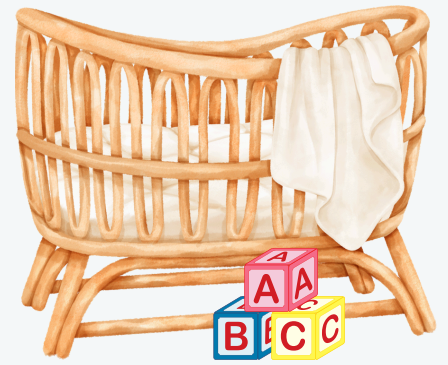


Unit 1

PARENTS OR PARENTS-TO-BE



*SEE ARTICLE 22 OF COLLECTIVE AGREEMENT AND/OR CUPE4600.CA

PARENTAL LEAVE

If you have completed 13 weeks of service (one term) and are the parent or legal guardian of a child, you are eligible for unpaid parental leave for up to 61 weeks if you have taken a pregnancy leave and up to 63 weeks if you have not taken a pregnancy leave.

PARENTAL LEAVE BENEFIT

If you have worked at least 65 hours for at least 13 weeks (a term), you are eligible to receive the parental leave benefit which pays:

- 95% of average weekly earnings for the first 6 weeks
- 65% of average weekly earnings for the next 11 weeks

*subject to consideration of other earnings

OFFICE OF THE DEPUTY PROVOST

For all leaves and parental benefit, written requests must be submitted to the Office of the Deputy Provost with at least two 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 5 consecutive working days free of duties upon the arrival of your child.

ACADEMIC LEAVE

If you make a case that you cannot continue both studies and a TAsip due to birth of adoption of a child, you may be able to work a priority TAsip while on an approved academic leave provided that you return to full-time status after a period not to exceed 4 academic terms.

CHILDCARE SUBSIDY

You can access a small childcare subsidy via your Greenshield benefits for up to the number of hours in your contract (e.g., 130 hours, 65 hours). It reimburses \$3/hr if your childcare is subsidized and \$6/hr if not subsidized. The claim form is available on our website.

NURSING/PUMPING ON CAMPUS: With advance notice to your department, a reasonable space for nursing or pumping will be made available.

