



# Are you pregnant ?

## The CNE accompanies you

Are you expecting a child? Congratulations for this happy news! You certainly ask yourself many questions... With regard to the professional aspects of pregnancy, you can count on us! The CNE team tells you everything you need to know about pregnancy at work.

### **INFORM THE EMPLOYER**

The law protects pregnant women at work. You are not required to report your pregnancy to your employer. But you have to inform him of your condition in order to benefit from these protections. We therefore advise you to inform him/her, keeping a written evidence of this information process. From that moment on, you will be covered by the Maternity Protection Act.

### **RISK ASSESSMENT**

If your work is likely to be dangerous or harmful to your health or your child's health, your employer has to organize a risk assessment, and to communicate the safety measures to be taken to the Committee for Prevention and Protection at Work (CPPT) or the Union Delegation (DS). Your employer should also inform you about the results of the assessment and the safety measures resulting from the process .

### **MEDICAL APPOINTMENTS**

You have the right to prenatal consultations during your working time, without losing your pay. Be sure to provide your employer with a doctor's certificate and keep yourself a copy of it.

### **OVERTIME AND NIGHT WORK**

Throughout your pregnancy, you cannot do any extra work. Eight weeks before the expected date of childbirth, you cannot perform night work: the employer must transfer you to day work\*. If this is technically and objectively impossible, you will be temporarily on prophylactic leave.

If the occupational physician prescribes a prophylactic leave, you are not entitled to the guaranteed salary paid by the employer. But you are entitled to health insurance benefits (which implies a loss of income), paid by your public insurance (the so-called "mutuelle"). Remember to contact your public insurance organization (mutuelle).

### **PROTECTION AGAINST DISMISSAL**

From the moment the employer has been informed of your pregnancy until one month after the maternity leave, he cannot dismiss you. Excepted for reasons unrelated to your maternity. To learn more about maternity leave, consult our fact sheet «Coming soon on maternity leave? The CNE is there for you», available from your company's CNE team or on our website [www.lacsc.be/cne](http://www.lacsc.be/cne).

\* On the basis of a medical certificate, this prohibition may cover the entire pregnancy and up to 4 weeks after the end of maternity leave.

### Need to contact us ?

Call us on 067 88 91 00

Mondays, Tuesdays and Wednesdays from 9am to 12 pm and Thursday from 1.30pm to 4.30pm.



### Need to meet us ?

Our offices are open at least on Mondays, Tuesdays and Wednesdays from 1.30pm to 4.30pm and on Thursdays from 9am to 12pm.



Mo-Tu-We 13h30 -16h30/Je 9h à 12h

### Need to write to us ?

Single address : [cne.info@acv-csc.be](mailto:cne.info@acv-csc.be)

Our staff will answer as soon as possible.



[cne.info@acv-csc.be](mailto:cne.info@acv-csc.be)

Due to the current sanitary conditions, these schedule may change.  
Please contact the local office before you come.

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