



Canadian Parental Wellness Program

Pregnancy Benefit

UA Canada has created a National Parental Wellness Program to help our members during pregnancy and early child development years, including for adoptive parents. The National Parental Wellness Program is comprised of the **Pregnancy Benefit** and the **Maternity and Parental EI Assistance Benefit**.ⁱ

The Pregnancy Benefit provides financial assistance to UA members who are pregnant and whose working environments are a hazard to their health or the health of their unborn child, if their employer is unable to accommodate them by providing alternative work (\$100 per week). This benefit is available to eligible members for up to 24 weeks of their pregnancy.

Eligibility

You may be eligible to receive this benefit if:

- You have been a member of the U.A. in good standing for at least 6 months prior to applying,
- You are eligible to receive benefits under your Local Union's health and welfare plan based on active contributions,
- You are pregnant,
- The conditions of your work environment are a hazard to your health or the health of your unborn child (due to, for example, heavy lifting, long working hours, exposure to contaminants, viruses, vibrations, high heat, excessive noise, smoke, solvents, metals, etc.),
- Your employer is unable to accommodate you by providing alternative work,
- You are otherwise medically fit to work,
- You are available to be reassigned to other duties,

You are not eligible if:

- You have received the Pregnancy Benefit within the past 24 months,
- You are a surrogate parent,
- You are eligible to receive benefits for leave through any other means—such as time loss benefits through your employer or your Local Union's health plan, or government benefits.ⁱⁱ

Proof of Eligibility

You will be required to provide a letter from your doctor provided to your employer stating that you are unable to perform your normal duties due to your pregnancy for the relevant period.

In addition, the Business Manager of your Local Union (or their delegate) will be asked to certify that you meet the eligibility requirements set out above.

[KM-4025435v1](#)

ⁱ For more information about the Maternity and Parental EI Assistance Benefit please contact your Local Union.

ⁱⁱ Please note that you may receive the Pregnancy Benefit while you are eligible to receive maternity benefits under the *Employment Insurance Act* and U.A. Maternity EI Assistance Benefit, if you meet all other eligibility criteria set out above, your expected due date is in 12 weeks or less, and you wish to delay commencing your maternity benefits. However, you may not receive the Pregnancy Benefit for the same period of time during which you are receiving maternity benefits under the *EI Act* and/or the Maternity EI Assistance Benefit.