employee outplacement.

general ruling: regardless of age

notice period ≥ 30 weeks

notice period to be worked

offer OP according to the 'general ruling'

60 hours – 12 months

OP during the weekly day off during the notice period.

Employer funds the cost of the OP program.

Employer is obliged to offer OP within no less than 4 weeks after the start of the notice period.

Employee can take a maximum of 4 weeks to reject or accept the offer.

Employee is currently not obliged to accept the OP offer.

redundancy package

offer OP according to the 'general ruling'

60 hours – 12 months

OP fee equals at least 1/12 of the annual salary for the calendar year prior to the dismissal, with a minimum value of EUR 1800 and a maximum value of EUR 5500.

Employer withholds 4 weeks' salary from the redundancy package to fund the OP cost.

Employer is obliged to offer OP within 15 days of the termination of the employment contract.

Employee can take a maximum of 4 weeks to reject or accept the offer.

Employee is currently not obliged to accept the OP offer.

Even if the Employee does not accept the OP offer, the redundancy package will still be reduced by 4 weeks.

special ruling: CLA 82 bis

notice period < 30 weeks

≥ 45 with at least 1 year of seniority

60 hours - 12 months

Employer is obliged to offer OP within 15 days of the termination of the employment contract.

Employee can take a maximum of 1 month to reject or accept the offer.

Possibility of penalty for both employer and employee in case of these obligations are not respected.