

# You have travel expenses? The CNE supports you

**YOU USE YOUR CAR OR PUBLIC TRANSPORT FOR YOUR HOME-TO-WORK JOURNEYS? YOU TRAVEL FOR YOUR EMPLOYER DURING YOUR WORKING HOURS? YOUR EMPLOYER MUST CONTRIBUTE TO YOUR EXPENSES IN ORDER TO REDUCE YOUR COSTS. THE CNE GUIDES YOU THROUGH THESE REGULATIONS.**

## **COMMUTING TO WORK**

If you use public transport to get to work, your employer must contribute to your travel costs. However, if you use your own car to travel to work, there is no legal minimum: the employer's contribution will depend on the rules of your sector or company.

## **TRAIN - SNCB**

Your employer must pay a certain percentage of the total cost of your season ticket (weekly, monthly, quarterly or annual). The exact amount depends on the number of kilometres between two stations. It is set out in a jointly agreed scale. It is also possible to practice "third-party payment". In this case, your employer pays 80% of the cost of your season ticket directly to the SNCB and the remaining 20% is offered by the State (via the SNCB). The system is compulsory in some (rare) sectors and optional in others.

## **METRO, TRAM, BUS - TEC, STIB, DE LIJN**

If the price of the subscription is proportional to the distance travelled (e.g. TEC/De Lijn), your employer's contribution will correspond to the amount that your employer would have paid if it were a train subscription for an identical distance (distance between the departure stop and the final stop). This contribution is limited to 75% of the actual price of the subscription.

If the subscription is a flat rate (e.g. STIB), your employer must reimburse 71.8%, with a ceiling of €43 per month. It is also possible to have reimbursements for combined train-metro-tram-bus transport.

## **PRIVATE VEHICLE**

There is no national provision for commuting by private car or bicycle. However, in most joint committees, sectoral collective labour agreements provide for partial reimbursement of these individual transport costs. Don't hesitate to consult your company's CNE team or the CNE secretariat in your region to find out what exists in your sector and company.

## **BIKE**

Since 1 May 2023, your employer is obliged to pay you an allowance if you cycle to work. This allowance is capped at a maximum distance of 40 kilometres per single journey and corresponds in principle to €0.28 per kilometre (2024 amount), unless specific provisions apply in your sector or company.

## **MISSION COSTS**

All journeys on mission made during working hours by private vehicle must be fully compensated by your employer. The usual rate is that applicable to the civil service, i.e. €0.4415 per kilometre travelled (amount as at 1 July 2024), unless otherwise stipulated in your sector.

**Need to contact us?** Call us on 067 88 91 00 on Mondays, Tuesdays and Wednesdays from 9am to 12pm and Thursdays from 1:30pm to 4:30pm.  
**Need to meet us?** Our secretariats are open on Mondays, Tuesdays and Wednesdays from 1.30 to 4.30 pm and Thursdays from 9 am to 12 pm.  
**Need to write to us?** Just one address: [cne.info@acv-csc.be](mailto:cne.info@acv-csc.be)

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