

Changes in the arrangement of Childbirth Leave



Send to: Vinnumálastofnun -
Fæðingarorlofssjóður, Strandgata 1, 530 Hvammstangi
FAX 582 4850

1. Name of employee	2. National ID number
3. Name of employer or company	4. National ID number

Expected date of delivery: _____ Date of delivery of the child: _____

Original schedule to take childbirth leave

: _____

I wish to re-schedule the childbirth leave period to:

I wish to postpone taking the leave and to announce the arrangement for the childbirth leave at a later date:

The calculation of payments to a parent during childbirth leave is based on information from the register of withholding taxes, the register of payroll taxes, and the applicant's income tax return. Should an overpayment of childbirth leave benefits be discovered after the fact, the Maternity/Paternity Leave Fund has the right to demand a reimbursement from the parent. In the event of underpayment, the Maternity/Paternity Leave Fund will remit the amount that is lacking. **By my signature, I accept that Vinnumálastofnun may gather all necessary information from the abovementioned registers of the Directorate of Internal Revenue in applying the law as this is a prerequisite for my entitlement to receive payments from the Childbirth Leave Fund.¹ We have also been informed that information thus gathered by Vinnumálastofnun will be used to control how the law is being implemented. By our signatures we also acknowledge that we must inform the Maternity/Paternity Leave Fund of any events that may result in overpayment including any changes that may be made regarding the planned taking of the childbirth leave or any change in our income, that may affect our right of parents to receive payments and/or may result in overpayment from the Maternity/Paternity Leave Fund, see further guidelines for supervision purposes on next page.*²**

14. Date and signature of employee ¹
15. Date and signature of employer * ²
16. Date and signature of employer if the notification as received stated reservations regarding changes ** ²
17. Date and signature of a self-employed person*** ^{1 2}

NOTE:

* It is desirable that the employee and the employer discuss the childbirth leave arrangement before filling out this form. If these parties are in agreement, the employer shall sign Field 15, thus confirming the arrangement. The parents may begin taking childbirth leave up to one month prior to the expected date of delivery.

** The employer shall sign this notification and state that it may be subject to change if he/she cannot accommodate the employee's request concerning the childbirth leave arrangement. In that instance, the employer shall, within one week of receiving this notification and after consulting with the employee, propose another arrangement in writing and explain the reasons for the change. This form shall accompany the change as confirmation of the date the notification was received. Note that the employee shall have the right to take childbirth leave in one consecutive time period.

*** When applying for childbirth leave, a **self-employed parent** must submit a statement from the tax authorities confirming that the applicant has suspended or reduced paid work concurrent with a reduction in the estimated salary. The right to childbirth leave and the amount of childbirth leave payments are based on the remittance of payroll tax and on the occupational category of the self-employed parent.

Supervision:

According to Article 15 b of the Act on Childbirth and Parental Leave No. 95/2000 (ffl.) Vinnumálastofnun - the Directorate of Labour - shall be in charge of the supervision of the implementation of the Act, and the internal revenue service shall provide the agency with information that is necessary for the supervision of the implementation of the Act provided that the applicant has been informed thereof. A parent confirms by his or her signature on the application form for the Maternity/Paternity Leave Fund that Vinnumálastofnun - the Directorate of Labour - may obtain any necessary data from the registers of the Directorate of Internal Revenue for the implementation of the Act as this is a prerequisite for the eligibility of a parent to receive payments from the Maternity/Paternity Leave Fund, and that data which the agency obtains in this manner will be used in the when supervision of the implementation of the Act.

Paragraph 10 of Article 13 of the CPL Act provides for a deduction rule applicable to that Act which states that payments from employer to a parent during childbirth leave that are higher than the difference between the payments from the Maternity/Paternity Leave Fund and the average total pay of the parent according to paragraphs 2 or 5, shall be deducted from the payments from the Maternity/Paternity Leave Fund. Only payments from the employer that are designated for the period when the parent is taking its childbirth leave will be deducted from payments from the Maternity/Paternity Leave Fund. However, it is permitted to take into account wage increases under collective agreements, other payments and wage adjustments stipulated in collective wage agreements, which can be attributed to a change in the work of a parent.