

## Canadian and Quebec Family Leave Benefits<sup>1</sup>

	Canada leave benefits (Employment Insurance)	Quebec Parental Insurance Plan (QPIP)
Maternity leave benefit	15 wks	18wks - Basic Plan 15 wks - Special Plan
Parental leave benefit Either parent	35 wks	32 wks - Basic 25 wks - Special
Paternity leave benefit - Father only, not transferable -	None	5 wks - Basic 3 wks - Special
Maternity + Parental + Paternity leave benefit TOTAL	50 wks	55 wks - Basic 43 wks - Special
Adoption leave benefit	35 wks	37 wks - Basic 28 wks - Special
Benefit/payment - % of earnings	<p>Maternity leave 55%</p> <p>Parental leave 55%</p> <p>Paternity leave None</p> <p>Adoption leave 55%</p>	<p>Maternity leave 70%</p> <p>Parental leave - Basic 7 wks 70% + 25 wks 55%</p> <p>Parental leave - Special 25 wks 75%</p> <p>Paternity leave – Basic 5 wks 70%</p> <p>Paternity leave – Special 3 wks 75%</p> <p>Adoption leave – Basic 12 wks 70% + 25 wks 55%</p> <p>Adoption – Special 28 wks 75%</p>
Maximum insurable earnings (2016)	\$50,800	\$71,500
Payment ceiling/cap (2016)	\$537 per wk	<p>Basic \$962.50 per wk (maternity, + 7 wks of parental, paternity \$756.35 (25 wks of parental)</p> <p>Special \$1,031.35 per wk (all wks)</p>

<sup>1</sup> In the Canadian federation, outside Quebec, which has its own program, the federal government determines and pays family leave benefits and provinces/territories determine length and characteristics of job protected leave from work. Leave benefits (Canada and Quebec) are under employment insurance programs.

Eligibility	600 hrs continuous employment in previous year  Self-employed eligible if registered one year previously; other eligibility criteria as above	\$2000 earnings/contributions in previous year  Self-employed eligible if registered one year previously; other eligibility criteria as above
Low income supplement	80% of earnings	\$80 of earnings
Waiting period	2 wks	None
Provision of early childhood education and care	Limited public funding Median infant fees - \$651 - \$1676/mth X prov/terr (2015) Coverage X prov/terr 0-12 yrs 8.1% - 29.6% (2014)	Publicly funded services Parent fees (all ages) \$176 - \$440/mth (2016) Coverage 50.8% 0-12 years (2014)