

Leave Benefits Summaries/Comparisons

January 28 2021

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The table and accompanying footnotes were constructed in 2018 to compare faculty leave benefits at UBC, Simon Fraser and the University of Toronto. Eligible faculty members at these institutions receive 95% salary for some specified period of time from a combination of EI benefits and university funds. If two parents of a child are eligible faculty members, both can receive 95% salary, but (possibly) for different lengths of time. Note that adoptive parents are categorized as primary or secondary; this language may be difficult to define and, indeed, may be inappropriate since it does not adequately describe shared parenting.

The EI one week waiting period complicates exposition. During the waiting period EI pays no benefits but the university covers the 95% salary. Only one parent would be subject to the one week waiting period and thus only one parent would receive top-up for that time period. Further complicating things – at least in the table – is that in 2018, SFU and U of T had not updated their web pages, still indicating a 2 week waiting period.

The table contains the simplest case when no parent has an extended leave (in an extended leave, the total salary received is the same as in a usual leave, but the leave is spread over more time).

Lengths of Paid Leaves at UBC, SFU, U of T (in weeks) as of 2018

Employee: Leave:	Person who gives birth			Other Parent			Adoptive Parent ^{††} (Primary)			Adoptive Parent (Secondary)		
	UBC	SFU	UofT	UBC	SFU	UofT	UBC	SFU	UofT	UBC	SFU	UofT
Maternity	1*+14	Total 2 ^{&} +33	20 ^{***}	-	-	-	-		-	-	-	-
Parental	10		10	10 (+1 ^{**})	18 (+2 ^{&&})	10	1*+10 [†]	Total 2 ^{&} +33	10 ^{***}	10 (+1 ^{**})	18 (+2 ^{&&})	10
Adoption	-		-	-	-	-	-		20	-	-	-

Footnotes dealing with waiting period:

* EI's one week waiting period, with no EI benefits and university covering 95% of salary

** If EI's one week waiting period has already been satisfied (e.g. via UBC faculty birth mother or Primary Adoptive Parent), please omit this 1 week of salary.

& As above in *, but SFU lists waiting period as two weeks, not one week

&& As above in **, but SFU/UofT list waiting period as two weeks, not one week

*** U of T mentions 2 weeks waiting period. From the website, it isn't clear if the time listed includes the 2 weeks or is in addition to the 2 weeks.

[†]Adoptive parents may be able to successfully argue for an additional 5 weeks of paid parental leave, under BC Employment Standards Act. UBC posts that an UNPAID leave is available. However, at least two UBC adoptive parents (different families) have successfully received an additional 5 weeks of paid leave.

^{††}At SFU, Primary Adoptive Parent must be "mother". At U of T the Primary Adoptive Parent "has the responsibility for primary childcare immediately following the birth of a child, or the arrival of a child into the custody" and the adoption leave may be split between parents, if both

are members of the employment group. At UBC, there is no adoption leave – UBC grants the usual parental leave.

THINGS THAT HAVE CHANGED SINCE 2018

- BC Employment Standards Act's possible additional 5 weeks of paid parental leave is now unpaid parental leave.
- SFU: It seems that SFU no longer differentiates between the 4 categories of parent: Ignoring the one week waiting period, "a new parent" receives top-up to 95% of salary for 34 weeks (plus waiting period week, if applicable). From other language on the SFU site, it seems a parent must be a "biological mother", "biological father", "adoptive mother" or "adoptive father".
- U of T: It seems that details of U of T's policy are behind a firewall.

INFORMATION AND LINKS

EI benefits (for simplicity, standard benefits are described, not extended benefits)

<https://www.canada.ca/en/services/benefits/ei/ei-maternity-parental.html> (accessed Jan 2021)

- *Waiting period:*
 - EI pays nothing for one week; this is required of only one parent
- *Maternity leave:*
 - EI pays 55% of salary up to a maximum of \$595/week for 15 weeks
 - to the person giving birth
 - Person can start receiving maternity benefits as early as 12 weeks before the due date or the date person gives birth.
 - Person cannot receive these benefits more than 17 weeks after the due date or the date person gives birth, whichever is later.
- *Parental leave:*
 - EI pays 55% of salary up to a maximum of \$595/week for 40 weeks.
 - This is not per parent. It can, however, be split between parents, but one parent cannot receive more than 35 weeks of standard benefits.
 - Parent can receive parental benefits within 52 weeks after the child's date of birth or the date the child is placed with parents for the purpose of adoption.

BC Employment Standards Act

- *Pregnancy Leave:*
<https://www2.gov.bc.ca/gov/content/employment-business/employment-standards-advice/employment-standards/forms-resources/igm/esa-part-6-section-50>
retrieved Jan 2021 Act Part 6, Section 51
 - A pregnant employee can take up to 17 consecutive weeks of unpaid leave, starting no earlier than 13 weeks before the expected birth and no later than the actual birth date.
 - This leave may be extended by up to six weeks if the employee is unable to return to work for reasons related to the birth or termination of the pregnancy.
- *Parental Leave:*
<https://www2.gov.bc.ca/gov/content/employment-business/employment-standards-advice/employment-standards/forms-resources/igm/esa-part-6-section-51>
Retrieved Jan 2021 Act 6 Part 51
 - A parent who takes pregnancy leave is entitled to take up to 61 consecutive weeks of unpaid leave.

- A parent, other than an adopting parent, who has not taken pregnancy leave is entitled to take up to 62 weeks of unpaid leave.
- An adopting parent is entitled to up to 62 consecutive weeks of unpaid leave.
- If the child has a physical, psychological or emotional condition requiring an additional period of parental care, a parent is entitled to up to an additional 5 consecutive weeks of unpaid leave.

UBC's top-up policy:

<http://www.hr.ubc.ca/wellbeing-benefits/benefits/details/vacation-leaves/maternity-parental-adoptive-leave/maternity-parental-and-adoption-leave-for-academic-executives-academic-exec-faculty-postdoctoral-fellows-employees/>

accessed Jan 2021

- *Maternity leave*
 - top up to 95% salary for "birth mother"
 - 1 week waiting period plus 15 weeks
- *Parental leave*
 - top up to 95% salary "birth mother" or "birth father" or "adopting parent"
 - 1 week waiting period (if not already claimed) plus 10 weeks

Adoptive parents are eligible for a paid pre-placement adoption leave of up to 20 days [is this subtracted from the parental leave of 10 weeks? Or in addition to?]

SFU's policy:

<https://www.sfu.ca/content/dam/sfu/faculty-relations/leaves/leavefornewparents/Parental%20Leave%20Application%20Form.pdf>

accessed Jan 2021

- *Statement:* A new parent is entitled to 35 consecutive weeks of paid leave (one week at 95% salary - Employment Insurance waiting period (if applicable) - and 34 weeks at the basic formula - 95% of salary less the maximum Employment Insurance benefit that may be paid).
- This may only cover "biological mother", "biological father", "adoptive mother", "adoptive father" – in other parts of the policy, we see statements like "Biological Mother: May commence leave up to 12 weeks prior to due date of child".

University of Toronto's policy:

<http://benefits.hrandequity.utoronto.ca/faculty-librarians-vacations-leaves/>

In 2018, this linked directly to specific information on leaves. It looks like that information is no longer publicly available. Currently, the link leads to a generic page, which states "If you work at U of T you have access to the HR Service Centre, where you can submit HR requests & forms online; search a knowledge base containing HR and employment information including details about the benefits listed on this page specific to your employee group."

The report of the 2004 UBC Faculty of Science Ad Hoc Committee on parental leave policies:

<https://science.ubc.ca/sites/science.ubc.ca/files/faculty/diversity/parentalleaveubc2004.pdf>