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ADDENDUM
to the Collective Agreement between
WOLF CREEK SCHOOL DIVISION NO 72
and
THE ALBERTA TEACHERS' ASSOCIATION

The parties agree that effective May 1, 2010 Article 13.1 will be replaced with the following:

13.0 Maternity and Parenting Leave

13.1 Maternity Leave

13.1.1 Maternity leave shall be for a maximum period of 15 weeks.

13.1.2 Written notice of intent to take such leave must be forwarded to the superintendent or designate at least four weeks prior to the commencement of the leave.

13.1.3 Maternity leave will be without pay and without employer contribution to benefits except as provided in 13.1.4.

13.1.4 Prior to commencement of maternity leave as specified in the collective agreement, when a teacher in the second and subsequent years of continuous service is unable to attend work and perform duties for reasons associated with her pregnancy (the absence), the teacher shall be eligible for one of the following options:

- a) if the absence begins prior to 10 weeks before the estimated date of delivery and continues without return to work, the teacher shall be placed on sick leave until such point as the teacher is eligible to apply for extended disability benefit (EDB).
- b) if the absence begins within the 10 week period before the estimated date of delivery, or on the date of delivery, the teacher shall on the first day of the absence choose either (1) or (2) below to the exclusion of the other. That choice shall become irrevocable on the first day of absence.

(1) The teacher may access the supplemental unemployment benefits plan (SUB). The Employer shall implement a registered supplemental unemployment benefits plan which shall provide teachers on maternity leave with 95 per cent of gross salary during 15 weeks of the leave. The SUB plan shall be appended to this collective agreement. The Employer shall pay the

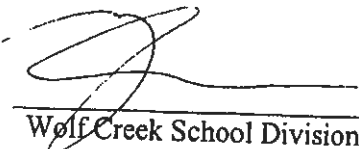
portion of the teacher's benefit plan premiums specified in articles 16.2 (a-e) of the collective agreement or

(2) The teacher may access sick leave entitlement with pay as specified elsewhere in this collective agreement for the health-related portion of the maternity leave as determined by medical documentation provided by her doctor.

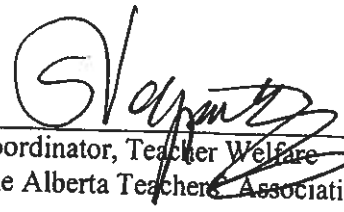
13.1.5 (a) Written notice of the date on which the teacher intends to return to work must be forwarded to the superintendent or designate.

(b) Teachers returning from maternity leave shall be returned to the position held at the commencement of the leave.

(c) The phrase "returned to the position held at the commencement of the leave" in article 13.1.5 (b) does not imply that a teacher on leave has any advantage or disadvantage in the event that a staff reduction or program change becomes necessary in a particular school.



Wolf Creek School Division No 72



Coordinator, Teacher Welfare
The Alberta Teachers' Association

Date: April 30, 2010

Date: 2010 05 03