

PATERNITY LEAVE

ACCORDING TO THE COLLECTIVE AGREEMENT 2006-10

PATERNITY LEAVE (5-13.30 – 5-13.44),

- a) A teacher is entitled to a leave with salary for a maximum period of **five working days** for the birth of his child. The teacher is also entitled to this paternity leave in cases where there is a miscarriage after the beginning of the 20th week prior to the expected date of delivery. While this leave **need not be continuous**, it must be taken **between the beginning of the delivery and the 15th day following the mother's or the child's return home**. One of the five days may be used for the child's baptism or registration. (5-13.30)

A teacher shall **inform the board as soon as possible** of the date on which he intends to take his paternity leave.

A female teacher whose spouse gives birth to a child is also entitled to this leave if she is deemed to be one of the child's mothers.

- b) A teacher is also entitled to take **paternity leave** for the birth of his child for **no more than five weeks** which, subject to clauses 5-13.34 and 5-13.35, **must be taken consecutively**. The leave must terminate no later than the expiry of the 52nd week following the week of the child's birth. (5-13.31)

For the teacher eligible for the Quebec Parental Insurance Plan or the Employment Insurance Plan, this leave will coincide with the period when the teacher receives benefits from these plans.

During the leave, the teacher shall be covered by clause 5-13.40 – 5-13.43.

A teacher shall **inform the board at least three (3) weeks before** the date on which he intends to take his paternity leave.

GOING ON PATERNITY LEAVE,

1. At least three (3) weeks before the leave is to start, the teacher will give written notice to the Board requesting a paternity leave of 5 weeks. (5-13.39).

FORM A

2. The teacher must report to work at the end of the paternity leave (5-13.39, paragraph 2).
3. The teacher who does not return to work at the end of this leave is considered to be on leave without pay for a maximum of 4 weeks. At the end of this period the teacher is considered to have resigned. (5-13.39, paragraph 3).
4. When they return from paternity leave the teacher will return to their position. (5-13.44).

UNPAID EXTENSIONS OF PATERNITY LEAVES

There are five (5) possible options: (clauses 5-13.60, 5-13.65, 5-13.66)

Useful site: www.rqap.gouv.qc.ca

FORM A
REQUEST FOR A PATERNITY
LEAVE

NOTE: The School Board must receive this notice three (3) weeks before your expected date of departure.

(date)

Ms Wendy Bernier
Human Resources Department
Riverside School Board
7525 Chemin de Chambly
Saint-Hubert (Québec) J3Y 0N7

Dear Ms Bernier,

This is my request for a paternity leave according to clause 5-13.31.

My 5 week paternity leave will extend from

_____ to _____
(day) (month) (year) (day) (month) (year)

I wish to continue to participate in the health insurance plan as well as the other insurance plans by paying my share according to clause 5-13.13.

My partner has opted for the **Basic Plan** (50 wks) ____ or **Special Plan** (40 wks)____

Sincerely,

(signature)

(Address)

c.c. Frank White
Riverside Teachers' Union