

THE MAIN CHANGES BALANCED LABOUR MARKET ACT (WAB) 1 JANUARY 2020

PROVISIONS ON SUCCESSION OF FIXED-TERM EMPLOYMENT CONTRACTS ('KETENREGELING')



The provisions on succession of fixed-term employment contracts is extended from 2 to 3 years. Key points for temporary employment contracts:

- during 3 years
- a maximum of 3 employment contracts ('chain')
- in case of an interruption of > 6 months, the chain of fixed-term contracts starts again

Extra changes

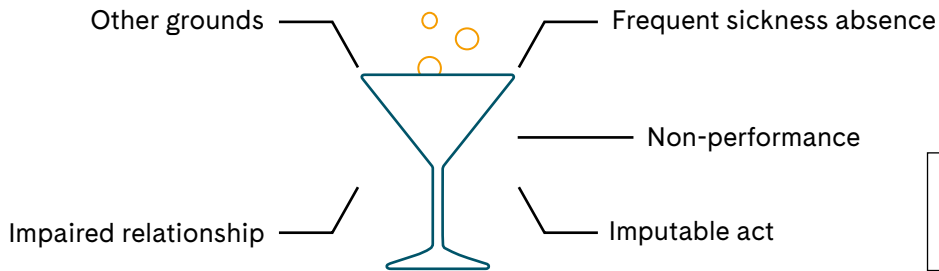
In case of recurring temporary work, the interruption period of 6 months may be shortened by CLA to 3 months.

Important point

The revision of the provisions on succession of fixed-term employment contracts will have immediate effect as from 1 January 2020 (there is no provision for transitional law). This means that the three-year period starts immediately; also if the employment contract has started before 1 January 2020.

I-GROUND

new dismissal ground (makes it possible to combine several grounds for dismissal, which together form a reasonable ground for dismissal)



TRANSITION FEE

As from 1 January 2020 employees are entitled to a transition fee from the first day they work. This amounts 1/3 monthly salary per year of service. The higher allowances for older employees and employees with an employment contract longer than 10 years, will come to an end.

Example 1

Age **56 years** In service **23 years** Salary **€2.750**

Payment upon dismissal:

per 1 November 2019 **€ 35.291,66**
per 1 November 2020 **€ 21.465,27**

Example 2

Age **46 years** In service **17 years** Salary **€3.350**

Payment upon dismissal:

per 1 November 2019 **€ 22.891,66**
per 1 November 2020 **€ 19.448,61**

ON-CALL CONTRACTS



- Call minimum 4 days in advance (to be shortened by CLA to 1 day)
- The wage is paid after a call, even if the call is withdrawn (at least 3 hours)
- After 12 months offering an employment contract based on the average number of hours worked
- Short notice period for employee