



Employment Insurance for OSSTF/FEESO Members

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Employment Insurance Types of benefits

There are two types of Employment Insurance (EI) benefits:

1. Regular benefits for members who are unemployed and looking for work.
2. Special benefits for members who
 - a) are taking maternity/parental leaves
 - b) have exhausted sick leave provisions and cannot work due to illness
 - c) are caring for a family member¹ who is gravely ill with a significant risk of death within 26 weeks. (Six months)



Protective Services

¹Family member includes (your child, your spouse's or common-law partner's child, your wife, husband, common-law partner, your father or mother, your father's wife, mother's husband or common law partner of your father, mother. Brothers or sisters and step-brothers and stepsisters. Grandparents and step grandparents, grandchildren and their spouse or common law partner. Son-in-law and daughter-in-law, either married or common law. Father-in-law and mother-in-law, either married or common law. Brother-in-law and sister-in-law, either married or common-law. Uncle or aunt and their spouse or common law partner. Nephew and niece and their spouse or common-law partner. Current or former foster parents. Current or former foster children and their spouse or common-law partner current or former wards. Current or former guardians or tutors and their spouse or common-law partner.



Protective Services

Qualifying hours for EI benefits

In order to collect EI benefits, the following factors apply:

1. the number of insurable hours worked in the previous 52 weeks prior to the claim;
2. the type of benefits;
3. whether the member is considered to be a "new entrant" or "re-entrant."

Insurable hours

Insurable hours are hours worked for which a premium was paid within the qualifying periods. These hours are recorded on the Record of Employment (ROE). For full-time teachers, the weekly hours are calculated at 7 hours per day.



Protective Services

How many hours do I need to qualify?

Special (maternity, parental, sickness, compassionate care)

- 600 insurable hours within the previous 52 weeks.

Regular

- the number of insurable hours will vary from 420 to 700 hours depending on the regional rate of employment. Check with your local Service Canada office or OSSTF/FEESO Provincial Office to determine the hours needed.

New Entrants or Re-entrants

- will need 910 hours of insurable hours for regular benefits
- 600 insurable hours for special benefits.



Protective Services

How much is the weekly benefit?

Benefits are paid on the basis of 55% of the maximum insurable earnings level. The maximum weekly benefit is \$468.00.

Many OSSTF/FEESO contracts have "top up" provisions for maternity/parental benefits. Check with your bargaining unit president for details.



Protective Services

How do I apply?

You can apply for EI benefits by visiting the local Service Canada office or by visiting the Service Canada website and applying online (www.servicecanada.gc.ca).

OSSTF/FEESO members using the on-line procedure should be prepared to spend at least 40 minutes completing the application.



Protective Services

What will I need to apply?

Regular Benefits:

- application form
- record of employment

Special Benefits:

Maternity

- record of employment
- application form
- medical certificate indicating due date



Parental

- application form
- record of employment
- proof of child's birth or adoption
- statement declaring intent to stay home to care for child

Compassionate Care

- application form
- record of employment
- medical certificate

Sickness

- application form
- record of employment
- medical certificate indicating inability to work due to illness
- exhaustion of sick leave



Can I claim during the summer months?

Teacher members who have a continuing statutory contract cannot receive benefits except for maternity/parental leaves.

Other education workers may qualify for EI benefits if they have the requisite number of hours of insurable employment in the 52 weeks preceding the application or since the start of their last EI claim.



Protective Services

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- application form
- record of employment
- proof of child's birth or adoption
- statement declaring intent to stay home to care for child

Compassionate Care

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Protective Services

Allowable earnings while on EI regular benefits

You must declare all earnings in the week that they are earned. Claimants can earn up to 25% of your weekly benefit, or \$50, whichever is higher, each week without affecting their claim. Earnings above this limit are deducted from that week's benefit.

Pilot December 7, 2008 to August 6, 2011: while on claim you can earn the greater of \$75 or 40% of weekly benefit

Failure to report earnings may result in a fine being imposed.



Protective Services

What about the waiting period?

Generally, with the exception of sickness benefits, there is a two week period from the Sunday of the week of application where members receive no income or EI benefits. Many OSSTF/FEESO contracts have "top up" provisions or supplementary employment benefit (SEB) plans for maternity/parental leave that assist during this period. Check with your bargaining unit to see what is available to you. When special benefits (parenting, compassionate) are shared between other family members, there is no additional waiting period.



Protective Services

EI appeals

If you do not agree with the disposition of your claim, you may appeal the decision to a local Board of Referees. This Board is comprised of a member appointed by a local labour council, a member appointed by the business community and a chairperson. The Board rules on the disposition of your claim based on EI legislation and precedents.

Appeals must be filed within 30 days of the date on which written notification is received by the member from Service Canada.

If you are appealing, continue to complete and submit cards to the EI office weekly while you are waiting for the appeal to be heard.

Contact your local labour council, local OSSTF/FEESO office or Provincial Office for assistance with your hearing.



Definitions

Maternity leave

- available only to biological mother
- 15 weeks paid benefit (two week waiting period)
- 600 insurable hours necessary
- additional earnings deducted dollar for dollar
- payable anytime during period beginning *eight weeks before the expected date of delivery and ending 17 weeks* following the delivery date
- application may be made as early as 10 weeks before the anticipated date of delivery
- should a member go on sick benefits from the school board, as specified by her doctor, the 15 week benefit period may be interrupted. Check with your local OSSTF/FEESO office for specific details.



Parental leave

- maximum of 35 weeks to biological or adoptive parents
- benefit can be paid to either father or mother or shared between them
- waiting period served if taken in conjunction with maternity leave
- 600 insurable hours needed



Sickness leave

- sick leave must be exhausted
- 15 weeks – no waiting period
- teachers cannot receive during July and August
- 600 insurable hours needed



Compassionate care leave

- six week benefit – two week waiting period
- provided to care for a family member, as defined, who is gravely ill, with a significant risk of death within 26 weeks
- medical certificate needed
- not available for July and August for statutory contract teachers
- 600 insurable hours needed



Regular Benefits

- two week waiting period
- expires 52 weeks following the commencement date of claim
- unused entitlement may not be claimed after EI claim has expired
- entitlement based on number of hours worked and regional unemployment rate to a maximum of 45 weeks depending on these factors
- number of insurable hours required based on employment rate varies from 420-700 hours



QUESTIONS and ANSWERS

