

FoS policy on top-up support for grant-funded AESES technicians who qualify for maternity leave and/or parental leave **with allowance**, Plan “B” in the AESES collective agreement:

To assist research faculty who employ qualifying AESES technician(s) on externally funded research grant(s), the salary top-up mandated in articles 18.6.3, 18.6.4 18.7.3, and 18.7.4 (Plan “B”) in the AESES Collective Agreement can be cost shared equally between the **1) faculty member’s grant, 2) the Faculty of Science Dean’s office, 3) the faculty member’s home department.**

Current cost sharing with Employment Insurance (EI) benefits Canada:

1) Maternity leave (17 weeks)

- o First 2 weeks UM pays 100% of the employee salary (no EI as this is the wait period).
- o The next 15 weeks UM tops-up EI to 100% of the employee salary as follows:
 - § If the salary is equal to or less than the EI maximum yearly insurable earnings amount EI pays 55% of their salary and the employer pays 45% of their salary to total 100% of their salary.
 - § If the salary is higher than the EI maximum yearly insurable earnings amount, EI pays up to the maximum yearly insurable earning amount (EI maximum benefit) and the employer pays the balance to bring them to 100% of their salary.

2) Parental Leave (18 weeks)

- o UM provides top up for all 18 weeks to bring the employee to 95% of their salary.
 - § If their salary is less than the EI maximum yearly insurable earnings amount, EI pays 55% and the employer pays 40% of their salary to total 95% of their salary.
 - § If their salary is higher than the EI maximum yearly insurable earnings amount, EI pays up to the maximum yearly insurable earning amount (EI maximum benefit) and the employer pays the balance to bring them to 95% of their salary.

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