



Tables 1, 2 and 5

Maternity Protective Reassignment

What are our demands?

- That a woman who is pregnant or nursing may obtain leave with pay if the duties she performs present a danger to the fetus or the child and if the employer cannot assign that employee to other duties.
- Whether or not she is assigned to another position, the employee is deemed during that period to continue to occupy her position and to perform the duties of that position and continues to receive related pay and benefits.

Why have we proposed these demands?

The employer has an obligation to provide a safe work environment, as established through health and safety and human rights/no harassment jurisprudence. It would stand to reason that, if this safe work environment cannot be provided by the employer, then the employer should pay for the employee's period of leave.

We are simply seeking what is already offered to any staff working in correctional facilities, and what is currently offered under Québec legislation to workers covered in that province. We seek to move beyond policy and place protections in the collective agreement for our membership. This is a health and safety and human rights issue that merits inclusion in our collective agreements.

Although Treasury Board has a policy on maternity-related reassignment or leave, that policy does not provide for leave with pay for the duration of the risk.

What has been the employer's response?

The employer has responded "no" to this demand.

