



**ONTARIO NURSES'  
ASSOCIATION**

**MEDIA RELEASES**

**January 2nd, 2024**

Albright Centre Champions Inclusivity with Enhanced Parental Leave Benefits for LGBTQ2+ Community and Adoptive Parents

Beamsville, January 2nd, 2024 – Albright Gardens is proud to announce it is taking a significant step towards fostering inclusivity and supporting diverse family structures by increasing our Supplemental Unemployment Benefit (SUB) Plan by an additional four weeks for non-birthing parents, including members of the LGBTQ2+ community, fathers and adoptive parents who are members of the Ontario Nurses' Association (ONA).

At present, non-birthing parents in Ontario are only entitled to Employment Insurance benefits for the parental leave portion of their leave. Recognizing this, non-birthing parents employed as registered nurses at Albright Centre will now be entitled to a total of 16 weeks of SUB top-up to 84% of a nurse's regular weekly earnings from the previously entitled 12 weeks. This initiative aligns with our commitment to maintaining a workplace that values diversity, equality, and inclusion. We believe that by offering equal opportunities and benefits to all eligible employees, regardless of their sexual orientation or family composition, we contribute to a more inclusive and compassionate community.

Joanne Cartmer, Administrator: "Albright Centre is dedicated to fostering a culture of acceptance and understanding. We believe that by extending enhanced parental leave benefits to our LGBTQ2+ employees and adoptive parents, we are taking a significant step towards creating a workplace where everyone feels valued and supported."

The additional weeks of parental leave SUB top-up will be effective immediately following ratification of the new benefit by ONA members, and all eligible employees are encouraged to take advantage of this offering to support their growing families.

**Laura Jarnevic, RN and ONA Bargaining Unit President, Local 9:**

*"As a registered nurse at Albright, I'm thankful for this positive step forward that recognizes and celebrates the diversity of its staff."*

- Tahir Khorasane of Steinbergs LLP, counsel to Albright Centre.