



Maternity Leave – What you need to know

PENSION & BENEFITS

YORK 

All communications from Pension & Benefits (askpb@yorku.ca) will be communicated through your York email address on file in Human Resources. It is important to continue to check this email for information and updates while you are on Maternity/Parental Leave

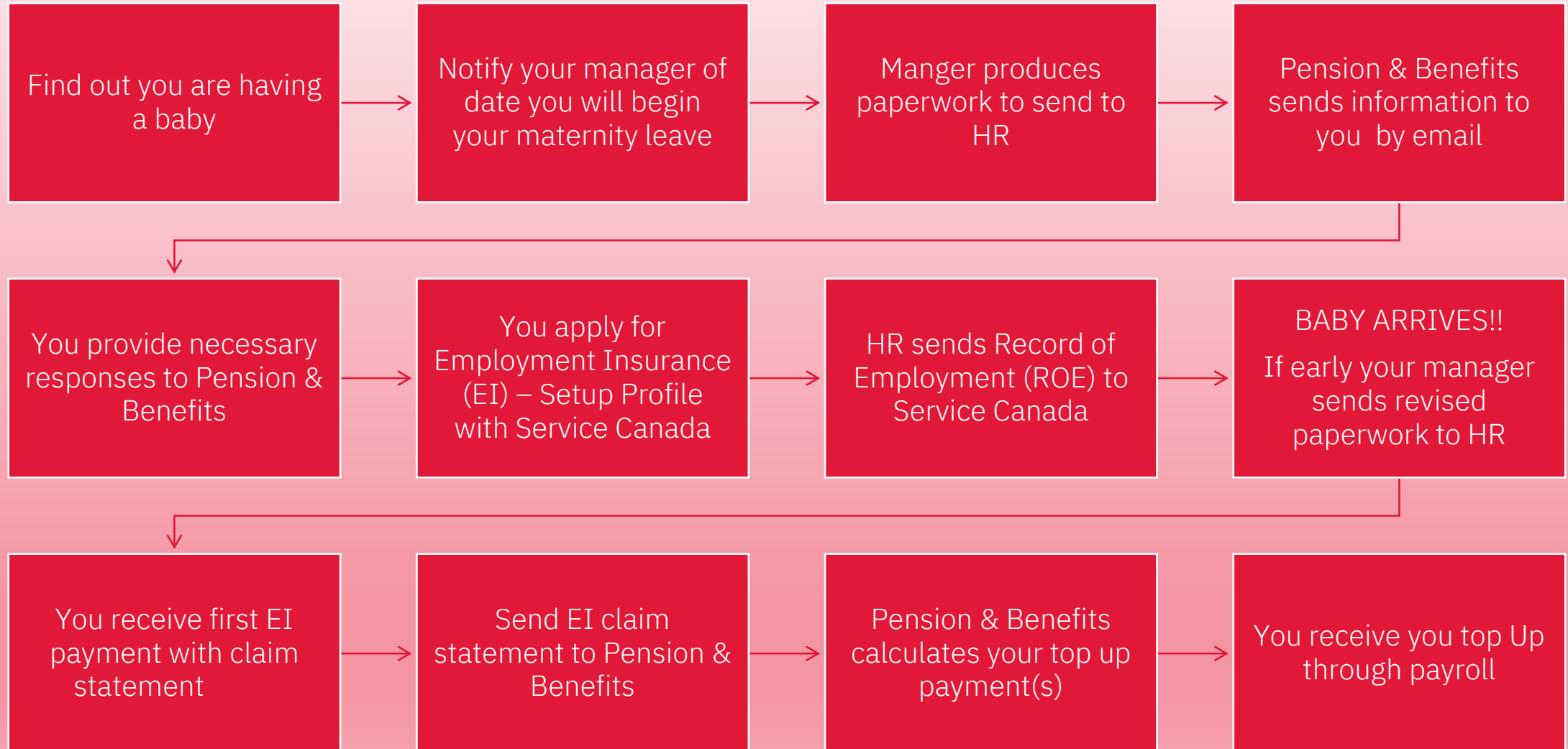
Financial Preparation

- Understanding the process will help you understand the financial impacts
- Taking the time to make a financial plan early in the pregnancy
 - Decisions have to be made as to how long your parental leave will be (period of time you will only be receiving EI)

The basic rate used to calculate **maternity** and standard **parental** benefits is 55% of average insurable weekly earnings, up to a maximum amount. In 2020, the maximum amount is \$573 a week. For extended **parental** benefits, this rate is 33% of average insurable weekly earnings, up to a maximum amount.

- Taking note of timing and impact to finances
 - If things do not go as planned, it may be prudent to have planned for potential late payments of both EI and York's top up (savings?)
 - EI has a one week waiting period
- Topping up Pension – If you want to maintain your pension at 100% while you are off on Parental Leave you will be required to make your contributions to the plan, and the University will match them. To understand the amount this will require a review of your pay advice
 - Impact to not topping up you pension – reduced contributions and less earnings and service
 - Compound interest/growth to contributions

Process





Timing

- Based on the process the earlier you can let your manager know of your pregnancy the earlier Pension & Benefits will send you the information regarding your maternity leave
- If we receive your EI Statement on or before the 5th of the month you will receive a top up payment that month, otherwise it will be the following month(s)
- It is important to apply for EI as early as possible, so you can receive your top up payment as early as possible
- Top up payments will be made during pregnancy leave period only. This means that payments will in one to four monthly instalment(s) depending on when we receive you EI statement



Pension & Benefits while on Maternity Leave

- You will be asked if you wish to maintain your pension while on your leave. If you pay your portion of pension contributions, the University will pay theirs. Please note the AVC's will not be maintained while on leave
- You will also be asked to pay for any benefits you would normally pay for while on leave (i.e. family vision)
- Your benefits that the University pays for will be maintained while you are maternity leave
- Once your child arrives it is important to add them to your benefits at the University. You can do this by using our Employee Portal (Slides to follow)
- Staff - Vacation, sick credits and seniority, if applicable, also continue to accrue
- Academics - In addition to your 17-week pregnancy leave top up, the university has an agreement with Service Canada to allow faculty employees' earnings to be topped up to 100% for the first twelve weeks of your parental leave. You must provide proof of EI benefits

Adding your baby to Benefits

<https://retire.info.yorku.ca/>

YORK U Popular Links 🔍

Pension & Benefits

[Home](#) [Retirement Planning](#) [Benefit Booklets](#) [Education](#) [Resources](#) [Contact Us](#)

Welcome

The Pension & Benefits Office provides support and education for all York University employees - enabling them to make informed choices regarding all aspects affecting their pension and benefits during their employment, and when planning for retirement. We are committed to offering our services with integrity, confidentiality and objectivity. Our services extend beyond York specifics and include Canada Pension Plan (CPP), Old Age Security (OAS) and transitioning from work to retirement.

Seminars and educational presentations are an important part of our offerings in Pension & Benefits. We have licensed financial advisors and other experts in their field join us to provide you with information regarding pension, benefits and a host of other related topics. We do not provide them with any personal information. They are here to inform, not to solicit your business. Should you wish to contact one of our presenters or any other financial advisor we leave that up to you.

[f](#) [t](#) [i](#) [v](#) [yFile](#)

Search this site 🔍

Benefits provider:
[Sunlife Member Page](#)

Pension Payment Custodian
[CIBC Mellon](#)

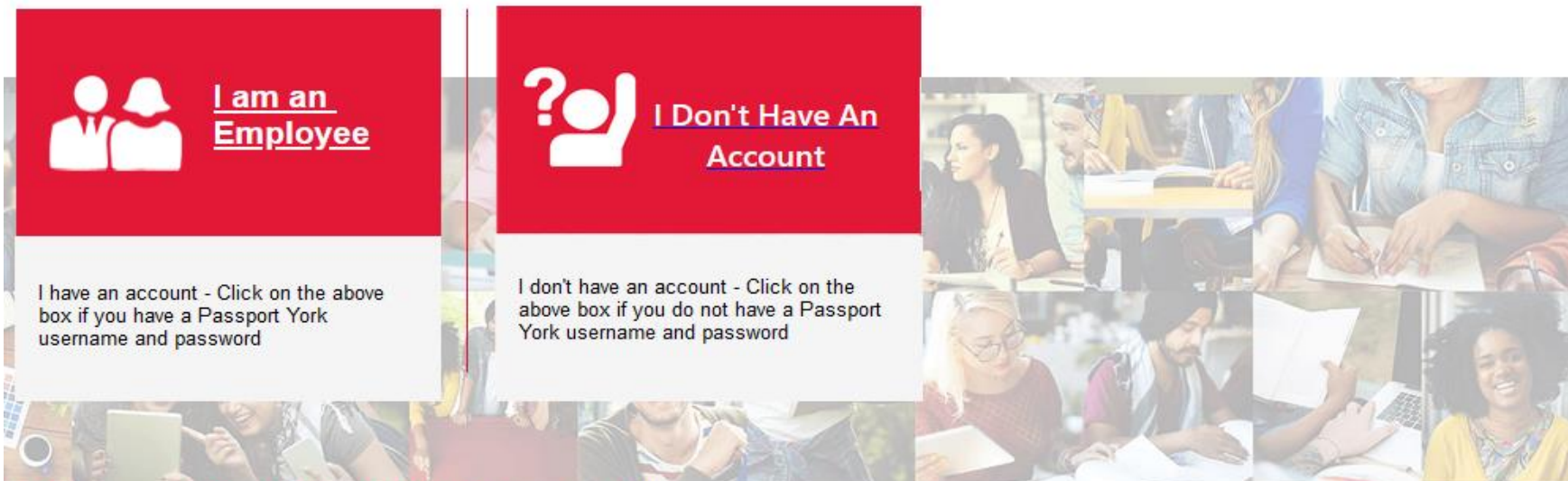
AskPB Self Service
[Portal](#)

Pension & Benefits Portal

<https://askpb.yorku.ca/cherwellportal/pbmain#0>

Pension and Benefits

Welcome to the Pension and Benefits Portal. Corresponding with us through the portal enables you to see any current or previous tickets logged this way as well as the status of any open tickets.




I am an Employee

I have an account - Click on the above box if you have a Passport York username and password

I Don't Have An Account

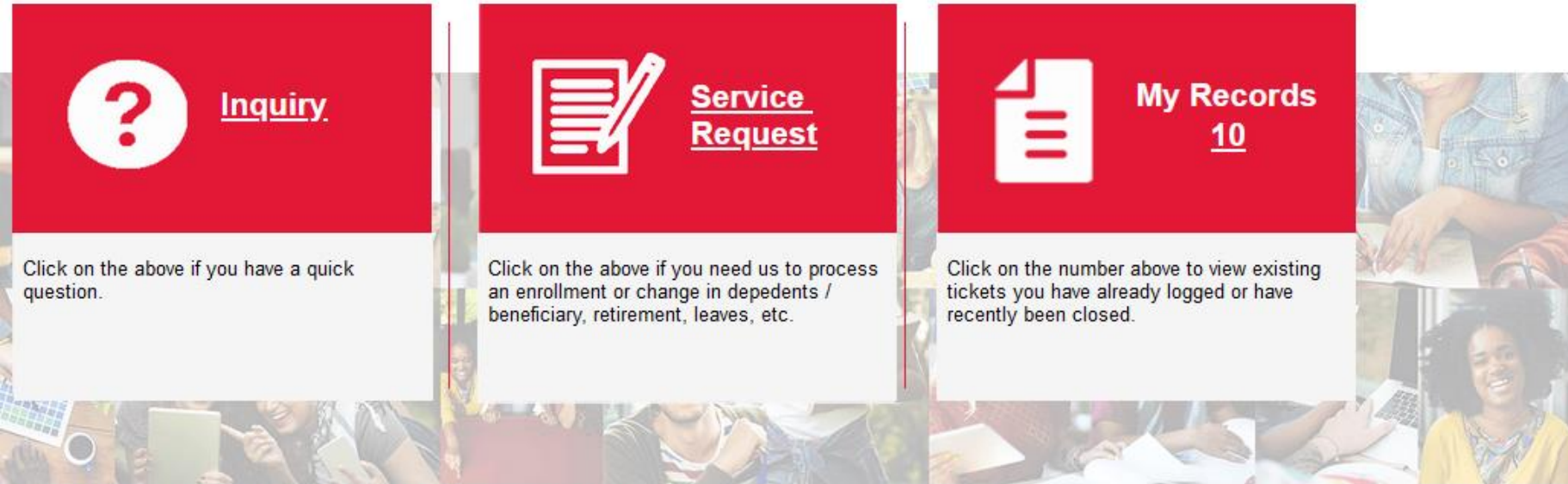
I don't have an account - Click on the above box if you do not have a Passport York username and password

 Pension and Benefits Office (416) 736-2100 extension 27572
Monday to Friday 9:00am-4:00pm (3pm on Fridays from June 1st to Labour Day)

Pension & Benefits Portal


Pension and Benefits

Welcome to the Pension and Benefits Portal. Corresponding with us through the portal enables you to see any current or previous tickets logged this way as well as the status of any open tickets.



 **Inquiry**


Click on the above if you have a quick question.

 **Service Request**

Click on the above if you need us to process an enrollment or change in dependents / beneficiary, retirement, leaves, etc.

 **My Records**
10

Click on the number above to view existing tickets you have already logged or have recently been closed.

 Pension and Benefits Office (416) 736-2100 extension 27572
Monday to Friday 9:00am-4:00pm (3pm on Fridays from June 1st to Labour Day)

Pension & Benefits Portal

Save Abandon Lookup (0) Record 1 of 1

Submit **Abandon**

New Record Submittal (175246)

Employee ID:

Name

Preferred Name:

Preferred Contact Email (for this communication)

Preferred Contact Phone and Ext (for this communication)

Service Name:
 *

Summary:

Description:

Detail Form Not Applicable

Journals

Records 0 - 0 of 0 | Page 1 of 1 | All | View | Multi-column sort

Type	Details	Created Date
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Benefit and Change Service

Save Abandon Lookup (0) Record 1 of 1

Submit **Abandon**

New Record Submittal (175270)

Employee ID:

Name

Preferred Name:

Preferred Contact Email (for this communication)

Preferred Contact Phone and Ext (for this communication)

Service Name:
Benefits Enrollment / Change *
Benefits Enrollment / Change
CUPE 3903 Benefits Enrollment / Change
CUPE 3903 Pension Enrollment
Early Return from Leave
FSCO Form 7
Irrevocable Reduced Load

Policy Numbers:
Health/Dental/Vision - 014098
Group Life - 50813
VADD - 50813

Claims will only be processed for a spouse and/or dependents who are on file. You may be enrolled into only one group of benefits whether you are active or a retired member of the University. Not all benefit plans may apply to you.

Incorrect or incomplete enrollment information could result in denial or improper payment of your claims. If information is incomplete the Pension & Benefits Office will contact you for the required information. If approved, you and/or your dependents, if applicable, will have coverage effective the date the Pension & Benefits Office receives all the required information or the date of hire whichever is later.

Benefits Effective Date:

Extended Health:

Dental:

For the cost of family vision go to [yu link>Employee Resources >Forms and Documents>Employee Benefit Rate Chart](#) Family vision is effective the first of the month, cannot be backdated and once enrolled if you cancel family vision you are able to reinstate coverage only in the event of a change in marital status or if your spouse's coverage at their place of employment ceases. Documentation will be required.

Journals

Records 0 - 0 of 0 Page 1 of 1 All View Multi-column sort

Type	Details	Created Date
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Benefits and Change Form

Can be found on yu link

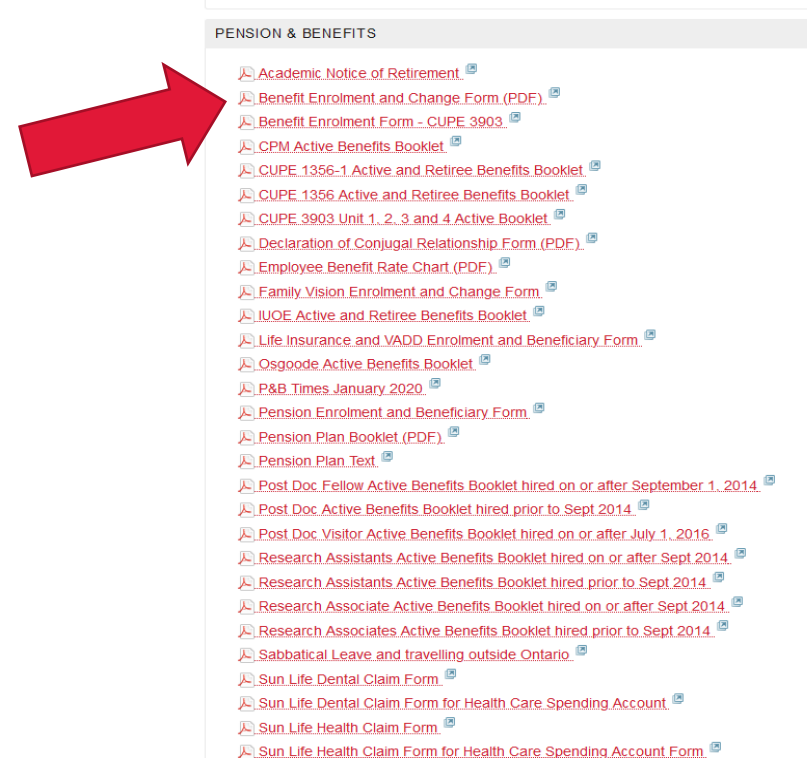
Employee Resources

Forms and Documents

Pension & Benefits

Print form → Fill it out → Scan/take a picture and email to askpb@yorku.ca

yu link



Benefits and Change Form



Benefits Enrollment and Change Form

Policy Numbers: Health/Dental/Vision - 014098 | Group Life – 50813 | VADD – 50813

Please complete each required field prior to printing. Once completed, print and sign this form. You may e-mail it to askpb@yorku.ca or you may send it to the Pension & Benefits Office in the Department of Human Resources. Claims will only be processed for a spouse and/or dependents who are on file. You may be enrolled into only one group of benefits whether you are active or a retired member of the University. Not all benefit plans may apply to you.

Incorrect or incomplete enrollment information could result in denial or improper payment of your claims. Incomplete forms will be returned to you. If approved, you and/or your dependents, if applicable, will have coverage **effective the date** the Pension & Benefits Office receives the fully completed form or the date of hire whichever is later.

Employee Last Name	Employee First Name	Employee ID (also referred to as member, certificate or payroll ID)
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Benefits Effective Date: _____

Extended Health: Single Family Dental: Single Family Vision: Single Family

* For the cost of family vision go to [you link>Employee Resources>Forms and Documents>Employee Benefit Rate Chart](#)

Family vision is effective the first of the month, cannot be backdated and once enrolled if you cancel family vision you can reinstate coverage only in the event of a change in marital status or if your spouse's coverage at their place of employment ceases. Documentation will be required.

Do you and/or your dependents have valid Provincial Health Insurance (i.e. OHIP)? Yes No If no, please e-mail askpb@yorku.ca

I have read the eligibility definitions below and the following dependents are eligible for benefit coverage under the York University program in which I am enrolled. **Proof of Relationship required for spouse and/or child(ren).** - See below.

Dependent	Last Name	First Name	Birth date (mm/dd/yyyy)	Disabled (Y/N)	Gender (M/F)	Action A = add D = delete
Spouse						
Child						
Child						
Child						
Child						
Child						

Identify if your spouse is enrolled in their own group plan for Coordination of Benefits (COB). If yes, indicate single/family coverage

Extended Health: Single Family Dental: Single Family

Coordination of Benefits – refer to your benefits booklet for more information: <http://retire.info.yorku.ca/third-page/>

Spouse/dependent(s) will be added effective the date the necessary proof has been received or date of hire, whichever is later. Any one of the following proof of relationship documents will be accepted:

Spouse - Your spouse by marriage or under any other formal union recognized by law, or your partner who is publicly represented as your spouse, is an eligible dependent. You can only cover one spouse at a time.

• Copy of marriage certificate, mail with same address as employee, proof of joint bank account or a signed declaration by both parties that you are in a conjugal relationship for a period of not less than one year

Children - Unmarried children (including stepchildren, legally adopted children and children of common-law spouse during the time that coverage for the spouse is in effect), who are under 21 years of age and depend on you for support; who are between the ages of 21 and 25 dependent on you for support and attending an institution of higher learning as a full-time student; or any age and are permanently mentally or physically disabled and incapable of self-support with uninterrupted coverage under the York plan prior to disability. Please contact Sun Life for more information about coverage for a disabled dependent.

• Copy of birth certificate, baptismal certificate or mail with the same address as employee

May 2019

Group Life Insurance (Not all benefit plans may apply to you.)

Beneficiary(ies) Name(s) in Full (Last name, First name)	Date of Birth* (mm/dd/yyyy)	Relationship	% Share

If you do not appoint a beneficiary your estate becomes your beneficiary. 100%

Voluntary Accidental Death & Dismemberment (VADD) Insurance (Not all benefit plans may apply to you.)

Benefit Amount Selected: \$_____ (coverage begins at \$20,000 to a maximum of \$500,000 in \$10,000 increments) Monthly cost sheet is found in [you link under Forms and Documents/VADD Premium Chart](#). The link is <https://passport.yorku.ca/pplogin/pplogin>

Make your VADD selection here: Single Family

** If you elect family coverage it is your responsibility to advise us when to change your coverage to single, such as when you no longer have dependents covered under your benefits.

Beneficiary(ies) Name(s) in Full (Last name, First name)	Date of Birth* (mm/dd/yyyy)	Relationship	% Share

If you do not appoint a beneficiary your estate becomes your beneficiary. 100%

If beneficiary under the age of 18 complete the section below.

If you have designated a minor child(ren), a trustee must be designated. Any payments becoming due while the beneficiary(ies) is/are minor are to be made payable to the trustee, or failing such trustee to the duly appointed guardian of such minor child as trustee. Payment to the trustee will discharge Sun Life Assurance Company of Canada. I appoint the following individual as trustee:

Name: _____ Relationship: _____ Contact number: _____

Group Life and/or VADD Contingent Beneficiaries

If there are no surviving beneficiaries at the time of my death, I declare that the following contingent beneficiaries shall receive the proceeds. If there are no surviving contingent beneficiaries at the time of my death, the proceeds shall be paid to my estate. Unless I specify otherwise, my contingent beneficiaries will apply to all my benefits.

Contingent Beneficiary(ies) Name(s) in Full (Last name, First name)	Date of Birth*	Relationship	% Share

100%

I hereby revoke any prior beneficiary designation made for the purposes of the Group Insurance Plan and VADD Insurance, if applicable, and appoint the person(s) named above as my designated beneficiary to receive any death benefits that may be payable to a beneficiary in accordance with the terms of the Plan(s). I reserve the right to change this designation, subject to the provisions of any law or regulation, which may apply. However, I understand that the above beneficiary designation(s) shall remain legally valid and shall continue to be effective in the event of my death, unless and until such time as I inform the University of any change by executing a new beneficiary designation form. If my designated beneficiary predeceases me and no other beneficiary has been designated to replace the designated beneficiary that predeceased me, and proceeds that would have been payable to such beneficiary will be paid to my estate.

By signing this form or by providing my personal information to the University, I agree the information is complete and accurate to the best of my knowledge. I am authorized to release information concerning my spouse and my dependents, for the purpose of determining eligibility for benefits. I certify that I am authorized by my spouse and/or dependents to disclose and receive information about them that is used for these purposes. I understand it is my responsibility to notify the University of any change. The insurer reserves the right to obtain reimbursement from me for any benefits paid due to error, misrepresentation or lack of notification. I consent to the premium deductions if any from my pay, according to the provisions of the plan.

Employee Signature _____

Date _____

Pension & Benefits, Human Resources, Kinsmen Building, 8 The Chimneystack Road, Toronto ON M3J 1P3.
Telephone 416-736-2100 extension 27572. You may e-mail the completed form to askpb@yorku.ca

May 2019

HR Self Serve – Benefits and Beneficiaries

Employee Self Service

Personal Details



Payroll and Compensation



Last Pay Date

Benefits



Training Profile








Absence and Time



Manage Delegation



HR Self Serve – Benefits and Beneficiaries

 Benefits Summary
 Dependent/Beneficiary Coverage
 Health Care Dependent Summary
 Insurance Beneficiary Summary
 Dependent/Beneficiary Info

The Pension & Benefits Office

- All documentation should be sent electronically to askpb@yorku.ca for the fastest processing
Documents can be mailed through Canada Post as we are in the office every two weeks for processing of mail and/or cheques therefore there will be delays in processing
- We can be reached by phone or email
416-736-2100 x27572 (askpb) or askpb@yorku.ca
Our phones are answered between 9 am and 4 pm. If you do not reach us and receive our voicemail, please note that we will return your call within 24 hours
- We can also be reached through our portal at <https://askpb.yorku.ca/cherwellportal/pbmain#0>
- Our website also has a great deal of information at <https://retire.info.yorku.ca/>
- Great information as well as our service standards can be found in our monthly publication **The P&B Times**
<https://retire.info.yorku.ca/resources/p-b-times/>