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### **Interpretation Bulletin #7 – Article 8 Parental Leave**

Article 8.2.2 provides for commencement of parental leave for a birth father, after the child's birth and within fifty-two (52) weeks of the birth. This language shall be read to include entitlement to the parental leave for same sex partners.

Article 8.4.1(d) provides for the biological father or adoptive parent to receive a supplemental employment benefit of an amount equal to the difference between the Employment Insurance benefits and eight-five percent (85%) of the employee's salary for up to a maximum period of thirty-seven (37) weeks of parental leave. This language shall be read to include entitlement to that benefit for same sex partners.

JADRC will remain seized to assist local parties in the implementation of this language if necessary.