**Proposal to sign off on**

**UNPAID PARENTAL LEAVE ~~CARE-GIVER LEAVE – TIME OFF~~**

**ALL UNITS (Unit 1: 17.09, Unit 2: 17.09, Unit 3: 16.14)**

*CUPE 3903 proposals are tabled without prejudice to the Union’s tabling of additional, new and/or amended proposals in the course of collective bargaining negotiations, and the Union’s interpretation of collective agreement language in any current or future grievance. Unless otherwise agreed any article or provision expiring during the life of the 2020–2023 Collective Agreement is hereby renewed.*

**Text Formatting guidelines:**

**New language, with respect to the 2020-2023 Collective Agreement (CA)** — bold, underlined, black

~~Language that has been removed, with respect to the 2020–2023 CA~~  ~~—~~ strikethrough (ctlr + shift + x)

***New language, with respect to the previous pass of the party*** — bold, underlined, italics, red

*~~Language that has been removed, with respect to the previous pass of the party~~* — strikethrough, italics, red

Highlight in green parts (or all) of text that we and the ER agree on to make it clearer where we still disagree.

| **Counterproposals** | | | | | |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Proposal #** | **UNIT Article # Title** | **CA Language 2020–23** | **Description of Changes and/or Rationale** | **CUPE Latest Proposal** | **ER Latest Proposal** | **Agreed changes signed-off by both parties** |
| 11. | ALL UNITS Unit 1: 17.09,  Unit 2: 17.09  Unit 3 16.14  CARE-GIVER LEAVE – TIME OFF | [Unit 1& 2]  Upon written request, the natural mother shall be entitled to a leave of up to thirty-five weeks in time off, 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 twenty weeks in time off, including the paid portion of leave specified in Articles 17.07 and 17.08. | Change to trans-inclusive, gender-neutral language. Increase length of unpaid leave to achieve total of 52 weeks in combination with Unit 1: 17.07, Unit 2: 17.07 OR Unit 1: 17.08, Unit 2: 17.08. | ***[February 21, 2024]***  *[Units 1 & 2]*  17.09 ~~CAREGIVER LEAVE – TIME OFF~~ **UNPAID PARENTAL LEAVE**  Upon written request, the **pregnant** *~~parent~~* ***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 caregiver responsibility for a newborn or adopted infant shall be entitled to a leave of up to ***sixty-three*** ~~twenty~~ *~~thirty-five weeks~~* weeks in time off, including the paid portion of leave specified in Article 17.07 and 17.08.  [Unit 3]  16.14  CARE-GIVER LEAVE – TIME OFF  Upon written request, the ~~natural mother~~ **pregnant** *~~parent~~* ***employee*** 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 16.08. 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~~ *~~thirty-five weeks~~* in time off, including the paid portion of leave specified in Articles 16.09 and 16.10. | ***[November 24, 2023]***  *[Unit 1& 2]*  17.09 ~~CAREGIVER LEAVE – TIME OFF~~ **UNPAID PARENTAL LEAVE**  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 caregiver responsibility for a newborn 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 Article 17.07 and 17.08.  [Unit 3]  16.14 ~~CAREGIVER LEAVE – TIME OFF~~ **UNPAID PARENTAL LEAVE**  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 16.08 Any other employee who has caregiver responsibility for a newborn 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 Article 16.09 and 16.10. | ***[February 21, 2024][***  *[Unit 1& 2]*  17.09 ~~CAREGIVER LEAVE – TIME OFF~~ **UNPAID PARENTAL LEAVE**  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 caregiver responsibility for a newborn 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 Article 17.07 and 17.08.  [Unit 3]  16.14 ~~CAREGIVER LEAVE – TIME OFF~~ **UNPAID PARENTAL LEAVE**  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 16.08 Any other employee who has caregiver responsibility for a newborn 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 Article 16.09 and 16.10. |
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