

Answers to Frequently Asked Questions (CSSD):

Pension-

Q: Do I accumulate pensionable service?

A: The Alberta Teachers' Retirement Fund (ATRF) operates the teachers' pension plan. While on unpaid leave, teachers do not accrue pension time or pay into their pension plans. However, once teachers return to work, they can purchase back that service. Contact ATRF directly at 1-800-661-9582 for information on how to do this.

Benefits –

Q: Do my benefits continue?

A: Your benefit can continue throughout your leave. The benefit premiums are paid for you while you are receiving regular pay or SEB from the school division.

When you are on the unpaid portion of the your sick leave, the school division will send you a letter asking you to pay all the benefits premiums or your benefits will be discontinued.

This can be quite costly but **we recommend that you maintain all your benefits.**

To protect yourself and your family during your unpaid leave and after you return to work, maintain **all** your benefits. This cost over \$400/month but it is important to maintain.

Remember to add your baby to your benefits.

Within 30 days of having your baby, add him or her to your benefits by completing the form provided by Human Resources.

Q: When can I start to collect EI Maternity Benefits and SEB ?

Your collective agreement contains provisions for supplemental employment benefit (SEB) plans (top-up). This SEB plan works in conjunction with employment insurance (EI) benefits. Your employer will top up your EI benefits to a sum equivalent or close to your regular weekly earnings. The maximum number of weeks for SEB (the top up) is 13.

However, the number of weeks that you are eligible for these combined benefits is determined by your doctor – your doctor must indicate that you are not well enough to work during the period after delivery (up to 15 weeks).

Teachers are paid only for days worked, therefore SEB plans and health-related leave are likewise payable only during teaching periods (**not during summer, Christmas or spring breaks**).

So if your baby is born (& EI maternity benefits start) between September 1 to April 1, you will get the 13 weeks of SEB minus Christmas break or spring break as applicable)

If your baby is born (& EI maternity benefits start) between April 2 and August 31 (approximately), you will get the 13 weeks of SEB except during July and August, when only EI maternity is payable).

If your baby is born in June 30 – you will be eligible for EI maternity in July and August, and then just 5 weeks of EI plus SEB in September.