

# Paternity Leaves

The collective agreement provides for 5 days to be taken between the beginning of labour and the 15 days following the return home of the mother. These days do not have to be taken consecutively and are paid at 100% by the School Board.

The father is entitled to a leave-of-absence from the school board to benefit from the 5 weeks of paternity leave at 70% (Basic Plan) or the 3 weeks of paternity leave at 75% (Special Plan) paid by QPIP to be taken within the 52 weeks following the birth of the child. These amounts will be topped up by the school board so that the father will receive 100% during these weeks. The father must be on the same plan as the mother. The collective agreement states that these weeks must be taken consecutively.

The father is also entitled to use another leave-of-absence without pay in order to share parental benefits with the mother.

A teacher who wishes to extend a paternity leave without salary from the School Board may avail himself of one of the following options based on the duration and timing of the leave:

- a. Use of accumulated sick-days. This option can be paired with any one of the other four options.
- b. Full-time leave without pay to the end of the current school year and for a maximum of two more school years.
- c. Full-time leave without pay for a maximum of 52 consecutive weeks. The duration of the leave may vary from 1 to 52 weeks taken consecutively, but not beyond 70 weeks following the birth of the child.
- d. Leave without pay for part of the year over a period of not more than two years. This option allows a leave for a given period (e.g., August to December, January to June) and leaves the choice to return to work or not during any of these periods.
- e. Partial leave without pay. Part-time work (part of the week or part of the day) for a maximum of two full years. If the leave without pay begins during the course of the year, the teacher must wait until the following year to begin part-time work. In the interim, the teacher has the choice of full-time leave without pay or working full time.

Also,

If the child is hospitalized, the teacher may suspend the paternity leave, upon agreement with the board, and return to work for the period during which the child is hospitalized.

A paternity leave may be divided into weeks if the child is hospitalized or if the teacher must be absent due to an accident or illness.

A teacher who sends the Board a notice accompanied by a medical certificate attesting that the state of the health of the child requires it, is entitled to extend his paternity leave for the duration indicated in the medical certificate.



***For Example Letters see pages 23, 24, 25 and 26  
QPAT – My Parental Rights and the Quebec Parental Insurance Plan (QPIP)***