

Maternity Supplemental Unemployment Benefit Plan (SUB)

AP 40-40

As a part of the maternity-leave package, the Division shall participate in a Maternity Supplemental Unemployment Benefit Plan (SUB) which will be available to all female employees who qualify for maternity leave. Operated in conjunction with Canada Employment and Immigration, maternity SUB is to supplement the Employment Insurance Benefits received by employees during the health-related portion of the maternity leave and as such covers the maternity leave period. The benefit level paid under this plan is set at 95% of the employee's regular weekly gross earnings.

- Employees must prove that they have applied for and are in receipt of employment insurance benefits in order to receive payment under the maternity SUB plan. The employer will use either a Canada Employment and Immigration Commission computer printout or the employee's employment insurance cheque stub to verify that the employee is receiving employment insurance benefits.
- In any week, the total amount of payments will not exceed 95% of the employee's weekly gross earnings. The employee must notify the employer if and when in receipt of other earnings for the duration that maternity SUB benefits are paid.
- The maternity SUB may be paid to an employee who is not in receipt of employment insurance benefits only if the reason for non-receipt is that the employee is serving the two (2) week waiting period.
- The plan is financed from the Division's general revenues. Maternity SUB payments will be kept separate from wages.
- The employer, as well as, employees will inform the Canada Employment and Immigration Commission in writing of any changes to the plan within 30 days of the effective date of the change.
- The purpose of the maternity SUB plan is to supplement Employment Insurance benefits for the unemployed period specified in the plan.
- Payments in respect of guaranteed annual remuneration or in respect of deferred remuneration or severance pay benefits will not be reduced or increased by payments received under the plan.

Notwithstanding the above in the event that the claims fall during a non-working period, an employee shall not be entitled to payment of any additional salary and benefits during this period.