

Educació

Privada

PAID LEAVES

Since June 2023, with the RDL 5/2023, staff members have to look at both the 2nd Catalan Collective Agreement (art 38) and the “Estatuto de los Trabajadores” (art 37.3 i 37.9) and choose “the most beneficial condition”. The combination of those two laws would be as follows:

Paid Leaves

Employees, with prior and justified notice, may be absent from work, with the right to remuneration, for any of the reasons and for the time stated below:

- a) **Fifteen days** in the case of marriage or registration of common law partners.
- b) **Five working days** for accident or severe illness, hospitalisation or surgical operation without hospitalisation that requires home rest of the spouse, common law partner or relatives up to the second degree of blood relationship or affinity, including the blood relative of the common law partner, as well as any other person different from these, that lives with the employee at the same home and that requires their effective care.
- b bis) **Three working days** for death of relatives up to the second degree of blood relationship or affinity. When for this reason the employee needs to travel outside the province, the term shall be **five days**.
- c) **One working day** for first home moving. When the move takes place within a radius of 50km or more from the usual place of abode, the leave shall be **two days**.
- d) **One day** for the wedding of a son/daughter, brother/sister and/or relative in the first degree of blood relationship or affinity.
- e) For **the indispensable time** required to fulfil a duty of a public and personal nature. When a specific period is set in a legal or statutory regulation, it shall be necessary to abide by all the terms established therein with regard to absence and financial compensation.
- f) All the staff shall be entitled to a paid leave of a maximum annual amount of **20 hours** to attend the **Social Security doctor's office**, and/or to accompany relatives of first degree of blood relationship, with advance notice and due justification. In the event of having to attend the office of a Social Security specialist, it shall not be accounted for to the ends of calculating the limitation of 20 hours per annum.
- g) For the **time required** to perform prenatal examinations and childbirth preparation techniques and in the case of adoption, for the attendance to the information and preparation sessions and for the fulfilment of the required psychological and social reports prior to the certificate of suitability, when they have to be done during working hours.
- h) Employees may be absent from work in case of force majeure when due to **urgent family reasons** related to relatives or co-habitants, in case of illness or accident that requires their immediate presence. Employees shall be entitled to be paid for the absence hours of the causes foreseen in this section **equivalent to four days per annum**, presenting due justification.