

**ARTICLE 20 LEAVES**

**20.7 Maternity, Adoption and Parental Leaves**

**20.7.1 Leave, Maternity**

A member who declares in writing to Human Resources to be the biological mother of a newborn infant is entitled to seventeen (17) consecutive weeks of maternity leave without pay.

The member is required to apply for this leave at least four (4) weeks prior to the commencement of the leave.

The leave must commence on the date of the infant's birth or at any time during the twelve (12) week period prior to the infant's estimated date of birth and shall be of uninterrupted duration.

The member must provide a certificate from a qualified medical practitioner to Human Resources. The certificate must confirm the pregnancy and give the estimated date of birth.

**20.7.2 Leave, Adoption**

A member who declares in writing to Human Resources to be the adoptive parent of an adopted child is entitled to seventeen (17) consecutive weeks of adoptive leave without pay.

The member is required to apply for this leave at least four (4) weeks prior to the date the member begins to care for the child ("care date"). If the member cannot give four (4) weeks notice, the University will accept as much notice as is given to the adoptive parents by Saskatchewan Social Services.

The leave must commence on the care date, or at any time during the twelve (12) week period prior to the estimated care date, and shall be of uninterrupted duration.

The member must provide official confirmation of custody to Human Resources.

**20.7.3 Leave, Parental for Maternity or Adoption**

A member who qualifies for maternity or adoption leave is also entitled to thirty-five (35) consecutive weeks of parental leave without pay.

The parental leave is in conjunction with the maternity or adoption leave and must be taken in one continuous period.

#### **20.7.4 Leave, Parental for Parents other than those described in 20.7.1 & 20.7.2**

A member who did not qualify for maternity or adoptive leave and who declares to be the parent of a newborn infant or of an adopted child is entitled to thirty-seven (37) consecutive weeks of parental leave without pay.

The member is required to apply for this leave at least four (4) weeks prior to the commencement of the leave or as soon as possible in extenuating circumstances.

The leave may commence at any time during the twelve (12) week period prior to the estimated date of the infant's birth or the day the child comes into the member's care and must be completed within fifty-two (52) weeks from the estimated date of the infant's birth or the day the child comes into the member's care. This leave shall be of uninterrupted duration.

The member must provide official confirmation of the infant's birth or an official confirmation of custody of the adopted child to Human Resources.

#### **20.7.5 Supplemental Benefits Plan**

After twelve (12) months of continuous service, a member who qualifies for maternity leave as defined under Article 20.7.1 is eligible to receive supplemental benefits for a maximum of fifteen (15) weeks (two (2) week waiting period excluded), providing they are in receipt of Employment Insurance Benefits.

After twelve (12) months of continuous service, a member who qualifies for leave as defined under Article 20.7.2, 20.7.3, and 20.7.4 is eligible to receive supplemental benefits for a maximum of four weeks (4) weeks (two (2) week waiting period excluded), providing they are in receipt of Employment Insurance Benefits.

The University will pay the difference between Employment Insurance Benefits and 95% of the member's normal weekly earnings in effect immediately preceding the commencement of the leave.

In no case will the total amount of the Supplemental Benefits, Employment Gross Benefits, and any other employment earnings received by the member exceed 95% of the member's regular weekly earnings.

#### **20.7.6 Benefit Coverage**

During the paid portion of the leave, the member and the University shall pay their respective shares of the cost of continuing benefit coverage. During the unpaid portion of the leave, benefits will be handled as if the member is on leave without pay.

**20.7.7 Vacation**

Annual vacation may be taken as an extension of any Article 20.7 leave.

The member's vacation accumulation date will not be adjusted for the length of any Article 20.7 leave.

Vacation entitlement will not accumulate during any portion of the leave.

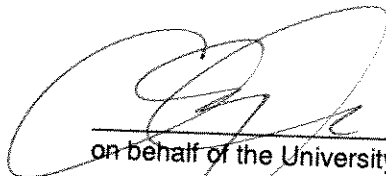
**20.7.8 Increments**

The member's increment eligibility will be adjusted for the length of any leaves in Article 20.7 that exceed their defined duration.

**20.7.9 Reinstatement and Return to Work**

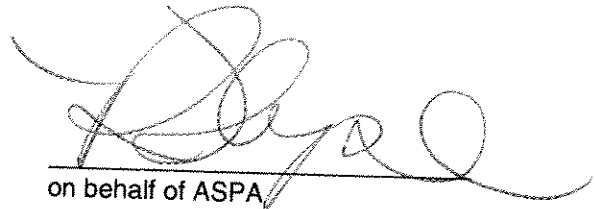
The member is guaranteed job reinstatement to the same position or, if that position no longer exists, to a substantially similar position and under similar terms and conditions, with no reduction in salary or benefits.

A member, who has been granted a leave, should notify their department or unit in writing at least fourteen (14) days prior to the day on which they intend to return to work, unless otherwise mutually agreed.



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on behalf of the University



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on behalf of ASPA

**April 17, 2007**