

# LCGB-INFO



## ORDINARY STATUTORY LEAVE

Paid annual leave	Employees and apprentices	26 days
Additional paid annual leave for employees with disabilities	War disabled, injured at work, disabled (employees with a disability, physical, mental, sensory, psychic and/or psychosocial)	6 days
Additional paid annual leave for the mining sector and the mines	Technical employees in the mining sector and the mines	3 days
Additional paid annual leave in case of shortened weekly rest	Employees and apprentices without uninterrupted 44-hour weekly rest	6 days

### ATTENTION

The days of leave are fixed by law.  
Contractual, individual or collective regulations may provide for better arrangements if necessary.

## EXTRAORDINARY STATUTORY LEAVE

### Marriage and/or registered partnership

Marriage of the employee	Employees and apprentices	3 days
Statement of partnership of the employee		1 day
Marriage of a child		1 day

### Birth and/or adoption

Birth of a legitimate or recognized natural child	For the father or the person recognized as equivalent second parent by the national legislation applicable by virtue of the place of residence or nationality of the child or parent concerned	10 days
Hosting of a child from < 16 years old in view of his adoption (unless the parent is granted a hosting leave)	Employees and apprentices	10 days

### Death

Death of a minor child (< 18 years)	Employees and apprentices	5 days
Death of spouse or partner		3 days
Death of a first-degree relative of the employee or his/her spouse/partner (father, mother, step-parents, children and stepchildren)		3 days
Death of a second-degree relative of the employee or his/her spouse/partner (grandparents, grandchildren, siblings, brothers-in-law and sisters-in-law)		1 day

### Relocation

Relocation (only once over a period of 3 years, except in the case of relocation for professional reasons)	Employees and apprentices	2 days
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### Accident and urgent or serious medical reasons

Leave in cases of force majeure due to illness or accident	Force majeure for urgent family reasons in the event of illness or accident making the employee's immediate presence indispensable	1 day out of a 12-month employment period
Leave for carers	For care or assistance of a family member or person living in the same household as the employee requiring considerable care or assistance for serious medical reasons (doctor-certified), that reduce their capacity and autonomy of the family member (mother, father, spouse, partner, child) or the person in their household incapable of compensating for or coping autonomously with physical, cognitive or psychological deficiencies or health-related constraints or demands	5 days over a 12-month period of employment



## Leave times

## CIRCUMSTANTIAL LEAVES

Maternity leave	Employees and apprentices	» 8 weeks before birth » 12 weeks afert birth	Leave for cultural reasons	Employees who are considered as cultural actors	12 days/year
Adoption leave	Persons adopting one or more child(ren) who are not yet admitted to the first year of primary education	12 weeks		Administrative team of national cultural sector federations and networks	Varies according to the number of active members in the associations
Parental leave	Parents of a child less than 6 years old <i>(for adopted children it is less than 12 years)</i>	Full-time: 4 or 6 months <i>Only with employer permission:</i> Part-time: 8 or 12 months Flexible parental leave: » 4 x 1 month full-time or » 1 day/week over a period of max. 20 months		Employees nominated by national cultural sector fede-rations and/or networks for participation in high-level cultural events in Luxembourg	The federation has a quota of 50 days/year
			Leave for volunteers in the context of firefighting services, rescue and relief	Volunteers providing firefight-ing, rescue and relief services	20 days over a peri-od of 2 years with a max. of 60 days/beneficiary during his/her career
Leave for family reasons	per child aged 0-3 years inclusive	12 days	Training leave	Representatives of the personnel	15-49 employees: » 1 week/mandate 50-150 employees: » 2 weeks/mandate > 150 employees: » 1 week/year
	per child aged 4-12 years inclusive	18 days			Individual training leave
	n the event of hospitalization of a child aged 13-18 years inclusive	5 days	Leave for the search of a new job	Dismissed employees with notice	Max. m 6 days during the notice period
	Extendable to a maximum of 52 weeks over a period of 104 weeks in case of serious illness of the child. For disabled children entitled to special allowance, the respective number of leave days is doubled				
Youth leave	Employees supporting the develop-ment of youth activities	60 days of which ma-ximum 20 days/2-year period	Leave for corporate appointments	Employee with a mandate in a professional chamber, a social security body, an assessor at the labour court, an insured assessor and an employer assessor of the board of referees and/or higher social insurance	4 hours/meeting or audience
Leave for political reasons	Employee with a mandate as mayor, alderman, municipal councillor	Between 2 and 40 hours/week			
	Employee with a mandate as a Member of Parliament	20 hours max.	Le)ave for the accom-paniment of people at the end of life	Employee whose relative (1 <sup>st</sup> de-gree in ascending/descending direct line or 2 <sup>nd</sup> degree in collateral line), spouse or partner suffers from a serious terminal illness	5 days/case/year (The employer must be informed no later than the 1 <sup>st</sup> day. The request for leave must be trans-mitted to the CNS)
Leave for sports activity	Elite athletes, management team, judges and arbitrators	12 days/year			
	Technical and administrative managers	50 days/year and or-ganization, to which they are affiliated			
Leave for devel-opment cooperation	Experts and representatives of non-governmental organiza-tions engaged in other professi-onal activities	6 days/year			



## Leave times