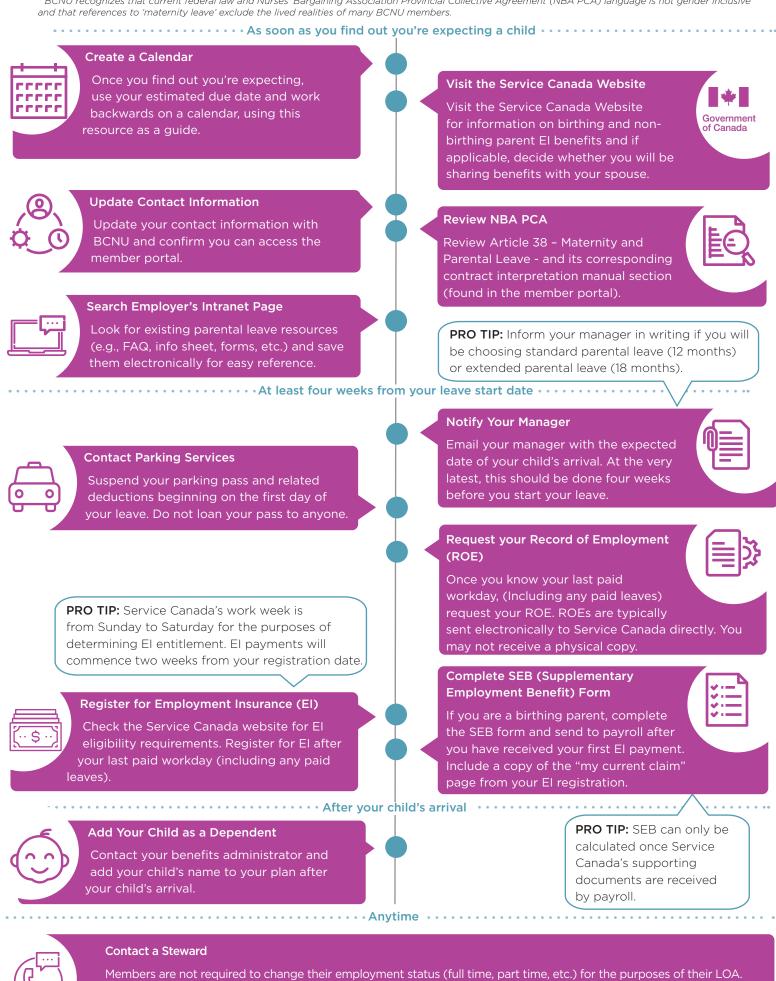


## CONTRACT INTERPRETATION

## GUIDELINES FOR MATERNITY AND PARENTAL LEAVE

This resource is designed for birthing and non-birthing parents looking for guidance around parental and maternity\* leave.

\* BCNU recognizes that current federal law and Nurses' Bargaining Association Provincial Collective Agreement (NBA PCA) language is not gender inclusive and that references to 'maternity leave' exclude the lived realities of many BCNU members.



Please contact your steward with any questions about LOAs. Contact information can be found on the member portal.