



BC TEACHERS' FEDERATION
Bargaining Proposal—2014

Proposal Number: U67

Date: June 3/14 Time: 10:46

ARTICLE G _____ PREGNANCY, PARENTAL, AND SEB PLANS

1. Pregnancy leave

An employee shall be entitled to a pregnancy leave of absence for up to seventeen (17) consecutive weeks and as provided in Part 6 of the Employment Standards Act (ESA).

2. Parental leave

a. An employee, including a birth father or an adopting parent, shall be entitled to a parental leave of absence:

i. for up to thirty-five (35) consecutive weeks immediately following a pregnancy leave, unless employer and employee agree otherwise, or up to thirty-seven (37) consecutive weeks for a birth father or adopting parent, and as provided in Part 6 of the ESA and,

ii. leaves may be on a part-time basis at the request of the employee.

b. Benefits while on parental leave

Employees accessing the leaves in clauses 1. and 2.a. shall continue to receive and be entitled to any pension, medical, or other plan beneficial to the employee including the accumulation of sick leave, seniority, and experience credit for increment purposes. The employee shall pay the employee share of the premiums or pension contributions and the employer shall pay the employer share of any premiums or pension contributions.

3. Extended parental leave

a. An employee, including a birth father or an adopting parent, shall be entitled to a parental leave of absence:

i. which may be in addition to 2.a. i. for a stated period of time not to exceed two (2) years such that the return to active employment will coincide with

the commencement of a term, semester, quarter, or following the spring or winter break, unless the employer and employee agree otherwise

b. Benefits while on extended parental leave

Employees accessing the leaves in clause 3.a. shall continue to be eligible to maintain participation in the benefits with the employee paying the employee share of the premiums and the employer paying the employer share of the premiums.

4. Assignment on return from leave

- a. Employees returning from a leave provided in this article shall be entitled to return to the same assignment.
- b. In the event that the circumstances on which the leave was based change significantly, an employee may return to work earlier than contemplated. Where possible, the employer shall be notified at least ten (10) working days prior to the intended earlier return.
- c. Should an employee on leave as provided in this article become disabled from employment, the employee may request an early return from leave and the employer shall place the employee on sick leave or, where no paid sick leave credits exist, on medical leave.

5. Supplemental employment insurance benefits (SEB)

a. Pregnancy leave

Effective July 1, ~~2013~~ 2014, when an employee takes pregnancy leave pursuant to the ESA and this Collective Agreement, the employer shall pay the employee:

- i. one hundred percent (100%) of her current salary for the first two (2) weeks of the leave, including weeks during non-teaching time
- ii. for an additional fifteen (15) weeks, including weeks during non-teaching time, one hundred percent (100%) of her current salary less any amount received as EI benefits
- iii. current salary shall be calculated as 1/40 of annual salary. Benefits are payable in each month of the calendar year, regardless of eligibility for EI and regardless of the start date of the contract.

b. Supplemental employment benefits on parental leave

Effective July 1, 2014 ~~2016~~, when an employee takes parental leave pursuant to the ESA and this Collective Agreement, the employer shall pay the employee:

- i. one hundred per cent (100%) of the employee's current salary for two (2) weeks, including weeks during non-teaching time, except where the employee is in receipt of EI benefits, if applicable
- ii. for an additional thirty-five (35) weeks, including weeks during non-teaching time:
 - a) ~~effective July 1, 2014-2016~~, sixty per cent (60%) of the employee's current salary less any amount received as EI benefits
 - b) ~~effective July 1, 2015, seventy five per cent (75%) of the employee's current salary less any amount received as EI benefits~~
- iii. current salary shall be calculated as 1/40 of annual salary. Benefits are payable in each month of the calendar year, regardless of eligibility for EI and regardless of the start date of the contract.

1. The first part of the Bill, which contains the general provisions, is contained in sections 1 to 10 of the Bill. The Bill is divided into three parts, the first part containing the general provisions, the second part containing the provisions relating to the powers of the Commission, and the third part containing the provisions relating to the powers of the Secretary of State.

2. The second part of the Bill, which contains the provisions relating to the powers of the Commission, is contained in sections 11 to 15 of the Bill. The Commission is to be established by section 11 of the Bill and its powers are to be defined by sections 12 to 15 of the Bill.

3. The third part of the Bill, which contains the provisions relating to the powers of the Secretary of State, is contained in sections 16 to 18 of the Bill. The Secretary of State is to be given powers to make regulations under section 16 of the Bill and to exercise those powers under section 17 of the Bill.

4. The Bill also contains provisions relating to the powers of the Secretary of State to make regulations under section 18 of the Bill. The Secretary of State is to be given powers to make regulations under section 18 of the Bill and to exercise those powers under section 19 of the Bill.

5. The Bill also contains provisions relating to the powers of the Secretary of State to make regulations under section 20 of the Bill. The Secretary of State is to be given powers to make regulations under section 20 of the Bill and to exercise those powers under section 21 of the Bill.

6. The Bill also contains provisions relating to the powers of the Secretary of State to make regulations under section 22 of the Bill. The Secretary of State is to be given powers to make regulations under section 22 of the Bill and to exercise those powers under section 23 of the Bill.