FEDERAL PUBLIC SERVICE
Employment, Labour and
Social Dialogue

Latest modification 21/01/2026

Joint committee for the Hotel Industry (JC 302)

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

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

Institution and amendments

0] Royal decree 04.10.1974 - Belgian official gazette 30.04.1975
[1] Royal decree 12.08.2024 - Belgian official gazette - 30.09.2024

Article 1. Competent for workers in general and their employers in hotels, restaurants and pubs.

These undertakings include: motels, lodging houses, boarding houses, homes (excluding those falling under the competence of the Joint Committee for education and housing facilities); nursing homes, sleeping cars, dining cars, buffet cars, service cars, train snack bars, caterers, messes, canteens, clubs, bars, snack bars, self-service restaurants, vending machines, buffets, counters, coffee houses not linked to a craft pastry shop; all facilities for travellers, tourists, boarders or guests against payment, and in general all facilities providing drinks, meals or accommodation against payment.

The Joint Committee for the Hotel Industry is also responsible for sex workers and their registered employers.
The term ‘sex worker’ refers to any worker who is employed under a sex worker employment contract by a registered employer.
'Registered employer' refers to any employer who is registered in accordance with the regulations on sex workers.

2 Remuneration

2.1 Wage scale (gross)

indexation %: January 2026: 2.189

Having passed through all the years of service in the pay scale for their job category, workers employed by the same company are entitled, every 5 years, i.e. on the first day of the month following the fifth anniversary of their employment contract, to a minimum pay enhanced by 1% calculated on the minimum pay for 0 years of service.

That enhancement is applied for the first time in the ninth year and is added to the minimum pay rate for the eighth year of service. The enhancement is then added every 5 years to the minimum pay rate applicable during the previous five-year period.

To obtain the minimum pay stipulated in these pay scales, account may be taken of all components of pay expressed as money, as provided for by Article 2.1 of the Law of 12 April 1965, except the end-of-year bonus. To that end, a collective bargaining agreement will be signed within the companies concerned. That agreement will be submitted to the joint committee, for information.

For this pay scale, separate pay rates for young people have been removed, demonstrating the committee’s desire to offer young people the same earning potential as older workers. Consequently, CLA No 50 of the CNT is not applicable.

CLA of 23 October 2007 (85826) (R.D. 19/09/2008 - BOG 02/12/2008

This CLA comes into effect on 1 October 2007 for an indefinite period

CLA of 17 December 2014 (125200) (R.D. 26/10/2015 – B.O.G. 13/11/2015)

This CLA comes into effect on 17 December 2014 for an indefinite period

CLA of 3 February 2022 (173144) (R.D. 15/12/2022 – B.O.G. 22/03/2023)

This CLA comes into effect on for an indefinite period January 2021

2.1.1 Minimum hourly wages (Hourly scheme (on a weekly basis): 38h)

YEARS OF SERVICE	CATEGORY I	CATEGORY II	CATEGORY III	CATEGORY IV	CATEGORY V	CATEGORY VI	CATEGORY VII	CATEGORY VIII	CATEGORY IX
0	15.2097	15.2097	15.2977	15.9698	16.8849	17.3317	19.7061	21.2302	22.5781
1	15.8915	15.8915	16.0385	16.7065	17.4923	18.0099	19.9511	21.4830	22.8409
2	16.2059	16.2059	16.3560	17.0980	17.8544	18.4408	20.1838	21.7258	23.0896
3	16.5019	16.5019	16.7081	17.4076	18.1364	18.7845	20.4182	21.9650	23.3337
4	16.7139	16.7139	16.9831	17.5671	18.3359	19.0501	20.6482	22.2062	23.5855
5	16.7139	16.7139	17.0981	17.7978	18.4521	19.2225	20.8844	22.4511	23.8373
6	16.7139	16.7139	17.2162	17.7978	18.5684	19.4010	21.1161	22.6914	24.0849
7	16.7139	16.7139	17.2162	18.0284	18.6841	19.5786	21.3547	22.9379	24.3391
8	16.7139	16.7139	17.2162	18.0284	18.8001	19.7520	21.5943	23.1862	24.5913
9	16.8646	16.8646	17.3674	18.1877	18.9644	19.9223	21.7870	23.3936	24.8121
10	16.8646	16.8646	17.3674	18.1925	18.9688	19.9299	21.7976	23.4048	24.8224
11	16.8646	16.8646	17.3674	18.1980	18.9739	19.9371	21.8083	23.4144	24.8332
12	16.8646	16.8646	17.3674	18.2025	18.9785	19.9443	21.8186	23.4252	24.8431
13	16.8646	16.8646	17.3674	18.2073	18.9833	19.9514	21.8232	23.4295	24.8479
14	17.0152	17.0152	17.5187	18.3624	19.1475	20.1220	22.0174	23.6395	25.0703
15	17.0152	17.0152	17.5187	18.3677	19.1520	20.1297	22.0293	23.6518	25.0830
16	17.0152	17.0152	17.5187	18.3677	19.1520	20.1297	22.0361	23.6586	25.0905
17	17.0152	17.0152	17.5187	18.3677	19.1520	20.1297	22.0430	23.6666	25.0975
18	17.0152	17.0152	17.5187	18.3677	19.1520	20.1297	22.0430	23.6666	25.0975
19	17.1660	17.1660	17.6700	18.5179	19.3114	20.2930	22.2262	23.8631	25.3082
20	17.1660	17.1660	17.6700	18.5179	19.3114	20.2930	22.2262	23.8631	25.3082
21	17.1660	17.1660	17.6700	18.5252	19.3195	20.3014	22.2316	23.8695	25.3146
22	17.1660	17.1660	17.6700	18.5252	19.3195	20.3014	22.2316	23.8695	25.3146
23	17.1660	17.1660	17.6700	18.5252	19.3195	20.3014	22.2383	23.8771	25.3221

YEARS OF SERVICE	CATEGORY I	CATEGORY II	CATEGORY III	CATEGORY IV	CATEGORY V	CATEGORY VI	CATEGORY VII	CATEGORY VIII	CATEGORY IX
24	17.3157	17.3157	17.8213	18.6760	19.4788	20.4648	22.4213	24.0743	25.5327
25	17.3157	17.3157	17.8213	18.6760	19.4788	20.4648	22.4213	24.0743	25.5327
26	17.3157	17.3157	17.8213	18.6834	19.4869	20.4725	22.4271	24.0801	25.5391
27	17.3157	17.3157	17.8213	18.6834	19.4869	20.4725	22.4271	24.0801	25.5391
28	17.3157	17.3157	17.8213	18.6834	19.4869	20.4725	22.4344	24.0871	25.5464
29	17.4669	17.4669	17.9727	18.8333	19.6461	20.6366	22.6162	24.2855	25.7568
30	17.4669	17.4669	17.9727	18.8333	19.6461	20.6366	22.6162	24.2855	25.7568
31	17.4669	17.4669	17.9727	18.8418	19.6538	20.6444	22.6222	24.2909	25.7637
32	17.4669	17.4669	17.9727	18.8418	19.6538	20.6444	22.6222	24.2909	25.7637
33	17.4669	17.4669	17.9727	18.8418	19.6538	20.6444	22.6295	24.2978	25.7708
34	17.6175	17.6175	18.1239	18.9918	19.8135	20.8076	22.8127	24.4954	25.9816
35	17.6175	17.6175	18.1239	18.9918	19.8135	20.8076	22.8127	24.4954	25.9816
36	17.6175	17.6175	18.1239	18.9998	19.8213	20.8165	22.8184	24.5018	25.9871
37	17.6175	17.6175	18.1239	18.9998	19.8213	20.8165	22.8184	24.5018	25.9871
38	17.6175	17.6175	18.1239	18.9998	19.8213	20.8165	22.8247	24.5086	25.9949
39	17.7677	17.7677	18.2753	19.1497	19.9804	20.9800	23.0076	24.7065	26.2057
40	17.7677	17.7677	18.2753	19.1497	19.9804	20.9800	23.0076	24.7065	26.2057
41	17.7677	17.7677	18.2753	19.1581	19.9887	20.9881	23.0135	24.7124	26.2113
42	17.7677	17.7677	18.2753	19.1581	19.9887	20.9881	23.0135	24.7124	26.2113
43	17.7677	17.7677	18.2753	19.1581	19.9887	20.9881	23.0199	24.7193	26.2189
44	17.9181	17.9181	18.4267	19.3079	20.1476	21.1510	23.2031	24.9173	26.4301
45	17.9181	17.9181	18.4267	19.3079	20.1476	21.1510	23.2031	24.9173	26.4301

2.1.2 Minimum monthly salaries

YEARS OF SERVICE	CATEGORY I	CATEGORY II	CATEGORY III	CATEGORY IV	CATEGORY V	CATEGORY VI	CATEGORY VII	CATEGORY VIII	CATEGORY IX
0	2,504.53	2,504.53	2,519.02	2,629.69	2,780.38	2,853.95	3,244.94	3,495.90	3,717.86
1	2,616.80	2,616.80	2,641.01	2,751.00	2,880.40	2,965.63	3,285.28	3,537.53	3,761.13
2	2,668.57	2,668.57	2,693.29	2,815.47	2,940.02	3,036.58	3,323.60	3,577.51	3,802.09
3	2,717.31	2,717.31	2,751.27	2,866.45	2,986.46	3,093.18	3,362.20	3,616.90	3,842.28
4	2,752.22	2,752.22	2,796.55	2,892.71	3,019.31	3,136.92	3,400.07	3,656.62	3,883.74
5	2,752.22	2,752.22	2,815.49	2,930.70	3,038.44	3,165.30	3,438.96	3,696.95	3,925.21
6	2,752.22	2,752.22	2,834.93	2,930.70	3,057.60	3,194.70	3,477.12	3,736.52	3,965.98
7	2,752.22	2,752.22	2,834.93	2,968.68	3,076.65	3,223.94	3,516.41	3,777.11	4,007.84
8	2,752.22	2,752.22	2,834.93	2,968.68	3,095.75	3,252.49	3,555.86	3,817.99	4,049.37
9	2,777.04	2,777.04	2,859.83	2,994.91	3,122.80	3,280.54	3,587.59	3,852.14	4,085.72
10	2,777.04	2,777.04	2,859.83	2,995.70	3,123.53	3,281.79	3,589.34	3,853.99	4,087.42
11	2,777.04	2,777.04	2,859.83	2,996.60	3,124.37	3,282.97	3,591.10	3,855.57	4,089.20
12	2,777.04	2,777.04	2,859.83	2,997.34	3,125.13	3,284.16	3,592.79	3,857.35	4,090.83
13	2,777.04	2,777.04	2,859.83	2,998.13	3,125.92	3,285.33	3,593.55	3,858.06	4,091.62
14	2,801.84	2,801.84	2,884.74	3,023.67	3,152.95	3,313.42	3,625.53	3,892.64	4,128.24
15	2,801.84	2,801.84	2,884.74	3,024.55	3,153.69	3,314.69	3,627.49	3,894.66	4,130.33
16	2,801.84	2,801.84	2,884.74	3,024.55	3,153.69	3,314.69	3,628.61	3,895.78	4,131.57
17	2,801.84	2,801.84	2,884.74	3,024.55	3,153.69	3,314.69	3,629.75	3,897.10	4,132.72
18	2,801.84	2,801.84	2,884.74	3,024.55	3,153.69	3,314.69	3,629.75	3,897.10	4,132.72
19	2,826.67	2,826.67	2,909.66	3,049.28	3,179.94	3,341.58	3,659.91	3,929.46	4,167.42
20	2,826.67	2,826.67	2,909.66	3,049.28	3,179.94	3,341.58	3,659.91	3,929.46	4,167.42
21	2,826.67	2,826.67	2,909.66	3,050.48	3,181.28	3,342.96	3,660.80	3,930.51	4,168.47
22	2,826.67	2,826.67	2,909.66	3,050.48	3,181.28	3,342.96	3,660.80	3,930.51	4,168.47
23	2,826.67	2,826.67	2,909.66	3,050.48	3,181.28	3,342.96	3,661.91	3,931.76	4,169.70
24	2,851.32	2,851.32	2,934.57	3,075.31	3,207.51	3,369.87	3,692.04	3,964.23	4,204.38

YEARS OF SERVICE	CATEGORY I	CATEGORY II	CATEGORY III	CATEGORY IV	CATEGORY V	CATEGORY VI	CATEGORY VII	CATEGORY VIII	CATEGORY IX
25	2,851.32	2,851.32	2,934.57	3,075.31	3,207.51	3,369.87	3,692.04	3,964.23	4,204.38
26	2,851.32	2,851.32	2,934.57	3,076.53	3,208.84	3,371.14	3,692.99	3,965.19	4,205.44
27	2,851.32	2,851.32	2,934.57	3,076.53	3,208.84	3,371.14	3,692.99	3,965.19	4,205.44
28	2,851.32	2,851.32	2,934.57	3,076.53	3,208.84	3,371.14	3,694.20	3,966.34	4,206.64
29	2,876.22	2,876.22	2,959.50	3,101.22	3,235.06	3,398.16	3,724.13	3,999.01	4,241.28
30	2,876.22	2,876.22	2,959.50	3,101.22	3,235.06	3,398.16	3,724.13	3,999.01	4,241.28
31	2,876.22	2,876.22	2,959.50	3,102.62	3,236.32	3,399.44	3,725.12	3,999.90	4,242.42
32	2,876.22	2,876.22	2,959.50	3,102.62	3,236.32	3,399.44	3,725.12	3,999.90	4,242.42
33	2,876.22	2,876.22	2,959.50	3,102.62	3,236.32	3,399.44	3,726.32	4,001.04	4,243.59
34	2,901.01	2,901.01	2,984.40	3,127.32	3,262.62	3,426.32	3,756.49	4,033.57	4,278.30
35	2,901.01	2,901.01	2,984.40	3,127.32	3,262.62	3,426.32	3,756.49	4,033.57	4,278.30
36	2,901.01	2,901.01	2,984.40	3,128.63	3,263.91	3,427.78	3,757.43	4,034.63	4,279.21
37	2,901.01	2,901.01	2,984.40	3,128.63	3,263.91	3,427.78	3,757.43	4,034.63	4,279.21
38	2,901.01	2,901.01	2,984.40	3,128.63	3,263.91	3,427.78	3,758.47	4,035.75	4,280.49
39	2,925.75	2,925.75	3,009.33	3,153.32	3,290.10	3,454.71	3,788.58	4,068.34	4,315.20
40	2,925.75	2,925.75	3,009.33	3,153.32	3,290.10	3,454.71	3,788.58	4,068.34	4,315.20
41	2,925.75	2,925.75	3,009.33	3,154.70	3,291.47	3,456.04	3,789.55	4,069.31	4,316.13
42	2,925.75	2,925.75	3,009.33	3,154.70	3,291.47	3,456.04	3,789.55	4,069.31	4,316.13
43	2,925.75	2,925.75	3,009.33	3,154.70	3,291.47	3,456.04	3,790.61	4,070.44	4,317.38
44	2,950.51	2,950.51	3,034.26	3,179.37	3,317.64	3,482.86	3,820.78	4,103.05	4,352.15
45	2,950.51	2,950.51	3,034.26	3,179.37	3,317.64	3,482.86	3,820.78	4,103.05	4,352.15

2.1.3 Seasonal workers

For seasonal workers, all the days worked for the same employer and in the same job category in different calendar years of employment are added together, provided that there is no interruption of more than 2 years in employment with the same employer.

When they start their job, seasonal workers are entered in the 0 years of service row for a period of 130 days actually worked in the same reference job with the same employer in the case of a five-day working week, and for a period of 156 days actually worked in the same reference job with the same employer in the case of a six-day working week.

Once the aforementioned number of days have been worked, the worker moves to the first year of service in the job category in which they were entered when they started the job. Workers entered in the first year of service move to the second year of service once they have actually worked 390 days in a five-day working week regime, or after 468 days in a six-day working week regime. Those days must be in the same job category for the same employer.

Whenever a worker reaches a total of 260 days actually worked (five-day working week) or 312 days actually worked (six-day working week) with the same employer in the same job category, that worker is entitled to the minimum pay of a higher year of service.

Workers who have passed through all the years of service in the pay scale of the job category in which they were entered are entitled, after every further 1300 days actually worked, to receive the minimum pay enhanced by 1%, calculated on the minimum pay for 0 years of service.

CLA of 11 February 2008 (87 298) RD18/11/2009 BOG 26/01/2010.

This CLA comes into effect on 1 October 2007 for an indefinite period

2.1.4 Job classification and seniority

CLA of 14 April 2008 (88 102) (R.D. 03/02/2014- B.O.G. 11/04/2014
Last amended by the CLA of 15 March 2018 (146 020) (R.D. 17/08/2018 – B.O.G. 06/09/2018)

2.1.4.1 Scope of application

Article 1. For the purposes of this collective labour agreement, the term "workers" shall be understood to mean: the male and female workers paid on the basis of a fixed salary

2.1.4.2 Basic notions

Art. 2. For the application of this collective labour agreement, the following definitions shall apply:

5. *Job category*: all reference functions which, with their individual weighting, fall within the same weighting interval among the nine weighting intervals set by the Joint committee for the hotel industry.

6. *Salary scale*: minimum salary scale. Each job category is linked to one (1) salary scale. By "minimum salary", it should be understood: the minimum gross hourly wage for workers remunerated at the fixed salary in the 38 hours/week scheme.

7. *Years of service*: the number of years of experience acquired by a worker in the same job category with the same employer. Under no circumstances may the years of service be linked to the age of the worker. A year's service begins on the date the worker starts working for his or her employer. From the first day of the month following the anniversary of the date of entry into service, the worker acquires one year of superior function, also called "function step", until the worker has completed the 8 years of function, as mentioned in the salary scale of the applied job category.

8. *seniority*: the period of uninterrupted service in the same company.

2.1.4.3 Reference positions

Art. 3. The following exhaustive list of reference positions mentions the job titles that employers should use. It is forbidden for the employer to use other job titles in the employment contract and on the pay slip, unless these have been approved by the Joint committee for the hotel industry and made compulsory by Royal decree.

2.1.4.3.1 Kitchen department

102 Kitchen boy/kitchen girl/kitchen help/kitchen assistant

103 First kitchen assistant

104 Station chef's assistant

105 Station chef for cold dishes

106 Station chef for warm dishes

107/108 Pastry cook

109 Saucemaker

110 Fish cook

111 Pantry supervisor

112 Sous chef

113A Cook/cook working alone

113B Manager chef

113C Assistant cook working alone

114 Kitchen manager/head chef

116A Kitchen worker

116B Quick service assistant

116 C Kitchen worker - bakes pizzas

116D Quick service worker - kitchen/grill - crew member

117A Head of kitchen brigade quick service

117B Crew leader quick service

118 Production manager

121 Counter cook/roast cook/grill attendant

122 Cook - catering

123 Fry cook

124 Pantry worker

125 Snack-bar worker

126 Dishwashing worker/dishwasher working alone

127 Dishwasher for large dishes/fixed and mobile kitchen equipment

128 Dishwashers crew leader/dishwashing manager's assistant

129 Dishwashing manager/Chief dishwasher

130 Butcher

131 Shellfish specialist/scaler

132 Entrée preparer

133 Roast cook

2.1.4.3.2 Service department

202-205 Multi-tasking waiter/waitress

206A Waiter/waitress restaurant

206B Waiter/waitress brasserie, tavern, pub

206C Waiter/waitress café

206D Waiter for the residents

207 Head waiter's assistant

208 Head waiter

209 First head waiter/captain

210 Wine steward

211A Maître d'hôtel's assistant

211B Maître d'hôtel/Dining room manager

212 Assistant barman/barmaid/bar attendant

213 Barman/Barmaid

214 Bar manager/head barman/barmaid

216 Beverage counter attendant (pump)/buffet attendant

217A Self-service worker

217B Counter waiter/waitress

217C Counter waiter/waitress (heating and serving)

217D Counter waiter/waitress (preparing and serving)

217E Counter waiter/waitress (preparing, serving and cash desk)

217F Quick service worker - reception/dining room - crew member

218 Reception/Host(ess)

220 Cashier

221 Assistant cashier

222-223 Cafeteria/self-service outlet manager

224 Bus person

226 Tray-setting attendant

226B Coffee, drinks and bread rolls distribution attendant

226C Assistant dietician

227 Distribution trolley attendant

228A Goods transport driver

228B Passengers transport driver

229 Vending machine supply attendant

2.1.4.3.3 Front office Department - Reception

301 Bellboy

302 Baggage handler

303 Parking valet

304 Doorman

305A Concierge/information desk clerk

305B Chief concierge

306 Receptionist/guest services attendant/assistant to the front office manager

307 Front office manager/head receptionist

309 Reservation clerk

310 Reservation manager/reservation supervisor

311 Front office cashier

313 Telephone operator

314 Telephone service manager/chief operator

316 Night receptionist

317 Night watchman/watchwoman

318A Security guard/watchman/watchwoman

318B Security manager/Chief of security

319 Cloakroom attendant

2.1.4.3.4 Room service Department - Railway

401 Room service worker

402 Room boy/maid

403 Assistant to the room service supervisor

230 Salesperson/Shop employee

231 Minibar attendant

232 Dining room salesperson

233 Steward

234 Breakfast buffet attendant

235 Assistant waiter/waitress

236 Head waiter's assistant

237 Head waiter

238 First head waiter

239 Maître d'hôtel's assistant

240 Maître d'hôtel

241 Banquet boy/maid

242 Home deliverer of ready meals

243 Train steward/hostess

250 Mobile salesperson

251 Purser / On board services supervisor

404 Room service supervisor

406 Steward/hostess sleeping car

2.1.4.3.5 Housekeeping Department

500A Valet/Chambermaid

500B Floor housekeeper

501 Cleaner

502 Cleaning staff manager

503 Laundry attendant

504 Tailor/Seamstress

505 Launderer

506 Head of linen division

507 Executive housekeeper

509 Toilet attendant

2.1.4.3.6 Leisure Department

601 Dressing room attendant

603 Activities organizer

604 Lifeguard

605 Leisure club manager

606 Disc-jockey

609 Rental of leisure equipment attendant

610 Sales and control of admission cards attendant

611 Leisure activities manager

615 Spa & Wellness crew leader

616 Spa & Wellness employee

617 Spa manager

2.1.4.3.7 Technical service Department

701 Room layout attendant/removal assistant

702 General maintenance worker

703 Carpenter

704 Electrician

705 Plumber

706 Painter

707 Thermal installations attendant

708 Gardener

709 Technical service manager

710 Assistant to the technical service manager/coordinator/team manager

2.1.4.3.8 Administration and management Department

801 Storekeeper

802 Bursar

803 Purchaser/Purchase manager

804 Food and Beverage analyst/restaurant controller

805 Restaurant manager/director

806 Assistant manager

807 Front office manager

809 Banquet manager's assistant

812 Dietary manager

813 Dietician

814 Head steward

815 Head steward's assistant

816 Quality controller

817 Accounting clerk

818 (Chief) accountant

819 Payroll administration clerk

821 Night auditor/night accountant

822 System operator/IT manager

824 Commercial employee/sales representative/sales promotion manager/marketing manager/sales agent

825 Public relations, marketing and advertising employee

826A Staff manager's assistant

826B Staff management employee

827 Training manager

828 Secretary

829 Executive secretary

834 Camping manager

835 Quality and prevention assistant

Art. 4. The reference positions set out below have the status of employee.

Cashier

Telephone operator

Cash desk employee

Sales assistant

Reservation clerk

Night auditor/Night accountant

Accounting clerk

Bursar

Restaurant controller/Food and Beverage analyst

Night receptionist

Payroll administration clerk

Staff management employee

Receptionist

Secretary

Telephone service manager

Purchaser

Camping manager

Reservation manager

Front office manager

Banquet manager's assistant

Chief of security

Assistant manager

Dietician

Leisure club manager

Dietary manager

Production manager

Executive secretary

Leisure activities manager

Staff manager's assistant

Public relations employee

System operator

Sales outlet manager

General housekeeper

Quality controller

Front office manager

Chief (accountant)

Head steward

Manager

Technical service manager

Representative

Training manager

2.1.4.4 Mention of the reference position in the employment contract

Art. 5. By "*executive*", it should be understood : employees, excluding those who are members of the management staff, who perform a higher function in the company generally reserved for the holder of a diploma of a certain level or for those with equivalent professional experience.

Art. 6. A worker who performs, in the same company, several functions included in the list of reference functions will have his or her employment contract, pay slip and related remuneration established for the reference function to which he or she devotes the most working hours during the working week or during a complete work cycle.

2.1.4.5 Job categories

Art. 8. The workers are classified in one of the nine existing job categories

Cat. I	Cat. II	Cat. III
Pantry worker	Self-service worker	Kitchen worker - bakes pizzas
Bus person	Tailor/Seamstress	Sales and control of admission cards attendant
Toilet attendant	Multi-tasking waiter/waitress	Quick service worker - kitchen/ grill - crew member
Coffee, drinks and bread rolls distribution attendant	Snack-bar worker	Assistant cashier
	Multi-tasking waiter banquet	Quick service worker – reception/dining room - crew member
	Room service worker	Reception/Host(ess)
	Laundry attendant	Counter waiter/waitress
	Room layout attendant/removal assistant	Banquet boy/maid
	Cloakroom attendant	Breakfast (buffet) attendant
	Distribution trolley attendant	Counter waiter/waitress (heating and serving)
	Baggage handler	Dishwashing worker/dishwasher working alone
	Cloakroom attendant leisure	Parking valet
	Home deliverer of ready meals	Dishwasher for large dishes/fixed and mobile kitchen equipment
	Valet/Chambermaid	Fry cook
	Launderer	Doorman
	Shellfish specialist/scaler	Waiter for the residents

	Assistant barman/barmaid/bar attendant	
	Cleaner	
	Rental of leisure equipment attendant	
	Bellboy	
	Kitchen boy/kitchen girl/kitchen help/kitchen assistant	
	Kitchen worker	
	Tray-setting attendant	

Cat. IV	Cat. V	Cat. VI
Cashier	Station chef's assistant	Pantry supervisor
First kitchen assistant	Waiter/waitress brasserie, tavern, pub	Banquet boy/maid
Quick service assistant (Crew)	Room boy/maid	Night watchman/watchwoman
Waiter/waitress café	Head waiter's assistant	General maintenance worker
Gardener	Counter waiter/waitress (preparing, serving and cash desk)	Accounting clerk
Vending machine supply attendant	Mobile salesperson	Station chef for cold dishes
Roast cook	Telephone operator	Dining room salesperson
Beverage counter attendant (pump)/buffet attendant	Minibar attendant	Steward
Counter cook/roast cook/grill attendant	Painter	Fish cook
Counter waiter/waitress (preparing and serving)	cashier	First head waiter/captain banquet
Head waiter's assistant banquet	FO cashier	Station chef for warm dishes
	Storekeeper	Head waiter
	Goods (transport) driver	Saucemaker
	Team manager (Crew leader)	Bar manager/head barman/barmaid
	Salesperson/Shop employee	Wine steward

	Dishwashing manager/Chief dishwasher	Floor housekeeper
	Entrée preparer	Cleaning staff manager
	Reservation clerk	Bursar
	Head waiter	Train Steward(ess)
	Passengers transport driver	Head of linen division
	Head waiter banquet	Food and Beverage analyst/restaurant controller
	Waiter/waitress restaurant	Night receptionist
	Crewleader (Shift leader)	Steward/hostess sleeping car
	Disc-jockey	Spa & Wellness employee
	Night auditor/night accountant	Payroll administration clerk
	Assistant dietician	Carpenter
	Barman/Barmaid	Staff management employee
		Butcher
		Security guard/ watchman/ watchwoman
		Concierge/information desk clerk
		Cook - catering
		Receptionist
		Secretary
		Telephone service manager/chief operator

Cat. VII	Cat. VIII	Cat. IX
Lifeguard	Banquet manager's assistant	Cafeteria/self-service outlet manager
Quality and prevention assistant	Assistant to the technical service manager/coordinator/team manager	Executive housekeeper
Activities organizer	Security manager/Chief of security	Quality controller
Purchaser/Purchase manager	Dishwashing manager/Chief dishwasher	Front office manager/head receptionist
Assistant cook working alone	Assistant manager	Room service supervisor

Cat. VII	Cat. VIII	Cat. IX
Thermal installations attendant	Purser / On Board Services Supervisor	(Chief) accountant
Plumber	Assistant to the room service supervisor	Maître d'hôtel/Dining room manager
Electrician	Dietician	Maître d'hôtel banquet
Camping manager	Maître d'hôtel's assistant	Chief-manager
Reservation manager/ reservation supervisor	Maître d'hôtel's assistant banquet	Head steward
Chief concierge	Leisure club manager	Restaurant manager/director
Spa & Wellness crew leader	Head steward's assistant	Kitchen manager/head chef
Front office manager/ head receptionist	Dietary manager	Technical service manager
	Production manager	Commercial employee/sales representative/sales promotion manager/marketing manager/sales agent
	Cook/cook working alone	Training manager
	Sous chef	Spa Manager
	Executive secretary	
	Leisure activities manager	
	Staff manager's assistant	
	Public relations, marketing and advertising employee	
	System operator/ IT manager	

2.1.4.6 Insertion in the pay scale

2.1.4.6.1 general principle

Article 9. When they start their job, workers are entered in the pay scale on the basis of their reference job with the job category corresponding to the 0 years of service row, for a period of 6 months or 130 days actually worked in the same reference job in the case of employment in a five-day working week regime and 156 days actually worked in the same reference job in the case of employment in a six-day working week regime.

Once the aforementioned number of days have been worked, workers move to the first year of service for the job category in which they were entered when they started the job, until they reach the first day of the month following the second anniversary of their employment contract.

They move up to each subsequent year of service on the first day of the month following the next anniversary of the employment contract, provided that they are doing a reference job in the same job category within the same company.

Workers who move to a new reference job in a higher job category within the same company enter the pay scale on the first minimum hourly pay rate that is higher than the minimum hourly pay rate that they were on when they moved, to be calculated from 0 years of service and on the same grade or the nearest grade for the years of service provided for in the new job category in which they are entered, regardless of the number of years of service that they had acquired in their old job category within the company.

Insertion into a higher job category following a promotion can never lead to a reduction in pay. The years of service in the new job category will be the number of years corresponding to the pay granted in the new job category.

Workers in service on 1 October 2007, for the purposes of insertion in the pay scale, keep the years of service that they have acquired. To determine the number of years of service, the existing years of entry up to 1 October 2007 are not taken into consideration.

2.1.4.6.1.1 Full-time and part-time workers on a permanent contract

From 1 October 2007, full-time/part-time workers employed on a permanent contract, entered in the 0 years of service row, move to the first year of service 6 months after their entry into service, at the earliest on 1 October 2007. This early move to the first year of service will only take place on condition that they are employed in the same reference job. They are moved to the second year of service on the first day of the month following the second anniversary of their employment contract, from 1 October 2007.

2.1.4.6.1.2 Full-time and part-time workers on a fixed-term contract

From 1 October 2007, full-time workers employed on a fixed-term contract, entered in the 0 years of service row, move to the first year of service once they have (or if they have already) worked for the company for 6 months, and at the earliest on 1 October 2007. This early move to the first year of service will only take place on condition that they are employed in the same reference job.

Regarding incomplete months in the context of fixed-term contracts, for the purposes of applying this provision, one month lasts 31 calendar days.

Workers move to the second year of service on the first day of the month following the moment when they have worked for the company for 24 months in total, from 1 October 2007. Workers move to the next year of service whenever they have worked a further 12 months within the company.

2.1.4.6.1.3 Casual workers

Casual workers as defined in Article 4(2) of the Royal Decree of 30 April 2007 amending Articles 5quater, 25, 31bis and 32 of the Royal Decree of 28 November 1969 revising the Decree-Law of 28 December 1944 on social security for workers, and Articles 5bis and 9septies of the Royal Decree of 5 November 2002 introducing an immediate declaration of employment in application of Article 38 of the Law of 26 July 1996 modernising social security and guaranteeing the viability of legal pension schemes, shall move to the first year of service after working for 130 days in the same reference job, from 1 October 2007.

Casual workers entered in the first year of service move to the second year of service once they have worked for 390 days in the same job category for the same employer.

They move to the next year of service whenever they have worked a further 260 days for the same employer in the same job category.

Art.9bis. By way of derogation from Article 9, the workers referred to in Article 18 of this CBA and Article 3(2) of the CBA of 11 February 2008 on the setting of minimum pay rates in the hotel and catering sector move to the second year of service on 1 October 2009. They always move to the next year of service on 1 October.

2.1.4.6.2 Exceptions

2.1.4.6.2.1 Crew (reference job 116 B)

Art. 10. When they enter into service, crew are entered in the 0 years of service row in category III. After 6 months of employment in the same reference job, workers move to the first year of service in job category IV, where they remain for 18 months. They move up to each subsequent year of service on the first day of the month following each anniversary of their employment contract.

2.1.4.6.2.2 Hot and cold line chef

Art. 11. On entry into service, hot and cold line chefs will be entered on the pay scale in job category IV and will receive a minimum hourly pay rate of 8 years of service.

2.1.4.6.2.3 Management staff

Art. 12. The jobs performed by managers as provided for by Article 5 of this collective bargaining agreement, which are not described by the system owner, are entered into job category IX.

2.1.4.7 Length of service

2.1.4.7.1 General principle

Art.14. Having completed all the years of service in the pay scale of the job category to which they belong, workers employed by the same company are entitled, every 5 years, i.e. on the first day of the month following the fifth anniversary of their employment contract, to a minimum pay rate enhanced by 1% calculated on the minimum pay for 0 years of service.

That enhancement is applied for the first time in the ninth year and is added to the minimum pay rate for the eighth year of service.

The enhancement is then added every 5 years to the minimum pay rate applicable during the previous five-year period.

2.1.4.7.2 Seasonal workers

Art.15. (1) For the purposes of applying this article, a ‘worker’ is: a worker bound by a fixed-term employment contract of at least 2 months between 1 May and 30 September, whose weekly working hours are at least three quarters of a full-time job, with the same employer at a seaside or health resort, or tourist centres, as described in Article 15(1) of the CLA of 25 June 1997 on working time and the reduction of working time.

(2) For workers who meet the conditions in paragraph 1 of this article, all the days worked for the same employer and in the same job category in different calendar years of employment are added together, provided that there is no interruption of more than 2 years in employment with the same employer.

When they start their job, seasonal workers are entered in the 0 years of service row, for a period of 130 days actually worked in the same reference job with the same employer in the case of a five-day working week regime, and for a period of 156 days actually worked in the same reference job with the same employer in the case of a six-day working week regime.

Once the aforementioned number of days have been worked, the worker moves to the first year of service in the job category in which they were entered when they started the job.

Workers entered in the first year of service move to the second year of service once they have worked 390 days in a five-day working week regime, or after 468 days in a six-day working week regime. Those days must be in the same job category for the same employer.

Whenever a worker reaches a total of 260 days actually worked (five-day working week) or 312 days actually worked (six-day working week) with the same employer in the same job category, that worker is entitled to the minimum pay of a higher year of service.

Workers who have passed through all the years of service in the pay scale of the job category in which they were entered are entitled, after every further 2,560 days actually worked, to receive the minimum pay enhanced by 1%, calculated on the minimum pay for 0 years of service.

Art. 16. Companies where the length of service system is similar or more advantageous shall maintain that system and the provisions of this chapter shall not apply to them.

2.1.4.8 Final provisions

Article 18. On 1 October 2007, workers entered in one of the years of entry as mentioned in Article 22 of CLA No 1 of 25 June 1997 on the introduction of a new job classification and the setting of minimum pay rates in the hotel and catering sector are entered in row 0 of the same job category for a period of 6 months from 1 October 2007.

To define the number of years of service that a worker has actually acquired, the years of entry will not be taken into consideration.

Article 19. This collective bargaining agreement enters into force on 1 October 2007. It is entered into for an indefinite period.

CLA of 11 February 2008 (87 298) (R.D. 18/11/2009 - Belgian Official Gazette 26/01/2010 amended by the CLA of 15 May 2008 (88 695) (R.D. 12/01/2011 - B.O.G. 09/02/2011)

2.1.4.9 Scope of application

Article 1. (3) For the purposes of applying this collective bargaining agreement, 'workers' are: male and female workers paid on the basis of a fixed wage.

(4) This collective bargaining agreement must be read in conjunction with the collective bargaining agreement applying the job classification in the hotel and catering sector.

2.1.4.10 Basic concepts

Art. 2. For the application of this CLA, the following definitions apply:

1. *Pay scale*: scale of minimum hourly pay rates. Each job category is linked to one (1) pay scale. A 'minimum hourly pay rate' is: the gross minimum hourly pay rate for workers paid on the basis of a fixed wage in a 38-hour working week regime.

4. *Monthly pay:* the minimum hourly pay rate multiplied by 164.6666 and rounded to two decimal places in a 38-hour working week regime

Part 1. Minimum sectoral hourly and monthly pay rates

Article 3. (4) To obtain the minimum pay rates stipulated in this CLA , account may be taken of all components of pay expressed as money, as provided for by Article 2.1 of the Law of 12 April 1965, except the end-of-year bonus. To that end, a CLA will be signed within the companies concerned. That agreement will be submitted to the joint committee, for information.

Part 4: Provisions common to parts 1, 2 and 3 of this agreement

2.1.4.11 Length of service

2.1.4.11.1 General principle

Art. 11. Having passed through all the years of service in the pay scale for their job category, workers employed by the same company are entitled, every 5 years, i.e. on the first day of the month following the fifth anniversary of their employment contract, to a minimum pay enhanced by 1% calculated on the minimum pay for 0 years of service.

That enhancement is applied for the first time in the ninth year and is added to the minimum pay rate for the eighth year of service. The enhancement is then added every 5 years to the minimum pay rate applicable during the previous five-year period

2.1.4.11.2 Seasonal workers

Article 12. (1) For the purposes of applying this article, workers are: workers bound by a fixed-term employment contract of at least 2 months between 1 May and 30 September, whose weekly working hours are at least % of a full-time job, with the same employer at a seaside or health resort, or tourist centres, as described in Article 15(1) of the collective bargaining agreement of 25 June 1997 on working time and the reduction of working time.

(2) For workers who meet the conditions in paragraph 1 of this article, all the days worked for the same employer and in the same job category in different calendar years of employment are added together, provided that there is no interruption of more than 2 years in employment with the same employer

When they start their job, seasonal workers are entered in the 0 years of service row, for a period of 130 days actually worked in the same reference job with the same employer in the case of a five-day working week regime, and for a period of 156 days actually worked in the same reference job with the same employer in the case of a six-day working week regime.

Once the aforementioned number of days have been worked, the worker moves to the first year of service in the job category in which they were entered when they started the job.

Workers entered in the first year of service move to the second year of service once they have worked 390 days in a five-day working week regime, or after 468 days in a six-day working week regime. Those days must be in the same job category for the same employer.

Whenever a worker reaches a total of 260 days actually worked (five-day working week) or 312 days actually worked (six-day working week) with the same employer in the same job category, that worker is entitled to the minimum pay of a higher year of service.

Workers who have passed through all the years of service in the pay scale for the job category

in which they were entered are entitled after every further 1300 days actually worked to receive a minimum pay rate enhanced by 1%, calculated on the minimum pay for 0 years of service.

Art.13. Companies where the length of service system is similar or more advantageous shall maintain that system and the provisions of this chapter shall not apply to them.

2.1.4.12 Final provisions

Art. 17. This CLA enters into force on 1 October 2007 for an indefinite period.

(Article 12 is amended from 1 October 2007)

2.1.5 Workers paid on the basis of the service or distribution of services collected

Prior comment: “The payment of the salary in cash is no longer allowed”.

CLA of 14 May 1997 (44969) (R.D. 20/05/1998 – B.O.G. 03/09/1998)

This CLA comes into effect on July 1st,1997 for an indefinite period.

Where the employer receives a percentage of service in the company or in parts of the company, only the workers listed below can participate in the distribution of the percentage of service received by the employer

2.1.5.1 Hotel

the baggage handler, the valet/chambermaid, the assistant/page, the parking valet, the doorman, the concierge, the chief concierge.

2.1.5.2 Restaurant

Bus person, Multi-tasking waiter/waitress, Head waiter's assistant restaurant, Waiter/waitress restaurant, Head waiter restaurant, First head waiter/captain restaurant, Wine steward, Maître d'hôtel's assistant restaurant, maître d'hôtel restaurant.

2.1.5.3 Banquet

the banquet clerk, the banquet waiter/waitress, the head waiter's assistant, the head waiter, the banquet first head waiter, the banquet maître d'hôtel's assistant, the banquet maître d'hôtel.

2.1.5.4 brasserie, tavern, pub

the waiter/waitress brasserie, tavern, pub

2.1.5.5 Café

the waiter/waitress café

2.1.5.6 Bar

the assistant barman/barmaid, barman/barmaid, barman manager

2.1.5.7 Roomservice

the room service worker, the room boy/maid, the assistant to the room service supervisor, the room service supervisor

The maîtres d'hôtel only participate in the distribution if they are effectively and regularly involved in the service by taking the order, composing the meal, preparing or cutting up the dishes, recommending the wines, and if they do not have the right to hire or fire the staff without the intervention of the employer.

The number of maîtres d'hôtel participating in the distribution is limited to:

- one maître d'hôtel for every three to six waiters or waitresses participating in the distribution;
- two maîtres d'hôtel for every seven to twelve waiters or waitresses participating in the distribution and one additional maître d'hôtel for every six waiters or waitresses, or fraction of six, over twelve waiters or waitresses participating in the distribution

One or more maîtres d'hôtel may be replaced by the same number of first head waiters.

To be eligible to participate in the distribution, the head waiter's assistant must have at least three years' experience in the field as a restaurant's multi-tasking waiter and must be at least 20 years of age.

The number of head waiter's assistants participating in the distribution may not exceed the number of head waiters participating in the distribution.

Art. 3. In hotels, restaurants, banquets, brasseries, taverns, pubs, cafés, bars and room service, participation in the distribution of the percentage of service is fixed as provided for in the appendix.

The ages in the age column in the appendix represent the minimum ages of access to the corresponding function.

The distribution of tips or the percentage of service levied shall take into account only the function actually performed, irrespective of the age of the worker performing that function, and without prejudice to the provisions mentioned in the second paragraph of this article, unless otherwise stipulated in the employment contract.

Art. 4. Toilet attendants, cloakroom attendants and other workers generally benefit from special percentages of service, with a share in the distribution set out in the appendix.

Art 5. The distribution of tips or the percentage levied must be done at least twice a month.

Art. 6. In workplaces where there are more than five people involved in the distribution, they appoint, by secret ballot, three delegates to oversee the distribution process with one or more employer delegates

Art. 7. The employer keeps a record of the percentage of service or distribution. The employer shall record in this book, at least twice a week and daily, the total sales figure subject to the percentage of service. The control delegates countersign the record of the percentage of service at least twice a week and for each day.

When distributing the tips or the percentage levied, the control delegates sign for agreement.

Art. 9. This CLA comes into force on 1 July 1997. It is concluded for an indefinite period.

2.1.5.8 Apendix

2.1.5.8.1 RESTAURANT

FUNCTIONS	Age	PCT. POINTS
bellboy	15	55
bellboy	16	62,5
Bus person	17	70
Assistant waiter/waitress -suite	18	77,5
Assistant waiter/waitress - Head waiter	19	85

Head waiter's assistant restaurant	20	92,5
waiter/waitress restaurant	21	100
Head waiter restaurant	21	100
First head waiter restaurant	22	110
Wine steward	22	110
Maître d'hôtel's assistant restaurant		115
Maître d'hôtel restaurant	23	125

2.1.5.8.2 BANQUET

FUNCTIONS	Age	PCT. POINTS
Assistant waiter/waitress suite/banquet	18	77.5
Banquet boy/maid	19	85
Head waiter's assistant banquet	20	92.5
Head waiter banquet	21	100
Banquet boy/maid	21	100
First head waiter banquet	22	110
Maître d'hôtel 's assistant banquet		115
Maître d'hôtel banquet	23	125

2.1.5.8.3 BRASSERIE, TAVERN, PUB

FUNCTIONS	Age	PCT. POINTS
Waiter brasserie, tavern, pub	21	100

2.1.5.8.4 CAFE

FUNCTIONS	Age	PCT. POINTS
Waiter café	21	100

2.1.5.8.5 BAR

FUNCTIONS	Age	PCT. POINTS
Assistant barman/barmaid/bar attendant	18	77.5
Assistant barman/barmaid	20	92.5
Barman/Barmaid	22	100
Bar manager/head barman/barmaid		110

2.1.5.8.6 HOTEL

FUNCTIONS	Age	PCT. POINTS
Bellboy/ bellgirl	15	55
Bellboy/ bellgirl	16	62.5
Bellboy/ Bellgirl adj.	17	70
Chief bellboy/ bellgirl	18	77.5
Chief bellboy/ bellgirl	19	85
Chief bellboy/ bellgirl	20	92.5
Parking valet		100
Doorman	21	100
Baggage handler		100
Valet/Chambermaid	18	100

FUNCTIONS	Age	PCT. POINTS
Valet/Chambermaid	19	115
concierge	21	130
Chief concierge	23	150

2.1.5.8.7 ROOMSERVICE

FUNCTIONS	Age	PCT. POINTS
Room service worker	18	95.5
Room boy/maid		115
Assistant Room service supervisor		120
Room service supervisor roomservice	23	125

2.1.5.8.8 MISCELLANEOUS

FUNCTIONS	Age	
Toilet attendant		100
Dressing room attendant		100
Other workers		100

2.2 Bonuses/Allocations

2.2.1 Premiums for night work

CLA of 9 December 1998 (49 956), (R.D. 13/11/2000 – B.O.G. 23/12/2000)
amended by CLA of 27 August 2001 (58 950) (R.D. 24/12/2002 – B.O.G. 27/03/2003)
and of 30 June 2003 (67 736) (R.D. 16/06/2004 – B.O.G. 13/07/2004)
and of 23 October 2007 (85 834) (R.D. 18/05/2008 – B.O.G. 08/07/2008)

Fixing the working and remuneration conditions of workers providing work between midnight and five a.m.

Art. 2. For the application of this collective labour agreement, the following definitions shall apply:

1. *Night work*: any work performed during a period of at least seven consecutive hours including the interval between midnight and five o'clock, as provided for in the Act of 3 April 1997 assenting to agreement No. 171 concerning night work.
2. *Night worker*: a worker who, in accordance with their employment contract or a work schedule specified in the work rules, works more than 51% of their working time between midnight and 5 o'clock.
3. *working arrangements with night work*: a worker whose working hours are, among others, between midnight and 5 a.m.
4. *Act*: Act of 3 April 1997 assenting to agreement No. 171 concerning night work.

Art. 3. Accompanying measures as provided for in Articles 4 to 7 of the Act shall apply only to workers who perform night work and to night workers as defined in Article 2, 1° and 2°, of this collective labour agreement.

Art. 4. In accordance with Article 8 of the Act, workers referred to in Article 2, 3° of this collective labour agreement who are paid on the basis of a fixed hourly or monthly wage or a percentage of service are entitled to a wage supplement of EUR 0.98 per hour for each hour worked between midnight and five o'clock.

Art. 5. §1. The wage supplement as defined in Article 4 is only granted for benefits that do not give entitlement to a wage supplement as defined in Article 29 of the Labour Act of 16 March 1971 (Belgian Official Gazette of 30 March 1971).

§ 2. The wage supplement as defined in Article 4 shall not be granted for work performed that give entitlement to a bonus as defined in the collective labour agreement of 27 August 2001 on the granting of a bonus for work performed on Sundays and legal public holidays. (*to be read as the CLA of 23 October 2007 (85 833), which replaces it).*

If the wage supplement is higher than this premium, only the difference between the premium and the supplement is due.

Art. 6. By way of derogation from the CLA of 25 June 1997 relating to the display of variable working hours for part-time workers, variable working hours which provide for night work arrangements for workers must be made known to them at least 5 working days in advance by means of a dated notice displayed on the premises of the company at the place referred to in Article 15 of the Act of 8 April 1965 relating to the establishment of work rules.

Art. 7. On 1 January of each year, the wage supplement, as referred to in Article 4 of this collective labour agreement, shall be adjusted according to the actual change in the quarterly average of the health index over the last 12 months (November year -1 as opposed to November year -2).

The quotient which is obtained by dividing the target index of November year -1 by that of November year -2, mentions 5 decimal places and is rounded up if the sixth decimal place is equal to or greater than five.

The adjusted salary supplement is rounded off to 4 decimal places after the decimal point. When the fifth decimal place is less than 5, it is not taken into account. Where the fifth decimal place is equal to or greater than 5, the decimal place to be rounded is increased by one.

Art. 8. Young workers over age 16 can be employed until 11 p.m. in companies that are members of the Joint Committee for the Hotel Industry.

An employer who wishes to make use of this derogation must notify the Chief District Inspector of the Social Law Inspectorate in whose jurisdiction the company is established.

- For workers subject to a working regime as defined in Article 2, 3° who, at the end of their daily work, no longer have public transport or their own means of transport or car-pooling enabling them to reach their place of residence when that place is more than 5 km away, the employer must provide this transport or reimburse, on the basis of a supporting document, the expenses actually incurred by these workers.
- In the case of workers referred to in Article 8 of this collective labour agreement who, at the end of their daily work, no longer have public transport to reach their place of residence, the employer shall provide such transport or reimburse, on production of supporting documents, the costs actually incurred by such workers.

Art. 10. Companies which, at the time of entry into force of this collective labour agreement, already grant more advantageous conditions than those determined in Article 4 of this collective labour agreement shall maintain them.

Art. 12. This collective labour agreement shall come into force on 1 April 1998. It is concluded for an indefinite period. Article 4 is replaced from 1 July 2003. Article 5 is replaced from 1 July 2001.

2.2.2 Bonus for work on Sundays and public holidays

CLA of 23 October 2007 (85 833) (R.D. 18/05/2008 – B.O.G. 08/07/2008)

Art. 2. For each actual work performed on a Sunday or public holiday between 0 hours and 24 hours, a bonus of € 2 per hour actually worked, with a maximum of € 12 per Sunday or legal holiday will be paid.

Art. 3. The bonus referred to in Article 2 shall not be granted in companies which, in pursuance of a company agreement, grant more favourable conditions to workers for the work referred to in Article 2.

Art. 5. This collective labour agreement comes into force on 1 July 2008 and is valid for an indefinite period.

2.2.3 Overtime hours

CLA of 27 August 2001 (58 943) (R.D. 06/12/2002 – B.O.G. 02/04/2003)

Art.2. Pursuant to Article 20 bis §4 of the Labour Act of 16 March 1971, it is established that the number of working hours that must be worked over a year may be exceeded, at the end of the year, by 65 hours per calendar year, without ay compensatory leave having to be granted for these hours, even in the following quarter.

Art. 3. In order to be able to apply the derogation referred to in Article 2 of this collective labour agreement, employers, with the exception of employers who have provided for this derogation in the work regulations of their company, must individually obtain the authorisation of the Joint Committee for the Hotel Industry.

Art. 4. This collective labour agreement is concluded for an indefinite period and takes effect from 1 July 2001.

2.2.4 Flexibility wage supplement

CLA of 29 September 2003 (69 007) (R.D. 04/07/2004 – B.O.G. 20/09/2004)
amended by CLA of 23 October 2007 (85 832) (R.D. 18/05/2008 – B.O.G. 08/07/2008)

Article 1. This collective labour agreement shall apply to employers and workers of companies belonging to the Joint Committee for the Hotel Industry who perform a contracting agreement lasting more than 7 continuous calendar days relating to the preparation and/or service of meals and beverages, with or without additional services, on the premises of the beneficiary of the said services.

For the purposes of this collective labour agreement, the term "*workers*" shall be understood to mean: male and female workers paid on the basis of a fixed hourly or monthly wage in application of the collective agreement of 25 June 1997, introducing a new classification of functions and determining minimum wages, *(to be read as the CLA of 11 February 2008 (87.298), which replaces it)*.

2.2.4.1 Main reference function and main function category

Art. 2. The provisions of the aforementioned CLA of 25 June 1997, *(to be read as the CLA of 11 February 2008 (87.298), which replaces it)*, continue to apply in full for the employers and workers covered by this collective labour agreement.
Consequently, the employment contract, the pay slip and the basic pay will be drawn up taking into account, for a worker who performs, in the service of the same employer, several functions included in the list of reference functions, the reference function to which they devote the most working hours during the working week or during a complete work cycle.
This main reference function thus determined corresponds to a function category hereinafter referred to as the "main function category".

2.2.4.2 Flexibility

Art. 3. A worker who performs, on a recurring basis, in the course of the day, week or month, several reference functions, will receive, in addition to the salary set by collective labour agreement no. 1 of 25 June 1997 *(to be read as the CLA of 11 February 2008 (87.298), which replaces it),* on the basis of their main function category, a salary supplement, known as the "flexibility wage supplement", on an hourly or monthly basis.

The replacement of a worker, whatever the cause, duration and frequency, by another worker is not considered flexibility and does not give rise to the granting of the flexibility wage supplement.

2.2.4.3 Flexibility wage supplement

Art. 4. For the purposes of this Article, "seniority" shall be understood as follows: the number of years the worker has worked for the same employer under a flexible system as defined in Article 3.

This seniority is not interrupted by a temporary return to a single reference function.

The amount of the flexibility wage supplement is:

For workers who perform different reference functions, all of which belong to function category II, the hourly flexibility wage supplement is set at:

- less than 5 years seniority: EUR 0.11;
- from 5 to less than 10 years seniority: EUR 0.14;
- from 10 to less than 15 years seniority: EUR 0.18;
- at least 15 years seniority: EUR 0.21.

For workers, whose main function category is below category VIII, who perform different reference functions belonging to different function categories of which one category is III or IV, the hourly flexibility wage supplement is set at:

- less than 5 years seniority: EUR 0.17;
- from 5 to less than 10 years seniority: EUR 0,22;
- from 10 to less than 15 years seniority: EUR 0.27;
- at least 15 years seniority: EUR 0.32.

For workers, whose main function category is below category VIII, who perform different reference functions belonging to different function categories of which one category is V or more, the hourly flexibility wage supplement is set at:

- less than 5 years seniority: EUR 0.20;
- from 5 to less than 10 years seniority: EUR 0.25;
- from 10 to less than 15 years seniority: EUR 0.30;
- at least 15 years seniority: EUR 0.35.

Art. 5. On 1 January of each year, the aforementioned flexibility wage supplements are adjusted according to the actual change in the quarterly average of the health index over the last 12 months (November year -1 as opposed to November year -2).

The quotient which is obtained by dividing the target index of November year -1 by that of November year -2, mentions 5 decimal places and is rounded up if the sixth decimal place is equal to or greater than five. The adjusted wage supplements are rounded off to 4 decimal places after the decimal point. When the fifth decimal place is less than 5, it is not taken into account. Where the fifth decimal place is equal to or greater than 5, the decimal place to be rounded is increased by one.

2.2.4.4 Equivalent benefit

Art. 6. Employers who, at the time of the entry into force of this agreement, are already allocating a wage, including flexibility bonuses, equivalent to or higher than the basic wage plus the flexibility wage supplement, will be exempted from the application of this agreement if they inform the chairman of the Joint Committee for the Hotel Industry by means of a detailed letter, no later than three months after the publication in the Belgian Official Gazette of the notice that the collective agreement has been deposited at the registry of the Directorate-General for Collective Labour Relations of the FPS Employment, Labour and Social Dialogue.

2.2.4.5 Transitional measures

Art. 7. For the purposes of the first paragraph of Article 4, the workers, as defined in Article 3, shall have 10 years seniority provided they entered the service of the company before 1 January 1998.

This seniority is set at five years for workers who entered service between 1 January 1998 and 31 December 2002.

2.2.4.6 Effective date, duration and denunciation

Art. 8. This collective labour agreement is concluded for an indefinite period and takes effect from 1 October 2003. (Art. 5 is replaced from 1 January 2008.)

3 Reimbursement of Travel, Board and Lodging expenses

As from 30 July 2020, the allowances will have to be paid to posted workers only under the conditions mentioned in Article 5, paragraph 1, subparagraph 2, of the Act of 5 March 2002 concerning the working, remuneration and employment conditions in case of posting of workers in Belgium and the monitoring thereof. In other words, they will only have to be paid when the posted workers have to move to or from their usual workplace in Belgium, or when they are temporarily sent by their employer from that workplace to another workplace).

On the other hand, they may not apply to travel between the country of origin and the workplace in Belgium.

3.1 Transport costs

CLA of 15 March 2018 (146 019) (R.D. 17/08/2018 - B.O.G. 29/08/2018)
amended by the CLA of 18 December 2019 (156 838) (R.D. 11/06/2020 - B.O.G. 07/07/2020)

art. 2c) of CLA 146019 is amended by CLA 156838

Art. 2. Without prejudice to the provisions of the collective labour agreement No. 19octies, concluded on 20 February 2009 within the National Labour Council, on the financial intervention by employers to the price of transport of workers, the intervention of employers in the costs of workers' transport is set as follows:

a) *Transport by rail* (Société nationale des chemins de fer belges): the employer's intervention to the price of the transport ticket used is calculated on the basis of the scale of lump sums set out in collective labour agreement no. 19octies concluded within the National Labour Council.

   From 1 February 2018, each year on 1 February, the amounts included in this scale will be increased by the same percentage as that applied to the increase in the real prices of tickets as published by the SNCB (see appendix);

b) *Public transport:* in the case of public transport, with the exception of transport by train, provided that the distance travelled on the shortest route between the departure stop and the arrival stop is greater than or equal to 1 kilometre, the employer's intervention is set at 80% of the amount actually paid by the worker, without the latter amount exceeding the amount in the table annexed for a distance of 16 km;

c) *Transport by bicycle:* for journeys made by bicycle between the place of residence and the place of employment and vice versa, the employer pays an allowance of EUR 0.22 per kilometre travelled;

d) *Other means of transport:* provided that the distance travelled by the shortest route between the place of departure and the place of arrival is equal to or greater than 1 kilometre, the employer's intervention is set at 70% of the price of the second-class train card for a corresponding distance.

   In the case of successive use of the different modes of transport referred to above, the employer's intervention applies respectively to each distance travelled.

Art. 3. If a worker uses private transport or a card for one or more public transport journeys and has not worked for the entire month, they shall be entitled to an allowance of 1/21.66 of the scheduled monthly allowance for each day actually worked in the course of the calendar month. Under no circumstances may the worker receive more than the monthly intervention stipulated at article 2, a), b) and d).

Art. 4. The financial intervention referred to in Article 2 is limited to actual travel between the legal place of residence and the company, for staff members who are accommodated by the employer.

Art. 5. The financial intervention referred to in Article 2 does not apply to workers who, depending on their working hours, may use transport organised by the employer.

Art. 6. Workers who, in the course of a working day, as provided for in their hours of work, provide interrupted work and who, between two periods of work, are not under the authority of their employer and whose interruption cannot be regarded either as a rest period or as a meal break, shall be entitled to a double intervention by the employer in their transport costs, as referred to in Article 2.

Workers who provide interrupted work as referred to in this agreement and who exclusively use a public transport season ticket entitling them to several journeys a day shall not be entitled to the double intervention provided for in paragraph 1 for their double journeys to and from their workplace.

Art. 7. Occasional (extra) workers shall benefit from financial intervention under the conditions mentioned in Article 2 at the rate of 1/26 of the planned monthly contribution, per trip to and from the workplace.

Art. 8. As regards the calculation of the distance travelled either by rail (SNCB) or by other public transport, the number of kilometres indicated on the train card issued by the companies concerned should be taken into consideration.

If the worker has to use different means of transport (SNCB and/or public transport), it is sufficient to add up the kilometres indicated on the season tickets issued by the respective transport companies.

Art. 9. In order to obtain reimbursement of the transport costs referred to in articles 2 to 8, the beneficiary worker must, at the express request of the employer, submit the certificates as soon as they have them in their possession.

If the worker has to pay for the attestation, the employer will compensate them for these costs.

At the employer's request, the worker must submit a declaration on their honour stating the number of journeys made per week to and from their workplace.

In order to assert their right to double intervention, as provided for in Article 6 of this collective labour agreement, the worker shall always make a declaration on their honour in writing stating the number of journeys they have made to and from their workplace during the working day.

Any abuse on the part of the worker with a view to obtaining double intervention shall be punished by the provisions referred to in the work rules.

The financial intervention referred to in Article 2, c) and (d) shall be calculated on the basis of the number of journeys mentioned in the declaration on honour.

The employer may at any time check the reality of this declaration on honour. The worker shall report any change in this situation within three days.

Art. 10. Without prejudice to the provisions of Articles 2 to 7, the more favourable conditions for transport and reimbursement of transport costs existing at the level of the company shall be maintained.

Art. 12. This collective labour agreement comes into force on 1 January 2018 and is valid for an indefinite period.

Appendix: From 1 February 2018 - JC 302 - Rail transport

Distance (km)	Index (2,49 %)	Monthly Card - Intervention CLA 19octies	Monthly Card - Intervention - employer	3 months - Intervention CLA 19octies	3 months - Intervention employer	12 months - Intervention CLA 19octies	12 months – Intervention employer	Part-time work (railflex) - Intervention CLA 19octies	Part-time work (railflex) – Intervention employer
1	1.0249	18.30	18.76	52.00	53.29	185.00	189.61	7.40	7.58
2	1.0249	20.50	21.01	57.00	58.42	204.00	209.08	7.40	7.58
3	1.0249	22.30	22.86	62.00	63.54	224.00	229.58	7.40	7.58

Distance (km)	Index (2,49 %)	Monthly Card - Intervention CLA 19octies	Monthly Card - Intervention - employer	3 months - Intervention CLA 19octies	3 months - Intervention employer	12 months - Intervention CLA 19octies	12 months – Intervention employer	Part-time work (railflex) - Intervention CLA 19octies	Part-time work (railflex) – Intervention employer
4	1.0249	24.40	25.01	68.00	69.69	243.00	249.05	8.60	8.81
5	1.0249	26.00	26.65	74.00	75.84	264.00	270.57	9.50	9.74
6	1.0249	28.00	28.70	78.00	79.94	280.00	286.97	10.30	10.56
7	1.0249	30.00	30.75	83.00	85.07	297.00	304.40	11.00	11.27
8	1.0249	31.00	31.77	88.00	90.19	314.00	321.82	11.60	11.89
9	1.0249	33.00	33.82	93.00	95.32	331.00	339.24	12.10	12.40
10	1.0249	35.00	35.87	98.00	100.44	348.00	356.67	12.60	12.91
11	1.0249	37.00	37.92	103.00	105.56	366.00	375.11	13.10	13.43
12	1.0249	38.50	39.46	108.00	110.69	383.00	392.54	13.60	13.94
13	1.0249	40.00	41.00	113.00	115.81	402.00	412.01	14.20	14.55
14	1.0249	42.00	43.05	118.00	120.94	420.00	430.46	14.60	14.96
15	1.0249	43.50	44.58	122.00	125.04	436.00	446.86	15.00	15.37
16	1.0249	45.00	46.12	127.00	130.16	455.00	466.33	15.50	15.89
17	1.0249	47.50	48.68	132.00	135.29	472.00	483.75	15.90	16.30
18	1.0249	49.00	50.22	137.00	140.41	489.00	501.18	16.40	16.81
19	1.0249	51.00	52.27	142.00	145.54	507.00	519.62	16.90	17.32
20	1.0249	53.00	54.32	147.00	150.66	524.00	537.05	17.30	17.73
21	1.0249	54.00	55.34	152.00	155.78	542.00	555.50	17.70	18.14
22	1.0249	56.00	57.39	157.00	160.91	560.00	573.94	18.20	18.65
23	1.0249	58.00	59.44	162.00	166.03	579.00	593.42	18.70	19.17
24	1.0249	59.00	60.47	167.00	171.16	596.00	610.84	19.10	19.58
25	1.0249	62.00	63.54	172.00	176.28	614.00	629.29	19.50	19.99
26	1.0249	63.00	64.57	177.00	181.41	632.00	647.74	20.20	20.70
27	1.0249	65.00	66.62	182.00	186.53	650.00	666.19	20.60	21.11
28	1.0249	67.00	68.67	187.00	191.66	667.00	683.61	21.00	21.52

Distance (km)	Index (2,49 %)	Monthly Card - Intervention CLA 19octies	Monthly Card - Intervention - employer	3 months - Intervention CLA 19octies	3 months - Intervention employer	12 months - Intervention CLA 19octies	12 months – Intervention employer	Part-time work (railflex) - Intervention CLA 19octies	Part-time work (railflex) – Intervention employer
29	1.0249	68.00	69.69	191.00	195.76	684.00	701.03	21.30	21.83
30	1.0249	70.00	71.74	197.00	201.91	701.00	718.45	21.70	22.24
31-33	1.0249	73.00	74.82	206.00	211.13	733.00	751.25	22.60	23.16
34-36	1.0249	78.00	79.94	218.00	223.43	776.00	795.32	24.10	24.70
37-39	1.0249	82.00	84.04	229.00	234.70	818.00	838.37	25.00	25.62
40-42	1.0249	87.00	89.17	244.00	250.08	871.00	892.69	27.00	27.67
43-45	1.0249	91.00	93.27	256.00	262.37	914.00	936.76	28.00	28.70
46-48	1.0249	96.00	98.39	268.00	274.67	957.00	980.83	29.00	29.72
49-51	1.0249	101.00	103.51	282.00	289.02	1,008.00	1,033.10	31.00	31.77
52-54	1.0249	104.00	106.59	291.00	298.25	1,039.00	1,064.87	32.00	32.80
55-57	1.0249	107.00	109.66	299.00	306.45	1,070.00	1,096.64	33.00	33.82
58-60	1.0249	111.00	113.76	310.00	317.72	1,108.00	1,135.59	34.50	35.36
61-65	1.0249	115.00	117.86	322.00	330.02	1,149.00	1,177.61	36.00	36.90
66-70	1.0249	120.00	122.99	336.00	344.37	1,201.00	1,230.90	38.00	38.95
71-75	1.0249	126.00	129.14	354.00	362.81	1,265.00	1,296.50	40.50	41.51
76-80	1.0249	132.00	135.29	368.00	377.16	1,317.00	1,349.79	42.00	43.05
81-85	1.0249	137.00	140.41	383.00	392.54	1,369.00	1,403.09	44.50	45.61
86-90	1.0249	143.00	146.56	400.00	409.96	1,429.00	1,464.58	46.00	47.15
91-95	1.0249	148.00	151.69	415.00	425.33	1,481.00	1,517.88	47.50	48.68
96-100	1.0249	153.00	156.81	430.00	440.71	1,534.00	1,572.20	50.00	51.25
101-105	1.0249	160.00	163.98	447.00	458.13	1,597.00	1,636.77	52.00	53.29
106-110	1.0249	165.00	169.11	462.00	473.50	1,650.00	1,691.09	53.00	54.32
111-115	1.0249	171.00	175.26	477.00	488.88	1,703.00	1,745.40	55.00	56.37
116-120	1.0249	177.00	181.41	493.00	505.28	1,763.00	1,806.90	57.00	58.42
121-125	1.0249	181.00	185.51	509.00	521.67	1,816.00	1,861.22	59.00	60.47

Distance (km)	Index (2,49 %)	Monthly Card - Intervention CLA 19octies	Monthly Card - Intervention - employer	3 months - Intervention CLA 19octies	3 months - Intervention employer	12 months - Intervention CLA 19octies	12 months – Intervention employer	Part-time work (railflex) - Intervention CLA 19octies	Part-time work (railflex) – Intervention employer
126-130	1.0249	187.00	191.66	524.00	537.05	1,869.00	1,915.54	61.00	62.52
131-135	1.0249	192.00	196.78	538.00	551.40	1,922.00	1,969.86	62.00	63.54
136-140	1.0249	198.00	202.93	553.00	566.77	1,975.00	2,024.18	63.00	64.57
141-145	1.0249	203.00	208.05	568.00	582.14	2,028.00	2,078.50	65.00	66.62
146-150	1.0249	211.00	216.25	592.00	606.74	2,114.00	2,166.64	67.00	68.67

4 Working hours

4.1 Working hours

Working hours on an annual basis: 38 hours.

CLA of 25 June 1997 (45 322) (R.D. 25/05/1999 – B.O.G. 04/12/1999)
amended by CLA of 27 September 2001 (59 231) (R.D. 28/02/2003 – B.O.G. 02/05/2003)

CLA of 25 June 1997 comes into effect on 1 April 1998 for an indefinite period.

CLA of 27 September 2001 comes into effect on 1 December 2002 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