



I'm pregnant, what's my next step?

You must:

1. Ask your doctor to complete the "Preventive Withdrawal and Reassignment Certificate for a Pregnant or Breast-feeding Worker" form (you can obtain it at a CNESST office or from your doctor) if you believe that your working conditions may constitute a hazard to you or to your unborn or breast-feeding child.
2. When the certificate is issued by your physician, before completing the form he will need to consult the physician designated by the public health director for the region in which your employer's establishment is located. This will allow for your working conditions to be assessed, and information on any hazards in the work environment communicated to your physician. The certificate will not be considered valid until such time as this consultation has taken place. Your physician, in turn, states that your working conditions constitute a hazard, based on your health condition and ability to work.
3. Give the medical certificate to your employer's the Health and Safety office. This step is mandatory, as it constitutes your request for reassignment. At this time, the employer may choose to modify your work station or assign you to other tasks. If a reassignment is not possible, you can stop working and receive compensation until such time as you are reassigned, until the fourth week prior to the planned delivery date, or until you are no longer breast-feeding, as the case may be. (Please note that CNESST will accept your file starting the date that your employer receives your certificate. This report must be sent to the Health and Safety office.)
4. As a preventive measure, you may be removed from work while waiting for your blood test results (5th disease, rubella, etc.). A medical note is required to support your absence.
5. The CNESST will send you a written notice regarding your entitlement to the *For a Safe Maternity Experience* program.

6. During the first 5 days of your preventive withdrawal, your employer pays you your regular salary.
7. For the next 14 calendar days, you receive an indemnity equal to 90% of your net salary. This net salary is calculated by subtracting from your gross salary all source deductions: income taxes and deductions for employment insurance, the QPIP and the QPP. You will receive this indemnity from your employer, who will in turn be reimbursed by CNESST.
8. Thereafter, either until you are reassigned, until the fourth week prior to the planned delivery date, or until you stop breast-feeding, the CNESST will pay you directly an income replacement indemnity equal to 90% of your retained net salary up to the maximum allowable by CNESST.
9. The EMSB will reinstate your regular salary payments whenever you return to work.
10. Please note that if your doctor indicates that your pregnancy is at risk and not related to your work environment (ex. diabetes, bed ridden), you will not be eligible for the CNESST Preventive withdrawal program and will be placed on salary insurance instead.
11. For your maternity leave, please contact Heleine Lefebvre at ext. 7282.

Important:

Your withdrawal from work will commence when the Health and Safety office receives the “Preventive Withdrawal and Reassignment Certificate for a Pregnant or Breast-feeding Worker”. Any withdrawal before this time will be considered without salary unless you have provided a medical certificate to the Health and Safety office in which the doctor recommends a withdrawal from work pending blood test results. You must immediately advise the Health and Safety office once you have received the results of the blood tests.

Health and Safety office contacts:

Carmen Vizarro (514) 483-7200 ext. 7292, cvizarro@emsb.qc.ca or

Nora Salibian ext. 7462, nsalibian@emsb.qc.ca

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