

TAKING PREGNANCY OR PARENTAL LEAVE

OÞØUÜT OEVOUÞÁUÞÁ VPÒÁÁÖT ÚŠUŸÒÒ	Þæ{ ^			Öær^Á;-ÁÓão@
ŒØUÜTŒVŒJÞÁJÞÁ ÞUÞË ÔPŒSÖÓҌ܌ÕÁ	Þæ{ ^			Öær^Á;-ÁÓão@
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CHILDBEARING PARENT'S PARENTAL LEAVE	1. ÚÒÜQJÖ	Ùædo/\$iæe^\	じ金か (森林県 [東 多 木 本 本 本 本 本 本 本 本 本 本 本 本 本 本 本 本 本 本	
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	4. ÚÒÜQJÖ	Ùœdofaæt		
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NON-CHILDBEARING PARENT'S PARENTAL LEAVE Non-childbearing parent may take 1 - 18 weekdays of parental leave in connection to child birth during the pregagnancy allowance period.	1. ÚÒÜQJÖ	Ùæó⁄ãæ°\	Parental allowance based on the child's birth and adoption is a maximum of 320 weekdays, as of which both parents may use half, a total of 160 weekdays. The parent who is entiteld to the parental allowance may transfer a minimum of 63 days of parental allowance days to another person, who is the child's other parent, child's legal guardian or the spouse of the parent trasferring the days or the Ispouse of the other parent. Spouse refferse to a person living in a common household with the parent under marital conditions. The employee is entiteld to take the parental leave in a maximum of four periods, length of which must be a maximum of 12 week days. The employer must be notified of the parental leave a minimum of two months before the intended leave.	
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	4. ÚÒÜQJÖ	Ùæó⁄\$æ°\	If the length of the leave is a maximum of 12 weekdays, the notice period is 1 month.	
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ADDITIONAL INFORMATION				
DATE AND SIGNATURE	Place		Date	
	Employee's signature		Employer's / recipient's signature	
	Clarification of signature		Clarification of signatu	re

The section on the family leave to be notified at any given time is filled in on the form. For a justified reason, the plan can be changed by following the statutory notice periods. Unless a new notification is made, the information provided in this plan will be deemed to be a notification required by law.