



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.