

## Benefits Q & A

### *Pregnancy/Parental/Adoption Leaves*

- What happens if I'm on maternity, parental or adoption leave and a strike or lockout starts? Will my EI benefits continue?

Yes, your EI benefits will continue for the duration of your leave.

- Will I receive EI maternity, parental or adoption leave benefits if my leave starts during a strike or lockout?

Yes, if you can show you were arranging the leave before the strike or lockout. Write to the college, stating your intent. Be sure to keep a copy for yourself at home.

- If I participate in the strike or lockout prior to the start of my prearranged maternity, parental or adoption leave, will I still receive my EI benefits?

Yes, if you can show you were arranging the leave before the strike or lockout. Write to the college, stating your intent. Be sure to keep a copy for yourself at home.

- Can I participate in a strike or lockout while I am on maternity, parental or adoption leave and still receive my benefits?

Yes. However, keep in mind that EI pays these benefits on the assumption that you need the time off to care for your child. Strike pay is not considered to be earnings for EI purposes so it will not be deducted from your EI benefit.

- Will the amount of my EI benefits be affected by a strike or lockout?

Possibly. If a strike or lockout starts mid-week, it could reduce your EI benefits. They are based on weekly earnings in the last 26 weeks and a partial week at work could lower that figure

- To apply for EI maternity, parental or adoption leave benefits I need my Record of Employment (ROE) from the employer. If my leave starts during a strike or lockout can I get my ROE?

Your employer should give you your ROE. If you can't get it, or there is a delay, bring proof that you were working, such as pay stubs, to the EI office when you apply for benefits. Apply as soon as you can. Don't wait for your ROE. A temporary claim can be set up for you.

- Under the collective agreement, the employer tops up my wages to 93 per cent of my pay for the first two weeks of my maternity, parental or adoption leave. Will I get this during a strike or lockout?

No. The employer does not have to pay this for any part of the two-week period that falls during a strike or lockout.

- Under the collective agreement, the employer tops up my EI maternity, parental or adoption leave benefits to 93 per cent of my pay. If I am on leave and getting EI benefits before a strike or lockout, will I get the top-up from the employer?

You will get the top-up while you are not on strike or locked out. The top-up will stop during a strike or lockout.

- If my EI maternity, parental or adoption leave benefits start during a strike or lockout, will I get the top-up from the employer?

No, you will not get the top-up during a strike or lockout.

- Would the top-up start up again after a strike or lockout?

Yes, as long as you are still getting EI maternity or parental (include adoption) benefits and the top-up provision still exists in the new collective agreement.

- Do I have benefit coverage if I am on maternity, parental or adoption leave during a strike or lockout?

Yes, you are entitled to benefit coverage while on leave, as long as you pay your share of pension contributions and benefit premiums. If your portion is paid, then the employer must make its contributions and continue your benefit coverage.

- If my share is paid, what benefits do I get?

You will have coverage for: pension; basic life insurance; Supplemental and/or dependent life insurance (if you have them); Extended health (including drugs); and dental.

- What happens if my maternity, parental or adoption leave ends and I'm ready to return to work while a strike or lockout is still on?

You are considered on strike or locked out and you should report for strike duties.

- The collective agreement says I must serve 13 weeks to get leave without pay for maternity, parental or adoption leave. Will a strike or lockout interrupt my eligibility for these leaves?

A strike or lockout does not interrupt the qualifying period for these leaves. To be eligible, your hire date must be at least 13 weeks before the expected date of birth, or start of the parental or adoption leave.