

# Need a break on the go? The CNE supports you!

Marriage, death, communion, civic mission, hospitalisation of a relative... Certain events in private life, whether planned or not, sometimes require time off work. Here are some possibilities for taking time off work.

There are two main types of leave to cope with family and private events: occasional leave, also known as 'short-time working', and leave for compelling reasons.

## SMALL UNEMPLOYMENTS

Some family events entitle you to leave with pay from your employer. These include weddings, deaths, solemn communion and attendance at a family council convened by the justice of the peace. If you work part-time, you may be absent, with your salary maintained, for the days on which you would normally have worked; the duration of this occasional leave is not prorated. Certain civic obligations (participation in a jury, being called as a witness in court, acting as an assessor in elections) also entitle you to time off. In the case of death :

Reason		Duration and conditions
Deaths	Spouse or cohabiting partner; child of the worker or his/her spouse (married or legally cohabiting); child in long-term foster care at the time of death or in the past.	10 days, of which 3 days must be taken between the death and the funeral and the remaining 7 days within one year of the death (unless the employer agrees).
	Father, mother; stepfather, stepmother; mother's second husband, father's second wife; foster parent of the worker or his or her spouse or cohabiting partner.	3 days to be chosen by the worker from the period beginning on the day of death and ending on the day of the funeral.
	Brother, sister; brother-in-law, sister-in-law; grandparent, great-grandparent; grandchild, great-grandchild; son-in-law or daughter-in-law of the worker or his or her spouse or cohabiting partner.	If the deceased lived with the worker: 2 days to be chosen by the worker from the period beginning on the day of death and ending on the day of the funeral.
		If the deceased did not live with the worker: the day of the funeral.
Child of the worker or his/her spouse or cohabiting partner placed in short-term foster care	1 day.	

## LEAVE OF ABSENCE FOR COMPULSORY REASONS

You are entitled to 10 days' absence per year for compelling reasons of a family or other nature: in other words, any unforeseeable event, independent of work, which requires the urgent and indispensable intervention of the worker. In principle, these days are unpaid, unless the rules in force in your sector or company provide otherwise.

## TELL YOUR EMPLOYER

Remember to inform your employer beforehand (or, if this is not possible, as soon as possible). Your employer may also ask you for evidence of the reasons given.

### **CHECK THE PROVISIONS OF YOUR SECTOR AND YOUR COMPANY**

In some sectors and companies, trade unions have been able to negotiate even better conditions: don't hesitate to ask your company's CNE team or the CNE secretariat in your region for information.

**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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