ACV-CSC
METEA

SECTOR PUBLICATION JSC 149.01

ELECTRICIANS

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

In the electricians' 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 December is compared with the one from December of the previous year.

Specifically, wages increased by 3.58% on 1st January 2025 and by 2.23% 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.

JOB CLASSIFICATION

A task force of job classification experts has been created to update the current job classification before 31st December 2028.

MEAL VOUCHERS

The 2025-2026 sector agreement provides for the introduction or increase in the value of meal vouchers at a sectoral level. Between now and 30 September 2026, the employer must consult with the union delegation and choose between two scenarios:

- Scenario 1: introduction of meal vouchers with an employer contribution of EUR 2 or an increase of this contribution by EUR 2. The minimum value of a meal voucher is EUR 3.09. Abolition of eco-vouchers, except for those for 2026.
- Scenario 2: introduction of meal vouchers with an employer contribution of EUR 1. The minimum value of a meal voucher is then EUR 2.09. Eco-vouchers remain, as explained below.

If no choice has been made by 30 September 2026, the employer will automatically have to opt for scenario 2.

ECO-VOUCHERS

Any full-time worker is entitled to EUR 250 a year in the form of eco-vouchers. These are paid in one instalment on 15 November. Payment is made according to the work carried out during the reference period, which runs from 1st October of the previous year until 30 September of the current year.

If the worker has not worked during this period, the following are possible assimilations:

- Every day of suspension for which a wage or holiday pay has been paid.
- Every day of temporary unemployment.
- Every day of childbirth leave.
- The entire period of maternity leave.
- 30 days of sick leave or unfitness for work following an accident or an industrial accident, in addition to the guaranteed monthly wage.

A pro rata adjustment is applied in all cases where work is incomplete during the reference period.

Temporary workers are entitled to the same rights as permanent workers regarding eco-vouchers.

A collective bargaining agreement (CBA) can be concluded within a company to plan an alternative use for these eco-vouchers.

TRANSPORT COSTS

Public Transport
The cost of public transportation is 100% reimbursed (if the third-party payer arrangement is not used).

Private Means of Transport
If a worker uses their own vehicle to travel to work, they are entitled to an employer's contribution based on the cost of a SNCB-NMBS weekly or monthly subscription. Private transport refers to all possible means of private transport, including walking. Converting the employer's contribution into a daily amount is not permitted.

Bicycle Allowance
Blue-collar workers who commute by bike receive EUR 0.27 per kilometre. From 1st October 2026, the bicycle allowance will increase to EUR 0.32 per kilometre, up to a maximum of 40 kilometres (round trip). This allowance must be at least equal to the employer's contribution towards private transport.

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

MOBILITY ALLOWANCE

When a worker travels to the site from their home, the company's head office or the pick-up point, they are entitled to a mobility allowance. This allowance is adjusted annually on 1st February.

This allowance varies depending on the means of transport.

Since 1st February 2026, the amounts are as follows:

- A worker travelling to the construction site by public transport is entitled to full reimbursement of the cost of public transport.
- A worker travelling to the construction site in their own vehicle is entitled to EUR 0.3450 per kilometre.
- A worker travelling to the construction site as a passenger in an employer's vehicle is entitled to EUR 0.1732 per kilometre.
- A worker travelling to the construction site in an employer's vehicle is entitled to EUR 0.1929 as a driver carrying at least 1 passenger.
- A worker travelling to the construction site in an employer's vehicle without passengers is entitled to EUR 0.1817 per kilometre.

Mobility Leave

- Kilometres travelled on the payslip: since 1st January 2024, employers must add the number of kilometres travelled within the mobility system to the payslip each month.
- Right to mobility leave: from 1st January 2026 onwards, one extra day of paid leave will be granted to workers who travel at least 25,000 km.

The additional day of paid leave is granted for the following calendar year, provided the required number of km has been reached.

The counter will be reset to 0 on 1st January each year. Accrued days will be taken by mutual agreement within 12 months of accrual.

From 1st January 2022, companies can convert mobility leave days into equivalent recurring benefits.

The conversion must consider the actual gross hourly wages (including end-of-year bonuses, team bonuses, extra pay, etc.) and the related social security charges (employer social security contribution and other social security contributions).

The conversion into an equivalent recurring benefit within companies requires the Union delegation to sign a company CBA.

END-OF-YEAR BONUS

The end-of-year bonus is paid by the Volta Subsistence Fund before 31st December. To receive this bonus, you need to provide Volta your bank account number. The bonus can be claimed up to 5 years after the relevant date.

The end-of-year bonus is equal to 8.33% of the gross wages earned during the reference period which runs from 1st July of the previous year to 30 June of the current year.

A pro rata adjustment applies in the following cases:

- Dismissal by the employer, except for urgent reasons.
- The worker leaves voluntarily.
- One or more fixed-term employment contracts.
- Contract termination due to force majeure.
- Contract termination by mutual agreement.

A worker who is in RCC/SWT/SAB or has retired is eligible for the full bonus.

In certain circumstances, some leaves are treated as actual work.

The most important assimilated days are:

- Accident and illness.
- Holidays and replacement days during periods of temporary unemployment.
- Industrial accidents and occupational diseases.
- Temporary unemployment.
- Youth and senior holidays.
- Maternity leave, childbirth leave, adoption leave, foster parent leave and prophylactic leave.

The maximum number of assimilated days is set at 130 working days per reference period, provided that the worker can prove that they have worked for at least 120 days worked as a blue-collar worker. If you worked fewer than 120 days, one third of the number of days worked is taken into account.

SHIFT WORK AND NIGHT WORK BONUS

When it comes to shift work bonuses, there is a minimum provision: 10% for shift work and 20% for night work (between 8.00 pm and 6.00 am). Of course, more favourable provisions at company level continue to apply!

Please note, as from 1st June 2026 (based on the information available at the time of publication) some companies of the JSC 149.01 are permitted to only pay the night work bonus to new workers between 11.00 pm and 6.00 am.

Conditions:

- New workers taking up post after 1st June 2026.
- If the company performs one of the following activities at night:
  - Retail trade, if this is carried out partially or entirely online.
  - Wholesale trade.
  - Logistical activities for third parties.
  - E-commerce.

However, employers are not required to comply with this legislation and may choose to grant a night work bonus from 8.00 pm onwards to this group of workers. To do so, a CBA must be concluded at company level. The 2025-2026 sector agreement contains a recommendation to this effect.

BONUS FOR UNHEALTHY AND DANGEROUS WORK

If, after having taken all statutory safety measures, certain activities of exceptional nature remain that constitute a hazard which is inherent to the profession or not, the worker is entitled to a wage supplement of 15%.

The same bonus applies to blue-collar workers who regularly work at heights above stable level or at an unstable level.

SENIORITY BONUS

The minimum wage increases by 1% after 1 year of employment within the same company and in the same role, and by 0.5% after 2 years.
The seniority bonus is capped at 13.5%. This means that this type of pay rise can be granted until the employee has completed 26 years of service within the company.

SECTORAL PENSION FUND

Since 1st January 2002, all workers of the electricians' sector are entitled to a supplementary pension in addition to their state pension.

Therefore, the advantages of this sectoral pension apply to each and every worker who has ever been employed by a company in this sector, regardless of the nature of their contract (permanent or fixed-term, full-time or part-time, etc.).

Since 2016, the employer's contribution to the Sectoral Pension Fund for supplementary pension has been 2.1% of gross wages.

For more information:
Volta Subsistence Fund
Av. du Marly 15, 1120 Brussels
Tel.: 02 478 86 97
E-mail: fbz-fse@volta-org.be
www.volta-org.be

SUBSISTENCE FUND

All supplementary allowances increased by 7.09% since 1st January 2026.

Most allowances listed below must be claimed by the worker from Volta. For more information: **www.volta-org.be**.

SUPPLEMENTARY ALLOWANCE IN CASE OF TEMPORARY UNEMPLOYMENT

In the event of temporary unemployment, Volta provides an additional allowance on top of the standard unemployment benefits.

The allowance amounts to EUR 14.63 on top of the full benefits, and EUR 7.31 on top of a semi-unemployment benefit.

Supplementary allowances in the event of temporary unemployment due to economic reasons are paid for a maximum of 150 days per calendar year. Volta pays for the first 60 days. From the 61st day until the 150th day, the supplementary allowance is paid by the employer.

All other forms of supplementary allowance during temporary unemployment are time-limited and fully funded by Volta.

The supplementary allowance for temporary unemployment must also be paid during youth and senior holidays.

SUPPLEMENTARY ALLOWANCE IN CASE OF ILLNESS

Blue-collar workers who are incapacitated for more than 30 days following an illness or an accident (excluding occupational disease or an industrial accident) are entitled to a supplementary allowance from Volta.

Conditions for this supplementary allowance:

- Be registered on the payroll at the time of illness.
- Receive legal sickness benefits.
- Have completed a waiting period of 30 calendar days.

Duration:

- Maximum of 36 months per period of sickness.

Since 1st January 2026 this supplementary allowance comes to:

- EUR 2.17 per sickness allowance.
- EUR 1.08 per semi-sickness allowance.

Older Sick Person
Blue-collar workers aged 55 or over who are permanently incapacitated following a sickness or an accident (excluding occupational disease or an industrial accident) receive an allowance from Volta as older sick people, in addition to the sum granted by their health insurance company until their pension.

Conditions:

- Be at least 55 on the first day of incapacity for work.
- Receive legal sickness benefits.
- Have completed a waiting period of 30 calendar days.

Since 1st January 2026, this supplementary allowance comes to EUR 10.64 per full sickness allowance and EUR 5.32 per semi-sickness allowance.

SUPPLEMENTARY ALLOWANCE IN CASE OF COMPANY CLOSURE

In the event of definitive closure of the company workers are entitled to a supplementary allowance. This allowance increases with each year of service.

Since 1st January 2026 the supplementary allowance comes to EUR 382.40. This sum increased by EUR 19.25 per year of service for a maximum of EUR 1,261.18.

Conditions:

- Be at least 45 years old at the time of closure.
- Have at least 5 years of service in the company at the time of closure.
- Not have started work elsewhere within 30 days of being made redundant.

SUPPLEMENTARY ALLOWANCE IN CASE OF HALF-TIME TIME CREDIT

A worker aged 53 or over who benefits from a time credit from Volta receives a monthly allowance on top of the ONEM/RVA/LFA allowance for 60 months.

Since 1st January 2026, this allowance comes to EUR 95.59 per month.

SUPPLEMENTARY ALLOWANCE IN CASE OF 4/5TH TIME CREDIT

In the event of end-of-career employment from the age of 60, where working hours are reduced by 1/5th, Volta pays an additional monthly allowance on top of the ONEM/RVA/LFA allowance.

When a blue-collar worker who can prove a long career or heavy occupation starts time credit after their 55th birthday (reduction of their working hours by 1/5th), Volta pays them an additional monthly allowance on top of the ONEM/RVA/LFA allowance.

This allowance comes to EUR 38.24 per month.

SUPPLEMENTARY ALLOWANCE IN CASE OF RCC/SWT/SAB

In accordance with the CBA in force at the time of RCC/SWT/SAB, Volta covers the payment of the allowance provided that the worker can demonstrate 5 years of seniority in the sector, is entitled to unemployment benefits and meets the age and career requirements to qualify for it.

Volta calculates the supplementary allowance following CBA 17: half the difference between the net reference wage and the unemployment benefit, while considering the minimum amount for older unemployed people.

Under certain conditions, workers made redundant as part of their RCC/SWT/SAB retain their entitlement to a supplementary allowance paid by Volta.

In this case, we recommend informing your ACV-CSC service centre that this is indeed a new job with a different employer!

CONTRIBUTION FOR CHILDCARE EXPENSES

Until 31st December 2027 blue-collar workers receive a contribution for childcare expenses under the following conditions:

- For children up to 3 years who are looked after in a family or group childcare setting registered with the Office de la Naissance et de l'Enfance or Kind & Gezin.
- For children under the age of 14 on the day of the childcare activity (or under the age of 21 if the child has a severe disability), as part of an out-of-school care scheme.
- The contribution is based on the tax certificate proving the amount of expenses.

Regarding childcare expenses between 1st January 2022 and 31st December 2025, the daily contribution is EUR 4 and the annual one is EUR 400.

Regarding childcare expenses between 1st January 2026 and 31st December 2027, it amounts to EUR 4.36 per day and EUR 428.36 per year.

You must submit a new request to Volta for each year of childcare and for each child. You have until 31st December 2026 to request a contribution towards 2025 expenses. And until 31st December 2028 to request a contribution for 2026 and 2027.

CONTRIBUTION FOR CAREER GUIDANCE

Blue-collar workers can benefit from a contribution towards the costs of career guidance. This covers the costs of training vouchers ordered from FOREM or VDAB by the blue-collar worker.

For blue-collar workers who are not eligible for training vouchers, the maximum contribution is of EUR 80 per period of 6 years.

CONTRIBUTION FOR A SMOOTH END-OF-CAREER

Blue-collar workers aged 58 and over are entitled to a gross monthly allowance to compensate for lost salary in the following cases:

- Switching to an alternative function.
- Appointment as a buddy as part of a buddy project.
- Switching from shift work or night work to day work.
- Switching from full-time work to a 4/5th regime.

Please note: to qualify for the 4/5th regime, the worker must be at least 60.

The maximum gross monthly contribution is EUR 198.99 since 1st January 2026.

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 1 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 two 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.

According to their seniority in the firm on 31st December 2013, acquired rights from before 1st January 2014 are 'locked' based on sectoral arrangements in force at the time.

	General system		(Early) retirement
Seniority	**Worker**	**Employer**	**Employer**
< 5 years	14 d	40 d	28 d
5 – 9 years	14 d	48 d	28 d
10 - 14 years	21 d	64 d	28 d
15 – 19 years	28 d	97 d	28 d
20 - 24 years	35 d	129 d	56 d
> 25 years	35 d	129 d	56 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 JSC 149.01

Started work: 12 January 1994

Dismissed: 12 February 2026

(a) Full seniority = 32 years => 74 weeks (see new notice periods).

(b) Notice period for a blue-collar worker within JSC 149.01 until 31st December 2013 = 13 weeks + 6 days.

(c) Notice period from 1st January 2014 until 12 February 2026 = 39 weeks.

This worker therefore receives a 52 weeks and 6 days' notice (to work or the employer pays a severance pay) on top of a net compensatory redundancy pay of 20 weeks and 1 day (= 73 weeks - 52 weeks and 6 days).

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.

CONSULTATION IN CASE OF MULTIPLE DISMISSAL

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.

If this procedure is not followed, the employer will have to, on top of the normal notice period, pay a sum equal to 2 times the salary of the aforementioned notice period.

Multiple dismissal is understood as the dismissal of at least:

- 3 blue-collar workers in firms with 23 blue-collar workers or less,
- 5 blue-collar workers in firms with 24 to 47 blue-collar workers,
- 6 blue-collar workers in firms with 48 to 79 blue-collar workers,
- 8% of blue-collar workers in firms with more than 80 blue-collar workers,

and within a period of 60 calendar days.

TEMPORARY AGENCY WORK

Companies in the electricians' sector may only use one-day contracts for the first and last calendar weeks of an assignment.

BUILDING UP SENIORITY

Workers keep the seniority acquired during fixed-term and temporary agency work contracts when they later receive 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 electricians' 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.

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 two 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

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.

TIME CREDIT AND REDUCED WORKING TIME

Time Credit with Reason

- A reduction of 1/5th for 51 months is granted for the following reasons:
  - Care for a child up to 8 years old.
  - Administer palliative care.
  - Support or care for a seriously ill member of the household or of the family.
  - Care for a disabled child up to 21 years old.
  - Support or care for their own seriously ill minor child or a seriously ill minor child living in their household.
  - Undergo training.
- Half-time or full-time time credit for up to 51 months to take care of a seriously ill minor child or a disabled child under 21 years old (interprofessional regulation).
- Half-time or full-time time credit for up to 51 months to take care of a child up to 8 years old, provide palliative care, care for seriously ill member of the household or of the family (sectoral regulation).
- Half-time or full-time time credit for up to 36 months to undergo training (sectoral regulation).

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.

Flemish Job Bonus
Flemish job bonuses still apply. This is a supplementary allowance that you can receive, subject to certain conditions, alongside the ONEM/RVA/LFA allowance when taking time credit, parental leave, palliative care leave, medical assistance leave, or close relative caregiver leave.

CAREER LEAVE

Every blue-collar worker is entitled to:

- 2 days of career leave from the calendar year in which they reach the age of 58.
- 3 days of career leave from the calendar year in which they reach the age of 60.

SENIORITY LEAVE

Since 1st January 2024, every blue-collar worker is entitled to 1 day of seniority leave from the calendar year in which they reach 25 years of service in the company onwards.

This does not constitute an additional day's leave if the company already has its seniority leave policy.

FEASIBLE WORK

Social partners in the sector concluded a sector CBA on 'feasible work' based on the following principles:

- Discussion about feasible work at company level.
- The right of a worker to have a career review with their employer at least once every 5 years.
- Implementation of training for a buddy project.
- Introduction of a smooth end-of-career (see section on Contribution for a smooth end-of-career).
- Contribution for childcare expenses.

SHORT-TERM ABSENTEEISM

Blue-collar workers from the electricians' sector are entitled to take time off work, whilst retaining their normal pay, for family events or to fulfil certain civic duties or civil obligations as listed below.

Wedding
- Wedding of the worker as well as the official filing of a cohabitation agreement: 3 days, to be chosen by the worker during the week of the event or the following week.
- The day of the wedding, for the wedding of:
  - A child of the worker or their spouse,
  - A child consistently brought up by the worker,
  - A sibling,
  - A sibling-in-law,
  - Their father or mother,
  - Their grandfather or grandmother,
  - Their father-in-law or mother-in-law,
  - Their stepfather or stepmother,
  - A grandchild,
  - A sibling-in-law of the worker's spouse,
  - Any other relative of the worker. There is one extra condition for this relative: they must live under the same roof as the worker.

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.

Death

- Death of the spouse, of a child of the worker or their spouse, of a child brought up by the worker or a child placed in long-term care at the time of death or in the past:
  - 11 days:
    - 4 days to be chosen by the worker within 30 days from the day before the death and
    - 7 days to be chosen by the worker within the year following the death.
- Death of a child of the worker or their spouse who was placed in short-term care at the time of death:
  - 1 day to take on the day of the funeral.
- Death of the adoptive father or mother of the worker placed in long-term care at the time of death:
  - 3 days to be chosen by the worker between the day of death and the day of the funeral.

At the blue-collar worker's request and with the employer's consent, exceptions may be made to the periods during which these days off must be taken:

- Death of the father, the mother, the father-in-law, the mother-in-law, the stepfather or stepmother of the worker living with the worker: 4 days to be chosen by the worker between the day before the death and 30 days after the day of death.
- Death of the father, the mother, the father-in-law, the mother-in-law, the stepfather or the stepmother of the worker not living with the worker: 3 days to be chosen by the worker between the day before the death and 30 days after the day of death.
- Death of a brother, a sister, a brother-in-law, a sister-in-law, a grandparent, a great-grandparent, a son-in-law or a sister-in-law living with the worker: 2 days to be chosen between the day of death and 30 days after the day of death.
- Death of a brother, a sister, a brother-in-law, a sister-in-law, a grandparent, a great-grandparent, a son-in-law or a sister-in-law not living with the worker: the day of the funeral or any other day to be chosen within 30 days from the day of death.
- Death of any other relative living under the same roof as the worker, the guardian of the underage worker or of the minor child of whom the worker is the guardian: the day of the funeral or any other day to be chosen by the worker within 30 days from the day of death.

Miscellaneous

- Solemn communion or secular party for a child of the worker, an adopted child or a child raised by the worker: 1 day free to choose.
- Completing the administrative and legal formalities involved in adopting a child: the time required.
- Attendance at an officially convened family council meeting: the time required, up to a maximum of 1 day.
- Serving on a jury, being summoned as a witness before the courts or appearing in person as ordered by the labour court, acting as a polling station official during local, provincial or parliamentary elections (for federated entities, at federal or European level): the time required, up to a maximum of 5 days.

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 two 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).

The 2025-2026 sector agreement recommends that workers wishing to take up a flexi-job must possess the required safety certificates for the role.

EDUCATION AND TRAINING

How Many Days of Training?

- For companies with fewer than 20 workers:
  - Collective right to 3 days on average per full-time equivalent and per calendar year.
  - Since 1st January 2026, every full-time worker has the individual and binding right to 2 days of training.
- For companies with at least 20 workers:
  Every full-time worker is entitled to an individual and binding right to:
  - Since 1st January 2026: 4 days of training per year.
  - From 1st January 2028: 5 days of training per year.
- Part-time workers are entitled to a pro rata share of these days.

Training Plans

Every company with a union delegation draws up an annual company training plan that takes into account both the company's needs and the qualifications of its workers.

This training plan must be approved by the company's trade union(s); otherwise, the employer will not be entitled to training funds.

Companies without a trade union delegation may seek Volta's assistance in drawing up their training plan.

Since 1st January 2022, a specific procedure must be followed if the workers' representatives on the Works council refuse to approve a training plan submitted by the employer.

Training Clause for Training Courses Regarding a Bottleneck Occupation

An employer may enter into a training clause with a worker who, during the term of their employment contract – and at the employer's expense – undertakes a training programme of a certain scope.

Such a training clause stipulates that the blue-collar worker must reimburse part of the costs if they leave the company before the end of the agreed period.

Training courses for which the employer has received a Volta grant, as well as compulsory training courses, are excluded from the scope of the training clause until 31st December 2027.

TRADE UNION REPRESENTATION WITHIN THE COMPANY

The threshold required for a union delegation is 30 blue-collar workers (and 35 workers within the company).

In companies with at least 50 workers, social elections must be organised to appoint a Committee for Prevention and Protection at Work (CPPW). In companies with at least 100 workers, they must also elect a Works Council (WC). These bodies allow workers to play a more active role in the employer's policies. Employers must also comply with certain very specific rules.

An employer who uses subcontractors must notify the union representatives each month of which subcontractors they have used.

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 2025, 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.

ADRESSES

Antwerpen
03 222 70 51
metea.antwerpen@acv-csc.be
- Pelikaanstraat 4, 2018 Antwerpen
- Korte Begijnenstraat 20, 2300 Turnhout
- Onder den Toren 5, 2800 Mechelen

Brabant
02 557 87 00
metea.brabant@acv-csc.be
- Pletinckxstraat 19, 1000 Brussel/Bruxelles
- Toekomststraat 17, 1800 Vilvoorde
- Martelarenlaan 8, 3010 Kessel-Lo
- Rue des Canonniers 14, 1400 Nivelles

Hainaut-Namur
071 23 08 64
metea.hainaut-namur@acv-csc.be
- Rue Prunieau 5, 6000 Charleroi
- Place Maugrétout 17, 7100 La Louvière
- Rue Claude de Bettignies 10-12, 7000 Mons
- Avenue des Etats-Unis 10 bte 4, 7500 Tournai
- Place Charles de Gaulle 3, 7700 Mouscron
- Chaussée de Louvain 510, 5004 Bouge

Liège-Luxembourg
04 340 73 20
metea.liege-luxembourg@acv-csc.be
- Boulevard Saucy 10, 4020 Liège
- Pont Léopold 4-6, 4800 Verviers
- Aachener Straße 89, 4700 Eupen
- Rue Pietro Ferrero 1, 6700 Arlon

Limburg
011 30 67 00
metea.limburg@acv-csc.be
- Guldensporenlaan 7, 3530 Houthalen

Oost-Vlaanderen
09 265 43 20
metea.oost-vlaanderen@acv-csc.be
- Poel 7, 9000 Gent
- Hopmarkt 45, 9300 Aalst
- Aimé Delhayeplein 16, 9600 Ronse
- H. Heymanplein 7, 9100 Sint-Niklaas
- Oude Vest 144 bus 2, 9200 Dendermonde

West-Vlaanderen
051 26 55 34
metea.west-vlaanderen@acv-csc.be
- H. Horriestraat 31, 8800 Roeselare
- Koning Albert I-laan 132, 8200 Brugge
- Dr. L. Colensstraat 7, 8400 Oostende
- President Kennedypark 16D, 8500 Kortrijk

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ACV-CSC METEA FR

WWW.HETACV.BE
WWW.LACSC.BE

RP: Lieve De Preter, Koning Albert II-laan 19, 1210 Brussel