



PRO PAIE CONSULTING

NEWS FEBRUARY 2025

DAY PACKAGE 2025

In 2025, employees under an annual flat-rate agreement of 218 days will receive an additional 8 days of rest.

ESTABLISHING SOLIDARITY DAY

Terms: The employer establishes the terms (in the absence of contractual provisions) following consultation with the CSE.

Duration: An extended 7-hour workday for full-time employees, prorated for part-time employees.

Possible options: Work on a public holiday other than May 1 (for instance: Whit Monday, June 9, 2025); Distribute these 7 hours across multiple days (for example: 1 hour per day over 7 days).

Information for employees: The procedures for calculating these seven days must be clearly conveyed to employees.



For employees on a daily package, the solidarity day is counted within the total days of the package. The employee is not required to work on a public holiday.

PRESUMPTION OF RESIGNATION

On **December 18, 2024**, the **Council of State** affirmed the **legality of the presumption of resignation procedure** in cases of job abandonment, contingent upon the following conditions:

- **Formal notice:** The employer is required to send a registered letter to the absent employee, requesting justification for the absence and a return to the position.
- **Response period allotted to the employee:** a minimum of 15 calendar days. In the absence of a response, the employee is deemed to have resigned.
- **Mandatory information:** The letter must outline the repercussions of failing to resume without a valid justification.
- **Alternatively,** the employer may choose to initiate a dismissal procedure.

Our legal department is available to assist you in managing your personnel. Please feel free to reach out to us.