



**The United Church
of Canada
General Council**

GCE45 GS07 Post-Pregnancy and Parental Leave Top-Up and Adoption Leave Policy for September 2025

True Document Date: September 25, 2025

1. What is the issue?

Currently, the United Church of Canada has a Post-Pregnancy Leave Policy and a Parental Leave Policy for ministry personnel found in the Pastoral Relations: Supporting the Pastoral Relationship Handbook.

First, due to increases to the minimum salaries of ministry personnel, many are now above the maximum amount of yearly insurable earnings for Employment Insurance (EI) benefits. This means that many ministry personnel may no longer be receiving a salary top-up to 95% of their salary during a post-pregnancy or parental leave.

Read the Full Proposal Below

Document Type: [Proposal](#)

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