

# Quick Reference Guide

## Health-Related Maternity Leave

Maternity Leave Components for Employed Women						
Maternity Leave: Maximum 15 weeks					+ Parental Leave: Maximum 37 weeks	
		Health-Related Maternity Leave				
Employment Period	Voluntary Ante-partum Maternity Leave	Antepartum	Labour and Birth Postpartum	Voluntary Post-partum Maternity Leave	Employment Period	
Woman's Health Status and Ability to Work						
Pregnant woman is employed and qualifies for Employment Insurance Maternity Leave Benefits.  Women not qualifying for Employment Insurance can contact Alberta Works at 1-866-644-5135 regarding criteria for income support and Alberta Adult Health Benefits at 1-877-469-5337 for dental, optical, prescription drugs.  On line information at <a href="http://www.employment.alberta.ca">www.employment.alberta.ca</a>	<b>At the woman's choice:</b>  Pregnant and able to work, but chooses not to work in order to prepare for the birth. May begin as early as 12 weeks prior to EDB.	<b>Pregnant woman:</b>  Assessed as unable to work due to work conditions or environment; pregnancy complications; or maternal/fetal health.	<b>All women:</b> Unable to work due to labour and birth and postpartum recovery.  In Alberta, a minimum of six weeks following birth is required by Alberta Employment Standards. Earlier return to work requires medical certificate and consent of employer.	<b>At the woman's choice:</b>  Assessed as able to return to work but chooses to remain off work.	<b>Woman chooses to take parental leave</b>  Assessed as able to work.	Return to work.
Practitioner Role						
Determine if work environment is a risk to maternal or fetal health in pregnancy.  Assess woman's health status and pregnancy risks.	Monitor pregnancy and need to start antepartum health-related leave.  Recommend job modifications.	Recommend health-related leave based on assessment of need due to work environment and/or woman's health status and risks to maternal/fetal health.	All women are on health-related leave for labour and birth.  Postpartum – Assess woman's recovery from birth and ability to return to work.	No further role unless new health problems arise.		
Entitlement to Salary, Benefits and/or Employment Insurance During Leave Period						
Regular salary.	Employment Insurance (EI) benefits income.	Employer sick/disability benefits, if available or Employment Insurance (EI) benefits.	Employment Insurance (EI) benefits.	Employment Insurance (EI) benefits.	Employment Insurance (EI) benefits.	Regular salary.

## Summary: Health-Related Leave Recommendations or Policy for Uncomplicated Pregnancy and Birth

Source	Antepartum	Post Partum Recovery
Alberta Human Rights Commission Board of Inquiry Decision (1991) <sup>3</sup>	Medical evidence suggests four to six weeks prior to EDB	Medical evidence suggests six to nine weeks following birth.
Alberta Employment Standards Code (legal requirement in Alberta)	No specific recommendations	Six weeks, or must provide medical certificate of fitness for earlier return to work.
College of Physicians and Surgeons of Alberta <sup>4</sup>	Two weeks prior to EDB	Up to 11 weeks.
Saskatchewan Council of the College of Physicians and Surgeons <sup>5</sup>	Two weeks prior to EDB	Up to 13 weeks.
European Union directive <sup>15</sup>	Two weeks prior to confinement	
Medical Disability Advisory <sup>6</sup>		Mean actual recovery: 7.6 weeks. Insurance industry provision: four weeks minimum; six weeks optimal.
United Kingdom Health and Safety Executive <sup>7</sup>		Two weeks for office work. Four weeks for factory work.
International Labour Office (ILO) Convention 183 <sup>8</sup> and Recommendation 191 <sup>9</sup>		<ul style="list-style-type: none"> <li>• Convention 183 (mandatory): 14 weeks total, which must include at least six weeks postpartum.</li> <li>• Recommendation 191 (recommended): 18 weeks total ante/intra/postpartum.</li> </ul>
International Labour Office <sup>10</sup> database of 56 countries in Africa, Americas, Asia Pacific, Central Asia, and Europe		Six postpartum weeks recommended by half of all countries requiring compulsory leave.
Survey of 186 Alberta physicians and midwives regarding actual practices	Mean: 3.58 weeks prior to EDB Reported range: 0 to >6 weeks Mean low: 2.2 weeks Mean high: 4.96 weeks	Six to 13 or more weeks postpartum, with uncomplicated vaginal deliveries skewing slightly toward 6 to 8 weeks and complicated deliveries skew toward 9 to 13 weeks or longer.

