

Have a nice holiday!

SUMMER IS FAST APPROACHING AND WILL NO DOUBT GIVE YOU THE OPPORTUNITY TO TAKE A WELL-DESERVED HOLIDAY. IN ORDER TO MAKE THE MOST OF THIS GREAT TRADE UNION ACHIEVEMENT, THE CNE TEAM TELLS YOU EVERYTHING YOU NEED TO KNOW ABOUT THE ANNUAL HOLIDAY.

WHAT IS YOUR ANNUAL HOLIDAY ENTITLEMENT?

The holiday entitlement in 2027 is calculated on the basis of your working days in 2026. If you have not worked in 2026, you can nevertheless benefit from a "young" (if you are under 25) or "senior" (if you are at least 50) holiday allowance, paid by the ONEM. Otherwise, regardless of your age, you can claim your right to additional holidays, also known as "European holidays". These four formulas guarantee 4 weeks of paid holiday per year.

WHEN CAN YOU TAKE THIS LEAVE?

The date of the holiday is set collectively at sector or company level (via the works council, the trade union delegation or with the workers). If there is no collective agreement, the holiday date is determined by an individual agreement between you and the employer. In any case, you are entitled to an uninterrupted period of 2 weeks' holiday between 1st May and 31st October. It is not permitted to carry over holidays to the following year, except when the holidays could not be taken due to illness/accident, birth of a child (maternity leave or birth leave) or adoption (adoption leave).

! IN CASE YOU GET SICK DURING YOUR HOLIDAYS

If you become unfit for work (due to illness or accident) during your paid holidays, you can carry over the days of holiday that you were unable to take because of your unfitness. This means that days of illness occurring during annual holidays will not be deducted from your holidays. In order to carry over these days, you have to (1) immediately inform your employer of your illness or accident and of your place of residence if you are not at home, (2) submit a medical certificate to your employer within 2 working days (unless otherwise specified in the work regulations) and (3) allow the medical assessor sent by your employer to examine you.

WHAT IS THE SALARY DURING YOUR HOLIDAYS?

The trade unions have obtained double pay for holidays: your normal salary will be maintained for the days you are on holiday ("simple pay") and a bonus to enable you to take advantage of your leisure time ("double pay"). The double pay corresponds to 92% of your normal pay for the month (possibly prorated according to the number of months worked or treated as work during the previous year). In principle, your double pay should be paid during the month in which you take your longest holiday period of the year. In practice, the social secretariats pay it to everyone in May or June.

STUDENT JOB

Is summer the time for one of your children to get a student job? Thanks to the CSC's Enter membership, under 25s can benefit from all our services for free! Ask your CNE team for more information or visit www.jeunes-csc.be.

WANT TO KNOW MORE?

To find out the exact and personalized conditions of your annual holiday entitlement or to help you in your endeavours with your employer, do not hesitate to contact us.



**DID YOU
KNOW ?**

The first paid holidays were won in **1936** by workers in Belgium. History tells us that they were not granted voluntarily, but won through the mobilization of workers. On June 2, 1936, dockworkers in Antwerp went on strike after two of their union colleagues were killed by right-wing militants. The strike quickly spread, bringing together workers and employees in both the north and south of the country. The unions drew up a list of demands for the political authorities. From 10,000 strikers at the outset, more than 500,000 workers were on strike by June 18, 1936. Less than ten days later, on June 27, 1936, Parliament passed a law establishing six days of paid leave per year and a 40-hour week. A second week of paid vacation was obtained in 1952, a third in 1967, and a fourth in 1975. When will we get the fifth week of paid vacation, after 50 years of waiting?

Need to mail us ? Please write to : cne.advice@acv-csc.be (English only!)

Need to contact us ? Please call 067 88 91 00 on Mondays, Tuesdays and Wednesdays from 9AM to 12PM and Tuesdays from 1.30PM to 4.30PM (French).

Need to meet us ? Our offices are open on Mondays, Tuesdays and Wednesdays from 1.30PM to 4.30PM and Tuesdays from 9AM to 12PM (French).

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