

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

Appendix I – Highlights

- **Additional weeks of benefits when parents share a minimum number of weeks**

Four additional weeks of shareable parental benefits once each of the 2 parents uses 8 weeks of shareable benefits on the Basic plan. Three additional weeks of shareable parental benefits once each of the 2 parents uses 6 weeks of shareable benefits on the Special plan.

- **Additional weeks of benefits after multiple births or adoptions**

Five additional weeks of exclusive parental benefits on the Basic plan (3 additional weeks on the Special plan).

- **Additional exclusive adoption benefits for each adoptive parent**

Five additional weeks of exclusive benefits on the Basic plan (in addition to the 32 shareable weeks). Three additional weeks of exclusive benefits on the Special plan (in addition to the 25 shareable weeks).

- **Adoptions requiring a stay outside Québec**

The benefit period may begin 5 weeks before the child's arrival (currently 2 weeks).

- **Single parents (effective January 1, 2022)**

Five additional weeks for the Basic plan (3 additional weeks for the Special plan) when only one parent is recorded on the birth or adoption certificate.

- **Extension of the benefits period**

Maternity benefits may be taken up to 20 weeks after the week of delivery. Paternity, parental, adoption benefits, as well as welcome and support benefits, may be taken up to 78 weeks following the week of delivery.

For parental leave, the *Act respecting labour standards* has been amended to increase the duration of leave from 52 to 65 weeks.

- **Increase in income-related exemptions during benefits period**

From now on, individuals will be able to receive work income (including maternity benefits) at the same time as QPIP benefits, as long as the total does not exceed their

average weekly earnings. If applicable, the excess portion is then deducted from the QPIP benefit.

- **More benefits upon the death of a child**

Benefits end the second week after the death of a child rather than the same week.

- **Start of payments**

Previously, the retroactive payment of benefits was limited to 3 weeks preceding the week in which the claim for benefits was actually filed. The bill extends this period to 6 weeks, even in the absence of a valid reason.

- **Several pilot projects to experiment with new measures**

The management committee may modify certain conditions of application of the plan for categories of workers, namely employees, self-employed workers, or intermediate or family-type resources, in particular:

1° to establish a different reference or benefits period

2° to calculate the average weekly income differently

3° to institute a different plan option