

PUBLIC HOLIDAYS, BRIDGING PERIODS, AND NEW OPPORTUNITIES FOR APPRENTICES

PUBLIC HOLIDAYS: A REVIEW

If the public holidays are not normally not worked:

- No salary reduction will occur if the employee has a minimum of three months of seniority*.
- Hours not worked are required to be compensated.



If public holidays are normally worked:

- **May 1st (International Workers' Day):** only allowed to work for companies where the activity is continuous. The employees working that day will receive double payment*.
- **Other national holidays:** the collective agreement may stipulate compensation for working on a public holiday (salary enhancement and/or rest compensation)*.

If the public holiday coincides with a standard day of rest:

- The employee does not receive an additional day of rest.*

Collective agreements may modify these provisions.



Specific regulations apply to employees who are under 18 years of age.

AND THE BRIDGES?



Unless otherwise stipulated in the contract, the decision to grant a [bridge] lies with the employer, following consultation with the CSE and input from the Labor Inspector.

- **Company closure:** employees may take either paid or unpaid leave.
- **Carry-over of hours:** catch-up is permitted within **12 months**, subject to a maximum of 1 hour per day or 8 hours per week.

SOLIDARITY DAY: HAVE YOU MADE PREPARATIONS?

The solidarity day may be scheduled on:

- A public holiday **without a salary increase (except for May 1st)**.
- Or any **other day designated by the company**.



Working time based on annual working days: no requirement to work on a public holiday to fulfill this day.

APPRENTICES: AN EXCITING DEVELOPMENT IN 2025!

From **July 1, 2025**, for apprentices holding a **Bac+3 qualification or higher**:

- Employers will incur a residual charge of **€750 on compensation**.
- A decree will delineate the terms of application.



Our teams are, of course, available to assist you in implementing these new measures.