

NEW PARENTAL LEAVE CHANGES – PUBLIC SERVICE FI COLLECTIVE AGREEMENT

Allowances are in effect as of November 18, 2019

STANDARD PARENTAL LEAVE BENEFITS UNDER QUÉBEC PARENTAL INSURANCE PLAN (QPIP)					
<i>Applicable</i> ✓ <i>Not Applicable:</i> N/A					
These scenarios are for illustrative purposes only and are subject to eligibility with QPIP	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	Scenario 5 Both adoptive parents are public servant employees
No waiting period ⁱ	N/A	N/A	N/A	N/A	N/A
18 weeks maternity leave ⁱⁱ Total benefit 93%	✓	N/A	✓	N/A	N/A
32 weeks parental ⁱⁱⁱ Total benefit 93%	✓	✓	✓	✓	N/A
37 weeks adoption ^{iv} Total benefit 93%	N/A	N/A	N/A	N/A	✓
2 extra weeks ^v Total benefit 93%	✓	N/A	✓	N/A	✓ ^{vi}
5 paternity weeks ^{vii} Total benefit 93%	N/A	✓	✓	✓	✓
Total weeks	52 weeks	37 weeks	57 weeks	37 weeks	44 weeks

ⁱ Unlike EI, there is no waiting period in Quebec.

ⁱⁱ Total benefit 93% (first 7 weeks: QPIP Benefit 70% + employer top-up 23%, followed by QPIP Benefit 55% + employer top-up 38%).

ⁱⁱⁱ Total benefit 93% (QPIP Benefit 70% + employer top-up 23%).

^{iv} Unlike EI, Quebec has a separate leave for adoption benefits at 37 weeks. This is distinct from parental leave and benefits.

^v Where an employee has received the full eighteen (18) weeks of maternity benefit and the full thirty-two (32) weeks of parental benefit OR has divided the full thirty-two (32) weeks of parental benefits with another employee in receipt of the full five (5) weeks paternity under the Québec Parental 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 up to two (2) weeks, ninety-three per cent (93%) of their weekly rate of pay for each week, less any other monies earned during this period.

^{vi} Where an employee has divided the full thirty-seven (37) weeks of adoption benefits with another employee under the Québec Parental 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 up to two (2) weeks, ninety-three per cent (93%) of their weekly rate of pay for each week, less any other monies earned during this period.

^{vii} For more information on eligibility, see: https://www.rqap.gouv.qc.ca/sites/default/files/documents/publications/RQAP_Brochure_en.pdf.