

## Administrative Proposals

MFY's proposal for additional paid parenting leave will add significant costs to our budget since employees are likely to take more time than in previous years. In return, MFY has asked the union to agree to four administrative proposals, namely: (1) if accrued sick and annual leave time is used for parenting leave, this time should be taken as a bloc; (2) when a new position becomes available, MFY will post the position externally at the same time the union is notified but will adhere to the provision in the contract that allows employees a seven-day window to apply for the position, during which time no action (other than publicizing the position) will be taken to fill the position; (3) clarification in contract language that requests for flex-place must be made in advance of performing work at another location; (4) additional contract language stating: "For the length of the employee's leave, employer has the right to temporarily reassign staff or assign cases to do the work of the employee on leave."