

Changes to Employment Insurance (EI) “Family Caregiver” Benefits

The following change to the federal Employment Insurance (EI) benefit came into effect December 3, 2017. It is important to note that this change does not affect your local leave provisions. Also, there is no corresponding amendment to the provincial *Employment Standards Act*. The changes to the federal EI “family caregiver” benefits are as follows:

1. The EI benefit formally known as the Parents of Critically Ill Children Benefit has been renamed the **Family Caregiver Benefit for Children**.
2. A new EI benefit, the **Family Caregiver Benefit for Adults**, has been added. This leave can be claimed for a maximum of 15 weeks. To access the new Family Caregiver Benefit for Adults, a family member must submit a medical certificate signed by a medical doctor or nurse practitioner saying that:
 - there has been a significant change in the patient’s baseline state of health
 - the patient’s life is at risk as a result of an illness or injury, and
 - the patient requires the care or psychological or emotional support of one or more family members.

Further information on the EI benefits available can be found here:

<https://www.canada.ca/en/employment-social-development/campaigns/ei-improvements/adult-care.html>

Frequently Asked Questions

Q.1 Is there any top-up for the new Family Caregiver Leave?

No. Local agreements do not provide for salary top up when an employee is in receipt of the **Family Caregiver benefit for Adults** from EI.

Q.2 Is there a leave for Family Caregiver benefit for Adults?

At this time there is no corresponding leave under the *Employment Standards Act* (note: s. 52 Family Responsibility Leave, which provides five days of unpaid leave is already provided to teachers under Article G.3 Family Responsibility Leave). Whether an employee is able to access leave for the Family Caregiver Benefit for Adults will depend on local collective agreement language.

Q.3 Does this change G.2 Compassionate Care Leave supplemental insurance benefits?

It is important to distinguish that neither the **Family Caregiver Benefit for Children** nor the new **Family Caregiver Benefit for Adults** replace the **Compassionate Care EI** benefit. A teacher is only entitled to salary top-up under Article G.2 Compassionate Care Leave when they are in receipt of the Compassionate Care benefit from EI, per Article G.2.3.

Questions

If you have any questions, please contact your BCPSEA labour relations liaison.