

Supplemental Employment Benefit for Maternity and Parental Leave

Effective April 1, 2006, when on maternity or parental leave, an employee will receive a supplemental payment added to Employment Insurance benefits as follows:

- (a) For the first two (2) weeks of **maternity leave** an employee shall receive one hundred percent (100%) of her salary calculated on her average base salary.
- (b) For a maximum of fifteen (15) additional weeks of **maternity leave** the employee shall receive an amount equal to the difference between the Employment Insurance benefits and ninety-five percent (95%) of her salary calculated on her average base salary.
- (c) For up to a maximum of thirty-five (35) weeks of **parental leave**, the **biological mother** shall receive an amount equal to the difference between the Employment Insurance benefits and eighty-five percent (85%) of the employee's salary calculated on her average base salary.
- (d) For up to a maximum of thirty-seven (37) weeks of **parental leave**, the **biological father or adoptive parent** shall receive an amount equal to the difference between the Employment Insurance benefits and eighty-five percent (85%) of the employee's salary calculated on his/her average base salary.
- (e) The average base salary for the purpose of the Supplemental Employment Benefit for Maternity and Parental Leave will be based on the employee's salary on the last day paid prior to the leave commencing.

An employee is not entitled to receive Supplemental Employment Benefits and disability benefits concurrently. To receive Supplemental Employment Benefits the employee shall provide the Employer with proof of application for, and receipt of, Employment Insurance Benefits.

If an employee is disentitled or disqualified from Employment Insurance maternity or parental benefits, the employee shall receive the supplemental benefit to the appropriate percentage less the amount of Employment Insurance benefits the employee would have received if qualified for the Employment Insurance benefit.