

October 4, 2018

Dear Human Resources Committee,

I would like to kindly ask that you support Motion 110. The support is not yet there for employees in companies and this research is needed. It is important to study the impact on parents who have suffered the loss of an infant child, and it is important to improve the level of support for grieving parents and to ensure that they no longer suffer undue financial and emotional hardship.

I was working in municipal government at the time of my miscarriage. Municipal government is seen as providing a higher level of care for their employees in terms of benefits, however, the lack of support during this difficult time was crushing, and I can imagine how if that is the experience of a government employee, a corporate employee with less benefits would find this experience an even greater burden.

During this time I was paid 90% wages and allowed to take 2 days of work off for sick leave before needing to get a doctor's note and apply for short-term disability. I only took of the two days due to pressure to meet deadlines at work, as well as the fog of grief can lead you to think that you are ok, when you really need time. I was disciplined after being "more blue than usual" even after the employer was aware of the circumstances.

My employer asked me to get a doctor's note after just one day sick this past September after I attended a memorial for my baby at "Walk to Remember" over the weekend and was not well on the Monday. I had a note from the doctor and was approved by the nurse at work that it was ok I took that day off. Still, I was laid off weeks later from my job. Mental health days are not covered by sick leave in municipalities. You would need to take a vacation day to cover these.

I know that not receiving the support I needed at the time of miscarriage was a factor in leading to me being unemployed. Not receiving the support I needed was a factor in my relationship breakdown after the miscarriage. Not receiving the support I needed was a factor in the increasing debt I took on in my journey to try and heal.

I know now that grieving parents should be given the time to heal so that when they return to work they can be productive workers for the Canadian economy. If it wasn't for the Foothills infant loss support group I would have struggled even more.

Thank you for your consideration in helping Canadian families,

Concerned Canadian Citizen