

Complete Policy Title

Pregnancy and Parental Leave Policy for TMG

Policy Specific Enquiries

[Human Resources Services](#)

Approved by

Board of Governors

Date of Most Recent Approval

June 9, 2022

Date of Original Approval(s)

July 1989
October 1990
July 1996
April 2005
June 2014
June 2016

Supersedes/Amends Policy dated

April 2019

Responsible Executive

Assistant Vice-President and CHRO

General Policy Enquiries

[Policy \(University Secretariat\)](#)

DISCLAIMER:

If there is a discrepancy between this electronic policy and the written copy held by the policy owner, the written copy prevails.

Scope

This Policy revision is effective July 1, 2022 and applies to all full-time and part-time Employees who are members of TMG (The Management Group).

Definitions

An “Employee” when printed with an initial upper case letter is an employee of McMaster University who is a member of TMG.

A “parent” is defined as:

- (i) a birth parent;
- (ii) an adoptive parent (whether or not the adoption has been legally finalized); or
- (iii) a person who is in a relationship of some permanence with a parent of the child and who plans on treating the child as their own. This includes same-sex couples.

“Salary” is defined as: gross base salary, subject to all applicable statutory and payroll deductions.

Pregnancy and Parental Leaves and Eligibility

All Employees are entitled to pregnancy and parental leaves in accordance with the *Employment Standards Act, 2000*.

Financial Benefits – Pregnancy Leave

For each week of pregnancy leave up to the 17th week, inclusive, the University will pay 95% of the base salary they otherwise would have received, less the maximum amount of weekly pay any individual is eligible to receive in accordance with the EIA (the “EI Max”), regardless of whether or not such amount is actually received by the Employee. If the Employee provides proof that their EIA entitlement is less than the EI Max, their weekly payment from the University will be 95% of base salary they otherwise would have received less the amount of their EIA entitlement.

The financial benefits paid by the University while on pregnancy leave will be adjusted to account for any salary increase that may be applied during the applicable portion of the leave.

Financial Benefits – Parental Leave

Option A

For parental leaves that begin on or after July 1, 2022, for each week of parental leave up to the 19th week, inclusive, the University will pay 95% of regular salary, less the maximum amount of weekly pay any individual is eligible to receive in accordance with the EIA (the “EI Max”), regardless of whether or not such amount is actually received by the Employee. If the Employee provides proof that their EIA entitlement is less than the EI Max, her weekly payment from the University will be 95% of regular salary less the amount of their EI entitlement.

OR

Option B

For the first 6 weeks of leave, the University will pay 100% of regular salary.

Regardless of whether Option A or B is selected, the financial benefits paid by the University while on a parental leave will be adjusted to account for any salary increase that may be applied during the applicable portion of the leave.

Other Benefits

- i. An Employee who takes a pregnancy and/or parental leave pursuant to this Policy is entitled to continue to participate in all retirement income and health benefits plans, as may be applicable, including Extended Health, Dental and Basic Group Life, for the duration of the leave(s), provided the Employee continues to contribute their normal share of the cost of these benefits, including pension and/or Group RRSP contributions.
- ii. Any Employee wishing to continue participation in any of the employee-paid benefits, as may be applicable, such as Long-Term Disability (LTD), Optional Life insurance, and Accidental Death & Dismemberment (AD&D) insurance, must notify Human Resources Services of this decision in advance of the commencement of the leave and arrange for the payment (e.g., payroll deduction) of the Employee's normal share of benefit premiums.

Return to Work

An Employee is normally expected to give one month's notice of their return to work date should the return date be different than the planned return date.

When the Employee returns to work, it is the responsibility of the department to reinstate the Employee in the same position, or a comparable position at the same level in the same occupational group.