



**SECTOR
PUBLICATION
JC 110**

TEXTILE CARE

CBA 2025-2026

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INTRODUCTION

Employers and trade unions in your sector recently negotiated with the aim of improving working and pay conditions for workers.

Not everyone started from the same position since employers received generous gifts from the government such as a relaxation of restrictions on night work, the introduction of more overtime hours with no bonus, no possibility of increasing wages, etc. And while large companies are raking in huge profits, the wage norm law hinders free collective bargaining and, as a result, our wages.

The difficulty of reaching sector agreements is clear. It took a lot of effort to secure an increase in meal vouchers for those who receive them.

Despite the narrow bargaining margin, we, together with the other trade unions, finally managed to reach an agreement, the details of which are set out in this sector publication. You will find detailed information on working and pay conditions in your sector. Please note: this publication reflects the situation at the time of writing. To find all the latest updates, please check our website: www.acvcsc.be.

Enjoy the read!

ACV-CSC METEA

REMUNERATION

INDEXATION

The principle of automatically linking wages and indexation still applies.

In the sector actual and scale wages are being indexed each year on 1st January. At this time, wages automatically follow the 'real inflation'. To determine the real inflation on 1st January, the indexation rate from November is compared with the one from November of the previous year.

Wages increased by 2.19% on 1st January 2026.

Please note: The automatic pay indexation mechanism currently in place in your sector is under significant pressure from the government and employers. At the time of writing, it is unclear whether any action will be taken.



Scan this QR code to find out more about current wages.

SALARY INCREASE

The wage norm is the percentage by which wages may increase, in addition to automatic indexation. Social partners can negotiate it every 2 years.

The percentage level is set out in the wage norm law. This law is meant to prevent the wages in Belgium from rising faster than in neighbouring countries.

The wage norm for 2025-2026 is zero per cent. This means that we have not been able to negotiate a collective pay rise in addition to automatic indexation.

ACV-CSC METEA continues to campaign against this wage norm law, as it prevents free negotiations over wages from taking place.

Starter Jobs

Since 1st July 2018, the government established 'starter jobs'. They are meant to help young people less qualified and without any work experience find work.

Starter jobs allow employers, under certain conditions, to pay a lower gross wage when they employ someone aged 18, 19 or 20 with no work experience. Gross wages are respectively 18%, 12% or 6% lower than the minimal sectoral or national wage.

The employer supplements the net wage with a compensatory allowance that exactly covers the net loss resulting from the reduction in gross wage.

In 2019, and for an unlimited amount of time, social partners advised the companies of the sector to not apply this starter jobs system.

MEAL VOUCHERS

The employer's contribution for meal vouchers increased by EUR 1 since 1st January 2026. A meal voucher now amounts to EUR 7.50. Since that date, the employer contribution amounts to EUR 6.41, and the employer contribution amounts to EUR 1.09.

Important: hours of union training are assimilated to actual work. This applies to all training courses followed by the worker. As for the rest, only actual work grants you meal vouchers. Therefore, there are no assimilations of sick days, short-term absenteeism, leave days, etc.

END-OF-YEAR BONUS

In order to calculate the end-of-year bonus, we multiply the actual hours worked during the reference period by a fixed amount defined by the size of the company. The reference period spans from 1st December of the year before the payment to 30 November of the current calendar year.

As part of the 2025-2026 social agreement, it has been decided to increase the sum per hour of actual work for workers in companies with less than 50 workers. Until now, those workers received, for the same number of hours, a lower end-of-year bonus than the workers in companies with more than 50 workers. A second increase will be applied in 2027 to get rid of any difference.

In companies with less than 50 workers, the sums for 2025 and 2026 per hour of actual work are as follows:

- From 1st December 2025 to 31st December 2025: EUR 1.1259 per hour of actual work.
- From 1st January 2026 to 30 November 2026: EUR 1.1506 per hour of actual work.

In companies with more than 50 workers, the sums for 2025 and 2026 per hour of actual work are as follows:

- From 1st December 2025 to 31st December 2025: EUR 1.2119 per hour of actual work.
- From 1st January 2026 to 30 November 2026: EUR 1.2384 per hour of actual work.

Those sums are linked to the indexation and are adapted each year on 1st January.

These end-of-year bonuses are given to workers employed on 30 November.

In case of:

- dismissal from the employer (except for urgent reasons),
- resignation of the blue-collar worker for whichever reason,
- start of the retirement or (medical) RCC/SWT/SAB,
- departure from the company for medical reasons,
- employment as a fixed-term contract,

the worker is also entitled to an end-of-year bonus. In this case, the sum is calculated according to the number of hours of actual work completed during the reference period. The bonus is paid when the worker leaves the company.

Hours that have not been worked because of:

- an industrial accident or an occupational disease,
 - maternity leave, birth leave, adoption leave, foster leave or prophylactic leave,
 - temporary unemployment (since 1st December 2023),
- are assimilated to actual work.

SHIFT WORK BONUS

Shift Work – Rotating Shifts

The minimum hourly wage for workers in rotating shifts equals the base hourly wage plus 10%.

For workers rotating between a night shift and another shift, the wage between 10.00 pm and 6.00 am equals the base hourly wage plus 25% while the wage for the other hours equals the base hourly wage plus 10%.

- ‘Day shift’ means a team starting at 6.00 am at the earliest and finishing at 8.00 pm at the latest.
- ‘Night shift’ means a team starting at 10.00 pm at the earliest and finishing work at 6.00 am at the latest.

Shift Work – Fixed Shifts

For workers employed in a fixed shift among consecutive teams, the wage for hours worked between 8.00 pm and 10.00 pm equals the base hourly wage plus 10% while the wage for hours workers between 10.00 pm and 6.00 am equals the base hourly wage plus 25%.

Other Specific Work Schedules

For workers employed in other specific work schedules, different from the ones above, the hourly wage between 8.00 pm and 6.00 am must at least equal the base hourly wage plus 10%.

TRANSPORT COSTS

Public Transport

According to national regulations, the employer has to cover the cost for their workers' public transportation.

Mobility Allowance

Since 1st September 2019, every worker receives a flat-rate allowance of EUR 1 per day of actual work as a contribution for their transport costs for all means of transportation. This allowance is paid every month together with the salary.

Workers going to work by bicycle or public transport who receive an allowance from their employer are also entitled to this mobility allowance.

This allowance increased by EUR 0.70 on 1st January 2024. Every worker is now entitled to a EUR 1.70 allowance per day of actual work.

Since January 2026, the allowance increased by EUR 0.50. Every worker is now entitled to EUR 2.20 per day of actual work.

Bicycle Allowance

Since 1st January 2022, a EUR 0.12 per kilometre bicycle allowance is granted.

Since 1st January 2024, it amounts to EUR 0.27 per kilometre, up to a maximum of 40 kilometres a day (round trip).

Since 1st January 2026, it amounts to EUR 0.30 per kilometre, up to a maximum of 40 kilometres a day (round trip).



Scan this QR code to find out more about current transport costs.

EXPENSE ALLOWANCE FOR DRIVERS

Drivers of trucks with a load capacity of at least 5 tonnes receive a flat-rate allowance for travel expenses of EUR 4.9579 per day of actual work.

SUBSISTENCE FUND

SUPPLEMENTARY ALLOWANCE IN CASE OF TEMPORARY UNEMPLOYMENT

Temporary Unemployment for Economic Reasons and Force Majeure

Since 1st January 2026, the sectoral supplement in case of temporary unemployment for economic reasons and force majeure increased by EUR 2 per day (5-day week). It now amounts to:

- EUR 7 per day during the 35 first days of economical unemployment.
- EUR 6 per day during the 35 following days of economical unemployment.

Please note: besides the sectoral supplement, the employer must also pay each month a legal supplement of EUR 5.31 for each day of temporary unemployment (6-day week). This is linked to the reduction of the unemployment benefit from 65% to 60%. The EUR 5.31 are indexed each year. However, this legal supplement must not be granted in case of temporary unemployment for force majeure.

Both allowances are paid by the employer to the worker as part of their monthly wage.

Schematic Overview:

- Day 1 to 35
 - Sectoral supplement: EUR 7 (5-day week)
 - Legal supplement: EUR 5.31 (6-day week)
- Day 36 to 70
 - Sectoral supplement: EUR 6 (5-day week)
 - Legal supplement: EUR 5.31 (6-day week)
- Day 71 onwards
 - Legal supplements: EUR 2 + EUR 5.31 (6-day week)

CONTRIBUTION FOR CHILDCARE EXPENSES

For the fiscal year 2025, blue-collar workers are entitled to a sectoral supplement to help them as parents:

- For children up to 12 years.
- For maternity leave, childcare, before and after school care and holiday camps.
- EUR 3 per day for a maximum of EUR 300 per year.
- It starts after the worker requested it.

For the fiscal year 2026, the sum increases to EUR 5 per day and EUR 500 per year. The general conditions remain the same.

The sectoral partners have introduced this measure to provide financial support for better work-life balance. The measure is being introduced on a temporary basis and will be reviewed once it has come to an end.

The worker must request the allowance to the Subsistence Funds.



For more information on the practical arrangements of this supplementary allowance, we invite you to go check the website of the Social Funds.

SUPPLEMENTARY ALLOWANCE IN CASE OF GRADUAL RETURN TO WORK

In 2026, workers gradually returning to work – that is, who, following a period of full sick leave, return to work at a certain percentage – are entitled to an allowance.

This allowance amounts to EUR 100 per month for a maximum period of 4 months. To be granted this allowance, a worker must at least work half-time, and they must be at the end of their period of guaranteed wage. The allowance is paid by the employer.

CONTRACTS

NOTICE PERIOD

Unique Status

Since 1st January 2014 there is no distinction between blue-collar and white-collar workers anymore with regards to notice periods (unique status). The notice period is determined by seniority within the firm. For new contracts starting after 1st June 2026, the notice period is set to maximum 52 weeks.

For those with less than 6 months of seniority, the notice period will be set to one week. This measure was not yet known at the time of publication.

Since 1st January 2014, the following notice periods are in force:

Seniority	Dismissal by the employer (in weeks) (sen. = 0 on 01/01/2014)	Resignation by the worker (in weeks) (sen. = 0 on 01/01/2014)	Counter notice by the worker after dismissal by the employer (in weeks)
0 < 3 months	1	1	1
3 months < 4 months	3	2	2
4 months < 5 months	4	2	2
5 months < 6 months	5	2	2
6 months	6	3	3
9 months	7	3	3
1 year	8	4	4
1 year 3 months	9	4	4
1 year 6 months	10	5	4
1 year 9 months	11	5	4
2 years	12	6	4
3 years	13	6	4
4 years	15	7	4
5 years	18	9	4
6 years	21	10	4
7 years	24	12	4
8 years	27	13	4
9 years	30	13	4
10 years	33	13	4
11 years	36	13	4
12 years	39	13	4
13 years	42	13	4
14 years	45	13	4
15 years	48	13	4
16 years	51	13	4
17 years	54	13	4
18 years	57	13	4
19 years	60	13	4
20 years	62	13	4
21 years	63	13	4
22 years	64	13	4
23 years	65	13	4
24 years	66	13	4
25 years	67	13	4
26 years	68	13	4
27 years	69	13	4
28 years	70	13	4
29 years	71	13	4
More than 30 years	+ 1 week for each year of service started	13	4

The maximum notice period for a worker who resigns is 13 weeks. These rules apply to all workers regardless of their status on 31st December 2013.

Another regulation applies to workers who started before 1st January 2014 and are dismissed by their employer. Their rights are 'locked'. In concrete terms, this means that in this case their notice period consists of 2 parts:

- 1st part: the notice period based on seniority and the rules applied before 31st December 2013.
- 2nd part: the notice period shown in the table above and based on the seniority from 1st January 2014 until dismissal.

Notice periods applicable until 31st December 2013 in the event of dismissal by the employer:

Seniority on 31/12/2013	Contracts signed before 01/01/2012	Contracts signed after 01/01/2012
IN GENERAL		
- 6 months	28 d	28 d
6 months to 5 years	35 d	40 d
5 to 10 years	42 d	48 d
10 to 15 years	56 d	64 d
15 to 20 years	84 d	97 d
More than 20 years	112 d	129 d
(MEDICAL) RCC/SWT/SAB		
- 6 months	28 d	28 d
- 20 years	28 d	32 d
More than 20 years	56 d	64 d

d = calendar days

To calculate the notice period of blue-collar workers who have been working there since before 1st January 2014 and get dismissed by their employer:

Locked rights on 31st December 2013 (1st part) +
seniority from 1st January 2014 until dismissal (2nd part)

A compensatory allowance has been introduced for blue-collar workers who were employed before 2014 were made redundant after 1st January 2014. This regulation aims to compensate for the previous disparity between the notice periods for blue-collar and white-collar workers. Since 2017, everyone is entitled to compensatory redundancy pay (CRP).

The period covered by the CRP is determined by the following formula: (a) - (b) + (c)

(a) = Notice period as if the blue-collar worker had always worked within the new system.

(b) = Locked rights on 31st December 2013.

(c) = Notice period based on seniority from 1st January 2014 until dismissal.

The worker must request their CRP to the payment agency. They are advised to always do so, even if they do not become unemployed and will therefore not file for unemployment benefits.

The CRP may be claimed immediately after the end of the notice period or after the period covered by severance pay. In any case, it must be claimed within 6 months of the end of the relevant period.

The CRP is paid by the ONEM/RVA/LFA through the payment agencies. It is a net allowance (thus exempt from ONSS/RSZ/LSS and withholding tax). This CRP cannot be combined with unemployment benefits. In case of medical RCC/SWT/SAB, the right to CRP is also open.

Example:

Blue-collar worker JC 110

Started work: 12 January 1993

Dismissed: 16 February 2026

(a) Full seniority = 33 years = 75 weeks (see new notice periods)

(b) Notice period for a blue-collar worker within JC 110 until 31st December 2013: 20 years + 11 months = 16 weeks (112 calendar days)

(c) Notice period from 1st January 2014 until 16 February 2026: 39 weeks

This worker therefore receives a (16 + 39) 55 weeks' notice (to work or the employer pays a severance pay) AND a net compensatory redundancy pay of 20 weeks (= 75 weeks - 55 weeks).

Suspension of the Notice Period

Some events can suspend the notice period. In these cases, the notice period either does not start or is put on hold. Suspension of the notice period is only possible when the employer dismisses their worker. If the worker resigns, the notice period is never suspended.

TEMPORARY AGENCY WORK

A temporary worker within the textile care sector can only work up to 115 days within a period of 12 months. The reference period starts when the temporary worker begins to work. Once the worker reaches the maximum number of days, the temporary agency work contract becomes a permanent contract.

MEDICAL CONTROL

The employer can always get an advisory doctor to check whether a worker is really incapacitated. The employee is obliged to submit to this assessment.

The law states that a collective bargaining agreement (CBA) (whether sectoral or company-wide) or the staff regulations may specify a 'period of availability'.

This period of availability is a time slot during for which the worker must be available to the advisory doctor, at their home. This slot of maximum 4 consecutive hours must take place between 7.00 am and 8.00 pm.

In the textile care sector, no CBA has been signed to set this period of availability. If there is no CBA at company level and no relevant clause in the staff regulations, the worker has thus the right to leave their home if their medical certificate allows it.

If your employer wants to introduce clauses on the subject in the staff regulations, we advise you to contact your ACV-CSC METEA secretariat. They will provide you with all the necessary information.



Thanks to our calculation tool, you can also calculate your notice period yourself.

MEDICAL CERTIFICATE

Since 28 November 2022, the requirement to provide a medical certificate has been partially removed. Until the end of 2025, you could choose not to provide your employer with a medical certificate for your first day of incapacity for work, up to three times per calendar year. From 2026 onwards, this remains possible twice a year. This exemption applies to both a single day of absence and to the first day of a longer period of absence. Companies with fewer than 50 workers may derogate from this rule, provided that a CBA or an amendment to the staff regulations is in place.

Even though a medical certificate is no longer required up to twice a calendar year, the following principles still apply:

- You must always notify your employer immediately of your incapacity for work, using the usual means.
- You must provide a medical certificate proving your incapacity if your employer asks for it, except on the first day of incapacity for 2 separate illnesses.
- If you are staying somewhere other than your usual place of residence, you must inform your employer immediately. This ensures that medical control remains possible (see above).

The work regulations are the main document for finding out more about the rules that apply in your company. You should therefore make sure you consult your company's work regulations.

Relapse after Work Resumption

A new regulation came into effect on 1st January 2026: after each period of illness for which guaranteed wage has been granted, there is a relapse period of 8 weeks. Previously, this period was 14 calendar days. If, as a worker, you fall ill again with the same illness during the relapse period, your employer is not obliged to pay you the guaranteed wage or the remaining part of it.

If you relapse during your period of gradual return to work, the conditions above do not apply to you. In this case, you receive immediately sickness benefits from your health insurance company, and you will not be entitled to a guaranteed wage.

Illness and Temporary Unemployment

If you are or fall ill during a period of temporary unemployment, you will only receive guaranteed wage for the days on which you were scheduled to work. For days on which you were not scheduled to work and for which you are temporarily unemployed, you must submit a request to your health insurance company. You will receive sickness benefits for those days.

EMPLOYMENTS COMMITMENTS

Employments commitments from earlier CBAs are extended. It concerns a certain number of rules that the employer must follow when they dismiss workers.

In case of temporary shortage of work for economic reasons, at company level, all means have to be used to switch to part-time work before dismissing people.

If dismissals or a switch to part-time work are unavoidable, the drawbacks from these measures are to be, as much as possible, equally split among all workers. Account is also taken of the technical requirements specific to the organisation of work and of the fact that the services of certain workers or groups of workers may prove to be absolutely essential and irreplaceable in ensuring that production targets are met.

Individual and Collective Dismissals

The employer is required to provide a written warning to the worker concerned beforehand. At the same time, they must inform the union delegation.

Penalty Policy

If the employer fails to comply with the procedures regarding prior notification in the event of an individual or collective dismissal, any worker or employer affected may lodge a complaint with the sectoral joint committee.

The members of the joint committee will then rule on the case. In the event of a breach of procedure, the employer concerned must pay the worker in question compensation of EUR 500. In the event of a repeat offence within 60 months, this penalty is doubled (EUR 1,000).

CAREER

SENIORITY LEAVE

The seniority leave system is based on the seniority within the sector. Since 2016, the rules are as follows:

- 15 years of service within the sector: 1 extra day of leave.
- 25 years of service within the sector: 2 extra days of leave.
- 30 years of service within the sector: 3 extra days of leave.

Since 1st January 2024, this regulation has been revised, and the worker is entitled to a first day of seniority leave after 12 years of service within the sector. The regulation since 2024 is as follows:

- 12 years of service within the sector: 1 extra of leave.
- 25 years of service within the sector: 2 extra days of leave.
- 30 years of service within the sector: 3 extra days of leave.

Since 1st January 2026, this regulation was improved, and the conditions were lowered. From 2026, it is as follows:

- 10 years of service within the sector: 1 extra day of leave.
- 22 years of service within the sector: 2 extra days of leave.
- 27 years of service within the sector: 3 extra days of leave.

Companies that already comply with at least these regulations do not need to make any changes. In such cases, the existing systems will remain in place.

Periods of work as a temporary worker in the sector before a permanent contract count towards building seniority.

Part-time workers are entitled to the seniority following the principle of paid public holidays.

CAREER LEAVE

Since 1st January 2026, blue-collar workers are entitled to a day of career leave if they reached 25 years of service within the sector and are at least 58.

SHORT-TERM ABSENTEEISM

The worker is entitled to take time off work for certain family events. We call that short-term absenteeism.

Different sorts of short-term absenteeism have recently been improved. It is also possible to conclude better sectoral agreements (ex. a bigger group of people benefitting from short-term absenteeism or an increase of the number of days). You can find the recent extensions and sectoral improvements below.



However, the list of reasons for short-term absenteeism is way longer than the information below. To access a full overview, scan this QR code.

Birth Leave

Every worker is entitled to take time off work when their child is born. Since 2023, this has been brought up to 20 days regardless of the worker's work regime (full-time or part-time). These days must be taken within 4 months of the birth date.

During the first 3 days of birth leave, the worker keeps receiving their full wage from their employer. For the remainder of the birth leave, the worker must request an allowance from their health assurance company (the allowance equals 82% of the capped gross wage).

Adoption Leave

Recently improved

A worker who adopts a minor child into their family is entitled to an individual right of up to 6 weeks of adoption leave. Adoption leave has been extended in recent years.

Until 31st December 2026 adoption leave is extended by 4 weeks. From 1st January 2027 onwards, these additional weeks will increase to 5. These additional weeks come on top of the individual right but are to divide between both adoptive parents.

The individual right to 6 weeks can be doubled if the child has a physical or mental disability.

The individual right can be extended by 2 weeks if several minor children are adopted simultaneously.

During the first 3 days of adoption leave, the worker keeps their wage. For the remainder of the leave, they receive a benefit paid by the health insurance company.

FLEXIBLE SHORT-TERM ABSENTEEISM FOR A SOLEMN COMMUNION OR A SECULAR PARTY

Sectoral improvement

On the occasion of the solemn communion or the secular party of a child of the worker, the day of short-term absenteeism can be taken:

- on the day of the party,
- on the day of the ceremony, or
- if this day falls on a Sunday, a legal holiday, or a weekly day of rest, another day in consultation with the employer.

TIME CREDIT WITH REASON

- Continuation of the time credit with reason for 36 months (training) and 51 months (taking care of a child, palliative care, assistance or care for a member of the household or the family seriously ill) until the end of 2026.
- Maximum 5% of the staff can benefit from a time credit simultaneously. However, at company level, the 5% threshold can be departed from.
- The Flemish job bonus system has been extended.

If you wish to take time credit with reason, you must meet certain requirements. These include, among others, having a certain level of seniority within the company, working on a specified part-time basis, etc. Furthermore, these conditions vary depending on the reason for and type of leave (full-time or part-time). Therefore, before submitting your application, we advise you to seek further information from the trade union representative in your company or from the ACV-CSC specialised departments.

END-OF-CAREER EMPLOYMENT

4/5th and half-time end-of-career employments are available from the age of 55 for those in physically demanding jobs (with 25 years of service) and for those with long careers (with 35 years of service).

A sector CBA has been concluded until 30 June 2029. It allows you to start an end-of-career employment until this date.

If you wish to start end-of-career employment, you must meet certain conditions. These include, among others, a certain amount of seniority within the company, a minimum number of years of service, etc. End-of-career employment can also have an impact on your retirement (for ex. if you stop working before reaching the legal retirement age).

Before submitting your request, we advise you to seek information from the union representative in your company or the ACV-CSC specialised departments.

UNEMPLOYMENT SCHEME WITH COMPANY SUPPLEMENT (RCC/SWT/SAB)

In theory, access to most schemes is no longer possible. This was decided by the government agreement. The only type of scheme still possible is for those aged 58 with at least 35 years of service, and for less valid workers and workers with serious health issues.

In certain circumstances, it is possible to request an exemption from the requirement to be available for work.

WORKING TIME AND FLEXIBILITY

The Arizona government has relaxed some rules when it comes to flexibility, to the detriment of workers.

SMALL FLEXIBILITY

The system of small flexibility (flexible schedule) helps the employer take into account the irregularity of the company activities by introducing peak schedules (when there is more work) and off-peak schedules for calmer periods.

An employer who wishes to use this system must take the following conditions into account:

- Peak and off-peak schedules must be a part of staff regulations. Therefore, the staff regulations must be modified.
- The employer who wishes to replace a standard schedule by a flexible one must inform the workers at least 7 days beforehand through a notice that must remain as long as the flexible schedule applies.
- The number of hours that may be worked either below or above the daily working time limit, as set out in the staff regulations, is 1.5 hours, provided that the daily working time does not exceed 9 hours.
- The number of hours that may be worked below or above the weekly working time limit, as set out in the timetable referred to in the staff regulations, is 5 hours, provided that the weekly working time does not exceed 45 hours.
- The normal weekly working hours must be complied with, calculated as an average over a reference period of no more than 12 months.

VOLUNTARY OVERTIME

Until 31st March 2026, there were 2 types of voluntary overtime hours:

- Voluntary overtime: subject to a written agreement between the employer and the worker, a worker could work up to 100 hours of overtime per year. These overtime hours were paid with a bonus but there was no compensatory time off.
- Relance hours: an extra 120 hours of voluntary for which a written agreement between the employer and the worker was also required. There was no bonus or compensatory time off and they were paid on a gross=net basis.

Relance hours have been abolished after 31st March 2026.

From 1st April 2026, there will be 360 hours of voluntary overtime:

- 240 hours with no bonus (gross=net, no compensatory time off),
- 120 hours with bonus (no compensatory time off).

A written agreement between employer and worker is still required. This agreement is valid for one year with a tacit renewal.

INTERNAL LIMIT

The internal limit is set to 143 hours. This limit is intended to prevent workers from accumulating excessive overtime hours. Once this limit has been reached, the worker cannot exceed the weekly working time. And this applies as long as the overtime hours have not been paid or compensated (time off).

Please note: until 31st March 2026, the first 45 hours of voluntary overtime were not taken into account when calculating the internal limit. Since 1st April 2026, voluntary overtime is no longer considered when calculating the internal limit.

TAX-FAVOURABLE OVERTIME

Until 1st January 2026, the global quota for tax-favourable overtime was 130 hours per year and per worker. This quota was temporarily brought up to 180 hours in recent years. The government now intends to set it permanently at 180 hours of tax-favourable overtime for overtime carried out after 1st January 2026. We must now wait for the legislation that will enshrine these regulations in law.

FLEXI-JOBS

Since 1st July 2026, flexi-jobs will be available in all sectors. Therefore, it will become possible to have a flexi-job in any sector as long as you meet the conditions (for example having worked at least 4/5th time during the quarter preceding the flexi-job).

In the textile care sector, social partners agreed on a frame regarding flexi-jobs. This frame aims to limit access to flexi-jobs in the sector and avoid a threat against permanent jobs. You can check our guide CCT/CAO gids or contact an ACV-CSC METEA secretariat for more information on the subject.

EDUCATION AND TRAINING

Since 2023, the collective right to training has been replaced by an individual right to training. This change is part of the Belgian Labour Deal. Each worker is now entitled to a certain amount of individual training days each year.

With this base, social partners agreed on an individual right to training and a growth path for companies with 20 workers or more.

- 2023: 2.5 days of individual training per year.
- 2024: 3 days of individual training per year.
- 2025: 3.5 days of individual training per year.
- 2026: 4 days of individual training per year.
- 2027: 5 days of individual training per year.

For companies with less than 20 workers, an individual right to training of 2.5 days per year applies since 2023. There is no growth path for these companies.

Sector-specific training initiatives will continue under the training fund for the textile care sector, TFTC (Training for Textile Care).

The Belgian Labour Deal compels employers to create a training plan once a year. This must be done before 31st March, and the Works Council (WC) must give an opinion before 15 March.

TFTC helps companies create and apply their training plan. It is made in collaboration with TFTC and is based on the training needs. After that, trainings are given and reviewed. Financial aid depends on these plans and is only given after a positive assessment of the training by the workers concerned.

Blue-collar workers who wish to follow a training outside of the company's offer can contact TFTC to be granted a (career) support and financial aid. Every training course improving the knowledge and skills of the worker (language, IT, etc.) can be included as long as it does not lead to freelance work.

TFTC also offers open training. Those are training courses specific to the sector, training courses linked to communication, work organisation, etc. Those training courses are organised at set places and dates. The training offer is communicated through a training calendar.

CONSULTATION AND INVOLVEMENT

UNION REPRESENTATION

In companies with at least 50 workers, a Committee for Prevention and Protection at Work (CPPW) is compulsory. A WC becomes compulsory in companies with at least 100 workers.

In every company with an average of at least 40 workers with no WC nor CPPW, each trade union may appoint 1 union representative.

In every company with an average of at least 40 workers with a WC or a CPPW, each trade union with effective members within the WC or CPPW may appoint 1 union representative, to choose among the candidates for the social elections for the WC or CPPW.

If there is no candidate from the list of the social elections left, the trade union may appoint someone who was not on the list.

Until the end of 2023, in companies with an average of 40 to 50 workers with no WC nor CPPW, a union representative could only be appointed if they had at least 10 years of service within the company at the time of appointment and if at least half of the workers agreed. Since 2024, the seniority requirement has been reduced to 3 years. The seniority requirement can always be lowered at company level.

UNION ADVANTAGES

UNION BONUS

The union bonus amounts to EUR 145.

The union bonus is given to all unionised workers who, on 30 June of the current year, are employed in a company of the textile care sector.

If a worker resigns or is dismissed (except for urgent reasons) and remains unemployed until 30 June, they can benefit from a union bonus for the current year. This is also the case when a worker retires or starts (medical) RCC/SWT/SAB.

Payments will be made from 15 October.

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Being a member brings nothing but benefits:

- We protect your interests.
- Our information is clear and accurate.
- You can come to us with your questions, in complete confidence.
- Our representatives are always available. They care about your concerns.
- If bargaining is not enough, we jump into action.
- And if needed, we go to the labour court.



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