

Date: 2023-09-26

Subject: **Employee Maternity Leave and Parental Benefits Benchmarking (RM 49/2023)**

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

Report Number: Corporate Support Services-2023-849

Recommendations:

1. That the report from Cynthia Ogbarmey-Tetteh, Director, Human Resources to the Committee of Council Meeting of October 25, 2023, re: **Employee Maternity Leave and Parental Benefits Benchmarking**, be received.

Overview:

- **Council through RM # 49/2023 requested that staff report on benchmarking with respect to employee maternity leave and parental benefits provided by the City of Brampton in relation to other municipalities and other orders of government.**
- **City of Brampton is committed to providing employee and family protection during periods of maternity and parental leave.**

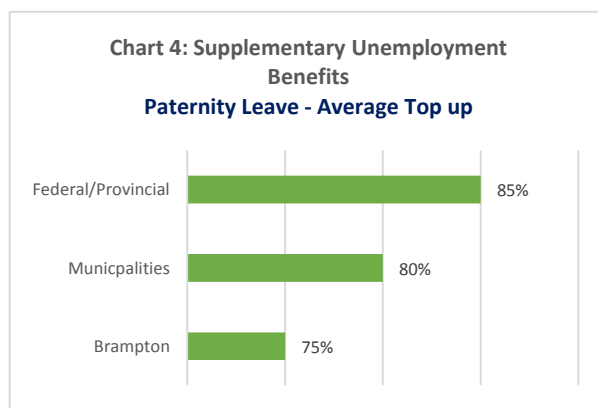
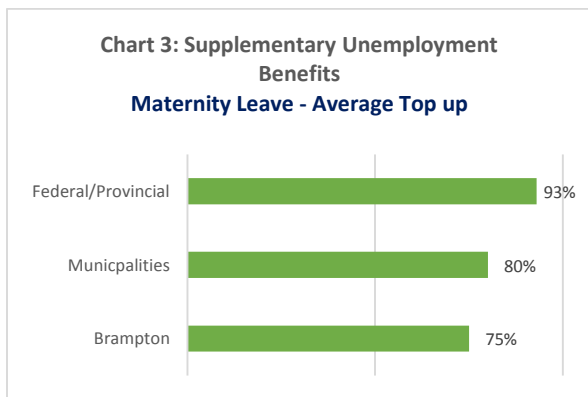
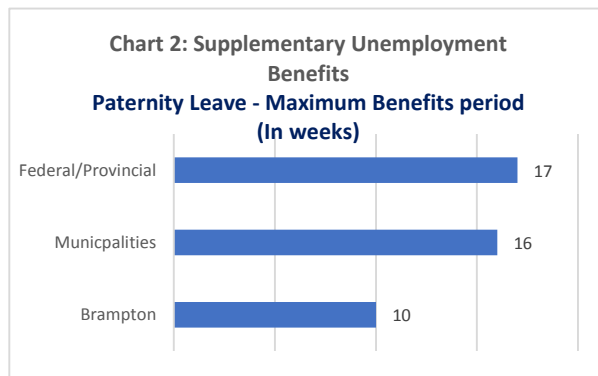
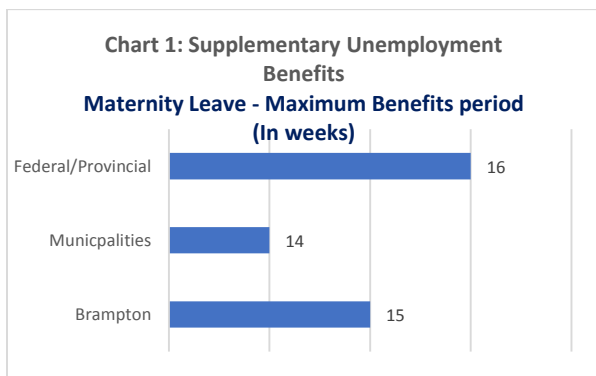
Background:

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 Corporation 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.

Current Situation:

At the City of Brampton, SUB payments commence following the EI waiting period and continue while the employee is in receipt of such benefits for a maximum of fifteen (15) weeks for pregnancy (maternity) leave and maximum of ten (10) weeks for parental leave;

both at a top up to 75%. Below are four (4) charts comparing the benefit provisions of nine (9) municipalities and other orders of government (i.e., Provincial and Federal) to the City of Brampton.



Corporate Implications:

Financial Implications:

There are no direct financial implications resulting from 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 maternity leave and parental benefits provided by the City of Brampton in relation to other municipalities and other orders of government.

Authored by:

Wayne Clarke, Senior Manager,
Employee and Labour Relations

Reviewed by:

Cynthia Ogbarmey-Tetteh, Director,
Human Resources

Approved by:

Alex Milojevic, Commissioner,
Corporate Support Services

Submitted by:

Marlon Kallideen, Chief Administrative
Officer

Attachments:

- Attachment 1 – Maternity and Parental Leave Benefits - City of Brampton and Municipal Benchmarking
- Attachment 2 – Maternity and Parental Leave Benefits - Provincial and Federal Benchmarking