

# About to go on maternity leave? The CNE supports you

**YOUR PREGNANCY IS COMING TO AN END AND THE BIRTH IS JUST AROUND THE CORNER? FIRST OF ALL, WE WISH YOU ALL THE BEST DURING THIS VERY SPECIAL TIME. YOU PROBABLY HAVE A LOT OF QUESTIONS... FOR PROFESSIONAL QUESTIONS, YOU CAN COUNT ON US: THE CNE TEAM TELLS YOU EVERYTHING YOU NEED TO KNOW ABOUT MATERNITY LEAVE.**

## **NOTIFY THE EMPLOYER**

You must give the employer a certificate stating the expected date of delivery no later than 7 weeks before the due date (9 weeks in the case of a multiple pregnancy). Keep a written record of this.

## **15 WEEKS OF REST**

Maternity leave lasts 15 weeks. It consists of 6 weeks of prenatal leave and 9 weeks of postnatal leave. You are not obliged to take the 6 weeks of antenatal leave: only the last week (7 calendar days) before the expected date of delivery must be taken as antenatal leave. The other 5 weeks of prenatal leave can be carried over (in whole or in part) after the 9 weeks of postnatal leave. Please note that it is the actual date of delivery that counts. If you give birth before or after the expected date, you will have to recalculate. Maternity leave is extended in the event of multiple births or hospitalisation of the child.

## **MATERNITY BENEFITS**

During your maternity leave, you will receive benefits from the mutual insurance company, calculated on the basis of your gross pay. Remember to contact your mutual insurance company.

## **FAMILY ALLOWANCES**

Through social security, you or the other parent will receive child benefit for your child. Ask the CNE team or your employer for information on the steps to take.

## **PROTECTION AGAINST DISMISSAL**

From the time the employer has been informed of your pregnancy until one month after your maternity leave, he cannot dismiss you, except for reasons unrelated to your maternity. This includes any act that could lead to dismissal, such as a declaration of intent, steps to recruit a replacement or the reorganisation of work to dispense with your post. If in doubt, contact the company's CNE team or the CNE secretariat in your region as soon as possible!

## **PARENTAL LEAVE**

Do you want to extend these moments with your child? Parental leave allows you to stop working entirely for 4 months, to go part-time for 8 months, 4/5th time for 20 months or 1/10th time for 40 months. You can take this leave from the birth of your child until his or her 12th birthday. Both parents are entitled to this leave. Please note: for children born before 8 March 2012, the 4th month is granted but without allowances.

**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)

The content of this publication is intended for both men and women  
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