

## Payment of Maternity and Parental Leave Benefit

Maternity Benefit: Resident physicians shall receive up to seventeen (17) weeks of sufficient pay inclusive of the Employment Insurance two-week waiting period to match 90% of her salary when combined with Employment Insurance benefits, for maternity leave. **The PARA/CAHCA maternity benefit is paid out in one lump sum at the end of the 17 weeks.**

Parental Benefit: In the event of the birth or adoption of a child, where a Resident has not been granted maternity leave, a Resident shall be granted a maximum of two (2) weeks leave of absence with full pay and benefits. **The PARA/CAHCA parental benefit is paid out through the uninterrupted payment of salary.**

For more information please see the Maternity/Parental Leave presentation on PARA's website: <http://www.para-ab.ca/residents/maternity-and-family-leave>