

Joint Labour Committee for the food industry 118, subsector : Tinned meat, sausages, salted meat, smoked meat and meat derivatives, Guts factories (processing and treatment of rough and dry guts, calibrating and sticking included), Fat melting, Poultry slaughterhouses, Slaughterhouses and workshops for cutting meat

This sub-sector is no official Joint Sub-committee (JSC). The wage data below are however listed in the sectorial collective agreements in the official Joint Committee (JLC 118).

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

This file applies to enterprises governed by the Joint Labour Committee for the food industry 118, subsector :

Tinned Meat, sausages, salted meat, smoked meat and meat derivatives,
Guts factories (processing and treatment of rough and dry guts, calibrating and sticking included),
Fat melting,
Poultry slaughterhouses,
Slaughterhouses and workshops for cutting meat,
for work performed in Belgium.

Institution and amendments

[0] R.D. 06.08.1973 M.D. 18.08.1973

[1] R.D. 07.07.1997 M.D. 20.08.1997

[2] R.D. 20.09.1999 M.D. 01.10.1999

[3] R.D. 07.05.2007 M.D. 31.05.2007

Article 1

Responsible for workers who perform mainly manual labour and their employers, namely the following activity sectors:

canned meat, sausages, salted meat, smoked meat, meat derivatives, workhouses for cutting meat, fat melting, guts factories, processing and handling of raw and dry guts, calibrating and sticking included, slaughterhouses, poultry slaughterhouses, poultry preserves.

Laboratories of Belgian food industries and food industries whose production is located abroad, even though they are legally separate entities;

The depots and / or trading divisions of Belgian food industries and food industries whose production is located abroad, provided that these activities are an integral part of a production or commercial activity, even though they are legally separate entities; destruction plants;

Co-ordination centres established pursuant to the Royal Decree no. 187 of December 30, 1982 concerning the establishment of co-ordination centres, forming a group with one or more other companies of which the activities mainly belong to the food industry

The joint labour committee is not competent for the companies assimilated to undertakings engaged exclusively in logistic activities on behalf of third parties as defined in the jurisdiction of the Joint Committee on transport and logistics, unless these activities are an integral part of a production or a trading activity.

2. Minimum wages (gross)

1st January 2017

CLA wage increase by 0.9 % for minimum wages ; except for factories of tinned meat, sausages, salted meat, smoked meat and meat derivatives

HOURLY WAGES

TINNED MEAT, SAUSAGES, SALTED MEAT, SMOKED MEAT AND MEAT DERIVATIVES			
SENIORITY	Category	Hourly arrangement	
(months)		(weekly)	
		37 h	38 h
0	Category A	13.70	13.40
	Assistant-workers	13.77	13.47
	Experienced workers	14.26	13.93
	Skilled workers	14.85	14.54
6	Category A	14.16	13.84
	Assistant-workers	14.23	13.91
	Experienced workers	14.72	14.45
	Skilled workers	15.35	15.03
GUTS FACTORIES (PROCESSING AND TREATMENT OF ROUGH AND DRY GUTS, CALIBRATING AND STICKING INCLUDED)			
0	I	12.95	12.66
	II	13.25	12.95
	III	13.44	13.11
	IV	13.73	13.44
	V	13.85	13.54
	VI	14.24	13.89
6	I	13.37	13.09
	II	13.69	13.37
	III	13.89	13.54
	IV	14.18	13.89
	V	14.32	13.98
	VI	14.73	14.36
FAT MELTING			
0	Assistant-workers	13.82	13.49
	Experienced workers	14.28	13.93
	Skilled workers	14.78	14.49
6	Assistant-workers	14.27	13.95
	Experienced workers	14.75	14.44
	Skilled workers	15.30	14.94

POULTRY SLAUGHTERHOUSES

0	I	12.60
	II	13.10
	III	13.95
6	I	13.03
	II	13.52
	III	14.48

SLAUGHTERHOUSES AND WORKSHOPS FOR CUTTING MEAT

<u>SENIORITY</u> <u>(months)</u>	<u>Category</u>	<u>Hourly arrangement (weekly)</u>	
		<u>38h. first 5 days of the week</u> <u>(Monday to Friday)</u>	<u>38h. 5 days a week</u> <u>including Saturday</u>
0	<i>Yard worker</i>	12.98	13.46
	<i>Assistant-workers</i>	13.44	13.89
	<i>Skilled workers</i>	13.89	14.47
	<i>Professional</i>	14.37	14.92
	<i>Cutter-boner</i>	12.74	13.19
6	<i>Yard worker</i>	13.42	13.92
	<i>Assistant-workers</i>	13.89	14.36
	<i>Skilled workers</i>	14.36	14.92
	<i>Professional</i>	14.83	15.41
	<i>Cutter-boner</i>	13.15	13.63
12	<i>Cutter-boner</i>	13.54	14.04
24	<i>Cutter-boner</i>	13.96	14.51
36	<i>Cutter-boner</i>	14.49	14.97

STUDENTS

Percentages of the mentioned minimum

Age

18 and older	90%
17	80%
16	70%
15	60%

JOB CLASSIFICATION

TINNED MEAT, SAUSAGES, SALTED MEAT, SMOKED MEAT AND MEAT DERIVATIVES

CLA of 9 February 2016 (132 729)

(R.D 10/01/2017 - Belgian Official Gazette 01/03/2017)

Classification of workers employed in enterprises producing tinned meat, sausages, salted meat, smoked meat and meat derivatives.

CHAPTER II. *The classification of blue collar workers*

Art. 2. The classification of blue collar workers is determined as follows:

a) Category a:

1. Packer (manual)
2. Cleaner of production machines

3. Cleaner of floors, premises, lavatories
4. Palletiser (manual)

Joint comment:

for the jobs referred to under category a), the social partners refer to the job descriptions that were written within the framework of classifications of sub-sectorial jobs

b) Assistant workmen or unskilled workmen:

1. workman assisting the appointee of the fridge room;
2. tier;
3. weigher;
4. assistant cooker;
5. assistant smoker;
6. assistant salter;
7. assistant oven operator;
8. assistant autoclave operator
9. assistant warehouse operator;
10. conductor;
11. watchman;
12. yard worker and in general each worker in charge of a task that requires neither occupational training nor adaptation.

c) Experienced workers:

1. smoker;
2. cooker
3. autoclave operator ;
4. melter;
5. guts processor;
6. oven operator
7. workman employed in the fridge room;
8. boner;
9. ham sewer;
10. sausage filler;
11. meat processor: worker charged with degreasing, cutting open, husking the meat and sorting the meat residues;
12. ham presser and canner;
13. operator of the sealing machine;
14. operator of the above not mentioned machines;
15. escort-money collector

d) Skilled workers

1. pork butcher: worker in charge of the composition and preparation of sausages and (or) processed meat;
2. cutter attendant;
3. ham processor: worker charged with salting, boning, sewing and cooking the hams;
4. salter: worker in charge of composing the brine, salting the hams and other meats;
5. stoker of the steam boiler;
6. power engine operator;
7. preparer of orders: worker responsible for the preparation of orders;
- 8 driver, money collector' or responsible for the cargo;
9. warehouseman: worker responsible for the equipment and (or) the goods when performing mainly manual labour.

e) Craftsmen :

For craftsmen applies the classification established by the Joint Committee governing the profession they exercise.

**GUTS FACTORIES (PROCESSING AND TREATMENT OF ROUGH AND DRY GUTS,
CALIBRATING AND STICKING INCLUDED)**

Decision of 18 May 1953

(R.D. 18/08/1953 - Belgian Official Gazette 12/09/1953)

Classification of male and female workers employed in the guts and fat melting factories and the establishment of their minimum wage

I - Classification of male and female blue collar workers

Article 1. The classification of the male and female blue collar workers employed in the guts factories is determined as follows :

A. Guts factories:

1. Skilled male or female workers: should by their experience in the trade be capable to carry out the different guts processing operations usually carried out in the company.
2. Specialized male and female worker: who do not possess the skills required of the skilled workers, are expected to be capable to perform certain proceedings of the trade.
3. Assistant male and female worker are expected to be capable to perform simple proceeding of the trade, such as: reversing, rinsing, soaking, pasting and salting the guts.

FAT MELTING

CLA of 25 February 1971 (804)

(R.D. 11/10/1971 - Belgian Official Gazette 05/02/1972)

Job classification of the male and female blue collar workers employed in the fat melting enterprises

Art. 2. The classification of the male and female workers employed in the fat melting companies is determined as follows :

- Craftsmen:

wages of their profession

- Skilled workers

workman responsible for a production chain;

workman responsible for a packaging chain;

workman responsible for a production section;

workman responsible for the warehouse, in charge of monitoring weight and / or quality of crude fats;

truck driver collector of crude fat, charged with monitoring the weight and / or quality of crude fats;

truck driver responsible for money transactions;

fat melter.

- Experienced workers

conductor of a lift-truck;

escort responsible for money transactions;

truck driver deliverer without money transactions;

male or female packager, in charge of monitoring weight;

escort in charge of monitoring weight and / or quality of crude fats;

assistant fat melter.

- Untrained workers

the unmentioned functions

POULTRY SLAUGHTERHOUSES

CLA of 8 December 2015 (131 585)

(R.D.08/01/2017 - Belgian Official Gazette 16/02/2017)

Pay and working conditions

CHAPTER II. Classification

Art. 2. The blue collar workers are subdivided into three categories :

Category I :

- Suspending after "chiller";
- Scruff cutting, detaching and cutting;
- Finishing plucking;
- Opening, cutting out the liver, depilation, stomachs and intestines cutting;
- Inserting the stomachs and packaging;
- Feeding the graders;
- Packaging;
- Sewing the boxes;
- Cutting + packaging;
- Fridge work (normal).

Category II :

- Suspending;
- Loading and unloading;
- Slaughterling
- Eviscerating;
- Pulling out the crops, and sucking out the lungs;
- Fridge work (deep freeze).

Category III :

- Collecting the chickens;
- Driver;
- Mechanic

SLAUGHTERHOUSES AND WORKSHOPS FOR CUTTING MEAT

CLA of 27 May 1987 (19 109)

(R.D. 27/09/1988 - Belgian Official Gazette 25/11/1988)

Determining the classification of the workers in slaughter houses and workshops for cutting meat governed by the Joint Labour Committee of the food industry

Article 2. The workers are subdivided into five categories, as follows:

1. courtyard workman: blue collar worker who does in no Circumstances take part in the slaughter process (cleaning the courtyard, the samples, the buildings, the vehicles, etc.)
2. assistant worker
 - a) blue collar worker helping in the slaughtering process;
 - b) fridge worker;
 - c) worker charged with loading vehicles;
3. Skilled worker
 - a) worker able to perform the entire slaughtering process;
 - b) skinner
 - c) splitter - erector;
 - d) Supervisor
- 4 Craftsman
 - a) cleaver;
 - b) truck driver;

- c) foreman;
- 5. cutter boners (based on the Royal Decree of 09/02/1981)
 - a) worker cutting the fresh meat into pieces smaller than half carcasses of sheep, goats and pigs;
 - b) worker who removes the bones in whole or in part or fresh meat;

3. Working hours

Average actual weekly working hours over the whole year : 38 h.
The distribution of working hours over the year does not apply to Slaughterhouses, Workshops for cutting meat and Poultry slaughterhouses.

Hours per year : 1 988.5.

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.

Extra Holidays (besides the 20 statutory holidays):

The workers who meet the age and career conditions of a sectorial unemployment regulation with company allowance and continue working are entitled to 3 end of career days per calendar year, from the age of 56 years, 6 end of career days per calendar year from the age of 58 years. The 3 and 6 days may not be combined.

4. Bonuses/Allocations

COMMON BONUSES / ALLOWANCES FOR THE DIFFERENT SUB-SECTORS

Annual gross bonus

CLA of September 15, 2015 (130 431)

(Royal Decree 10/07/2016 – Belgian Official Gazette. 28/07/2016)

Wage Programming 2015-2016 concluded in the joint bargaining committee 118 for the food industry

CHAPTER III - Company Negotiations

Art. 3.

§ 2. *Subject to the conclusion of a collective labour agreement an envelope of 0.3% of the payroll shall be granted to be used with respect to the legal framework for the negotiations 2015 - 2016.*

CHAPTER IV - Gross Bonus

Art. 4.

§ 2. For the companies that have failed to apply Article 3, § 2 by 31 December 2015, an annual gross bonus of € 80 shall be granted, starting 1 January 2016, according to the terms defined in Chapter 2, 4 and 5 of the Collective Labour Agreement of 18 December 2013 relating to the end-of year bonus (119881/CO/118 Royal Decree of 8 July 2014, Belgian Official Gazette of 13 November 2014).

End-of-year bonus

CLA of 18 December 2013 (119 881)

(RD K.B. 08/07/2014 – Belgian Official Gazette 13/11/2014)

End-of-year bonus

CHAPTER II. Right to an end-of-year bonus

Art. 2.

The Parties agree to grant an end-of-year bonus to blue collar workers with at least 1 month of service in the company

Art. 3.

§ 1. The blue collar workers are entitled to an end-of-year-bonus at the rate of one twelfth per month of effectively performed services during the calendar year the end-of-year bonus is related to.

§ 2. Without prejudice to the application of Article 2, shall be assimilated to one month of effectively performed services:

- The month of recruitment, if the recruitment occurs between the 1st and the 15th of the month;
- The month of retirement, if retirement occurs after the 15th of the month.

§ 3. Contrary to paragraph 1 of this Article, the months of unemployment with company allowance give until 31 December of the current year the right to a payment of 20% of the remaining end-of-year bonus.

§ 4. Shall be assimilated for the purposes of this article with effectively performed services, the absences due to:

1. an industrial accident or occupational disease, giving rise to compensation. By industrial accident or occupational disease with partial temporary incapacity after a full temporary incapacity, the assimilation period is 12 months;

2. an accident or illness not referred to in the preceding paragraph. The assimilation period is 12 months;
3. maternity leave and any other statutory provision on maternity protection, breastfeeding breaks as provided for in the Collective Labour Agreement No. 80 of 27 November 2001 included.;
4. paternity leave provided for in the Labour Act of 16 March 1971 and the birth leave referred to in Article 30 § 2 of the Act of 3 July 1978 on employment contracts;
5. adoption leave;
6. Leave for foster care as specified in Article 30quater of the Act of 3 July 1978 on employment contracts;
7. Prophylactic leave;
8. brief absence;
9. fulfilling civic duties without pay;
10. performing a public office;
11. exercising the function of judge in social affairs;
12. fulfilling a trade-union mandate in compliance with the provisions of the collective labour agreement of 10 July 2009, concluded within the Joint Bargaining Committee for blue collar workers of the food industry on the Statute of the union representative;
13. the days of participation in training courses or seminars devoted to labour education or trade union training;
14. participation in courses or seminars devoted to social advancement;
15. participation in a strike or lockout in accordance with the conditions specified in Article 16 of the Royal Decree of 30 March 1967 laying down the general rules implementing the acts regarding annual leave of employees (Belgian Official Gazette of 6 April 1967) ;
- 16 legal and conventional annual holidays;
17. public holidays and lieu days of public holidays;
18. days of temporary unemployment;
19. military obligations of the citizens of a country of the European Union.

CHAPTER III. Amount of the end-of-year bonus

Art. 4.

§ 1. The calculation of the amount of the end-of-year bonus will be performed as well on the basis of the fixed remuneration as on the variable remuneration and on the benefits in kind that are subject to social security deductions. Bonuses or allowances granted as consideration of actual costs are not taken into account.

§ 2. The amount of the fixed remuneration equals 4 and 1 / 3rd weeks of gross hourly wages of December of the calendar year in which the end-of-year bonus. will be paid.

§ 3. Contrary to the preceding paragraph and in order to take into account the influence of campaign activities, the Parties agree that the gross hourly wage, to be taken into account for the payment of the end-of-year bonus by the employers and the blue collar workers of the sugar factories shall be calculated as follows:

- The first part equals 3/4 of the hourly wage that was due on 1 September of the current year;
- The other part equals 1/4 of the average hourly wage of November of the current year (including shift bonuses).

§ 4. The amount of the variable remuneration equals the monthly average of the contractual bonuses received from January till November of the calendar year in which the end-of-year bonus will be paid. The term "variable pay" is defined as: the contractual bonuses that are directly linked to the services performed by the blue collar worker, on which deductions are made for social security and periodicity of payment does not exceed one month.

Art. 5. For each day of unauthorized absence a certain percentage may be deducted from the amount of the end-of-year bonus determined by the Works' council, the union delegation or the work rules.

CHAPTER IV. Loss of the right to the end-of-year bonus

Art. 6.

§ 1. Lose the right to an end-of-year bonus:

- The blue collar workers who voluntarily leave the company during the first year of service;
- The blue collar workers who are dismissed for an urgent reason.

§ 2. Are not regarded as voluntary departure by the blue collar worker:

- The departure of the worker following an action by the employer and which is equivalent to a termination of the employment contract;
- The termination of the contract due to force majeure as a consequence of an occupational disease or an industrial accident.

CHAPTER V *Payment of the end-of-year bonus*

Art. 7.

Unless other arrangements have been agreed upon within the company, the end-of-year bonus is paid:

- before 25 December of the current calendar year for workers employed on 1 December ;
- for the other workers: at the moment they leave the company.

6th and 7th performed day

Collective Labour Agreement of November 16, 2001 (60 862)

(RD. 09/28/2003 - Belgian Official Gazette 13/11/2003)

Five Days Week

CHAPTER III. *Principle of the five-day week*

Art. 3.

The timetables provided in the work rules divide, in principle, the maximum weekly working time over five days

CHAPTER IV. *Exceptions*

Art. 4.

Without prejudice to the provisions of the Labour Act relating to Sunday rest and work on public holidays the timetables may differ from the principle set out in Article 3 provided that there is an economic need for it and that at least one of the following reasons can be invoked:

- a) monitoring the company's premises;
- b) cleaning, repairing and maintaining, in so far as these activities are required for the regular continuation of the company activities;
- c) additional work outside of the production that is necessary for the regular resumption of the operations the next day;
- d) shift work to carry out work that should not be interrupted except for the bridge teams as provided for in Article 7 of the collective labour agreement of 30 March 1988 on the introduction of new working arrangements in companies;
- e) in case existing or pending collective labour agreement at company level regulate the derogation from the five-day week;
- f) if the employer calls in volunteers, provided a six-weeks' notice period is given in advance. Voluntariness must be in writing;
- g) if the employer calls in non-volunteers, after information of the works' council and / or the trade union delegation and provided a notice in advance of six weeks is given. In this case, the workers concerned may be employed up to six times per reference year for more than five days a week. The reference year is the calendar year or the 12 months period specified in the work rules or in a collective labour agreement for the compensatory rest for overtime or the application of the average working hours on a yearly basis.

Art. 5.

Performances, outside the five days established in the work rules are possible provided an economic necessity can be invoked and as far as the procedures for commissioning overtime hours are respected and the employer commissions overtime hours because of:

- a) work performed in order to cope with an occurred or imminent accident;
- b) urgent work on machinery or equipment;
- c) work required because of unforeseen circumstances as defined in the Article 26 of the Labour Act;
- d) work to prevent damage to raw materials or products;

e) work to cope with an exceptional increase of work.

CHAPTER V. Bonus

Art. 6.

§ 1. The sixth and seventh performed day of the week entitle in principle to a bonus of 25% of the normal basic hourly wage, unless stipulated otherwise in existing or pending collective agreements concluded at company level. This bonus is not due either if it is integrated in a shift bonus or replaced by equivalent benefits.

§ 2. The sixth and seventh effectively performed day of a week, comprising a holiday or alternative holiday falling on a Monday, Tuesday, Wednesday, Thursday or Friday, entitle in principle to a bonus of 50% of the normal basic hourly wage, unless stipulated otherwise in existing or pending collective labour agreements concluded at company level. This bonus is not due if it is integrated in a team bonus or replaced by equivalent benefits in an enterprise agreement.

§ 3. The overtime allowance for overtime work performed on the sixth or seventh effectively performed day of the week is calculated on the normal basic hourly wage increased by the bonus determined in § 1 or 2.

§ 4. The worker remains entitled to the bonus provided for in this article when the performance of his employment contract is suspended during the first five working days of their working week.

Coldbonus

CLA of 14 March 1991 (27 298)

(RD. 18/09/1991 - Belgian Official Gazette. 31/10/1991)

Granting of a cold bonus

Art. 2.

The male and female blue collar workers normally employed in refrigerator rooms or refrigerator trucks for transporting frozen products, are entitled to a wage supplement:

10% in refrigerator rooms or refrigerator trucks for frozen products (-18 ° C)

This allowance may possibly already have been conventionally arranged at the company level. (Egg. By means of a determination of the wages, scientific job classification).

Overtime allowance

Collective Labour Agreement of 29 June 2015 (128 809)

(RD.01/04/2016 – Belgian Official Gazette 13/06/2016)

Modernizing the working hours concluded in the joint bargaining committee no.118 for the food industry

Chapter III - Increasing the internal limit and of the quota of overtime hours for which the worker may waive compensatory rest

Art. 3.

§ 1. This chapter regulates the procedures to be followed in order to raise the internal limit of working hours that must be respected in the course of the reference period and the quota of overtime hours for which the worker may waive compensatory rest in accordance with Article 26bis, §1bis and §2bis of the labour act of March 16, 1971, to 130 hours or 143 hours.

§ 3. The provisions of this Collective Labour Agreement shall not affect the agreements already existing at company level at the time of the entry into force of this JLA and the number of overtime hours for which the worker may waive compensatory rest - and / or raise the internal limit to 130 hours

§ 4. In companies where, prior to the entry into force of this collective labour agreement already existed an agreement allowing the internal limit and / or the quota of overtime hours for which the worker may waive compensatory rest to be increased to 130 hours, these limits may be raised immediately to 143 hours in accordance with the procedure laid down in the articles 4 and 5.

In companies where, prior to the entry into force of this Collective Labour Agreement no such an agreement existed, the internal limit and / or the quota of overtime to which the worker may waive compensatory rest may be raised in an initial phase to 130 hours and in a second phase to 143 hours, if it is found that the increase to 130 hours does not meet the labour organizational needs of the company. The increase should be done in accordance with the procedure laid down in Articles 4 and 5.

Art. 4.

§ 1. If a trade union delegation exists in the company and within the limits of its competence, the increases set out in Article 3 are determined by a collective labour agreement in the sense of the Act of December 5, 1968 on the CLA and the joint committees, concluded with all the representative organizations represented in the trade union delegation.

§ 2. As of the filing of this collective labour agreement at the Registry of the Federal Public Service Employment Labour and Social Dialogue its provisions are automatically entered in the work rules to the extent that this entry is required pursuant to the provisions of Article 6 of the Act of April 8, 1965 establishing the work rules.

Art. 5.

In the absence of a competent trade union delegation the increases determined in Article 3 shall be established by:

- A collective labour agreement in the sense of the Act of December 5, 1968 on the CLA and joint committees. As of the filing of this collective labour agreement at the registry of the Federal Public Service Employment Labour and Social Dialogue its provisions are automatically entered in the work rules to the extent that this introduction is required pursuant to the provisions of Article 6 of the Act of April 8, 1965 establishing the work rules. A copy of the Collective Labour Agreement shall be sent to the Joint Committee;

or

- Until June 30, 2017: by modifying the work rules in accordance with the procedure laid down in Article 5 § 3, 4 and 5 of above mentioned Royal Decree of September 11, 2013.

Joint comment

The social partners of the Joint Committee commit themselves to give judgment within two months of receipt of the file.

TINNED MEAT, SAUSAGES, SALTED MEAT, SMOKED MEAT AND MEAT DERIVATIVES

Function allowance

Collective Labour Agreement of 9 February 2016 (132 730)

(RD. 12/03/2017 – Belgian Official Gazette 31/03/2017)

Pay and working conditions

CHAPTER VII. Granting a wage allowance for different functions

Art. 14.

The functions listed below entitle to a wage allowance of 5%:

1. Skilled worker:	salter;
2. Experienced worker :	a) smoker; b worker employed in the cooling installation;
3. Assistant-worker	a) helper- salter; b) helper- smoker; c) helper of a worker employed in the refrigerator installation.

Art. 15.

The wage allowance laid down in Article 14 is calculated on the basis of the wages actually paid to the blue collar worker. It shall be granted however for the time that the function is performed.

Shift work

Collective Labour Agreement of 9 February 2016 (132 730)

(RD. 12/03/2017 – Belgian Official Gazette 31/03/2017)

Pay and working conditions

CHAPTER V -Bonuses for shift work

Art. 12.

The workers who work in shifts from 6 am to 14 pm or from 14 pm to 22 pm are entitled to a bonus equal to a wage allowance of 10%.

Night work

Collective Labour Agreement of 9 February 2016 (132 730)

(RD. 12/03/2017– Belgian Official Gazette 31/03/2017)

Pay and working conditions

CHAPTER IV. Bonus for night work

Art. 10.

Contrary to the provisions of the Labour Act of March 16, 1971 the work carried out between 10 pm and 6 am is considered as night work.

Art. 11.

Night work entitles to a wage allowance of 20%. This bonus must be paid together with the normal wage.

Work in refrigerated places

Collective Labour Agreement of 9 February 2016 (132 730)

(RD. 12/03/2017– Belgian Official Gazette 31/03/2017)

Pay and working conditions

CHAPTER VI. Bonus for work in refrigerated places

Art. 13.

The workers occupied in refrigerated places are entitled, only for the hours spent there, to a wage allowance of:

- 5% when the temperature is below + 5 ° C;
 - 10% when the temperature is below - 18 degrees C.
- with a minimum of € 0.65.

GUTS FACTORIES (PROCESSING AND TREATMENT OF ROUGH AND DRY GUTS, CALIBRATING AND STICKING INCLUDED)

Shift work

Collective Labour Agreement of 8 December 2015 (131.583)

(RD. 28/09/2016 – Belgian Official Gazette 19/10/2016)

Pay and working conditions

CHAPTER V -Bonuses for shift work

Art. 9.

A premium equal to a minimum hourly allowance of:

- € 0.48 shall be paid for work performed in the morning shift;
- € 0.54 shall be paid for work performed in the afternoon shift.

Except when otherwise provided for in the work rules, the working hours of the teams are as follows:

- For the morning shift, from 6 am to 2 pm;
- For the afternoon shift, from 2 pm to 10 pm.

Night work

Collective Labour Agreement of 8 December 2015 (131.583)

(RD. 28/09/2016– Belgian Official Gazette 19/10/2016)

Pay and working conditions

CHAPTER IV. Premium for night work

Art. 7.

The night includes a period of 8 hours, unless it is otherwise provided for in the work' rules, ranging from 10 pm to 6 am.

Art. 8.

Night work entitles to an hourly allowance of 10%, with a minimum of € 1.88 per hour

FAT MELTING

Shift work

Collective Labour Agreement of 8 December 2015 (131.586)

(RD. 08/01/2017 – Belgian Official Gazette 16/02/2017)

Pay and working conditions

CHAPTER V. Bonus for shift work

Art. 9.

A minimum hourly allowance of 10% is granted provided the work is carried out

- In the morning shift;
- In the afternoon shift.

Except when specified otherwise in the works' rules, the working hours of the teams are as follows:

- For the morning shift, from 6 am to 2 pm;
- For the afternoon shift, from 2 pm to 10 pm.

Night work

Collective Labour Agreement of 8 December 2015 (131.586)

(RD. 08/01/2017 – Belgian Official Gazette 16/02/2017)

Pay and working conditions

CHAPTER IV. Premium for night work

Art. 7.

Notwithstanding the provisions of the Labour Act of March 16, 1971, the work carried out between 10 pm and 6 am is considered as night work.

Art. 8.

Night work entitles to a wage allowance of 20%

POULTRY SLAUGHTERHOUSES

Shift work

Collective Labour Agreement of 8 December 2015 (131.585)

(RD. 08/01/2017 – Belgian Official Gazette 16/02/2017)

Pay and working conditions

CHAPTER VI. Bonus for shift work

Art. 10.

A minimum bonus is awarded to an hourly allowance of 10% provided the work is carried out:

- In the morning shift, in so far as it is sequential and alternating;
- In the afternoon shift.

A minimum bonus is awarded to an hourly allowance of € 0.48 for work carried out in the morning team provided it is not sequential and alternating.

Except when the works' rules provide otherwise, the working hours of the teams are as follows:

- For the morning shift, from 6 am to 2 pm;
- For the afternoon shift, from 2 pm to 10 pm.

These bonuses cannot be combined with the bonus for night work provided for in Article 9.

Night work

Collective Labour Agreement of 8 December 2015 (131.585)

(RD. 08/01/2017 – Belgian Official Gazette 16/02/2017)

Pay and working conditions

CHAPTER V. Premium for night work

Art. 8.

The night includes a period of 8 hours, unless otherwise provided for in the works' rules, ranging from 10 pm to 6 am.

Art. 9.

Night work entitles to an hourly allowance of 20%.

Coldbonus

Collective Labour Agreement of 8 December 2015 (131.585)

(RD. 08/01/2017 – Belgian Official Gazette 16/02/2017)

Pay and working conditions

CHAPTER VII Coldbonus

Art. 11.

Workers who are usually occupied in refrigerated rooms or trucks, are entitled to an allowance of:

- 5% if the temperature in the rooms or trucks is lower than 5 °;
- 10% in refrigerated rooms or vehicles for frozen products

SLAUGHTERHOUSES AND WORKSHOPS FOR CUTTING MEAT

Shift work

Collective Labour Agreement of 8 December 2015 (131.582)

(RD. 08/01/2017 – Belgian Official Gazette 15/02/2017)

Pay and working conditions

CHAPTER V. Premiums for shift work

Art. 9.

A minimum hourly allowance of:

- € 0.48 shall be paid for work performed in the morning shift;
- € 0.54 shall be paid for work performed in the afternoon shift.

Except when the works' rules provide otherwise, the working hours of the teams are as follows:

- For the morning shift, from 6 am to 2 pm;
- For the afternoon shift, from 2 pm to 10 pm.

These bonuses cannot be combined with the bonus for night work provided for by Article 8.

Night work

Collective Labour Agreement of 8 December 2015 (131.582)

(RD. 08/01/2017 – Belgian Official Gazette 15/02/2017)

Pay and working conditions

CHAPTER IV. Premium for night work

Art. 7.

The night includes a period of 8 hours, unless otherwise provided for in the works' rules, ranging from 10 pm to 6 am.

Art. 8.

Night work entitles to an hourly allowance of 10% with a minimum of € 1.88 per hour.

Work in refrigerated places

Collective Labour Agreement of 8 December 2015 (131.582)

(RD. 08/01/2017 – Belgian Official Gazette 15/02/2017)

Pay and working conditions

CHAPTER VI. Bonus for work in refrigerated places

Art. 10.

The workers who are usually occupied in refrigerated rooms or trucks are entitled to an allowance of:

- 5% if the temperature in the rooms or trucks is lower than 5 degrees Celsius;
- 10% in refrigerated rooms or vehicles for frozen products.