

PREGNANCY AND PARENTAL/ADOPTION LEAVE SERVICE at the time the Leave

- 1.1 Such a Leave may be initiated at any time within seventeen (17) weeks of the expected delivery date of the Member's newborn child(ren) following notification in writing to

(ii) twelve (12) weeks after the birth, stillbirth or miscarriage.

2. In accordance with the Article *Income Security*, the Employer shall grant Sick Leave for absences from work due to illness or injury, including illness or injury related to pregnancy.

2.1 Members who do not meet service eligibility requirements for Pregnancy Leave or SEIB entitlements should contact the Office of Faculty Relations to discuss other options.

Pregnancy and Parental/Adoption Leave

may apply for Compassionate Leave in accordance with Clause 3 of the Article *Income Security*.

3.1 A Member is entitled to Supplemental Employment Insurance Benefits (SEIB) during their Parental/Adoption Leave provided that:

- a) the Member qualifies for Parental/Adoption Leave under Clause 3;
- b) the Member has been employed by the University on a continuous regular Full-Time basis for a period of one (1) year or more at the time the Leave commences and is Full-Time at the time the Leave commences;
- c) the Member makes application, qualifies for and receives Employment Insurance Benefits for such weeks.

3.1.1 A Member who qualifies under the provisions in Clause 3.1 is eligible for a maximum of twenty-four (24) weeks paid Leave, inclusive of any paid Leave received under Clause 1.2.1, under the conditions set out in Clauses 4, 4.1, and 4.2.

3.1.2 Members who do not meet service eligibility requirements for Parental/Adoption Leave or SEIB entitlements should contact the Office of Faculty Relations to discuss other possible arrangements. For example, a Member who does not qualify for SEIB may be eligible for other arrangements.

