

1-year service must for maternity leave



LEGAL VIEW
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I am currently pregnant and planning to resign before my delivery date. I am aware that I am eligible for a 45-day maternity leave and 30-day annual leave. I have been working with my employer for five years now. If I resign before my due date, will I receive my maternity leave benefits?

Pursuant to your queries, it may be noted that a female employee is entitled to maternity leave during the course of her employment in accordance to article 30 of the Federal Law No. 8 of 1980 regulating employment relations in the UAE (the 'Employment Law').

It states: "A female employee shall be entitled to maternity leave with full pay for period of 45 days, including the period preceding and the period following her confinement, on condition that she has been in her employer's service for a continuous period of not less than one year. If she has not completed the aforesaid period of service, she shall be entitled to maternity leave with half pay. "On the expiry of her maternity leave, a female employee may be absent from her work without pay for a maximum period of 100 consecutive or non-consecutive days. This is if such absence is due to an illness preventing her from resum-

Know the law

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ing her work and if the illness is confirmed by a medical certificate issued by the medical service specified by the competent authority; or if the latter authority confirms that the illness was caused by the woman's work or confinement.

The leave provided for in the preceding two paragraphs shall not be deducted from other periods of leave."

Since you have completed five years of employment with the same employer, you are entitled to maternity leave as mentioned hereinabove. You may consider resigning upon completion of maternity leave, so that things are straightforward relating to your maternity leave, annual leave and your other end-of-service entitlements.

Help! I bought iPhone for a friend in my name, and now he's not paying dues.

I used my credit card to buy an iPhone from a well-known telecommunications store here on behalf of one of my flatmates, on the understanding that he would pay all the bills on time. But now, he is neither paying the bills nor replying to my messages. The dues are almost Dh2,500. What are the legal options available to me?

Pursuant to your queries, since you have purchased the device and a package in your name, you are liable to pay the amounts due to the telecom service provider. Therefore, you should pay the outstanding dues. If you don't want to incur further dues, you could cancel the package obtained from the telecom service provider.

You may contact the telecom service provider for any further assistance.

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