

## **What is Maternity/ Parental Benefits**

### **Maternity benefits**

- Maternity benefits are only available to the person who is away from work because they're pregnant or have recently given birth. They **cannot be shared** between parents.
- The person receiving maternity benefits may also be entitled to parental benefits.
- You can start receiving maternity benefits as early as **12 weeks** before your due date or the date you give birth. You cannot receive these benefits more than **17 weeks** after your due date or the date you gave birth, whichever is later.

### **Parental benefits**

- Parental benefits are available to the parents of a newborn or newly adopted child.
- You must choose between 2 options:
  - Standard parental benefits
  - Extended parental benefits
- Your choice determines the number of weeks and the weekly amount you'll receive, but the total amount is the same.
- If sharing, each parent must choose the same option and submit their own application. Parents can receive their weeks of benefits at the same time or one after another.

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- You can receive parental benefits within specific periods starting the week after your child's date of birth or the date your child is placed with you for the purpose of adoption.
- These periods are:
  - Standard parental: within 52 weeks (12 months)
  - Extended parental: within 78 weeks (18 months)

## Benefit overview

Benefit Name	Maximum weeks	Benefit rate	Weekly max
Maternity (for the person giving birth)	Up to 15 weeks	55%	Up to \$562
Standard parental	Up to 40 weeks	55%	Up to \$562
Extended parental	Up to 69 weeks	33%	Up to \$337

## Eligibility

You need to demonstrate that:

- you're pregnant or have recently given birth when requesting maternity benefits
- you're a parent caring for your newborn or newly adopted child when requesting parental benefits
- your regular weekly earnings from work have decreased by more than 40% for at least one week
- you accumulated 600 insured hours\* of work in the 52 weeks before the start of your claim or since the start of your last claim, whichever is shorter

\*As an example, 600 hours are equivalent to 20 weeks of work at 30 hours a week.

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