

Significant reforms to municipal sector's paid family leaves



The family leave reform has a large impact on the municipal sector's collective agreements. The reform applies to families where the child is born after 4 September 2022, and adoptions where the child's date of placement is 31 July 2022 at the earliest. Both parents are entitled to an equally long 160-day parental leave, and the other parent's paid parental leave has been increased to 32 days.

Collective agreements KVTES, TTES and TS – paid leave for parent giving birth and other parent

Being granted paid pregnancy and/or parental leave requires that

- your employment has lasted at least two months immediately before the start of the pregnancy leave or parental leave,
- you have applied for pregnancy and/or parental leave from your employer no less than two months before the start of the leave or, if the parental leave's length is under 12 days, you will apply for it no less than a month before the start of the leave,
- you will submit to your employer a certificate of pregnancy, of the child's birth or, in case of adoption, a certificate of the child's placement in care, and
- Kela will pay your employer a pregnancy allowance and parental daily allowance.

PLEASE NOTE! All these prerequisites must be fulfilled. If you for instance are not receiving any Kela benefits or you have not applied for them, no salary will be paid to you during this time!

Parent giving birth

Your paid family leave consists of a period that includes 40 weekdays of pregnancy leave and 32 of the first weekdays of parental leave (a total of 72 days). You must take the paid pregnancy and parental leave consecutively. Partial parental leave will interrupt the consecutive period.

Other parent

You can be the child's father, other parent, guardian, the person who has acknowledged the child, or the adoptive parent. You will be paid a salary for the period of time that includes the first 32 weekdays of parental leave. Paid parental leave must be taken consequently, and it is meant for care of the child. Partial parental leave will interrupt the consecutive period. Exceptions:

- In connection with birth or placement of adopted child into care, you can take a maximum of 18 weekdays off together with the parent giving birth or adoptive parent. The rest of the days (e.g. 32-18=14 days) you must take consecutively. If you do not take any leave in connection with the child's birth or adoption, you must take all 32 paid days consecutively.
- However, if more than one child is born or adopted at the same time, you can take the entire paid parental leave at the same time with the parent giving birth or other parent.

If you work in some other sector than the municipal sector, check what your collective agreement says about paid parental leave!

Remember this about Kela benefits:

- The parent giving birth is entitled to a 40-day pregnancy leave.
- Both parents are entitled to a 160-day parental leave and benefits paid by Kela during these leaves.
- Parents can transfer 63 days of parental leave to the other parent, spouse, the other parent's spouse, or to the child's guardian.

- If there is only one parent, the parent has the right to a 320-day parental leave.
- Apply for pregnancy and parental leave allowance from Kela.

Plan how and in what phase you will take parental leave and whether you will transfer leave. Tell your employer about the preliminary plan. Apply for Kela benefits in good time.

For information about the benefits, visit Kela's website:

<https://www.kela.fi/web/en/quick-guide-expected-due-date-on-or-after-04-09-2022>.