

## PARA - Know Your Contract: Seasonal Holiday and Maternity Leave

The Seasonal Holiday will be here before you know it and many of you will be traveling. Make sure you know which days you will be off-service before you book your flights or make other travel arrangements.

In terms of the Christmas Holidays (Block 7), keep in mind the following:

- You receive a Day-in-Lieu if you work any of the Named Holidays – Christmas Day, Boxing Day, and New Year's Day. Please arrange to take your Day-in-Lieu in the same rotation that it is awarded. In the event that taking the day in the same rotation is not possible, please ensure you make note of your banked Day-in-Lieu with your program. Flexibility with scheduling will make everyone's season, patients and colleagues alike, a little brighter!
- This year Boxing Day will fall on a Saturday. Any other time of the year, where a Named Holiday falls upon a Saturday or Sunday, the Named Holiday would be considered to lie on either the preceding Friday or following Monday in accordance with standard practice within the Member Facility. This practice is **NOT** the case for Christmas Day, Boxing Day, and New Year's Day (Article 13.01 (c)).
- Be advised that call requirements during Block 7 are not recalculated based on the 5 days off service. Residents can still be required to service maximum call expectations in order to allow all residents to have at least five consecutive days off within one rotation (7 in-house, or 9 home call).

Did you know that **PARA** has one of the best Maternity and Parental Packages in the country? **PARA** offers Maternity leave for 18 weeks with a top up on Employment Insurance for 17 weeks at 90% of Salary. **PARA** offers Parental Leave for two weeks, full pay and benefit. PHO's with comparable packages include PAIRO and PAIRS.