

Changes to Parental Rights - Extension of Benefits Period June 2022

On April 26, the representatives of the Centrale des syndicats du Québec (CSQ), the Quebec Provincial Association of Teachers (QPAT), and the Fédération des syndicats de l'enseignement (FSE-CSQ) reached an agreement in principle with the Secrétariat du Conseil du trésor (SCT) on maternity leave taken in summer by teachers.

These results were approved by the Executive Committee on May 25; accordingly, the late April agreement is now officially in effect and fully applicable to maternity leaves taken in the summer of 2022, including leaves already begun.

It should be recalled that this agreement corrects a serious inequity that had persisted for the past 15 years. The collective agreement did provide the option of deferring up to four weeks of vacation.

So as not to put these teachers at a disadvantage relative to those whose leave does not coincide with the summer, they shall be entitled to an extension of their maternity leave equivalent to that portion of it that coincides with the summer. They will therefore receive the same number of additional allowances from the school board as are paid to their colleagues, i.e. 21 weeks' worth excluding the summer.

During the summer (that is, the period between the last workday of a school year and the first workday of the following school year), maternity leaves are suspended.

At the beginning of the school year, maternity leave resumes and is extended for a period equivalent to that portion of it that coincided with the summer; so, as much as an additional eight weeks or even a little more.

In practical terms, then, all full-time teachers having given birth to a baby will be entitled to 21 weeks of additional allowances paid by the school board, regardless of the time of year when they are taken.

For the additional weeks resulting from the suspension of maternity leave during the summer—where the basic QPIP plan is chosen—the amount withheld corresponds in all cases to the 70% benefit.

Suspension of maternity leave also applies to spring break.

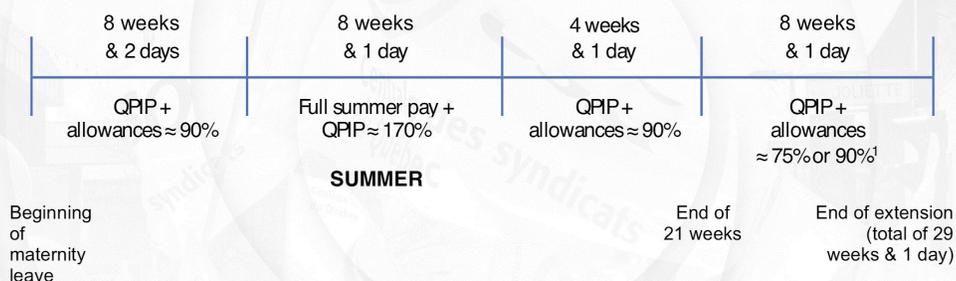
Part-time teachers too are entitled to the suspension and extension of maternity leave when it coincides with spring break.

Example 1 (QPIP Basic Plan)

Monday, May 2 to Tuesday, June 28, 2022: start of maternity leave (8 weeks and 2 days)	QPIP benefits + service centre allowances = approximately 90%
Wednesday, June 29 to Wednesday, August 24, 2022: suspension of leave (8 weeks and 1 day)	Full summer pay + QPIP benefits = approximately 170%
Thursday, August 25 to Friday, September 23, 2022: resumption of 21-week leave (4 weeks and 2 days)	QPIP benefits + service centre allowances = approximately 90%
Monday, September 26 to Monday, November 21, 2022: extension of leave (8 weeks and 1 day)	QPIP benefits + service centre allowances = approximately 75% or 90%

In this example, the teacher's maternity leave is suspended for exactly 8 weeks and one day and is extended by exactly the same number of days. Hence, this teacher receives the service centre allowance for exactly 21 weeks outside of the summer (or 105 days), as do all other teachers whose leave does not coincide with the summer.

Example 2 (QPIP Basic Plan)



1. For those weeks when the teacher receives allowances amounting to 55% of QPIP, the service centre's allowance will remain at about 20% (90% of base salary less 70% of QPIP).

Example 3

Monday, November 7, 2022 to Friday, March 3, 2023: start of maternity leave (17 weeks)	QPIP benefits + service centre allowances = approximately 90%
Monday, March 6 to Friday, March 10, 2023: suspension for spring break (1 week)	Regular salary for one week = 100% (QPIP suspended for that week)
Monday, March 13 to Friday, April 7, 2023: resumption of 21-week leave (for 3 weeks) plus a one-week extension	QPIP benefits + service centre allowances = approximately 90%

This example applies to both **part-time** and full-time teachers. During the holiday season, the teacher continues to receive her QPIP benefits and service centre allowances as for all other weeks of her leave, without extension. Leave suspension and extension apply only to spring break.