



Saint Mary's University Policy for Pregnancy / Parental Supplemental Benefits for Full Time Contract Employees

Eligibility:

Full-time contract Employees who have completed 24 consecutive months of contract employment are eligible for pregnancy/parental supplemental benefits.

Details:

Pregnancy Supplemental Benefits

- For the first week of pregnancy leave or until the end date of the employment contract, whichever comes first, the Employee shall receive 80% of their regular salary. This represents the Employment Insurance (EI) unpaid 1-week waiting period.
- For up to a maximum of fifteen (15) additional weeks or until the end of the employment contract, whichever comes first, the Employee shall receive an amount equal to the difference between the EI benefits and 80% of their regular salary.
- For the seventeenth (17) week of the pregnancy leave or the end date of the employment contract the employee shall receive 80% of their regular salary.
- Supplemental payments shall begin no earlier than twelve (12) weeks before the expected birth date.

Parental Supplemental Benefits

- For up to a maximum of ten (10) weeks or until the end of the employment contract, whichever comes first, the Employee shall receive an amount equal to the difference between the EI benefits and 80% of their regular salary.

Employees must provide a copy of their EI Pregnancy/Parental Leave benefit statement to Payroll indicating the EI benefit amount so that payroll can calculate the supplemental benefits. If the Employee is not eligible for EI pregnancy/parental leave benefits, they will not be eligible to receive pregnancy/parental supplemental benefits.

Benefits and/or pension (if applicable) can continue while an Employee is on leave if payment arrangements are made prior to the start date of the leave. The University will continue to cost-share the premiums. Alternatively, the Employee can stop participating in benefits and/or pension during their leave, and rejoin upon return to work.

The above is subject to the terms of the Employee's contract of employment.



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