

Soon-to-be father or co-parent? The CNE supports you

■ YOU ARE A SOON-TO-BE FATHER OR CO-PARENT? CONGRATULATIONS ON THE HAPPY NEWS! YOU CERTAINLY HAVE A LOT OF QUESTIONS... FOR THOSE CONCERNING THE PROFESSIONAL FIELD, COUNT ON US: THE CNE TEAM TELLS YOU EVERYTHING YOU NEED TO KNOW ABOUT BIRTH LEAVE.

NOTIFY THE EMPLOYER

There is no time limit or specific form laid down by law, but you must notify your employer of your intention to take birth leave.

20 DAYS LEAVE

The birth of your child entitles you to 20 days of birth leave. You can spread these 20 days over the 4 months following the day of the birth.

FAMILY ALLOWANCES

Through the social security system, you or the other parent will receive child benefit for your child. You should contact your child benefit fund directly to find out what you need to do.

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, or to go 4/5ths time for 20 months. You can take this leave from the time your child is born 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.

ALLOWANCES

The first 3 days of paternity leave are paid by the employer. The others are paid by your health insurance company, based on your salary. Remember to contact your insurance company.

PROTECTION AGAINST DISMISSAL

From the moment the employer has been informed of the employee's wish to take childbirth leave until the fifth month after the birth, he or she may not dismiss you, except for reasons unrelated to the taking of childbirth leave. This includes any act leading to dismissal, such as a declaration of intent, steps to recruit a replacement or the reorganisation of work in order 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!

From 1 January 2023, the entitlement is extended to 20 days.

You are adopting? The CNE supports you

YOU ARE WELCOMING A CHILD THROUGH ADOPTION? CONGRATULATIONS ON THE HAPPY NEWS! YOU CERTAINLY HAVE A LOT OF QUESTIONS TO ASK... FOR THOSE CONCERNING THE PROFESSIONAL FIELD, COUNT ON US: THE CNE TEAM TELLS YOU EVERYTHING YOU NEED TO KNOW ABOUT ADOPTION LEAVE.

NOTIFY THE EMPLOYER

To take your adoption leave, you must give the employer at least one month's notice in writing, delivered against a receipt or by registered post, specifying the start and end of the leave. At the latest on the first day of the leave, you must also provide the documents proving the adoption.

MINIMUM 6 WEEKS LEAVE

Each adoptive parent has an individual credit of 6 weeks of leave. In addition, both adoptive parents have a further two weeks' credit to be shared between them. You can take this leave within 2 months of the child's registration as part of your household. You do not have to take the whole leave, but it must be taken in one go and include at least one week or a multiple of a week.

PROTECTION AGAINST DISMISSAL

During a period beginning two months before the adoption leave is taken and ending one month after the end of the leave, the employer may not dismiss you, except for reasons unrelated to the adoption leave. Any act leading to dismissal is covered, such as a declaration of intent, steps to recruit a replacement or the reorganisation of work in order 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!

ADOPTION ALLOWANCES

During adoption leave, you will receive your normal pay for the first three days, and then you are entitled to an allowance from your health insurance fund for the following days. You should contact your health insurance fund.

FAMILY ALLOWANCES

Through the social security system, you will also receive child benefit for your child. You can find out what you need to do directly from your child benefit fund.

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

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

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