

Your responses suggest that you have exhausted your available UPL, but you may be able to take an extension beyond your available period.

75 Extending period of unpaid parental leave—extending to use more of available parental leave period

- (2) The employee's *available parental leave period* is 12 months, less any periods of the following kinds:
- (a) a period of concurrent leave that the employee has taken in accordance with subsection 72(5);
 - (b) a period of unpaid parental leave that the employee has been required to take under subsection 73(2) or 82(2);
 - (c) a period by which the employee's entitlement to unpaid parental leave is reduced under paragraph 76(6)(c);
 - (d) if the employee has given notice in accordance with subsection 74(3A) or (3B) of the taking of flexible unpaid parental leave—a period equal to the employee's notional flexible period.

First extension by giving notice to employer

- (3) The employee may extend the period of unpaid parental leave by giving his or her employer written notice of the extension at least 4 weeks before the end date of the original leave period. The notice must specify the new end date for the leave.
- (4) Only one extension is permitted under subsection (3).

Further extensions by agreement with employer

- (5) If the employer agrees, the employee may further extend the period of unpaid parental leave one or more times.

79B Unpaid parental leave not extended by paid leave or keeping in touch days

If, during a period of unpaid parental leave, an employee:

- (a) takes paid leave; or
- (b) performs work for his or her employer on a keeping in touch day; taking that leave or performing that work does not have the effect of extending the period of unpaid parental leave.