



MATERNITY/PREGNANCY AND PARENTAL LEAVE POLICY

PURPOSE:

The Eastern Synod provides that congregations, through their congregational council (“Congregational Council”) shall provide maternity, pregnancy or parental leave of absence (“Maternity/Pregnancy and/or Parental Leave”) to Rostered Ministers for the care of new-born or newly adopted children in accordance with the applicable employment standards legislation.

The Eastern Synod:

1. Where applicable, eligibility for Maternity/Pregnancy and/or Parental Leave from responsibilities to the Eastern Synod will be governed by the applicable employment standards legislation of the province where the Rostered Minister resides (the “Provincial Standards”).
2. Extended/Long Term parental Leave – A Rostered Minister may choose to resign from their call with the Congregational Council and apply for the status of “on leave from call” as reflected in the ELCIC guidelines:
 - a. A Rostered Minister on leave from call may apply to be retained on the Roster of Ordained Ministers of the church according to the procedure outlined in the CHCON VII, 6 and CHBYLAWA III, 11 for an additional five (5) years beyond the three year “on leave from call” provision.
 - b. Should a longer period be desired the Rostered Minister should voluntarily resign from the ministry. Subsequent reinstatement to the Roster of Ordained Ministers would take place according to the provisions of CHCON VII, 2 and CHBYLAWS III, 9.
 - c. Years spent on long term parental leave which exceeds the length of leave allowed by Provincial Standards shall not apply in the consideration of years of experience when placing a Rostered Minister on the salary scale upon reinstatement.

Congregational Councils:

1. Eligibility for Maternity/Pregnancy and/or Parental Leave from responsibilities to Congregational Council will be governed by the Provincial Standards.
2. The Congregational Council shall:
 - a. Provide a supplemental employment benefit of 95% of the salary (excluding professional expenses as outlined in Eastern Synod Compensation Schedule) for the 2-week waiting period before Employment Insurance (“EI”) begins, and;

General Provisions

1. Maternity/Pregnancy Leave and/or Parental Leave granted under this policy will be counted as “service” for purposes of salary calculations, length of employment, seniority and other such rights, obligations and benefits as provided by the Provincial Standards.
2. Please note that the recitation of the Provincial Standards or any applicable federal legislation, such as the Employment Insurance provisions, are for convenience and information only and Congregational Councils or Rostered Ministers wishing to know more about this Maternity/Pregnancy and Parental Leave Policy and the Provincial Standards are encouraged to review the Provincial Standards and any applicable federal legislation to determine their rights and obligations.
3. If any part or parts of this policy contravene the Provincial Standards or any applicable federal legislation, the minimum standard required by the applicable Provincial Standards or federal legislation shall apply.

Adopted: Eastern Synod Council – November, 2013

Format Revised: Eastern Synod Council - November, 2014