

2020-2023 Edition

# Guide

to Parental Rights  
and the QPIP



For members of unions affiliated with  
the Fédération des enseignantes et enseignants de cégep (FPPC-CSQ)

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# IMPORTANT

PLEASE READ THE FOLLOWING SECTION FIRST

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## Foreword

The goal of this document is to provide a summary of the rights provided by the collective agreement, the Québec Parental Insurance Plan (QPIP) and the Commission des normes, de l'équité, de la santé et de la sécurité du travail (CNESST). It is available from your union or at [securitesociale.lacsq.org/parentalrights](http://securitesociale.lacsq.org/parentalrights). It is understood that the collective agreement and relevant laws remain the true source of these rights and that the document thus has no legal value.

While this document covers key aspects of the QPIP, we recommend you also visit <https://www.rqap.gouv.qc.ca/en> or read the QPIP information brochures.

**It is important that you consult your union to ensure you are fully aware of all rights relating to your personal situation.**

## Who Should Read This

This document is intended for professionals who are members of a union affiliated with Fédération du personnel professionnel des collèges (FPPC-CSQ). The reference document is the C3 2020-2023 collective agreement.

People who live outside Quebec should also talk to their union, since they will be covered by EI rather than by the QPIP.

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# A. Québec Parental Insurance Plan (QPIP) at a Glance

## 1. Basic Plan and Special Plan – Summary Table for Biological and Adoptive Parents

Type of benefit	Basic Plan		Special Plan	
	Number of weeks of benefit	% of average weekly of benefit	Number of weeks of benefit	% of average weekly of benefit
<b>Biological Parents</b>				
Maternity (exclusive)	18	70%	15	75%
Paternity (exclusive)	5	70%	3	75%
Parentals (shareable)	32 7 25	70% 55%	25	75%
Parentals (additional)	4 <sup>i</sup>	55%	3 <sup>ii</sup>	75%
<b>Adoptive Parents</b>				
Welcome and support (shareable)	13	70%	12	75%
Adoption (exclusive)	10 5 5	70% 70%	6 3 3	75%
Adoption (shareable)	32 7 25	70% 55%	25	75%
Adoption additional (shareable)	4 <sup>i</sup>	55%	3 <sup>ii</sup>	75%

Note: Both parents must choose the same plan (this choice is irreversible, with rare exceptions). The first parent to apply makes the choice.

i If each parent actually took 8 shareable benefits first.

ii If each parent actually took 6 shareable benefits first.

### NEW BENEFITS (Bill 51 passed on October 9, 2020)

#### Adoption-Related Welcome and Support Benefits

New shareable welcome and support benefits are available to meet the specific needs of parents who adopt a child.

#### Adoption Benefits

The number of benefit weeks has increased, and each parent gets a certain number of non-shareable (exclusive) benefits.

#### Sharing Parental or Adoption Benefits

Additional benefits are available when both parents share a minimum number of parental or adoption benefit weeks. The parents can also share the additional benefit weeks.

#### Birth or Multiple Adoption Benefits

Each parent qualifies for additional exclusive parental or adoption benefit weeks. Under the basic plan, each parent gets another 5 benefit weeks at 70% of earnings, while under the special plan each parent gets another 3 benefit weeks at 75% of earnings.

#### Single Parent Benefits

For births or adoptions where just one parent is named on the birth certificate (or equivalent document for an adoption), additional parental or adoption benefit weeks are granted. Under the basic plan, 5 benefit weeks at 70% of earnings are added. Under the special plan, 3 benefit weeks at 75% of earnings are added.

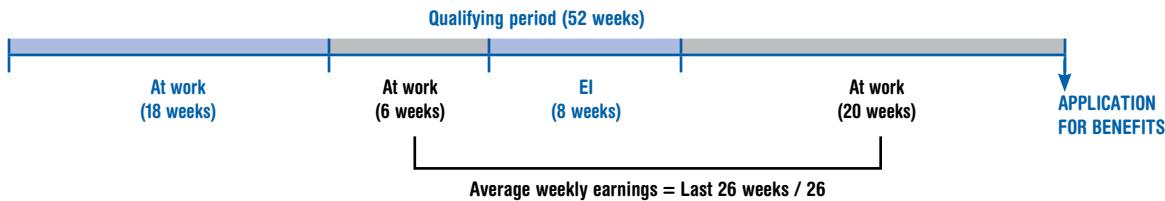
## 2. How Much?

Depending on the case, the benefit amount is set at 75%, 70% or 55% of the applicant's average weekly earnings (AWE) up to a maximum of \$1,692 in 2022 (or \$88,000 a year). **This is usually the average for the last 26 weeks** of the qualifying period (52 weeks) **in which the applicant had insurable earnings** (employment or business income, including vacation, paid leave, overtime, bonuses, etc.).

**Weeks where no insurable earnings were received are not part of the count for these 26 weeks.** This applies, for example, to weeks where a person might have had preventive leave benefits (CNEST), QPIP benefits for a previous child, EI benefits, or no income at all. These weeks have no effect on average weekly income.

However, each week where you have insurable earnings, **regardless of how little**, will be included in the 26 weeks used to determine your benefits. It is the 26 most **recent** weeks of insurable earnings that will be used, not the 26 best.

### Example



The minimum divisor to determine average weekly earnings is 16. That means if someone has **at least 16 weeks** in their qualifying period and an employment income fairly consistent with their usual earnings, they will be entitled to reasonably good benefits.

There are a number of exceptions whereby qualifying periods can be extended or modified to improve the benefit rate (preventive leave, closely spaced pregnancies, Employment Insurance [EI], etc.). These cases (sections 31.1, 31.2 and 32 of the Regulation under the Act respecting parental insurance, etc.) make it possible to go back further than 52 weeks (maximum 104 weeks) to find more weeks with work income or to move or change the qualifying period (see page 17). In the case of closely spaced pregnancies, for example, Section 31.1 provides for the same benefit rate for the second child as for the first, but only if certain very strict conditions are met. It may also sometimes be helpful to file for benefits early (see page 17). **Talk to your union.**

QPIP benefits are calculated based on a person's **gross** income (**personal rather than family**) and subject to tax (federal and provincial), though these are the only deductions the QPIP will make. While these benefits have no other deductions (QPP, Employment Insurance, QPIP, RREGOP, union dues, etc.), the QPIP usually does not deduct enough taxes, often resulting in an onerous tax bill next spring. To avoid this occurrence, when applying for benefits you can ask that the QPIP deduct more federal and provincial tax.

## 3. Who and When?

The first condition of eligibility for QPIP benefits is that you must have had at least \$2,000 in insurable earnings in the qualifying period (see previous item).

The second condition is that you must have stopped receiving pay. This is usually when a person starts maternity, paternity, or adoption leave (after the five-day paid leave, where applicable). Once this condition is met, you can start what is called a benefit period (namely, the period when benefits may be paid). The benefit period always starts on a Sunday because for QPIP purposes, the week runs from Sunday to Saturday.

The benefit period was extended as of January 1, 2021.

- Maternity benefits: From 16 weeks before the expected delivery date to 20 weeks after delivery
- Paternity and parental benefits: From the week of the birth to 78 weeks later
- Adoption or foster care and support benefits: From the week the child arrives into care (or five weeks before for international adoptions) to 78 weeks later

Within these parameters, the QPIP lets people suspend and resume benefit payments as they choose. Both parents can also get benefits at the same time, though we should note that the QPIP pays benefits but does not grant leaves of absence. It is your employer that grants the leaves of absence needed to collect these benefits under the terms of the collective agreement or, if not applicable, the Act respecting labour standards. This means you must get a leave of absence from your employer before applying for QPIP benefits. **Talk to your union.**

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#### **4. Which plan should I choose?**

For a mother who wants to take **46 weeks or more** off work, the basic plan is a better deal because additional benefits from the employer are factored in. For an absence of **45 weeks or less**, the special plan is a better deal overall even though you may have no income in the last weeks.

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#### **5. How?**

It is best to apply for benefits on the QPIP website ([rqap.gouv.qc.ca](http://rqap.gouv.qc.ca)), which has all the information you need. Each parent must file their own application. As a general rule, you cannot apply before the Sunday of the week you want to start getting benefits (unless you are filing early – see page 17). **Talk to your union.** Records of employment<sup>1</sup> for the weeks preceding the claim, which are needed to process it, are usually sent electronically by the employer. We recommend you ask for a copy. If your employer is slow to issue a record of employment, file your application anyway.

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#### **6. Earning Income While You Receive Benefits**

**Gross** employment earnings (including paid sick leave<sup>2</sup>) are normally viewed as concurrent income and may be deducted from QPIP benefits. However, the QPIP does not factor in additional benefits paid by the college during maternity, paternity or adoption.

When people are entitled to concurrent income or earnings for a given week, they may call the QPIP Centre de service à la clientèle (1-888-610-7727) to ask that benefits be suspended for that week. However, they must do so **before** the benefits are paid. Where applicable, they may then carry that week forward to the end of the benefit period up to a maximum of 78 weeks after the child is born. Otherwise, they must declare the concurrent income, which will be deducted from their benefits. During the payment period for all benefit types, each dollar of concurrent income over and above the exemption is deductible. The exemption is calculated by subtracting the benefit amount from the average weekly earnings amount used to calculate QPIP benefits.

For example, if a professional has an average weekly income of \$1,000 and a QPIP benefit of \$700 (70%), the exemption will be \$300. If a professional gets employment earnings of \$400 and a QPIP benefit in the same week, the \$100 surplus is deducted from the benefit (\$400 earnings – \$300 exemption). Visit [rqap.gouv.qc.ca](http://rqap.gouv.qc.ca).

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1 The same form is used for EI (normally called "termination of employment").

2 The paid sick leave amount should be allocated in 2 equal portions over the 2-week pay period where it is provided.

## B. Pregnancy – Special Leave

### 1.

#### Collective Agreement Provisions (Clauses 8-6.18 to 8-6.20)

##### a. Preventive Leave or Interim Reassignment for Pregnant or Nursing Workers (Clause 8-6.18)<sup>3</sup>

If a professional's working conditions entail risks to herself, her unborn child or the child she is nursing, she may be immediately reassigned to other duties. Professionals wholly or partly reassigned for these reasons will retain their regular salary and benefits<sup>4</sup>.

However, pregnant professionals who cannot perform their job due to personal health issues may qualify for a leave of absence due to complications or risk of miscarriage (see 1. b.).

If reassignment is not immediately possible, the professional may go on a preventive leave during which she gets an income replacement indemnity (IRI) from CNESST. For professionals who qualify for QPIP, IRI benefits end as of the fourth week before the expected delivery date, at which point the professionals can begin their maternity leave and QPIP benefits.

Income during preventive leave is as follows:

First 5 working days	Regular salary is paid by the college
Next 14 calendar days	90% of net salary is paid by the college
Subsequent days	90% of net salary is paid by the CNESST <sup>5</sup>

The QPIP treats the first 5 workdays as insurable earnings. However, the 90% compensation paid by CNESST (or by the college for the first 14 days) for preventive leave is not considered insurable earnings, though these weeks extend the qualifying period used to calculate benefit rates and average weekly earnings (see page 5).

Preventive leave, the collective agreement, and the QPIP may interact in complex and varied ways, especially in cases of closely spaced pregnancies, though adverse effects from these interactions can often be reduced or eliminated. **Talk to your union.**

##### b. Complications or Risk of Miscarriage (Clauses 8-6.19 a), 8-6.20 and 8-11.26)

In cases involving complications or risk of miscarriage (high-risk pregnancy, placental abruption, anemia, gestational diabetes, back pain, etc.), the professional will qualify for special leave and salary insurance benefits (including sick leave, where applicable) for a period stated by the medical certificate but not extending past the day before the birth.

Note: The QPIP treats salary insurance benefits paid by the employer as insurable earnings. Thanks to CSQ's efforts, since July 2012 we have been able to use Section 31.2 of the Regulation under the Act respecting parental insurance to ensure these benefits do not reduce your QPIP benefits (see page 17). **Talk to your union.**

##### c. Termination of Pregnancy (Miscarriage or Abortion) Prior to Start of 20th Week Before Expected Delivery Date (Clauses 8-6.19 b), 8-6.20 and 8-11.26)

The professional qualifies for a leave of absence and salary insurance benefits (including sick leave, where applicable) for as long as stated by the medical certificate.

##### d. Pregnancy-Related Medical Appointments (Clauses 8-6.19 c) and 8-6.20)

Four days with pay, which may be taken in half-days. Sick days may be added to this.

3 If you want to learn about preventive leave for pregnant or nursing workers, a pamphlet (D12822-1) is available at your union office or on the CSQ website ([acsq.org/services/sante-securite-du-travail/retrait-preventif/](http://acsq.org/services/sante-securite-du-travail/retrait-preventif/)).

4 The same should apply when professionals are removed from some of their duties but not reassigned. **Talk to your union.**

5 Maximum eligible earnings of \$88,000 in 2022.

## 2.

Professionals on preventive leave retain all the rights and privileges of their regular position.

Benefits retained while on special leave 1. b., 1. c. or 1. d. are the same as those retained on maternity leave (see page 9).

### Information on All Types of Special Leave (Clauses 8-6.18 to 8-6.20)

## 3.

For the duration of special leave 1. a., 1. b. or 1. c., RREGOP will recognize exactly the same service as if the professional were still at work, without the professional having to pay contributions or take action of any kind.

The same applies to medical appointments (1.d), except that the usual RREGOP contributions are deducted by the college.

## 4.

### What You Need to Do

#### a. Interim Reassignment and Preventive Leave (1. a.)

Talk to your doctor, who will fill out the *Certificat visant le retrait préventif et l'affectation de la travailleuse enceinte ou qui allaite* (Certificate of Preventive Leave and Reassignment for Pregnant or Nursing Workers [French only]) and the form provided for this purpose after consulting the Direction de la santé publique (DSP) or CLSC<sup>6</sup>.

Give the college a copy of the certificate along with a copy of the DSP or CLSC report as soon as possible.

#### b. Special Leave 1. b., 1. c. and 1. d.

Notify the college as soon as possible and give them the relevant medical records.

Each pregnancy-related medical appointment must be confirmed by a medical certificate or a written report signed by a midwife.

<sup>6</sup> For biological risks, it is important to act from the start of your pregnancy. If your own doctor is unavailable, go to an emergency clinic.

## C. Maternity Leave

1.

To qualify for benefits paid by the college, the professional must have accumulated at least 20 weeks of service in the public or broader public sectors in the course of her career<sup>7</sup>.

**Collective  
Agreement  
Provisions  
(Clauses 8-6.06  
to 8-6.17)**

### a. Professionals Who Qualify for QPIP Benefits (Clauses 8-6.06 to 8-6.13)

A professional who qualifies for QPIP benefits is entitled to a 21-week leave:

- With additional benefits paid by the college (difference between the QPIP and 90% to 100% of salary)
- Taken consecutively (subject to Clauses 8-6.10 and 8-6.11 – see page 16)
- That is allocated at the professional's discretion but must include the delivery date

Benefits per pay period for the 21 weeks of leave are calculated as follows:

100% of the first \$225 gross of the basic weekly salary<sup>8</sup>

plus

88% of the excess of the first \$225

minus

benefits paid or payable by the QPIP

### Exemple

Basic weekly salary: \$600

QPIP benefits at 70%: \$420

\$225

+

88% x (\$600 – \$225)

–

\$420

= \$225 + \$330 – \$420 = \$135

In this example, the QPIP benefits of \$420 plus the college allowance of \$135 result in a total income of \$555, or 92.5% of the usual gross weekly salary. This percentage will range from 90% for high wages to 100% for lower wages.

The following benefits are retained during 21-week maternity leave (Clause 8-6.50):

- Life insurance
- Health and other applicable insurance plans with copayments
- Vacation accrual or payment in lieu thereof
- Accumulated sick days
- Accumulated seniority
- Accrual of experience (salary increment)
- Accumulated continuous service for job security and probation purposes
- Right to apply for posted positions
- Right to carry forward a maximum of four weeks of vacation

7 The professional who have not accumulated 20 weeks of service will be entitled only to unpaid leave.

8 For part-time professionals, the basic weekly salary is the average salary for the 20 weeks preceding leave. If these 20 weeks include periods of salary, employment, or CNESST insurance, the reference salary used is considered, not the benefits received. In addition, periods of unpaid leave or contract interruption are excluded from the calculation.

## b. Professionals Not Eligible for QPIP Benefits<sup>9</sup> (Clauses 8-6.06 to 8-6.12 and 8-6.16)

Professionals not eligible for QPIP benefits are entitled to **20** weeks of leave; for **12** of those weeks, between 90 and 100% of their normal salary will be fully paid by the college.

The 12 weeks of benefits paid by the college are insurable earnings, which means at the end of the 12 weeks the professional will qualify for QPIP benefits. The Professional must then ask the college for a record of employment.

Note: The situations of those ineligible for QPIP benefits are often complex and need to be reviewed case by case. **Talk to your union.**

## 2.

### Linking the Collective Agreement with the QPIP

If we combine the rights provided by the collective agreement with those of the QPIP, we see that the mother can get income from the college or the QPIP over a 50- or 40-week period depending on the plan she has chosen (basic or special).

For 21-week maternity leave under the collective agreement, the professional is paid 90 % to 100 % of her normal salary that she gets jointly from the college and the QPIP.

The professional then qualifies for leave without pay as an extension of her maternity leave, during which she can get QPIP parental benefits for a 29- or 19-week period depending on which plan she has chosen (basic or special).

#### Example 1 – Basic plan

Maternity Leave (21 weeks)	Weeks 1 to 18	18 weeks of QPIP maternity benefits (70%) + benefits from the college = 90% to 100% of regular salary
	Weeks 19 to 21	3 weeks of QPIP parental benefits (70%) + benefits from the college = 90% to 100% of regular salary
Extension without pay	Weeks 22 to 25	4 weeks of QPIP parental benefits (70%)
	Weeks 26 to 50	25 weeks of QPIP parental benefits (55%)
	Total	(21 x 90% to 100%) + (4 x 70%) + (25 x 55%) = an average of 71% to 75% over a 50-week period

#### Example 2 – Special plan

Maternity Leave (21 weeks)	Weeks 1 to 15	15 weeks of QPIP maternity benefits (75%) + benefits from the college = 90% to 100% of regular salary
	Weeks 16 to 21	6 weeks of QPIP parental benefits (75%) + benefits from the college = 90% to 100% of regular salary
Extension without pay	Weeks 22 to 40	19 weeks of QPIP parental benefits (75%)
	Total	(21 x 90% to 100%) + (19 x 75%) = an average of 83% to 88% over a 40-week period

## 3.

For the duration of maternity leave (21 weeks), RREGOP will recognize exactly the same service as if the professional were still at work, without her having to pay contributions or take action of any kind. To learn about extension without pay, see page 14.

### Pension Plan (RREGOP) Provisions

## 4.

### What You Need to Do

Give the college written notice of your pending maternity leave two weeks before your anticipated departure, along with a medical certificate or a report signed by a midwife attesting to the pregnancy and the expected delivery date (see [example 1 or 2](#), where applicable, at [securitesociale.lacsq.org/parentalrights](http://securitesociale.lacsq.org/parentalrights)).

Apply for benefits on the QPIP website at [rqap.gouv.qc.ca](http://rqap.gouv.qc.ca).

Send the college proof of your QPIP eligibility (see [example 3](#) at [securitesociale.lacsq.org/parentalrights](http://securitesociale.lacsq.org/parentalrights)).

Send the college a vacation deferral request, where applicable, at least two weeks before your leave ends (see [example 9](#) at [securitesociale.lacsq.org/parentalrights](http://securitesociale.lacsq.org/parentalrights)).

<sup>9</sup> Ineligible professionals are those who have less than \$2,000 of insurable income in the 52 weeks before they apply for QPIP benefits, despite qualifying period extensions.

# D. Paternity or Adoption Leave

## 1.

**Paternity** leave (of five days and five weeks) is reserved exclusively for the father or a same-sex spouse officially designated as one of the child's mothers

**Collective Agreement Provisions (Clauses 8-6.21 to 8-6.40)**

**Adoption** leave is reserved for parents who adopt a child.

### a. Five working days' paternity or adoption leave paid 100% by the college (Clause 8-6.21 or 8-6.30)

These days may be discontinuous.

**Paternity** leave starts when the mother goes into labour and ends 15 days after she and the child return home.

**Adoption** leave must be taken between the time the child arrives into care (or five weeks earlier for international adoptions) and 15 days after.

One of the leave days may be taken for the child's christening or registration.

Benefits retained during this leave are the same as those retained for maternity leave, including deferred vacation (Clause 8-6.50, see page 9).

### b. Paternity or Adoption Leave of Up to Five Weeks with Additional Benefits (Clause 8-6.22 or 8-6.32)

To qualify for benefits paid by the college, the professional must have accumulated at least 20 weeks of service in the public or broader public sectors in the course of his or her career.

The parent **eligible** for QPIP benefits is entitled to a five-week leave:

- With additional benefits paid by the college (difference between QPIP and 100% of salary)
- Taken consecutively (subject to clause 8-6.24 and 8-6.25 or 8-6.34 and 8-6.35 – see page 16)
- Concurrent with QPIP benefits
- Starting no earlier than the week of delivery and ending no later than 78 weeks after (**paternity**)
- Starting no earlier than the week the child arrives at the home<sup>10</sup> (or five weeks before for international adoption) and ending no later than 78 weeks after (**adoption**)

Benefits retained during this leave are the same as those retained for maternity leave, including deferred vacation (Clause 8-6.50, see page 9).

Note: A person must be receiving QPIP benefits to qualify for additional benefits from the college (paternity, parental or adoption). For example, a father who chose the special plan and would like a five-week leave must receive parental benefits after his three paternity benefits to qualify for further benefits in his last two weeks of leave (Clause 8-6.01).

## 2.

### a. Paternity Leave

Under the collective agreement, professionals may take up to three separate but non-divisible leaves of absence that do not necessarily need to be consecutive.

First, during five-day paid paternity leave (Clause 8-6.21), professionals get their usual salary from the college.

Second, during the maximum five-week paternity leave (Clause 8-6.22), professionals get the equivalent of 100% of their salary when QPIP benefits and college payments are included.

Third, professionals may take unpaid leave as an extension of paternity leave (Clause 8-6.41, see page 14), during which they can get paternity benefits (if any remain) or QPIP parental benefits **but no supplement from the college**.

10 The moment the person assumes responsibility for the child "for adoption purposes" is deemed the starting point for both the QPIP and the collective agreement.

## Example 1 – Two Separate Leaves (QPIP Basic Plan)

Leave 1	Week 1: September 19 to 23, 2022	Paid paternity leave: 5 days with 100% paid by the College
Leave 2	Weeks 2 to 6: September 26 to October 28, 2022	Up to 5 weeks of paternity leave: 5 weeks of paternity benefits with 70% paid by QPIP + remaining 30% paid by the College

## Example 2 – Three Separate Leaves (QPIP Basic Plan)

Leave 1	Week 1: September 19 to 23, 2022	Paid paternity leave: 5 days with 100% paid by the College
Leave 2	Weeks 2 to 4: January 9 to 27, 2023	Up to 5 weeks of paternity leave: 3 weeks of paternity benefits with 70% paid by QPIP + remaining 30% paid by the College
Leave 3	Weeks 5 and 6: March 13 to 24, 2023	Unpaid leave as extension of paternity leave: 2 weeks of paternity benefits with 70% paid by the QPIP but no supplement by the College

In example 2, since the father ended his five-week leave after just three weeks, he lost the right to additional benefits for the remaining two. The last two weeks of QPIP benefits were in fact paid during a **leave without pay**.

### b. Adoption Leave

Combining collective agreement and QPIP rights and benefits will allow professionals to receive College and QPIP income over a 51- or 41-week period depending on the chosen plan (basic or special).

During five-day paid adoption leave under the collective agreement, professionals are paid 100% of their regular salary by the College. During five-week adoption leave under the collective agreement, professionals are paid 100% of their regular salary jointly by the College and the QPIP.

They then qualify for leave without pay as an extension of their adoption leave, after which they will get no more salary or benefits from the College but may keep receiving QPIP adoption benefits for up to 45 or 35 weeks depending on the chosen plan (basic or special).

## Example 1 – Basic Plan

Week 1	5 days paid by the College = 100% of regular salary
Week 2 to 6	5 weeks of adoption-related welcome and support benefits paid by the QPIP (70%) + College benefits = 100% of regular salary
Week 7 to 26	20 weeks of QPIP adoption-related welcome and support benefits (70%)
Week 27 to 51	25 weeks of QPIP adoption benefits (55%)
Total	(6 x 100%) + (20 x 70%) + (25 x 55%) = average of 66.2% over a 51-week period

## Example 2 – Special Plan

Week 1	5 days paid by the College = 100% of regular salary
Week 2 to 6	5 weeks of adoption leave paid by the QPIP (70%) + College benefits = 100% of regular salary
Week 7 to 41	35 weeks of QPIP welcome and support or adoption benefits (75%)
Total	(6 x 100%) + (35 x 75%) = average of 78.7% over a 41-week period

### **3.**

Professionals who adopt the child of their spouse are entitled to five workdays of leave where only the first two are paid. These leave days may be discontinuous but must be taken within 15 days after the adoption application is filed.

#### **Adopting the Child of a Spouse (Clause 8-6.31)**

People who adopt the child of their spouse are fully entitled to QPIP adoption benefits (50 or 40 weeks, depending on the chosen plan). To benefit, simply ask the College for an unpaid extension of your five-day adoption leave.

Benefits retained during this leave are the same as those retained for maternity leave, including deferred vacation (Clause 8-6.50, see page 9).

### **4.**

#### **Pension Plan (RREGOP) Provisions**

During five-day paid paternity or adoption leave, regular RREGOP contributions are deducted by the College.

Throughout the five-week paternity or adoption leave under the collective agreement, RREGOP contributions are deducted from regular salary as if the professional were working. There is therefore no loss of rights under RREGOP and no action needs to be taken. To learn about unpaid extensions, see page 14.

### **5.**

#### **What You Need to Do**

For birth or adoption leave (five days), apply in writing to the College as soon as possible and include a medical certificate showing the date of birth or a document confirming the adoption request (see example 4 at [securitesociale.lacsq.org/parentalrights](http://securitesociale.lacsq.org/parentalrights)).

For paternity or adoption leave of up to five weeks, apply at least **three weeks** in advance (see [example 5 or 6](#), depending on the case, at [securitesociale.lacsq.org/parentalrights](http://securitesociale.lacsq.org/parentalrights)).

Apply for paternity, welcome and support, or adoption benefits online at the QPIP website ([rqap.gouv.qc.ca](http://rqap.gouv.qc.ca)).

Send proof of eligibility to QPIP to the college (see [example 3](#) at [securitesociale.lacsq.org/parentalrights](http://securitesociale.lacsq.org/parentalrights)).

# E. Leave Without Pay to Extend Maternity, Paternity or Adoption Leave (“Parental Leave”)

## 1.

Collective Agreement Provisions (Clauses 8-6.41 to 8-6.51)

There are two options for leave without pay:

### Option “A”: Full-Time Leave Without Pay for At Least 65 Continuous Weeks

- Starts at a time decided by the professional
- Ends no later than 78 weeks after the child is born or, in the case of an adoption, 78 weeks after the child is placed with the parent
- May be terminated early with 21 days' notice

### Option “B”: Full- or part-time unpaid leave for up to two years

- Option to change the choice (from full-time to part-time or vice versa) once during the leave
- May be terminated early with 21 calendar days' notice or 20 working days' notice if leave exceeds 65 weeks

The following benefits are maintained during leaves of absence without pay in extension of maternity, paternity or adoption leave (clause 8-6.51):

- Health insurance (payment of copayments for the first 65 weeks and total premiums thereafter) and other applicable insurance plans
- Accumulation of experience for first 52 weeks (salary increment)
- Maintenance of experience after first 52 weeks
- Vacation accrual or payment in lieu thereof<sup>11</sup>
- Accumulation of seniority for job security purposes (Clause 5-2.04)

Note: Any of these leaves may be terminated upon notice. However, to extend a leave of absence, you need the agreement of the college, which may refuse. To avoid unforeseen circumstances, it may be wise to initially opt for the longest leave (Option “B”) and terminate it at the appropriate time.

## 2.

Linking the Collective Agreement with QPIP

During an extension without pay, professionals do not receive any salary or allowance from the college. However, they will get the number of weeks of maternity, parental, welcome and support, or adoption benefits for which they qualify under QPIP based on the chosen plan and the sharing of benefits with their spouse, where applicable. Visit [rqap.gouv.qc.ca](http://rqap.gouv.qc.ca) to learn more.

Note: Any professional who wishes may take leave without pay for a period longer than the duration of QPIP benefits, in which case the weeks after the benefits end will be without income unless the professional returns to work part-time.

## 3.

Pension Plan (RREGOP) Provisions

Professionals must request a buyback if they want to be credited with service for their leave without pay.<sup>12</sup> The buyback will then cost the same as the contributions that would have been deducted had the professional been at work,<sup>13</sup> as long as the buyback is requested within six months after leave without pay ends. The buyback can still take place after six months, but the cost will be based on a percentage of salary that may vary depending on the professional's age when the request is made. The cost will be greater in the latter case. In all cases, the buyback may be paid for through source deductions or RRSPs. To learn more, visit [retraitequebec.gouv.qc.ca](http://retraitequebec.gouv.qc.ca). **Talk to your union.**

<sup>11</sup> Only if the leave has a maximum duration of 12 weeks during the year (June 1<sup>st</sup> to May 31, clause 8-4.04)

<sup>12</sup> Professionals can also choose to let the RREGOP “90-day bank” offset all or part of the leave. **Talk to your union.**

<sup>13</sup> For part-time leave with more than 20% of a full workload, the buyback cost will be proportional to the percentage of time absent from work. If the leave is for 20% or less, the contribution will be as though the person were at work full-time.

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## 4.

Send a written notice to the college at least **three weeks** (or 30 days if part-time) before maternity, paternity or adoption leave have ended (see example 10 at [securitesociale.lacsq.org/parentalrights](http://securitesociale.lacsq.org/parentalrights)).

**What You Need to Do** To switch from full-time to part-time leave (or vice versa), make a request 30 days in advance (see example 11 at [securitesociale.lacsq.org/parentalrights](http://securitesociale.lacsq.org/parentalrights)).

You can apply for benefits at the QPIP website at [rqap.gouv.qc.ca](http://rqap.gouv.qc.ca).

Two weeks before your leave without pay ends, send a written notice confirming your return to work (see example 12 at [securitesociale.lacsq.org/parentalrights](http://securitesociale.lacsq.org/parentalrights)).

To terminate leave early, provide 21 calendar days' prior written notice (if leave is less than 65 weeks) or 20 working days' prior written notice (if leave is more than 65 weeks) (see example 13 at [securitesociale.lacsq.org/parentalrights](http://securitesociale.lacsq.org/parentalrights)).

Arrange to pay group insurance premiums with the college or the insurer.

To apply for a RREGOP buyback, complete the Application for a buyback of one or more periods of absence as soon as possible at [carra.gouv.qc.ca/fra/formulaire/pdf/RSP-727-ABS\\_en.pdf](http://carra.gouv.qc.ca/fra/formulaire/pdf/RSP-727-ABS_en.pdf).

## F. Special Situations

Note: The collective agreement and QPIP make provisions for a number of special situations. For each of the following, and for others not described below, **it is important that you talk to your union.**

### 1. Professionals at End of Contract

For professionals at the end of a contract, the benefits provided for under the collective agreement are suspended. However, benefits will resume if they secure a new contract.

#### Example

Maternity leave	June 6 to October 28, 2022
June 6 to June 24, 2022 : start of maternity leave (3 weeks)	QPIP benefits + college payments = 90% to 100%
June 27 to August 26, 2022: Break between 2 contracts (9 weeks)	QPIP benefits = 70%
August 29 to October 28, 2022: Remainder of maternity leave (9 weeks)	QPIP benefits + college payments = 90% to 100%

In this example, it is important to understand that once maternity leave has begun, nothing can interrupt the 21-week countdown. This is why the leave will end on October 28 despite the break between two contracts, with the result that the professional loses her right to nine weeks of additional benefits.

**Note:** When professionals are on the priority list and granted a position or assignment by virtue of the list, they may accept the position while continuing their leave (maternity, parental, preventive leave, complications or risk of miscarriage, etc.) so they can keep accumulating all rights and benefits due to them (seniority, experience, sick and vacation days, group insurance maintenance, accumulated service, RREGOP buyback rights, etc.).

### 2. Professionals who Become Pregnant During Leave Without Pay Under the Parental Rights Provisions (Clause 8-6.06)

Professionals are entitled to end their leave without pay and start a new maternity leave and associated benefits. If the leave without pay is covered by another provision, other conditions may apply. QPIP eligibility or college benefits may also be affected by a long absence without pay or a part-time return to work. **Talk to your union.**

### 3. Closely Spaced Pregnancies (Section 31.1 of the Regulation under the Act respecting parental insurance)

Two pregnancies in quick succession can adversely affect QPIP eligibility or benefit amounts, especially for a professional who has taken preventive leave. However, there are ways to remedy such issues, which vary from case to case. For example, for close pregnancies preceded by preventive leave, Section 31.1 of the Regulation allows the person, under certain strict conditions, to use exactly the same qualifying period as that used for the previous child (if at least 89 weeks of CNESST or QPIP benefits were received in the 104 weeks prior to the second benefit application). **Talk to your union.**

### 4. Maternity or Adoption During Deferred Salary sabbatical (Section 8-12.00 of Collective Agreement)

Based on your specific circumstances, this situation can have various implications for both the collective agreement and the QPIP. **Talk to your union.**

### 5. Suspension, Division or Extension of Maternity, Paternity, Adoption or Unpaid Leave

The professional **then qualifies** for that one or another of these leaves be suspended, split or extended for given reasons and based on certain conditions (for example, when the child is hospitalized,<sup>14</sup> the professional has an accident or falls ill, etc.). The QPIP also provides for suspensions based on the same reasons. In the event of accident or illness, under certain conditions, the professional may also be entitled to CNESST or EI disability benefits. **Talk to your union.**

In addition, under section 81.14.1 the *Act respecting labour standards*, it is also possible to request that paternity, adoption or unpaid leave, be divided into weeks without having to invoke the preceding reasons, **but only if the college consents. Talk to your union.**

14 If the child is critically ill or hospitalized, the professional may be entitled to EI benefits for a critically ill child (see <https://www.canada.ca/en/services/benefits/ei/caregiving.html>).

## **6. Termination of Pregnancy (Miscarriage or Abortion) as of the Start of the 20th Week Before the Expected Delivery Date (Clause 8-6.07)**

The professional is entitled to 21-week maternity leave under the collective agreement and to QPIP maternity benefits but not to parental benefits.<sup>15</sup>

The father is entitled to five days of paid leave under the collective agreement but not to five weeks of paternity leave or to QPIP paternity or parental benefits.

## **7. Supplementary Benefits for People with More than One Employer**

If a person has more than one employer, the college, when calculating additional benefits (maternity, paternity or adoption), must factor in only the portion of QPIP benefits generated by the salary it has paid. **Talk to your union.**

## **8. People with Self-Employment income (Business Income)**

If you have business income (self-employed worker), you may choose whether to have it factored into your QPIP benefits in addition to your job earnings. QPIP's Centre de service à la clientèle can do a "double calculation" to help you choose the best option. Visit [rqap.gouv.qc.ca](http://rqap.gouv.qc.ca) to learn more.

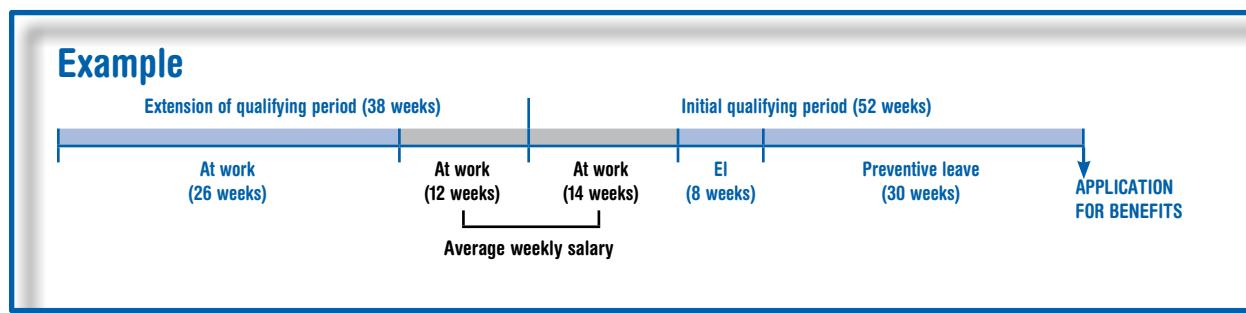
## **9. Parental Leave (Clause 8-6.43)**

To look after a minor child whose affective disorders, disability or illness requires a parent's presence, the professional may take, will be granted unpaid leave on a part-time or full-time basis for up to one year.

To learn about retained rights and RREGOP buybacks, see page 14.

## **10. Extending the Qualifying Period**

When the qualifying period has less than 26 weeks of insurable earnings, it may be extended if reasons can be found in Section 32 of the Regulation under the Act respecting parental insurance (e.g., preventive leave, EI benefits, QPIP benefits for a previous child, etc.). Where applicable, the extension will be automatically applied by the QPIP up to a maximum of 104 weeks preceding the benefit claim.



## **11. Decline in Insurable Earnings in the Weeks Preceding the Benefit Claim ("Small Weeks") (Section 31.2 of the Regulation under the Act respecting parental insurance)**

If there is a decline in insurable earnings in the weeks preceding a claim, Section 31.2 of the Regulation, under some conditions, lets the qualifying period be moved so that it starts before the week with the most recent decline in earnings. One such condition is that you must have had a second type of income apart from your job (e.g., CNESST, QPIP, Employment Insurance, etc.). As of July 26, 2012, thanks to the efforts of the CSQ, this provision now also applies to salary insurance paid by the employer. **Talk to your union.**

## **12. Early Start of Benefit Period**

It can at times be useful to start a benefit period some weeks before you want to start receiving them. This option can help you search further back in time for weeks with insurable earnings or exclude undesirable weeks ("small weeks") that might occur after you file the benefit claim (for example, if a good contract is followed by a poorer one in the weeks before you want to get QPIP benefits). However, two conditions must be met: You must have had an interruption of earnings, and you must be within 16 weeks of the expected birth. **Talk to your union.**

<sup>15</sup> College benefits are payable only during the 18 weeks that QPIP maternity benefits are paid.

## PERSONAL TIMELINE – MATERNITY LEAVE REQUIRED NOTICES AND DEADLINES

Event	Deadline	Date
Written notice to college with medical certificate (example 1)	2 weeks before start of leave	
Start of leave		
Application for QPIP benefits	As of the start of leave	
Submission of proof of eligibility for QPIP maternity benefits (example 3)	Upon receipt	
Expected date of the birth		
Actual date of the birth		
Receipt of notice of return to work from the college	4 weeks before end of leave	
Vacation deferral notice (example 9)	2 weeks before end of leave	
Notice of extension without pay (example 10)	3 weeks before end of leave	
End of maternity leave (21 weeks)		
Deferral of vacation (where applicable)		From _____ to _____
Start of extended leave without pay		
Receipt of notice of return to work from the college	4 weeks before end of leave	
Notice of return to work on predetermined date (example 12)	2 weeks before returning	
Notice of return to work prior to predetermined date (example 13)	Advance notice of 21 calendar days or 20 working days	
End of extended leave without pay		
Buyback of unpaid leave from Retraite Québec	No more than 6 months after end of leave	





May 2022 – D13646-3A

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