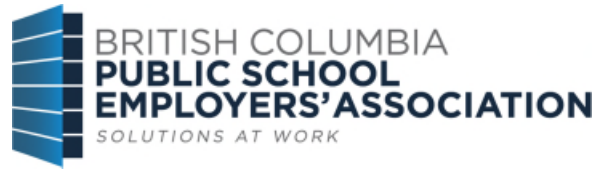


BCPSEA Proposal E. 15

Date: March 6, 2019 Time: 11:53am



Insert Article G.10 Maternity and Parental Leave as follows:

Article G.10 Maternity and Parental Leave

1. Where an employee requests maternity leave in accordance with Part 6 of the *Employment Standards Act*, the employer will grant the leave pursuant to the Act.
2. Where an employee requests parental leave in accordance with Part 6 of the *Employment Standards Act*, the employer will grant the leave pursuant to the Act.

-- End of Proposed Language --

Implementation Notes

The Parties agree that this Article G.10 is a standardization of maternity and parental leave across British Columbia. This article deletes and replaces all local collective agreement provisions regarding maternity, parental, and adoption leaves. This article does not replace any adoption leave relating to leave before placement of a child.

The parties recognize that the Employment Standards Act will be amended from time to time and agree that the Act in effect at the time of granting the leave will apply, unless the Act specifies otherwise.