

## PHYSICIAN'S CERTIFICATE

### MSI-4 and MSI-21

To exercise her right to a safe maternity, the worker must ask her physician to fill out the form MSI-4. This form is available at the MSI office. If the Physician believes there is any risk, ask him/her to fill out the form MSI-4, if there is a charge to complete this, the worker will pay it and be reimbursed by MSI.

Each application is individually examined. The employer and the physician's report must meet approval with MSI's designated occupational professionals if it is deemed necessary to include further consultation.

\*Note The mere completion and submission of the MSI-4 and MSI-21 forms do not confer the un-conditional right to protective reassignment or MSI benefits.

## FOR MORE INFORMATION

### MSI SAFE MATERNITY PROGRAM



Telephone: (450) 638-0500

Fax: (450) 632-0976

or

Visit the M.S.I. Office of the Social Development Unit, located at the Services Complex



Mohawk Council of Kahnawà:ke  
Mohawk Self Insurance  
Attn: Claims Officer  
P.O. Box 720  
Kahnawà:ke Mohawk Territory  
Quebec J0L 1B0

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## EMPLOYEE

A pregnant worker may be eligible to benefits from this special MSI program.

If her working conditions endanger her health or that of her unborn child, she has the right to be reassigned immediately to another job that does not involve such hazards, and which she is able to perform. It must be clear that a physician has identified an approved danger, as this program is not a leave but a preventative program.



Employee and Physician to complete and sign MSI-4 and MSI-21 forms.

## EMPLOYER

Re-assignment is the first option, the pregnant worker can be re-assigned to another job and maintain her full salary by her employer, if she is re-assigned to a lower paying position, then MSI may pay the difference to her full salary. This new position must meet with the approval of her physician.

If her workstation cannot be modified or she cannot be assigned to another station, she has the right to stop working temporarily and receive MSI benefits.

The first 5 days are payable by the Employer at 100% of the gross salary. MSI continues benefits at 75% of the gross salary, up to the maximum insurable earnings.

This is not a maternity leave, but rather a preventative program aimed at allowing the worker to continue her job in complete safety. The employer can achieve this objective in many ways, e.g. by:

- Eliminating the hazard at source;
- Modifying the worker's job;
- Adapting her work station;
- Reassigning the worker to another job or workstation.

Employer to complete and sign the MSI-2 and MSI-21 forms.

## WORK STOPPAGE



### Did You Know...

The worker may stop working if the employer cannot immediately eliminate the hazard at source, adapt or modify work conditions deemed dangerous, or reassign the worker to another job.

She will receive MSI benefits until such time as she is offered a safe job by the employer or 4 weeks prior to giving birth.

When the worker gives birth, then the regular maternity benefits (Q.P.I.P.) take over, and MSI is discontinued.

Make sure your physician fills out the MSI-4 and MSI-21 Forms. See other side for details.