

logic of the purpose and the functioning of the new plan to the public.

(3) recognizes the importance of a balance between individual and environmental factors in defining eligibility.

## CHAPTER V

### BENEFITS

#### A. Main Issues

The White Paper proposes a diversity of benefits for a diversified clientèle. These are in the form of cash, services and/or information according to the requirements of the claimant. The benefits are tailored to the circumstances of the individual in order to alleviate the financial effects of an interruption of earnings and to increase the probability that the claimant will be reabsorbed as soon as possible into productive activity.

Claimants would be eligible for various types and amounts of monetary benefits. There was neither unanimity on the adequacy or acceptability of the suggested level of monetary benefits, nor on their duration. Finally there was lack of unanimity on the package which these benefits formed. While some expressed con-

cern that benefits were overly generous, others maintained they were insufficient and inadequate.

Finally misgivings were expressed about the proposed information and counselling services. In particular it was felt there should be a distinction between benefit control procedures, and interviews designed to assist the claimant both in his job search and in the identification of the source of his problem.

The Committee noted with approval the statement of the Honourable Bryce Mackasey, Minister of Labour, of November 3, 1970 to the effect that he favoured a strict separation of the benefit control function from the claimant assistance function.<sup>17</sup>

In order to proceed through an orderly discussion of the benefit structure we will deal in turn with the following propositions.

1. The White Paper proposes that the UIC provide some claimant assistance benefits and some monetary benefits for covered persons who experience an interruption of earnings due to lay-off, illness, maternity and retirement.

<sup>17</sup> See, *Minutes of Proceedings and Evidence*, 3rd Session, 28th Parliament, November 3, 1970, Issue No. 8, Appendix A-48, p. 54.

TABLE 1<sup>18</sup>  
BENEFIT STRUCTURE

Type	Identification	Eligibility	Duration	Rate	Financing
Regular Unemploy- ment Benefit	Phase 1	20 or more employment weeks in past 52	3 weeks paid in advance after two week waiting period Maximum 3 weeks	66 $\frac{2}{3}$ % of earnings with maximum of \$100 per week	Employees—flat rate employers— experience rate government pays extra cost when national unemp. rate exceeds 4% (a)
	Phase 2 8-15 wks.— 8 ben. wks. 16 " - 9 " 17 " -10 " 18 " -11 " 19 " -12 " (2 calendar weeks allowed to draw each benefit week)	8-19 employment weeks in past 52 —available after phase 1 or as an entrance to the system	8-12 weeks in bi-weekly payments after two weeks waiting period if entering system Maximum 12 weeks	Same as phase 1	Same as phase 1
	Phase 3	National unemp. rate: 0-4% (b) predetermined at time claimant emerges from phase 2	10 weeks	Same as phase 1 although 75% provided after 10th week with dependants	Shared by employee and employer up to 4% and full cost borne by government over 4% (a)