

Understanding your retro payment if you were on maternity or parental leave during the retro period

CBA Retro Payment Tab in Phoenix/Compensation Web Application (CWA)*

Paycheck Issue Date: YYYY/DD/MM

Paycheck Number: XXXXXXXXXX

Empl Record: XX

Pay Period End Date	Salary Admin. Plan	Salary Grade	Description	Earnings Begin Date	Earnings End Date	Hourly Rate	Payable Days	Payable Salary	Percentage Increase	Retro Payment	Total Amount
27/11/2019	PC	2	EI-QPIP Standard Sub Plan	01/10/2018	12/12/2018	42.210978		\$11101.31	2.816	\$312.61	
27/11/2019	PC	2	EI-QPIP Standard Sub Plan	13/12/2018	31/12/2018	42.210978		\$1850.22	2.816	\$52.10	
27/11/2019	PC	2	EI-QPIP Standard Sub Plan	01/01/2019	31/03/2019	42.210978		\$11101.31	2.816	\$312.61	
27/11/2020	PC	2	EI-QPIP Standard Sub Plan	01/04/2019	29/08/2019	42.210978		\$1842.15	2.816	\$51.87	
											\$729.20
2019-10-02	PC	2	Basic Ret Pay-Curr Fiscal Yr	01/04/2019	29/08/2019	42.210978	130	\$41155.70	2.816	\$1158.94	
											\$1158.94
2019-10-02	PC	2	Retro – Salary Adjustment	30/08/2019	30/09/2019	42.210978	22	\$6964.81	2.816	\$196.13	
2019-10-02	PC	2	Retro – Salary Adjustment	01/10/2019	02/10/2019	42.210978	2	\$633.16	5.082	\$32.18	
											\$228.31
2019-10-02	PC	2	R – LWOP Unpd Sal Pensionable	01/10/2018	12/12/2018	42.210978	53	16778.86	2.816	472.49	
2019-10-02	PC	2	R – LWOP Unpd Sal Pensionable	13/12/2018	31/12/2018	42.210978	13	411.57	2.816	115.89	
2019-10-02	PC	2	R – LWOP Unpd Sal Pensionable	01/01/2019	31/03/2019	42.210978	64	20261.27	2.816	570.56	
											1158.94

1

This Total Amount (\$729.20) corresponds to a retro payment received that was determined by applying a percentage increase to the Maternity/Parental Allowance received.

The Maternity/Parental allowance is the difference between any EI or QPIP benefit received and 93% of the parent's salary.

2

These Total Amounts (1158.94 & 228.31) correspond to retro payments received that were determined by applying a percentage increase to the normal salary received after the leave ended.

3

This Total Amount (1158.94) does not correspond to a retro payment and does not represent an amount that will be paid to you.

This section describes the full salary that would have been paid had the individual not been on leave.

It provides some useful information about the leave period but the Total Amount does not represent a payment you are owed.

Example using the above tables:

While on maternity or parental leave, you are entitled to benefits paid by EI. According to your collective agreement, during this leave your employer must pay you the difference between the EI benefit and 93% of your salary.

Using section 3 from the example above, 100% of the person's salary during the relevant part of the leave period (October 1, 2018 to March 31, 2019) is \$41,155.

Using section 1 from the example above, the individual received \$24,052 of maternity/parental allowance based on the same period (October 1, 2018 to March 31, 2019). They would have also received \$14,222 in EI benefits over that time. Add these two amounts together and you get \$38,274 – which is equal to 93% of the individual's salary.

So far, \$677 of retro has been paid for this period. This was determined by applying the percentage increase (2.816%) to the maternity/parental allowance that was already paid ($\$24,052 \times 2.816\% = \677).

Your bargaining team negotiated wage increases that begin on the first day of the collective agreement. This means, in our example, this individual is owed more because they are now entitled to a higher allowance based on the new, higher salary.

Taking this into account, the total amount of allowance owed for the period was actually \$25,130. Most of that amount has already been paid (\$24,052 of allowance and a retro payment of \$677). The balance owed to this individual is the difference, \$401 ($\$25,130 - \$24,052 - \$677 = \401).

The employer was required to provide the sum total of the retro pay owed within 180 days of signing the collective agreement. Because they didn't meet the deadline, individuals in this situation are now entitled to a \$50 penalty as of day 181 and additional \$50 penalties for every 90 days that pass until all applicable retro has been paid in full, or up to a maximum of nine payments totaling \$450.

* The CBA Retro Payment table is accessible through Phoenix/Compensation Web Application (CWA). Question 7 of the FAQ will help you find where this table is located in the CWA. If you are working from home and unable to access the CBA Retro Payment table remotely, you can get in touch with the Client Contact Centre and they will send you a version.