



UA Canada, the United Association of Plumbers and Pipefitters, would like to announce their new Parental Wellness Program, to help our members during pregnancy and early child development years. We believe in the health and safety of our pregnant members, as well as the first formative year of child development in which either or both parents can take time to focus on their child's needs.

The Parental Wellness Benefit provides financial assistance to UA members who are pregnant while working in the trades and working in an environment that poses a risk to both the mother and unborn child. This fund will allow a pregnant member to take paid time off prior to the birth of her child without having to exhaust her federal government employment insurance maternity/parental benefits.

UA Canada has also introduced the Parental EI Assistance Benefit, and Maternity EI Assistance Benefit. This Benefit plan will provide a supplementary top up that will assist families financially while they are off work caring for their children during their first year of life. This top up will work in conjunction with EI Maternity Benefits, and or EI Parental Benefits, allowing the mother and/or father to stay at home, creating a family bond unburdened by financial loss that can come with taking paternity and maternity leave.

“Recruitment and retention are crucial in the construction industry. With the skills shortage that we are experiencing in Canada, it is imperative that we take care of our membership. We must show that we support our members throughout their entire career, including their personal lives or we risk losing the highly skilled well-trained professionals within our industry. Creating an environment in which family is valued, is the key to retention in our industry. This will shift construction culture to become more inclusive, and in turn, ensure that we will continue to have the most skilled workforce in the piping industry.”

-Alanna Marklund - National Manager for Youth, Diversity and Indigenous Relations

This plan is the first of its kind in the construction industry in Canada. It creates a change in construction culture, and by doing so, will increase the diversity on our jobsites. UA Canada is committed to maintaining these high standards for our members and their families.

Parental Wellness Benefit pays the equivalent of the current EI amount for up to 24 weeks during pregnancy, to our members that qualify.

The Maternity EI Assistance Benefits pays \$100 per week, for up to 15 weeks to our members while they are receiving EI Maternity Benefits.

The Parental EI Assistance Benefit pays \$100 per week to our members who are Mothers or Fathers, for up to 35 weeks while they are receiving EI Parental Benefits. These benefits are also available to adoptive parents.