



BUY-OFF OF RTT DAYS



The Amending Finance Law for 2022 allows employees to buy-off their RTT days temporarily and under conditions.

Summary!



BENEFICIARIES

Employees of companies whose working time exceeds 35 hours per week, with compensation for hours worked exceeding 35 hours, by the granting of RTT:

- Either under a branch application of reduced working hours (moving to 35 hours);
- Either by means of an arrangement of working time over a period of more than one week, established by collective company agreement.



Employees on an annual lump sum in days, or employees whose overtime is compensated by RTT are not affected.

These employees already benefit from their own buy-off arrangements.

BUY-OFF PROCESS

- Possible since August 19, 2022;
- For RTT days acquired between **1 January 2022 and 31 December 2025**;
- **Upon request of the employee;**
- **With the agreement of the employer;**
- Buy-off in whole or in part of the days or half days. .



BUY-OFF EFFECTS OF RTT DAYS

- Payment of RTT based on the hourly premium rate applicable to the first hour of overtime (25% unless otherwise agreed) ;
- Overtime resulting in the buy-off of RTT shall not be charged to the annual overtime quota ;
- **The amounts paid in respect of the buy-off benefit from a favourable social and tax system aligned with that of overtime.**

Our legal department remains at your disposal to study the management of your staff. Do not hesitate to contact us.