

Western Quebec Teachers' Association
Association des enseignantes et enseignants de l'Ouest du Québec



PARENTAL RIGHTS

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Once you find out you are pregnant, please follow the steps below and read the following information.

- 1- **Contact the WQTA office.** I will provide information regarding your rights as an employee and your employer's contractual obligations. Because each case is unique (type of contract, province of residence, projected due date, lack of immunity, etc.), we encourage you to contact our office to address your specific situation.
- 2- **Inform your principal.** Your principal has received guidelines from your employer which are to ask you to get tested for immunity for 5th disease, measles and chickenpox. While waiting for your test results you are suppose to stay home and during that time you continue receiving your salary. If you are immune, you return to work. If you are not, you go on preventative leave and will be paid by CNESST at 90% of your net salary.
- 3- You have the right to 4 days or 8 half days to go to **appointments related to your pregnancy**. These are not to be taken from your regular bank of sick leave days.
- 4- **Documentation**
I will provide letters of notice for maternity leave to the board, notice of extension for maternity leave (parental leave) and an approximation of benefits upon request.
- 5- **Maternity Leave** (nutshell version)

Quebec Resident/QPIP:

- Total of 50 benefit weeks
- 21 weeks at approximately 88% of salary (QPIP and Board)
- 4 weeks at 70% (QPIP)
- 25 weeks at 55% (QPIP)
- Full-time regular teacher (all above applies)
- Part-time teacher (above applies but board's obligation ends with end of contract)

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Ontario Resident/EI:

- Total of 52 benefit weeks
- 20 weeks at approximately 88% salary (EI and Board)
- 32 weeks at 55% (EI)
- Full-time regular teacher (all above applies)
- Part-time teacher (above applies but board's obligation ends with en of contract)

5- Paternity Leave

If you have contributed into QPIP or EI for 20 weeks you are eligible to the following.

- You are entitled to five working days (these need **not** be consecutive) paid by the board at 100% **between** the beginning of labour and the 15th day following the return home of your spouse.
- You are entitled to five weeks paternity leave (these need be consecutive). You apply to EI or QPIP on the day you start these 5 weeks, and the board tops up the remaining share to bring you up to 100%.

Upon request, I will provide you with letters of notice for paternity leave.

FREQUENTLY ASKED QUESTIONS

- Am I immune (fifth disease, chickenpox, measles)?
- Do I have extra days for obstetrical appointments?
- When do I notify the school board that I will be going on maternity leave?
- When do I notify the school board that I want to extend my maternity leave?
- How and when do I defer my summer pay while on maternity leave?
- As per the collective agreement, which option do I choose to extend my maternity leave?
(There are different options available and it is important you choose the right one for your personal situation and to respect the different timelines as per the collective agreement.)
- CNESST versus Salary Insurance / If need be, how do I know which will apply to me while pregnant?
- When do I contact QPIP or EI?

