

## Luxembourg

### Holidays

In Luxembourg, Workers recognize 11 paid public holidays. Workers are entitled to double pay for work performed on public holidays. There may be other premiums applicable for Sunday holiday work or overtime holiday work.

### Vacation

Full-time Workers are entitled to 26 days of paid leave per year, which accrues at a rate of 2.167 days per month. Accrued vacation may not be used until a Worker has reached three months of service. Leave must be used in the year it is accrued unless there is a reason the Worker has not been able to use the accrued leave. In such cases, the leave may carry over to March 31 of the subsequent year.

### Sick Leave

Workers are required to inform employers about an illness on the first day of absence and submit a medical certificate by the third day at the latest. Employers must pay the Workers' full salary from the date a Worker reports an illness to the end of the month during which the 77th day of illness occurs (whether consecutive or not) over 18 months. Up to 80% of the remuneration is reimbursable by the employer's mutual scheme insurance. From the 77th day forward, a Worker is paid for leave via the Caisse Nationale de Sante up to 78 weeks over 104 weeks. The employment agreement automatically ends after 78 weeks of sick leave over 104 weeks.

### Working Hours

A regular workweek is eight hours per day and 40 hours per week.

### Overtime

Overtime is considered any hours worked in excess of a regular workweek. In no case should work exceed 10 hours per day or 48 hours per week. Overtime entitles Workers to paid time off or pay increases. Work on Sunday is generally prohibited.

### Termination

Except in a case of gross misconduct or redundancy, employers must provide notice of a termination based on the length of service (0 – 5 years: two months' notice, 5 – 10 years: four months' notice). The notice period must begin on the first or fifteenth of the month. In some cases, a pre-dismissal interview is needed. Dismissals must be reported to the Social Security Centre. In addition, terminated workers with more than five years of service are entitled to severance based on the length of service.