

NEW PARENTAL LEAVE CHANGES – PUBLIC SERVICE FI COLLECTIVE AGREEMENT

Allowances are in effect as of November 18, 2019

| <i>Applicable</i> √ <i>Not Applicable:</i> N/A | STANDARD PARENTAL LEAVE BENEFITS UNDER EMPLOYEMENT INSURANCE (EI) | | | | EXTENDED PARENTAL LEAVE BENEFITS UNDER EMPLOYEMENT INSURANCE (EI) | | | | |
|--|--|--|--|--|---|--|--|--|--|
| | Scenario 1 Only birthing parent is a public servant and he/she is taking the maximum benefits | Scenario 2 Only non-birthing parent is a public servant and he/she is taking the maximum benefits | Scenario 3 Both birthing parent and non-birthing parent are public servants | Scenario 4 Both non-birthing parents are public servants | <i>These scenarios are for illustrative purposes only and are subject to eligibility with EI</i> | Scenario 1 Only birthing parent is a public servant and he/she is taking the maximum benefits | Scenario 2 Only non-birthing parent is a public servant and he/she is taking the maximum benefits | Scenario 3 Both birthing parent and non-birthing parent public servants | Scenario 4 Both non-birthing parents are public servants |
| 1 week waiting period ⁱ Total benefit 93% | √ | √ | √ | √ | 1 week waiting period ⁱⁱ Total benefit 93% or 55.8% depending on when waiting period is purged. | √ | √ | √ | √ |
| 15 weeks maternity leave ⁱⁱⁱ Total benefit 93% | √ | N/A | √ | N/A | 15 weeks maternity leave ^{iv} Total benefit 93% | √ | N/A | √ | N/A |
| 35 weeks parental Total benefit 93% | √ | √ | √ | √ | 61 weeks parental Total benefit 55.8% | √ | √ | √ | √ |
| 1 extra week ^v Total benefit 93% | √ | √ | √ | √ | 1 extra week ^{vi} Total benefit 55.8% | √ | √ | √ | √ |
| 5 shared weeks EI ^{vii} Total benefit 93% | N/A | N/A | √ <i>Parents must share the 35 weeks of parental leave to qualify</i> | √ <i>Parents must share the 35 weeks of parental leave to qualify</i> | 8 shared weeks EI ^{viii} Total benefit 55.8% | N/A | N/A | √ <i>Parents must share the 61 weeks of parental leave to qualify</i> | √ <i>Parents must share the 61 weeks of parental leave to qualify</i> |
| Total weeks: | 52 weeks | 37 weeks | 57 weeks ^{ix} | 42 weeks | Total weeks: | 78 weeks | 63 weeks | 86 weeks ^x | 71 weeks |

ⁱ Where the waiting period is purged prior to the maternity leave commencing, a maternity allowance of 93% is provided under the public service FI Collective Agreement. In the event of adoption or other family circumstance where the waiting period is purged prior to commencing the parental leave, an allowance of 93% is provided under the standard parental benefits.

ⁱⁱ Where the waiting period is purged prior to the maternity leave commencing, a maternity allowance of 93% is provided under the public service FI Collective Agreement. In the event of adoption or other family circumstance where the waiting period is purged prior to commencing parental leave, an allowance of 55.8% is provided under the extended parental benefits.

ⁱⁱⁱ There are no changes to the maternity allowance or top-up allowance which remains at 93%.

^{iv} There are no changes to the maternity allowance or top-up allowance which remains at 93%.

^v Various scenarios may apply : (1) Where an employee has received the full 15 weeks of maternity benefit under Employment Insurance and thereafter remains on maternity leave without pay, she is eligible to receive a further maternity allowance for a period of 1 week at 93% of her weekly rate of pay; (2) Where an employee has received the full 35 weeks of parental benefit under Employment Insurance and thereafter remains on parental leave without pay, he/she is eligible to receive a further parental allowance for a period of 1 week at 93% of his/her weekly rate of pay, unless said employee has already received the 1 week of allowance for the same child; OR (3) Where an employee has divided the full forty (40) weeks of parental benefits with another employee under the Employment Insurance Plan for the same child and either employee thereafter remains on parental leave without pay, that employee is eligible to receive a further parental allowance for a period of 1 week at 93% of their weekly rate of pay for each week, less any other monies earned during this period, unless said employee has already received the one 1 week of allowance for the same child.

^{vi} Two scenarios may apply: (1) Where an employee has received the full 15 weeks of maternity benefit under Employment Insurance and thereafter remains on maternity leave without pay, she is eligible to receive a further maternity allowance for a period of 1 week at 93% of her weekly rate of pay; OR (2) where an employee has received the full 61 weeks of parental benefit under Employment Insurance and thereafter remains on parental leave without pay, he/she is eligible to receive a further parental allowance for a period of 1 week, at 55.8% of his/her weekly rate of pay, unless said employee has already received the 1 week of allowance for the same child.

^{vii} Upon qualifying under the EI regime, a parental allowance for a period of 5 weeks at 93% of the weekly rate of pay is available under the standard parental benefits.

^{viii} Upon qualifying under the EI regime, a parental allowance for a period of 8 weeks at 55.8% of the weekly rate of pay is available under the extended parental benefits.

^{ix} All 57 weeks must be taken within a 52-week period.

^x All 86 weeks must be taken within a 78-week period.