

Benefits

Policy Category: Personnel

Subject: Pregnancy & Parental Leaves and Supplemental Employment Insurance Benefits

Approving Authority: Board of Governors

Responsible Officer: Vice-President, Operations and Finance

Responsible Office: Human Resources

Related Procedures: [Administrative Procedures for Pregnancy and Parental Leave and Supplemental Employment Insurance Benefits](#)

Related University Policies:

Effective Date: July 1, 2013

Supersedes: December 1, 1998; April 28, 2005, June 20, 2013

(Incorporated Policy 6.16 – Parental Leave, Policy 6.17 – Pregnancy Leave and Policy 6.18 – University Supplemental Employment Insurance Benefits (SEIB) Plan)

I. PURPOSE

This policy defines the leave arrangements for pregnancy and parental leaves and supplemental employment insurance benefits available to PMA Eligible staff at Western. It is in accordance with all applicable federal and provincial legislation including, but not limited to the Ontario *Employment Standards Act*.

II DEFINITIONS

Pregnancy Leave – A leave of absence of up to 17 weeks for a PMA staff member who is pregnant.

Parental Leave – A flexible leave of absence of up to 35 or 37 weeks for PMA staff members who have recently become parents of a newborn or newly adopted child(ren).

Parent - Includes a birth parent, an adoptive parent (whether or not the adoption has been legally finalized), or a person who is in a relationship of some permanence with a parent of the child and who intends to treat the child(ren) as his or her own.

POLICY 6.11 – Pregnancy and Parental Leaves and Supplemental Employment Insurance Benefits

4. Supplemental Employment Insurance Benefits

PMA eligible staff members who qualify for pregnancy and/or parental leave may be eligible for Supplemental Employment Insurance Benefits as outlined in the