

Joint Committee for the cleaning enterprises (JC 121)

In accordance with European law, this document only contains provisions of collective labour agreements (CLA) which have been declared universally applicable within the meaning of Directive 96/71/EG, i.e., in Belgian Labour Law, CLA's made mandatory by Royal Decree, and which are criminally sanctioned in case of non-compliance.

This document is based on sectoral CLA's. The competent Joint Committee is therefore the one that can ultimately deliver a judgment about the right interpretation of its CLA's.

The CLA's hereafter can be consulted on the site of the FPS ELSD in Dutch or in French :

<http://www.werk.belgie.be/searchCAO.aspx?id=4708>

<http://www.emploi.belgique.be/searchCAO.aspx?id=4708>

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1. Scope of application

This file applies to enterprises governed by the Joint Committee for the cleaning enterprises for work performed in Belgium.

Institution and amendments

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|-----|------------------|-------------------------------------|
| (0) | R. D. 09.02.1971 | Belgian Official Gazette 19.03.1971 |
| (1) | R. D. 06.07.1983 | Belgian Official Gazette 06.08.1983 |
| (2) | R. D. 30.12.1985 | Belgian Official Gazette 24.01.1986 |
| (3) | R. D. 07.05.2007 | Belgian Official Gazette 31.05.2007 |

Article 1, §1, paragraph 5

The joint committee is responsible for the workers whose occupation is mostly of a manual nature and for their employers,

in other words, enterprises whose activities consist mainly or with a clearly distinct group of workers in cleaning activities on behalf of third parties.

“Cleaning activities” shall refer to: any activity which purpose is to make things clean, which does not imply any adjustment work and/or parts replacement (except dry technical filters (cloth) and/or grid), neither repairing, control and adjustment works, nor assembly and disassembly, except for the activities which, during the preparation or the post-treatment, are necessary in order to clean the machines, devices or installations, or to restart these after cleaning, and provided that the time used for preparation and post-treatment is minor compared to the work time dedicated to the cleaning.

For example, the following activities are considered as cleaning activities:

1. The internal or external cleaning of movable and immovable goods or installations;
2. The cleaning of rolling stock;
3. Chimney sweeping;
4. The removal of graffiti.

The enterprises which mainly perform one of the activities listed below also fall within the scope of the Joint committee for cleaning:

1. Disinfection of movable and immovable goods;
2. Extermination of rats and other pests;
3. Running of swimming pools, except hotel, restaurant or café ancillary activities and the operating of bathrooms, showers or toilets;
4. Activities concerning the functional making, tidying or optimization of the working environment in enterprises, schools, hospitals, public bodies and similar establishments, except when the aforementioned activities are performed within the context of a move;
5. Activities concerning the functional making or the tidying of rooms or public areas in hotels, restaurants and similar establishments, except when the aforementioned activities are performed within the context of a move;
6. Running of waste incineration plants;
7. Running of container yards accessible to individuals, except the transport of containers;
8. Running of landfill sites, except the transport of containers.

Also fall within the scope of the Joint committee for cleaning: enterprises performing mainly or with a clearly distinct group of workers door-to-door collection, including taking back, loading and transportation to the discharge point, of waste in bulk or in a container, sorted out or not, such as household waste, bulky waste, paper, cardboard, plastic and metallic waste, beverage cartons, organic waste and others.

“Door-to-door collection” shall refer to a collection activity carried out with a certain frequency determined by a timetable set by the State, a parastatal institution, a province, an intermunicipal structure, a town or a municipality, thus not at the request of individuals or enterprises.

The collection of containers other than the aforementioned ones is not within the remit of the Joint committee for cleaning.

The Joint committee for cleaning is not responsible for the activities pertaining to the scope of the Joint committee for textile care, the Joint committee for metal, mechanical and electrical constructions, the

Joint committee for garage enterprises, the Joint committee for the chemical industry, the Joint committee for construction, the Joint committee for transports, the Joint committee for enterprises recovering recycled raw materials and the Joint committee for the audiovisual sector.

2. Minimum wages (gross per hour)

1st of January 2017 (indexation percentage 0.38%)

HOURLY WAGES (Categories of the Activity) :	
36 h 30 min / week	
1. and 2. CLEANING	
1.A. Ordinary cleaning	12.5255
1.B. Special cleaning (higher degree of dustiness, pollution, risk of infection, ...)	12.9245
1.C. Cleaning of the underground / pre-metro, cleaning car body assembly halls and workshops (when the cleaning work is not done during the production car factory)	13.0495
1.D. Cleaning in automobile production and body workshops (when the cleaning work carried out during the production car factory)	13.3185
2.A. Cleaning semi-heavy effort	13.3545
2.B. Cleaning of trains, busses and aircraft	13.7445
2.C. Cleaning of trains, busses and aircraft (outside and on the outside)	13.9045
2.D. Degreasing, cleaning, decontaminating new vehicles	13.7445
2.E. Disinfecting	13.8855
2.F. Cleaning of IBC Containers and PE barrels	12.7685
3. WASTE	
3.A. Collection of waste, emptying and cleaning of sewers, septic tanks and reservoirs transport 3.B. 13.8120	14.2760
3.B. Cleaning semi-heavy effort	14.1760
3.C. Driver of bin lorry and for the cleaning of public streets and squares	15.0365
3.D. Driver-mechanic of bin lorry vehicles collecting and / or transporting waste	15.4265
3.E. Driver of bull-compacter on garbage dumps	15.9215
4. QUALIFIED WINDOW CLEANER	
4.A. 0 months seniority in the profession of window cleaner	14.1760
4.B. 8 months seniority in the profession of window cleaner	14.5305
4.C. 12 months seniority in the profession of window cleaner	14.7790
4.D. 18 months seniority in the profession of window cleaner	15.0295
5. SPECIALISTS	
Minima of the competent J.C. for their branch of industry : min. salary Cat.	
1.A. Drivers exclusively in charge of transport of personnel	12.7755
6. CAR-WASH	
13.6365	
7. CHIMNEY-SWEEP	
7.A. 0 months seniority in the profession of window cleaner	14.1760
7.B. 9 months seniority in the profession of window cleaner	14.5305
7.C. 17 months seniority in the profession of window cleaner	14.7795
7.D. 25 months seniority in the profession of window cleaner	15.0295
8. INDUSTRIAL CLEANING	
8. Helper unqualified in industrial cleaning	13.7945
8.A. Helper	14.7130
8.B. 2nd operator without C driving licence	14.9840
8.B1 2nd operator in possession of a C driving licence operating the rolling appliances	14.9840

8.B2 after 6 months in B1 in the same company	15.4075
8.B3 after 6 months in B2 in the same company	15.7910
8.B4 after 12 months in B3 in the same company	16.2220
8.C. 1st operator cooperating	16.8715
9. REFUSE INCINERATORS	Salaries CLA of sector
10. DUMPING SITES	
10.A. Helper	14.7490
10.B. Specialised helper	15.1805
10.C. Specialised worker	15.6800
10.D. Operator of appliances	16.7800
10.E. Qualified worker	16.8490
10.F. Highly qualified worker	17.3465
TEAM LEADER	
+ 10% above the normal wages of the executive workmen	
FOREMAN	
+ 5% above the normal wages of the executive workmen	

JOB CLASSIFICATION

CLA of 11 June 2009 (94 699), modified by CLA's of 7 December 2012 (112 617) and of 28 January 2014 (120 653)

(R.D.19/04/2010- B.S. 06/07/2010)

(R.D. 17/07/2013- B.S. 11/09/2013)

(R.D. 10/04/2015- B.S. 20/05/2015)

Classification

CHAPTER I. Scope

Article 1.

The CLA is also applicable for cleaning activities paid by means of service vouchers.

CHAPTER II. Job classification

Art. 2. The job classification is as follows:

Category 1.A : Ordinary cleaning.

Staff responsible for the cleaning of offices, laboratories, schools, shops, private homes, theatres, administrative offices and waiting rooms of general, specialized and psychiatric hospitals and psychiatric nursing homes, etc.

Staff responsible for the cleaning of non-medical institutions for care of the elderly:

- houses;
- service flats;
- housing complexes with services;
- rest homes - (Katz scale I O and A);
- day centres;
- night centres.

Staff responsible for cleaning the body of electronic office equipment. (internal cleaning of these devices belongs to the category 5)

Staff responsible for doing the dishes;

Staff responsible for the cleaning of canteens in schools;

Staff responsible for the cleaning of kitchens which are only occasionally used for cooking or where only pre-cooked food is heated;

Staff responsible for cleaning the parking lots:

Staff responsible for the removal and the triage of waste originating of sites from regular cleaning.

The operators of the scrub-vacuum cleaners belong to the category of 1.A regular cleaning, though the job may possibly lead to a category other than the category 1.A.

Category 1.B

Staff responsible for the cleaning of workshops, production halls and damp, naturally dusty, greasy and oily premises.

Staff on workstations that consist mainly of cleaning sanitary facilities.

Under 'mainly' is to be understood: more than 50% of the totality of the working time on the workstation. In that case, the whole of the working time on the workstation will be paid in category 1.B.

Staff responsible for shampooing the carpets, with the exception of the dry methods, crystallization, stripping of floors (removal of protective layers), and cleaning the ceilings.

Staff responsible for cleaning of general, specialized and psychiatric hospitals and psychiatric nursing homes and animal clinics, except for the administrative offices. This means that the cleaning of the rooms is covered by 1.B.

Staff responsible for the cleaning of medical institutions for care of the elderly:

- rest and nursing homes (RVT) (with permanent care – Katz scale B and C);
- acute care;

- according to the type of beds: geriatrics and V beds

Cleaning of laboratories that have particular characteristics, differing from teaching or office environments, falls under 1.B.

By way of example, come under 1.B: research laboratories for AIDS, biological laboratories presenting risks of infection, as opposed to language labs and social law labs that fall under 1.A.

The appointees in container parks are part of the category 1B.

Staff responsible for cleaning detention centres for illegal immigrants and of centres for the homeless.

Staff responsible for cleaning petrol pumps.

Staff responsible for cleaning kitchens actually used for cooking;

Staff responsible for cleaning test animal cages;

Staff responsible for removing graffiti.

Category 1.C

Staff responsible for cleaning the Underground, the pre-metro, as well as depots and dependent installations, with the exception of the administrative offices.

The following rules apply to special work in the Underground:

- Cleaning of septic pits: category 1C + premium for unhealthy work;

- Cleaning of false ceilings: category 3B;

- Cleaning of metal coverings: category 3B if the working height amounts to over two meters and use must be made of ladders, scaffolding, etc. .;

- Cleaning windows (including tinted glass, glass walls and glass doors): Category 4;

- Night work performed during power cuts (for example, from 1 to 4 hours). These activities are paid in category 1C plus night premium at a fixed rate of 7.4 hours per performance. The foregoing does not mean that workers should not be charged with other tasks at the same site in order to complement their performances up to 7.4 hours;

- Spoedtussenkomsten en overuren :

Buiten het kader van de regelmatige werken die voorzien en gepland zijn, bestaan er 2 soorten overuren :

- tussen 6 u en 22 u worden de overuren vergoed zoals voorzien in de collectieve arbeidsovereenkomst;

- tussen 22 u en 6 u zijn dezelfde modaliteiten van toepassing; daarenboven wordt een forfaitaire startpremie toegekend van 14,95 EUR gekoppeld aan de gezondheidsindex zoals de lonen.

Removal of waste on the tracks of the pre-metro is paid in the category 3.B.

Staff responsible for cleaning car body assembly halls and car body workshops, when the cleaning is not done during the production hours in the car factory, except for administrative offices and staff rooms.

Category 1.D

Staff responsible for the cleaning of car body assembly halls and car body workshops (see 1C above), when the cleaning is done during the production hours in the car factory.

Category 2.A - Semi-heavy effort cleaning work

Staff cleaning premises of which, because of the nature of the work, the tools, the equipment and the machinery used, a body effort is required which exceeds the efforts in the classes 1.A, 1.B, 1.C and 1.D. Hereto can be made use of so-called semi-heavy equipment, such as pressure washers with an output of more than 3 kW and which produce a pressure of over 150 bar, without producing industrial high pressure (+ 10 kW and + 250 bar).

Complies, by way of example, to the combination of the factors listed in the first section: the internal cleaning of industrial hoods, ovens and freezers.

The work in slaughterhouses and in the meat processing industrie, as it is carried out in slaughterhouses and meat cutting halls, as well as in boning and guts processing zones, etc., where the staff uses pressure washers and works in a very damp atmosphere, with adapted protective clothing, falls under the category 2.A.

Staff responsible for the evacuation and clearing of debris after a disaster, the protection of installations and machinery and the draining of run-off water after a fire or a flood.

Category 2.B - Cleaning of railway wagons, carriages of the Underground and the pre-metro, buses and airplanes.

Staff cleaning railway wagons, carriages of the Underground and the pre-metro, buses and airplanes

Category 2.C

Same work as that of category 2B, but carried out outside and on the exterior of the wagons, buses and airplanes.

Category 2.D

Staff responsible for degreasing, cleaning and disinfecting new vehicles,.

Category 2.E - Staff responsible for decontamination

Category 2.F - Staff responsible for the cleaning of IBC containers and drums in PE

Category 3.A

Collector responsible for the door to door collecting of household and selective waste, such as paper, cardboard, organic waste, PMD (plastic, metal, beverage containers), large garbage, etc. as well as staff responsible for emptying and cleaning sewers, septic tanks and reservoirs, besides the persons mentioned under 3.C, 3.D and 3.E.

Category 3B

Personnel for semi-heavy effort cleaning work, that may require heavy effort before cleaning. Their equipment may optionally include: ramps, hoists, scaffolding.

This is the case for example in blast-furnaces, ferrous metal rolling mills, foundries, some halls in heavy industry, etc.

This applies of course only for the machine halls of this type of industries and not for the other facilities, such as offices, sanitary and social institutions, etc.

Category 3.C.

Conducting vehicles for the door to door collection of household and selective waste such as paper, cardboard, organic waste, PMD (plastic, metal, beverage), bulky items, etc.

Driver-collector responsible for the door to door collection of household and selective waste such as paper, cardboard, organic waste, PMD, bulky items, etc.

Staff entrusted with the cleaning of public streets and squares with the aid of a vehicle.

Staff responsible for the insertion and removal of mobile sanitary facilities. These persons are entitled to the premium for unhealthy work provided for in Article 8 of the collective agreement on wages, wage supplements and bonuses.

Category 3.D

Driver-mechanic, male or female, of vehicles collecting solid or liquid waste and / or transporting it: the driver-mechanic is able to perform the maintenance and repairs of the chassis cab, car mechanics, as well as all compaction systems, all building systems for drainage , loading, unloading, including the pumping and piping systems.

Category 3.E

Driving a bull-compactor to garbage dumps, with 4 wheels with barbs (machine type TRASH MASTER).

Category 4 - Skilled window cleaning

Staff trained in cleaning window-panes, domes, windows, curtain walls, lighting fixtures, walls, ceilings, etc.

The qualification is obtained after a training period. This indoor and outdoor work requires the frequent use of a equipment comprising ladders of all sorts, bridges and ramps with their components, etc.

Category 5 – Craftsmen

The craftsmen are governed by the Joint Committees responsible for the activity sectors competent for their professions, or where appropriate, the company minima, with a minimum wage of the category 1.A.

The following guarantees are granted to the drivers exclusively employed to convey staff:

- a) a minimum salary of 1.A + 0,25 EUR;
- b) the more favourable conditions as of 30 April 1991 are maintained.

The operators of Clarks, of hydraulic platforms or of bobcats fall under the category 5.

Category 6

Staff employed in "Car Wash" enterprises falls under the Joint Committee on the Cleaning and Disinfection Enterprises.

Category 7 - Chimney sweeps

Category 8 - Industrial cleaning: maintenance, cleaning and handling in shipping, industry and the environment

1. Description of the work

Cleaning, maintenance and treatment of reservoirs, pipes, sewers, drains, separators, roads, tunnels, vehicles, ships, industrial installations and buildings.

2. Equipment

For the above mentioned work heavy industrial equipment is used, except for preparatory and / or accessory activities.

3. Training

To perform the activities described above in category 8, passing the basic safety training VCA, within the deadline set by the VCA standard, as well as the customer-organized safety induction test for access to the site, are minimum requirements.

4. Categories of workers (male and female)

Industrial cleaning as described above may and can only be performed by staff governed by category 8.

Description of the categories:

8. Assistants without vocational training in industrial cleaning

Under vocational training in industrial cleaning is to be understood: high pressure sprayer or pressure vacuum operator or safety unit operator or chemical cleaner.

At the earliest after six, and at the latest after 12 months of seniority, the workers are automatically promoted from category 8 to category 8.A.

8.A Assistant.

An assistant in industrial cleaning is not a 2nd or 1st operator; he does not drive the heavy equipment; he does not drive or operate the machines.

On occasion he works with spray or suction heads set by someone else.
He assists in all of the operations before, during, and after the industrial cleaning.
However, the workers of category 8A will have the opportunity to have their acquired competence and training valorised by the management in order to ascend to category 8.B depending on the opportunities in the company.
This negotiation will possibly be conducted via the union delegation and in its absence, via the regional union secretaries responsible for the said activity branch.

8.B Second operator

8.B 2nd operator without a driver's license C

He is not a 1st operator; he does not drive heavy equipment; he does not drive the machines. On occasion he operates the machines. He assists in all actions before, during and after industrial cleaning.

The employer shall provide the necessary facilities to the worker of category 8.B who want to obtain a driver's license C

8.B1

Has a driver's licence C. Is obliged to operate the rolling equipment.

8.C Assistant 1st operator

Is in possession of a valid driver's licence for vehicles C and E, with ADR certificate. He has an effective minimum experience of three years in an 8.B4 function.

Each operator 8.B4 will receive training at his request so as to enable him to perform his work in an autonomous manner and / or thoroughly. He therefore requires a general knowledge on the different cleaning techniques, and he must have successfully completed both the specialized technical and security courses

Obtaining the various required driver's licenses is part of the training.

The labour contracts and their attachments shall specify the categories to which the workers belong. The requirements stated in the description of the category 8.C are minimum requirements and they form a whole.

The workers who have exercised the 8.B4 function for five years and have successfully achieved the specialized courses both in the technical and the safety areas are automatically promoted from the category 8.B4 to category 8.C.

Category 9 – Waste incinerators

9.A Assistants

Workers who perform simple tasks that do not require any professional knowledge.

- Staff for cleaning the premises of the factory and its equipment (unloading hall, boiler hall, slag hall, administrative offices, etc.).
- Assisting the technicians of the maintenance team.
- Painting the appliances and tubes.
- Excavation work.

9.B Non-specialized worker

Worker who is capable, after a short training period, to perform simple and repetitive work.

- Operating mechanical devices such as brushes, transport devices for heavy objects.
- Operating the scissor mechanism.
- Operating vehicles inside the plant.
- Assisting the technicians of the maintenance team.
- Maintenance of the environment of the plant: roads, lawns, etc.
- Operating household waste unloading bridges (roller bridges) without their maintenance.

9.C Specialized worker

Worker who, after a long training period, efficiently exercises part of the profession as well as the tasks requiring specific knowledge and skills.

- Assistant mechanic and assistant electrician : competent to assist the skilled technicians in their maintenance tasks of the electromechanical installations of the factory, following the guidelines of the entrepreneur or his representatives.

- Worker responsible for the supervision, management and maintenance of the water treatment station, under the supervision of the entrepreneur or his representatives.
- Operating various appliances.
- Operating the household waste unloading bridges (roller bridges) and the simple mechanical maintenance.
- Worker executing monitoring and control rounds.

9.D Skilled worker

Worker who is capable, under the supervision of the entrepreneur or his representatives, to enter the profession with efficiency and who is able to execute activities requiring initiative and skill.

- Worker in charge of the maintenance of the electromechanical installations of the factory.
- Maintenance of the electrical installations of the factory.
- Worker responsible for the repair activities in the workshop; able to manufacture or to reproduce parts using machine tools and to carry out welding work.

9.E Highly skilled worker

Worker who is able, on the basis of general guidelines and instructions from plans, specifications or any other professional document, to carry out his activities in an autonomous manner with initiative, skill and efficiency.

The worker must be able to provide guidelines and monitor the work carried out by the workers of the above categories.

- Skilled worker in engineering and automation in charge of maintenance and supervision of the electromechanical installations of the plant, as well as the control and automation circuits.
- Worker who is able to identify all types of electrical circuits and to repair and modify any installation.

Category 10 Landfills

10.A Assistant

Worker performing simple tasks that do not require any professional knowledge.

- Staff for cleaning the premises, sites and their equipment (degassing station for electric valorisation, water treatment plant, technical rooms, other administrative offices, etc.).
- Assisting the technicians in the management and maintenance work.
- Operating the material for the reconstruction of sites and for the covering-up of waste.
- Assisting the operators in the field of cleaning and maintenance of the yard equipment.
- Maintenance of the neighbourhood (roads, lawns, etc.).

10.B Specialized assistant

Worker who is capable, after a training period of appropriate length, to execute simple and repetitive activities:

- The tasks described under 10.a.
- Driving machines for moving materials or waste, such as a tractor with bucket or tank, articulated truck, loader on wheels and loader on tracks.
- Driving light compaction machines (<18 tons).
- First level maintenance of the above-mentioned machines.
- Assisting the technicians in operating the technical equipment.

10.C Specialized worker

Worker who, after a long training period, efficiently exercises the profession as well as jobs that require specific knowledge and skills:

- Assistant electro-mechanic, assistant mechanic or assistant electrician capable to assist the skilled technicians in their maintenance tasks of the electromechanical installations of the sites, according to the guidelines of the entrepreneur or his representatives.
- Assistant electro-mechanic, assistant mechanic or assistant electrician capable to assist the skilled technicians in their tasks of driving and maintaining the technical equipment of the sites, according to the guidelines of the entrepreneur or his delegates.
- Worker performing the monitoring and the supervision and inspection rounds.

10.D Operator of appliances

Worker who, after a long training period, efficiently practices the profession as well as tasks that require specific knowledge and skills:

- Driving waste compaction machines.
- Driving machinery for terrain reconstruction in slopes or in piles (hydraulic excavator)
- Driving all other machines operated on the site.
- Cleaning and maintenance of all the machines operated on the site.
- Assisting the maintenance technicians for all machines operated on the site.
- Operating the material for reconstructing the sites and covering-up of the waste.

10.E Skilled worker

Worker who is capable, following the instructions of the entrepreneur or his representatives, to efficiently enter the profession and who is competent to carry out work which requires initiative and skill:

- Technician responsible for the maintenance of the electromechanical equipment on the sites.
- Technician in charge of operating and maintaining the technical equipment on the sites.
- Technician in charge of monitoring and of the supervision and inspection rounds.

10.F Highly skilled worker

Worker who is capable, on the basis of general guidelines and instructions from plans, specifications or any other professional document, to carry out the work in an autonomous manner with initiative, skill and efficiency. He must be able to give guidance and to monitor the work carried out by the workers of the above-mentioned categories

- Skilled worker in control of engineering and automation, in charge of the maintenance and supervision of the electromechanical installations of the landfills, as well as of the control and automation circuits.
- Blue collar worker who is able to identify and to repair all types of electrical circuits and to modify any installation

3. Working hours

On a quarterly basis, 36 hrs.30 min. on average

10 Public Holidays (Royal Decree 18 April 1974 art.1) :

New Year's Day (1/1)

Easter Monday

Labour Day (1/5)

Ascension

Whit Monday

National Holiday (21/7)

Ascension (15/8)

All Saints day (1/11)

Armistice Day (11/11)

Christmas (25/12)

20 Legal Holidays (in five-day system) :

The legal holidays which the worker is entitled to, shall be calculated annually as a function of the sum of the number of worked days and equivalent days in the holiday service year.

Additional Holiday (besides the 10 public holidays):

11th extra-legal public holiday, taken in principle on the feast of the Community.

If workers habitually work for the same client, and if the staff of this client is entitled to a non-statutorily established public holiday other than the 11th extra-legal public holiday, the workers are entitled to wages for that day, at the same conditions as applicable for a paid public holidays.

4. Bonuses/Allocations

About the Bonuses/Allocations, all the CLA's below have the following Scope :

Article 1.

This CLA applies to the employers and the male and female blue collar blue from the companies governed by the Joint Committee for the cleaning enterprises, SMEs and others.

This CLA shall also apply to any salaried male or female blue collar worker, with an unlimited or temporary employment contract, for work carried out in Belgium, regardless of the country or establishment of the employer.

Wage of shift leaders and foremen

CLA of 30 June 2011 (105 860), most recently extended by the CLA of 27 January 2016 (132 615)

(Royal Decree 10/10/2012 - Belgian Official Gazette 07/11/2012)

(Royal Decree 08/01/2017 - Belgian Official Gazette)

Wages, wage allowances and bonuses

CHAPTER IV. Wage allowances

Wage shift leaders and foremen

Art. 15.

a) The shift leaders receive an allowance of 10% above the normal wages of male and female blue collar workers.

A shift leader is a person appointed by the employer to lead a minimum of 6 persons in Category 4, or of at least 10 persons in the other categories.

b) Male and female foremen receive an allowance of 5% above the wages of the male and female blue collar workers.

A Male and female foreman is a person appointed by the employer to lead 3 to 5 persons in category 4, or 5 of a team to nine persons in other categories.

c) These rates of 5% and 10% are granted without prejudice to the wage allowances provided for in this CLA, in particular the different premiums and overtime.

CHAPTER VI. Validity of the agreement

Art. 25.

This CLA shall enter into force on 1 July 2011 and shall expire on 30 June 2017.

End of Year bonus

CLA of 24 November 2005 (77 890), as amended by the CLA of 28 January 2014 (120 641)

(Royal Decree 19/04/2006 - Belgian Official Gazette 01/08/2006)

(Royal Decree 09/10/2014 - Belgian Official Gazette 28/11/2014)

Amount and allocation and payment terms of the complementary advantages at the expenses of the "Social Fund for the cleaning and disinfection enterprises"

Article 1.

In application of Article 7 of the Statutes adopted by the CLAs of 18 April 1968 establishing a Welfare Fund and establishing its statutes, declared generally binding by Royal Decree of 5 July 1968, published in the Belgian Official Gazette of 24 July 1968, "the following additional social benefits are allocated at the expenses of the "Social Fund for the cleaning and disinfection enterprises":

1 ° an end of year bonus;

CHAPTER I. End of year bonus

Art. 2.

The reference period to which the bonus relates is between 1 July of the previous year and 30 June of the year to which the bonus relates.

As of the end 2002, the reference period 2001 to 2002, and the restructuring of the social fund, the gross bonus of 9% is calculated on the gross wages of the reference period reported to the National Social Security Office.

From the reference year 1993-1994 onwards, and for the first time for the calculation of the end of year bonus in 1994, a system has been developed to partly assimilate the days of illness. 63.158% of the wage loss is assimilated.

From the reference year 2013-14 onwards, and for the first time for the calculation of the end of year bonus in 2014, the pregnancy leave is equated during maximum 90 days per pregnancy leave and as far as there are effective prestations during the reference period of the end of year bonus.

Art. 3.

From the end of 1993 onward the bonus shall be allocated if the blue collar worker has at least 60 days of Social Security or assimilated in the sector, or if the gross income stated on the title is at least equal to:

wage category 1A of the month of January of the reference period x 3 hours x 60 days, rounded down or up to the nearest ten.

example: 2003: EUROS 9.4070 x 3 x 60 = 1 € 693.26 EUROS rounded down to 1690.

Art. 4.

If a blue collar worker, by applying of the above limits, is not entitled to an end of year bonus, and also proves that he has completed his military service in the period after the performance in the sector, the premium rejected because of his low performances shall be added to the end of year bonus which he is entitled to in the year following the military service, provided that the sum of both titles exceeds the limits that apply for the payment of the bonus in the last bonus year.

Art. 5.

If a worker, younger than 21 years of age (on the last day of the reference period), is not entitled to the end of year bonus as a result of the application of the above mentioned age limits, then he or she may cumulate this title, which does not entitle him or her to the bonus, with the title of the next reference period, provided that the sum of both titles is higher or equal than the limits that apply for allocating the bonus for the second year.

Art. 6.

The terms of seniority and minimum wage do not apply to the following categories of blue collar workers, provided they were entitled to the bonus of the previous service year:

1. The pensioners who have completely stopped working in the sector;
2. The persons enjoying pre-pension and the system for older unemployed;
3. The persons who were laid off for economic reasons.

The Management Board of the Fund shall determine the terms of application of this arrangement.

Art. 7.

The bonus is paid by the "Social Fund for the cleaning and disinfection enterprises" from the month of December onwards of the year to which the bonus relates.

The payment of the bonus shall be based on a money order prepared by the Management Board of the Fund.

The money orders are sent by the Fund to the blue collar workers in the course of the month of December of the year.

The blue collar worker, who is a member of one of the representative Trade Union organizations shall submit the money order to the local section of this organization.

The worker who is not a member of one of the representative Trade Union organizations, completes the money order in full and returns it to the Fund by registered letter.

The minimum amount per money order is fixed at 5 EUROS. No money order is issued when the bonus has not reached an amount of 5 EUROS.

The right to a bonus is barred. following 42 month from the end of the reference period referred to in Article 2, to which the end of year bonus relates.

Art. 8.

These provision are minimum benefits. More advantageous conditions on company level shall be maintained unabridged.

Work in successive and changing shifts

CLA of 30 June 2011 (105 860), most recently extended by the CLA of 27 January 2016 (132.615)

(Royal Decree 10/10/2012 - Belgian Official Gazette 07/11/2012)

(Royal Decree 08/01/2017 - Belgian Official Gazette)

Wages, wage allowances and bonuses

CHAPTER III. Premiums and compensations

G. Work in successive and changing shifts

Art. 9.

The male and female blue collar workers who having a schedule in successive and alternating shifts, are entitled to a wage supplement of EUROS 0.7605 per hour, linked to the health index, equal to the one applied for the wages.

Art. 10.

In view of the compensation of the flexibility the skilled blue collar workers of the categories 8 of the jobs classification have to evince, a premium for working in successive and changing teams is provided in the hourly wages in accordance to Article 11 of this collective agreement,. To this end, as from 1 March 2007 the real wages paid on 28 February 2007, are increased by the value of the shift premium of 28 February 2007 (since 1 January 2007, the team premium amounts to EUROS 0.6865 per hour).

The integration of the shift premium in the wages is granted under the suspension condition of the publication of the provisions on the working hours by Royal Decree (see Royal Decree of 7 March 2007 on the working hours of blue collar workers employed in industrial cleaning by companies governed by the JC 121, Belgian Official Gazette of 19 March 2007).

By integrating the shift premiums in the wages any existing enterprise-level systems of team bonuses will be forfeited.

In no event shall the above integration of the shift premium in the wages constitute a precedent for other categories.

CHAPTER VI. Validity of the agreement

Art. 25.

This CLA shall enter into force on 1 July 2011 and shall expire on 30 June 2017.

Work performed between 10 pm and 6 am

CLA of 30 June 2011 (105 860), most recently extended by the CLA of 27 January 2016 (132 615)

(Royal Decree 10/10/2012 - Belgian Official Gazette 07/11/2012)

(Royal Decree 08/01/2017 - Belgian Official Gazette)

Wages, wage allowances and bonuses

CHAPTER III. Premiums and compensations

A. Work performed between 10 pm and 6 am

Art. 3.

Any work performed between 10 pm and 6 am, gives rise to the payment of a premium in addition to the normal wage for the same work during daytime.

The premium is the same for each category and equals EUROS 2.1930 per hour It is coupled to the health index and shall be paid in the same manner as the wages.

Moreover, all night work performed between 10 p.m. and 6 a.m., and counting at least 6 hours, thereby preceded or followed by 2 hours of work is taken in consideration for the payment of the night premium for these two hours.

CHAPTER VI. *Validity of the agreement*

Art. 25.

This CLA shall enter into force on 1 July 2011 and shall expire on 30 June 2017.

Compensation for sleeping hours

CLA of 5 March 2007 (82 424)

(Royal Decree 12/07/2007 - Belgian Official Gazette 06/08/2007)

Introducing a daily allowance for business travels and the compensation for "sleeping hours".

Sleeping hours

Art. 3.

Taking into account the legislation on mandatory rest periods provided for in Article 38ter of the Labour Act of 16 March 1971, it happens that the workers cannot be employed. 5 days per week. For example, a worker works at night from Monday to Thursday. For the Friday the employer has only on day performance to offer which, however, cannot be performed because of the rest periods that have to be observed.

The missed hours, due to the change between day and night work schedules are called "sleeping hours" and compensated by multiplying the gross 100 % hourly wage of the worker by the normal number of hours he missed and should, according to his individual standard schedule, have performed that day.

These sleeping hours are reimbursed only if the employer cannot offer 5 days continuity of employment

To assess the worked shifts, the hours are allocated to the day on which the shift begins. If, due to a change between day and night schedule and because of the rest to be observed by the worker, this latter cannot start work in the new shift, sleeping hours shall have to be paid.

Sleeping hours are not eligible for the calculation of overtime. Only the actual performances should be taken into consideration in order to determine whether the daily or weekly limit was exceeded. The hours during which no work was performed, do not open the right to overtime pay.

Art. 4.

In no event shall the above systems of day compensation and sleeping hours constitute a precedent for other categories of workers.

Work performed on Saturday

CLA of 30 June 2011 (105 860), most recently extended by the CLA of 27 January 2016 (132 615)

(Royal Decree 10/10/2012 - Belgian Official Gazette 07/11/2012)

(Royal Decree 08/01/2017 - Belgian Official Gazette)

Wages, wage allowances and bonuses

CHAPTER III. *Premiums and compensations*

C. Work performed on Saturday

Art. 5.

Any work that is performed on a Saturday, gives rise to a premium of 25% above the normal wage.

Is not eligible for this premium, overtime paid with augmentation governed the CLA - working - overtime - work organization.

CHAPTER VI. *Validity of the agreement*

Art. 25.

This CLA shall enter into force on 1 July 2011 and shall expire on 30 June 2017.

Work performed on a Sunday or a public holiday

CLA of 30 June 2011 (105 860), most recently extended by the CLA of 27 January 2016 (132 615)

(Royal Decree 10/10/2012 - Belgian Official Gazette 07/11/2012)

(Royal Decree 08/01/2017 - Belgian Official Gazette)

Wages, wage allowances and bonuses

CHAPTER III. *Premiums and compensations*

B. Work performed on a Sunday or a public holiday

Art. 4.

Any work performed on a Sunday or a public holiday, gives rise to the payment of a premium of 100% above the normal wage for the same work during the week.

CHAPTER VI. *Validity of the agreement*

Art. 25.

This CLA shall enter into force on 1 July 2011 and shall expire on 30 June 2017.

Bridging Hours and Overtime

CLA of 11 June 2009 (94 700), as amended by the CLA of 30 June 2011 (105 861)

(Royal Decree 28/04/2010 - Belgian Official Gazette 23/07/2010)

(Royal Decree 05/03/2012 - Belgian Official Gazette 05/11/2012)

Working hours, overtime and work organization

Working hours

Art. 2.

The maximum weekly working time limit (Article 19 of the Labour Code of 16 March 1971, as amended by the Act of July 20, 1978), amounts to 37 hours a week, without taking into account the extra days of leave granted.

Taking into account the extra days of leave provided for in Article 16 of this CLA, granted in order to reach, for a full-time worker an effective average number of working hours of 36.50 hours per week, a factor S of 36.50 hours shall be indicated on the social documents for the NEO.

The performance of overtime is limited to the cases permitted by law. At company level, organizational measures shall be taken to limit the performance of overtime in order to boost employment.

The employer shall file an individualized quarterly report on the overtime worked. This report is submitted to the Works' Council or, in the absence of the Union Delegation or in the absence thereof to the regional Trade Union secretaries.

Art. 3.

The working time limits laid down in Articles 19 and 20 of the Labour Act of 16 March 1971, or a lower limit fixed by collective agreement, may be exceeded, provided that the working week, calculated over

a period of a quarter, does not exceed the average working time established by law or collective agreement.

Calculation of overtime

A. General system

Art. 4.

Taking into account the facilities of the employers have to spread the 481 hour work schedule over thirteen consecutive weeks, and without prejudice to the wage allowances that are provided for in the CLA wages, the wage allowances and the bonuses (i.e. for work on Sundays , night work , etc.), the overtime hours shall be calculated on the hours that exceed the normal working week of 37 hours as well as the hours in excess of the normal quarterly duration of 481 hours.

Art. 5

The wages of the hours exceeding the 37 hours per week, shall receive an additional 50%.
The wages of the hours exceeding 481 hours per thirteen consecutive weeks, shall receive an additional 50%.

Art. 6

The value of the overtime is divided into two parts: 100% = the hourly wage, plus the supplement of 50% (e.g. 150 = 100 + 50).

The supplement of 50% shall be paid to the workers, together with the wages of the period during which the overtime was performed.

The value of 100% of overtime nevertheless entitles to compensatory rest, which shall be converted in paid leave. This compensatory leave is taken per usual working day, within 4 weeks after the performance, except where the work rules specify otherwise. The compensatory leave will be paid in the period in which it is taken.

The payment of the allowance can be converted in extra compensatory rest To do so, the worker shall make his choice beforehand and in writing. This decision is considered final and will be applied to any future performance of overtime.

Art.7.

For the workers of the category 9, a similar system derogating from the general system and from the application of Article 6 of the CLA of 12 May 2003 on the wages, wage allowances and bonuses relating to work performed on Sundays or on public holidays, may be set:

The application of this derogation is subject to the conclusion of a CLA which shall be signed by the regional leaders of the Trade Union Organizations of the place the company's seat is established.

B. Bridging Hours for the waste processing activity

The general scheme for the calculation of overtime, included in the above Articles 4, 5 and 6 applies.

Art. 8.

The current system only applies to companies employing staff in the categories 3.A - 3.C - 3.D.

Art. 9.

In accordance with the provisions of the Royal Decree of 17 March 2009 on the working hours of the workers of the Joint Bargaining Committee 121, published in the Belgian Official Gazette of 16 April 2009, for the establishment of working hours, the idle time for loading and unloading of vehicles is not considered as time during which the staff is at the disposal of the employer.

This provided idle waiting time is called bridging time.

Art. 10.

The number of bridge hours per person shall not exceed 200 per calendar year. Any derogations from the limit of 200 hours may be negotiated at company level by the Trade Union delegation and the competent regional Trade Union Secretaries or, in the absence of a Trade Union delegation, by the competent regional Trade Union Secretaries of organizations represented in the Joint Bargaining Committee 121. This number of hours shall not exceed the maximum limit of 500 hours per calendar year.

Art. 11.

The bridging hours are paid at the same hourly rate as the driving time, the collection and the disposal of waste.

Flexibility

Art. 13.

The weekly working hours of 37 hours or in the case of individual employment contracts established by collective agreement shall be observed as an average over a quarterly period.

In principle, the average working hours shall be observed over a period of two consecutive weeks. If this proves to be difficult, other organizational rules may be negotiated upon at company level.

Variability Margin

Art. 15.

The credit established by Article 3 of the Royal Decree of 25 June 1990 assimilating the performances of some part-time blue collar workers with overtime, published in the Belgian Official Gazette of 30 June 1990, is raised to 37 hours per month. The hours performed on top of the work schedules, which are laid down in employment contracts, shall be entrusted to volunteers.

Further, the parties shall observe the CLA of the National Labour Council No. 35 of 27 February 1981 on certain provisions of the labour act regarding part-time work. This provision shall remain in force as long as the Royal Decree of 25 June 1990 referred to or any royal decree, extending the legal effect of Article 3 unaltered, remains valid.

The social partners recall:

If the anticipated schedule in the course of one quarter is exceeded at least one hour per week on average, the following provisions apply:

The worker concerned, at his request, is entitled:

- a) to a review of his employment contract, without however exceeding the normal number of working hours established by law or by CLAs;
- b) to a compensatory rest, provided that the length of the extra hours performed during the quarter reaches on average 20% of the agreed upon schedule.

That compensatory rest shall be granted within the thirteen weeks following the quarter.

The procedures for granting the compensatory rest shall be fixed by agreement between the employer and the worker concerned. In the absence of such an agreement, a compensatory rest of minimum 1 driving hour shall be allocated per week; that compensatory rest shall not exceed 20% of the weekly working time laid down in the employment contract.

The calculation of the average of the extra hours performed during the holiday periods shall be operated by assimilating it to the work performed during the other months of the quarterly average, so as to avoid that the holiday period would affect the calculation of the average.

Under "quarter" is to be understood the quarter taken into account for the calculation of the social security contributions

Tourist centres

Art. 18.

In tourist centres where it is difficult to record fixed work schedules in the employment contracts, these latter shall mention the following:

- a. the number of working hours per period (maximum one quarter the employer guarantees per worker);
- b. the working hours are variable;
- c. the continuous performance per day is situated between a minimum of 3 and a maximum of 9 hours.

In principle, the workers are compensated per hour worked.

Derogations to this principle may be negotiated and obtained on company level, for instance a lump-sum payment.

These derogations shall be negotiated with the Union Delegation or, in the absence of a delegation the representatives of the Trade Union Organizations, represented in the Joint Bargaining Committee for the Cleaning Enterprises.

They are laid down in a CLA concluded on company level, which bears the signature of the competent Regional Trade Union secretaries. These CLAs shall be submitted in bundles to the advice of the Joint

Committee 121 during a meeting held monthly. Then they shall be registered at the Registry of the Directorate-general of the Collective Labour Relations and submitted to the approval of the Minister of Work.

Any infringement of the requested derogation in the application of the minimum amounts shall be deemed to have been committed on the day of refusal of approval of the CLA by the Minister of Labour.

Permanence premium

CLA of 30 June 2011 (105 860), as amended by the CLA of 28 January 2014 (120 654) and most recently extended by the CLA of 27 January 2016 (132 615)

(Royal Decree 10/10/2012 - Belgian Official Gazette 07/11/2012)

(Royal Decree 08/01/2015 - Belgian Official Gazette 06/02/2015)

(Royal Decree 08/01/2017 - Belgian Official Gazette)

Wages, wage allowances and bonuses

CHAPTER III. Premiums and compensations

C. bis. Permanence premium

Art. 5. bis

If a worker agrees to ensure a weekend, bridge or a holiday permanence and this is evidenced by imparting him or her a radio-telephone or any document, then the following premiums are payable:

- For a weekend: EUROS 52.3195 (value at 01/01/2014);

- For a holiday, bridge or rest day during the week: EUROS 26.1665 (value at 01/01/2014).

These premiums are linked to the health index and shall be paid in the same manner as the wages.

K. Premiums and compensations in category 8

Art. 14.

a. Permanence premium

Weekend work shall be limited to urgent work

If a male or female blue collar worker agrees to ensure a weekend, bridge or a holiday permanence and this is evidenced by imparting him or her a radio-telephone or any document, then the following premiums are payable:

- For a weekend: EUROS 50.0150;

- For a holiday, bridge or rest day during the week: EUROS 25.0145.

In this context, the weekend begins on Friday at 6 p.m. and ends at 6 a.m. on the Monday. With regard to the commuting, the commuting parameter system applies just as during the week (24 hour regime).

These premiums are linked to the health index and shall be paid in the same manner as the wages.

CHAPTER VI. Validity of the agreement

Art. 25.

This CLA shall enter into force on 1 July 2011 and shall expire on 30 June 2017

Premium for unhealthy work

CLA of 30 June 2011 (105 860), most recently extended by the CLA of 27 January 2016 (132 615)

(Royal Decree 10/10/2012 - Belgian Official Gazette 07/11/2012)

(Royal Decree 08/01/2017 - Belgian Official Gazette)

Wages, wage allowances and bonuses

CHAPTER III. *Premiums and compensations*

D. Premium for unhealthy work

Art. 6.

A premium for unhealthy work of 0.4590 EUROS per hour, linked to the health index, that shall be paid in the same manner as the wages, is allocated inter alia to personnel responsible for the following work, with the exception of the categories: 8 :

- 1) collecting of large and small garbage, emptying and cleaning of sewers, septic tanks and reservoirs (Cat. 3.A.);
- 2) cleaning the inside of industrial furnaces (Cat. 3.B.);
- 3) installing and removing of mobile sanitation facilities (Cat. 3.C.);
- 4) driving a bull-compactor at dumping sites (Cat. 3.E.);
- 5) clearing attic and cellar residues (all categories);
- 6) cleaning work in workplaces where the staff is exposed to the inhalation of lead-containing dusts, vapours, smoke or fog (all categories);
- 7) cleaning work in paint booths where the staff is exposed to the inhalation of paint particles containing solvents, chromate or lead;
- 8) sorting and processing of small contaminated medical waste and hazardous toxic waste.

The premium for unhealthy work cannot be cumulated with the mask premium referred to in Article 7 below.

From 1 July 2009 onward, the value of the premium for unhealthy work was raised to EUROS 0.45 per hour (indexation on 1 July 2009 included).

CHAPTER VI. *Validity of the agreement*

Art. 25.

This CLA shall enter into force on 1 July 2011 and shall expire on 30 June 2017.

Mask premium

CLA of 30 June 2011 (105 860), most recently extended by the CLA of 27 January 2016 (132 615)

(Royal Decree 10/10/2012 - Belgian Official Gazette 07/11/2012)

(Royal Decree 08/01/2017- Belgian Official Gazette)

Wages, wage allowances and bonuses

CHAPTER III. *Premiums and compensations*

E. Mask premium

Art. 7.

When cleaning work requires the wearing a full face and / or half face mask equipped with an air filter or cartridge filters, as may occur in the cleaning of paint booths, and when the mask effectively is worn, a mask premium of 1.4085 EUROS per hour, linked to the health index and that shall be paid in the same manner as the wages, is allocated.

There is no premium for wearing a face shield or a small dust mask.

K. Premiums and compensations in category 8

Art. 14.

c. Mask Premium.

When industrial cleaning requires the wearing a full face and / or half face mask equipped with air or cartridge filters, and when the mask is worn effectively, regardless of the length, a mask premium of € 12.2945 per day, linked to with the health index and that shall be paid in the same manner as the wage, is allocated.

To effectively enter areas in which the measured oxygen content is less than 17%,, additionally an inert lump supplementary premium of EUROS 12.2945 per day, linked with the health index and that shall be paid in the same manner as the wages is allocated.

Based upon usage, or based upon an agreement, the prior existing more favourable conditions at the company level, remain acquired but may be modified by means of a CLA concluded at company level and signed by the regional Union secretaries. There shall be no accumulation possible between the new article and the prior existing more favourable terms.

CHAPTER VI. *Validity of the agreement*

Art. 25.

This CLA shall enter into force on 1 July 2011 and shall expire on 30 June 2017.

Nuclear premium

CLA of 30 June 2011 (105 860), most recently extended by the CLA of 27 January 2016 (132 615)

(Royal Decree 10/10/2012 - Belgian Official Gazette 07/11/2012)

(Royal Decree 08/01/2017 - Belgian Official Gazette)

Wages, wage allowances and bonuses

CHAPTER III. *Premiums and compensations*

F. nuclear premium

Art. 8

The male and female blue collar workers who are obliged to perform work in the "warm" or the "controlled" sections in a nuclear environment, receive for this work, in addition to the regular wage, a premium for work in nuclear environment of 0.7405 EUROS per hour, linked to the health index and that shall be paid in the same manner as the wages.

CHAPTER VI. *Validity of the agreement*

Art. 25.

This CLA shall enter into force on 1 July 2011 and shall expire on 30 June 2017.

Weather conditions premium

CLA of 30 June 2011 (105 860), most recently extended by the CLA of 27 January 2016 (132 615)

(Royal Decree 10/10/2012 - Belgian Official Gazette 07/11/2012)

(Royal Decree 08/01/2017 - Belgian Official Gazette)

Wages, wage allowances and bonuses

CHAPTER V. *Miscellaneous*

E. Weather conditions Premium

Art. 20.

If a driver 3.D assumes the function of a driver 3.C., he is also entitled to the weather conditions premium of 0.0905 EUROS per hour, linked with the health index and that shall be paid in the same manner as the wages.

CHAPTER VI. *Validity of the agreement*

Art. 25.

This CLA shall enter into force on 1 July 2011 and shall expire on 30 June 2017.

Lodging and food

CLA of 30 June 2011 (105 860), most recently extended by the CLA of 27 January 2016 (132 615)

(Royal Decree 10/10/2012 - Belgian Official Gazette 07/11/2012)

(Royal Decree 08/01/2017 - Belgian Official Gazette)

Wages, wage allowances and bonuses

CHAPTER V. Miscellaneous

D. Reimbursement for lodging and food

Art. 19.

When an employer displaces personnel in such conditions that they must stay overnight, the employer shall provide for lodging and food.

The employer shall also provide for a lump sum of EUROS 38.9865 per day, of which EUROS 13.6465 for lodging and EUROS 25.3400 for food. These amounts are linked to the health index, and shall be paid in the same manner as the wages.

CHAPTER VI. Validity of the agreement

Art. 25.

This CLA shall enter into force on 1 July 2011 and shall expire on 30 June 2017.

Meals

CLA of 30 June 2011 (105 860), most recently extended by the CLA of 27 January 2016 (132 615)

(Royal Decree 10/10/2012 - Belgian Official Gazette 07/11/2012)

(Royal Decree 08/01/2017 - Belgian Official Gazette)

Wages, wage allowances and bonuses

CHAPTER III. Premiums and compensations

H. Meals

Art. 11.

After 10 hours of work during 1 day, lunchtime not included, a lump sum of up to EUROS 12.1175, linked to the health index, and paid in the same manner as the wages, for a light meal are payable upon presentation of a receipt justifying the purchase.

CHAPTER VI. Validity of the agreement

Art. 25.

This CLA shall enter into force on 1 July 2011 and shall expire on 30 June 2017.

Lump GRLP compensation

CLA of 11 June 2009 (94 697), most recently amended by the CLA of 27 January 2016 (132 616)

(Royal Decree 17/03/2010 - Belgian Official Gazette 14/09/2010)

(Royal Decree 10/01/2017 - Belgian Official Gazette)

Lump GRLP. Compensation

CHAPTER II. GRLP compensation

Art. 2.

The GRLP compensation is allocated as reimbursement of expenses incurred by the staff outside the seat of the cleaning company, listed in the work rules, but specific to the company. The GRLP compensation shall be mentioned in the form 281.10 of workers, under the heading "costs proper to the employer".

Art. 3.

The compensation referred to in Article 2 has its origins in the GRLP facilities that apply for sedentary workers (Title II, Chapter II, Section II of the General Regulations for Labour Protection).

Given the mobile nature of the employed staff, making it impossible for the companies to provide for a number of sanitary provisions (such as, for example, bathrooms, canteens, toilets, drinks, etc.), it is indispensable to be able to appeal to the existing private facilities.

Art. 4.

From 1 January 2016 onwards, a GRLP compensation per worked day of net EUROS 1.63 shall be paid to the workers.

CLA of 30 June 2011 (105 860), as amended and most recently extended by the CLA of 27 January 2016 (132 615)

(Royal Decree 10/10/2012 - Belgian Official Gazette 07/11/2012)

((Royal Decree 08/01/2017 - Belgian Official Gazette)

Wages, wage allowances and bonuses

CHAPTER III. Premiums and compensations

I. Lump GRLP compensation

Art. 12.

As from 1 January 2012, the GRLP compensation per worked day is raised to net 0.80 EUR.

This measure is not applicable to the blue collar workers of the categories 8 who are entitled to a daily allowance.

Exceptionally certain workers perform their tasks at the seat of the company (for example, the staff of the incinerators). These blue collar workers, and the blue collar workers of the categories 8, also receive a compensation of 0.80 EUR net per day worked. This compensation may be paid either by allocating eco vouchers or through other official net measures negotiated at company level.

In the absence of an agreement on this matter at the company level before 1 January 2012, the blue collar workers who are employed at the seat of the company and the blue collar workers of categories 8 receive from 1 January 2012 onwards annually eco vouchers for a value corresponding to 0.80 EUR multiplied by the number days worked.

Are also considered as days worked for the purposes of this Article:

- Training days;
- Trade Union training days;
- Days of Union missions.

Art.12b

As from 1 January 2016, the GRLP compensation per worked day is raised to net 1.63 EUR.

This measure is not applicable to the blue collar workers of the categories 8 who are entitled to a daily allowance. For these employees, the daily allowance will be increased by 0.80 EUR.

Exceptionally certain workers perform their tasks at the seat of the company (for example, the staff of the incinerators). These blue collar workers, and the blue collar workers of the categories 8, also receive a compensation of the same net value per day worked. This compensation may be paid either by allocating eco vouchers or through other official net measures negotiated at company level.

CHAPTER VI. Validity of the agreement

Art. 25

This CLA shall enter into force on 1 July 2011 and shall expire on 30 June 2017.