

Leaves and benefits for new and expecting parents

Ontario's Employment Standards Act gives **unpaid pregnancy** and **parental leaves**.

Parents can also get **paid** Employment Insurance (EI) **maternity** and **parental benefits**.

Reason for time off	Who's eligible	Pregnancy leave	EI maternity benefits	Important dates
Pregnancy	<p>People who are pregnant or have just given birth.</p> <p>To take the leave, you worked for your employer for at least 13 weeks before your due date.</p> <p>To get EI benefits, your weekly earnings went down by more than 40%.</p>	<p>Lasts up to 17 weeks.</p> <p>If you have a miscarriage or a stillbirth, your leave can continue for at least 12 weeks after that happens.</p> <p>This means that your leave could be longer than 17 weeks.</p>	<p>You get 55% of your normal salary, up to \$650 a week.</p> <p>Last up to 15 weeks.</p>	<p>Earliest you can:</p> <ul style="list-style-type: none"> start your leave is 17 weeks before your baby's due date or on the day your baby is born, whichever is earlier get EI benefits is 12 weeks before your baby's due date or the week your baby is born, whichever is earlier <p>Latest you can:</p> <ul style="list-style-type: none"> start your leave is on the baby's due date, or on the day your baby is born if they're born early get EI benefits is 17 weeks after your baby's due date, or 17 weeks after the week your baby is born if they're born early * <p>* To get the full 15 weeks, apply no later than one week after your baby is due or is born.</p>

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Reason for time off	Who's eligible	Parental leave	EI parental benefits	Important dates
Newborn or newly adopted child	<p>To take the leave, you worked for your employer for at least 13 weeks.</p> <p>Applies to any parent of the child, including someone who is:</p> <ul style="list-style-type: none"> • in a "relationship of some permanence" with the parent of the child, and • going to treat the child as their own. <p>To get EI benefits, your weekly earnings went down by more than 40%.</p> <p>Applies to biological parents, parents who adopt, and others who the law sees as parents.</p>	<p>Lasts up to 61 weeks if you gave birth.</p> <p>Lasts up to 63 weeks if you did not give birth.</p>	<p>Standard benefits:</p> <ul style="list-style-type: none"> • 55% of your normal salary, up to \$650 a week • last up to 35 weeks <p>You get an extra 5 weeks if you share with another parent. But no one can take more than 35 weeks.</p> <p>Extended benefits:</p> <ul style="list-style-type: none"> • 33% of your normal salary, up to \$390 a week • last up to 61 weeks <p>You get an extra 8 weeks if you share with another parent. But no one can take more than 61 weeks.</p>	<p>Earliest you can start your leave or get EI benefits is the day your child:</p> <ul style="list-style-type: none"> • is born, or • comes into your care. <p>Latest you can:</p> <ul style="list-style-type: none"> • start your leave is 78 weeks after the day your child is born or comes into your care • apply for EI benefits and get the maximum amount is 16 weeks after the week your child is born or comes into your care

CLEO's **Steps to Justice** has more information about employment and work. Visit stepstojustice.ca/emp-and-work. This is general legal information for people in Ontario, Canada. It is not intended to be used as legal advice.