

PAYROLL ALERT



Deux jours de congé en plus

La loi du 25 avril 2019 portant modification du Code du travail a été publiée au Mémorial¹ le 26 avril 2019.

Conformément à cette modification, tous les salariés bénéficient à partir du 1^{er} janvier 2019 :

- d'au moins 26 jours de congé payé par an (au lieu de 25 jours antérieurement), et
- d'un nouveau jour férié légal le 9 mai, à l'occasion de la Journée de l'Europe.

Les modalités d'application du 26^{ème} jour de congé annuel en présence d'une convention collective ou d'un accord individuel prévoyant un nombre de jours de congé total supérieur à 25 sont à vérifier au cas par cas.

Two additional days of holidays

The law of 25 April 2019 modifying the Labour Code was published in the official gazette¹ on 26 April 2019.

According to that amendment, all employees are entitled, since 1 January 2019, to:

- at least 26 days of paid holiday leave (instead of 25 days formerly), and
- a new legal holiday on 9 May, on the occasion of the Day of Europe.

The conditions for applying the 26th day of annual leave in the presence of a collective agreement or an individual agreement providing a total number of days of leave greater than 25 are to be verified case by case.

Zwei zusätzliche freie Tage

Das Gesetz vom 25. April 2019, das das Arbeitsgesetzbuch abändert, wurde am 26. April 2019 im Amtsblatt¹ veröffentlicht.

Entsprechend dieser Änderung erhalten alle Mitarbeiter ab dem 1. Januar 2019:

- mindestens 26 Tage bezahlten Urlaubs pro Jahr (anstelle von bisher 25 Tagen), und
- einen neuen gesetzlichen Feiertag am 9. Mai, anlässlich des Europatags.

Die Bedingungen für die Anwendung des 26. Urlaubstags bei Vorliegen eines Tarifvertrags oder einer Einzelvereinbarung, welche eine Gesamtzahl von mehr als 25 Tagen Urlaubstagen vorsieht, sind je nach Einzelfall zu überprüfen.

¹ Mémorial A n° 271 du 26 avril 2019

CONTACTS

Joëlle LYAUDET
Partner
+352 45 123 307
joelle.lyaudet@bdo.lu

Patricia DUPUIS
Assistant Manager
+352 45 123 358
patricia.dupuis@bdo.lu

Ralf GILCH
Assistant Manager
+352 45 123 557
ralf.gilch@bdo.lu

This publication has been carefully prepared, but it has been written in general terms and should be seen as broad guidance only. The publication cannot be relied upon to cover specific situations and you should not act, or refrain from acting, upon the information contained herein without obtaining specific professional advice. Please contact the appropriate BDO Member Firm to discuss these matters in the context of your particular circumstances. Neither the BDO network, nor the BDO Member Firms or their partners, employees or agents accept or assume any liability or duty of care for any loss arising from any action taken or not taken by anyone in reliance on the information in this publication or for any decision based on it. BDO is an international network of public accounting firms, the BDO Member Firms, which perform professional services under the name of BDO. Each BDO Member Firm is a member of BDO International Limited, a UK company limited by guarantee that is the governing entity of the international BDO network. Service provision within the BDO network is coordinated by Brussels Worldwide Services BVBA, a limited liability company incorporated in Belgium with its statutory seat in Brussels. Each of BDO International Limited, Brussels Worldwide Services BVBA and the member firms of the BDO network is a separate legal entity and has no liability for another such entity's acts or omissions. Nothing in the arrangements or rules of the BDO network shall constitute or imply an agency relationship or a partnership between BDO International Limited, Brussels Worldwide Services BVBA and/or the member firms of the BDO network. BDO is the brand name for the BDO network and for each of the BDO Member Firms.

© 2019 BDO Tax and Accounting