



FÉDÉRATION DU PERSONNEL DE SOUTIEN
DE L'ENSEIGNEMENT SUPÉRIEUR (CSQ)

INFORMATION CAPSULE

DID YOU KNOW...

CONCERNING PATERNITY LEAVES

The employee whose spouse delivers a child is entitled to a leave with pay for a maximum of five (5) working days for the birth of his child.

The employee is also entitled to such a leave if his spouse miscarries after the beginning of the twentieth (20th) week prior to the expected date of delivery.

While not required to be continuous, this leave must be taken between the beginning of the actual delivery and the fifteenth (15th) day after the mother or the child returns home.

One of these five (5) days may be taken for the child's christening or registration.

The female employee whose spouse delivers a child shall also be entitled to such a leave if she is deemed to be one of the child's mothers.

(clause 7-4.21)

The employee must, as soon as possible, notify the College of such a leave.

(end of clause 7-4.21)

NEW – THE FIVE-WEEK PATERNITY LEAVE

The collective agreement now includes provisions for paternity leave for the birth of a child for a maximum of five (5) weeks which must be taken consecutively, subject to the provisions of clauses 7-4.24 and 7-4.25.

This leave must end no later than the end of the fifty-second (52nd) week following the week in which the child was born.

For the employee eligible for QPIP or EIP benefits, this leave shall be simultaneous with the payment of benefits by virtue of one of the other of these plans and must begin no later than the week following the beginning of the payment of these benefits.

The female employee whose spouse delivers a child shall also be entitled to such a leave if she is deemed to be one of the child's mothers.

(clause 7-4.22)

During this paternity leave, the employee shall receive benefits equal to the difference between his basic weekly salary and the amount of benefits paid by virtue of the QPIP or the EIP, if he had requested such benefits.

(clause 7-4.27)

Various provisions of the collective agreement may make it possible to extend, suspend or break up a paternity leave.

(clauses 7-4.23 to 7-4.26)

You will find much more information on parental rights if you consult the Guide sur les droits parentaux et le RQAP (Édition 2010-2015), available at www.securitesociale.csq.qc.net

Other Information Capsules or Application Guides which will answer many of your questions may be found on the FPSES website under the tab **Guides d'interprétation**.

Feel free to contact your local union for further information or to suggest new topics.

