

**ARTICLE 18**  
**PREGNANCY/PARENTAL/ADOPTION LEAVE**

**18.01 PREGNANCY/PARENTAL LEAVE**

18.01.1 A Member may request and the Board shall grant pregnancy/Parental Leave as provided for by the current *Employment Standards Act*.

18.01.2 A Member may request and the Board shall grant an Extended Parental Leave provided:

- a) that such leave is applied for six (6) weeks prior to the projected date of commencement of the leave;
- b) the Board and the Union agree that a return date that coincides with the start of a school semester is beneficial to staff and students alike;
- c) notwithstanding 18.01.2 b) above, that for the purpose of this clause, the maximum leave shall be two (2) years;
- d) that the Member is required to stipulate the date on which the Member will resume duties on the "Request for Leave of Absence". Any change to this date must be mutually agreed to by the parties;
- e) Upon return to duty, the Member shall:
  - i) return to the same position at the same level of responsibility and at the same school as that from which leave was taken, if such position is available;
  - ii) return to a comparable position at the same level of responsibility at the same school if the Member's position no longer exists;
  - iii) retain all rights and benefits accrued to the commencement of the leave; and
  - iv) be placed on the salary schedule according to his/her years of teaching experience and certification.

18.02        **ADOPTION LEAVE**

18.02.1      A Member who wishes to adopt a child shall be granted a leave of absence as provided for by the *Employment Standards Act*.

18.02.2      Extended Parental Leave as set out in Article 18.01 above shall include Extended Adoption Leave.

18.03        **BENEFITS DURING PREGNANCY/PARENTAL/ADOPTION LEAVE**

18.03.1      For the duration of the statutory Pregnancy/Parental/Adoption Leave in accordance with the *Employment Standards Act*, the Board will continue the employee's benefits at the Board's normal premium subsidization for the first twelve (12) months. Employees on Extended Parental Leave may continue their benefit plans beyond twelve (12) months by paying 100% of the benefit costs on a monthly basis.

18.03.2      The Board shall provide for Members on Pregnancy/Parental/Adoption Leave a Supplementary Employment Insurance Plan approved by Human Resources Development Canada. For each week of the two (2) week mandatory waiting period, the plan will pay a sum equal to 100% of the Member's regular weekly earnings. This Supplementary Employment Insurance Plan is limited to one of the parents.

18.03.3      For pregnancy leaves only, the Board will pay a top-up amount for a maximum eight (8) week period immediately following the birth of a child as follows:

- a) The top-up pay will be 100% of the Member's regular weekly earnings for the two (2) week waiting period and the difference between what the Member receives from the Employment Insurance and her regular weekly earnings for the remaining six (6) weeks.
- b) To receive pay, the Member must provide proof that she has applied for and is in receipt of Employment Insurance benefits.
- c) The Member is not required to submit medical proof of illness.

18.04        A Member on Pregnancy/Parental/Adoption Leave, as provided for by the current *Employment Standards Act*, or on an Extended Parental Leave granted by the Board shall have equal consideration when the Member applies for a job posting.