

1



Acquiring paid leave during a period of sick leave*

	Per Month	Per reference year
Employee on sick leave NON-PROFESSIONAL	2 days <small>NEW</small>	24 days <small>NEW</small>
Employee on sick leave PROFESSIONAL (WA/OI)	2,5 days	30 days

ⓘ No Longer Limited to One Year

WA/OI : Workplace Accident / Occupational Illness
*Counting in Working days of Paid leaves

2



Informing the Employee

Within **one month of returning to work**, the employer shall inform the employee:

The number of paid leave earned + The deadline for taking earned paid leave

See Report of Paid Leave

3



Report of Paid Leave

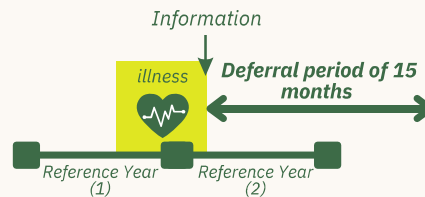
Earned paid leave **not taken during the reference year** as a result of sick leave is carried forward

15 month Deferral Period

The starting point for the deferral depends on the **duration of the sick leave**

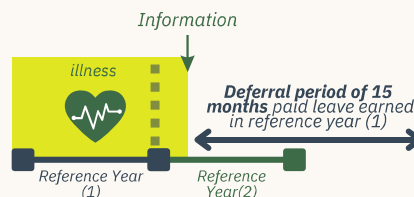
Sick Leave < 1 Year

- The deferral period starts **on the date on which the employee receives the information**. (As in the window below)



Sick Leave ≥ 1 year

- The deferral period starts **on the end of the reference year in respect of which the paid leave has been earned** if, on that date, the employee is still on sick leave.



4



Statutory Limitation

Time limit within which the employee must exercise his entitlement to leave :

Current Employee	Employee who has left the company
2 years from the entry into force of the law (24th April 2024)	3 years from the termination of the employment contract

5



Retroactivity

- The new provisions apply **retroactively** for the period from 1 December 2009 to 24 April 2024.
- Acquisition limit set at **24 working days** of paid leave per reference year, after deduction of days already acquired for the same period.