

**TO:** All MUNFA Members

**FROM:** The MUNFA Executive Committee

**DATE:** August 9, 2018

**SUBJECT:** **Employment Insurance Parental Benefits**

Employment Insurance (EI) Parental Benefits are now more flexible as a result of changes introduced in **December 2017**. Parents with a newborn or newly adopted child may now choose to apply for **Standard** or **Extended EI Parental Benefits**.

Standard benefits provide a higher benefit for a shorter period of time. Extended benefits offer a longer period of EI at a lower benefit rate. Either of these benefits can be taken by one parent or shared by both. The table below summarizes these and the proposed new benefits.

**More changes are coming in June 2019!**

The Federal Government has announced a new program to support equal parenting and greater flexibility for an earlier return to work, particularly for mothers. A new Parental Sharing Program will be available when both parents agree to share parental leave. Standard EI Parental Benefits will be extended by 5 weeks and parents choosing the Extended EI Benefits option will be able to access an additional 8 weeks of benefits.

Enabling Provincial legislation is being prepared and MUNFA is working to improve these benefits in the MUN/MUNFA Collective Agreement.

**EI Parental Benefit Summary Table**

<b>EI Parental Benefits</b>	<b>Current Standard Benefit</b>	<b>2019 Shared Standard</b>	<b>Current Expanded Benefit</b>	<b>2019 Shared Expanded</b>
<b># of weeks in total</b>	35	40	61	69
<b># of parents</b>	1 or 2	2	1 or 2	2
<b>Share of weekly earnings</b>	55%	55%	33%	33%
<b>Max. benefit/week</b>	\$547	\$547*	\$328	\$328*
<b>How shared</b>	Any	Min. 5 weeks leave per parent	Any	Min. 8 weeks leave per parent

\* Based on 2018 rates.

You can find out more about:

- Maternity and Parental Benefits provided by Service Canada here:  
<https://www.canada.ca/en/services/benefits/ei/ei-maternity-parental.html>
- Current Standard and Extended Parental Benefits here:  
<https://www.canada.ca/en/employment-social-development/campaigns/ei-improvements/parental-choice.html>
- The new EI Parental Sharing Benefit coming in June 2019 here:  
[https://www.fin.gc.ca/n18/docs/18-008\\_6-eng.pdf](https://www.fin.gc.ca/n18/docs/18-008_6-eng.pdf)