



UA Canada National Parental Wellness Benefits

Information:

Pregnancy Benefit

UA Canada's Pregnancy Benefit is now available to our pregnant members that are under doctor's orders to have modified work duties and cannot be accommodated by their employers.

Eligibility:

You may be eligible for this benefit if:

- You have been a member of the UA in good standing for at least 6 months prior to applying,
- You are eligible to receive benefits under your Local Union's health and welfare plan based on active contributions,
- You are pregnant,
- The conditions of your work environment are a hazard to your health or the health of your unborn child (due to, for example, heavy lifting, long working hours, exposure to contaminants, viruses, vibrations, high heat, excessive noise, smoke, solvents, metals, etc.),
- Your employer is unable to accommodate you by providing alternative work,
- You are available to be reassigned to other duties,

You are not eligible if:

- You have received the Pregnancy Benefit within the past 24 months,
- You are a surrogate
- You are eligible to receive benefits for leave through other means – such as time loss benefits through your employer or your Local Union's health plan, or government benefits.

Proof of eligibility

You will be required to provide a **copy of the letter from your doctor** that you provided to your employer stating that you are unable to perform your normal duties due to your pregnancy for the relevant period of time.

In addition, the Business Manager of your Local Union (or their delegate) will be asked to certify that you meet the eligibility requirements set out above.

All forms will have to be signed, witnessed, and sent in to head office by yourself or you Local Union office.

Maternity and Parental EI Assistance Benefits

UA Canada's Maternity and Parental EI Assistance Benefits are now available to our members receiving EI Maternity and/or Parental Benefits under the *EI Act*.

Eligibility

You may be eligible for this benefit if:

- You have been a member of the UA in good standing for at least 6 months prior to applying,
- You are eligible for and have applied for Maternity and/or Parental EI benefits,

Maternity EI Assistance Benefit – under the SUB plan, UA members are eligible for the Maternity EI Assistance Benefit for up to 15 weeks, while receiving Maternity EI Benefits, under the *EI Act*. To partner with the EI benefit, the UA Assistance Benefit can begin up to 12 weeks before the child's due date.

Parental EI Assistance Benefit – under the SUB plan, UA members are eligible for the Parental EI Assistance Benefit for up to 35 weeks while receiving Parental EI Benefits, under the *EI Act*. This benefit is also available for adoptive parents.

Proof of eligibility

You will be required to provide proof of application for government EI Maternity and/or Parental under the *EI Act* with either:

- An EI benefit cheque stub, or
- A printout of the "Payment Details" section of the Service Canada website.

If not available at the time you apply, please provide this proof as soon as possible thereafter.

Applicants can apply for both benefits at once.

All forms will have to be signed, witnessed, and sent in to head office by yourself or you Local Union office.

*More information will be provided on the application forms. Please contact your Local Union for these application forms.