

## **Regulations governing Adoption leave and foster care**

Please also see Article 4.12 of the Collective Labour Agreement for Dutch Universities (CAO NU), Work and Care Act, the UWV implementing rules

### **Adoption**

1. Employees who are adopting a child shall be entitled to six weeks leave, in proportion to the scope of their employment.
2. This leave may be spread over a 26-week period, commencing four weeks before the first day that official adoption placement has commenced and will last up to 22 weeks thereafter.
3. This leave need not be taken consecutively.
4. If the adoption involves simultaneously taking in more than one child, the employee will only be entitled to adoption leave for one of those children.
5. The employee will inform the employer no later than three weeks in advance of when they intend to take the leave and how much leave they wish to take, unless circumstances make this demonstrably impossible.
6. When notifying the employer, the employee must provide documents demonstrating that they will be adopting a child or will be admitting a child for foster care and on what date the child is to be taken in.
7. Days or half-days on which the employee is on adoption leave cannot be classified as holidays.
8. The employee's salary will continue to be paid throughout the leave period. Upon intervention of the university, a benefit allowance may be requested at the UWV (Employee Insurance Agency). This benefit allowance will be for the account of the university.
9. If the period between the termination of employment and the first day of the official adoption placement is less than ten weeks, the former employee shall likewise be entitled to a benefit allowance from the UWV, which will be for the account of the employee.

### **Foster children**

10. All of the foregoing shall also apply to employees permanently taking in a foster child into their home. The employee must submit the foster care agreement, as referred to in section 39 of the Youth Care Act (Wet op de jeugdhulpverlening) as well as a statement from the municipal personal records database demonstrating that the child lives at the same address as the employee.

These regulations, as amended in consultation with the University Labour Representation Board on 4 December 2019, shall come into force on 31 December 2019 and will replace the previous regulations.