



**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 date of birth. All payments are subject to the applicable EI and other benefits.

