

## Update: Impact of Federal Changes to Employment Insurance Parental Benefits on Parental Leave Top Up

### Background

We previously communicated about the impact of recent federal changes to Employment Insurance (EI) parental benefits in [@issue No. 2017-19](#), dated November 17, 2017. Effective December 3, 2017, parents may choose to receive EI parental benefits in a lesser weekly amount (33% of weekly average earnings) over a longer period of time (61 weeks).

This change impacted only the following districts that provide parental Supplemental Employment Benefits (SEB) or top up to teachers during parental leave:

- SD 36 (Surrey)
- SD 51 (Boundary)
- SD 61 (Greater Victoria)
- SD 63 (Saanich)
- SD 69 (Qualicum)
- SD 70 (Alberni)
- SD 72 (Campbell River)
- SD 73 (Kamloops/Thompson)
- SD 75 (Mission)
- SD 79 (Cowichan Valley).

There are no support staff agreements that provide parental leave top up.

BCPSEA and the BC Teachers' Federation (BCTF) met to discuss the issue under the Legislative Change provisions (article A.9) of the Provincial Collective Agreement. The parties have now reached agreement (attached) regarding how parental leave SEB plans will be administered in light of the federal changes.

### Details of Settlement

The settlement provides a cost-neutral solution which provides greater flexibility to teachers and effectively mirrors the federal changes which allow parents to receive benefits over a longer period of time. Under the settlement, a teacher who elects to receive EI parental benefits over the longer period will receive the same total amount of SEB payments as he/she would over the 35- week parental leave period. The settlement leaves it up to the local parties to determine the payment schedule to apply over the extended 61 week period.

The settlement will remain in effect until the earlier of the conclusion of a new collective agreement between the parties, or December 31, 2020.

## Questions

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

Attachment:

Settlement Agreement Between BCPSEA and BCTF re Extension of Parental Leave Benefit Period and Supplemental Employment Benefit Plans