



LKETFO Frequently Asked Pregnancy/Parental Leave Questions

<p>Q: Is it true that if I have a baby in the summer or over the Christmas holidays I won't get the school board top up?</p> <p>A: In accordance with article 17.04.3.3 For the six week period immediately following the birth of her child, upon receipt of proof that the member has applied for and is in receipt of EI parental benefits, the Board shall pay top-up benefits as a supplement to the Member's EI pregnancy benefit entitlement, without the requirement to submit medical proof of illness, for that six (6) week period which occurs in the INSTRUCTIONAL year.</p> <p>Unfortunately summer holidays, March break and the Christmas holidays are not considered the instructional year.</p>	<p>Q: Is it necessary for to pay for LTD on my Pregnancy/Parental leave?</p> <p>A: While it is not mandatory, it is a great safety precaution. It means if you are injured or have serious complications from the birth or while the member is on leave they are covered and eligible for the LTD.</p>
<p>Q: Who pays my benefits while I am on leave?</p> <p>A: Article 17.04.1 For the duration of the statutory Pregnancy /Parental leave in accordance with the current Employment Standards Act, the Board will continue the Member's benefits at the Board's rate of premium subsidization.</p>	<p>Q: How much notice do I need to give that when going on a Pregnancy/Parental Leave?</p> <p>A: It is necessary to give the Board's Human Resources Department at least two weeks' notice.</p> <p>17.02.4 The member is required to stipulate the date on which they will resume duties on the Request for Leave of Absence Form. A change to the return to duty date can be mutually agreed between the Board and the Member.</p>
<p>Q: Do I continue to collect seniority while on leave?</p> <p>A: While on Pregnancy/Parental leave the member still collects seniority.</p>	<p>Q: Will I return to the same position when the Pregnancy /Parental leave is finished?</p> <p>A: 17.02.5 Upon return to duty, the Member shall:</p> <p>17.02.5.1 Return to the same position at the same level of responsibility and at the same school as that from which the leave was taken, if such position is available.</p>

REMEMBER EACH PREGNANCY /PARENTAL LEAVE IS DIFFERENT. CALL THE LOCAL ETFO OFFICE WITH ANY QUESTIONS YOU MAY HAVE AT 519-628-5414.