



# THE SAFE MATERNITY EXPERIENCE PROGRAM AND INDEMNITIES

## Reassignment

If you are assigned to another position or other tasks, you will retain the same salary and benefits as before.

## Preventive Withdrawal of work

### Salary and benefits paid by the employer

During the first five business days of work cessation, your employer pays you your usual salary.

For the following 14 full days, you receive an indemnity equivalent to 90% of your net salary (your gross salary less deductions for income tax, Quebec Pension Plan, employment insurance and Quebec Parental Insurance Program). Your employer pays you this indemnity and is reimbursed by the CNESST.

### CNESST indemnity

Then, every two weeks, the CNESST pays you an income replacement indemnity (90% of your net income) directly.

The indemnity is not taxable. It cannot exceed the maximum insurable salary (\$74,000 in 2018). You will receive a Relevé 5 form indicating these details.

### Duration of indemnity payment

The indemnity is paid up to the date of work reassignment or until the fourth week preceding the week of your due date (see example).

Indemnity payment will end on a Saturday, to harmonize with the payment of Québec Parental Insurance Program (QPIP) benefits, which begin on a Sunday.

### The CNESST offers direct deposit services. Inform yourself!

## Cessation of Indemnity Payment

Indemnity payment may stop when your employer offers you a work assignment that does not involve danger or when the danger related to your work ceases to exist, either temporarily or permanently.

## Determination of Final Day of Indemnity

**Example :** June 29 = due date  
May 29 = the four weeks preceding to June 25 the week of the due date  
May 28 = final day of indemnity

	SUN	MON	TUE	WED	THU	FRI	SAT
May	1	2	3	4	5	6	7
	8	9	10	11	12	13	14
	15	16	17	18	19	20	21
	22	23	24	25	26	27	28
	29	30	31				
June				1	2	3	4
	5	6	7	8	9	10	11
	12	13	14	15	16	17	18
	19	20	21	22	23	24	25
	26	27	28	29	30		

## Modification of due date

If your due date changes, the date of the end of the indemnity payment period will be revised if you send the CNESST a document signed by your physician attesting to this change. This document must be received before the end of the indemnity payment period.

## Application for QPIP Benefits

You must submit your application for QPIP benefits to the Ministère du Travail, de l'Emploi et de la Solidarité sociale at the end of the CNESST indemnity payment period.

**For further information visit**  
**[rqap.gouv.qc.ca](http://rqap.gouv.qc.ca).**

## Eligibility for QPIP

If you are not eligible for QPIP, the CNESST will continue paying you the indemnity until the date on which your child is born. You must send the CNESST the letter from QPIP specifying that you are ineligible for QPIP benefits.

