

LETTER OF UNDERSTANDING

Between

Wilfrid Laurier University (the University)

And

Wilfrid Laurier University Faculty Association (WLUFA)

WHEREAS the tabled 2017 federal budget includes proposed changes which will provide parents with the option to extend parental leave for up to 61 weeks (existing period is 35 weeks) with a reduced rate for Employment Insurance Benefits (a maximum Employment Insurance Benefit rate of 33% of average weekly earnings spread over the extended leave period as opposed to the current maximum Employment Insurance Benefit rate of 55% of average weekly earnings); and

WHEREAS the waiting period before EI Benefits are payable will decrease from 2 weeks to one (1) week; and

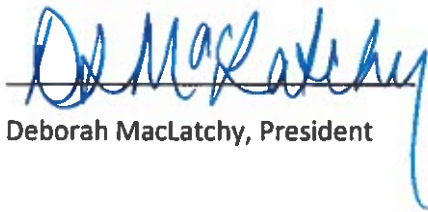
WHEREAS the University currently provides supplementary benefits for pregnancy and parental leave as specified in Articles 32.2 and 32.4 of the Collective Agreement for Full-time Faculty and Professional Librarians (2017-2020);

The Parties agree that while the University will continue to provide supplementary benefits for Members who take Pregnancy and Parental Leave, the benefit amount will remain cost-neutral to the University. Specifically, if a Member chooses to extend their Parental Leave in accordance with the new proposed allowance, then their weekly supplementary benefit amount will be reduced accordingly so that it can be extended over the longer leave period;

The Parties further agree to meet and discuss the impact that the proposed changes will have on the existing supplementary benefits once they come into effect.

For the University

For WLUFA



Deborah MacLatchy, President



Michele Kramer, President

Date SEP 01 2017

Date Sept 11, 2017

LOU #08

Pregnancy-Parental Supplementary Benefits
Full-time Collective Agreement (2017-2020)