

JUNE 1, 2007

LOCAL 500 BULLETIN

MATERNITY / PARENTAL LEAVE

1. Upon learning of pregnancy, obtain a medical certificate stating you are pregnant and bring it to the Local 500 Union Office on Victoria Drive where you will need to complete a maternity form. This will establish "credited time" information which will go to the Employer.
2. Medical conditions concerning pregnancies are private matters. Any concerns you have should be directed to the Secretary Treasurer of Local 500.
3. Job "accommodations" may be necessary because of medical concerns. The Secretary Treasurer, along with the Employer, will work towards accommodations as necessary and advise the Membership and Grievance Committee (M&G) to process.

Note: Accommodations will be appropriate to each individual case considering:

- privacy issues
- pregnancies can be medically different
- workers have different "ratings"
- workers have different physical conditions and disabilities
- workers depending on board positions and work availability may be exposed to job and site conditions which could compromise health and safety.

Some Examples of Accommodations

- job pick preference (as rated)
- ability to turn down work without penalty
- ability to avoid certain sites

4. The M&G will establish the pregnant worker's "seniority" and maintain that for them. There shall be no loss of status. Safety and achievement of "average hours" is the goal.

5. **Black Book Document Highlights**

1.1 Maternity Leave (available to all who apply)

- you have completed six consecutive months of continuous employment
- you have provided Union/Employer a certificate from doctor.
- you are entitled to 17 weeks total leave of absence without pay (may not begin earlier than 11 weeks prior to confinement and must end no later than 17 weeks after confinement)
 - eg. Weeks - 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, confinement, 12, 13, 14, 15, 16, 17
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1.2 Parental Leave (on EI Benefits)

- 6 month consecutive employment required
- provide evidence through Union to Employer about care and custody of newborn
- provide evidence of adoption proceedings
- entitlement: 35 weeks within 52 week period starting:
 1. birth of child/or 1st day of care
 - OR
 2. adoption (1st day of care)

2 Union and Welfare Casuals

- with approved paperwork, receive credited time in accordance with current formula for granting of time during term of leave
 - Note: Benefit coverage (at time of leave) can be maintained but not increased (not B to A coverage).

3 Union and Welfare

- with approved paperwork you will be required to continue to pay Health and Welfare Plan contribution with respect to credited time.

4 Casuals with approved paperwork receive credited time.

5 Casuals with approved paperwork maintain board positions.

6 Union or Casuals granted leave not entitled to weekly indemnity.