



Newsflash

Eco-vouchers - replacement by equivalent benefits (JC 200)

Within Joint Committee (JC) 200 (formerly JC 218), employees are entitled to eco-vouchers granted on an annual basis during the month of June (for a value of EUR 250 for full-time employees). Each year, these eco-vouchers can be replaced by equivalent benefits for the following year.

This means that employers planning to convert their 2017 eco-vouchers into equivalent benefits should do so before 31 October 2016.

Equivalent benefits: tax and social security contributions

Eco-vouchers are exempt from tax and social security contributions, subject to a number of conditions. Once converted however, the specific regime of each benefit is applicable and determines whether an exemption is possible.

As a result, if eco-vouchers are converted into luncheon vouchers no tax or social security contributions will be payable, if the employer complies with exemption conditions specific to luncheon vouchers.

If eco-vouchers are converted into other types of benefits such as salary increase, cash bonus, benefit in kind or additional insurance coverage, taxes and social security contributions are due in accordance with regulations governing that specific benefit.

As far as JC 200 is concerned, there is no restriction regarding the type of benefit to which the eco-vouchers may be converted, as long as it is an “equivalent”.

Conversion procedure and formalities

The procedure to be followed for the conversion of eco-vouchers depends on whether a unions’ delegation is present in the company.

If a unions’ delegation is present, the conversion of eco-vouchers must be agreed upon with the delegation in writing.

In the absence of a unions’ delegation, the employer must inform the employees about the conversion in advance.

These formalities must be complied with by 31 October 2016 at the latest. Otherwise, the general regime is applicable and employees will be entitled to eco-vouchers in 2017.

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