

# All work deserves to be paid

## The CNE supports you

**THE COMPENSATION FOR YOUR WORK IS YOUR SALARY. THE AMOUNT DEPENDS ON YOUR SECTOR AND/OR COMPANY. YOUR PAY, IN THE BROADEST SENSE OF THE WORD, MAY CONTAIN RECURRING AND VARIABLE ELEMENTS. THE CNE GUIDES YOU THROUGH THIS MAZE OF REGULATIONS.**

### MINIMUM WAGE

The RMMM (guaranteed minimum monthly income) is a minimum income that must have been achieved on average on an annual basis. In other words, at the end of each year you must check whether the sum of the 12 monthly salaries you have received (plus any end-of-year bonus and other benefits to which you are entitled at the employer's expense) is at least equal to the sum of 12 times the RMMM. Indexed to 1 August 2022, the amount of the RMMM is €1,879.13. There are other amounts for young people under the age of 18 and for young people with a student occupation contract.

### SECTORAL MINIMUM REMUNERATION

In most joint committees, collective labour agreements provide for minimum wage scales and compulsory indexation of these wages. All these figures are always minimums above which any company CLA or individual contract can go. For employees, pay generally depends on the position held and seniority. For more information on the scales that apply to you, ask the CNE team in your company or the CNE secretariat in your region.

### PAID LEAVE

During your holidays, you are entitled to your normal pay ("single pay") and a kind of holiday bonus ("double pay"). The double pay is 92% of your normal pay for the current month (pro-rated, if necessary, according to the number of months worked or assimilated during the previous year). In principle, your double pay should be paid to you in the month in which you take your longest holiday period in the year. In practice, the social secretariats pay them in May or June.

### BENEFITS AND BONUSES

In addition to the cash salary, you may also receive benefits in kind (mobile phone, company car, etc.), cash benefits (meal vouchers, eco-cheques, mobility budget, etc.) and fixed or variable bonuses. For more details on your benefits, ask your company's CNE team or the CNE secretariat in your region.

### TERMS OF PAYMENT

Your salary must be fixed and paid in cash. It must be paid in Euro (if you work abroad, you have the choice between Euro and local currency). Your salary must be paid in cash, i.e. your pay must be transferred to the bank account of your choice. Your pay must be paid by the fourth working day after the period for which the pay is due (a collective labour agreement or the work rules may provide for a different deadline). Your employer cannot restrict your freedom to dispose of your pay as you wish.

**Need to contact us?** Call us on 067 88 91 00 on Mondays, Tuesdays and Wednesdays from 9am to 12pm and Thursdays from 1:30pm to 4:30pm.  
**Need to meet us?** Our secretariats are open on Mondays, Tuesdays and Wednesdays from 1.30 to 4.30 pm and Thursdays from 9 am to 12 pm.  
**Need to write to us?** Just one address: [cne.info@acv-csc.be](mailto:cne.info@acv-csc.be)

The content of this publication is intended for both men and women  
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