

Pregnancy/Parental Leave



Helpful Hints For District 28 Renfrew



District Office:
613-585-2899
osstfd28@bell.blackberry.net

Introduction

Congratulations! You're having a baby! How exciting, or potentially stressful! Whether this is your first child or a repeat performer there are always questions and concerns.

This kit has been put together for you by your District Office to assist you through the process of pregnancy and parental leave. We have attempted to compile the most up-to-date and accurate information for you. However, every situation is unique, so if there are still unanswered questions, please do not hesitate to call your District Office for further assistance and guidance.

Enjoy this wonderful time in your life!



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Collective Agreement

The Board provides pregnancy and parental leave for teachers for such period before and after delivery or adoption of a child as will serve the interests of the students, the Board and the employee concerned, and in conformity with the requirements of the *Employment Standards Act, RSO 1990*. Pregnancy is regarded as a normal health condition and not as sickness. No distinction is made between illness resulting from pregnancy and other types of illness for the purpose of sick leave coverage.

(a) Pregnancy Leave

(i) For teachers with 13 weeks or more of continuous service with the Board prior to the date of birth:

- (1) A teacher may take pregnancy leave for that period during pregnancy and following delivery according to the Employment Standards Act, RSO 1990.
- (2) Leave may not begin earlier than 17 weeks prior to expected date of birth. Four weeks notice shall normally be given prior to the beginning of leave.
- (3) The teacher may return earlier than expiration of the 17 weeks by giving four weeks written notice prior to the original proposed return date and with medical approval.
- (4) For the duration of the leave sick leave time shall continue to accumulate and shall not be reduced except by illness. Board contributions to benefits shall continue and experience for increment and seniority purposes shall accrue.
- (5) Written documentation is required in:
 - (A) the application for leave beginning and ending dates and probable delivery date;
 - (B) Medical practitioner's documentation indicating pregnancy, probable delivery date, fitness for return for return to duty, need for extension of leave; and
 - (C) confirmation of leave including beginning and ending dates.
 - (D) within one month of the expected date of delivery, the teacher shall notify the Board of the teacher's intent to access either a) the E.I top-up as outlined in Clause 16.08
 - (d) or b) the teacher's accumulated sick leave credits to a maximum of six (6) weeks from the date of delivery provided the teacher has sufficient credits available.
- (6) Subject to redundancy provisions (Article XXIV) the teacher will be returned to the position held at the beginning of the leave period.
- (7) The teacher may extend the leave into parental leave by giving four weeks written notice prior to the original date given for ending the pregnancy leave.

(ii) For teachers with less than 13 weeks of continuous service with the Board prior to date of birth: Except for 6 and 7 above, all of clause 16.07(a) shall apply.

(b) Parental Leave

For teachers with 13 weeks continuous service with the Board prior to the beginning of the leave.

- (i) Leave may be up to 35 weeks at the wish of the teacher.
- (ii) In the case of the mother, leave shall begin immediately following pregnancy leave except when the mother does not have custody of the child at birth.
- (iii) In the case of the partner, leave must begin within 52 weeks of the custody and may begin 2 weeks before custody.
- (iv) In the case of adoption, leave must begin with 52 weeks of the custody and may begin 2 weeks before custody.
- (v) Written notice must be given two (2) weeks prior to beginning of leave. Any extension of a leave or early return from leave as first indicated requires four (4) weeks notice.
- (vi) Board contribution to benefits will continue.
- (vii) Sick leave time, experience and seniority shall accrue during the leave.
- (viii) Subject to redundancy provisions (Article XXIV) the teacher will be returned to the position held at the beginning of the leave period.

Collective Agreement (Cont'd)

(c) Extended Leave

- (i) An extended Pregnancy/Parental Leave shall be granted for a period not to exceed one (1)

year. The duration of the leave, commencing date and termination date are at the discretion of the Board and subject to mutual agreement with the teacher.

(ii) During the extended leave:

(1) experience for seniority shall accrue; and

(2) a teacher may elect to pay full benefit premiums to keep coverage in effect.

(iii) Subject to redundancy provisions (Article XXIV) and with the exception of Clause 16.08 (a)

(ii) the teacher will be returned to the same school as assigned to prior to the commencement of the leave.

(d) SEB Plan

Subject to the applicable legislation, the Board shall provide a teacher on leave pursuant to Clause 16.07(a) or (b) with a Supplementary Employment Benefit Plan providing for payment of the first two (2) weeks of leave at the normal Employment Insurance rate for the eligible teacher.

(i) A Pregnancy/Parental Leave SEB Plan shall provide for payment of the first two (2) weeks of Pregnancy/Parental Leave of the normal Employment Insurance rate for each eligible teacher.

(ii) For the six (6) week period immediately following the birth of her child, the Board shall top-up benefits as a supplement to the teacher's Employment Insurance pregnancy benefit entitlement, without the requirement to submit medical proof of illness. The amount of the top-up shall be equal to the difference between the amount of the teacher's Employment Insurance pregnancy benefits (which is acknowledged to be during the teacher's two week waiting period if it occurs during this period) and ninety-five (95) percent of the teacher's regular weekly earnings. For the purpose of the Article, the teacher's regular weekly earnings shall be determined by dividing the annual gross salary by fifty-two (52).

Effective September 1, 2005, regular weekly earnings is the teacher's salary multiplied by 5/194 days. The payment from the Board will be payable to the member only for those days during the two (2) week waiting period (SEB) and the six (6) week top-up period which fall on regular school days (maximum forty (40) days).

If the teacher is not entitled to pregnancy Employment Insurance benefits for the full six (6) week period immediately following the birth of her child, the top-up benefit payments are only required from the Board for any period corresponding with the payment of Employment Insurance pregnancy benefits.

Within one month of the expected date of delivery, the teacher shall notify the Board of the teacher's intent to access either a) the E.I. top-up, as outlined in Clause (ii) above or b) the teacher's accumulated sick leave credits to a maximum of six (6) weeks from the date of delivery provided the teacher has sufficient credits available.



Finances

At A Glance

Leave	Duration	Paid By	% of Gross Salary
Maternity	2 weeks (waiting period)	Board	55% (* max. \$447)
	6 weeks (after birth)	Board/EI	95%
	9 weeks	EI	55% (* max. \$447)
Parental	35 weeks	EI	55% to maximum of \$447/wk
Extended	Not to exceed one (1) year		NIL

SUB – Supplemental Unemployment Benefits

These benefits are paid by the employer to partially offset lack of income during the 2-week waiting period for E.I. benefits when there is no income and to top-up E.I. benefits for up to an additional 6 weeks. These entitlements only apply during eligible periods when you are experiencing a reduced income. They cannot increase your total income during the eligible period beyond 100%. E.I. benefits are payable during non-pay periods but the top-up and SUB benefits are not. A teacher's actual entitlement will depend on the date on which leave begins. A sample chart has been provided in Appendix A.

In order to receive payment for the 2-week waiting period, a statement from EI must be provided to the Board showing the dates of the waiting period and the amount you are entitled to.

Proof of the baby's birth must also be provided in order to receive payment.

The SUB payment will be made in one lump sum upon processing.

20 Sick days

A second option for teachers is to access their sick days in lieu of the SUB Plan. Be aware that to use your sick days may impact you later on; it is recommended that you keep 120 days banked if needed for LTD. This option would be used by a teacher who may not be entitled to access the SUB Plan.

EI

Each EI claim is evaluated individually. It is important to note that as of March 2009, the weekly benefit is 55% of normal salary up to a maximum of **\$447**.

Benefits

Fringe Benefits

An important decision to make is whether or not to continue your benefits. If you elect to carry your benefits throughout your leave, you will be responsible for paying them yourself. You will have a choice of paying in one lump sum at the beginning, or setting up an automatic monthly withdrawal from your bank account.

During the first 52 weeks of your leave, the Board shares the cost of benefits with you. This will be outlined to you in a letter. If you choose to extend your leave beyond 52 weeks, you will be subject to paying the full amount.

This information will be sent in the form of a letter for you to sign and return to the Board. Depending on the start date of your leave, a due date will be given for return of the forms.

Pension

The rules concerning teachers' pensions have important retirement implications for teachers taking leave. You need to weigh your options carefully.

Options available to you include:

- Make pension contributions during your leave
- Purchase pension credits later (you can "buy back" your pension up to five years after your leave)
- Transfer RRSP's to OTPP

It may seem expensive to make pension contributions during your leave; however the implications of not paying into your pension now are considerable. It is more costly to "buy back" your pension credits later, the date on which you can retire may be extended, and the amount you are entitled to upon retirement will be impacted.

For information, contact:

Ontario Teachers' Pension Plan at 1-800-668-0105
Website: www.otpp.ca

If your leave extends through January of any given year, you will be responsible for paying your Ontario College of Teachers fee yourself. This payment can be made after January, before April of the year of your leave by

- 1) Cheque/Mail (OCT sends you a form and return envelope)
- 2) Credit Card/Internet – www.oct.ca

The College should send you an invoice in the mail. If you do not receive one by February, please contact them at 1-888-534-2222

Return To Work

First Paycheque

Do not count on a full paycheque when you first return to work!

Depending on when you return from your leave, your first pay can be drastically reduced, or you may not be entitled to be paid the month you return (this applies to returns after March Break).

The board calculates the amount of days you will be working from your return date to the end of the current school year (ex: April 1 - Jun 26/09 = 60 working days). These days are used to calculate the amount of earnings you are entitled to receive to the end of the current school year ($60/194 \times$ annual salary). The board then takes this amount and starts at the last pay in June and works backwards to figure out how many full pays you are entitled to receive. These percentages are based on the Method of Payment as defined in the contract (section 11.01 (a)) or the Pay Schedule posted on the boards website (Departments – Payroll). Anything left over is the amount you would get on your first pay.

In general, the earlier in the school year you return to work, the more money for that year you are entitled to receive.

Anyone who is not entitled to receive a paycheque the first month they return or a very small one can contact Alice Blake in Payroll to discuss the possibility of an advance.

Please see Appendix C for a sample calculation of a return from leave.

Early Return To Work

Should you choose to return to work earlier than your leave entitles you to, there are some steps you must take.

- The Board must be notified, in writing, at least 4 weeks prior to your return date
- EI must be notified. EI payments do not stop just because you return to work full time. You must be proactive and make the call! 1-800-206-7218

Extended Leave

If you choose to extend your leave, you must complete the appropriate form and submit it to HR for approval.

During your extended leave you may supply teach if you so wish.

Checklist

When	What	Who
As soon as possible	Letter stating due date of baby from Doctor	Keep a copy in your records.
2 weeks prior to leave (by law), however 2-3 months is preferable	Notify the Board of your intended leave with the Pregnancy/Adoption/Parental Leave Application Form (include baby's due date – see above)	Send to HR
Prior To Leave	Prepare you class records (attendance, marks, curriculum records) for easy hand off to replacement	Check protocol with your school
Immediately after birth of baby	1. Statement of Live Birth	Send copy to HR
After birth of baby	1. Birth Certificate 2. Health Card 3. Canada Child Tax Benefit 4. Ontario Child Benefit 5. Benefits	Send appropriate forms to respective government offices Contact Board to add your child to your benefits plan
At least 4 weeks prior to return to work	1. Notify Board, in writing, of your intent to return to work	Send to HR

Contact Info

Priscilla Dagg, Accounts Receivable, RCDSB 613-735-0151, ext. 2256
• Contact Person for Benefit Payments

Alice Blake, Payroll Clerk, RCDSB 613-735-0151, ext. 2250
• Contact Person for general inquiries related to your leave, SUB, benefit options, etc

Linda Brumm, Human Resources, RCDSB 613-735-0151, ext. 22
• Contact Person for initiating your leave and return to work

RCDSB – Pregnancy/Adoption/Parental Leave Application Form

<http://www.renfrew.edu.on.ca> – look under Departments, Human Resources, Form Letters for this application

RCDSB – Extended Parental Leave Request Form

<http://www.renfrew.edu.on.ca> – look under Departments, Human Resources, Form Letters for this application

Guide To Pregnancy & Parental Leaves for OSSTF/FEESO

www.osstf.on.ca – look under Publications for this valuable document



Thank You

A special thank you to the following people for their assistance in the creation of this guide:

Shannon Evans, Provincial Councilor, District 28

District 28 Human Rights Status of Women Committee

District 29 Hastings Prince Edward

District 14 Kawartha Pine Ridge

Alice Blake, RCDSB

Laurel-Ann Sernoskie, GPHS

Kathleen Turner, MVDHS

Appendix A

Form Letter #2
Pregnancy/Adoption/Parental Leave application May 2008

Renfrew County District School Board- Human Resources Department

Pregnancy/Adoption/Parental Leave Application Form

I wish to apply for: a) __ pregnancy b) __ adoption c) __ parental leave

1. Personal Details

Last Name	First Name	Employee ID
Position/Location		
Work phone	Work e-mail	
Address while on leave		
Phone	E-mail	

2. Details of Pregnancy/Adoption/Parental Leave

Expected date of childbirth _____
(Please attach the original confirmation of due date obtained from physician)

Adoption
Expected date of child first coming into care and control of employee _____

Leave request for period ___ / ___ / _____ **to** ___ / ___ / _____
(D/M/Y) (D/M/Y)

SEB Plan:
Please refer to your Collective Agreement for details.
Remember: Need proof of birth and EI information (containing the waiting period, rate per week) before the Board is able to issue payment.

3. Benefits

Compulsory:
(These are the benefits you must carry as condition of employment. Please refer to your Collective Agreement and your pay statement.)
I wish to maintain the compulsory benefits Yes No
Please be advised that you will be re-enrolled in the compulsory benefits (if not maintained) upon your return unless you have exemptions on file.

Optional:
(If you choose to cancel the optional benefits for the duration of your leave, you will have to re-apply by providing evidence of insurability.)
I wish to maintain the optional benefits Yes No

Applicant Signature _____ Date _____

Please note: For further details please refer to your Collective Agreement.

If you are sending this request electronically, address to H.R. Department at hrdept@renfrew.edu.on.ca. If you are sending your request by mail/courier, please address to H.R. Department – Leave Request.

Appendix B

Form Letter #3
Extended Parental Leave Request May 2008

RETURN ADDRESS:

Date:

Mr. Roger Clarke, Superintendent of Human Resources
c/o Human Resources Department
Renfrew County District School Board
1270 Pembroke Street West
PEMBROKE, ON K8A 4G4

RE: REQUEST FOR EXTENDED PARENTAL LEAVE

Dear Mr. Clarke:

I am employed as a _____ with the Board,
(employee type i.e. secondary teacher)
assigned to _____.

(school/department name)

I am currently on maternity leave for the period _____ to _____.

I would like to extend my leave as provided for in the Collective Agreement* to _____, returning to my position effective _____.

I understand that I must give notice of my intentions for the following school year by the March 1st deadline as explained in my Collective Agreement.

I have sent a copy of this letter to my Principal/Supervisor, Superintendent and Union President (where applicable).

Yours truly,

Signature

Name (Please print)

cc. Superintendent of Schools, Principal/Supervisor, Union President

Please note: Please refer to your Collective Agreement for timing of return from extended parental leave.

Page 2 of this request is to be submitted to the Human Resources Department only.

If you are sending this request electronically, please address to H.R. Department at hrdept@renfrew.edu.on.ca. If you are sending your request by mail/courier, please address to H.R. Department – Leave Request. H.R. is not responsible for sending the copies.

Name _____

Extended parental leave dates: _____ to _____.

I understand that, while on an extended parental leave of absence, I am responsible for the full cost of benefits maintained and that there is no Board contribution. I further understand that, any benefits I did not maintain while on pregnancy/parental leave, I may not have those coverages for my extended parental leave.

Benefits

Compulsory:

(These are the benefits you must carry as condition of employment. Please refer to your Collective Agreement and your pay statement.)

I wish to maintain the compulsory benefits Yes No

Please be advised that you will be re-enrolled in the compulsory benefits (if not maintained) upon your return unless you have exemptions on file.

Optional:

(If you choose to cancel the optional benefits for the duration of your leave, you will have to re-apply by providing evidence of insurability.)

I wish to maintain the optional benefits Yes No

Applicant Signature _____ Date _____

Please return completed form to the Human Resources Department

SALARY CALCULATION (**NEW HIRE**/RETURN FROM LEAVE)

=====

NAME:

ID#:

Category: CAT 4, 5 YRS

#: 1

Allowances:

WILL EARN:

SEP - DEC 08

0		X	\$0.00	=	\$0.00
194					

APR 1 - JUNE 09

60		X	\$64,044.00	=	\$19,807.42
194					

0		X	\$0.00	=	\$0.00
194					

TOTAL EARNINGS		\$19,807.42
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WILL REC

MAY (8%) - JUNE 09 (20%)

\$64,044.00	X	28%	=	\$17,932.32
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TOTAL WILL RECEIVE		\$17,932.32
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GROSS PAY 23 APR 09

ADJ'M

\$1,875.10

Working				60
System pays 28% of 194 days (May & June)=				-54.32
Days entitled to be paid in April				5.68
 Earnings for April				
days	5.68	x	64044	= 1875.10
			194	

Note

This employee would be receiving a small pay in April

April = 8% of \$64044.00 less adjm -3248.42			= 1875.10
May = 8% of \$64044.00			= 5123.52
June = 20% of \$64044.00			= 12808.80
			= 19807.42
Total Earnings			= 19807.42

Appendix D

YOU

	assumed salary of	\$1,000		
SCHOOL YEAR	week days	school days	number of days in forty	weekly income (per \$1000)
1-Sep-09	1	1	38	24.48
2-Sep-09	1	1	38	24.48
3-Sep-09	1	1	38	24.48
4-Sep-09	1	1	38	24.48
7-Sep-09	1		38	24.48
8-Sep-09	1	1	39	25.13
9-Sep-09	1	1	39	25.13
10-Sep-09	1	1	39	25.13
11-Sep-09	1	1	39	25.13
14-Sep-09	1	1	39	25.13
15-Sep-09	1	1	39	25.13
16-Sep-09	1	1	39	25.13
17-Sep-09	1	1	39	25.13
18-Sep-09	1	1	39	25.13
21-Sep-09	1	1	39	25.13
22-Sep-09	1	1	39	25.13
23-Sep-09	1	1	39	25.13
24-Sep-09	1	1	39	25.13
25-Sep-09	1	1	39	25.13
28-Sep-09	1	1	39	25.13
29-Sep-09	1	1	39	25.13
30-Sep-09	1	1	39	25.13
1-Oct-09	1	1	39	25.13
2-Oct-09	1	1	39	25.13
5-Oct-09	1	1	39	25.13
6-Oct-09	1	1	39	25.13
7-Oct-09	1	1	39	25.13
8-Oct-09	1	1	39	25.13
9-Oct-09	1	1	39	25.13
12-Oct-09	1		39	25.13
13-Oct-09	1	1	40	25.77
14-Oct-09	1	1	40	25.77
15-Oct-09	1	1	40	25.77
16-Oct-09	1	1	40	25.77
19-Oct-09	1	1	40	25.77
20-Oct-09	1	1	40	25.77
21-Oct-09	1	1	40	25.77
22-Oct-09	1	1	40	25.77
23-Oct-09	1	1	40	25.77
26-Oct-09	1	1	40	25.77
27-Oct-09	1	1	39	25.13
28-Oct-09	1	1	38	24.48
29-Oct-09	1	1	37	23.84
30-Oct-09	1	1	36	23.20
2-Nov-09	1	1	35	22.55
3-Nov-09	1	1	34	21.91
4-Nov-09	1	1	33	21.26
5-Nov-09	1	1	32	20.62
6-Nov-09	1	1	31	19.97
9-Nov-09	1	1	30	19.33
10-Nov-09	1	1	30	19.33
11-Nov-09	1	1	30	19.33
12-Nov-09	1	1	30	19.33
13-Nov-09	1	1	30	19.33
16-Nov-09	1	1	30	19.33
17-Nov-09	1	1	30	19.33
18-Nov-09	1	1	30	19.33
19-Nov-09	1	1	30	19.33
20-Nov-09	1	1	30	19.33
23-Nov-09	1	1	30	19.33
24-Nov-09	1	1	30	19.33
25-Nov-09	1	1	30	19.33
26-Nov-09	1	1	30	19.33
27-Nov-09	1	1	30	19.33
30-Nov-09	1	1	30	19.33
1-Dec-09	1	1	30	19.33
2-Dec-09	1	1	30	19.33
3-Dec-09	1	1	30	19.33
4-Dec-09	1	1	30	19.33
7-Dec-09	1	1	30	19.33
8-Dec-09	1	1	30	19.33
9-Dec-09	1	1	30	19.33
10-Dec-09	1	1	30	19.33
11-Dec-09	1	1	30	19.33
14-Dec-09	1	1	30	19.33
15-Dec-09	1	1	30	19.33
16-Dec-09	1	1	30	19.33
17-Dec-09	1	1	30	19.33
18-Dec-09	1	1	30	19.33
21-Dec-09	1		30	19.33
22-Dec-09	1		30	19.33
23-Dec-09	1		31	19.97
24-Dec-09	1		32	20.62
25-Dec-09	1		33	21.26
28-Dec-09	1		34	21.91
29-Dec-09	1		35	22.55
30-Dec-09	1		36	23.20
31-Dec-09	1		37	23.84

1-Jan-10	1		38	24.48
4-Jan-10	1	1	39	25.13
5-Jan-10	1	1	39	25.13
6-Jan-10	1	1	39	25.13
7-Jan-10	1	1	39	25.13
8-Jan-10	1	1	39	25.13
11-Jan-10	1	1	39	25.13
12-Jan-10	1	1	39	25.13
13-Jan-10	1	1	39	25.13
14-Jan-10	1	1	39	25.13
15-Jan-10	1	1	39	25.13
18-Jan-10	1	1	39	25.13
19-Jan-10	1	1	38	24.48
20-Jan-10	1	1	37	23.84
21-Jan-10	1	1	36	23.20
22-Jan-10	1	1	35	22.55
25-Jan-10	1	1	34	21.91
26-Jan-10	1	1	34	21.91
27-Jan-10	1	1	34	21.91
28-Jan-10	1	1	34	21.91
29-Jan-10	1	1	34	21.91
1-Feb-10	1	1	34	21.91
2-Feb-10	1	1	34	21.91
3-Feb-10	1	1	34	21.91
4-Feb-10	1	1	34	21.91
5-Feb-10	1	1	34	21.91
8-Feb-10	1	1	33	21.26
9-Feb-10	1	1	32	20.62
10-Feb-10	1	1	32	20.62
11-Feb-10	1	1	32	20.62
12-Feb-10	1	1	32	20.62
15-Feb-10	1		32	20.62
16-Feb-10	1	1	33	21.26
17-Feb-10	1	1	33	21.26
18-Feb-10	1	1	33	21.26
19-Feb-10	1	1	33	21.26
22-Feb-10	1	1	33	21.26
23-Feb-10	1	1	33	21.26
24-Feb-10	1	1	33	21.26
25-Feb-10	1	1	33	21.26
26-Feb-10	1	1	33	21.26
1-Mar-10	1	1	33	21.26
2-Mar-10	1	1	33	21.26
3-Mar-10	1	1	33	21.26
4-Mar-10	1	1	33	21.26
5-Mar-10	1	1	33	21.26
8-Mar-10	1	1	33	21.26
9-Mar-10	1	1	33	21.26
10-Mar-10	1	1	33	21.26
11-Mar-10	1	1	33	21.26
12-Mar-10	1	1	33	21.26
15-Mar-10	1		33	21.26
16-Mar-10	1		34	21.91
17-Mar-10	1		35	22.55
18-Mar-10	1		36	23.20
19-Mar-10	1		37	23.84
22-Mar-10	1	1	38	24.48
23-Mar-10	1	1	38	24.48
24-Mar-10	1	1	38	24.48
25-Mar-10	1	1	38	24.48
26-Mar-10	1	1	38	24.48
29-Mar-10	1	1	38	24.48
30-Mar-10	1	1	37	23.84
31-Mar-10	1	1	37	23.84
1-Apr-10	1	1	37	23.84
2-Apr-10	1		37	23.84
5-Apr-10	1		38	24.48
6-Apr-10	1	1	39	25.13
7-Apr-10	1	1	39	25.13
8-Apr-10	1	1	39	25.13
9-Apr-10	1	1	39	25.13
12-Apr-10	1	1	39	25.13
13-Apr-10	1	1	39	25.13
14-Apr-10	1	1	39	25.13
15-Apr-10	1	1	39	25.13
16-Apr-10	1	1	39	25.13
19-Apr-10	1	1	39	25.13
20-Apr-10	1	1	39	25.13
21-Apr-10	1	1	39	25.13
22-Apr-10	1	1	39	25.13
23-Apr-10	1	1	39	25.13
26-Apr-10	1	1	39	25.13
27-Apr-10	1	1	39	25.13
28-Apr-10	1	1	39	25.13
29-Apr-10	1	1	39	25.13
30-Apr-10	1	1	39	25.13
3-May-10	1	1	39	25.13
4-May-10	1	1	39	25.13
5-May-10	1	1	38	24.48
6-May-10	1	1	37	23.84
7-May-10	1	1	36	23.20
10-May-10	1	1	35	22.55
11-May-10	1	1	34	21.91
12-May-10	1	1	33	21.26
13-May-10	1	1	32	20.62
14-May-10	1	1	31	19.97
17-May-10	1	1	30	19.33

18-May-10	1	1	29	18.69
19-May-10	1	1	28	18.04
20-May-10	1	1	27	17.40
21-May-10	1	1	26	16.75
24-May-10	1		25	16.11
25-May-10	1	1	25	16.11
26-May-10	1	1	24	15.46
27-May-10	1	1	23	14.82
28-May-10	1	1	22	14.18
31-May-10	1	1	21	13.53
1-Jun-10	1	1	20	12.89
2-Jun-10	1	1	19	12.24
3-Jun-10	1	1	18	11.60
4-Jun-10	1	1	17	10.95
7-Jun-10	1	1	16	10.31
8-Jun-10	1	1	15	9.66
9-Jun-10	1	1	14	9.02
10-Jun-10	1	1	13	8.38
11-Jun-10	1	1	12	7.73
14-Jun-10	1	1	11	7.09
15-Jun-10	1	1	10	6.44
16-Jun-10	1	1	9	5.80
17-Jun-10	1	1	8	5.15
18-Jun-10	1	1	7	4.51
21-Jun-10	1	1	6	3.87
22-Jun-10	1	1	5	3.22
23-Jun-10	1	1	4	2.58
24-Jun-10	1	1	3	1.93
25-Jun-10	1	1	2	1.29
28-Jun-10	1	1	1	0.64
29-Jun-10	1		0	0.00
30-Jun-10	1		0	0.00
1-Jul-10	1		0	0.00
2-Jul-10	1		0	0.00
5-Jul-10	1		0	0.00
6-Jul-10	1		0	0.00
7-Jul-10	1		0	0.00
8-Jul-10	1		0	0.00
9-Jul-10	1		0	0.00
12-Jul-10	1		0	0.00
13-Jul-10	1		0	0.00
14-Jul-10	1		0	0.00
15-Jul-10	1		0	0.00
16-Jul-10	1		0	0.00
19-Jul-10	1		0	0.00
20-Jul-10	1		0	0.00
21-Jul-10	1		0	0.00
22-Jul-10	1		0	0.00
23-Jul-10	1		0	0.00
26-Jul-10	1		0	0.00
27-Jul-10	1		0	0.00
28-Jul-10	1		0	0.00
29-Jul-10	1		0	0.00
30-Jul-10	1		0	0.00
2-Aug-10	1		0	0.00
3-Aug-10	1		0	0.00
4-Aug-10	1		0	0.00
5-Aug-10	1		0	0.00
6-Aug-10	1		0	0.00
9-Aug-10	1		0	0.00
10-Aug-10	1		0	0.00
11-Aug-10	1		0	0.00
12-Aug-10	1		0	0.00
13-Aug-10	1		0	0.00
16-Aug-10	1		0	0.00
17-Aug-10	1		0	0.00
18-Aug-10	1		0	0.00
19-Aug-10	1		0	0.00
20-Aug-10	1		0	0.00
23-Aug-10	1		0	0.00
24-Aug-10	1		0	0.00
25-Aug-10	1		0	0.00
26-Aug-10	1		0	0.00
27-Aug-10	1		0	0.00
30-Aug-10	1		0	0.00
31-Aug-10	1		0	0.00
1-Sep-10	1		0	0.00
2-Sep-10	1		0	0.00
3-Sep-10	1		0	0.00
6-Sep-10	1		0	0.00
7-Sep-10	1		0	0.00
8-Sep-10	1		0	0.00
9-Sep-10	1		0	0.00
10-Sep-10	1		0	0.00
13-Sep-10	1		0	0.00
14-Sep-10	1		0	0.00
15-Sep-10	1		0	0.00
16-Sep-10	1		0	0.00
17-Sep-10	1		0	0.00
20-Sep-10	1		0	0.00
21-Sep-10	1		0	0.00
22-Sep-10	1		0	0.00
23-Sep-10	1		0	0.00
24-Sep-10	1		0	0.00
27-Sep-10	1		0	0.00
28-Sep-10	1		0	0.00
29-Sep-10	1		0	0.00

30-Sep-10	1	0	0.00
1-Oct-10	1	0	0.00
4-Oct-10	1	0	0.00
5-Oct-10	1	0	0.00
6-Oct-10	1	0	0.00
7-Oct-10	1	0	0.00
8-Oct-10	1	0	0.00
11-Oct-10	1	0	0.00
12-Oct-10	1	0	0.00
13-Oct-10	1	0	0.00
14-Oct-10	1	0	0.00
15-Oct-10	1	0	0.00
18-Oct-10	1	0	0.00
19-Oct-10	1	0	0.00
20-Oct-10	1	0	0.00
21-Oct-10	1	0	0.00
22-Oct-10	1	0	0.00
25-Oct-10	1	0	0.00
26-Oct-10	1	0	0.00
27-Oct-10	1	0	0.00
28-Oct-10	1	0	0.00
29-Oct-10	1	0	0.00
1-Nov-10	1	0	0.00
2-Nov-10	1	0	0.00
3-Nov-10	1	0	0.00
4-Nov-10	1	0	0.00
5-Nov-10	1	0	0.00
8-Nov-10	1	0	0.00
9-Nov-10	1	0	0.00
10-Nov-10	1	0	0.00
11-Nov-10	1	0	0.00
12-Nov-10	1	0	0.00
15-Nov-10	1	0	0.00
16-Nov-10	1	0	0.00
17-Nov-10	1	0	0.00
18-Nov-10	1	0	0.00
19-Nov-10	1	0	0.00
22-Nov-10	1	0	0.00
23-Nov-10	1	0	0.00
24-Nov-10	1	0	0.00
25-Nov-10	1	0	0.00
26-Nov-10	1	0	0.00
29-Nov-10	1	0	0.00
30-Nov-10	1	0	0.00
1-Dec-10	1	0	0.00
2-Dec-10	1	0	0.00

Note:

This chart is on a per thousand basis. So if you make 52000 / year ... you would take the weekly pay amount and multiply it by 52 to get your weekly pay; CAT IV max would multiply by 89.