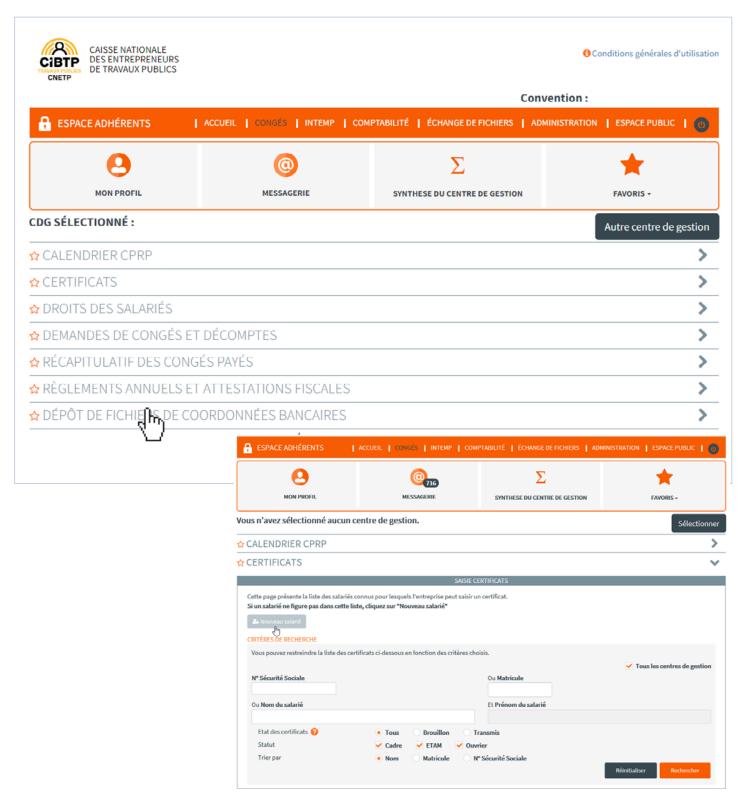


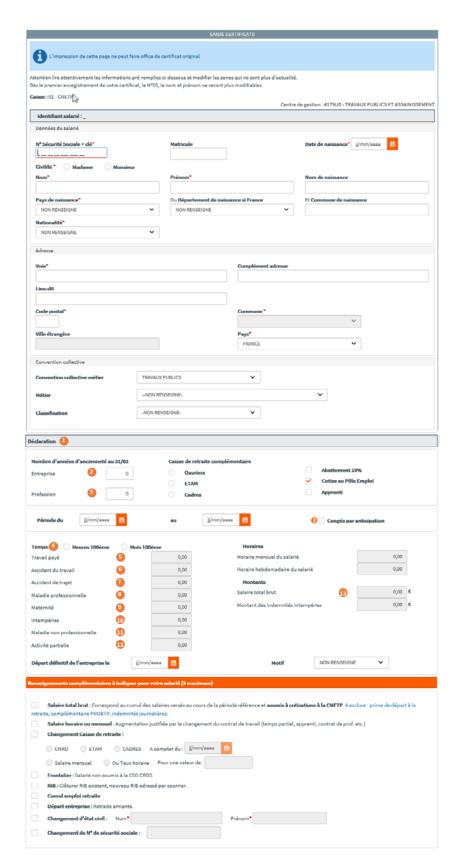
# COMPLETE LEAVE CERTIFICATES ONLINE : HOW-TO

## Foreign company seconding staff to France

You will find in this document the essential rules to follow to help you complete your leave certificates online. You must have signed an ANET agreement to access the secure area Members.



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#### 1 DECLARATION

This page allows you to enter a leave certificate alone or to enter a leave certificate and one or more leave requests. Depending on your choice, the version the certificates will be different.

#### Certificate alone :

The Fund will issue a certificate in a duplicate detachable copy in A4 format and send it to you. The blue copy is to be given to the employee, after having completed the leave request, except in the event of permanent departure from the company. The employee must then send it to the Fund when going on leave. The grey copy is to be given to the employee, who must keep it.

- Certificate with request : No certificate is issued.
- Entering different financial years for the same employee:

In this case, you should click on the pictogram + « enter new certificate » next to the employee's name.

Input anomalies :

#### **DEGREE OF GRAVITY OF MESSAGES:**

- · Red: Blocking message, transmission not possible.
- · Blue: Non-blocking message, transmission possible.
- · Green: Information message.

NB: All forms of messages do not prevent a draft being registered.

## 2 COMPANY LENGTH OF SERVICE

Length of service is expressed in number of full years and is assessed on 31 March of the reference year if the employee is still on the staff. An employee who is not with the company on 31 March cannot benefit from it except in the event of retirement.

For blue collar workers, only length of service (continuous or not) in the same company is accepted. The acquired entitlement is then:

- 2 days for 20 years to 25 years
- 4 days for 25 years to 30 years
- 6 days from 30 years upwards.

For executives and employees, technicians and supervisors, any entitlement acquired for length of service on 31 March of the financial year in question is as follows:

- 2 days for 5 to 10 years with the company
- 3 days for 10 years and upwards with the company.

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#### PROFESSION LENGTH OF SERVICE

Length of service is expressed in number of full years and is assessed on 31 March of the reference year if the employee is still on the staff. An employee who is not with the company on 31 March cannot benefit from it except in the event of retirement.

For blue collar workers, any professional length of service not provided for by the National Collective Agreement for Blue Collar Workers is not accepted.

For executives and employees, technicians and supervisors, any entitlement acquired for length of service on 31 March of the financial year in question is as follows:

- 2 days for 10 to 20 years in the profession,
- 3 days for 20 years and upwards in the profession.

#### 5 TIME

For hourly staff, all times on the certificate must be indicated in hours.

For monthly staff, all times on the certificate must be indicated in months and hundredths of a month.

To convert a number of hours into months, divide the number of hours by the monthly period worked by the employee.

To convert a number of months into hours, multiply the number of months by the monthly period worked by the employee.

#### 6 PAID WORK

Time actually paid including paternity time according to the period worked by the employee, taking into account any overtime and / or the hours not worked to be deducted. To find out more, consult our document library on the right of our home page - Members - Paid leave - time assimilated or not to actual work.

#### ACCIDENT AT WORK/ COMMUTING ACCIDENT / OCCUPATIONAL ILLNESS

Accidents at work, occupational illnesses and commuting accidents are assimilated to actual work for the calculation of leave for a maximum period of one year on the anniversary date of the accident or illness. Beyond this limit, the corresponding time is used only to determine entitlement to the leave bonus. Beyond 800 hours of stoppage time, a certificate from the CPAM stating the date of stoppage and the start and end date of support must be sent to the CNETP. It must correspond to the total time of for the stoppage.

## 8 MATERNITY LEAVE

Rest periods for women who have given birth are assimilated to periods of actual work for the purpose of determining the length of leave. Beyond 16 weeks, a certificate from the CPAM evidencing childcare and the number of children for maternity leave must be sent to the CNETP. Adoption leave is within the limits of legal provisions. Paternity leave should be included in the "working time" section.

#### WEATHER-RELATED UNEMPLOYMENT

Times declared to our Fund by the company during the reference period, less the waiting time. As amount of hours compensated for bad weather-related unemployment being is to 3/4 of the wage, these hours will also be taken into account for their 3/4 when calculating the duration and amount of leave. They must be included in full on the certificate. The law does not provide for any assimilation of weather-related unemployment hours, as it results from a benefit granted by the paid leave funds

#### 10 NON-OCCUPATIONAL ILLNESS

Total stoppage time during the reference period. The time spent for non-occupational illness by employees, technicians and supervisors and engineers, executives and similar is assimilated to actual working time when the Executive or employee, technician or supervisor provides proof, during the reference period, of at least 120 days, working or otherwise, continuous or otherwise, performance of the employment contract or periods assimilated to it. For blue collar workers, time spent for non-occupational illness is not assimilated to actual working time and therefore does not give entitlement to leave. However, this time is taken into account to calculate the leave bonus allocation threshold, set at 1 200 hours or 7 months 90 for monthly workers.

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#### PARTIAL WORK / PARTIAL UNEMPLOYMENT

Periods of partial work are assimilated to actual working time to calculate the duration of leave. Partial unemployment time is taken into account within the limit of 75 hours for the leave bonus of 30% for workers, and fully for managers and employees, technicians and supervisors.

#### 12 GROSS TOTAL SALARY AMOUNT

Accumulation of salaries paid during the reference period, including bonuses and gratuities if they are included in the contribution base, not including Social Security allowances.

#### 13 ADDITIONAL LEAVE FOR DEPENDENT CHILDREN

Salaried parents with incomplete leave benefit from 2 additional days per dependent child under the age of 15 on 30 April of the current year and / or per child with disabilities regardless of age. The accumulation of annual leave and these additional days of leave may not exceed 30 working days. To benefit from it, proof (full copy of family record book, Social Security certificate and / or proof of disability recognition) must be sent to the CNETP. These days will be settled upon receipt of either an employer's certificate, the duly completed "split leave" form or the employer entering the leave request on the Internet.







