



Soon on maternity leave?

The CNE is there for you

Your pregnancy is coming to an end and the birth is coming soon? First of all, we wish you a lot of happiness in these very special moments. You certainly have many questions to ask... For those concerning the professional field, count on us: the CNE team tells you everything you need to know about maternity leave.

NOTIFY THE EMPLOYER

You must notice the employer with a certificate attesting the expected date of delivery within 7 weeks before that date (9 weeks in case of multiple pregnancy). Keep a written proof of this process. It is also important to inform your mutual insurance company, which will pay you a compensation.

15 WEEKS OF REST

Maternity leave lasts 15 weeks. You can use these 15 weeks as follow: between 6 weeks maximum (8 weeks in case of multiple pregnancy) and 1 week minimum before the expected date of delivery, and the rest after delivery (between 9 and 14 weeks, therefore). Be careful, 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 may be extended in the event of multiple pregnancy or hospitalization of the child.

MATERNITY BENEFITS

During your maternity leave, you are (partially) compensated by your mutual insurance company, based on your remuneration. The employer is not required to pay you the guaranteed salary. The same applies if you fall ill within 6 weeks of the expected date of delivery.

FAMILY ALLOWANCES

Thanks to our social security system, you (or the other parent) will also receive family allowances for your child. Check with the CNE team or your employer to find out what steps to take.

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, except for reasons unrelated to your maternity. This protection is interpreted broadly by law: any act tending to dismissal is covered, such as a declaration of intent, steps to recruit a replacement or the reorganization of work in order to do without your position. In case of 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 interrupt your work entirely for 4 months, to spend part time for 8 months, or 4/5th for 20 months or 1/10 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. Attention: for children born before March 8, 2012, the 4th month is granted but without benefits.

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/Jé 9h à 12h

Need to write to us ?

Single address : cne.info@acv-csc.be

Our staff will answer as soon as possible.



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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The content of this publication applies to both men and women.

www.lacsc.be/cne