

UNIVERSITY OF MANITOBA POLICY

Policy:	Maternity and Parental Leave
Effective Date:	October 1, 2001
Revised Date:	
Review Date:	October 1, 2011
Approving Body:	Board of Governors
Authority:	
Responsible Executive Officer:	President
Delegate: (If applicable)	Vice-President (Administration)
Contact:	Associate Vice-President (Human Resources)
Application:	Employees

Group: All staff except where there are collective agreement provisions covering maternity and parental leave. This includes the following groups identified in Policy "Employee Organizations and Employment Groups":

1. The Executive Group (Academic & Support)
2. Senior Administration (Academic Staff)
3. Administrative (Academic Staff)
4. Geographic Full-time (Academic Staff)
5. Sessional Professional (Academic Staff)
6. Non-Degree Credit Programs (Academic Staff)
7. Research (Academic Staff)
8. Student (Academic Staff)
9. Other (Academic Staff)
10. Managerial (Support Staff)
11. Professional and Confidential (Support Staff)
12. Medical Practitioners (Support Staff)
13. Student (Support Staff)
14. Other (Support Staff)
15. Dental Clinical Staff Association (U.M.D.C.S.A.)

**Part I
Reason for Policy**

- 1.1 The purpose of this policy is to define the maternity and parental leave benefit plans provided by the University.

**Part II
Policy Content**

- 2.1 The University of Manitoba will comply with the provincial legislation with respect to maternity and parental leave. In addition, as an incentive to attract and retain high quality staff, the University will provide eligible employees with the following maternity and parental leave options:
- (a) unpaid maternity and/or parental leave benefits (Plan A) in accordance with provincial legislation; or
 - (b) paid maternity and/or parental leave benefits (Plan B) in addition to those maternity and parental leave benefits already provided by federal Employment Insurance programs.

**Part III
Accountability**

- 3.1 The Office of Legal Counsel is responsible for advising the President that a formal review of this Policy is required.
- 3.2 The President is responsible for the implementation, administration and review of this Policy.
- 3.3 Employees are responsible for complying with this Policy.

**Part IV
Authority to Approve Procedures**

- 4.1 The Approving Body may approve Procedures, if applicable, which are secondary to and comply with this Policy.

**Part V
Review**

- 5.1 Governing Document reviews shall be conducted every ten (10) years. The next scheduled review date for this Policy is October 1, 2011.

- 5.2 In the interim, this Policy may be revised or repealed if:
- (a) the President or the Approving Body deems it necessary or desirable to do so;
 - (b) the Policy is no longer legislatively or statutorily compliant; and/or
 - (c) the Policy is now in conflict with another Governing Document.
- 5.3 If this Policy is revised or repealed all Secondary Documents, if applicable, shall be reviewed as soon as possible in order that they:
- (a) comply with the revised Policy; or
 - (b) are in turn repealed.

Part VI Effect on Previous Statements

- 6.1 This Policy supersedes all of the following:
- (a) Policy 607 Maternity and Parental Leave for Adoption;
 - (b) all previous Board of Governors/Senate Governing Documents on the subject matter contained herein; and
 - (c) all previous Administration Governing Documents on the subject matter contained herein.

Part VII Cross References

- 7.1 This Policy should be cross referenced to the following relevant Governing Documents, legislation and/or forms:
- (a) [Maternity and Parental Leave Procedure](#)