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Parental Allowances and Benefits Presentation for PIPSC Members

Training objectives

- provide members with an overview of the new parental allowance and leave
- answer basic question about the new parental allowance and leave

Central bargaining gains

- parental leave top-up expanded to include new shared weeks under EI
- members returning to work after parental leave can return pay allowances at a department or agency
- top up received on all 5 paternity weeks under QPIP
- inequity between QPIP and EI for adoptive parents has been addressed

Key words

EI: Employment Insurance - applies to all of Canada, with the exception of QC

QPIP: Quebec Parental Insurance Plan - applies to Quebec residents only

Maternity leave: leave without pay for the birthing parent

Key Words

Parental leave: leave without pay for either the birthing or non-birthing parent

Benefit: EI or QPIP funds to parents on leave for the birth or adoption of a child

Allowance or “*top up*”: employer funds in addition to the EI or the QPIP benefit to parents on leave for the birth or adoption of a child

Reimbursement Formula: mandatory time worked after returning to work from maternity, parental and paternity leave to avoid financial obligation with the employer

Leave Provisions Apply To:

- AV
- NR
- RE
- SH
- SP
- NRC (LS, IS, RO-RCO, TR)
- CRA (AFS)
- OSFI
- CNSC (NUREG)
- NEB
- NFB

Parental Leave without Pay

Effective on Signature Date

- **standard leave:**

- no change: a single period of up to 37 weeks in a 52 week period

- **new extended leave:**

- a single period of up to 63 weeks in a 78 week period

**Why did you join the
training today?**

Leave, Benefits and Allowances

How to apply:

- notify your manager at least 4 weeks before your expected leave date, your manager must approve your request for leave
- work with your manager and human resources personnel to ensure the Pay Centre receives the necessary documentation and information before your leave begins

Leave, Benefits and Allowances

Parental Leave Reimbursement Formula:

Because of the expansion of the definition of employer, this work may be fulfilled in the original position or a new position within the core public administration, an agency or another eligible public sector employer.

- **standard parental leave:** required to work an equivalent amount of time to the parental allowance received
- **extended parental leave:** required to work 60% (at full time hours) of the parental allowance received

Start dates

- new parental provisions, including allowance or “top up” in effect as of November 18, 2019
- the start date of your leave determines which provisions apply
- if you split the leave in 2 periods, the start date of your first period of leave determines which allowance applies
- if you split the leave with another PS employee, the leave provision is determined by each respective agreement

Pension and benefits – Standard leave

- pay regular single rate pension contributions
- pay employee portion of the health benefit contributions
 - employer pays all dental benefit contributions
- can opt out

Pension and benefits – Extended leave

- double rate pension contributions beyond 52 weeks of leave
- double rate health benefit contributions beyond 52 weeks
 - employee pays all dental benefit contributions after 52 weeks
- can opt out

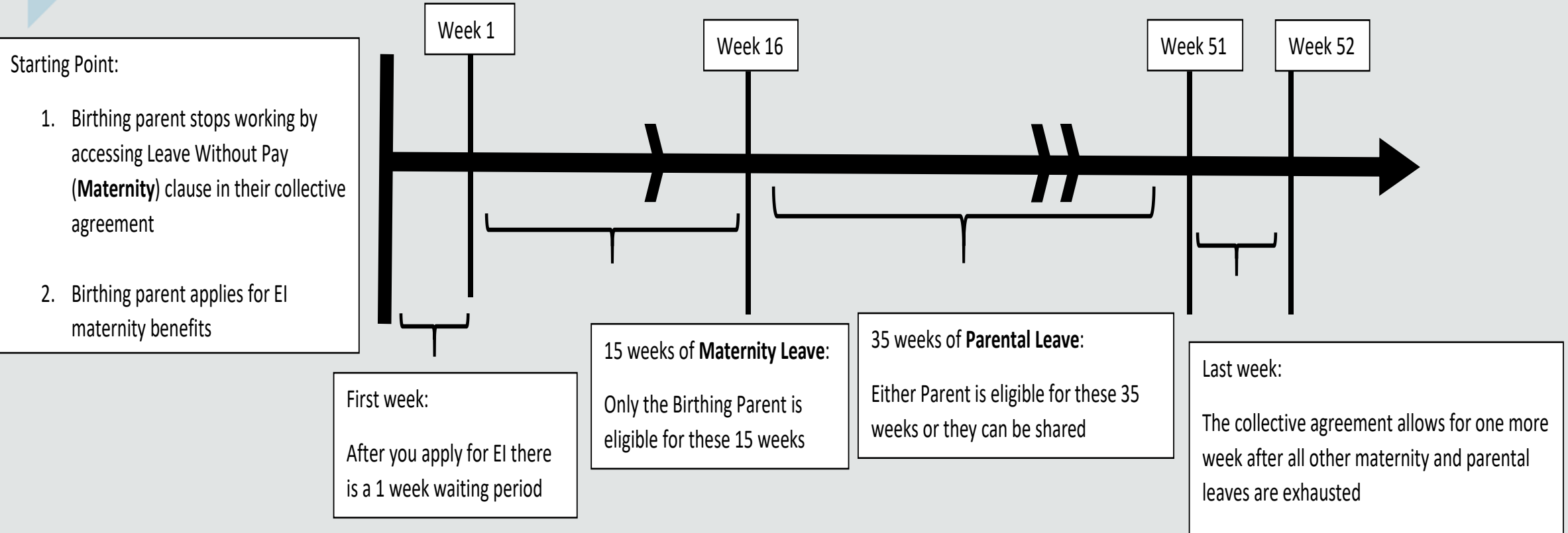
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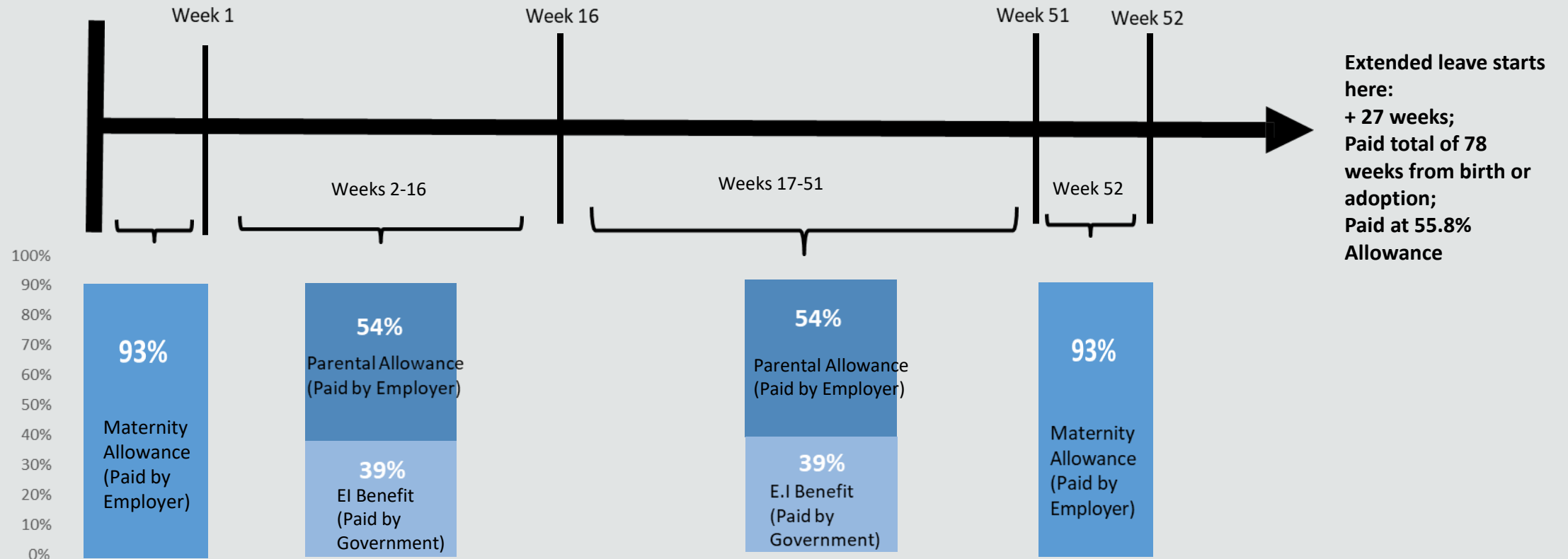
Employment Insurance (EI)

How does maternity and parental leave work under EI?

How does Maternity/Parental Leave Work?



How is your salary paid under EI?



Standard parental allowance under EI for birth

Only one parent working in PS

- up to 35 weeks* with a 93% allowance

*(*waiting week/additional week)*

*(**taken within 52 weeks of child's birth)*

Standard parental allowance under EI for birth

Two parents working in PS

- up to 35* weeks with a **93% allowance** +
- an additional 5 weeks of leave with a 93% allowance
- maximum 40 weeks of leave per couple to a max of 35 weeks for one parent

*(*waiting week/additional week)*

*(**taken within 52 weeks of child's birth)*

Standard parental allowance under EI for Adoption

Only one parent working the PS

- no change
- the standard parental leave under EI is up to 35* weeks **with a 93% allowance** to be taken **within a 52 week** period from adoption

*(*waiting week/additional week)*

*(**taken within 52 weeks of child's adoption)*

Standard parental allowance under EI for Adoption

Two parents working in PS

- up to 35* weeks with a 93% allowance +
- an additional 5 weeks of leave with a 93% allowance
- maximum 40 weeks of leave per couple to a max of 35 weeks for one parent

*(*waiting week/additional week)*

*(**taken within 52 weeks of child's adoption)*

Extended parental allowance under EI for birth

Only one parent working in PS

- up to a maximum of 61 weeks* with a 55.8% allowance

*(*additional week/waiting week)*

*(**taken within 78 weeks of child's birth)*

Extended parental allowance under EI for birth

Two parents working in PS

- up to 61 weeks* with a 55.8% allowance +
- an additional 8 weeks of leave with a 55.8% allowance
- maximum 69 weeks of leave per couple to a max of 61 weeks for one parent

*(*additional week/waiting week)*

*(**taken within 78 weeks of child's birth)*

Extended parental allowance under EI for adoption

Only one parent working in P.S

- up to a maximum of 61 weeks* with a 55.8% allowance with a 55.8% allowance to be **taken within a 78 weeks period** from adoption

*(*additional week/waiting week)*

Extended parental allowance under EI for adoption

Two parents working in the PS

- up to 61 weeks* with a 55.8% allowance +
- an additional 8 weeks of leave (max 69 weeks) with a 55.8% allowance, subject to a maximum of 61 weeks per parent
- they can take any combination as long as they share and one parent does not take more than 61 weeks

*(*additional week/waiting week)*

*(**taken within 78 weeks of child's adoption)*

**Do you have questions
about EI?**

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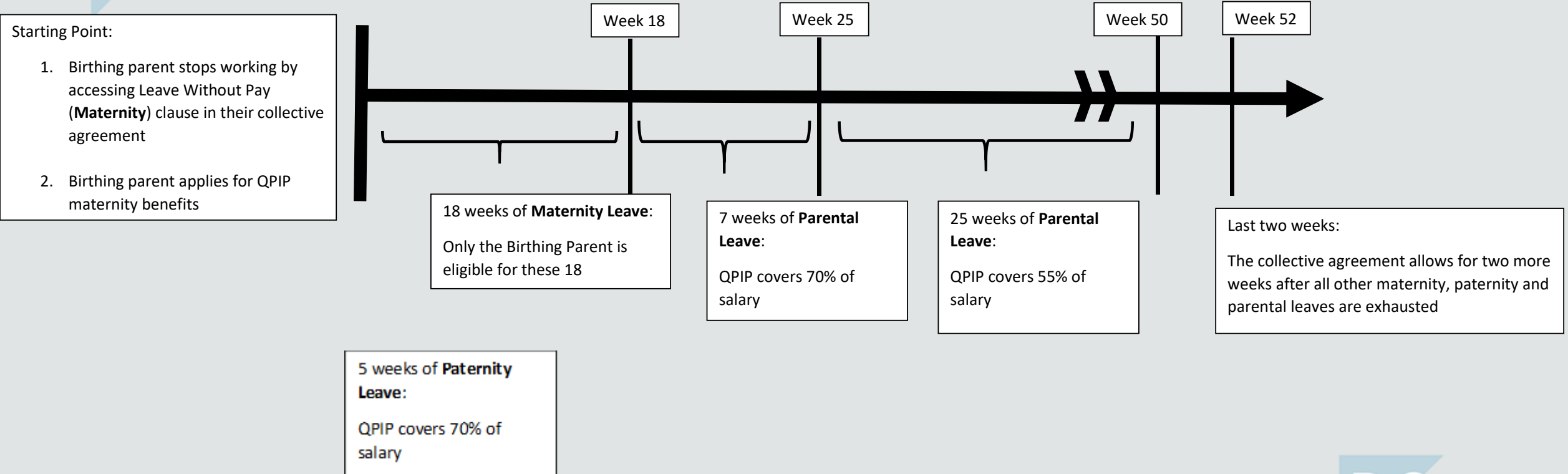
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Québec Parental Insurance Plan (QPIP)

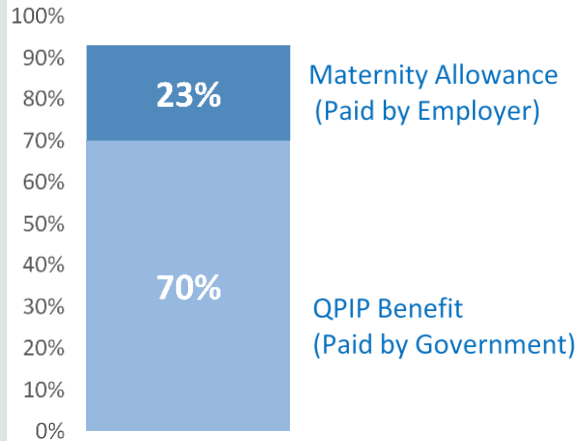
How does maternity and parental leave work under QPIP?

How does Maternity/Parental Leave Work?

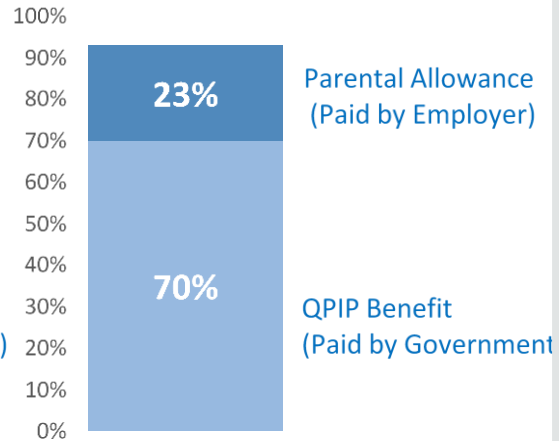


How is your salary paid under QPIP?

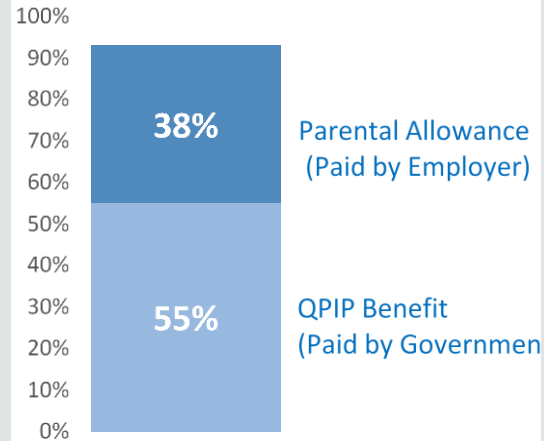
Week 1-18



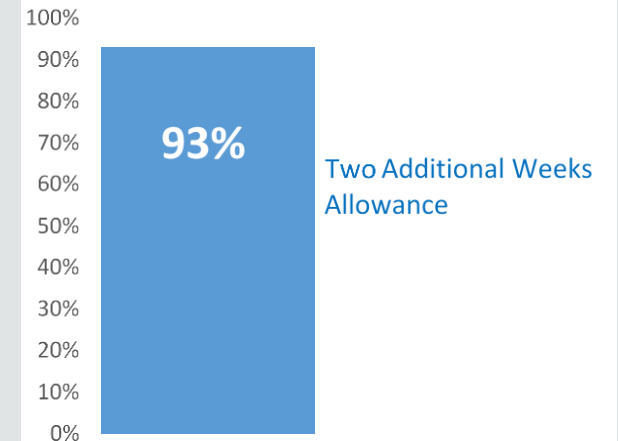
Weeks 19-25



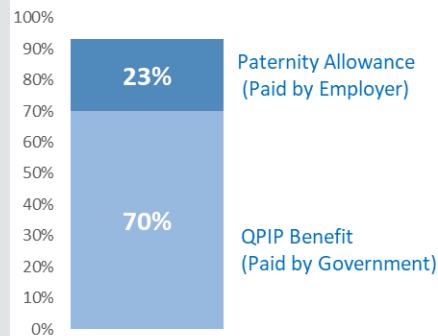
Weeks 26-50



Week 51-52



5 weeks



Parental allowance under QPIP for birth

Only the birthing parent working in PS

- up to 32 weeks with a 93% allowance +
- two additional weeks with a 93% allowance if the full 18 weeks of maternity and 32 weeks of parental leave have been taken

*(**taken within 52 weeks of child's birth)*

Parental allowance under QPIP for birth

Only non birthing parent working in PS

- up to 32 weeks with a 93% allowance +
- 5 paternity weeks at 93% allowance for the non-birthing parent

*(**taken within 52 weeks of child's birth)*

Parental allowance under QPIP for birth

Two parents working in PS

- 32 weeks at 93% allowance shared between birthing and non-birthing parents +
- 5 weeks paternity at 93% allowance for the non-birthing parent +
- up to 2 additional weeks at 93% allowance

*(**taken within 52 weeks of child's birth)*

Parental allowance under QPIP for adoption

One parent working in PS

- up to 37 weeks at 93% allowance

*(**taken within 52 weeks of child's adoption)*

Parental allowance under QPIP for adoption

Two parents working in PS

- 37 weeks with a 93% allowance shared between parents +
 - 2 additional weeks with a 93% allowance
- (**taken within 52 weeks of child's adoption)*

Parental allowance under QPIP

Extended parental leave

- no allowance or benefits but the whole leave is available

**Do you have questions
about QPIP?**

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For more information:

<https://pipsc.ca/about/contact-us/ask-us>