Joint Labour Committee for the horticultural enterprises (JC 145) (except the non-manual employees)

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

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

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

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

The sub-sectors are not official Joint Subcommittees (JSC). The following wage data are, however, included in the sectorial CLAs of the official Joint Bargaining Committee (JC 145).

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

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1 Scope of application

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

Institution and amendments

(0) R. D. 17.03.1972 Belgian Official Gazette 05.05.1972
(1) R. D. 29.01.1991 Belgian Official Gazette 12.02.1991
(2) R. D. 12.08.1991 Belgian Official Gazette 29.08.1991
(3) R. D. 13.11.1996 Belgian Official Gazette 29.11.1996
(4) R. D. 07.04.2005 Belgian Official Gazette 26.04.2005
(5) R. D. 20.09.2009 Belgian Official Gazette 30.09.2009
(6) R. D. 13.03.2011 Belgian Official Gazette 01.04.2011
(7) R. D. 09.01.2014 Belgian Official Gazette 30.01.2014
(8) R. D. 11.10.2018 Belgian Official Gazette 27.11.2018
(9) R. D 22.11.2022 Belgian official gazette 15.12.2022

Article 1, §1, paragraph 6. The joint committee is competent for the workers whose occupation is mostly of a manual nature and for their employers (till 31 December 2022)

Competent for workers in general and their employers (from 1 January 2023), and this for:

1. Market gardening, including special cultivation types such as chicory and mushrooms;
2. Fruit farming, including special cultivation types such as wine, peaches and strawberries;
3. Floriculture and cultivation of ornamental plants, including all specialities;
4. Tree nurseries, including roses and ornamental shrubs;
5. Cultivation of horticultural seeds;
6. Installation and/or upkeep of parks, gardens, sport and recreation grounds or green zones, cemeteries, including foreign soldiers' cemeteries located in Belgium;
7. Installation and/or upkeep of parks, gardens, sport and recreation grounds or green zones by direct labour, when these activities constitute the main occupation of the company workers;
8. Research related to horticultural production and organisation of information in the horticultural sector;
9. Companies which principal activity is to sort horticultural products and which do not fall within the competence of another joint committee that would specifically be competent for this activity;
10. Production of compost, peat, bark and soil improvers, as long as it does not fall within the remit of another joint committee;
11. Manual harvesting of horticultural products;
12. Cultivation of turf slabs, as long as it does not fall within the remit of the Joint committee for the textile industry or of the Joint committee for the chemical industry;
13. Plants and flowers renting and upkeep on behalf of third parties;
14. Fruit trees pruning on behalf of third parties.

Concerning tree nurseries, floriculture and cultivation of ornamental plants, “cultivation” shall notably refer to sowing, planting, transplanting, potting, repotting, propagating, in vitro multiplying or by any other means, fertilizing, forcing, making flowers bloom, polling as well as the execution of any other similar work or action possible on bulbs, cuttings, young plants and plants that are entirely or mainly cultivated by oneself (in other words, plants that already have evolved to some extent at the time of the purchase).

The Joint committee for horticultural enterprises is not competent for the employees falling within the remit of a specifically competent joint committee or of the Auxiliary joint committee for the non-profit sector. (from 1 January 2023)

CLA of 18 December 2025 (196983) (The universal applicability of the CLA is requested)

This CLA applies. with the exception of the seasonal and occasional staff referred to in Article 8a of the Royal Decree of 28 November 1969.

1.1 Allocation of salary scales

Art. 4. For the activities included in the Royal Decrees mentioned above which fall within the scope of the JC 145 for the horticultural enterprises, the following wage scales should respectively be applied.…

5./8. /9. /11. The cultivation of horticultural seeds, conducting research related to horticultural crops and organizing information in the horticultural sector, the companies whose principal activity consists in the sorting of horticultural products (which are not covered by any other JBC specifically competent therefore), manual harvesting of horticultural products: one of the scales listed in terms of the species of horticultural seeds / crops / products precisely concerned.

10. The production of compost, peat, bark and soil improvement products: subsector Floriculture (if no other JBC is competent).

12. Production of sod: subsector Cultivation of trees (provided JBC 120 for the textile industry and knitwear or JBC 116 for the chemical industry is not competent).

13. The rental and maintenance of plants and / or flowers from third parties:

subsector Layout and upkeep of parks and gardens (where the main activity of the company consists in the conditioning and the rental of plants)

subsector Floriculture or sub-sector Cultivation of trees (provided the rental and maintenance of plants is a secondary activity in the cultivation of plants or flowers, which remains the essential activity).

14. Fruit trees pruning on behalf of third parties: subsector : Fruit cultivation

1.2 Validity

This CLA comes into effect on 1 January 2026 and is concluded for an indefinite period.

2 Remuneration

2.1 Wage scale (gross)

01/01/2026: Index % 2.19

CLA of 18 April 2024 (187710) (R.D. 06/10/2024 B.O.G. 07/11/2024)
This CLA comes into effect on 2 January 2024 and is concluded for an indefinite period.

CLA of 17 December 2024 (191510) (R.D. 11/05/2025 – B.O.G. 28/05/2025)

This CLA comes into effect on 1 January 2025 and is concluded for an indefinite period

CLA of 18 December 2025 (196983) (The universal applicability of the CLA is requested)

This CLA comes into effect on 1 January 2026 and is concluded for an indefinite period

2.1.1 Adults

2.1.1.1 FLORICULTURE

38 hours/week

Category 1	13.89
category 2	14.21
category 3	14.41
category 4	15.13
category 5 (applies for enterprises employing more than 50 people where this additional category was added at company level)	15.82
Seasonal and occasional staff	13.89

2.1.1.2 VITICULTURE

For data on the wages see Fruit cultivation

2.1.1.3 CULTIVATION OF TREES

38 hours/week

2.1.1.3.1 TREE NURSERIES

Category 1	15.66
category 2	16.36
category 3	16.73
category 4	17.43 minimum
Seasonal and occasional staff	15.65

2.1.1.3.2 FOREST TREE NURSERIES

Category 1	15.50

category 2	16.23
category 3	16.66
category 4	17.32 minimum
Seasonal and occasional staff	15.51

2.1.1.4 LAYOUT AND UPKEEP OF PARKS AND GARDENS

Wages expressed in a working time of 39 hours/week: 39 hours/week + 6 paid compensation days

Category 1	16.00
category 2	16.48
category 3	17.49
category 4	17.92
category 5 (	18.87

Wages expressed in a working time of 38 hours/week: either effective working hours of 38 hours/week. Or 39 hours/week + 6 unpaid compensation days. Or 40 hours/week + 12 unpaid compensation days.

Category 1	16.37
category 2	16.88
category 3	17.92
category 4	18.36
category 5	19.34

2.1.1.5 FRUIT CULTIVATION

38 hours/week

2.1.1.5.1 FRUIT FARMING

Category 1	13.38
category 2	14.33

category 3	15.47
category 4	16.15 minimum
Seasonal and occasional staff	13.38

2.1.1.5.2 FRUIT SORTING ENTERPRISES

Category 1	13.28
category 2	14.25
category 3	15.38
category 4	16.04 minimum
Seasonal and occasional staff	13.28

2.1.1.6 VEGETABLE cultivation

38 hours/week

Category 1	12.92
category 2	13.60
category 3	14.25
category 4	14.92 minimum
Seasonal and occasional staff	12.91

2.1.1.7 MUSHROOM CULTIVATION

38 hours/week

Category 1	12.51
category 2	12.68
category 3	13.40
category 4	14.22

category 5 (applies for enterprises employing more than 50 people where this additional category was added at company level)	18.31
Seasonal and occasional staff	12.51

2.1.1.8 Seniority Allowance (except for the seasonal and occasional workers)

From a seniority of 5 years	+ 0.5 %
From a seniority of 10 years	+1 %
From a seniority of 15 years	+1.5 %
From a seniority of 20 years	+ 2 %
From a seniority of 25 years	+2.5 %
From a seniority of 30 years	+ 3 %
From a seniority of 35 years	+3.5 %
From a seniority of 40 years	+ 4 %

2.1.2 Job Classification

2.1.2.1 FLORICULTURE

CLA of 18 December 2025 (196983) (The universal applicability of the CLA is requested)

CLA applies. with the exception of the seasonal and occasional staff referred to in Article 8a of the Royal Decree of 28 November 1969.

- Category 1. This is the starting category for unexperienced workers

  It is therefore. by definition. a temporary category. Staff having exercised this function for maximum 18 months and having thus acquired the necessary knowledge / experience automatically progresses to the superior category.

  Via a substantive weighting assessing the effectiveness of the performances. workers may access sooner to the category 2.

- Category 2. This category includes the basic experienced workers. They practice their job under the responsibility of another person who has the ultimate responsibility. Nevertheless. they are expected to demonstrate some independence in the execution of their work. They are not considered to be multifunctional.
- Category 3. This category includes the workers who exercise autonomously technical functions and should thus have a certain versatility in the field of groups of plants and tasks. They are responsible for the quality of their own work.

- Category 4. This category includes workers who lead a group of people of the lower categories.

  Also belong to this category: the workers, who by the nature of the products they work with (for example: plant protection products), have a major responsibility for the plants on the one hand and their colleagues on the other.

- Category 5. For enterprises occupying more than 50 workers an additional category may be added through negotiations at company level on top of the sectorial agreements. These are workers with the highest responsibilities. These workers receive their orders directly from the direction of the enterprise. They have also the final responsibility for the tasks and products. This also means that they must lead other workers of the categories 3 and 4 (who themselves must conduct a group of workers from the lower categories). and bear the responsibility for them.

2.1.2.1.1 Validity

This CLA comes into effect on 1 January 2026 and is concluded for an indefinite period.

2.1.2.2 VITICULTURE

See subsector Fruit cultivation.

2.1.2.3 CULTIVATION OF TREES

CLA of 18 December 2025 (196983) (The universal applicability of the CLA is requested)

This CLA applies. with the exception of the seasonal and occasional staff referred to in Article 8a of the Royal Decree of 28 November 1969.

The jobs of the workers referred to in the 1st article are categorized as follows:

- Category 1: belong to category 1:

  The workers with the required experience. The job is performed under the responsibility of another person who bears the ultimate responsibility.
  These workers are asked to have some autonomy in the execution of the work. They are supposed to have some versatility.

- Category 2: belong to category 2:

  The workers who perform technical jobs autonomously and who. for this purpose.
  have a certain versatility in terms of plant types and tasks.
  They are responsible for the quality of the results of their own work. To do this. the worker must have a wide range of knowledge.

- Category 3: belong to category 3:

  Workers who have a high degree of versatility and who lead a group of lower-class workers. This category also applies to the workers who. by the nature of the task. bear. as well as for their colleagues. the ultimate responsibility in the completion of an assigned mission.

  Category 4: belong to category 4:

  Workers with the highest responsibility. These workers carry the final responsibility for a large proportion of the company management regarding production and/or logistics. This involves taking responsibility for the management of other lower-class workers.

2.1.2.3.1 CHAPTER IX. *Validity*

This CLA comes into effect on 1 January 2026 and is concluded for an indefinite period

2.1.2.4 LAYOUT AND UPKEEP OF PARKS AND GARDENS

CLA of 18 December 2025 (196983) (The universal applicability of the CLA is requested)

This CLA applies. with the exception of the seasonal and occasional staff referred to in Article 8a of the Royal Decree of 28 November 1969.

- Category 1. The category 1 includes workers with no experience and no education in the green sector. and who cannot work autonomously. to start.

  Workers who have exercised this function for a maximum period of 18 months are transferred to the category two.

- Category 2. This category includes basic workers with experience. They practice their job under the responsibility of another person who has the ultimate responsibility. Nevertheless. they are expected to show some independence in the execution of the work. They are not considered to be multifunctional.
- Category 3. This category includes the workers who perform autonomously technical functions and therefor should have a certain versatility on tasks.
  - ground works: cultivation, dunging, chemical and/or mechanical weeding...;
  - installation works: pruning, mowing, planting, sowing, tying, protecting plants...;
  - construction works; paving, garden walls and stairs, fences....

  They bear the responsibility for the quality of the results of their own work.
- Category 4. This category includes workers who perform all technical functions autonomously and for that purpose are required to possess a certain versatility in tasks.
  - ground works: cultivation, dunging, chemical and/or mechanical weeding...;
  - installation works: pruning, mowing, planting, sowing, tying, protecting plants,... ;
  - construction works; paving, garden walls and stairs, fences, .

  They bear the responsibility for the quality of the results of their own work.

  They also lead themselves one or more workers from the lower categories. and are responsible for the quality of their own work and that of the workers they supervise.

  Also belong to this category:

  a) workers from the category 3 who mainly perform maintenance on roads with road signs F5 and F9 and along roads with two or more sections separated by a central planted or sown reservation;

  b) workers from the category 3 who perform regularly or mainly tree care work;

  c) workers who regularly or essentially operate or drive dangerous machinery. (e.g. excavators, combine harvesters, lifts, etc.).
- Category 5: This category includes workers who must lead workers of the category 4.

  They are responsible for the quality of their own work and that of the workers they supervise.

2.1.2.4.1 Validity

This CLA comes into effect on 1 January 2026 and is concluded for an indefinite period.

2.1.2.5 FRUIT CULTIVATION

CLA of 18 December 2025 (196983) (The universal applicability of the CLA is requested)

This CLA applies. with the exception of the seasonal and occasional staff referred to in Article 8a of the Royal Decree of 28 November 1969.

- Category 1: The workers with the required experience. The job is performed under the responsibility of another person.

  The following characteristics are important:

  - Autonomy
  - Quality orientation
  - skillfulness
  - Multi-tasking capabilities

- Category 2: The workers who:
  - perform technical jobs autonomously and / or
  - lead a (small) group of workers in category 1

  The following characteristics are important:

  Basic knowledge of cultivation techniques

  A good example of this is the identification of diseases and pests and/or the knowledge about the use of phytopharmaceuticals.

- Category 3: The workers who lead a group of workers in category 1 and category 2

  This category also applies to the workers who hold the ultimate responsibility.

  These workers can deputize for the employer during a short period of time and make limited decisions about culture. work and workers.

- Category 4: This category applies to the workers who exercise the highest degree responsibility.

  These workers carry the final responsibility for a large proportion of the company management regarding production and logistics.

  The following characteristics are important:

  - Lead the other workers;
  - Comprehensive knowledge of cultivation. diseases and pests
  - Knowledge of quality requirements
  - Deputizing for the employer during a long period

2.1.2.5.1 *Validity*

This CLA comes into effect on 1 January 2026 and is concluded for an indefinite period.

2.1.2.6 VEGETABLE CULTIVATION

CLA of 18 December 2025 (196983) (The universal applicability of the CLA is requested)

This CLA applies. with the exception of the seasonal and occasional staff referred to in Article 8a of the Royal Decree of 28 November 1969.

- Category 1: The workers with the required experience. The job is performed under the responsibility of another person.

  The following characteristics are important:

  - Autonomy
  - Quality orientation
  - skillfulness
  - Multi-tasking capabilities

- Category 2. The workers who:
  - perform technical jobs autonomously and / or
  - lead a (small) group of workers in category 1

  The following characteristics are important:

  Basic knowledge of cultivation techniques

  A good example of this is the identification of diseases and pests and/or the knowledge about the use of phytopharmaceuticals.

- Category 3. The workers who lead a group of workers in category 1 and category 2

  This category also applies to the workers who hold the ultimate responsibility.

  These workers can deputize for the employer during a short period of time and make limited decisions about culture. work and workers.

- Category 4: Through negotiations at company level. companies employing more than fifty workers can add an additional category to sectoral agreements.

  This category applies to the workers who exercise the highest degree responsibility.

  These workers carry the final responsibility for a large proportion of the company management regarding production and logistics.

  The following characteristics are important:

  - Lead the other workers;
  - Comprehensive knowledge of cultivation. diseases and pests
  - Knowledge of quality requirements
  - Deputizing for the employer during a long period

2.1.2.6.1 Validity

This CLA comes into effect on 1 January 2026 and is concluded for an indefinite period.

2.1.2.7 MUSHROOM CULTIVATION

CLA of 18 December 2025 (196983) (The universal applicability of the CLA is requested)

This CLA applies. with the exception of the seasonal and occasional staff referred to in Article 8a of the Royal Decree of 28 November 1969.

- Category 1. This category includes workers who can perform basic work and who have no experience in the mushroom sector. At the end of this training period of six months these workers proceed to the Category 2.
- Category 2. This category includes workers who are responsible for the following activities or have the following qualities: picking. planning. packaging. canteen work. container work. weighing. cleaning staff during cultivation. ...
- Category 3. This category includes workers of whom to the essence of their job responsibilities consists in leading a group of assistant-workers belonging to the category 1 or 2. These workers may also be responsible for quality control of the picked product. for weighing and for the practical organization of work.

  In this function. they can issue instructions to workers of the categories 1 and 2 on picking methods. quality. work planning and organization.

  Comment: In companies occupying 50 and more workers the workers responsible for weighing and quality control of the products belong to category 3. according to the modalities that were agreed upon in the enterprise in this regard.
- Category 4. This category includes workers who have a technical knowledge (electricity. air-conditioning. mechanics. CLA) and are employed to perform the following activities: major cleaning between crops. enhancing the execution of the cultivation process. operating vehicles (or trucks). operating machinery required for cultivation processes. maintenance of machinery and equipment. performing repairs.
- Category 5. In companies occupying 50 and more workers a fifth category of workers may be introduced through negotiations at company level.

  The threshold of 50 workers is used here in the same manner as it would be for the organization of social elections.

  This category includes workers with primary responsibilities under the production responsible and who receive their orders directly from him.

  They lead a group of other workers and bear the responsibilities thereof.

2.1.2.7.1 *Validity*

Art. 21. This CLA comes into effect on 1 January 2026 and is concluded for an indefinite period.

2.2 Bonuses/Allocations

2.2.1 Common bonuses / allocations for all subsectors

2.2.1.1 Lumps-sum premiums for regular workers

CLA of 18 December 2025 (196983) (The universal applicability of the CLA is requested)

Art. 20§1. From calendar year 2016 on. the employer pays each year. on 1st July. a lump-sum premium to the workers. This lump-sum premium is only granted to the workers who worked during the

reference period. i.e. from July 1st of the previous calendar year to 30th June of the current calendar year in companies belonging to the Joint Committee for horticultural businesses.

" Employment" comprises the worked and assimilated days as defined in the Article 16 of the Royal Decree of March 30th. 1967 laying down the general implementing modalities of the acts on the workers' annual leave (Belgian Official Gazette of. April 6th. 1967)

(See link:KB van 30 maart 1967 http://www.ejustice.just.fgov.be/cgi_loi/loi_a1.pl?DETAIL=1967033001%2FN&caller=list&row_id=1&numero=1&rech=3&cn=1967033001&table_name=WET&nm=1967033001&la=N&ddfm=03&chercher=t&language=nl&choix1=EN&choix2=EN&fromtab=wet_all&nl=n&sql=dd+between+date%271967-03-30%27+and+date%271967-03-30%27+and+actif+%3D+%27Y%27&ddda=1967&tri=dd+AS+RANK+&trier=afkondiging&ddfa=1967&ddmj=30&dddm=03&ddfj=30&imgcn.x=67&imgcn.y=7 (in Dutch) or AR du 30 mars 1967 (in French))

§2. For the workers employed full-time with a complete reference period. the amount of this gross premium is 55.00 EUR.

For part-time workers. the gross premium will be calculated on the basis of the premium of full-time workers and this. depending on the duration of the part-time work.

For the workers who cannot provide evidence that they have worked during a whole reference period. the gross premium will be calculated in proportion of their working time. Every started month accounts for 1/12th. When the occupation comes to an end. the premium is paid off with the last wage settlement.

§3. The amount of the premium is linked to the Consumer Price Index, in accordance with the provisions of the collective labour agreement of15 December 2023, concluded within the Joint Committee on Horticulture, on the linkage of wages to the Consumer Price Index

After a 2.19% increase, the amount of the premium is fixed at EUR 74.15 on 1st of January 2026.

§ 4. At company level. this lump-sum premium may be transposed into an equivalent benefit (in case of transposition into meal vouchers. the employer's share increases by 0.5 EUR per day) through the conclusion of a collective labour agreement, filed at the latest on May 1st of the current year, and provided that a copy of that company CLA is forwarded to the Chairman of the Joint commission for horticultural businesses. As long as the basic agreement is renewed at the level of the Joint Committee. the conversion will be automatically extended

2.2.1.1.1 Validity

Art. 21This CLA comes into effect on 1 January 2026 and is concluded for an indefinite period.

2.2.2 Common bonuses /allocations for JC145 (horticultural enterprises) except for subsector layout and upkeep of parks and gardens

2.2.2.1 Additional allowance for working on a public holiday

CLA of 13 May 2022 (174200) (R.D. 12/02/2023- B.O.G. 04/04/2023)

Article 1. This collective labour agreement applies to the employers of the companies belonging to the Joint Committee for the horticultural enterprises and to their occasional workers as defined in Article 8bis of the Royal Decree of 28 November 1969, adopted in implementation of the Law of 27 June 1969 revising the Decree-Law of 28 December 1944 on social security for manual workers.

Article 2. Seasonal and casual workers who work on a public holiday are entitled to an additional allowance, on top of the usual salary for the hours actually worked.

Article 3. The additional allowance is calculated as follows: the number of hours worked on the public holiday multiplied by the hourly wage.

Article 4. The additional allowance is paid with the first salary settlement following the public holiday worked.

Art.5. This CLA comes into effect on 1 May 2022 and is concluded for an indefinite period.

2.2.3 Bonuses which are different depending on the sub-sector

2.2.3.1 FLORICULTURE

No specific bonuses/allocations are applicable .

2.2.3.2 VITICULTURE

See subsector Fruit cultivation.

2.2.3.3 CULTIVATION OF TREES

2.2.3.3.1 Bad weather premium

CLA of 8 May 2001 (58610) R.D.10/12/2002 – B.O.G. 02/04/2003)

Article 1. This CLA applies to the regular workers with the exception of the seasonal and occasional personnel referred to in Article 8a of the Royal Decree of 28 November 1969 implementing the Law of 27 June 1969 amending the Decree of 28 December 1944 on social security for workers.

Art. 3. A worker who. because of weather conditions making work impossible. could not continue work which he had started or could not begin the work to be carried out though he had gone to the place where the work had to be executed. is entitled at the expenses of his employer to the wages of the entire working day and this according to the applicable schedule.

The signatory parties highlight that this is the normal application of the Article 27 of the Act on employment contracts.

Art. 4. The signatory parties agree that of the wage costs resulting from the application of the aforementioned Article 27 half can be recovered respectively from the Guarantee and Social Fund for he horticultural enterprises and the Social Fund for the layout and upkeep of parks and gardens as a function of the main activity of the employer.

Art. 6. The board of managers of the relevant Welfare Fund shall set the conditions under which a partial recovery of the wage costs shall be possible. Thus. the Board of managers may provide the recovery for a capped number of days per company or per worker. The Board may also provide a link with the application of temporary unemployment due bad weather.

Precise instructions shall be communicated in a circular to the employers. prepared by the board of managers of the respective welfare funds.

Art. 7. This CLA comes into effect on 1 July 2001 and is concluded for an indefinite period.

2.2.3.4 LAYOUT AND UPKEEP OF GARDENS AND PARKS

2.2.3.4.1 Night work

CLA of 24 May 2023 (180793) (R.D. 28/09/2023 – B.O.G. 25/10/2023)

Determination of the conditions under which night work and Saturday work may be introduced in the "installation and upkeep of parks and gardens" sector in application of the law of 17 March 1987 relating to the introduction of new working arrangements in companies

2.2.3.4.1.1 Legal basis

Art.2. This collective labour agreement is concluded in application of the law of 17 March 1987 relating to the introduction of new working arrangements in companies (Belgian Official Gazette of 12 June 1987) and in application of collective labour agreement no. 42 of 2 June 1987.

2.2.3.4.1.2 Night work

Art. 3 . In application of Article 36 of the Labour Act of 16 March 1971 (Belgian Official Journal of 30 March 1971) and in application of Article 2. 2 ° of the Act of 17 March 1987 on the introduction of new working arrangements in companies (Belgian Official Gazette of 12 June 1987). night work may be applied insofar the work and / or services cannot be executed at any other time or are described as such by in the specifications by the contracting authority.

Art. 4. Night work may be introduced at company level only where there is a CLA concluded at the company level in this regard.

This CLA shall be subject to the suspensive condition of approval by the Joint Bargaining Committee for the horticultural enterprises.

This CLA should include that the workers voluntarily agree to the night work arrangement.

Art. 5. For all the hours worked and present between 8 p.m. and 6 a.m. a minimum supplement of 25% of the applicable hourly rate shall be applied.

This supplement does not affect possible pre-existing more favourable arrangements on company level.

2.2.3.4.1.3 Validity

Art. 9. This CLA comes into effect on 1 January 2023 and is concluded for an indefinite period.

2.2.3.4.2 Bad weather premium

CLA of 8 May 2001 (58610) (R.D. 10/12/2002 – B.OG. 02/04/2003)

Art. 3. A worker who. because of weather conditions making work impossible. could not continue work which he had started or could not begin the work to be carried out though he had gone to the place where the work had to be executed. is entitled at the expenses of his employer to the wages of the entire working day and this according to the applicable schedule.

The signatory parties highlight that this is the normal application of the Article 27 of the Act on employment contracts.

Art. 4. The signatory parties agree that of the wage costs resulting from the application of the aforementioned Article 27 half can be recovered respectively from the Guarantee and Social Fund for he horticultural enterprises and the Social Fund for the layout and upkeep of parks and gardens as a function of the main activity of the employer.

Art. 6. The board of managers of the relevant Welfare Fund shall set the conditions under which a partial recovery of the wage costs shall be possible. Thus, the Board of managers may provide the recovery for a capped number of days per company or per worker. The Board may also provide a link with the application of temporary unemployment due bad weather.

Precise instructions shall be communicated in a circular to the employers, prepared by the board of managers of the respective welfare funds.

Art. 7. This CLA comes into effect on 1 July 2001 and is concluded for an indefinite period.

2.2.3.4.3 Work on Saturday

CLA of 24 May 2023 (180 783) (R.D. 28/09/2023 – B.O.G. 25/10/2023)

Determination of the conditions under which night work and Saturday work may be introduced in the "installation and upkeep of parks and gardens" sector in application of the law of 17 March 1987 relating to the introduction of new working arrangements in companies

Art. 2. This collective labour agreement is concluded in application of the law of 17 March 1987 relating to the introduction of new working arrangements in companies (Belgian Official Gazette of 12 June 1987) and in application of collective labour agreement no. 42 of 2 June 1987.

Art. 6. § 1. The 5-day week, Monday to Friday, applies as a basic rule in the subsector «layout and upkeep of parks and gardens». It is possible to derogate from this basic rule in the cases described in §2 below.

Article 4, 2° of the law of 6 April 1960 (Belgian Official Gazette of 7 May 1960) concerning the execution of construction works, prohibits the execution of landscaping, siting and maintenance work on roadsides, playgrounds and sports areas, airfields, parks and gardens on Saturdays. Pursuant to article 2, 4° of the law of 17 March 1987 relating to the introduction of new working arrangements in companies, it is possible to derogate from this prohibition in the cases described in § 2 below.

§ 2. Working on Saturday is only allowed if it is impossible to work during the week for one of the following reasons:

rules imposed by a public authority

safety of the worker: work for which the safety of the worker cannot be guaranteed in any way if it is carried out on a day other than Saturday.

necessary work that cannot be performed other than on Saturday

In each of these cases, it is necessary to have a reasoned case approved by the Joint Committee (art. 7).

Art. **7**. Before an employer can introduce work on Saturday, the following conditions must be met:

§1. The employer must submit a reasoned request to work on Saturday to the President of the Joint Committee 145.

This request must reach the Chairman of the Joint Committee at least 2 "working months" (60 calendar days) before the work is to be carried out. The months of July and August are not considered as "working months" and therefore extend the deadline for the request.

The request must comply with the formal requirements of the standard form annexed to this collective labour agreement.

For work on Saturday, an agreement at company level is always required. The request must therefore be accompanied by the signed agreement of the workers concerned and the agreement of the trade union delegation where indicated

The request for work on Saturday must always be linked to a maximum of one site.

§2. The Chairman of the Joint Committee shall place the request on the agenda of the first meeting of the Joint Committee following receipt of the request. The members of the Joint Committee shall decide unanimously.

The Chairman of the Joint Committee shall than communicate the reply in writing to the company concerned.

§3. Work on Saturday may begin only after receiving written authorization from the Joint Committee. This written authorization determines:

The period during which work is permitted on Saturday (at most until the end of the calendar year).

The place(s) where work is permitted on Saturday;

For which activities work is allowed on Saturday and why (reasons).

Art. 8. A salary supplement of 50% is always due for work on Saturday.

In the event of more favourable rules within the company, these shall continue to apply.

Art. 9. This collective labour agreement comes into effect on 1 January 2023 and is concluded for an indefinite period.

2.2.3.5 FRUIT CULTIVATION

2.2.3.5.1 Bad weather premium

CLA of 8 May 2001 (58610) (R.D. 10/12/2002 – B.OG. 02/04/2003)

Article 1. This CLA applies to regular workers with the exception of the seasonal and occasional personnel referred to in Article 8a of the Royal Decree of 28 November 1969 implementing the Law of 27 June 1969 amending the Decree of 28 December 1944 on social security for workers.

Art. 2. The signatory parties note that. following the application of Article 27 of the Law of 3 July 1978 on employment agreements (Belgian Official Gazette of 22 August 1978). the worker is entitled to the remuneration that he would have earned had he been able to accomplish his daily duty normally which. due to a cause beyond his will. he could not start. although he had normally gone to his place of work. or he could not continue the work he was performing.

The signatory parties note that the application of Article 27 of the Act of 3 July 1978 on employment agreements in the case of unworkable weather circumstances raises problems They intend to have part the of problems that have emerged in the implementation of Article 27 and the resulting wage costs taken into account certain marginal conditions specified further on in the current CLA.

Art. 3. A worker who. because of weather conditions making work impossible. could not continue the work which he had started or could not begin the work though he had gone to the place where the work had to be executed. is entitled at the expenses of his employer to the wages of the entire working day and this according to the applicable schedule.

The signatory parties highlight that this is the normal application of the Article 27 of the Act on employment contracts.

Art. 4. The signatory parties agree that of the wage costs resulting from the application of the aforementioned Article 27 half can be recovered respectively from the Guarantee and Social Fund for he horticultural enterprises and the Social Fund for the layout an upkeep of parks and gardens as a function of the main activity of the employer.

Art. 6. The board of managers of the relevant Welfare Fund shall set the conditions under which a partial recovery of the wage costs shall be possible. Thus. the Board of managers may provide the

recovery for a capped number of days per company or per worker. The Board may also provide a link with the application of temporary unemployment due bad weather.

Precise instructions shall be communicated in a circular to the employers. prepared by the board of managers of the respective welfare funds.

Art. 7. This CLA comes into effect on 1 July 2001 and is concluded for an indefinite period.

2.2.3.6 VEGETABLE CULTIVATION

No specific bonuses/allocations are applicable

2.2.3.7 MUSHROOM CULTIVATION

2.2.3.7.1 Bad weather premium

CLA of 8 May 2001 (58610) (R.D.10/12/2002 – B.O.G. 02/04/2003)

Creating solidarity in the wage costs due to the interruption of the working day by adverse weather Article 1. This CLA applies to regular workers with the exception of the seasonal and occasional personnel referred to in Article 8a of the Royal Decree of 28 November 1969 implementing the Law of 27 June 1969 amending the Decree of 28 December 1944 on social security for workers.

Art. 2. The signatory parties note that, following the application of Article 27 of the Law of 3 July 1978 on employment agreements (Belgian Official Gazette of 22 August 1978), the worker is entitled to the remuneration that he would have earned had he been able to accomplish his daily duty normally which, due to a cause beyond his will, he could not start, although he had normally gone to his place of work, or he could not continue the work he was performing.

The signatory parties note that the application of Article 27 of the Act of 3 July 1978 on employment agreements in the case of unworkable weather circumstances raises problems They intend to have part the of problems that have emerged in the implementation of Article 27 and the resulting wage costs taken into account certain marginal conditions specified further on in the current CLA.

Art. 3. A worker who, because of weather conditions making work impossible, could not continue the work which he had started or could not begin the work though he had gone to the place where the work had to be executed, is entitled at the expenses of his employer to the wages of the entire working day and this according to the applicable schedule.

The signatory parties highlight that this is the normal application of the Article 27 of the Act on employment contracts.

Art. 4. The signatory parties agree that of the wage costs resulting from the application of the aforementioned Article 27 half can be recovered respectively from the Guarantee and Social Fund for he horticultural enterprises and the Social Fund for the layout an upkeep of parks and gardens as a function of the main activity of the employer.

Art. 6. The board of managers of the relevant Welfare Fund shall set the conditions under which a partial recovery of the wage costs shall be possible. Thus. the Board of managers may provide the recovery for a capped number of days per company or per worker. The Board may also provide a link with the application of temporary unemployment due bad weather.

Precise instructions shall be communicated in a circular to the employers. prepared by the board of managers of the respective welfare funds.

Art. 7. This CLA comes into effect on 1 July 2001 and is concluded for an indefinite period.

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 Common allocations for JC 145

3.1.1 Transport costs

CLA of 27 April 2026 (199667) (The universal applicability of the CLA is requested)

3.1.1.1 Compensation when using public transport

Art. 2 Workers who make use of any means of public transport are entitled, at the expense of the employer, to reimbursement of the costs incurred at 100% for the distance travelled by the public transport service between home and work.

3.1.1.2 Bicycle allowance

Art. 3. Workers who use a bicycle to commute to and from work are entitled from 1st February 2026 to an allowance of EUR 0.37 per kilometre to be paid by the employer.

3.1.1.3 Compensation when using other means of transport

Art. 4. Workers domiciled at a distance of 5 km or more from the workplace and who make use of means of transport other than those referred to in Articles 2 and 3 shall also be entitled, at the employer's expense, to reimbursement of the costs incurred. This reimbursement is calculated per day of work started at 70% of 1/65th of the effective price at 139% of the quarterly train card, for the distance travelled between home and work. There is a maximum of 65/65th per quarter.

A table of effective amounts as of 1 February 2026 is annexed to this CLA.

For the calculation of distance, reference is made to the number of kilometres along the road, calculated from the workplace to the home.

Art. 5 When workers commute to work by carpooling, the contribution to the social subscription is increased to 139%, subject to the following conditions:

- there are at least 3 workers who carpool;
- carpooling is permanent throughout the year ;
- the organisation of public transport is tax deductible for the employer at 120%.

Art. 6. Reimbursement of the expenses incurred as referred to in Articles 2, 3, 4 and 5 shall be made at least monthly.

Art. 7. Without prejudice to the provisions of Articles 2, 3, 4 and 5, the more favorable conditions for transport and reimbursement of transport costs existing at the level of the company shall be maintained.

3.1.1.4 Validity

Art. 8. This collective labour agreement comes into force on 1 February 2026 and is valid for an indefinite period.

3.1.1.5 Appendix of CLA of 27th April 2026

Distance in km	From 1 February 2025 Personal transport 70% intervention Per month	From 1 February 2025 Personal transport 70% intervention Per day	From 1 February 2025 public transport
5	50.92	2.35	Complete reimbursement
6	54.16	2.5	Complete reimbursement
7	57.41	2.65	Complete reimbursement
8	60.65	2.8	Complete reimbursement
9	63.89	2.95	Complete reimbursement
10	67.14	3.1	Complete reimbursement
11	70.38	3.25	Complete reimbursement
12	73.62	3.4	Complete reimbursement
13	76.87	3.55	Complete reimbursement
14	80.11	3.7	Complete reimbursement
15	83.35	3.85	Complete reimbursement
16	86.6	4	Complete reimbursement
17	89.84	4.15	Complete reimbursement
18	93.08	4.3	Complete reimbursement
19	96.33	4.45	Complete reimbursement
20	99.57	4.6	Complete reimbursement
21	102.81	4.75	Complete reimbursement
22	106.06	4.89	Complete reimbursement
23	109.3	5.04	Complete reimbursement
24	112.54	5.19	Complete reimbursement
25	115.79	5.34	Complete reimbursement
26	119.03	5.49	Complete reimbursement
27	122.27	5.64	Complete reimbursement
28	125.84	5.81	Complete reimbursement
29	129.08	5.96	Complete reimbursement

Distance in km	From 1 February 2025 Personal transport 70% intervention Per month	From 1 February 2025 Personal transport 70% intervention Per day	From 1 February 2025 public transport
30	132.33	6.11	Complete reimbursement
31-33	137.52	6.35	Complete reimbursement
34-36	145.63	6.72	Complete reimbursement
37-39	153.41	7.08	Complete reimbursement
40-42	161.52	7.45	Complete reimbursement
43-45	169.3	7.81	Complete reimbursement
46-48	177.41	8.19	Complete reimbursement
49-51	185.52	8.56	Complete reimbursement
52-54	191.03	8.82	Complete reimbursement
55-57	196.87	9.09	Complete reimbursement
58-60	202.38	9.34	Complete reimbursement
61-65	210.17	9.7	Complete reimbursement
66-70	219.57	10.13	Complete reimbursement
71-75	228.98	10.57	Complete reimbursement
76-80	238.39	11	Complete reimbursement
81-85	247.79	11.44	Complete reimbursement
86-90	257.52	11.89	Complete reimbursement
91-95	266.93	12.32	Complete reimbursement
96-100	276.33	12.75	Complete reimbursement
101-105	285.74	13.19	Complete reimbursement
106-110	295.47	13.64	Complete reimbursement
111-115	304.87	14.07	Complete reimbursement
116-120	314.28	14.51	Complete reimbursement
121-125	323.68	14.94	Complete reimbursement
126-130	333.09	15.37	Complete reimbursement
131-135	342.82	15.82	Complete reimbursement
136-140	352.23	16.26	Complete reimbursement
141-145	361.63	16.69	Complete reimbursement
146-150	371.04	17.12	Complete reimbursement

3.2 Subsector layout and upkeep of parks and gardens

3.2.1 Accommodation and separation allowance

CLA of 24 May 2023 (180789) (R.D. 28/09/2023 -B.O.G. 31/10/2023)

- allowance accommodation : 28.25 EUR (Indexation January 2026)
- allowance meals: 14.35 EUR (Indexation January 2026)

Art. 7. If the worker cannot return home every day because of the nature of the work or of the long travelling time, and thus is obliged to stay in the vicinity of the workplace, the employer shall guarantee decent accommodation, meals and free transportation to the workplace.

Art. 8. The employer may discharge himself of this obligation by paying. The lump allowances:

- accommodation: EUROS 26.21 per day;
- meals: EUROS 13.32 per day.

These amounts are in force since 1 January 2023 and are linked to the consumer price index in the same way as the index adjustment of wages.

A minimum separation allowance of EUROS 6.20 per day because of the additional costs caused by accommodation.

Art.9. This collective labour agreement comes into force on 1 January 2023 and is valid for an indefinite period.

Premium to compensate for the inability of the employer to provide warm meals

CLA of 24 May 2023 (180789) (R.D. 28/09/2023 -B.O.G. 31/10/2023)

Art. 6. All workers who are entitled to the mobility allowance also receive a daily lump premium of 2.50 EUROS to compensate for the inability of the employer to provide. warm meals This premium shall not affect the existing boarding compensations.

Art.9. This collective labour agreement comes into force on 1 January 2023 and is valid for an indefinite period.

3.2.2 Mobility Premium

CLA of 24 May 2023 (180789) (R.D. 28/09/2023 -B.O.G. 31/10/2023)

- mobility premium : 0.0705 EUR/km (Indexation January 2026)

Art. 2. When the manual worker has to travel, on the employer's order, from the company's head office, the workshop, the workplace or another place indicated by the employer to another workplace, such travel costs shall be borne entirely by the employer, regardless of the means of transport used and the distance to be covered.

Art.3. The compensation for travel from home to work directly is supplemented by a mobility premium of EUR 0.0654 (indexation 1 January 2023) per kilometre actually travelled (round trip).

The amount of the mobility premium is indexed according to the same rules as those laid down for the indexation of salaries, taking into account the applicable ceiling for social security and taxation.

For construction sites or works at a distance of more than 45 km from the company's head office, the mobility allowance granted to the driver will be increased by 20%.

The employer is exempt from payment of the mobility allowance if the travel takes place while the staff is at the employer's disposal.

Art.4. For companies which make a collective car park available near the company's head office to workers who can freely use it, the journey from the collective car park to the building site and back is covered by the mobility allowance. Individual companies wishing to make use of this adapted scheme must make a request to the Joint Committee. For this purpose, they use the application form and the declaration on honour of the workers concerned which can be found in annex to this collective labour agreement.

Art. 5. Payment of the mobility allowance shall be made at the same time as the reimbursement of travel expenses.

Art.9. This collective labour agreement comes into force on 1 January 2023 and is valid for an indefinite period.

4 Working hours

4.1 Working Hours

4.1.1 For all subsectors except for subsector layout and upkeep of parks and gardens

On average on an annual basis (not applicable to seasonal and occasional staff): 38 h/week.

Seasonal and occasional staff): 38 h/week.

CLA of 9 January 2014 (119546) (R.D. 25/10/2015 – B.O.G. 15/12/2015)

This CLA comes into effect on 1 January 2014 and is concluded for an indefinite period.

4.1.2 Subsector layout and upkeep of parks and gardens

On average on an annual basis: 38 h/week.

CLA of 16 January 2020 (157479) (R.D. 22/06/2020 – B.O.G. 30/07/2020

This CLA comes into effect on 1 January 2020 and is concluded for an indefinite period.

4.2 Public Holidays

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

New Year's Day (1/1)

Easter Monday

Labour Day (1/5)

Ascension

Whit Monday

National Holiday (21/7)

Ascension (15/8)

All Saints day (1/11)

Armistice Day (11/11)

Christmas (25/12)

More information on the site of the FPS ELSD:

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

4.3 Legal Holidays

20 Legal Holidays (in five-day system) :

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

More information on the site of the FPS ELSD:

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