

OPS FACT SHEET

Pregnancy and Parental Leave

General Eligibility for Pregnancy and Parental Leave

Permanent employees may be eligible for a combined pregnancy and/or parental leave of up to 78 weeks.

If you have greater than 13 weeks of service prior to beginning your pregnancy and/or parental leave, you will continue to accrue credits during the leave(s). Permanent employees with less than 13 weeks service are eligible for unpaid leave(s) without accumulation of credits.

Your Right to Pregnancy Leave

Pregnant employees have the right to pregnancy leave for a maximum of 17 weeks. The pregnancy leave cannot start earlier than 17 weeks before the due date and no later than the birth day of the child.

Your Right to Compensation During Pregnancy Leave

If you qualify for EI Maternity Benefits and have greater than 13 weeks of service as a permanent employee, you are entitled to a salary “top-up” of Employment Insurance (EI) Maternity Benefits. To receive the top-up, you must submit proof that you are in receipt of EI maternity benefits.

The top-up consists of 93% of salary in the first week while waiting for EI benefits, 93% of salary plus EI in the second week, plus up to an additional 15 weeks of top-up from EI to 93% of salary.

Your Right to Parental Leave

An employee entitled to parental leave include birth parents, adoptive parents or a person who is in a relationship of some permanence with a parent of a child and who intends to treat the child as their own.

Employees entitled to pregnancy leave who have already taken 17 weeks of pregnancy leave may take up to 61 additional weeks of parental leave. Your parental leave must start immediately after your pregnancy leave. Parents who are not eligible for pregnancy leave may take up to 63 weeks of parental leave. The parental leave must begin no earlier than the day the child is born or comes into your care.

Your Right to Compensation During Parental Leave

Parents who qualify for EI Parental Benefits and have greater than 13 weeks of service are entitled to “top-up” their EI Parental Benefits to the equivalent of 93% of their salary. If you have already received the Pregnancy Leave top up, you may receive a maximum of 15 additional weeks of Parental Leave top-up to 93% of salary. Employees may elect either standard EI parental benefits or extended EI parental benefits.

Employees who did not take the Pregnancy Leave top-up would be entitled to a maximum of 17 weeks of Parental Leave top-up. The top-up for parents who choose to serve the 1 week waiting period for parental benefits consists of 93% of salary in the first week while waiting for EI benefits, 93% of salary plus EI in the second week, plus up to an additional 15 weeks of top-up from EI to 93% of salary. Employees may elect either standard EI parental benefits or extended EI parental benefits.

Extending Your Parental Leave

Employees who did not take the pregnancy leave, may extend their parental leave for up to 6 consecutive weeks. This extended parental leave is an unpaid leave with accumulation of credits. To access this extension, you must request the extended parental leave in writing at least 2 weeks before the end of your parental leave.

An employee who wishes to end their leave early must give written notice to the Employer at least 4 weeks in advance of the original return date.

Benefits and Pension Contributions During Your Leave

OPS insured benefits, as well as employee premiums, will continue during pregnancy and parental leaves for employees eligible for a paid parental leave. Employees can elect in writing to discontinue benefits. For employees with less than 13 weeks of service, OPS insured benefits will not continue during a leave of absence greater than 1 month.

Employees with greater than 13 weeks service can elect to make pension contributions during their pregnancy and parental leaves. If you choose to do this, the Employer will

continue to make its pension contributions and your pensionable service shall continue to accrue. Vacation credits and seniority also accrue during pregnancy and parental leaves. In general, employees should be given their old job back at the end of their pregnancy or parental leave.

Questions and Assistance

For more information please contact an AMAPCEO OPS Workplace Representative. A complete list of [Workplace Representatives can be found on the AMAPCEO Website at amapceo.on.ca](http://www.amapceo.on.ca). Keep in mind that you are not restricted to seeking assistance a Workplace Representative in your particular ministry.

This factsheet applies to permanent AMAPCEO OPS employees commencing pregnancy and parental effective December 3, 2017. Employees who started pregnancy and parental leaves before December 3, 2017 should refer to the OPS intranet for the previous entitlements.

DISCLAIMER: This fact sheet provides general information only and should not be relied upon as a legal document. All provisions of the collective agreement, Employment Standards Act, and Employment Insurance Act, their regulations and any other legislation still applies and should be referred to for authoritative information.