

*Adoption of Bill 51, An Act mainly to improve the flexibility
of the parental insurance plan in order to promote family-work balance*

Appendix II – Implementation

The provisions of the bill will take effect at four distinct times: October 29, 2020, December 1, 2020, January 1, 2021, and no later than January 1, 2022. The following will be implemented at the times indicated.

October 29, 2020

Calculation of the amount of income-related benefits

The calculation was amended. It allows a higher exemption for individuals receiving QPIP benefits, including maternity benefits. The amount of the income exemption is obtained by calculating the difference between the average weekly earnings and the amount of the benefits.

End of paternity, parental or adoption benefits upon the death of a child

In the case of the death of a child for whom the parent is eligible for paternity, parental or adoption benefits, benefits will be paid up to the end of the second week after the week of the death, if the maximum number of benefits and the end of the benefit period have not been reached.

December 1, 2020

The following provisions apply to parents whose child's arrival in their care for the purposes of adoption occurs on or after December 1, 2020.

Welcome and support benefits relating to an adoption

Shareable welcome and support benefits will be available for the adoptive parents to meet the specific needs regarding the adoption. The benefit period may begin as of the week of the child's arrival in the care of one of the parents for the adoption. The maximum number of weeks of benefits depends on the chosen plan (13 weeks at 70% for the Basic plan and 12 weeks at 75% for the Special plan).

Start of benefits for an international adoption

In the case of an adoption outside Québec, the benefit period may begin five weeks before the week of the child's arrival.

January 1, 2021

The following provisions apply to parents whose child's birth or arrival into their care for the purposes of adoption occurs on or after January 1, 2021.

Sharing of parental or adoption benefits

Once the parents each take 8 weeks of shareable parental or adoption benefits on the Basic plan, they may take advantage of 4 additional weeks of benefits (to share as they want). For the Special plan, they can take 3 weeks of additional benefits once each parent uses 6 weeks of shareable benefits.

Paternity, parental or adoption benefit period

The period within which paternity, parental or adoption benefits may be taken will increase from 52 weeks (12 months) to 78 weeks (18 months).

Maternity benefit period

The period within which the maternity benefits may be taken will increase from 18 to 20 weeks.

Multiple births or adoptions

After the birth of more than one child following the same pregnancy or after the adoption of more than one child at the same time, each of the parents will be entitled to additional weeks of exclusive parental or adoption benefits: 5 additional weeks for each parent on the Basic plan and 3 additional weeks for each parent on the Special plan.

Exclusive adoption benefits

Exclusive adoption benefits will be available for each of the adoptive parents: 5 weeks for the Basic plan and 3 weeks for the Special plan.

No later than January 1, 2022

Additional weeks of parental or adoption benefits when only one parent is recorded on the birth or adoption certificate (5 additional weeks on the Basic plan and 3 additional weeks on the Special plan).