



April 16, 2019

The Honourable Jean-Yves Duclos  
Minister of Families, Children and Social Development  
House of Commons Ottawa,  
Ontario, Canada  
K1A 0A6

Dear Minister Duclos,

On behalf of the National Council of Women of Canada (NCWC) I would like to draw your attention to an unjust employment insurance (EI) regulation that particularly affects women, women of child bearing age.

Employees who earn part of their income from Tips and Gratuities cannot use their total income for the purposes of calculating future maternity (and paternity) benefits. Throughout Canada hospitality workers who pay income tax on their income including direct tips cannot receive a commensurate benefit when on maternity leave later. The exception is Québec which corrected this injustice some years ago.

The end result of this unfair policy is that some women must cut short their time with their babies and return to work early because the benefits they can access are inadequate.

In 2014 NCWC researched this issue, developed policy and informed the government at that time, to no avail. While a review of EI is underway, we trust you will address this injustice. Women are counting on you.

Sincerely,

A handwritten signature in black ink that reads 'Sandra Cohen-Rose'.

Sandra Cohen-Rose, President  
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The National Council of Women of Canada (NCWC) has been the leading national voice of women for the past 126 years. A plaque has been erected in Allan Gardens in Toronto recognizing the establishment of NCWC as a National Historic Event. NCWC's initiatives have contributed significantly to the establishment of Canada's social welfare system, and the Council continues to work to improve the lives of women, children and society

CC Honourable Maryam Monsef, Status of Women Canada  
Honourable Diane Lebouthillier: Minister of National Revenue