of the current year and that for the month of December of the year preceding the adjustment.

Art. 11. For non-garage staff: calculations of the coefficient, minimum wages, actual wages paid and allowances, which are subject to indexation, are always calculated to four decimal places, on the understanding that the fourth decimal place does not change when the fifth decimal place is less than 5 and is rounded up to the first decimal place if the fifth decimal place is equal to or greater than 5.

2.2.2.3. Period of validity

Art. 12. This collective labour agreement enters into force on January 1st, 2018, and is concluded for an indefinite period of time.

2.2.3. Flexibility bonus

CLA of 13/06/2005 (75751) (RD of 02/05/2006 - B.O.G 10/08/2006)
Flexibility bonus: EUR 4.0151 (last indexation: 01/01/2025)[1]

2.2.3.1. Minimum working conditions

Art. 21. § 1. Under the new working arrangements, manual workers are entitled to a flexibility bonus under the conditions set out in this agreement.

§ 2. The flexibility bonus is owed for all hours worked in excess of 38 hours per week that do not entitle the worker to overtime pay and that are not availability time.

§ 3. The flexibility bonus shall evolve in the same way and at the same time as the distance allowance.

2.2.3.2. Period of validity

Art. 25. This collective labour agreement shall take effect on June 13th, 2005. It is concluded for an indefinite period of time.

2.2.4. Extra pay

CLA of 13/06/2005 (75752. 969) (R.D 05/10/2006 - B.O.G 09/01/2007)
Modified by the CLA of 30/09/2005 (77064) (Royal Decree of 22/03/2006 - B.O.G 11/05/2006)
Modified by the CLA of 19/08/2014 (123035) (Royal Decree of 27/03/2015 - B.O.G 10/04/2015
Art. 8. of CLA nr. 75751 is modified by CLA nrs. 77064 and 123035.

Art. 6. Five-day working week: the first eight hours of daily working time on Monday, Tuesday and Wednesday and the first seven hours on Thursday and Friday are paid at the basic wage. Additional working and availability times are paid under the conditions set out in Article 8, a) and b).

[1] Note FPS : for changes to this distance allowance, see Article 10 of the CLA of 15/02/2018 (144695) (RD of 17/08/2018 - B.O.G 12/09/2018), amended by the CLA of 18/02/2024 (185711) (see text (see 2.2.2.2.)).

Art. 7. Six-day working week: the first seven hours of daily working time on Monday, Tuesday, Wednesday, Thursday and Friday and the first three hours on Saturday are paid at the basic wage. Working and availability times are paid under the conditions set out in Article 8, a) and b).

Remuneration of overtime worked:

a) if actually worked:

- after the eighth hour of work on Monday, Tuesday, Wednesday, and after the seventh hour of work on Thursday and Friday (in a five-day working week);
- after the seventh hour of work from Monday to Friday and after the third hour of work on Saturday (in a six-day working week);
- or in both systems: after the 38th hour of work in the week.

the remuneration shall be equal to the basic hourly wage plus 50 per cent (i.e. 150 per cent);

b) if it is availability time:

- after the eighth hour of the day on Monday, Tuesday, Wednesday, and after the seventh hour of the day on Thursday and Friday (in a five-day working week);
- after the seventh hour of the day from Monday to Friday, and after the third hour on Saturdays (in a six-day working week);
- or in both systems: after the 38th hour in the week.

remuneration shall be paid at the basic hourly wage actually paid, provided that it is at least equal to that set by the Joint committee for transport for the category to which the worker belongs - plus a distance allowance for each hour of availability.

Art. 8. In addition, when the service time falls on a Sunday or during rest days granted under the legislation on paid public holidays, the increase in ordinary remuneration is: 100%.

A. The following are considered overtime hours giving rise to the payment of extra pay stipulated in Article 29, § 1 of the Labour Law of March 16th, 1971 (Belgian Official Gazette of March 30th, 1971):

- daily service time exceeding the fixed daily service time;
- service time exceeding the fixed weekly service time.

This collective labour agreement comes into force on June 13th, 2005. It is concluded for an indefinite period of time.

2.2.5. Sundays and public holidays

CLA of 13/06/2005 (75752. 969) (R.D 05/10/2006 - B.O.G 09/01/2007)

2.2.5.1. Wage

Art. 5. In the event of a fixed stay or trip abroad, the manual workers are deemed to have worked the minimum daily service time set out in the work regulations, unless they are required to work longer hours.
As for Sundays and public holidays:

a) when no work is performed, they are paid eight times the manual worker's basic wage;

b) when work is performed, only the hours worked are paid under the conditions set out in a), with a 100% bonus in addition to the eight hours paid for under a).

Art. 8. In addition, when the service time falls on a Sunday or during rest days granted under the legislation on paid public holidays, the increase in ordinary remuneration is: 100%.

2.2.5.2. Period of validity

Art. 13. This collective labour agreement comes into force on June 13th, 2005. It is concluded for an indefinite period of time.

2.2.6. GRLP allowance

CLA of November 15th, 2011 (106715. 969) (R.D 20/12/2012 - B.O.G 17/01/2013)

Art. 3. Employers shall grant their non-sedentary workers an allowance known as the "GRLP allowance".

This GRLP allowance is granted to reimburse expenses incurred by non-sedentary staff outside the company's registered office, as defined in the work regulations, but which are specific to the company.

This GRLP allowance must be entered on the workers' 281.10 form under the heading "employer's own expenses".

The origin of the GRLP allowance lies in the provisions of the GRLP which apply to sedentary workers (Title II, Chapter II, Section II of the General Regulations for Labour Protection).

Given the mobile nature of the employed staff, it is impossible for companies to provide a certain amount of sanitary facilities (such as bathrooms, canteens, toilets, drinks, etc.) and they are therefore obliged to use existing private facilities.

Art. 4. For each hour of service, as defined in the collective labour agreement of June 13th, 2005, concerning working hours and/or the new working regime, the manual workers shall be granted a lump-sum GRLP allowance of EUR 1.12 per hour from September 1st, 2012.

2.2.6.1. Period of validity

Art. 5. § 1. This collective labour agreement is concluded for an indefinite period of time and takes effect from September 1st, 2011.

3. Reimbursement of travel, board and lodging expenses

3.1. Transportation costs

CLA of 26/09/2019 (154760. 969) (R.D 17/09/2020 - B.O.G 19/10/2020)
Modified by the CLA of 21/10/2021 (168377) (Royal Decree of 29/01/2022 - B.O.G 05/04/2022)
Modified by the CLA of 19/10/2023 (183988) (Royal Decree of 01/09/2024 - B.O.G 04/10/2024)
Art. 3. of CLA nr. 154760 is modified by CLA nr. 183988.
Art. 5. of CLA nr. 154760 is modified by CLA nr. 168377.

3.1.1. Travel by public means of transport

Art. 3. § 1. For the workers using public transport organized by the SNCB-NMBS, the employer's contribution to the price of the ticket is increased to 80% of the price of the 2nd class rail card for the corresponding distance, starting from the first kilometre.

§ 2. Companies have to conclude a third-party payer agreement with the SNCB-NMBS for train transport, providing for the public authorities to pay the remaining 20% so that the worker benefits from free train transport for their journeys between home and workplace, without extra cost for their employer and via a simplified administrative procedure.

Under this third-party payment agreement, the SNCB-NMBS undertakes to issue free validation tickets to the company workers entering into a third-party payment agreement. 80 p.c. of the costs are immediately recovered from the employer and 20 p.c. from the authorities.

§ 3. Where workers use public transport other than the railways, the employer's contribution to the price of the subscriptions is also increased to 80% of the actual costs. This provision applies when the price of transport is proportional to the distance as well as when the price is fixed irrespective of the distance.

§ 4. Where the worker combines the train (2nd class) with one or more other means of public transport, the employer's contribution is also set at 80% of the actual cost. This provision applies not only when a single transport ticket is issued to cover the total distance (without a subdivision being made in this ticket per means of public transport), but also when several tickets are issued to cover the total distance. In the latter case, the amounts of the employer's contributions for each particular means of transport must be added together.

Companies also have the option of applying the third-party payment agreement for connecting transport set up by the STIB-MIVB.

§ 5. The provisions contained in Articles 7 to 10 of the National Labour Council's collective labour agreement nr. 19octies on the financial contribution by employers to the price of public transport of workers remain fully applicable.

3.1.2. Travel by private means of transport

Art. 4. § 1. The manual workers living 5 km or more from their place of work are also entitled, at the employer's expense, to a reimbursement of 60% of the normal price of a rail card equivalent to the SNCB-NMBS second-class social rail card for the corresponding distance, return, travelled by public transport between their home and their place of work, provided that the start or end time of work or the location of the company's registered office does not or no longer allow the use of public transport services.

§ 2. In § 1 of this article, the words "living 5 km or more from their place of work" are repealed as of July 1st, 2020.

§ 3. The results of the calculations for the contribution to the cost of transport by private means at 60% of the price of a second-class rail card, set for 2019, are shown in Table 2 in Appendix 2 to this collective labour agreement.

3.1.3. Travel by bicycle

Art. 5. § 1. The manual workers who travel by bicycle between their place of residence and their place of work are entitled to a bicycle allowance, currently set at EUR 0.24/km.

§ 2. This bicycle allowance is automatically linked to the annual indexation of the maximum tax-exempt allowance.

3.1.4. General provisions

Art. 6. Without prejudice to the provisions set out in Articles 3, 4 and 5 of this collective labour agreement, more favourable conditions regarding transport and reimbursement of transport costs set at company level shall apply.

Art. 7. The provisions of this collective labour agreement imply that manual workers are not entitled to the payment of transport costs when the employer provides free transport for their workers by their own means or through their intervention.

Art. 9. § 1. This collective labour agreement shall enter into force on July 1st, 2019, with the exception of Articles 4, § 2 and 5, § 2, which shall enter into force on July 1st, 2020, and shall be concluded for an indefinite period of time.

3.1.5. Appendix II

Travel by private transport Sectoral collective labour agreement 60 p.c.				
Distance	1 month	3 months	12 months	Railflex (part-time cards) train
1	18,00	50,00	179,00	-
2	19,80	55,00	198,00	-
3	21,60	61,00	217,00	7,40
4	23,70	66,00	236,00	8,00
5	25,50	71,00	255,00	8,70
6	27,00	76,00	271,00	9,20
7	29,00	80,00	288,00	9,80
8	30,50	85,00	304,00	10,40
9	32,00	90,00	320,00	10,90
10	33,50	94,00	337,00	11,50
11	35,50	99,00	353,00	12,10
12	37,00	103,00	370,00	12,60
13	38,50	108,00	386,00	13,10
14	40,00	113,00	402,00	13,70
15	42,00	117,00	418,00	14,30
16	43,00	122,00	434,00	14,80

Travel by private transport Sectoral collective labour agreement 60 p.c.				
Distance	1 month	3 months	12 months	Railflex (part-time cards) train
17	45,00	126,00	451,00	15,30
18	47,00	131,00	467,00	15,90
19	48,50	136,00	484,00	16,50
20	50,00	140,00	500,00	17,10
21	52,00	145,00	516,00	17,70
22	53,00	149,00	532,00	18,30
23	55,00	154,00	549,00	18,60
24	56,00	158,00	565,00	19,20
25	58,00	163,00	581,00	19,80
26	60,00	167,00	598,00	20,40
27	61,00	172,00	614,00	21,00
28	63,00	176,00	631,00	21,60
29	65,00	181,00	647,00	22,20
30	66,00	185,00	663,00	22,50

4. Working time

Average weekly working time : 38 hours.

CLA of 13/06/2005 (75751. 969) (R.D 02/05/2006 - B.O.G 10/08/2006)
CLA of 13/062005 (75752. 969) (R.D 05/10/2006 - B.O.G 09/01/2007)

These collective labour agreements come into force on June 13th, 2005. They are concluded for an indefinite period of time.

4.1. Working time

4.1.1. Week

The word "week" refers to the calendar week from Monday 00:00 to Sunday 24:00.

4.1.2. Working time

Working time is, as provided for in Article 3, a) of Directive 2002/15/EC of the European Parliament and of the Council of March 11th, 2002, the period between the start and end of work during which the worker is at their workstation, at the disposal of the employer and carrying out their duties or activities.

That is to say:

- the time spent for:
- driving, loading and unloading;

- cleaning and technical maintenance of the vehicle;
- all other work aimed at ensuring the safety of the vehicle or load and fulfilling legal or regulatory obligations directly related to the specific transport in progress, including monitoring loading and unloading operations and administrative formalities with the police, customs authorities, etc.;
- the periods during which the worker is not free to dispose of their time and is required to be at their workstation, ready to undertake their normal work, performing certain tasks associated with the service, in particular periods of waiting for loading or unloading, when their foreseeable duration is not known in advance;
- waiting times during loading and/or unloading that exceed the presumed/expected duration;
- other periods of physical work within the scope of the worker's duties, also considered as working time in accordance with general labour legislation.

Only working time as defined above is taken into account for the calculation of the average working time referred to in the Labour Law and Directive 2002/15/EC of the European Parliament and of the Council of March 11th, 2002.

4.1.3. Availability time

Availability time as provided for in Article 3, b) of Directive 2002/15/EC of the European Parliament and of the Council of March 11th, 2002, namely:

- periods other than those relating to breaks and rest periods during which the worker is not required to remain at their workstation but must be available to respond to any calls requesting them to start or resume driving or to perform other work;
- periods during which the worker accompanies a vehicle transported by ferry;
- periods of waiting at borders and/or during loading and/or unloading, the duration of which is known in advance, as stipulated below:
    - 4 hours per loading and/or unloading operation;
    - 2 hours for waiting periods at borders;

  unless the employer has informed the worker of another foreseeable duration, either before departure or just before the actual start of the period in question;
- waiting periods due to traffic restrictions;
- time spent travelling in the vehicle alongside the driver or sleeping (sleeper cab);
- the additional time required by the driver to travel to and from the location of the vehicle if it is not in its usual place;
- waiting times relating to tolls, customs, quarantine, medical or technical matters;
- time during which the worker remains on board or near the vehicle to ensure the safety of the vehicle and goods, but does not perform any work;
- time during which no work is performed but during which the worker's presence on board or near the vehicle is required for the purposes of complying with traffic regulations or ensuring road safety.

The foreseeable duration of the last two periods mentioned above is presumed to be a maximum of 96 hours per month.

The availability time, interruptions in working time and rest periods referred to below are not taken into account for the calculation of the average working time referred to in the Labour Law and Directive 2002/15/EC of the European Parliament and of the Council of March 11th, 2002.

4.1.4. Interruptions in working time

The following are considered as interruptions in working time and not as availability time or working time:

- time spent on meals;
- time corresponding to an interruption in driving as provided for in Article 7 of Council Regulation (EEC) nr. 3820/85 of December 20th, 1985, on the harmonization of certain social legislation relating to road transport;
- time which the worker can use freely;
- time taken by the worker.

4.1.5. Daily service time

The daily service time is the period between two daily rest periods, including time that is not taken into account for the calculation of working time, but excluding time spent on rest, meals and scheduled interruptions from driving, up to a maximum of one hour per day and five hours per week.

When work does not begin or end at the company's place of business, the difference between the total travel time and the duration of the journey to work is considered to be service time.

The duration of weekly service time may not exceed twelve hours on Mondays and Tuesdays, eleven hours on Wednesdays, Thursdays and Fridays in the five-day week system, and eleven hours on Mondays and Tuesdays, ten hours on Wednesdays, Thursdays and Fridays, and five hours on Saturdays in the six-day week system.

4.1.6. Weekly service time

The weekly service time is the sum of the service periods spread over a week.

(2.6.1) The weekly service time may not exceed fifty-seven hours. However, daily service time may be extended in cases of force majeure, unforeseen delays en route and occasional events, to the extent necessary to ensure the safety of the vehicle or its load, to enable the driver to reach a suitable stopping point or, if circumstances permit, the end of their journey, and to enable the completion of work according to the established plan or customer requirements.

This extension may only occur once a week without reducing the uninterrupted rest period between two periods of service to less than nine hours and provided that the average weekly working time of 38 hours over a maximum period of six months is respected.

This extension must be compensated for during the same week or the following week.

4.1.7. Driving time

The driving time is the period during which the manual workers drive a vehicle.

Drivers must comply with Council Regulation (EEC) nr. 3820/85 of December 20th, 1985, on the harmonization of certain social legislation relating to road transport.

4.1.8. Rest time

Daily rest time is the period between two daily service periods during which the manual workers are free to do as they please.

The daily rest time includes:

a) the time needed for dressing and washing before and after work, for rest periods and meals;

b) the time required to travel from the manual worker's residence to the company's place of business to which they are assigned and from that place to their residence (commuting time).

The manual workers must take their rest periods:

- workers may not, under any circumstances, work for more than six consecutive hours without a break;
- when the total number of working hours is between six and nine hours, working time must be interrupted by a break of at least thirty minutes;
- when the total number of working hours exceeds nine hours, working time must be interrupted by a break of at least forty-five minutes.

The breaks in driving time referred to in the laws and regulations in force are included in these rest periods. Where possible, they must coincide with them.

The duration of daily rest periods shall be at least twelve hours, except in the case provided for in section 2.6.1, second paragraph.

Regardless of daily rest periods, manual workers are entitled to a minimum weekly rest period of two days in a five-day working week (Saturday and Sunday) or from 12 noon on Saturday to midnight on Sunday in a six-day working week. For a day to be considered a rest day, no work may be performed between midnight and midnight, or, where applicable, between noon and midnight on Saturdays.

Working on Sundays is not permitted. However, the Joint committee for transport may authorize certain work to be carried out on Sundays when it considers it to be absolutely essential. Applications for authorization must be accompanied by the advice, if any, of the organizations representing employers and workers in the sector concerned and a list of the names of the manual workers concerned by the derogation. These applications, accompanied by the required advice, must be addressed to the chairman of the Joint committee for transport.

4.2. Public holidays

10 public holidays (art. 1 RD of 18/04/1974) :

- New Year's Day (1/1)
- Easter Monday
- Labour Day (1/5)
- Ascension Day
- Whit Monday
- National Holiday (21/7)
- Assumption Day (15/8)
- All Saints Day (1/11)

- Armistice Day (11/11)
- Christmas Day (25/12).

More information on the website of the FPS ELSD:

https://emploi.belgique.be/fr/themes/international/detachement/conditions-de-travail-respecter-en-cas-de-detachement-en-3

4.3. Legal holidays

20 legal holidays:

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

More information on the website of the FPS ELSD:

https://emploi.belgique.be/fr/themes/international/detachement/conditions-de-travail-respecter-en-cas-de-detachement-en-4

4.4. Extra-legal holidays

CLA of 21/11/2021 (168382. 969) (R.D 23/03/2022 - B.O.G 09/05/2025)
Modified by the CLA of 20/10/2022 (176493) (Royal Decree of 07/05/2023 - B.O.G 02/06/2023)
Art. 3. of CLA nr. 168382 is modified by CLA nr. 176493.

Art. 3. One (1) day of special leave is granted as "regional leave", depending on the location of the company's registered office, on the dates set by decrees of the regional cultural councils:

- September 27th in the French-speaking region;
- July 11th in the Dutch-speaking region;
- November 15th in the German-speaking region;

The terms and conditions for granting and replacing the aforementioned day off shall be determined by mutual agreement at company level.

When the regional leave falls on a Saturday or Sunday, it shall be replaced by another day.

The regional leave shall be remunerated at the normal rate for a day off, as determined by the Royal Decree of April 18th, 1974, laying down the general terms and conditions for the implementation of the Law of January 4th, 1974 on public holidays.

Art. 4. This collective labour agreement enters into force on January 1st, 2022, and is concluded for an indefinite period of time.