

EI Information and Scenarios

EI Benefits

- 55% of gross weekly pay to a **maximum** of \$562.00 / week gross benefit.

EI Waiting Period and Payment Periods

- Payment periods run from Sunday to Sunday. This can have an effect on what they count as your unpaid waiting period for your SEB payments. They count only full weeks without pay. If you start your leave on a Tuesday, EI still won't start counting your waiting period until the Sunday.

Qualifying for EI Benefits

- You need 600 hours of work within the last 52 weeks to qualify for EI benefits.
- Teachers get eight (8) hours / working day credit, pro-rated for part-time.
- If your FTE is less than 0.4 you can work the entire school year and not have enough qualifying hours for an EI entitlement.
- .39 FTE x 8 hours x 194 days / school year = 605.28 qualifying hours
- .38 FTE x 8 hours x 194 days / school year = 589.76 qualifying hours
- Qualifying hours from either occasional teaching work within that year or from another job are required in order to get financial support from EI.

EI Entitlement

Sample #1

- Jeff is a 0.4 FTE teacher. He is taking a 37 week Adoption Leave. He is at grid step A3, Year 2. The gross annual salary for that step is \$ 59,435.00
- Jeff's gross annual salary - \$ 59,435.00 x 0.4 = \$ 23,744.00
- Jeff's gross weekly salary for EI purposes ($5 \times 1 / 194$) $\$ 23,744.00 / 194 \times 5 = \$ 612.73$
- Jeff's approximate weekly gross entitlement from EI - 55% of \$ 612.73 = \$ 337.00
- He is eligible for the SEB payment of 100% of his wages to make up for the unpaid waiting period.

Sample #2

- John is a .8 FTE teacher. He is taking a 20 week Parental Leave. His partner served the two week unpaid waiting period for EI. He is at grid step A4, Year 1. The gross annual pay for that step is \$ 59,349.00
- John's gross annual salary - \$ 59,349.00 x .8 = \$ 47,479.20
- John's gross weekly salary for EI purposes - $\$ 47,479.20 / 194 \times 5 = \$ 1,223.69$
- John's weekly gross entitlement from EI - 55% of \$ 1,223.69 = \$ 673.03 **BUT** the maximum entitlement for EI is \$ 562.00
- John's EI gross entitlement from EI will be \$ 562.00
- As John's partner served the unpaid waiting period, John is not eligible to collect the SEB top up.

Sample #3

- Michelle is a 1.0 FTE teacher at grid step A4, Year 3. The gross annual salary for this grid step is \$ 67,358.00. She had originally planned to take the entire 52 week leave (17 weeks Pregnancy Leave, plus 35 weeks Parental Leave).
- Michelle discovers at 30 weeks into her leave that she is expecting again. Her due date is September 4, 2020.
- In order to qualify for EI support for this upcoming leave, she must work a minimum of 600 hours during this current school year. Michelle would need to work 75 school days this year to get the EI hours she needs.
- Michelle would need to give a minimum of 4 weeks notice to Bethany Martin, Human Resource Services, that she intends to return early from her Pregnancy / Parental Leave and she will be returning to work full-time on March 3, 2020. Her notice to Bethany Martin must be no later than February 4, 2020. Part-time teachers would need to return sooner in order to bank enough EI insurable hours.