

**Joint Administration Dispute Resolution Committee
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Interpretation Bulletin #6 – Article 8.4

RE: Supplemental Employment Benefit Plan for Maternity and Parental Leave

JADRC was asked to consider the implications of implementing the Supplemental Employment Benefit Plan effective April 1, 2002. Specifically, is an employee on leave prior to April 1, 2002 entitled to the supplemental benefit?

Following consideration of the issues, JADRC provides the following interpretation and advice:

An employee who commences maternity or parental leave prior to April 1, 2002 will commence receipt of supplemental benefits at April 1, 2002 for the remaining period of their leave.

Employees who commence leave prior to April 1, 2002 should state on their application for Employment Insurance benefits that a supplemental benefit will commence on April 1, 2002. It is not necessary to state the amount of the supplemental benefit.

Entitlement to Employment Insurance benefits for maternity/parental leave ends when the child turns one.

For complete information on the employment insurance entitlements employees should be directed to the local HRDC office