



TENTATIVE AGREEMENT – EC and TR COLLECTIVE AGREEMENTS

PARENTAL LEAVE AND ALLOWANCE: MAIN CHANGES

This document intends to highlight the main differences between the two regimes when it comes to parental leave and allowance, that is, what is covered in the current collective agreement and what is proposed in the tentative agreement.

1. **BEFORE:** No language and no top up for extended parental benefits beyond 35 weeks (at 93%)
 - **AFTER:** New language for extended benefits and top up for 61 weeks to 55.8%.

2. **BEFORE:** No language and no top up for parental leave for employee's spouse unless they use some of the existing parental leave that the employee would transfer
 - **AFTER:** New language for leave under both the standard and extended parental benefit plans; in addition to the existing 35 weeks that still can be shared there are 5 weeks of top up at 93% under standard benefit plan and 8 weeks of top up under extended benefit plan for employee's spouse only if the spouse is a Public Service employee (EI benefits only are available if the spouse is not a PS employee).

3. **BEFORE:** Various entitlements for standard parental benefits only (e.g. allowed to split in two periods, paid waiting period, extra week or weeks depending on circumstances)
 - **AFTER:** New language replicating existing entitlements under standard benefits for the extended benefits.

4. **BEFORE:** Maximum number of weeks of maternity and parental benefits that could be shared under the standard benefits plan was 52
 - **AFTER:** New maximum number of weeks where both parents are sharing maternity and parental benefits and both are public service employees (from 52 weeks, to 52 weeks plus 5 weeks); plus under the extended

benefits plan the maximum number of weeks of shared, maternity and extended parental benefits is 86 weeks.

5. **BEFORE:** Under the Quebec Parental Insurance Plan part of the paternity benefits were not topped up
 - **AFTER:** The 5 weeks of paternity benefits are topped up to 93%.

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