

22. **Parental Leave for Birth and Adopting Parents**

A birth mother, birth father or adopting parent is entitled to up to 35 consecutive weeks of unpaid parental leave. It is the employee's responsibility to confirm their eligibility for Employment Insurance parental benefits and to apply for benefits. For more information, please refer to the Government of Canada website:

<https://www.canada.ca/en/services/benefits/ei/ei-maternity-parental.html>

Extended parental benefits option: Effective December 3, 2017, parents can choose to receive parental benefits over a period of 12 months at the current Employment Insurance rate, or up to 18 months at a lower benefit rate.

A request for parental leave by a birth parent must be made in writing at least 4 weeks before the proposed start date.

An employer may require an employee to provide a doctor's certificate or other evidence that an employee is entitled to the leave or leave extension.

On return from leave, an employee shall be placed in his/her former position, or in a position of equal rank and basic pay, and will receive an appropriate orientation or re-orientation to the position. Alternatively, the employee may apply to a different position.

The employee shall be deemed to have resigned if an application for re-employment is not made one (1) month prior to the expiration of the leave, or the employee does not return to work after having applied for re-employment.