

# NEWS LETTER

## 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.