
Supplementary Data

**Detailed Summary of Individual PHO Policies**

The Resident Doctors of BC currently has a collective agreement active between April 2019 and March 2022. Pregnant residents are entitled to 17 weeks of maternity leave, starting up to 13 weeks prior to delivery, and returning to work no sooner than 6 weeks post-delivery (unless requested by the resident). Residents on maternity leave who are eligible for employment insurance (or meet eligibility criteria) are also eligible for a top-up to a total of 90% of their salary for up to 16 weeks. Residents are also eligible for up to 61 weeks of parental leave subsequent to maternal leave, or for non-birthing parents (inclusive of adoptive parents), a total of 62 weeks of unpaid parental leave. Residents on parental leave are not eligible for additional pay on top of employment insurance. In special circumstances a birthing parent may be eligible for 5-6 weeks of additional leave, and a non-birthing parent may be eligible for 5 weeks of additional leave (unpaid). If recommended in writing by their physician, midwife or nurse practitioner, pregnant Residents are exempt from call after 24 weeks gestation; other workload modifications may be prescribed by a resident’s provider and implemented under review of the Health Employee Association of BC. The full policy document is available at: https://residentdoctorsbc.ca/bargaining-benefits/collective-agreement/

The Professional Association of Resident Physicians of Alberta has a collective agreement active between July 1, 2018 and June 30, 2020. Pregnant residents are entitled to 17 weeks of maternity leave, paid to 90% of her regular salary (when combined with Employment Insurance benefits). Parents are eligible for parental leave of up to 78 weeks (when inclusive of maternity leave), or 62 weeks without maternity leave. Those without maternity leave are eligible to two weeks of
fully paid leave; after this time, there is no paid leave (expecting payments from EI). Pregnant residents are exempt from on call duties greater than 12 hours, and evening hours between 2400 to 0600, after 27 weeks gestational age (or earlier if a medical note is provided). The full policy document is available at: https://para-ab.ca/resident-physician-agreement/

The Resident Doctors of Saskatchewan has had an active collective agreement since October 2018. Pregnant residents are entitled to 16 weeks of maternity leave, paid to 90% of regular salary from weeks 2-16 (i.e. excluding the first week which is the EI waiting period). Standard parental leave can be taken for 36 weeks at a 55% pay of salary from EI, or extended parental leave can be taken for 62 weeks at 33% of pay (also from EI). There is no additional top-up for parental leave. A pregnant resident is exempt from on call and night shifts at 28 weeks of gestation. The full policy document is available at: http://www.residentdoctorssk.ca/contract

The Professional Association of Residents and Interns of Manitoba has a collective agreement active from July 1, 2018 to June 30, 2021. Pregnant residents are entitled to 17 weeks of leave, and all residents are entitled to 37 weeks of parental leave. PARIM does not provide as specific top-up, however Doctors Manitoba provides an income of 60% of average previous weekly earnings to a maximum of $1400 per week (calculated from the best 6 months worked in the preceding 12-month period). This income is available to eligible residents in addition to EI benefits. The full policy document is available at: https://www.parim.org/residency/contract/

The Professional Association of Residents of Ontario has an active collective agreement between 2016 to 2020. A pregnant resident is eligible for 17 weeks of pregnancy leave with a subsequent 35 weeks of parental leave. A parent who did not take pregnancy leave is eligible for 37 weeks

Parental leave. A resident who is eligible for EI will also receive a top up from their employer to a total of 84% of salary for 15 weeks of pregnancy leave and 12 weeks of parental leave (to start after the EI two week waiting period). A pregnant resident is exempt from call after 27 weeks gestation. If the attending physician of a pregnant resident believes an alteration in workload is warranted before this, or for other duties, then this can be done under their direction.

The full policy document is available at: https://myparo.ca/your-contract/

The Fédération Des Médecins Résidents du Québec has a collective agreement active between July 1, 2015 to June 30, 2021. The province of Québec has a separate provincial parental insurance plan called QPIP, which medical residents pay into. Residents may choose to pay into the basic plan or the special plan, each of which provide separate maternity and parental benefits in terms of amount of income and duration of benefits. Residents who pay into either plan receive 21 weeks of maternity leave with a supplemental income top up to 95% of the mother’s salary. Under the basic plan, pregnant residents are eligible for an additional 29 weeks of parental leave, with a top of 70% for the first four weeks and 55% after that. Under the special plan, the duration of leave is shorter (an additional 19 weeks) but the top up is 75% for duration of the mother’s parental leave. A resident on paternity leave is eligible for up to 38 weeks leave under the basic plan, or 29 weeks under the special plan, both with a deduction by the number of weeks parental leave taken by the mother. Under the basic plan, the first 6 weeks are topped up to 100% of a resident's salary, followed by 7 weeks at 70% and the remaining 25 weeks at 55%. Under the special plan, the first 4 weeks are topped up to 100%, followed by two weeks of unpaid leave and 25 weeks at 75% of the resident’s salary. Adoption leave highly resembles paternity leave, with the entirety of leave split between the two spouses, and the absence of two weeks unpaid leave under the special plan (this instead being topped up to 100% of salary).
Pregnant residents are to no be scheduled exceeding 8 hours of work daily unless on call, and are excused from call duties, evening shifts and night shifts after 20 weeks gestational age. The full policy document is available at: http://fmrq.qc.ca/en/working-conditions/collective-agreement

Maritime Resident Doctors have a collective agreement active between July 1, 2018 and June 30, 2021. Pregnant residents are entitled to 17 weeks of leave, with a 93% top up for 6 weeks of leave (to start after the first week of the waiting period for EI). A resident on parental leave is eligible to an unpaid leave of absence of up to 78 weeks (inclusive of pregnancy leave if taken). A 93% salary top up in addition to EI is available for 11 weeks of leave, to start after the first week of the EI waiting period; if a resident takes extended parental leave (between 36 - 78 weeks per EI) rather than the standard 35 weeks of leave, this top up is less the difference between the EI standard and extended reimbursement rate (i.e. 55% - 33% = less 22%). A pregnant resident is not required to do call after 28 weeks gestation, or earlier if recommended by a physician. The full policy document is available at: www.maritimeresidentdoctors.ca/starting-residency/working-as-a-resident/collective-agreement

The Professional Association of Residents of Newfoundland and Labrador follows their collective agreement negotiated to June 30, 2017. Any resident is eligible for 52 weeks of parental leave, with no specific provisions for the duration of maternity leave. Maternity leave may start 8 weeks prior to the expected due date. There is no additional income top-up outside of EI for the duration of parental leave. After 32 weeks, a pregnant resident is excused from work after 5:00 PM, from weekend work, and from call shifts. The full policy document is available at: http://parnl.ca/agreement/