

You have travel expenses?

The CNE supports you

YOU USE YOUR CAR OR PUBLIC TRANSPORT FOR YOUR HOME-TO-WORK JOURNEYS? YOU TRAVEL FOR YOUR EMPLOYER DURING YOUR WORKING HOURS? YOUR EMPLOYER MUST CONTRIBUTE TO YOUR EXPENSES IN ORDER TO REDUCE YOUR COSTS. THE CNE GUIDES YOU THROUGH THESE REGULATIONS.

COMMUTING TO WORK

If you use public transport to get to work, your employer must contribute to your travel costs. However, if you use your own car to travel to work, there is no legal minimum: the employer's contribution will depend on the rules of your sector or company.

TRAIN - SNCB

Your employer must pay a certain percentage of the total cost of your season ticket (weekly, monthly, quarterly or annual). The exact amount depends on the number of kilometers between two stations. It is set out in a jointly agreed scale. It is also possible to practice "third-party payment". In this case, your employer pays 80% of the cost of your season ticket directly to the SNCB and the remaining 20% is offered by the State (via the SNCB). The system is compulsory in some (rare) sectors and optional in others.

METRO, TRAM, BUS (TEC, STIB, DE LIJN)

If the price of the subscription is proportional to the distance travelled (e.g. TEC/De Lijn), your employer's contribution will correspond to the amount that your employer would have paid if it were a train subscription for an identical distance (distance between the departure stop and the final stop). This contribution is limited to 75% of the actual price of the subscription.

If the subscription is a flat rate (e.g. STIB), your employer must reimburse 71.8%, with a ceiling of €44 per month. It is also possible to have reimbursements for combined train-metro-tram-bus transport.

PRIVATE VEHICLE

There is no national provision for commuting by private car. However, in most joint committees and companies, trade unions have secured partial reimbursement of these individual transport costs. Please consult your company's CNE team or the CNE secretariat in your region to find out what exists in your sector and company.

BIKE

Your employer must grant you compensation if you travel to work by bicycle. This compensation is capped at a maximum distance of 40 kilometers per single journey and is generally equal to \$0.29 per kilometer (amount for 2025), unless specific provisions apply in your sector or company.

MISSION COSTS

All journeys on mission made during working hours by private vehicle must be fully compensated by your employer. The usual rate is that applicable to the civil service : €0.4449 per kilometer travelled (amount as at 1 July 2025), unless otherwise stipulated in your sector.

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).

Last update : July 2025