

PAID AND UNPAID JUSTIFIED ABSENCE TABLE

MOTIVE	LENGTH	PRIOR NOTICE	PAY
Marriage (art. 145 No.1 Subpar.a))	8 calendar days in a row.	Minimum prior notice of one week	Yes
Parental leave (art. 145° No.1 Subpar.b))	Man: one day, on the birth of a child.	As soon as he learns about it.	Yes
	Woman: rule - 90 days + 30 days extension (Check Maternity Leave and Prenatal leave regulation).	Check Maternity Leave, Prenatal leave regulation and art. 248°.	90 days leave: yes (Check Maternity Leave and Prenatal Leave regulation). On the 30 days optional extension (art. 248°): no.
Death in the family (art. 145° No.1 Subpar.c))	Parents, children, spouse, life partners: 8 business days Uncles and aunts, grandparents, parents-in-law, brothers and sisters, grandchildren, sons and daughters-in-law: 3 business days.	As soon as possible.	Yes, except travel days to the funeral location in case it takes place far from the work center.
Compliance with legal or military obligations that should be satisfied within regular work period. (art. 145° No.1 Subpar.d))	Two absences per month, limited to 8 absences in a year.	As soon as noticed.	Yes, within the limit of 2 absences in a month, and up to 8 absences in a year.
Testing and school exams. (student-worker) (art. 145° No.1 Subpar.e))	The testing and final-exam days.	Testing date notice: As soon as one get access to the test schedule and after the student-worker announce their condition of student in after-labor regime at the beginning of the school year.	No
Vocational training courses attendance courses, qualification or retraining, authorized by the employer (art. 145° No.1 Subpar.f))	Since authorized by the employer, up to 30 days, after which the Labor Contract is suspended.	Moment of acknowledgement/employer authorization.	Yes, up to 30 days.
Regular accident or disease. (art. 145° No.1 Subpar.g))	The required time for recovering within the limits and conditions set out in the "Pay" cell.	As soon as possible. If predictable (i.e.: a medical appointment), 1 week minimum.	Large and Medium sized Companies: Yes, 100% of base salary for as long as 2 months, until social service managing entity cover regular disease or accident, the employer shall pay 50% of the base salary from the 3rd to the 13th month, after which the Labor Contract suspension is applied (see Art. 189° No.1 Subpar. b)) Small and micro-sized enterprises.: 50% of the base salary throughout 3 months, after which the Labor Contract expires if the disease remains. This regime won't apply to occupational diseases and accidents - see proper regime.
Immediate and necessary assistance to minor dependents, spouses or parents, in case of disease or accident (art. 145 No.1 Subpar.g))	8 properly justified absences in a year, with medical report.	As soon as noticed.	Yes, up to 8 absences in a year.
Taking part in cultural and sport activities, in standing for one's country or the company (art. 145° No.1 Subpar.h))	The activity day or the preparatory acts.	By the moment of acknowledgement.	Yes, up to 8 business days in a year.
Necessary and unchangeable practice while performing leadership roles in Union under the position of Union Steward or standing for the worker's representative body (art. 145° No.1 Subpar.i))	For performing of duties as Union executive body member: 4 business days in a month. Union Steward or member of the worker's representative body: in companies up to 200 worker's registered in the concerned Union, 4 hours in a month, for companies with more than 200 workers registered in the concerned Union, 5 hour in a month.	Union executive body member: Written notice from the Union's director, within 1 day prior to the absence, or, if not possible, within the 2 following days of absence, indicating the dates and periods the executive body member needs to perform his duties. Union stewards and members of the worker's representative body: minimum 5 day notice.	Yes, up to the limits set out in the "Length" cell, any remaining absences will be justified but not paid.
Worker candidates to general or local elections approved by the competent body (art. 145° No.1 Subpar.j))	Proper rules apply - depending on the effective performance of official duties or participation in election campaign or pre-campaign.	1 week minimum notice.	No
Medical follow-up and Prenatal appointment (art. 249°)	One day a month.	Up to five days (if possible).	Yes, up to one day/month, during pregnancy, and up to 15 months after the labor.