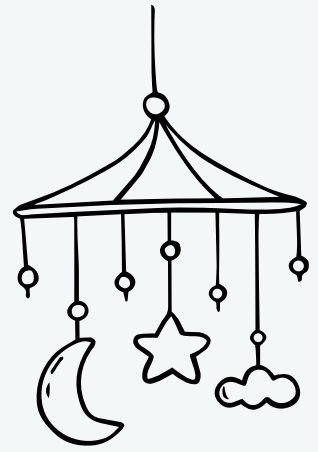


Unit 2

PARENTS OR PARENTS-TO-BE



*SEE ARTICLE 21 OF COLLECTIVE AGREEMENT AND/OR CUPE4600.CA

PARENTAL LEAVE

Those taking pregnancy and/or parental leave in accordance with *Employment Standards Act* will have their **seniority extended** for the length of the leave taken.

PREGNANCY & PARENTAL LEAVE BENEFIT

If you have worked at least 13 weeks in the two terms preceding the anticipated delivery date and have an active contract in the term of leave, you are eligible to receive the parental leave benefit which pays:

- 95% of average weekly earnings for the first 2 weeks
- 45% of average weekly earnings for the remaining term

*subject to consideration of other earnings

NOTICE

For all leaves and parental benefits, written requests must be submitted to the Office of the Deputy Provost with at least four weeks notice.

ARRIVAL OF A CHILD

If you do not wish to take parental leave, you may have your duties rearranged or exchange duties in order to have up to 3 consecutive working days free of duties upon the arrival of your child.

TUITION DISCOUNT

If you have taught 3.0 credits over the last 36 months, you may be eligible for a tuition discount of up to \$900 for your child under the age of 26.

CHILDCARE SUBSIDY

You can access a small childcare subsidy to attend Union meetings.

It reimburses \$3/hr if your childcare is subsidized and \$6/hr if not subsidized.

The claim form is available on our website.

