UNIVERSITY OF CALGARY

Alberta Children's Hospital

Maternity & Parental Leave Supports/Benefits

Pediatric Emergency Medicine Subspecialty Residency Program

A Guide to Financial Supports + Benefits

FINANCIAL/BENEFITS

EI Maternity/Parental Benefits: Available for all birth or adoptive parent**s.**

Maternity benefits are up to 15 weeks and are only available to the person who is away from work because they're pregnant or have recently given birth. Birth mothers may take the 15 weeks and receive the additional parental leave benefits outlined below after the 15 weeks of maternity benefits. Adoptive parents and birth partners may receive the following parental leave benefits:

1. *Standard parental leave:* up to 40 weeks can be shared between parents, but one parent cannot receive more than 35 weeks of standard benefits. Benefit is at 55% of salary to maximum of $638 weekly
2. *Extended parental leave:* up to 69 weeks can be shared between parents, but one parent cannot receive more than 61 weeks of extended benefits. Benefit is at 33% of salary to maximum of $383 weekly

Employment Insurance: https://www.canada.ca/en/services/benefits/ei/ei-maternity-parental.html

PARA maternity top-up benefit: tops up employment insurance maternity benefits for 17 weeks (one weeks at 90% of salary to represent the EI waiting period and 15 weeks at a rate that when added to EI payments equals 90%). Income tax and CPP will be deducted from this amount.

Residents may apply for their PARA maternity top-up benefit by completing the PARA SUB Plan application form and obtaining their first EI maternity benefit confirmation. Send both to the Benefits Service Centre (details are on the form). Provided that all the correct documentation is received in a timely manner, resident physicians will receive a lump sum cheque approximately 4.5–5 months after the start of their maternity leave. The. SUB Plan Application form must be submitted within six months of a resident physician going on maternity leave. If this deadline is not met, the top-up payment will not be processed by AHS.

Health Benefits*:* PARA members can access their flexible spending account while on maternity leave. Health and dental coverage does not continue during maternity leave. A resident physician has the option of continuing the Supplementary Health and Dental benefits coverage by submitting the "Benefits Coverage During Leaves of Absence" form that is included in the Maternity Package received from AHS Benefits three months before their expected due date. This form must be submitted to Benefits prior to the start of maternity leave. If opting-in to their health and dental benefits, residents will be responsible for paying 100% of the health and dental benefit premiums.

**Note:* You should receive a Maternity Package from Benefits three months before your expected due date. If you have not received it by this time, please contact Wendy Mitchell in the Medical Education Office at (587) 774-7467.

Life and long-term disability coverage: PARA ensures that your life and long-term disability coverage continues while you are on maternity leave by covering the cost of your benefit in full. No additional paperwork is required from PARA members.

Record of Employment from AHS: Ensure that your program has submitted a Leave of Absence form to the Postgraduate Medical Education office. The AHS Benefits Service Centre, upon receiving this information from PME, will process your LOA during your final week of earnings. A Record of Employment (ROE) will then be issued by the AHS Payroll department following the payment of your final earnings. Your ROE will be sent electronically to Service Canada. Once ROE is uploaded to Service Canada Web page, you should be able to log into your Service Canada account and download the copy for your records.

If you are on sick leave prior to the birth of your baby, please call the Benefits Service Centre to advise them of the date you delivered your baby and when your last day of paid sick time is. Your ROE will then be processed as described above.

If you do not have your ROE one week after the start of your maternity leave, you should contact the Medical Education Office at (403) 943-1253.

CMPA Coverage: While you are on leave, you are not able to work as a resident physician (or an extender) because you are not actively in residency training. You can cancel your CMPA coverage for the period of time that you are on leave. You can call 1 (800) 267-6522 between 8:30 a.m. and 4:30 p.m. EST or online.

RETURN TO WORK

Waiver of Training: A waiver of training after a leave of absence is considered the exception rather than standard procedure. Therefore, programs and residents must not assume that a waiver will be approved, and should plan the final year of training and graduation date accordingly. A waiver of training will be considered by the Associate Dean PGME only under the following circumstances:

1. Compliance with the Waiver of Training after a Leave of Absence from Residency policies of The Royal College of Physicians and Surgeons of Canada and The College of Family Physicians of Canada;
2. The waiver requested does not exceed the maximum allowable;
3. The resident will have completed all mandatory components of training;
4. The resident's performance meets the requirements defined by the Cumming School of Medicine PGME Committee as follows: Satisfactory and better performance (according to recent ITERs and other assessments) in all competencies; and the Associate Dean PGME is assured by the Residency Program Committee of their confidence that the resident will meet all requirements by end of training if the waiver is granted.

For the two year Pediatric Emergency Medicine subspecialty program, the maximal allowable waiver that may be approved is six weeks. The waiver must first by approved by the Program Director, then the PGME and the Royal College of Physicians and Surgeons.

Of note, for training completion date, Post Graduate Medical Education (PGME) considers the *total time spent in residency*, not the number of shifts. It is, therefore, not possible to condense remaining shifts after parental leave into a shorter time to finish earlier.

Exam eligibility: To be eligible to write the Pediatric Emergency Medicine subspecialty residency exam (typically in Fall following the completion of the second year of training), your completion of training must be within 6 months of the exam date as per PGME. If additional time is taken, the exam may be written in the subsequent year without a delay to start of work date.

Breastfeeding: To support the breastfeeding resident physician, the department will make it a priority to identify, provide and maintain an adequate space for pumping. An adequate space entails a room with a door, a desk, a chair, a phone, and a computer with Connect Care access. Physicians in need of such a space can discuss potential options with the Program Director prior to returning to work to identify the best space.

This documented is a summary of the University of Calgary Post Graduate Policy on Resident Leaves of Absence and Waivers of Training (last amendment Aug 2020) + PARA Maternity/Parental Leave Benefits (accessed August 2022)