



## COUNTY OF ST. PAUL NO. 19

### BALANCING RURAL HERITAGE WITH A DIVERSE ECONOMY

#### **POLICY OBJECTIVE:**

The County of St. Paul recognizes the need for new parents to be absent from work to care for their newly born or adopted children and wishes to outline the conditions under which employees will be granted maternity leave.

#### **POLICY STATEMENT:**

- 1) Maternity leave shall be granted to an employee in accordance with the *Employment Standards Act*.
- 2) Exceptions to the *Employment Standards Act* may be arranged by mutual agreement between the County and employee and will require written agreement from the attending physician.
- 3) Any extension of a maternity leave may be arranged by mutual agreement between the employee and the Chief Administrative Officer.
- 4) The County agrees to compensate an employee in a manner that is consistent with the ruling in *Alberta Hospital Association v. Parcel, 1992 6106 (AB QB)*. The following conditions will apply:
  - a) All employees applying for maternity leave and who are eligible to accumulate sick leave days are eligible for Supplemental Unemployment Benefits.
  - b) Supplemental Unemployment Benefits will cover the period an employee may have to be away from work or unable to perform their job duties due to the health-related portion of their leave.

- c) The County assumes that the health-related leave period will be eight (8) weeks unless otherwise specified by a medical certificate signed by two (2) physicians.
- d) The employee must apply for and be eligible to receive Unemployment Insurance Benefits for the period of leave that is due to health-related reasons.
- e) The employee will receive eight (8) weeks of payment under the County's Supplemental Unemployment Benefits Plan. For the first two (2) weeks, the employee will receive 95% of their **regular weekly earnings**. Once a copy of Employment Insurance benefits paid to the employee is received by the County's Payroll Services employee, the remaining six (6) weeks will be paid less any monies received from Employment Insurance.
- f) Employee benefits will continue during the eight (8) weeks of Supplemental Unemployment Benefits.

