

## WAGE ADJUSTMENTS ON 1 NOVEMBER 2016

Index October 2016 (base 2013) 103,34  
(base 2004) 126,49

Health index (base 2013) 103,86  
(base 2004) 125,43

Average over the past four months 101,78

### **102.03 Joint subcommittee for the porphyry quarries in the provinces of Walloon Brabant and Hainaut and the quartzite quarries in the province of Walloon Brabant**

Grant of a gift voucher of €35 to each worker.

### **106.01 Joint subcommittee for cement works**

**M\* (S)** Previous wages x 1.000295 or basic wages 2012 x 1.049278.

### **117.00 Joint committee for the oil industry and trade**

**M\* (S)** Previous wages x 1.000295 or basic wages 2016 x 1.0178.

### **149.01 Joint subcommittee for electricians: installation and distribution**

Grant of eco vouchers of €250 to all full-time manual workers. Qualifying period from 01.10.2015 to 30.09.2016. Part-timers on a pro rata basis. Payment on 15.11.2016. A company CLA may concretize the purchasing power differently.

### **330.00 Joint committee for healthcare facilities and services**

**Private hospitals, home nursing care, old people's homes, nursing and care homes, psychiatric nursing homes, sheltered housing schemes, day care centres, rehabilitation centres, integrated home care services, Belgian Red Cross blood donation service, paediatric medical centres and health centres:** annual award of the incentive bonus (in the last quarter). The amount for 2016 is €636.46.

### **332.00 (332.02)\* Joint committee for the French-language and German-language sector for social assistance and health care**

**Only for institutions and services subsidized by the FCUD until 31 December 2014 and taken over and subsidized by the ONEm and only for workers with lower wage scales than these provided by the CLA of 17 December 2012 or scales that are not equivalent or considered as equivalent:** award of compensation premium to all full-time workers. Part-timers on a pro rata basis. Amount for 2016: maximum €1,020 of the difference between the wages paid in 2016 (monthly wage, holiday pay, end-of-year bonus) and the (higher) wage scales provided by the CLA of 17 December 2012 including the end-of-year bonus.

Payment not later than 31 December 2016, except if the amount is added to the amount of the end-of-year bonus 2016.

( ) \* listing for internal use

**Terms for wage adjustment**

M&R = A: 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\* = S: adjustment of scale pay. 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. The 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 pay scale is not adjusted.