

Parental Rights and Salary Insurance New Information for Members

October 2012

Subject: New Information Pertaining to Teachers Receiving Salary Insurance Benefits While Pregnant and their QPIP Benefits

Dear Member,

The Quebec Parental Insurance Plan has made a modification to article 31.2 of the law on parental insurance, which could potentially have a significant and positive impact on teachers' benefits.

Since 2006, political discussions between the CSQ and Ministère de l'emploi et de la solidarité sociale (MESS), the conseil de gestion de l'assurance parentale, and the Protecteur du citoyen have led to this decision. The years of debate over the practice of using the time spent on salary insurance, which in fact, is inequitable and unacceptable, and had a negative impact on a teacher's benefits, has finally paid off!

It is important to note that this will be applied to requests made to QPIP as of July 26 2012, not prior to that date.

How It Was Applied In The Past:

Salary insurance is an insurable earning. In many cases, this has had a negative impact on the QPIP benefits paid to a teacher because salary insurance is paid at 75% of what she would have earned had she been at work.

How It Can Now Be Applied:

Salary insurance will remain an insurable earning. However, for the purposes of the calculation of QPIP benefits, this period of time spent on salary insurance while pregnant will be skipped over, **if so requested to QPIP by the teacher when applying for benefits.** QPIP will go back prior to the start of the salary insurance, which for many teachers will mean having their weeks calculated on 100% of their salary when they were at work.

Example:

Teacher with regular weekly salary of \$500 / week.

Previous Way of Calculating QPIP Benefits:

Expected date of birth	July 25, 2012
26 weeks of salary insurance (75% of salary = \$375/ week)	January 24, 2011 – July 24, 2012
QPIP benefits 70%* of last 26 weeks of insurable earnings	70%* of \$375 / week = \$262.50 / week

New Way of Calculating QPIP Benefits:

Expected date of birth	July 27, 2012
26 weeks of salary insurance	January 26 – July 26, 2012 Skipped over by QPIP for calculation of benefits
Last 26 weeks of insurable earnings (100% of salary = \$500 / week)	QPIP goes back to the last 26 weeks worked prior to the start of her salary insurance in January 2012
QPIP benefits 70%* of last 26 weeks of insurable earnings	70%* of \$500 / week = \$350 / week

**70% QPIP Basic Plan*

QPIP is based on the last 26 weeks of insurable earnings.

In this example, this equals a difference of almost \$90 / week of QPIP for the teacher.

This will not be done automatically; any teacher wanting this information to be applied to her case must make the request when applying for QPIP benefits.

There may be cases where it would be more advantageous for teachers to not ask that article 31.2 be applied to their case and that the salary insurance period be used in the calculation of their benefits (for example, previously the teacher was working at 30%, and the salary insurance weeks are 75% of a 100% contract). In these cases, the teacher does not have to request anything, and automatically the last 26 weeks of insurable earnings will be used, including the more advantageous weeks, which include salary insurance.

It is highly recommended that any teacher receiving salary insurance while pregnant contact their local union prior to applying for QPIP benefits to evaluate the situation.