

Memo

To: All Staff
From: Clara Young, Director of Finance & Administration
Date: August 17, 2022
Re: **Pregnancy/Parental Leave Supplement Unemployment
Benefit (SUB)-New Update**

This memo is further to the memos sent on October 20, 2020, and February 26, 2021, to all staff regarding Pregnancy/Parental Leave Supplement Unemployment Benefit (SUB).

We are announcing a change within our Supplement Unemployment Benefit (SUB) effective immediately. As of today, the Agency will no longer require the signing of an agreement to make a minimum 6-month commitment to continue to work for Tikinagan Child and Family Services upon their return to work from their Pregnancy/Parental leave. Staff will not be required to return to Tikinagan as part of the agreement in the previous memo outlined.

Employees who are applying for the program can apply at any time during week one (1) or within fifty-one (51) weeks after they have started their Pregnancy/Parental Leave. The maximum SUB given for a total of twenty-six (26) weeks.

In that circumstance the total supplement amount provided by the Agency over the duration of the SUB period will change. If they choose the regular leave option (1-12 months) their weekly earnings will be approximately 80% (55% EI plus 25% supplement) for the duration of the SUB for a maximum of 26 weeks.

If an employee chooses the extended leave option (12-18 months) their total weekly earnings will be approximately 80% (33% EI plus 47% supplement) for the duration of the SUB for a maximum of 26 weeks.

Employees should notify the HR department if they would be taking a 12-month or 18-month Pregnancy/Parental leave and HR department will notify Payroll regarding the duration of Pregnancy/Parental leave of the employee and the SUB option.

Should there be any questions regarding eligibility and payment of this benefit, please contact Tasha Jewell, Assistant Finance Manager at 1-800-465-3624 or 807-737-7400 ext. 2270.

Thank you.