

Adoption of Bill 51, *An Act mainly to improve the flexibility of the parental insurance plan in order to promote family-work balance*

**Appendix III – Comparative table of current QPIP benefits and the changes proposed by Bill 51**

BIRTH		
Type of benefit	Currently	Changes effective January 1, 2021 (Bill 51)
Basic plan		
Biological parents	18 weeks of exclusive maternity benefits (70%) 5 weeks of exclusive paternity benefits (70%) 32 weeks of shareable parental benefits (7 at 70% and 25 at 55%)  ➤ <b>Total: maximum 55 weeks (30 weeks at 70% and 25 weeks at 55%)</b>	18 weeks of exclusive maternity benefits (70%) 5 weeks of exclusive paternity benefits (70%) 32 weeks of shareable parental benefits (7 at 70% and 25 at 55%) Addition of 4 weeks at 55% once each parent uses 8 weeks of shareable benefits (2 x 8)  ➤ <b>Total: maximum 59 weeks (30 weeks at 70% and 29 at 55%); 4 weeks at 55% are conditional upon the sharing of parental benefits</b>
Special plan		
Biological parents	15 weeks of exclusive maternity benefits (75%) 3 weeks of exclusive paternity benefits (75%) 25 weeks of shareable parental benefits (75%)  ➤ <b>Total: maximum 43 weeks at 75%</b>	15 weeks of exclusive maternity benefits (75%) 3 weeks of exclusive paternity benefits (75%) 25 weeks of shareable parental benefits (75%) Addition of 3 weeks at 75% once each parent uses 6 weeks of shareable benefits (2 x 6)  ➤ <b>Total: maximum of 46 weeks (75%); 3 weeks are conditional upon the sharing of parental benefits</b>

ADOPTION		
Type of benefit	Currently	Changes effective January 1, 2021 (Bill 51)
Basic plan		
Adoption	37 shareable weeks (12 at 70% and 25 at 55%)  ➤ <b>Total: 37 shareable weeks (12 at 70% and 25 at 55%)</b>	2 x 5 weeks of exclusive adoption benefits for each parent (70%)** 32 weeks of shareable adoption benefits (7 at 70% and 25 at 55%) 13 weeks of welcome and support benefits (70%)** Addition of 4 weeks at 55% once each parent uses 8 weeks of shareable benefits (2 x 8) ➤ <b>Total: maximum 59 weeks (30 weeks at 70% and 29 at 55%); 4 weeks at 55% are conditional upon the sharing of adoption benefits</b>
Special plan		
Adoption	28 shareable weeks at 75%  ➤ <b>Total: 28 shareable weeks at 75%</b>	2 x 3 weeks of exclusive adoption benefits for each parent (75%)** 25 weeks of shareable adoption benefits (75%) 12 weeks of welcome and support benefits (75%)** Addition of 3 weeks at 75% once each parent uses 6 weeks of shareable benefits (2 x 6) ➤ <b>Total: maximum 46 weeks (75%); 3 weeks are conditional upon the sharing of adoption benefits</b>

\*\* Effective December 1, 2020