

SCHOUPS

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Shorter advance notice periods in the event of dismissal as of 1 May 2018

Earlier newsletters have already provided details about the federal government's 2017 Summer Agreement.

As part of its implementation, advance notice periods for employees with limited seniority are being adapted. The goal is to have the advance notice period build up more gradually.

A reintroduction of the trial period is not coming, but as a middle course one opted to adapt the advance notice periods in case of a dismissal by the employer during the first 6 months, with a reduction during the first 4 months.

For an employee with a seniority between 5 and 6 months, the advance notice period will increase slightly (5 weeks instead of 4).

Seniority	Current advance notice periods	New advance notice periods
<1 month	2 weeks	1 week
<2 months		
<3 months		
<4 months	4 weeks	3 weeks
<5 months		4 weeks
<6 months		5 weeks

These advance notice periods are immediately applicable to all (both ongoing and new) employment contracts that are terminated as of 1 May 2018. In the event of a dismissal with advance notice period, one will look at the date on which the notice of the termination takes effect (i.e. the third working day after sending the registered letter).

For more information on this topic, you can consult Sara Cockx.

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