ACV-CSC
METEA

SECTOR PUBLICATION JC 111.01-02

METAL CONSTRUCTION

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.

This time around, there is no agreement for the metal construction sector because employers and trade unions could not reach an agreement.

We thus miss out on many advantages which are the results of sector agreements every 2 years.

We still wish you to inform you through 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

In the metal construction sector, wages are indexed on 1st July in accordance with the sectoral system.

The current mechanism in the sector provides that, on that day, wages are adjusted according to the ‘real inflation’ (= adjustment to the cost of living).

To determine the real inflation on 1st July, the indexation rate from June is compared with the one from June of the previous year.

Because of the automatic wage adjustment according to the index, wages normally should have increased by 2.81% on 1st July 2026.

Please note: for 2026, the automatic wage indexation as we know it has been replaced by the cent index (capped wage indexation).

Since 1st June 2026, because of a change in regulations, the indexation of some wages will temporarily be limited. The cent index applies to the first 2% of the indexation and on the gross wage above EUR 4,000.

Concretely, what does it mean?

- If your gross wage is lower than or equals EUR 4,000 a month, nothing changes: you receive a full indexation. Your wage will increase by 2.81% on 1st July 2026.
- If your gross wage is above EUR 4,000 a month, the cent index is applied to the first 2%. For the part above the 2%, normal indexation applies.

Which means the following:

- Your wage up to EUR 4,000 is fully indexed: a 2.81% increase on those EUR 4,000.
- The indexation on the part of your wage above EUR 4,000 is limited:
    - The first 2% are not applied.
    - The remaining percentage is properly applied: so, the part of your wage above EUR 4,000 increases by 0.81% (2.81% - 2% = 0.81%).

Example: if you receive a EUR 5,000 gross wage on 30 June 2026, it increases as follows:

- EUR 4,000 increase by 2.81% (EUR 4,000 + 2.81% = EUR 4,112.40).
- EUR 1,000 increase by 0.81% (EUR 1,000 + 0.81% = EUR 1,008.10).
- The indexed wage amounts to EUR 5,120.50 gross from 1st July 2026.

The 1st July indexation is based on your hourly wage in June 2026.

To know if you earn more or less than EUR 4,000, we use the following formula:

Hourly wage x weekly duration of full-time work x 13/3

This measure is first applied in 2026 and will be applied again in 2028. If the government does not modify the indexation mechanism again, your whole wage will be fully indexed on 1st July 2027.

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.

MINIMUM WAGES

National and provincial minimum wages increase on 1st July each year in the same capacity as effective wages.

Moreover, those minimum wages also increased by EUR 0.2606 on 1st January 2026.

END-OF-YEAR BONUS

The basic rules on the end-of-year bonus are set out in provincial/regional CBAs which explains the many differences in terms of end-of-year bonuses across the sector. Of course, at company level, you may be entitled to a more generous bonus than the one agreed for your province/region.

Possibility to Convert the End-of-year Bonus into Extra Leave Days and/or a Bike Lease
It is possible to convert the end-of-year bonus into extra leave days or a bike lease in the provinces of Antwerp, Limburg, East Flanders, West Flanders and Flemish Brabant under the following conditions:

- Amounts maximum to the half of the end-of-year bonus,
- If a company CBA is concluded,
- Is voluntary (individual agreement with the worker on top of the company CBA),
- Cost neutrality (the conversion of a part of the end-of-year bonus cannot result in the employer saving up),
- Prior information to workers on the consequences of converting their end-of-year bonus.

ECO-VOUCHERS

In companies with no alternative use of eco-vouchers, the following rules apply:

- To grant eco-vouchers, the employment of the workers between 1st October and 30 September is considered (= reference period).
- If the worker has not worked all the time during the reference period, assimilations may happen in some cases (assimilations based on the national CBA 98 extended with the assimilations of the sector):
  - Every day of temporary unemployment,
  - Every day of absence because of an industrial accident,
  - Every day covered by guaranteed wage,
  - The first 3 months of unfitness for work during the reference period,
  - Every day of illness during a period of temporary unemployment, for a maximum of 3 consecutive months,
  - The period of illness immediately following a period of unfitness for work because of an industrial accident but which is not the consequence of the accident (maximum 3 months),
  - The whole period of birth leave,
  - Every day of prophylactic leave (= exclusion from work of a pregnant woman), foster leave and adoption leave.
- In any case of incomplete employment during the reference period, a pro rata adjustment applies.
- Temporary workers are entitled to the same rights as permanent workers from the company.

Currently, eco-vouchers cannot be converted into another advantage.

TRANSPORT COSTS

National regulations provide for the reimbursement of transport costs between home and work. In this sector, the following is specified, without prejudice to any more favourable company regulations, which may, of course, be retained.

Bicycle Allowance
Was increased to EUR 0.27 per kilometre on 1st January 2024, with a maximum of EUR 10.80 a day (see table below).

Public Transport
Since 1st February 2026, sums (defined by CNT/NAR CBAs 19/9 and 19/11) increased. In these CBAs, you can find a table of the employer's contribution for transportation by train. CBA 19/11 also contains an indexation clause thanks to which the employer's contribution for transportation by train increases each year on 1st February.

Companies are advised to use the third-party payer system.

Private Means of Transport
Since 1st January 2024, increase by 12.5% to come to EUR 0.084 per kilometre travelled between home and work with a minimum of EUR 1.69 (EUR 2.03 as soon as the distance reaches 21 kilometres) per day of work and a maximum of EUR 9.20 per day of work.

Table Private Means of Transport since 1st January 2024

Total distance travelled (round trip), in km	Other means of transport since 2024 (per day of work, in EUR)
1-20	1.69
21	2.03
22	2.03
23	2.03
24	2.03
25	2.11
26	2.19
27	2.28
28	2.36
29	2.45
30	2.53
31	2.62
32	2.70
33	2.78
34	2.87
35	2.95
36	3.04
37	3.12
38	3.21
39	3.29
40	3.38
41	3.46
42	3.54
43	3.63
44	3.71
45	3.80
46	3.88
47	3.97
48	4.05
49	4.13
50	4.22
51	4.30
52	4.39
53	4.47
54	4.56
55	4.64
56	4.73
57	4.81
58	4.89
59	4.98
60	5.06
61	5.15
62	5.23
63	5.32
64	5.40
65	5.48
66	5.57
67	5.65
68	5.74
69	5.82
70	5.91
71	5.99
72	6.08
73	6.16
74	6.24
75	6.33
76	6.41
77	6.50
78	6.58
79	6.67
80	6.75
81	6.83
82	6.92
83	7.00
84	7.09
85	7.17
86	7.26
87	7.34
88	7.43
89	7.51
90	7.59
91	7.68
92	7.76
93	7.85
94	7.93
95	8.02
96	8.10
97	8.18
98	8.27
99	8.35
100	8.44
101	8.52
102	8.61
103	8.69
104	8.78
105	8.86
106	8.94
107	9.03
108	9.11
109 and above	9.20

Table Bicycle Allowance since 1st January 2024

Total distance travelled (round trip), in km	Transport by bike since 2024 (in EUR)	Bicycle allowance per km since 2024 (in EUR)
1	0.27	0.27
2	0.54	0.27
3	0.81	0.27
4	1.08	0.27
5	1.35	0.27
6	1.62	0.27
7	1.89	0.27
8	2.16	0.27
9	2.43	0.27
10	2.70	0.27
11	2.97	0.27
12	3.24	0.27
13	3.51	0.27
14	3.78	0.27
15	4.05	0.27
16	4.32	0.27
17	4.59	0.27
18	4.86	0.27
19	5.13	0.27
20	5.40	0.27
21	5.67	0.27
22	5.94	0.27
23	6.21	0.27
24	6.48	0.27
25	6.75	0.27
26	7.02	0.27
27	7.29	0.27
28	7.56	0.27
29	7.83	0.27
30	8.10	0.27
31	8.37	0.27
32	8.64	0.27
33	8.91	0.27
34	9.18	0.27
35	9.45	0.27
36	9.72	0.27
37	9.99	0.27
38	10.26	0.27
39	10.53	0.27
40	10.80	0.27
+ 40	10.80	

This sector regulation applies since 1st January 2024 and is to be found on our website **www.acvcsc.be**.

In the absence of a sector agreement, more favourable terms have been negotiated by the trade union delegation in many companies. Consequently, transport costs may increase by 6.15% and the bicycle allowance may be as high as EUR 0.37 per kilometre.

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

MOBILITY ALLOWANCE

When a blue-collar worker travels from their home, the place of employment, as long as it only serves as a pick-up point, or the pick-up point, to the (first) construction site and vice-versa from the (last) construction site, they are entitled to a mobility allowance regardless of the means of transportation provided by the employer or not.

The mobility allowance increased to EUR 0.1579 since 1st January 2022.

Scan the QR code above to find out more about the current mobility allowance.

SUPPLEMENTARY PENSION

Employer's contributions paid to the Metal Pension Fund enable the build-up of a supplementary pension for workers.

Every active worker receives a pension slip each year in September (online version) or in October (by post). This slip contains the capital earned as well as the final amount of the supplementary pension at the end of the career, as long as nothing changes. For more information on your own situation, we advise you to check this website **www.mybenefit.be**.

Everyone can also check an inventory, updated every year, on the federal website: **mypension.be**.

Companies have to harmonise the situation of blue-collar workers and employees before 1st January 2030.

For more information, do not hesitate to contact:

- The national secretariat of the Metal Pension Fund, Tel 02 504 97 77, e-mail: info@pfondsmet.be.
- You can also find many useful information on their website: **www.pfondsmet.be**.

SUBSISTENCE FUND

Type	Modalities	Sums
Temporary unemployment: • Economic reasons, • Technical incident, • Bad weather, • Annual holiday, • Force majeure, • Strike (if approved).	• Receive legal unemployment benefit. • Work for a JC 111 employer.	Since 01/07/2023: • EUR 14.15 a day – full allowance. • EUR 7.08 a day – semi-allowance. Duration: unlimited.
Increased contribution in case of temporary unemployment.	• Be entitled to legal unemployment benefit. • Work for a JC 111 employer.	Since 01/03/2026: • EUR 5.31 a day – full allowance. • EUR 2.66 a day – semi-allowance if your monthly wage is below EUR 4,284. Otherwise, only after the 27th day. These sums will be indexed by 2% on 01/09/2026 because of the crossing of the pivot index in June 2026. Evolves according to the pivot index: to discover the exact sums, please check www.fondsmet.be.
Full unemployment.	• Receive legal unemployment benefit. • Have worked for a JC 111 employer. • End of the work contract because of medical force majeure. Or: • End of a fixed-term contract/ of pre-determined work that lasted at least 3 months.	The sums evolve according to the pivot index: to discover the exact sums, please check www.fondsmet.be. Since 01/07/2026: • EUR 7.80 a day – full allowance. • EUR 3.90 a day – semi-allowance. Duration: • 35 years: 120 days. • 35 – 44 years: 210 days. • 45 years or more: 300 days.

Full unemployment: + 57 (older unemployed people).	• Receive legal unemployment benefit. • Have worked for a JC 111 employer. • End of the work contract because of medical force majeure. Or: • End of a fixed-term contract/ of pre-determined work that lasted at least 3 months. • Be at least 50 when the contract ends/on the last day of the fixed-term contract.	The sums evolve each year according to the pivot index: to discover the exact sums, please check www.fondsmet.be. Since 01/07/2026: • EUR 103.61 a month – full allowance. • EUR 51.81 a month – semi-allowance. Duration: be aged 57 or more. As long as they receive their unemployment benefit.
RCC/SWT/SAB.	• The supplementary allowance is paid by the ex-employer. • From the age of 58, part of the allowance is paid by the Fund.	Standard regulation CBA 17 (may be complemented by a more generous regulation at company level). The sums evolve according to the pivot index: to discover the exact sums, please check www.fondsmet.be. Since 01/07/2026: • EUR 103.61 a month – full allowance. • EUR 51.81 a month – semi-allowance.
Unfitness for work (*).	• Work for an employer on the first day of the unfitness for work. • Receive legal sickness benefits. • Have at least 15 days of service when the unfitness for work starts. • Not in the event of an industrial accident or an occupational disease.	Since 01/07/2023: • EUR 109.33 a month – full allowance. • EUR 54.67 a month – semi-allowance. Duration: 14 months after the period of guaranteed wage (= 30 calendar days), normally applies from the first day of the month following the one during which the worker became unfit for work.
Unfitness for work (older sick people) (*) + 57.	• Work for an employer on the first day of the unfitness for work. • Receive legal sickness benefits. • Be at least 50 when the illness starts. • Not in the event of an industrial accident or an occupational disease. • Have at least 15 days of service when the unfitness for work starts.	Since 01/07/2023: • EUR 109.33 a month – full allowance. • EUR 54.67 a month – semi-allowance. Duration: until retirement and if the unfitness for work lasts.
Childcare (has not been extended to 2026; possibility to go 3 years in the past).	• For children up to 3 years. • Upon presentation of a tax certificate issued by a registered childcare provider.	Since 01/01/2024: • EUR 1.75 a day. • With an annual limit of EUR 210 (= max 120 days) per worker/child.
Feasible work – changes in the career.	• Category A – switch to an 'alternative function with pay cut'. • Category B – switch from 'shift work or night work to day work with pay cut'. • Category C – switch from 'full-time work to 4/5th work'.	The sums evolve according to the pivot index: to discover the exact sums, please check www.fondsmet.be. However, these sums will be indexed by 2% on 01/09/2026 because of the crossing of the pivot index in June 2026. Since 01/03/2026: • Cohabitant: EUR 299.47. • Single: EUR 361.39. • Single with dependent children: EUR 361.39. • Age category A and B = 58. • Age category C = 60. Conditions: • Age (58/60) already reached on the first day of the switch. • At least 3 months of service within the company. • Wage loss at least equals the allowance. • Keep at least 4/5th actual work.
Time credit end-of-career employment.		EUR 30 a month (4/5th). EUR 75 a month (1/2) if started before 01/01/2025.

(*) In case of gradual return to work, the full supplementary allowance is granted.

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 from 1st August 2026 if you start working after 1st August 2026 (law of 3rd June 2026 – BG 15/06/2026).

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 or 1 (*)	2 or 1 (*)	2 or 1 (*)
4 months < 5 months	4 or 1 (*)	2 or 1 (*)	2 or 1 (*)
5 months < 6 months	5 or 1 (*)	2 or 1 (*)	2 or 1 (*)
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

(*) 1 week if you start working after 1st August 2026

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.

	General system		RCC/SWT/SAB
Seniority	**Worker**	**Employer**	**Employer**
< 5 years	14 d	42 d	35 d
5 – 9 years	14 d	49 d	35 d
10 - 14 years	28 d	84 d	35 d
15 – 19 years	28 d	112 d	35 d
20 - 24 years	42 d	154 d	70 d
> 25 years	42 d	196 d	70 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 opened.

Example:
Blue-collar worker JC 111.01-02

Started work: 12 January 1993

Dismissed: 16 February 2026

(a) Full seniority = 33 years (= 75 weeks).

(b) Notice period for a blue-collar worker until 31st December 2013 (1st part): 22 weeks (154 calendar days).

(c) Notice period from 1st January 2014 until 16 February 2026 (2nd part): 39 weeks.

This worker therefore receives a (22 + 39) = 61 weeks' notice (to work or the employer pays a severance pay) AND a net compensatory redundancy pay of 14 weeks (= 75 – 61) paid by ONEM/RVA/LFA.

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

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

If a company wants to give a blue-collar worker a permanent contract directly at the end of the temporary or fixed-term contract, the period of work within the company is taken into account for the seniority. It is important for the working and pay conditions as well as the notice period when the worker is dismissed by their employer.

If a blue-collar worker works for the same employer for 1 year, they are entitled to the same rights as permanent workers when it comes to training.

CONSULTATION IN CASE OF MULTIPLE DISMISSAL

During the 2023-2024 sector bargains, the CBA 'work security' was extended for an unlimited period.

In order to proceed with collective dismissals, the employer must have informed the relevant bodies and held the necessary consultations to avoid dismissals. They must, among other things, check that all measures to preserve employment such as temporary unemployment, professional training, etc. have been exhausted.

What is 'multiple dismissal'?

- Any dismissal of at least 10% of the blue-collar workers.
- For a period of 60 calendar days.
- In companies of less than 30 blue-collar workers, a multiple dismissal occurs when at least 3 blue-collar workers are dismissed.

If the employer does not respect the procedure, they must pay an extra sum to the worker (half the notice severance pay).

Dismissals in case of closure are also seen as multiple dismissals.

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.

If there is no CBA at company level and no relevant clause in the staff regulations, the worker has the right to leave their home if their medical certificate allows it.

To protect workers in companies with no union delegation against excessive conditions from the employer, for example that they must always be at home and available, the 2015-2016 agreement provides that workers must only be available at home on the 2nd and 3rd day of their absence and between 9.30 am and 1.30 pm.

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.

MEDICAL CERTIFICATE

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.

CAREER

CAREER LEAVE

The 'career leave' was established in the sector on 1st January 2016. From then on, workers are entitled to 1 extra day of leave per year, from the age of 50 (and if they have at least 6 months of service).

Since 2022, a worker is entitled to a 2nd day of career leave when they reach 58.

During the 2023-2024 sector bargains, a 3rd day was added, from the age of 60.

Part-time workers are entitled to a pro rata adjustment. Agreements can be concluded at company level on the modalities of those leave days.

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.

SWITCH FROM TIME CREDIT TO RCC/SWT/SAB

Since 1st July 2005, the supplementary allowance for RCC/SWT/SAB is based on a full-time wage, even after periods of working time reduced to a 4/5th or 1/2 regime.

SWITCH FROM RCC/SWT/SAB TO EARLY RETIREMENT

Someone in RCC/SWT/SAB who meets the age and career requirements for early retirement can request it. It is a possibility not an obligation.

RE-EMPLOYMENT

In case of re-employment with another employer, the supplementary allowance remains granted. In this case, we recommend informing your ACV-CSC service centre.

TIME CREDIT

- The right to time credit with reason can be activated under different forms: working time reduced by 1/5th, working time reduced by 1/2, or full suspension of the contract for a maximum of 51 months, to care for someone, or a maximum of 36 months, for training. The CBA framing this applies indefinitely when it comes to time credit with reason with a half work suspension or full suspension.
- Flemish job bonuses still apply.
- The legal framing for time credit is defined by CBA 103. It provides a threshold (5% of the blue-collar workers, head count) for the number of workers who can simultaneously benefit from time credit.

Please note:
If you wish to start 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).

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.

Smooth End-of-career
When a worker aged 58 or up starts a smooth end-of-career, they switch to lighter work or work less hours (be at least 60). In this case, the worker loses part of their wage but receives a (partial) compensation from the Sector Funds (FSEFM/FBZMN).

There are 3 possibilities:

- Switch from shift work to day work.
- Switch to another function, less heavy.
- Work on a 4/5th regime, for workers who do not qualify for end-of-career employment.

The supplementary allowance for smooth end-of-career was increased during the 2021-2022 sector bargains. To discover the exact sums, please check their website: **www.fondsmet.be**.

A smooth end-of-career is possible subject to a written individual agreement between the employer and the worker, setting out the measures to reduce the workload. It is no longer necessary to conclude a sector CBA (as was previously the case) or a company level CBA, or to amend the staff regulations.

SHORT-TERM ABSENTEEISM

The worker is entitled to take time off work for certain family events (such as a wedding, the death/funerals of certain family members). We call that short-term absenteeism.

During the 2023-2024 sector bargains, the following was decided:

- Relaxed rules for blended families (to be specified later).
- The day on which a farewell ceremony specific to one of the recognised faiths in Belgium takes place is now treated as a funeral day.

The CBA short-term absenteeism has not yet been amended.

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.

WORKING TIME AND FLEXIBILITY

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

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 metal construction sectors, no framework measure has been concluded to limit access to flexi-jobs.

EDUCATION AND TRAINING

INDIVIDUAL RIGHT TO TRAINING

Every blue-collar worker is entitled to an individual right to training of:

- In 2025: 36 hours
- In 2026: 40 hours

At the end of the year, unspent training hours can be passed down to the following year. At the end of a 5-year period, the available training credit is reset.

Individual training needs should be discussed during an, at least, annual appraisal between the blue-collar worker and the employer.

Employer as well as blue-collar worker must take the initiative to (make) follow a training course in particular. Refusing a training course must always be justified by the employer as well as the blue-collar worker.

If a blue-collar has not followed any training course during 3 years of employment, they may take the initiative to arrange and plan their own training course.

A worker who refused to take part in a planned training course with no explanation loses this right.

Eligible training courses appear in the programme of the training sector funds.

Costs of training, travel expenses and the working time are entirely at the expense of the company.

TRAINING CV

The training courses completed are listed and kept up to date in the Training CV, subject to the 'count once only' principle. This is to avoid recording the same item twice.

TRAINING PLANS

The training plan must be ready before 31st March and after advice from the qualified bodies given before 15 March.

Companies that wish to be granted financial aid from the joint bodies must show proof that their training plan was discussed (during a Works Council, with the union delegation, etc.).

UNION ADVANTAGES

UNION BONUS

Every member of ACV-CSC METEA working in a metal or textile sector is entitled to a union bonus.

In the metalworking sectors, this union bonus is the same for all members. The amount and eligibility criteria are set each year. In 2026, the bonus amounts to EUR 130 for members who have paid membership fees as full-time active workers.

Special rules apply to those who have just left school, those who are ill, etc.

ACV-CSC METEA NEEDS YOU

ACV-CSC METEA is a powerful national industrial trade union.
Members and representatives are the ones making our organisation so strong.

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.

What's more, you can also save quite a bit of money on your holidays and leisure activities by showing your membership card to our partners.
Find out more at www.quedesavantages.be.

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