

Redeemed sick-leave days and QPIP

Should your employer pay you an amount for redeemed sick-leave days while you are receiving Québec Parental Insurance Plan (QPIP) benefits, you must notify the QPIP customer service centre.

Redeemed sick-leave days must be spread over the two-week pay period in which the amount is received.

Example 1

Amount for redeemed sick-leave days paid on July 5, 2018: \$600 (gross)
Amount to be reported to the QPIP: \$300 on the week of June 24 and \$300 on the week of July 1

Should the sick-leave days be redeemed while you are receiving **maternity** benefits, each dollar received (**gross amount**) will be deducted from your QPIP benefits. It is therefore usually preferable to postpone the payment of QPIP benefits (provided the required time is available to you within the benefit period, namely up to 52 weeks after the week of confinement). To do so, simply call the QPIP to ask for a suspension **prior** to receiving your benefits.

Example 2

Benefit rate (**maternity**): \$560 (gross)
Redeemed sick-leave days: \$800 (gross)
Amount to report each week of the pay period: \$400
Deduction for each week: $\$560 - \$400 = \mathbf{\$160}$

Conclusion : It would probably be best to suspend and postpone the two weeks of benefits included in the pay period; otherwise, you will lose the entire amount stemming from your redeemed sick-leave days.

If your sick-leave days are redeemed while you are receiving **parental, paternity** or **adoption** benefits, each dollar received (**gross amount**) above 25% of your benefit rate (**gross amount**) will be deducted from your QPIP benefits. You may therefore choose between being subject to some form of QPIP benefit reduction or asking for its suspension.

Example 3

Benefit rate (**parental**): \$560 (gross)

Redeemed sick-leave days: \$320 (gross)

Amount to report each week of the pay period: \$160

Deduction for each week: 25% of \$560 = \$140

\$160 - \$140 = **\$20**

Conclusion : It would probably be best to report these small concurrent incomes and be subject to a weekly \$20 cut, unless it has already been anticipated that some weeks, following the end of QPIP benefits and prior to returning to work, will be without any income.

Important : Reach out to your employer to learn the **exact date of the payment** of the redeemed sick-leave days. Furthermore, make sure that your employer will issue an **amended record of employment**, which will lead to a retroactive increase of your QPIP benefit rate.

Should you have any questions, **please contact your union**.