



Laga Newsflash

Cash or warrants? Have your employees already made their choice?

Some companies give their employees the option to receive their variable salary either in cash or in warrants.

Employees usually mark their choice through a form provided by the employer, which explains their options and consequences thereof.

It is important to have the employees express their choice before the end of the bonus year. If they do not make their choice in a timely manner, warrants could be considered as salary for social security purposes.

As the end of the bonus year often coincides with the end of the calendar year, action may be required before year-end to gather the employees' choices in due time.

Apart from warrants, a number of alternatives exist to grant employees a variable incentive, such as a profit premium, a non-recurring result-related bonus (CBA no. 90), a bonus pension plan, etc.

Laga's Employment, Pensions & Benefits team can advise on the alternative variable incentives that are the most suitable to each company.

The below contacts are readily available to provide the necessary documents for the correct implementation of the chosen variable incentive, including warrants.

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