

Factsheet maternity leave and parental leave



For whom?	Maternity and maternity leave		Paid parental leave		Unpaid parental leave	Standard maternity leave	Additional maternity leave
	Mother		Mother + Partner		Partner		
	Employee due to pregnancy		Mother; legal parent who has acknowledged the child; the person who lives with the child, cares for and raises it; or foster parent / adoptive parent	Mother; legal parent who has acknowledged the child; the person who lives with the child, cares for and raises it; or foster parent / adoptive parent	Spouse of the mother; registered partner of the mother; the person who lives with the mother without being married; OR the person who acknowledged the child		Spouse of the mother; registered partner of the mother; the person who lives with the mother without being married; OR the person who acknowledged the child
Duration leave	At least 16 weeks, starting 6 to 4 weeks before due date. After giving birth another 10 weeks		Total 26 weeks		1 working week (1x working hours per week)		Minimum 1 working week (working hours per week) and maximum 5 working weeks
Applicable for time period:	Maternity leave at least 4 weeks before the due date. Maternity leave starts on the first day after the birth. The remaining maternity leave from 6 weeks after the birth can be spread out over a period of max. 30 weeks.		May be taken (spread out) in the first year of the child's life	May be taken (spread out) until the child's 8th year of life	May be taken (spread out) within 4 weeks after the birth of the child		May be taken (spread out) within 6 months after the birth of the child (note: first take standard maternity leave!)
Amount of benefit and/or continued payment of wages	100% of the daily wage via UWV		70% of the daily wage via UWV (maximum 9 weeks)	Unpaid	100% by tkM-NL		70% of the daily wage via UWV
Method / when payment?	tkM-NL applies for the WAZO benefit for maternity and childbirth leave for the employee at the UWV. The employee does not notice anything. She receives full salary via tkM-NL.		Paid parental leave is paid to the employee from the UWV and is therefore not on your pay slip. The leave can be requested in a maximum of three parts from the UWV. tkM-NL makes the request for the employee. You must first take up the working hours at least once per week before the first request can be made. After the request, the UWV will make a decision within 4 weeks and then it will take a maximum of another 4 weeks before it is transferred to the employee.	Not applicable	Payment via tkM-NL; Next salary payment		Additional maternity leave is paid to the employee from the UWV and is therefore not on your pay slip. It is requested by tkM-NL for the employee at the UWV. Please note: we must request the additional maternity leave in one go! After the application, the UWV will make a decision within 4 weeks and then it will take a maximum of 4 weeks before it is transferred to the employee.
Employee action	Email HR* at least 3 weeks in advance about the start date of maternity leave + coordinate with manager	Email to HR* + coordinate with manager	Please email HR* no later than 2 months before the start date to indicate when he/she wants to take regular parental leave, including duration and distribution + coordinate with manager	At least 4 weeks before the start date, send an email to HR* stating when to take the leave, including duration and distribution + coordinate with your manager. After the birth, you must report the date of birth and name to HR within one week.			At least 4 weeks before the start date, email HR* with the duration and distribution from which you will be recording your leave, including duration and distribution, + coordinate with your manager.

During the above types of leave, tkM-NL applies full pension accrual for employees
* hr.mx.nl@thyssenkrupp-materials.com

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P.J. van der Heijden