WAGE ADJUSTMENTS from 1 FEBRUARY 2016

Index figures for January 2016	(base 2013)	101.59
	(base 2004)	124.35
Health index	(base 2013)	102.42
	(base 2004)	123.69
Average over the past 4 months		100.66

102.02 Joint Bargaining Sub-Committee for Belgian blue and white limestone quarries in the Provinces of Liège and Namur
M&R (T) Collective agreement increase € 0.065
From 1 January 2016.
Adjustment of the subsistence security allowance.
From 1 January 2016 and 1 January 2014.

102.04 Joint Bargaining Sub-Committee for sandstone and quartzite quarries throughout Belgium apart from quartzite quarries in the province of Walloon Brabant
M&R (T) Collective agreement increase € 0.065
From 1 January 2016.
Adjustment of the subsistence security allowance.
From 1 January 2016 and (not for the Province of Liège) 1 January 2014.

102.08 Joint Bargaining Sub-Committee for marble quarries and sawmills throughout Belgium
M&R (T) Collective agreement increase 0.10 EUR
From 1 January 2016.

102.09 Joint Bargaining Sub-Committee for uncut limestone quarries and lime kiln works, dolomite quarries and dolomite kiln works throughout Belgium
M&R (T) Collective agreement increase € 0.15 (40 hours/week scheme)
From 1 January 2016.

109.00 Joint Bargaining Committee for the clothing and tailoring industry
€1 increase of the employer's contribution to meal vouchers. Companies which cannot (or not entirely) award the increase in the form of meal vouchers: conversion of the remaining balance into an equivalent benefit.
Companies working in the field of tents, that do not yet grant meal vouchers, could, from 1 April 2010 and from 1 April 2012, grant an equivalent benefit at company level instead of increasing the employer's contribution to meal vouchers. This system may be continued, provided that an additional benefit of € 1 is granted.
From 1 January 2016.

112.00 Joint Bargaining Committee for commercial garages
M(+tensions)&R (P) Previous wages x 1.0027.

116.00 Joint Bargaining Committee for the chemical industry
M&R (T) Only for the Limburg plastics processing industry: Collective agreement increase €0.10
From 1 January 2016.
Only for the Limburg plastics processing industry: adjustment of the subsistence security allowance.
From 1 January 2016.

118.01 – 118.22 Joint Bargaining Committee for the food industry
ERRATUM: introduction (instead of award) of a gross annual bonus of € 80.
From 1 February 2016.

121.00 Joint Bargaining Committee for cleaning
Increase of the RGPT (health and safety at work regulations) allowance by € 0.80.
From 1 January 2016.
Manual workers performing their work at the company head office and category 8 manual workers: award of eco-vouchers in the amount of € 1.63 per day worked. Not applicable if a company agreement provides for other official net resources.
From 1 January 2016.
Only for industrial cleaning manual workers (category 8): adjustment of the daily allowance.
From 1 January 2016.

125.01 Joint Bargaining Sub-Committee for forestry
M* (B) Collective agreement increase € 0.04. No increase for "by the job" wages.
From 1 January 2016.

125.02 Joint Bargaining Sub-Committee for sawmills and allied industries
M* (B) Collective agreement increase € 0.04 (38 hours/week scheme).
From 1 January 2016.

125.03 Joint Bargaining Sub-Committee for the timber trade
M* (B) Collective agreement increase € 0.04.
From 1 January 2016.

140.01 (140.01)* Public bus service companies
M(+tensions)&R (P) Only for garage staff: Previous wages x 1.0027.

140.01 (140.02)* Special bys service companies
M(+tensions)&R (P) Only for garage staff: Previous wages x 1.0027.

140.01 (140.03)* Coach service companies
M(+tensions)&R (P) Only for garage staff: Previous wages x 1.0027.

140.05 Moving companies
M(+tensions)&R (P) Only for garage staff: Previous wages x 1.0027.

149.02 Joint Bargaining Sub-Committee for vehicle bodywork
M(+tensions)&R (P) Previous wages x 1.0027.

149.03 Joint Bargaining Sub-Committee for precious metals
M(+tensions)&R (P) Previous wages x 1.0027.

149.04 Joint Bargaining Sub-Committee for the metal trade
M(+tensions)&R (P) Previous wages x 1.0027.

215.00 Joint Bargaining Committee for non-manual workers in the clothing and tailoring industry
€ 1 increase in the employer's contribution to meal vouchers. Companies which cannot (or not entirely) award the increase in the form of meal vouchers: conversion of the remaining balance into an equivalent benefit.
From 1 January 2016.

220.00 Joint Bargaining Committee for non-manual workers in the food industry
ERRATUM: introduction (instead of award) of a gross annual bonus of € 80.
From 1 February 2016.

224.00 Joint Bargaining Committee for non-manual workers in the non-ferrous metals industry
Adjustment of transports costs ceiling.
From 1 May 2015.

306.00 Joint Bargaining Committee for insurance companies
The terms for allocating and distributing a net amount of € 200 per worker are set at company level.
From 1 January 2016.

322.00 Joint Bargaining Committee for temporary work agencies and licensed providers of community-based work or services
- extension of the CP 226 pension contribution matching amount: the temporary work agency pays the temporary worker, who is made available to users falling under CP 226, a bonus of 0.47% (manual worker) of their gross wages. The bonus is awarded on each payslip until 30 June 2016 included.
From 1 January 2016.

326.00 Joint Bargaining Committee for the gas and electricity industry
Only for scaled employees hired before 1 January 2002: annual bonus of € 1,113.35 (includes the amount of the monthly allowance, the set-aside bonus and the productivity bonus).

333.00 Joint Bargaining Committee for tourist attractions
Companies employing 50 or more workers: benefits granted under the € 250 negotiating budget extended for the period 2015-2016.
From 1 January 2016.

( )* listing for internal use

Terms for wage adjustment

M&R = T: the adjustment applies to all wages (pay scale wages and actual wages)

M: adjustment of all wages with the difference between the new pay scale wage and the former pay scale wage

M* = B: the adjustment only applies to pay scale wages. No adjustment of actual wages if the actual wages are higher than the new pay scale wages

M(+tensions)&R = P: the adjustment is calculated on the basis of the pay scale wage at tension 100. The other pay scale wages are adjusted depending on their reciprocal wage tension. Actual wages are adjusted without taking the wage tension into account.

R* = R: The adjustment applies to actual wages. All wages are adjusted, but the scale is not adjusted.