

Employer Proposal  
Without Prejudice  
All Units – Article 17  
Provided to CUPE 3903 October 18, 2023

17.06 PAID ~~PREGNANCY MATERNITY LEAVE~~ Upon written request to the Chair/Dean/Director indicating the expected date of delivery, a ~~pregnant female~~ employee shall be entitled to paid ~~pregnancy maternity~~ leave of up to seventeen thirty-fifths of the period of their Appointment Contract(s). Requests for ~~Pregnancy Maternity~~ Leave will be made as soon as practicable and normally no later than one month before the intended start-date of the leave.

17.06.1 YEAR OF SERVICE CREDIT FOR MATERNITY PRIOR TO 1987-88 Prior to the 1987-88 contract year, when there were no ~~pregnancy maternity~~ or long- term ~~pregnancy maternity~~ leave provisions in the collective agreement, if an employee can demonstrate that they would have been eligible at that time, according to the current collective agreement's eligibility criteria (except for the requirement for a written request to the Chair), and held APE in the years preceding and following the year in which they would have been entitled to such a leave, they will be credited with 1 year of service for each period that they would have been entitled to such a leave.

17.07 PAID CARE-GIVER LEAVE Upon written request, a paid leave of absence of up to twelve thirty-fifths shall be granted to an employee on the occasion of the birth of a child for which ~~they are~~ ~~she is~~ going to accept care-giver responsibility. Where ~~more than one~~ ~~two~~ employees ~~have~~ care-giver responsibility for a new-born child and one is eligible for ~~pregnancy maternity~~ leave, they may divide the amount of paid ~~pregnancy maternity~~ and care-giver leave between them.

17.08 PAID ADOPTION LEAVE Upon written request indicating the expected date of adoption of an infant (i.e., less than five years old at the time of adoption), the employee who has the principal responsibility for the care of that child shall be entitled to a paid adoption leave, coincident with the adoption of that child, of up to twelve thirty-fifths of the period of their Appointment Contract(s). Where ~~more than one~~ ~~two~~ employees ~~is~~ ~~are~~ assuming joint care-giver responsibility for that child, a maximum of twelve thirty-fifths of paid adoption leave may be shared between them, in which case the portion claimed by each shall be calculated on the Appointment Contract(s) that each holds.

17.09 ~~CARE-GIVER~~ UNPAID PARENTAL LEAVE ~~— TIME OFF~~ Upon written request, the ~~pregnant employee~~ natural mother shall be entitled to an unpaid parental leave of up to ~~sixty-one~~ ~~thirty five~~ weeks in time off, in addition to the ~~including the~~ ~~paid portion~~ of leave specified in Article 17.06. Any other employee who has care-giver responsibility for a new-born or adopted infant shall be entitled to a leave of up to ~~sixty-three~~ ~~twenty~~ weeks in time off, including the paid portion of leave specified in Articles 17.07 and 17.08.

17.10 ~~PREGNANCY MATERNITY LEAVE REPLACEMENTS~~ It is understood that in replacing an employee off on ~~pregnancy/caregiver~~ ~~maternity/parental~~ leave, the employer shall ensure that any initial replacement posting has the same qualifications as the original posting for the position and the employer shall ensure that any selected candidate meets the posted qualifications. If the position is not filled by way of the initial posting and the employer re-posts the position with lesser qualifications, then the selected replacement employee will not be able to exercise incumbency achieved by way of the replacement period against the employee on leave

17.11 SUPPLEMENTAL BENEFITS The employer shall maintain a “Supplemental Unemployment Benefits Plan” pursuant to the Employment Insurance Act and - 56 - Regulations in regard to ~~pregnancy maternity~~, parental and adoption leave. The employer shall make

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amendments as appropriate to ensure that the Plan provides the maximum permissible benefits in conjunction with Articles 17.06, 17.07 or 17.08.