FEDERAL PUBLIC SERVICE
Employment, Labour and
Social Dialogue

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Auxiliary Joint Committee for Employees (JC 200)

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

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1 Scope of application

JLC 218 is abolished as from 01/04/2015.

In application of the CLA of 01/04/2015 (126 638/CO/200- R.D.23/08/2015.- BOG 01/10/2015) JLC 200 shall take over the rights and duties of JLC 218 in the field of the transition of employers and workers covered by JLC 200. The collective labour agreements and other agreements of JLC 218 shall be transferred to JLC 200. Therefore, they shall be fully applicable at the level of the JLC 200 and bind employers and workers covered by the JLC 200.

This file applies to companies which come under the Auxiliary Joint Committee for Employees, for work performed in Belgium.

Institution and amendments

(0) R. D. 04/11/1974 - B.O.G. 19/12/1974
(1) R. D. 13/06/1999 - B.O.G. 22/09/1999
(2) R. D. 30/11/1999 - B.O.G. 12/01/2000
(3) R. D. 27/01/2008 - B.O.G. 27/02/2008
(4) R. D. 07/12/2008 - B.O.G. 14/01/2009
(5) R. D. 10/04/2014 - B.O.G. 25/04/2014

Article 1. Competent for the workers who perform mainly clerical work and their employers, i.e. the workers who mainly perform clerical work and are not governed by their own joint committee and neither by the Auxiliary joint committee for the non-profit sector and their employers.

The Auxiliary Joint Committee for White collar workers is not competent for the workers employed by:

- The representative workers 'and employers' organizations referred to in Article 3 of the Act of December 5, 1968 on collective labour agreements and joint committees as well as the trade unions affiliated to or part of these representative organizations;
- The provincial, regional or local legally separate departments of the aforementioned representative workers' and employers' organizations, as far as their activities include participating in the social dialogue;
- The representative employers' organizations which are members of the Social and Economic Council of Flanders, the Social and Economic Council of Wallonia and the Economic and Social Council of the Brussels-Capital Region or the Social and Economic Council of the German-speaking Community;
- The recognized European workers' and employers 'organizations referred to in Article 154 of the Treaty on the Functioning of the European Union as well as the members of the therein incorporated inter-professional workers' and employers' organizations.

2 Remuneration

2.1 Wage scale (gross)

January 2026: Indexation%: 2.21

The indexation system applicable to the sector of activity the company belongs to, may be used instead of the system elaborated within the framework of the JLC.

The employers may fluctuate the wages of their employees by linking them to the consumer price index applicable to the blue collar workers in their company.

CLA of 09/06/2016 (134 420) (R.D. 13/05/2017 – B.O.G. 27/06/2017)

This CLA comes into effect on 1 July 2016 for an indefinite period.

CLA of 09/06/2016 (134 426) – (R.D. 27/01/2017 – B.O.G. 14/02/2017)

This CLA comes into effect on 1 July 2016 for an indefinite period.

CLA of 06/07/2023 (181 572) (R.D. 20/12/2023 – B.O.G. 18/01/2024)

This CLA comes into effect on 1 January 2024 for an indefinite period.

2.1.1 WAGE SCALE I: as from the first year of commencement of employment onward

Experience (years)	Class A	Class B	Class C	Class D
0	2,242.80	2,336.26	2,369.30	2,555.72
1	2,249.57	2,349.65	2,369.30	2,572.63
2	2,256.27	2,363.08	2,422.72	2,589.24
3	2,263.05	2,376.60	2,469.69	2,606.20
4	2,269.88	2,394.82	2,516.65	2,671.94
5	2,276.53	2,413.36	2,563.77	2,730.42
6	2,283.28	2,427.37	2,610.74	2,788.81
7	2,289.95	2,462.42	2,657.88	2,847.07
8	2,297.17	2,497.55	2,705.04	2,905.53
9	2,315.81	2,532.54	2,752.17	2,963.63
10	2,334.52	2,567.80	2,799.16	3,022.34
11	2,350.42	2,597.47	2,846.25	3,080.45
12	2,366.17	2,626.79	2,893.28	3,139.01
13	2,382.16	2,656.47	2,930.46	3,197.29
14	2,397.80	2,685.87	2,967.49	3,255.72
15	2,413.36	2,715.46	3,004.68	3,304.78
16	2,428.83	2,725.04	3,041.72	3,353.78
17	2,444.37	2,734.54	3,078.86	3,402.77
18	2,459.90	2,744.25	3,089.43	3,451.90
19	2,459.90	2,753.78	3,100.06	3,500.99
20	2,459.90	2,763.40	3,110.73	3,518.35
21	2,459.90	2,773.17	3,121.59	3,535.83
22	2,459.90	2,782.63	3,132.27	3,553.29
23	2,459.90	2,792.24	3,143.20	3,570.59

Experience (years)	Class A	Class B	Class C	Class D
24	2,459.90	2,801.83	3,153.91	3,587.83
25	2,459.90	2,811.38	3,164.85	3,605.11
26	2,459.90	2,821.00	3,175.60	3,622.42

2.1.2 WAGE SCALE II : employees after they have been employed for 1 year in the same company

Experience (years)	Class A	Class B	Class C	Class D
1	2,310.29	2,413.08	2,433.27	2,642.08
2	2,317.18	2,426.87	2,488.15	2,659.15
3	2,324.15	2,440.76	2,536.36	2,676.54
4	2,330.81	2,459.31	2,584.73	2,744.49
5	2,337.66	2,478.44	2,633.21	2,804.73
6	2,344.44	2,492.89	2,681.48	2,864.70
7	2,351.34	2,528.89	2,730.02	2,924.78
8	2,358.93	2,565.14	2,778.59	2,984.79
9	2,378.06	2,601.10	2,827.02	3,044.74
10	2,397.32	2,637.36	2,875.48	3,105.00
11	2,413.72	2,667.85	2,923.84	3,164.93
12	2,429.90	2,698.00	2,972.19	3,225.07
13	2,446.31	2,728.53	3,010.43	3,285.12
14	2,462.42	2,758.86	3,048.50	3,345.24
15	2,478.44	2,789.20	3,086.76	3,395.69
16	2,494.34	2,799.06	3,124.96	3,446.06
17	2,510.25	2,808.86	3,163.18	3,496.57
18	2,526.17	2,818.89	3,174.02	3,547.02
19	2,526.17	2,828.75	3,184.93	3,597.56
20	2,526.17	2,838.67	3,195.98	3,615.46
21	2,526.17	2,848.50	3,207.13	3,633.39
22	2,526.17	2,858.33	3,218.09	3,651.34
23	2,526.17	2,868.35	3,229.43	3,669.27
24	2,526.17	2,878.14	3,240.48	3,686.97
25	2,526.17	2,887.97	3,251.74	3,704.66

26	2,526.17	2,897.81	3,262.72	3,722.54

The minimum monthly salary for each class of full-time employees shall be laid down based on the number of years of professional experience:

- according to scale I from the first year of employment;
- according to scale II for employees who have been working for at least one year in the same company.

The starting salaries laid down in minimum scale I for all job classes correspond to 0 years of professional experience.

The transition from one scale to another shall take place in the month following that in which the employee meets the eligibility condition.

The application of the scales only concerns the minimum salaries of employees who also meet the eligibility conditions; it cannot affect the salaries of employees paid above these minimum salaries.

“Professional experience" means the period of actual and assimilated professional activity performed with the employer with whom the employee is in service, as well as the periods of actual and assimilated professional activity which the employee has performed prior to his/her entry into service, as a salaried worker, a self-employed person or a statutory civil servant.

In order to determine the period of professional experience, part-time activities shall be regarded as full-time activities.

The periods of total suspension of the execution of the employment contract as defined below shall be regarded as actual professional activity:

- periods of incapacity for work due to an accident at work or an occupational disease;
- periods of incapacity for work due to sickness or accident, other than an accident at work, up to a maximum of 3 years;
- periods of full-time time credit for thematic reasons, as provided for in Article 4 of CLA No 103, provided that ONEm/RVA benefits are granted, and periods of thematic leave (parental leave, assistance or care for a seriously ill member of the household or family, palliative care), up to a maximum of 3 years;
- periods of full-time time credit without thematic reasons provided that ONEm/RVA benefits are granted, up to a maximum of 1 year;
- periods of maternity leave;
- periods of prophylactic leave;
- periods of paternity leave;
- periods resulting from the application of the crisis measures as provided for in the Law of 19.07.2009;
- other periods of total suspension of the employment contract, as defined in the Law of 03.07.1978, with maintained remuneration.

Apart from the suspension of the employment contract, the following periods are regarded as actual professional activity: periods of full unemployment with benefits, up to a maximum of 1 year for the unemployed with benefits who have less than 15 years of professional experience and up to a maximum of 2 years for the unemployed with benefits who have more than 15 years of professional experience.

The professional experience acquired before the age of 21, for which a youth scale has been provided for in Article 6, shall be taken into account at the start of the experience-based scale set out in Article 2.

Remark: For the purposes of taking professional experience into account, no period of assimilation may be cumulated with a period of professional activity or with any other period treated as such.

A derogation from Article 3 has been provided for employees who were already in the service of the employer when the new scale system was introduced by the CLA of 28.09.2009 concluded in the National Auxiliary Joint Committee for Employees, i.e. on 30.09.2009.

On 01.10.2009, these employees' number of years of professional experience that will be taken into account for the past shall be determined on a fictitious basis, as long as they remain in the service of the same employer.

The fictitious professional experience is equal to the number of years corresponding, in the experience-based scale, to the amount of the sectoral salary scale that would have been applicable to them on 30.09.2009 according to the conversion table included in appendix 2 to this CLA.

This system of fictitious professional experience shall apply in identical fashion to employees paid at the sectoral scale and to employees paid above the sectoral scale and shall apply irrespective of the actual remuneration of the employee in question.

At the time of entry into service, the employee's salary scale shall be determined in accordance with the experience-based scale of the class to which his/her job belongs and on the basis of the professional experience as provided for in the aforementioned Article 2.

The sum of periods of professional experience and periods treated as such shall be expressed in years and months.

The first scale increase after entry into service shall occur on the first day of the month following that in which the employee moves up to the next year of professional experience.

If the period of professional experience has increased by 12 months since the last scale increase, the employee's scale salary shall increase by one year of professional experience, according to the scale, on the first day of the following month.

In the event of a new recruitment, the candidate shall provide the employer with all the information necessary to enable the latter to determine the salary that complies with the provisions of this agreement.

2.1.3 Branch managers and door-to-door salesman

CLA of 09/06/2016 (134 426) (R.D. 27/01/2017 – B.O.G. 14/02/2017)

This CLA comes into effect on 1 July 2016 for an indefinite period.

2 cases may occur:

A. they have a fixed wage;

B. their wage includes commissions determined according to the amount of trade turnover or according to other criteria.

In both cases, and if they are full time employed, their wages should at least equal those of an employee with professional experience level "0", according to the professional scale for class C.

2.1.4 Sales representatives

CLA of 09/06/2016 (134 426) (R.D 27/01/2017 – B.O.G. 14/02/2017)

This CLA comes into effect on 1 July 2016 for an indefinite period.

For sales representatives with less than 4 years of professional experience, the wage should at least equal the minimum scale according to the professional experience of class C.

For sales representatives with 4 or more years of professional experience, the wage should at least equal the minimum scale according to professional experience of class D.

During the trial period, however, the monthly minimum wage should at least equal the wage of an employee of professional experience level "0"in class A.

This minimum wage is a monthly paid advance on the commission and the final account is annually established on the basis of the wages calculated on an average of 12 months

2.1.5 Guaranteed average minimum monthly income (GAMMI)

CLA of 09/06/2016 (134 431) (R.D. 02/05/2017 – B.O.G. 19/06/2017)

This CLA comes into effect on 1 July 2016 for an indefinite period.

THE GUARANTEED AVERAGE MINIMUM MONTHLY INCOME (GAMMI) applies to the employees aged 18 and older who perform a normal full-time job,

The GAMMI does not apply to employees working in a family business employing usually only blood relatives, relatives or foster children under the sole authority of the father, the mother or the tutor,

It does not apply either to the employees usually employed for a period of less than one calendar month.

By guaranteed average minimum monthly income is meant:

- The monthly wage guaranteed by the scales as determined by the joint labour committee, the collective labour agreements at company level or the individual employment agreement
- The equivalent per month in bonuses and other benefits, possibly paid in kind, which are granted under the terms of the end of the year bonus, pursuant to a collective agreement at company level, an individual employment agreement or custom.

However, shall be excluded from the determination of the GAMMI:

- Supplements for overtime
- The benefits provided by Art19 § 2 of the Royal Decree of 28/11/1969 implementing the Act of 27/06/1969 amending the Decree of 28/12/1944 concerning social security for workers
- The bonuses or compensations paid for actual costs borne by the employees.

Age	Seniority (months): 0	Seniority (months): 6	Seniority (months): 12
18	2,155.47	2,155.47	2,155.47
19	2,155.47	2,155.47	2,155.47
20	2,155.47	2,155.47	2,179.06

2.1.6 Job classification and seniority

CLA of June 2016 (134 438) (R.D. 02/05/2017- B.O.G. 21/06/2017)

2.1.6.1 Job Classification

Art 2 The functions of the white collar workers are sub-divided into four classes, which are determined according to the general criteria set out below:

- Class A: Executive: Functions marked by the performance of a limited number of simple repetitive tasks
- Class B: Support: functions which contribute to the realization of a larger mission
- Class C: Managerial: Functions marked by the achievement of a complete set of tasks that together form one assignment
- Class D: Advisory: Functions which are characterized by monitoring and developing one company process within the context of a particular objective

The level distinguishing criteria for each class, as well as the list of model functions per class are also included in the appendix to this collective labour agreement, This appendix is an integral part of the Collective Labour Agreement

The specific contents of the model functions included in the list of model functions for each class, listed in Annex of this CLA, will be brought to the attention of employers' and workers' representatives via the social fund.

Art. 3 General remarks. § 1. This classification of white collar functions in classes is meant to give the companies a directive so as to facilitate the implementation of this CLA on the minimum wages.

Therefore this job classification is based on level-differentiating criteria such as the complexity, the problem-solving abilities, the impact of errors, the contribution, the autonomy, the work-scheduling, the supervision, the knowledge, the training, the transfer of information, the contacts and the knowledge of foreign languages.

§ 2. The employer is responsible for the sub-division into classes of the functions based upon the actual job contents in the enterprise.

§ 3. The functions that are given in each class are merely an example, The name of each function is merely an indication for its contents.

§ 4. Classification of specific functions

Each function should be assessed on the basis of the actual job-contents in the enterprise compared to the level-differentiating criteria and the job-content of the model function.

§ 5. When an scaled clerk has the competence to exercise a higher position, this does not mean that he is placed in the corresponding wage category. This can only happen if the function is effectively exercised.

§ 6. When an scaled clerk executes simultaneously and permanently multiple functions of various classes. This should be taken into consideration for determining his wages.

§ 7. The implementation of this classification may not give rise to a revision of the classifications that have been agreed upon at company level according to other standards.

2.1.6.2 Duration

Art .4. This CLA comes into effect on 1 July 2016 and is concluded for an indefinite period.

2.1.6.3 Annex 1 of CLA of 9 June 2016- - Job classification

Class A	Class B	Class C	Class D
Filler	Administrative assistant	Desk clerk sales	Purchaser
Administrative Assistant redactor	Administrative Assistant purchase	Accountant clerk	Laboratoty analyst
Van driver	Clerk economist	Debtors and creditors administration clerk	Human resources assistant
Invoices checker	Clerk data treatment	Expedition clerk	Clerk planning and preparation (construction)
House caretaker	Assistant Laboratory Technician	Staff administration clerk	Accountant
Assistant cashier	Cashier	Commercial administrative clerk back office	Calculator
Assistant shipment / mail	Quality assistant	dispatcher	Communications assistant
Typist / data feeder	Assistant logistics	Documentalist	Consultant recruitment and selection (selection bureau)
	Merchandiser	Helpdesk operator	Database administrator
	Operator / receptionist	Quality Controller	Head of department
	Front office technician	laboratory technician	Cost analyst
	Tele-operator (call centre)	Warehouse manager	Marketing analyst
		After sales clerk	Assistant Executive Secretary
		Layout clerk	Foreman
		Measurement and control technician	Designer Prevention advisor
		Warehouse assistant	Programmer
		Operator ICT	Editor
		PC technician	System administrator
		Tour guide	Team leader (call centre)
		Travel consultant	Technical commercial assistant
		Search assistant	Translator
		Secretarial assistant	Representative
		Technical assistant worksite	Webmaster
		Tele-adviser	
		Buildings responsible	

2.2 Bonuses/Allocations

2.2.1 End of the year bonus

CLA of 9 June 2016 (134 421) (R.D. 30/08/2017 – B.O.G. 21/09/2017)
amended by the CLA of 18 November 2021 (168 825) (R.D. 24/04/2022 -B.O.G. 09/06/2022)
amended by CLA of 6 July 2023 (181 571) (R.D. 9/12/2023 -B.O.G. 11/01/2024)

Article 3 of CLA 134421 is amended by CLA 168825

Article 4 and 5 of CLA 134421 are replaced by CLA 181571

2.2.1.1 Definitions

Art. 2. To the extent that there is compliance with the conditions below, a bonus equal to the monthly wage shall be paid to the employees;

Except for other provisions agreed upon at company level, this bonus is paid no later than either at the moment of the filing of the company accounts, either at the end of the calendar year, in December.

For sales representatives

- whose wages are wholly or partly variable: the bonus is calculated on the monthly average of the fixed and variable part of the wages of the last 12 months. This monthly average is however limited to the highest amount of the 4th category of the scale;
- whose entire wages are variable: the bonus is calculated on the monthly average of the wages of the last 12 months. This monthly average is however limited to the highest amount of the 4th category of the scale;
- whose wages are partially variable: the bonus is calculated on the monthly average of the wages of the last 12 months. This monthly average is however limited to the highest amount of the 4th category of the scale unless the fixed part is higher than the stated amount, In the latter case, the premium is limited to the fixed part.

Art. 3. The conditions to be fulfilled are the following:

- being linked by an individual labour agreement for employees at the time of payment of the bonus, except for the cases mentioned below;
- have at least six months' seniority at the time the bonus is paid. For the purpose of calculating the required length of service of at least six months, the period of temporary employment is taken into account if the appointment follows the period of temporary employment and the function performed by the worker is similar to that performed as a temporary worker. Each period of inactivity of seven days or less counts as a period of temporary employment. »
- having started working in the company not later than on the first day of the considered working year.

Art. 4. The amount of the bonus may be reduced in proportion to the absences in the course of the year, which do not arise from the application of the legal, regulatory and contractual provisions on annual leave, public holidays, short absences, paternity leave, paid educational leave, union leave, occupational disease, industrial accident and maternity leave, prophylactic leave and of 60 days of illness or accident,

Art. 5. For employees entered in service of the company after the first day of the considered working year and having an effective presence in the company of at least 6 months, the bonus is calculated in proportion to the number of months of effective performance.

Have a right to a bonus proportionally their performances in the current working year, the employees who during the year left the company or whose contract was terminated by mutual agreement during the working year and as far as they can prove a seniority in the company of at least 5 years.

The end of the year bonus will also be paid proportionally to the employees who were recruited with an individual labour agreement for a fixed term or for a specific work of at least six months and who have left the company before the payment of the bonus.

The right to the bonus, calculated in proportion to the performances of the current work year, is granted per performed full calendar month.

The above mentioned provisions shall not apply to:

- The companies granting in the course of the year an equivalent advantage, whatever its denomination, be it in the form of a conventional bonus, or by way of a gift;
- the companies arranging the wages and other working conditions of their employees on company level by agreement, provided the joint benefits granted in this agreement equal at least the benefits provided by this Collective Labour Agreement,

2.2.1.2 Duration

Art .8. This CLA comes into effect on 1 July 2016 and is concluded for an indefinite period.

2.2.2 Annual bonus

CAO van 9 July 2015 (128 828) (R.D. 01/04/2016 – B.O.G. 17/05/2016)

Purchasing power - annual bonus under the Act of April 28, 2015 establishing the maximum margin for the wage cost development for the years 2015-2016

2.2.2.1 Annual bonus

Art.2§ 1. All full-time white-collar workers with full reference period are annually awarded a gross bonus of EUROS 250, hereafter named "annual bonus".

For part-time white collar workers, the annual bonus is granted in proportion to their part-time work scheme in accordance with Article 9 of the CLA no, 35 of the National Labour Council.

§ 2, The annual bonus is granted from 2016 onward, and is paid each time during the month of June.

§ 3, The amount of the annual bonus is calculated in proportion to the effectively performed and assimilated days during the reference period.

By "effectively performed and assimilated days" are to be understood either the days of effective performance and the suspensions of the employment contract for which wages were paid, plus the days of paternity leave and maternity leave.

By "reference period" is meant the 12-month period that runs from the month of June of the calendar year preceding the calendar year in which the annual bonus is paid until May of the calendar year in which the annual bonus is paid.

§ 4, The pro rata arrangement as defined in § 3 shall also apply to the white collar workers that have left the company in the course of the reference period prior to the payment of the bonus in June, except for the white collar workers whose employment contract has been terminated by the employer for serious reasons, for whom the annual bonus does not apply. The white collar workers who have left the company before the payment of the annual bonus in June 2016 shall be granted a pro rata amount based on the effectively performed and assimilated days in 2016.

The pro rata amount of the annual bonus is paid at the moment they leave the company along with their regular pay slip.

§ 5. The amount of the annual bonus as specified in § 1, is linked as from 2017 to the evolution of the smoothed health index according to the procedures laid down in Chapter IV of the Collective Agreement of 9 May 1989 relating to the pay and working conditions.

§ 6. The annual bonus does not apply to white collar workers who were granted for the duration of the collective labour agreement according to the terms proper to the company effective increases in wages and /or other equivalent benefits in purchasing power.

The increases and / or benefits in purchasing power of any kind are to be charged per white collar worker, for their total cost, to the wage cost (gross wage. employers' Social Security) of the annual bonus.

§ 7. Moreover the annual bonus is not applicable to sectors with white collar workers within the Auxiliary Joint Committee for the white collar workers that have for their blue collar workers a sectorial supplementary pension scheme, and that provide an equivalent sectorial additional pension scheme for their white collar workers of an equivalent amount to that of the annual bonus, provided a specific CLA is concluded in the Auxiliary Joint Committee for the white collar workers no later than 31 October 2015 and in compliance with the provisions of the Act of 5 May 2014 amending the retirement pension and the survivor's pension and establishing a transitional allowance to the pension scheme for white collar workers and phasing out progressively the differences in treatment based on the distinction between blue collar workers and white collar workers in the field of additional pensions.

2.2.2.2 Duration

Art .4. This CLA comes into effect on 1 July 2016 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 Transport expenses

CLA of 18 November 2021 (168 824) (R.D. 09/05/2021– B.O.G. 16/11/2022)
amended by CLA of 6 July 2023 (181 573) (R.D. 19/12/2023 -B.O.G. 09/01/2024)
and by CLA of 11 January 2024 (185 719) (R.D. 29/09/2024 -B.O.G. 29/10/2024)

(art2§1of CLA 168824 is amended by CLA 185719

(Art 7§1 of CLA 168824 is amended by CLA 181573)

3.1.1 *Scope*

Art. 2. § 1. This collective labour agreement shall not apply to employees who use their own means of transport, as provided for in Chapter VI, and whose gross annual remuneration exceeds EUR 34 654

§ 2. The gross annual remuneration shall be calculated in accordance with Appendix 4 attached to this Agreement; this Appendix is an integral part of the Agreement.

3.1.2 Public transport by rail

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

§ 2. Companies are recommended to conclude with the SNCB, at no extra cost, a third-party payer agreement for train transport, providing for the public authorities to cover the remaining 20% so that the worker benefits from free train transport for their journeys between home and workplace, provided that there are no additional costs for the employer if the third-party payer agreement were to disappear.

3.1.3 Public transport other than railways

Art. 4. In the case of public transport other than railways, the employer's intervention in the price of subscriptions for journeys of at least 3 kilometres, calculated from the point of departure, shall be determined in accordance with the arrangements set out below:

a) when the transport price is proportional to the distance, the employer's intervention in the price of the ticket used is calculated on the basis of the scale of lump sums set out in Appendix 1, without, however, exceeding 75% of the actual transport price;

b) where the price is fixed, irrespective of the distance, the employer's intervention is determined on a fixed basis and amounts to 71.8% of the price actually paid by the worker, without however exceeding the amount of the employer's contribution which is calculated on the basis of the scale of lump sums set out in Appendix 1, for a distance of 7 km.

As from 1 July 2020, the above-mentioned limit of 3 kilometres is deleted.

3.1.4 Combined public transport

Art. 5. Where the worker combines the train with one or more other means of public transport and a single ticket is issued to cover the total distance - without this ticket being subdivided by means of public transport -, the employer's contribution shall be calculated on the basis of the scale of lump sums set out in Annex 1..

Art. 6. In all cases, other than that referred to in Article 5, where the worker uses several means of public transport, the employer's intervention for the entire distance travelled shall be calculated as follows: after the employer's intervention, in respect of each means of public transport used by the worker, has been calculated in accordance with the provisions of Articles 3, 4, a), 4, b) and 5 of this collective labour agreement, the amounts thus obtained shall be added together in order to determine the employer's intervention for the entire distance travelled.

3.1.5 Bicycle allowance

Art. 7. §1. For employees who regularly use the bicycle to travel between home and workplace, the employer's contribution by way of a bicycle allowance is determined at EUR 0,27 per kilometre actually cycled, with a maximum of EUR 10,80 (maximum 40 km round trip) per working day.

§ 2. The employees in question present employers with a signed declaration certifying that they regularly use bicycles to get from home to work. They shall report any change in this situation as soon as possible.

The employer may at any time check the reality of this declaration.

§ 3. The bicycle allowance cannot be cumulated with other allowances on the home-workplace journey, except for those relating to public transport.

§ 4. The terms and conditions for granting the bicycle allowance are to be determined at company level.

3.1.6 Other means of transport

Art. 8. § 1. For employees who use their own means of transport to travel a distance of 3 kilometres or more, the terms and conditions for intervention by employers are set out as follows:

a) the employees concerned submit a signed declaration to employers certifying that they regularly use a means of transport other than public transport to travel from their home to their workplace over a distance of 3 kilometres or more. They shall report any change in this situation as soon as possible;

b) employers may at any time verify the reality of this declaration.

§ 2. The employers' contribution is equal to 50% of the price of the train card valid for one month in 2nd class for the corresponding number of kilometres mentioned in the declaration referred to in § 1a).

Art. 9. The number of kilometres to be taken into consideration shall be determined by mutual agreement at company level. In case of dispute, reference should be made to the Book of Legal Distances, approved by Royal Decree of 15 October 1969 fixing the legal distances, published in the Belgian Official Gazette of 10 July 1970.

3.1.7 Transport organised by companies with the financial participation of employees or organised by companies at their exclusive charge for part of the journey

Art.10. Where the employer organises transport with the financial participation of the employees or where the employer organises part of the journey at their exclusive charge, a solution must be sought, with regard to the employer's participation in the transport costs of the employees, which is based on the provisions of this Agreement.

3.1.8 Reimbursement period

Art. 11. The intervention of the employer in the transport costs borne by the employee will be paid once a month.

3.1.9 Reimbursement terms and conditions

Art. 12. § 1. Workers shall submit to employers a signed declaration certifying that they regularly use public transport for a distance of 3 kilometres or more to travel from their home to their workplace and, if possible, the actual mileage travelled. They shall report any change in this situation as soon as possible.

§ 2. Employers can check the reality of this declaration at any time.

Art. 13. § 1. As far as public transport is concerned, the employer's contribution to the transport costs will be paid on presentation of the transport tickets issued by the SNCB and/or the other public transport companies.

§ 2. For employees who do not use public transport, the intervention is carried out only for the days of presence at work, without any other modalities.

3.1.10 Duration and repeal provisions

Art. 14. This collective labour agreement comes into force on 1 January 2022, with the exception of Chapter V - Bicycle allowance, which comes into force on 1 July 2022, and is valid for an indefinite period.

3.1.10.1 Appendix 1. Employer intervention in the price of transport for public transport (Articles 4 and 5 of this collective labour agreement)

On 23 April 2019, collective labour agreement No. 19/9 was signed at the National Labour Council in implementation of the agreements reached at the National Labour Council. This collective labour agreement increases the employer's intervention in the price of public transport to an average of 75% and now expresses this intervention in the form of lump sums which are not indexed. A possible adaptation of these lump sums will be negotiated every two years by the social partners.

You will find below the grid containing the amounts in force from 1 July 2019.

Distance (km)	Monthly train card - Monthly employer intervention (EUR)	Quarterly train card - Quarterly employer intervention (EUR)	Annual train card - Annual employer intervention (EUR)	Railflex - Part-time train card
1	21.00	58.00	209.00	-
2	23.00	64.00	231.00	-
3	25.00	71.00	253.00	9.00
4	28.00	77.00	275.00	9.00
5	30.00	83.00	298.00	10.00
6	32.00	89.00	316.00	11.00
7	34.00	94.00	336.00	11.00
8	36.00	99.00	355.00	12.00
9	37.00	105.00	374.00	13.00
10	39.00	110.00	393.00	13.00
11	41.00	116.00	412.00	14.00
12	43.00	120.00	431.00	15.00
13	45.00	126.00	450.00	15.00
14	47.00	132.00	469.00	16.00
15	49.00	137.00	488.00	17.00
16	50.00	142.00	507.00	17.00
17	53.00	147.00	526.00	18.00
18	55.00	153.00	545.00	19.00
19	57.00	158.00	564.00	19.00
20	58.00	163.00	583.00	20.00
21	60.00	169.00	602.00	21.00
22	62.00	174.00	621.00	21.00
23	64.00	179.00	641.00	22.00
24	66.00	185.00	659.00	22.00
25	68.00	190.00	678.00	23.00

Distance (km)	Monthly train card - Monthly employer intervention (EUR)	Quarterly train card - Quarterly employer intervention (EUR)	Annual train card - Annual employer intervention (EUR)	Railflex - Part-time train card
26	70.00	195.00	697.00	24.00
27	71.00	201.00	716.00	25.00
28	74.00	206.00	736.00	25.00
29	76.00	211.00	755.00	26.00
30	77.00	216.00	774.00	26.00
31-33	81.00	225.00	804.00	27.00
34-36	85.00	239.00	851.00	29.00
37-39	90.00	251.00	898.00	30.00
40-42	95.00	265.00	945.00	32.00
43-45	99.00	278.00	991.00	34.00
46-48	104.00	291.00	1,038.00	36.00
49-51	109.00	304.00	1,085.00	37.00
52-54	112.00	313.00	1,118.00	38.00
55-57	115.00	323.00	1,152.00	39.00
58-60	118.00	332.00	1,184.00	41.00
61-65	123.00	344.00	1,229.00	42.00
66-70	128.00	360.00	1,285.00	44.00
71-75	134.00	375.00	1,340.00	46.00
76-80	139.00	391.00	1,395.00	48.00
81-85	145.00	406.00	1,450.00	50.00
86-90	151.00	421.00	1,506.00	51.00
91-95	156.00	438.00	1,562.00	53.00
96-100	162.00	453.00	1,617.00	55.00
101-105	167.00	468.00	1,672.00	57.00
106-110	173.00	484.00	1,728.00	59.00
111-115	179.00	499.00	1,784.00	61.00
116-120	184.00	515.00	1,839.00	63.00
121-125	190.00	531.00	1,894.00	64.00
126-130	195.00	546.00	1,950.00	67.00
131-135	200.00	561.00	2,005.00	69.00
136-140	206.00	577.00	2,061.00	70.00
141-145	211.00	592.00	2,116.00	72.00
146-150	219.00	614.00	2,194.00	75.00
151-155	223.00	624.00	2,227.00	
156-160	228.00	639.00	2,282.00	
161-165	234.00	655.00	2,338.00	

Distance (km)	Monthly train card - Monthly employer intervention (EUR)	Quarterly train card - Quarterly employer intervention (EUR)	Annual train card - Annual employer intervention (EUR)	Railflex - Part-time train card
166-170	239.00	670.00	2,393.00	
171-175	245.00	685.00	2,449.00	
176-180	251.00	701.00	2,504.00	
181-185	256.00	717.00	2,559.00	
186-190	262.00	732.00	2,615.00	
191-195	267.00	748.00	2,671.00	
196-200	272.00	763.00	2,726.00	

Also valid for the calculation of the employer intervention in the price of combined subscriptions

Also valid for the calculation of the price of combined SNCB/TEC train cards.

The total distance cannot be less than 3 km. From 1 July 2020 the 3 km limit is deleted. SNCB distances limited to 150 km.

3.1.10.2 Appendix 2 *(article 3 of this collective labour agreement)* Amounts applicable as from 1 February 2021

Distance (km)	Monthly train card - Monthly employer intervention (EUR)	Quarterly train card - Quarterly employer intervention (EUR)	Annual train card - Annual employer intervention (EUR)	Railflex Part-time train card - Employer's contribution (EUR)
1	24,80	69,60	250,00	
2	27,60	77,60	277,00	
3	30,40	84,80	303,00	10,30
4	33,20	92,80	330,00	11,30
5	35,60	100,00	357,00	12,20
6	38,00	106,50	380,00	13,00
7	40,00	113,00	402,00	13,80
8	42,40	119,00	426,00	14,50
9	44,80	125,50	448,00	15,30
10	47,20	132,00	471,00	16,10
11	49,60	138,50	494,00	16,80
12	52,00	145,00	517,00	17,60
13	53,60	151,00	539,00	18,40
14	56,00	157,50	562,00	19,20
15	58,40	164,00	585,00	19,90
16	60,80	170,50	608,00	20,80
17	63,20	177,00	630,00	21,60

Distance (km)	Monthly train card - Monthly employer intervention (EUR)	Quarterly train card - Quarterly employer intervention (EUR)	Annual train card - Annual employer intervention (EUR)	Railflex Part-time train card - Employer's contribution (EUR)
18	65,60	183,00	654,00	22,40
19	68,00	189,50	676,00	23,20
20	69,60	196,00	699,00	24,00
21	72,00	202,00	722,00	24,80
22	74,40	209,00	745,00	25,20
23	76,80	215,00	767,00	26,00
24	79,20	222,00	790,00	26,80
25	81,60	228,00	813,00	27,60
26	83,20	234,00	836,00	28,40
27	85,60	241,00	858,00	29,20
28	88,00	247,00	882,00	30,00
29	90,40	253,00	904,00	30,80
30	92,80	259,00	927,00	31,60
31-33	96,80	270,00	964,00	32,80
34-36	102,50	286,00	1 020,00	34,80
37-39	108,00	302,00	1 076,00	36,80
40-42	113,50	317,00	1 132,00	38,80
43-45	119,00	333,00	1 188,00	40,80
46-48	125,00	348,00	1 244,00	42,40
49-51	130,50	364,00	1 300,00	44,00
52-54	134,50	375,00	1 340,00	45,60
55-57	137,50	386,00	1 380,00	47,20
58-60	141,50	398,00	1 420,00	48,80
61-65	147,00	413,00	1 473,00	50,40
66-70	153,50	431,00	1 539,00	52,80
71-75	161,00	450,00	1 606,00	54,40
76-80	167,00	468,00	1 672,00	56,80
81-85	173,50	487,00	1 738,00	59,20
86-90	181,00	506,00	1 806,00	61,60
91-95	187,00	524,00	1 872,00	64,00
96-100	193,50	542,00	1 938,00	66,40

Distance (km)	Monthly train card - Monthly employer intervention (EUR)	Quarterly train card - Quarterly employer intervention (EUR)	Annual train card - Annual employer intervention (EUR)	Railflex Part-time train card - Employer's contribution (EUR)
101-105	201,00	562,00	2 005,00	68,00
106-110	207,00	580,00	2 071,00	70,40
111-115	214,00	598,00	2 138,00	72,80
116-120	220,00	617,00	2 204,00	75,20
121-125	227,00	636,00	2 270,00	77,60
126-130	234,00	654,00	2 337,00	80,00
131-135	240,00	673,00	2 403,00	81,60
136-140	247,00	691,00	2 470,00	84,00
141-145	254,00	710,00	2 536,00	86,40
146-150	263,00	736,00	2 629,00	89,60
151-155	267,00	747,00	2 669,00	
156-160	274,00	766,00	2 735,00	
161-165	280,00	785,00	2 802,00	
166-170	287,00	803,00	2 869,00	
171-175	294,00	822,00	2 935,00	
176-180	300,00	840,00	3 002,00	
181-185	306,00	859,00	3 068,00	
186-190	314,00	878,00	3 134,00	
191-195	320,00	896,00	3 201,00	
196-200	326,00	914,00	3 267,00	

Also valid for the calculation of the price of combined SNCB/TEC train cards.

The total distance cannot be less than 3 km. From 1 July 2020 the 3 km limit is deleted.

SNCB distances limited to 150 km.

3.1.10.3 Appendix 3 Employer's contribution to the transport costs for the private transport of employees whose gross annual remuneration does not exceed EUR 27 750 *(Articles 8and 9 of this collective labour agreement)* Amounts applicable as from 1 February 2021

Distance	Monthly subscription 2nd class - 1 month	Employer contribution for private transport
3	38,00	19,00
4	41,50	20,75
5	44,50	22,25
6	47,50	23,75

Distance	Monthly subscription 2nd class - 1 month	Employer contribution for private transport
7	50,00	25,00
8	53,00	26,50
9	56,00	28,00
10	59,00	29,50
11	62,00	31,00
12	65,00	32,50
13	67,00	33,50
14	70,00	35,00
15	73,00	36,50
16	76,00	38,00
17	79,00	39,50
18	82,00	41,00
19	85,00	42,50
20	87,00	43,50
21	90,00	45,00
22	93,00	46,50
23	96,00	48,00
24	99,00	49,50
25	102,00	51,00
26	104,00	52,00
27	107,00	53,50
28	110,00	55,00
29	113,00	56,50
30	116,00	58,00
31-33	121,00	60,50
34-36	128,00	64,00
37-39	135,00	67,50
40-42	142,00	71,00
43-45	149,00	74,50
46-48	156,00	78,00
49-51	163,00	81,50
52-54	168,00	84,00
55-57	172,00	86,00

Distance	Monthly subscription 2nd class - 1 month	Employer contribution for private transport
58-60	177,00	88,50
61-65	184,00	92,00
66-70	192,00	96,00
71-75	201,00	100,50
76-80	209,00	104,50
81-85	217,00	108,50
86-90	226,00	113,00
91-95	234,00	117,00
96-100	242,00	121,00
101-105	251,00	125,50
106-110	259,00	129,50
111-115	267,00	133,50
116-120	275,00	137,50
121-125	284,00	142,00
126-130	292,00	146,00
131-135	300,00	150,00
136-140	309,00	154,50
141-145	317,00	158,50
146-150	329,00	164,50

3.1.10.4 Appendix 4 concerning the employer's financial intervention in the price of private transport of workers

The estimated gross annual remuneration of EUR 29 680 shall be taken into account:

1. Fixed elements: the gross monthly salary, including any supplements such as the allowance for knowledge and use of the two national languages. Account shall be taken of the mobile part allocated on the basis of the consumer price index.

The gross annual amount is obtained by multiplying by 12 the fixed elements relating to the first month for which the employer's financial intervention in the price of workers' transport is requested, even if the employee does not work for 12 months.

2. Variable elements:
    a. per month: commissions, bonuses, overtime, etc. The gross figures should be based on the last 12 months. If the employee has not worked for 12 months, the amount to be taken into consideration is obtained by multiplying the monthly average of the actual months worked by 12;
    b. per year: commissions, bonuses, 13th month and other gratuities which certain employers grant to their staff one or more times a year, by agreement or custom.

The gross amounts allocated during the last 12 months shall be added to the sum of the gross annual amounts referred to in 1. and 2., a).

The estimate of gross annual remuneration should not include:

1. supplements of a social nature, such as residence and household allowances, family allowances, holiday pay;
2. allowances allocated as reimbursement of expenses (travel expenses, representation expenses, etc.);
3. pensions of any kind.

4 Working hours

4.1 Working hours

Average weekly working hours on an annual basis: 38 hours / week.

In companies occupying both employees and blue collar workers, the weekly working hours and working time arrangements for the executive employees supervising the blue collar workers, are the same as those of the blue collar workers.

Notwithstanding the legal provisions, in companies or sectors in which specific collective labour agreements have been agreed upon, implementing specific arrangements in terms of the organization of the working hours to the blue collar workers, those same modalities shall apply to the executive employees of these companies or sectors, provided this staff comes under JLC 200.

CLA of 09/06/2016 (134.429) – RD 13/05/2017 – BOG 27/06/2017

This CLA comes into effect on 1 July 2016 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