

Determination of the notice periods for white-collar workers

Agreements with entry into service before 1 January 2012

Termination by the employer**Gross annual salary ≤ 32,254 EUR**

3 months for each started period of 5 years' seniority

Gross annual salary > 32,254 EUR

The notice period must be agreed upon between the parties at the time of dismissal or is determined by a judge. It may not be lower than the notice period for the employees with an annual gross salary ≤ 32,254 EUR

Gross annual salary > 64,508 EUR

Same rules as for employees with an annual gross salary > 32,254 EUR or determined by an agreement between the parties at the latest at the time of entry into service

Termination by the white-collar worker**Gross annual salary ≤ 32,254 EUR**

Half of the notice period to be respected by the employer, with a maximum of 3 months

Gross annual salary > 32,254 EUR

The notice period must be agreed upon between the parties at the time of dismissal or is determined by a judge. It may not be higher than 4.5 months (≤ 64,508 EUR) or 6.5 months (> 64,508 EUR)

Agreements with entry into service as from 1 January 2012

Termination by the employer**Gross annual salary ≤ 32,254 EUR**

3 months for each started period of 5 years' seniority

Gross annual salary > 32,254 EUR

In case of dismissal in 2013: 91 days

Gross annual salary > 64,508 EUR

Same rules as for employees with an annual gross salary > 32,254 EUR or determined by an agreement between the parties at the latest at the time of entry into service.

Termination by the white-collar worker**Gross annual salary ≤ 32,254 EUR**

Half of the notice period to be respected by the employer, with a maximum of 3 months

Gross annual salary > 32,254 EUR

In case of dismissal in 2013: 45 days

For blue-collar workers no salary conditions apply

Duration of the trial period for white-collar workers

Minimum

Maximum

1 month

Gross annual salary
 ≤ 38,665 EUR: 6 months
 > 38,665 EUR: 12 months

For blue-collar workers no salary conditions apply

Salary condition for non-competition clause for blue- and white-collar workers

Gross annual salary

≤ 32,254 EUR

Deemed not existing

> 32,254 EUR

Only applicable to categories of functions specified in a CBA

> 64,508 EUR

Applicable except for categories of functions specified in a CBA

Salary condition for non-competition clause for sales representatives

Gross annual salary

≤ 32,254 EUR

Deemed not existing

Salary condition for a training clause

Gross annual salary

≤ 32,254 EUR

Deemed not existing

Salary condition for special categories work permits B

Gross annual salary

> 38,665 EUR

Highly skilled staff

> 64,508 EUR

Managerial staff



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