

Date: 2023-11-10

Subject: **Potential for Improvement to Maternity and Parental Benefits (RM73/2023)**

Contact: **Cynthia Ogbarmey-Tetteh, Director, Human Resources**

Report Number: Corporate Support Services-2023-1005

Recommendations:

That the report from Cynthia Ogbarmey-Tetteh, Director, Human Resources to the Committee of Council Meeting of November 29, 2023, re: **Potential for Improvement to Maternity and Parental Benefits (R73/2023)**, be received.

Overview:

- **Council through approved motion CW394-2023 requested that staff report on the potential for improvement to Maternity and Parental Benefits to more closely align with those provided by other cities.**
- **City of Brampton is committed to providing employee and family protection during periods of maternity and parental leave.**

Background:

At the October 25, 2023 Committee of Council Meeting a staff report titled Employee Maternity Leave and Parental Benchmarking was received. Staff was directed to report on the potential for improvement to Maternity and Parental Benefits to more closely align with those provided by other cities.

The benchmarking of seven (7) comparable municipalities revealed that the average parental leave entitlement is 18 weeks up to 81% supplementary unemployment benefits (SUB) top up on an employee's regular weekly earnings after receipt of Employment Insurance (EI) for both maternity and parental leave.

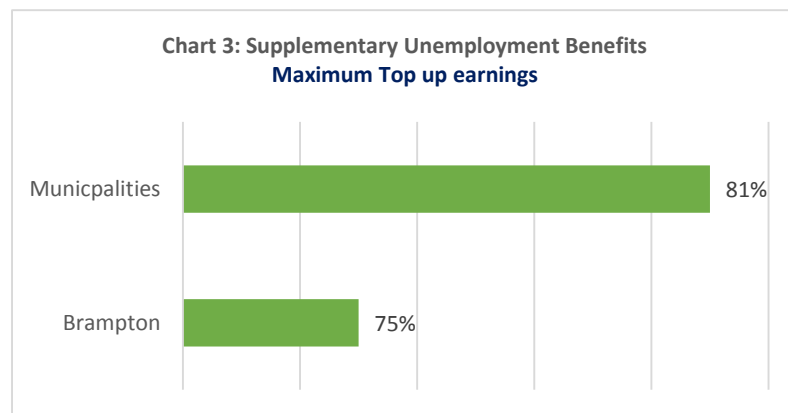
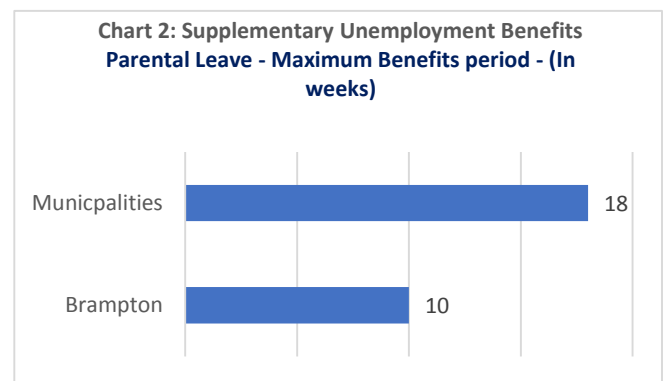
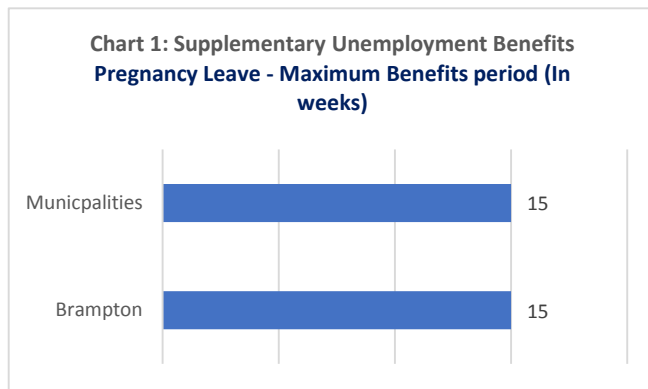
Maternity leave is traditionally the combined pregnancy leave and parental leave periods. The rest of this report will use the terms pregnancy and parental leave to align with the City's policy name.

Current Situation:

The *Pregnancy/Parental Leave Policy No 9.7.0* effective October 16, 2002 (under review) grants a leave of absence without pay to eligible employees in accordance with the *Ontario Employment Standards Act, ESA 2000*. In addition, the City of Brampton provides supplementary unemployment benefits (SUB) top up of up to 75% of the employee's regular weekly earnings after receipt of Employment Insurance (EI) pregnancy or parental leave benefits pursuant to the Employment Insurance Act.

SUB payments commence following the EI waiting period and continue while the employee is in receipt of such benefits for maximums of fifteen (15) weeks for pregnancy leave and ten (10) weeks for parental leave; both at a top up to 75%.

Below are three (3) charts comparing the average benefit provisions of seven (7) municipalities to the City of Brampton.



To align the current duration of parental leave entitlement and SUB top-up with the averages of the seven (7) municipal comparators, the following cost analysis are provided for consideration.

A. Options and Costs to increase the Paternal Leave

- **Option 1: Average:** This option improves the City's position as average in its pregnancy and parental leave benefits among comparator municipalities.
- **Option 2: Above Average:** This option positions the City as a modern, inclusive and competitive leader in pregnancy and parental leave among comparator municipalities.

Gender	Average # Employees	Total Annual Cost of Parental for 10 weeks	OPTION 1 Total Annual Cost of Parental for 18 weeks (Average)	OPTION 2 Total Annual Costs of Parental for 35 weeks (Municipal Leader)
F	53	\$1,167,346	\$1,431,567	\$1,993,037
M	66	\$459,338	\$826,809	\$1,607,684
Total	119	\$1,626,684	\$2,258,376	\$3,600,720

B. Options and Costs to increase the supplementary unemployment benefits (SUB) top up

- **Option 1: Average:** This option improves the City's pregnancy and parental SUB top up to average among comparator municipalities, from 75% to 81% (average)
- **Option 2: Above Average:** This option improves the City's pregnancy and parental SUB top up from 75% to 95%, positioning the City as a modern, inclusive and competitive leader in pregnancy and parental leave among comparator municipalities.

Gender	Average # Employees	Total Annual Cost of Pregnancy + Parental SUB top up at 75%	OPTION 1 Total Annual Cost of Pregnancy + Parental SUB top up at from 75% to 81% (Average)	OPTION 2 Total Annual Cost of Pregnancy + Parental SUB top up from 75% to 95% (Municipal Leader)
F	53	\$1,167,346	\$1,269,912	\$1,509,232
M	66	\$459,338	\$530,405	\$696,229
Total	119	\$1,626,684	\$1,800,317	\$2,205,461

Assumptions:

- Costing is based on the average of 2021-2023 participants.
- Costing is based on average of 2021-2023 gender distribution.
- Costing is based on 2023 Salaries.
- Costing is based on current 10 weeks parental SUB
- EI payments are 55% of weekly salary to a maximum of \$650.
- Costing represents the potential liability to the City and excludes the Employment Insurance (EI) payments.

Corporate Implications:

Financial Implications:

There are no direct financial implications resulting from the recommendations in this Information Report.

Strategic Focus Area:

This report aligns with the City of Brampton's commitment to Government and Leadership objectives, emphasizing service excellence, equity, innovation, efficiency, effectiveness, accountability, and transparency. By comparing the current employee maternity and parental benefits to municipalities and other orders of government, the City of Brampton as an employer, is able to review its competitive edge in attracting and retaining through the provision of maternity and parental leave SUB top up to eligible employees.

Conclusion:

This report provides the benchmarking with respect to employee pregnancy leave and parental benefits provided by the City of Brampton in relation to other municipalities and other orders of government.

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Attachments:

- Attachment 1 – Maternity and Parental Leave Benefits - City of Brampton and Anonymized Municipal Benchmarking