



MATERNITY AND PARENTAL LEAVES AND ALLOWANCE UNDER TENTATIVE COLLECTIVE AGREEMENT

	Maternity Leave	Standard Parental Leave	Extended Parental Leave
Length of Leave AJC CA Art. 19.03 & 19.06	16 wks	Up to 37 weeks (combined, single period per lawyer, within 52 wks of birth)	Up to 63 weeks Parental Leave (combined, single period per lawyer, within 78 wks of birth)
EI Benefits	1 wk waiting period 15 wks at 55%	Up to 35 wks at 55% (combined) Additional 5 wks at 55% for non-birthing or other adoptive parent (concurrent & taken within 35 wk period)	Up to 61 wks at 33% (combined) Additional 8 wks at 33% for non-birthing or other adoptive parent (concurrent & taken within 61 wk period)
Employer Allowance AJC CA Art. 19.04 & 19.07 (see 19.05 for totally disabled lawyer)	1 wk at 93% 15 wks EI top up to 93% (As long as in receipt of EI maternity benefits)	Up to 40 wks employer EI top up to 93% 1 wk at 93% (combined, includes any waiting period, as long as eligible for EI parental benefits)	Up to 69 wks employer EI top up to 55.8% 1 wk at 93% (combined, includes any waiting period, as long as eligible for EI parental benefits)

Notes:

* *Quebec residents are covered by the Quebec Parental Insurance Plan and would only be eligible for standard parental benefits. For more information about maternity and parental benefits in Quebec see: [Québec Parental Insurance Plan](#).*

** *See Article 19.05 for totally disabled lawyers.*