

GUIDE TO STATUTORY LEAVES OF ABSENCE

BRITISH COLUMBIA, ALBERTA, ONTARIO, MANITOBA, QUEBEC, SASKATCHEWAN, AND FEDERALLY REGULATED EMPLOYERS

This guide presents an overview of statutory minimums established by applicable employment standards laws and regulations in the above-noted jurisdictions. Notwithstanding the statutory minimums outlined in the present document, employees may be entitled to more generous payments or benefits in accordance with their employment contract or company policies. Please note that this guide does not contain an exhaustive list of all obligations applicable to the company as an employer under relevant employment standards legislation. The information in this guide is current as of January 17, 2022.

Permitted leaves of absence are determined by provincial employment standards legislation. Generally, the employer has the obligation to reinstate the employee to the same position (or to a comparable position) with the same salary and benefits immediately after their return from a permitted leave. In other words, employees cannot be terminated or otherwise sanctioned for requesting any of the statutory leaves of absence listed below. Generally, annual vacation entitlements will continue to accrue and employee benefits must be continued during statutory leave periods.

Please note that certain qualifying periods may apply, i.e. minimum periods of employment prior to becoming eligible for leave.

TYPE OF LEAVE	BRITISH COLUMBIA (BC)	ALBERTA (AB)	ONTARIO (ON)	SASKATCHEWAN (SK)	MANITOBA (MB)	QUEBEC (QC)	FEDERAL (CA)
Maternity Leave (BC, AB, SK, MB, QC, CA) Pregnancy Leave (ON) Maternity, Paternity and Medical Examination Leave (QC)	Up to 17 weeks (unpaid). Maternity leave must begin no earlier than 13 weeks before the expected birth date and end no later than 17 weeks after the leave begins. Employee must provide at least 4 weeks' written notice of a maternity leave and, if requested by the employer, must provide a medical certificate stating the expected or actual birth date.	Up to 16 weeks (unpaid). Maternity leave must begin no earlier than 12 weeks before the expected birth date and must generally extend at least 6 weeks immediately after the date of delivery. Employee must provide at least 6 weeks' written notice of a maternity leave and, if requested, must provide a medical certificate stating the expected or actual birth date, if requested by the employer.	Up to 17 weeks (unpaid). An employee may begin her pregnancy leave no earlier than the earlier of (i) the day that is 17 weeks before her due date, and (ii) the day on which she gives birth. Employee must provide 2 weeks' written notice before the day the leave is to begin and, if requested, a certificate from a legally qualified medical practitioner stating the due date.	Up to 19 weeks (unpaid). Maternity leave may begin at any time during the period of 13 weeks preceding the estimated date of birth, and no later than the date of birth.	Up to 17 weeks (unpaid). Maternity leave must begin not earlier than 17 weeks before the estimated date of delivery and end not later than 17 weeks after the date of delivery. Employee must provide 4 weeks' written notice and, if requested, a medical certificate giving the estimated date of delivery. NOTE: On or after March 1, 2020, an employer may require an employee to provide a physician's certificate or medical certificate only if permitted to do so by regulation.	Up to 5 weeks of paternity leave (unpaid), which shall not begin before the week of the birth of the child and shall not end later than 52 weeks after the week of the birth. 3 weeks' written notice is required, unless birth occurs before the expected date. A pregnant employee is entitled to a maternity leave without pay of not more than 18 consecutive weeks, which may be spread before or after the expected date of delivery, within a certain range (cannot begin before the 16 th week preceding the expected delivery date). However,	Up to 17 weeks (unpaid). Maternity leave may begin at any time during the period of 13 weeks prior to the estimated date of birth and not later than 17 weeks after the actual date of delivery. Employee must provide 4 weeks' written notice of the start date and length of the leave and, if requested, must provide a certificate of a health care practitioner certifying that she is pregnant. Also, during pregnancy until the 24 th week after birth, an employee can request reassignment or job modification if, by reason of the pregnancy or nursing, continuing

TYPE OF LEAVE	BRITISH COLUMBIA (BC)	ALBERTA (AB)	ONTARIO (ON)	SASKATCHEWAN (SK)	MANITOBA (MB)	QUEBEC (QC)	FEDERAL (CA)
						<p>where the maternity leave begins on the date of delivery, that week shall not be taken into account in calculating the maximum period of 18 consecutive weeks. 3 weeks' written notice is required.</p> <p>An employee may be absent from work on an unpaid basis as needed for a medical examination related to her pregnancy.</p>	<p>any of her current job functions may pose a risk to her or the child's health. The employee must provide medical evidence of the risk. If the employee cannot be accommodated, the employee must be granted an unpaid leave during the pregnancy through the 24th week after the birth.</p>
Parental Leave	<p>Up to 61 weeks (unpaid) for a birth mother who takes maternity leave. This leave must begin immediately after the end of the maternity leave.</p> <p>Up to 62 weeks (unpaid) for a birth mother who foregoes maternity leave, a father, or an adopting parent. This leave must be within 78 weeks after the birth of the child or after the child is placed with the parent. Employee must provide at least 4 weeks' written notice of a parental leave and must provide a medical certificate or other evidence of the employee's entitlement to the leave, if requested</p>	<p>Up to 62 weeks (unpaid) for birth mother who takes maternity leave. This leave must begin immediately after the end of the maternity leave.</p> <p>Up to 62 weeks (unpaid) for a parent or adoptive parent, which must be taken within 78 weeks after the child's birth. 6 weeks' notice is required.</p>	<p>Up to 61 weeks (unpaid) for birth mother who takes pregnancy leave.</p> <p>Up to 63 weeks (unpaid) for birth mother who foregoes pregnancy leave, father, or adopting parent.</p> <p>An employee may begin parental leave no later than 78 weeks after the day the child is born or comes into the employee's custody, care and control for the first time.</p> <p>An employee who has taken pregnancy leave must begin her parental leave when her pregnancy leave ends unless the child has not yet come into her</p>	<p>Up to 59 weeks (unpaid), if the employee has taken a maternity leave or an adoption leave.</p> <p>Up to 71 weeks, in other cases.</p> <p>The leave must be taken during the 13 weeks preceding the estimated date of birth or the estimated date on which the child is to come into the employee's care, and 78 weeks following the actual date of birth or the actual date on which the child comes into the employee's care.</p> <p>4 weeks' notice is required.</p>	<p>Up to 63 weeks (unpaid). An employee who takes maternity and parental leave shall take them in one continuous period unless otherwise agreed.</p> <p>A parental leave must commence not later than 18 months after the date on which the child is born or adopted or comes into the care and custody of the employee.</p> <p>4 weeks' notice is required.</p>	<p>Up to 65 weeks (unpaid). 3 weeks' notice is required.</p> <p>Parental leave (including adoption) may not begin before the week that the child is born or entrusted to the employee; it shall not end later than 78 weeks after the birth or after the child was entrusted to the employee.</p>	<p>Up to 63 weeks (unpaid). The leave must be taken during the 78-week period beginning on the day the child is born or comes into the actual care of the employee. 4 weeks' notice is required.</p>

TYPE OF LEAVE	BRITISH COLUMBIA (BC)	ALBERTA (AB)	ONTARIO (ON)	SASKATCHEWAN (SK)	MANITOBA (MB)	QUEBEC (QC)	FEDERAL (CA)
	by the employer.		custody, care and control for the first time. Employee must provide 2 weeks' written notice.				
Adoption Leave (SK) Adoption, Birth or Termination of Pregnancy in or after 20th week (QC)				Up to 19 weeks (unpaid) commencing on the date on which the child comes into the employee's care or becomes available for adoption if the employee is to be the primary caregiver during the period of the leave.		Up to 5 days at the birth of the employee's child, the adoption of a child or where there is a termination of pregnancy in or after the 20 th week of pregnancy. The first 2 days are paid and the next 3 days are unpaid.	
Bereavement Leave See also Death or Disappearance of Child below	Up to 3 days of unpaid leave on the death of a member of the employee's immediate family.	Up to 3 days of unpaid leave in a calendar year on the death of a family member.	Up to 2 days of unpaid leave for the death of a family member as set out in the legislation.	Up to 5 days of unpaid leave on the death of a member of the employee's immediate family.	Up to 3 days of unpaid leave on the death of a family member as set out in the legislation.	Up to 2 paid days and 3 unpaid days (for a total of 5 days) if the deceased is an immediate family member (spouse, parent, sibling, child, or the child of the employee's spouse) Up to 1 unpaid day for a non-immediate family member (child-in-law, a grandparent, grandchildren, or the parent or sibling of their spouse). Additionally, employees may have up to 104 weeks unpaid for death of the employee's spouse, parent, or child of full age due to suicide. Additionally, employees may have up to 104	10 days following death of immediate family member or someone for whom the employee was on compassionate care leave or critical illness leave. These days must be taken in one or two periods in the 6 weeks after the death. First 3 days are paid if employee has 3 months of service.

TYPE OF LEAVE	BRITISH COLUMBIA (BC)	ALBERTA (AB)	ONTARIO (ON)	SASKATCHEWAN (SK)	MANITOBA (MB)	QUEBEC (QC)	FEDERAL (CA)
						<p>weeks unpaid for death of the employee's spouse, parent, or child of full age due to a criminal offence.</p> <p>***Slightly different rules apply to employees in the clothing industry.</p>	
<p>Death or Disappearance of Child Leave Respecting Disappearance of a Child (BC)</p> <p>Leave Respecting Death of a Child (BC)</p> <p>Death or Disappearance of Child Leave (AB)</p> <p>Crime-Related Child Disappearance Leave (ON)</p> <p>Child Death Leave (ON)</p> <p>Crime-Related Child Death or Disappearance Leave (SK)</p> <p>Leave Related to Death or Disappearance of Child (MB)</p> <p>Disappearance or Death of a Minor Child, or Suicide of Spouse, Parent or Child, or Death of Spouse or Child due to Crime (QC)</p> <p>Leave Related to Death</p>	<p><i>Leave Respecting Disappearance of a Child:</i> Up to 52 weeks (unpaid). May be used where the employee's child disappears as a result of a probable crime. On request, the employee must provide sufficient proof to the employer, as soon as practicable.</p> <p><i>Leave Respecting Death of a Child:</i> Up to 104 weeks (unpaid). May be used by an employee whose child dies. On request, the employee must provide sufficient proof of the child's death to the employer, as soon as practicable.</p>	<p>Up to 52 weeks (unpaid) if a child disappears and it is probable that the disappearance is the result of a crime. Up to 104 weeks if the child has died and it is probable that the child died as a result of a crime. On request, the employee must provide the employer with reasonable verification of entitlement to the leave.</p>	<p><i>Crime-Related Child Disappearance Leave:</i> Up to 104 weeks (unpaid). May be used where the employee's child disappears as a result of a probable crime. Employee must provide written notice that they will take this leave.</p> <p><i>Child Death Leave:</i> Up to 104 weeks (unpaid). May be used by an employee whose child dies. Employee must provide written notice that they will take this leave.</p>	<p>Up to 104 weeks (unpaid) if a child of the employee dies and it is probable that the child died as a result of a crime. Up to 52 weeks (unpaid) if a child of the employee disappears and it is probable that the child's disappearance is a result of a crime.</p>	<p>Up to 104 weeks (unpaid) if the employee is the parent of a child who has died and it is probable that the child died as the result of a crime. Up to 52 weeks if the employee is the parent of a child who has disappeared and it is probable that the child disappeared as the result of a crime.</p>	<p>Up to 104 weeks (unpaid) due to the death or disappearance of the employee's minor child.</p>	<p>Up to 104 weeks (unpaid) if a child of the employee dies and it is probable that the child died as a result of a crime. Up to 52 weeks (unpaid) if a child of the employee disappears and it is probable that the child's disappearance is a result of a crime.</p>

TYPE OF LEAVE	BRITISH COLUMBIA (BC)	ALBERTA (AB)	ONTARIO (ON)	SASKATCHEWAN (SK)	MANITOBA (MB)	QUEBEC (QC)	FEDERAL (CA)
or Disappearance (CA)							
Short-Term Sick Leave and/or Family Responsibility Leave Illness or Injury Leave (BC, SK) Family Responsibility Leave (BC) Personal and Family Responsibility Leave (AB) Sick Leave (ON) Family Emergency Leave (ON) Family Caregiver Leave (ON) Family Leave (MB) Family or Parental Leave and Absences (QC) Personal Leave (CA)	<p><i>Illness or Injury Leave:</i> Minimum of 5 paid sick days, beginning January 1, 2022. Also, 3 unpaid sick days each year. Applies to all workers covered by the <i>Employment Standards Act</i>, including part-time workers.</p> <p><i>Family Responsibility Leave:</i> Up to 5 days of unpaid leave each year to meet responsibilities relating to the care, health or education of a child in the employee's care or the care or health of any other immediate family member.</p>	<p><i>Personal and Family Responsibility Leave:</i> Up to 5 days of unpaid leave in each calendar year, but only to the extent that the leave is necessary for the health of the employee, or for the employee to meet his or her family responsibilities in relation to a family member.</p>	<p><i>Sick Leave:</i> Up to 3 days of unpaid leave because of personal illness, injury or medical emergency. An employee may be required to provide evidence reasonable in the circumstances to support the leave.</p> <p><i>Family Responsibility Leave:</i> Up to 3 days of unpaid leave in each calendar year for any of the following emergencies: (a) the illness, injury or medical emergency of a family member; or (b) an urgent matter that concerns a family member.</p> <p><i>Family Caregiver Leave:</i> Up to 8 weeks (unpaid) per calendar year. May be used to provide care or support to family members with a serious medical condition. Employee must provide written notice before it begins, or as soon as possible afterwards.</p>	<p><i>Illness or Injury:</i> Up to 12 days in a calendar year for illness or injury that is not serious. Applies to the illness or injury of the employee or a member of the employee's immediate family who is dependent on the employee.</p> <p>On November 16, 2021, the Saskatchewan Government introduced Bill 606, the <i>Saskatchewan Employment (Paid Sick Leave) Amendment Act</i>, which, if passed, will provide for paid sick leave for up to: (a) 10 days each year during non-COVID-19 times; and (b) 14 days each year during the COVID-19 state of emergency.</p>	<p><i>Family Leave:</i> Up to 3 days of unpaid leave per year to the extent that leave is necessary for the health of the employee or for the employee to meet his or her family responsibilities to a family member as set out in the legislation.</p>	<p><i>Family or Parental Leave and Absences:</i> An employee may be absent from work for: (1) 10 days per year to fulfil obligations relating to the care, health or education of the employee's child or the child of the employee's spouse, or because of the state of health of a relative or a person for whom the employee acts as a caregiver, or (2) 10 days due to the state of health of a relative or a person for whom the employee acts as caregiver.</p> <p>For both of the above, after 3 months of uninterrupted service the first 2 days of leave are paid.</p> <p>The above leaves can be divided, subject to the consent of the employer.</p>	<p><i>Personal Leave:</i> Every employee is entitled to a leave of absence of up to 5 days in every calendar year for treating their illness or injury, carrying out responsibilities related to the health or care of any of their family members, carrying out responsibilities relating to the education of any of their family members under the age of 18, addressing any urgent matter concerning themselves or their family members, or attending their citizenship ceremony.</p> <p>If the employee has completed 3 consecutive months of employment, they are entitled to the first 3 days of leave with pay at their regular rate of pay. The employer may seek documentation to support the reasons for the leave no later than 15 days after the employee's return to work, and the employee shall provide it if reasonably practicable.</p> <p>On November 26, 2021, the federal government</p>

TYPE OF LEAVE	BRITISH COLUMBIA (BC)	ALBERTA (AB)	ONTARIO (ON)	SASKATCHEWAN (SK)	MANITOBA (MB)	QUEBEC (QC)	FEDERAL (CA)
							announced that it had introduced Bill C-3, <i>An Act to amend the Criminal Code and the Canada Labour Code</i> , for First Reading. If it is passed as law in its current form after it makes its way through the legislative process, Bill C-3 will amend the <i>Canada Labour Code</i> to provide 10 days of paid sick leave per year to workers in the federally regulated private sector.
Long-Term Sick Leave Long-Term Illness and Injury Leave (AB) Illness or Injury Leave (SK) Long-Term Leave for Serious Injury or Illness (MB) Absences Owing to Sickness, an Organ or Tissue Donation, an Accident, Domestic Violence, Sexual Violence or a Criminal Offence (QC) Medical Leave (CA)		Unpaid leave of up to 16 weeks per calendar year for the illness, injury, or quarantine of the employee.		Up to 12 weeks in a period of 52 weeks in the case of serious illness or injury. Applies to the illness or injury of the employee or a member of the employee's immediate family who is dependent on the employee.	Unpaid leave of up to 17 weeks in any 52-week period. To be eligible, a physician must issue a certificate providing evidence reasonable in the circumstances that the employee is expected to be incapable of working for a period of at least 2 weeks because of a serious injury or illness. NOTE: On or after March 1, 2020, an employer may require an employee to provide a physician's certificate or medical certificate only if permitted to do so by regulation.	Leave of up to 26 weeks over a period of 12 months owing to sickness or an accident. After 3 months' uninterrupted service, the first 2 days of leave are paid.	An employee is entitled to a leave of absence of up to 17 weeks (unpaid) as a result of personal illness or injury, organ or tissue donation, or medical appointments during working hours. If a medical leave of absence is 3 days or longer, the employer may require that the employee provide a certificate issued by a health care practitioner certifying that the employee was incapable of working for that period of time. 4 weeks' notice required, unless there is a valid reason why that notice cannot be given, in which case notice must be

TYPE OF LEAVE	BRITISH COLUMBIA (BC)	ALBERTA (AB)	ONTARIO (ON)	SASKATCHEWAN (SK)	MANITOBA (MB)	QUEBEC (QC)	FEDERAL (CA)
							provided as soon as possible. Effective October 1, 2020, every employee is entitled to and shall be granted a medical leave of absence from employment of up to 16 weeks as a result of quarantine.
Compassionate Care Leave (BC, AB, SK, MB, CA) Family Medical Leave (ON) Serious Illness, Injury, or Accident in Family (QC)	<p>Up to 27 weeks (unpaid) in a 52-week period.</p> <p>May be used to provide care or support to a family member with a serious medical condition with a significant risk of dying within 26 weeks.</p> <p>Employee must provide a medical certificate in support of this leave as soon as practicable. This leave may be extended in certain circumstances.</p>	<p>Up to 27 weeks (unpaid) for the purpose of providing care or support to a seriously ill family member.</p> <p>The employee must provide a medical certificate stating that the family member has a serious medical condition with a significant risk of death within 26 weeks.</p>	<p>Up to 28 weeks (unpaid) in a 52-week period.</p> <p>May be used to provide care or support to individuals with a serious medical condition with a significant risk of dying within 26 weeks.</p> <p>Employee must provide written notice before it begins, or as soon as possible afterwards.</p>	<p>Up to 28 weeks (unpaid) in a 52-week period.</p> <p>May be used to provide care or support to a member of the employee's family who has a serious medical condition with a significant risk of death within 26 weeks from the date the leave commences.</p>	<p>Up to 28 weeks (unpaid) to provide care or support to a seriously ill family member.</p> <p>Employee must provide notice of at least one pay period, unless circumstances necessitate a shorter period.</p> <p>NOTE: On or after March 1, 2020, an employer may require an employee to provide a physician's certificate or medical certificate only if permitted to do so by regulation.</p>	<p>Up to 16 weeks (unpaid) over a period of 12 months where he or she must stay with a relative or a person for whom the employee acts as a caregiver due to a serious illness or accident.</p> <p>Up to 36 weeks (unpaid) in a 12 month period where the relative is a minor child.</p> <p>Up to 104 weeks (unpaid) if the minor child has a serious and potentially mortal illness.</p> <p>Up to 104 weeks (unpaid) if the employee must stay with his or her minor child who suffered serious bodily injury during or resulting directly from a criminal offence that renders the child unable to carry on regular activities.</p>	<p>Up to 28 weeks (unpaid).</p> <p>May be used to provide care or support to a family member of the employee if a health care practitioner issues a certificate stating that the family member has a serious medical condition with a significant risk of death within 26 weeks from the date the leave commenced, or the day the medical certificate was issued.</p>
Critical Illness or Injury	Up to 36 weeks (unpaid)	Up to 36 weeks (unpaid)	Up to 37 weeks (unpaid)	Up to 37 weeks (unpaid)	Up to 37 weeks (unpaid)	Up to 27 weeks (unpaid)	Up to 37 weeks (unpaid)

TYPE OF LEAVE	BRITISH COLUMBIA (BC)	ALBERTA (AB)	ONTARIO (ON)	SASKATCHEWAN (SK)	MANITOBA (MB)	QUEBEC (QC)	FEDERAL (CA)
Leave (BC) Critical Illness (AB) Critical Illness Leave (ON) Critically Ill Family Care Leave (SK) Leave Related to Critical Illness (MB) Serious and Potentially Mortal Illness of a Relative Other Than a Minor Child (QC) Leave Related to Critical Illness (CA)	<p>in a 52-week period to care for a child.</p> <p>Up to 16 weeks (unpaid) in a 52-week period to care for an adult family member.</p> <p>May be used to provide care or support for a critically ill child or adult family member, upon providing a medical certificate.</p>	<p>for the purpose of providing care or support to a critically ill child.</p> <p>Up to 36 weeks (unpaid) for the purpose of providing care or support to a critically ill adult.</p>	<p>in a 52-week period to care for a child.</p> <p>Up to 17 weeks (unpaid) in a 52-week period to care for an adult.</p> <p>May be used to care for a critically ill child or adult, upon providing a medical certificate from a qualified health practitioner.</p> <p>Employee must provide written notice before it begins, or as soon as possible afterwards.</p>	<p>to provide care and support to the employee's critically ill child family member.</p> <p>Up to 17 weeks (unpaid) to provide care and support to the employee's critically ill adult family member.</p>	<p>to provide care or support to a critically ill child who is a family member of the employee.</p> <p>Up to 17 weeks (unpaid) to provide care or support to a critically ill adult who is a family member of the employee.</p> <p>NOTE: On or after March 1, 2020, an employer may require an employee to provide a physician's certificate or medical certificate only if permitted to do so by regulation.</p>	<p>over a period of 12 months where the employee must stay with a relative, other than his minor child, or a person for whom the employee acts as a caregiver.</p>	<p>to provide care or support to a critically ill child family member.</p> <p>Up to 17 weeks to provide care or support to a critically ill adult family member.</p>
Leave Respecting Domestic or Sexual Violence (BC) Domestic Violence Leave (AB) Domestic or Sexual Violence Leave (ON) Interpersonal Violence and Sexual Violence Leave (SK) Interpersonal Violence Leave (MB) Absences Owing to Sickness, an Organ or Tissue Donation, an Accident, Domestic Violence, Sexual Violence or a Criminal	<p>Up to 5 days of paid leave, up to 5 days of unpaid leave and up to 15 weeks of additional unpaid leave in a calendar year.</p> <p>May be used where an employee or the employee's child or individual under the employee's care has experienced domestic or sexual violence and requires the leave for a purpose specified in the employment standards legislation.</p> <p>On request, the employee must provide</p>	<p>Up to 10 days (unpaid) in each calendar year.</p> <p>May be used where an employee is a victim of domestic violence.</p>	<p>Up to 10 days plus 15 weeks in a calendar year (first 5 days of leave paid, remainder unpaid).</p> <p>May be used where an employee or the employee's child has experienced or been threatened with domestic or sexual violence.</p>	<p>Up to 10 days (5 days paid and 5 days unpaid) in a period of 52 weeks which may be taken intermittently or in one continuous period.</p> <p>May be used if an employee or the employee's child or a person for whom an employee is a caregiver is subjected to interpersonal violence or sexual violence.</p>	<p>If an employee or a dependent of an employee is a victim of interpersonal violence as defined in the legislation, the employee is entitled to both of the following in each 52-week period:</p> <p>i. A leave of up to 10 days, which may be taken intermittently or in one continuous period;</p> <p>ii. A leave of up to 17 weeks to be taken in one continuous period.</p> <p>Up to 5 days of the leave taken is paid leave provided that the</p>	<p>Leave of up to 26 weeks over a period of 12 months owing to domestic violence or sexual violence of which the employee has been a victim.</p> <p>After 3 months' of uninterrupted service, the first 2 days of leave are paid.</p> <p>Up to 104 weeks (unpaid) if the employee suffers serious bodily injury during or resulting directly from a criminal offence that renders the employee unable to hold</p>	<p>Up to 10 days per calendar year.</p> <p>May be used if the employee or the employee's child is a victim of family violence.</p> <p>If the employee has completed 3 consecutive months of continuous employment with the employer, the employee is entitled to the first 5 days of the leave with pay at their regular rate.</p>

TYPE OF LEAVE	BRITISH COLUMBIA (BC)	ALBERTA (AB)	ONTARIO (ON)	SASKATCHEWAN (SK)	MANITOBA (MB)	QUEBEC (QC)	FEDERAL (CA)
Offence (QC) Leave for Victims of Family Violence (CA)	sufficient proof to the employer, as soon as practicable.				employee gives notice of which days are to be paid leave.	their regular position.	
Reservists Leave Leave of Absence for Members of the Reserve Force (CA)	A reservist is entitled to unpaid leave if they are deployed to a qualifying Canadian Forces operation or are engaged in a pre- or post-deployment activity in connection with such an operation. A reservist is also entitled to a leave for Canadian Forces training activities of up to 20 days in a calendar year.	A reservist is entitled to unpaid leave if they are deployed to a Canadian Forces operation outside Canada, to an operation within Canada that is or will be providing assistance in dealing with an emergency, or for annual training. The employee is entitled to up to 20 unpaid days for annual training or for as long as necessary to accommodate the period of service required for deployment.	A reservist is entitled to unpaid leave if they are deployed to a Canadian Forces operation outside Canada or to an operation within Canada that is or will be providing assistance in dealing with an emergency for the time necessary to engage in that operation.	A reservist is entitled to a reasonable period of unpaid leave for training with the reserve force, as defined in the <i>National Defence Act</i> (Canada), including regular and emergency deployment.	A reservist who is required to be absent from work for the purpose of service is entitled to an unpaid period of leave for the purpose of that service.	A reservist may be absent without pay for 18 months to take part in operations outside of Canada; for 15 days for annual training; or as required during emergencies.	A reservist is entitled to a leave of absence to participate in an operation in Canada or abroad, training, service or duties that they are called to perform under the <i>National Defence Act</i> (Canada), and treatment, recovery, or rehabilitation arising from any of the above. This leave can be for an aggregate of 24 months in a 60-month period, unless the leave is taken as the result of a national emergency.
Jury Duty	An employee is entitled to an unpaid leave if they are required to attend court as a juror.	An employee is entitled to a leave of absence from the employee's employment to serve as a juror when that employee is summoned to serve as a juror.	An employee is entitled to an unpaid leave of absence, if they are summoned for jury duty.				An employee is entitled to an unpaid leave of absence if they are summoned for jury duty.
Leave for Citizenship Ceremony (AB, MB) Citizenship Ceremony Leave (SK) Personal Leave (CA)		An employee is entitled to up to a half-day of unpaid leave to attend a citizenship ceremony.	.	An employee is entitled to a leave of 1 day (unpaid) to attend a citizenship ceremony to receive a certificate of citizenship.	An employee is entitled to 4 hours of unpaid leave to attend a citizenship ceremony.		Every employee is entitled to a leave of absence of up to 5 days in every calendar year for attending their citizenship ceremony under the <i>Citizenship Act</i> .
Nomination, Candidate and Public Office Leave				An employee is entitled to a leave for a			

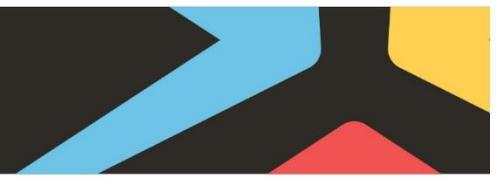
TYPE OF LEAVE	BRITISH COLUMBIA (BC)	ALBERTA (AB)	ONTARIO (ON)	SASKATCHEWAN (SK)	MANITOBA (MB)	QUEBEC (QC)	FEDERAL (CA)
(SK)				<p>reasonable period to seek nomination as a candidate or to be a candidate for a municipal, provincial or federal election or an election for a board of education, the Conseil scolaire fransaskois or a band council.</p> <p>If the employee has been elected to a municipal, provincial or federal government or a board of education, the Conseil scolaire fransaskois or a band council, they are entitled to a leave for the period during the employee's term of office that may be necessary.</p>			
Traditional Aboriginal Practices (CA)							Every employee who is an Aboriginal person and who has completed 3 consecutive months of continuous employment with an employer is entitled to and shall be granted an unpaid leave of absence from employment of up to 5 days in every calendar year, in order to enable the employee to engage in traditional Aboriginal practices.
Work-related Illness							No employer shall

TYPE OF LEAVE	BRITISH COLUMBIA (BC)	ALBERTA (AB)	ONTARIO (ON)	SASKATCHEWAN (SK)	MANITOBA (MB)	QUEBEC (QC)	FEDERAL (CA)
and Injury (CA)							dismiss, suspend, lay off, demote or discipline an employee because of absence from work due to work-related illness or injury.
Organ Donor Leave (ON, SK) Unpaid Leave for Organ Donation (MB) Absences Owing to Sickness, an Organ or Tissue Donation, an Accident, Domestic Violence or a Criminal Offence (QC) Medical Leave (CA)			Up to 13 weeks (unpaid) for the purpose of undergoing surgery to donate all or part of certain organs to a person.	Up to 26 weeks (unpaid) for an organ donation and recovery.	Up to 13 weeks of (unpaid) leave for the purpose of donating an organ. NOTE: On or after March 1, 2020, an employer may require an employee to provide a physician's certificate or medical certificate only if permitted to do so by regulation.	Leave of up to 26 weeks over a period of 12 months owing to an organ or tissue donation for transplant. After 3 months' uninterrupted service, the first 2 days of leave are paid.	Up to 27 weeks of medical leave due to organ or tissue donation.
Wedding or Civil Union (QC)						1 day (paid) on the day the employee's wedding or civil union. 1 day (unpaid) for the wedding of an immediate family member.	
COVID-19 Leave (BC) COVID-19 Leave (AB) Infectious Disease Emergency Leave and Declared Emergency Leave (ON) Public Health Emergency Leave (SK) Leave Related to COVID-19 (CA) COVID-19 Leave (MB)	COVID-19 sick leave was available between May 20, 2021 and December 31, 2021. Workers could take up to 3 paid sick days if they needed to stay home because of COVID-19. This leave is no longer available. Beginning on January 1, 2022, all employees in British Columbia covered	An employee is entitled to unpaid leave for 14 days if under self-isolation or if caring for a child or dependent adult who is required to self-isolate. The employee need not have worked for 90 days to qualify for this leave, nor is a medical certificate required. This Regulation was made on March 17, 2020 and is deemed to be effective	<i>Infectious Disease Emergency Leave</i> Infectious Disease Emergency Leave is an unpaid, job-protected leave that is available to employees who are not performing the duties of their position for certain reasons related to COVID-19, including: <ul style="list-style-type: none"> personal illness, quarantine or isolation 	Effective March 6, 2020, Public Health Emergency Leave is available if either: <ol style="list-style-type: none"> a public health emergency has been determined by the World Health Organization and the chief medical health officer has issued an order declaring that the public health 	The Manitoba Pandemic Sick Leave program, which began May 7, 2021 and will now run until March 31, 2022, provides employers with up to \$600 per employee for up to five full days of COVID-19 related sick leave, which do not have to be taken consecutively. Eligible sick leave related to	Employers are not obligated to pay employees who miss work for COVID-19 related reasons. Employees can be absent from work, without pay, because of sickness, accident, or family obligations (e.g. health related emergencies). If an employee has 3 months'	On December 17, 2021, the Federal Government passed Bill C-2, <i>An Act to provide further support in response to COVID-19</i> . Among other things, Bill C-2 reintroduced the COVID-19 leaves of absence that were repealed November 20, 2021. An employee is entitled to a COVID-19-related

TYPE OF LEAVE	BRITISH COLUMBIA (BC)	ALBERTA (AB)	ONTARIO (ON)	SASKATCHEWAN (SK)	MANITOBA (MB)	QUEBEC (QC)	FEDERAL (CA)
	<p>by the <i>Employment Standards Act</i>, including part-time workers, are entitled to a minimum of 5 paid sick days each calendar year. They are also entitled to 3 unpaid sick days each calendar year. See <i>Illness or Injury Leave</i>.</p>	<p>as of March 5, 2020. This leave does not affect the employee's entitlement to the usual 16 weeks of unpaid leave per calendar year for illness or injury.</p> <p>An employee caring for children affected by school and daycare closures or ill or self-isolated family members due to COVID-19 may access unpaid job-protected leave. The employee need not have worked for 90 days to qualify for this leave, nor is a medical certificate required. The length of the leave is flexible and linked to guidance from the Chief Medical Officer. Regular personal and family responsibility leave rules continue to apply for all other circumstances.</p>	<p>in specific circumstances;</p> <ul style="list-style-type: none"> concern by the employer that the employee may expose other individuals in the workplace to COVID-19; or to provide care or support to certain family members for a reason related to COVID-19, including school or day care closures due to certain travel-related restrictions (e.g. where the employee cannot reasonably be expected to return to Ontario). <p>The leave is retroactive to January 25, 2020. Employers cannot require employees to provide medical notes to prove they are eligible for the leave, but can require "evidence that is reasonable in the circumstances."</p> <p><i>Paid Infectious Disease Emergency Leave</i></p> <p>On April 29, 2021, the Ontario COVID-19 Worker Income Benefit came into effect and the <i>Employment Standards</i></p>	<p>emergency applies to Saskatchewan and that individuals must take measures to prevent or reduce the spread of disease, including self-isolation; or</p> <p>b. the chief medical health officer issues an order declaring that a disease present in Saskatchewan is sufficiently harmful to the public health that individuals must take measures to prevent or reduce the spread of disease, including self-isolation.</p> <p>An employee is entitled to this leave for the period during which such an order is in force if:</p> <p>a. any of the following have directed employees to self-isolate to prevent/reduce the spread of the disease that is the subject of the order:</p> <ul style="list-style-type: none"> the employer of the employees; a duly qualified 	<p>COVID-19 includes testing, vaccinations and side effects, self-isolation due to COVID-19 symptoms, or care for a loved one in any of the previously mentioned circumstances.</p> <p>The Manitoba <i>Employment Standards Code</i> was amended to provide additional rights to employees as a result of the COVID-19 pandemic. Employees may take an unpaid leave if they are unable to work because:</p> <ul style="list-style-type: none"> they are under medical investigation, supervision or treatment; a health officer, health professional, Health Links-Info Santé, the Government of Manitoba or the Government of Canada instructed an employee to quarantine; the employee is immunocompromised; the employer is 	<p>continuous service, they can benefit from up to 2 days of paid sick leave per year. This policy predated the COVID-19 pandemic.</p>	<p>leave of absence of:</p> <p>a. up to 6 weeks if the employee is unable to work because they contracted or might have contracted COVID-19, because they are more susceptible to COVID-19, or because they are medically required to self-isolate; and</p> <p>b. up to 44 weeks if the employee is unable to work for certain COVID-19-related childcare or family reason.</p> <p>Employees must provide their employer with written notice, as soon as possible, of the reason for the leave and the length of leave they intend to take. An employee must also notify an employer in writing of any changes to the length of their leave, as soon as possible.</p>

TYPE OF LEAVE	BRITISH COLUMBIA (BC)	ALBERTA (AB)	ONTARIO (ON)	SASKATCHEWAN (SK)	MANITOBA (MB)	QUEBEC (QC)	FEDERAL (CA)
			<p><i>Act, 2000</i> was amended. Employers are now required to provide eligible employees with up to 3 days of paid infectious disease emergency leave (to a maximum of \$200 per day) because of certain reasons related to COVID-19. Eligible employers may apply for reimbursement to the Workplace Safety and Insurance Board within 120 days of the date the employer paid the employee, or by April 30, 2022, whichever is earlier. Paid infectious disease emergency leave was originally set to end September 25, 2021. It will now continue until July 31, 2022.</p> <p><i>Declared Emergency Leave</i> Ended June 2, 2021. Applied where an emergency had been declared pursuant to the <i>Emergency Management and Civil Protection Act</i> (EMCPA), and the employee could not work because: they were subject to an order under the EMCPA or the <i>Health</i></p>	<p>medical practitioner;</p> <ul style="list-style-type: none"> the Government of Saskatchewan; the chief medical health officer; or <p>b. the employee is required to provide care/support to a child family member who is affected by a direction or order of the Saskatchewan Government or the chief medical health officer.</p> <p>This places the employee on a protected leave which will not result in layoff or termination or trigger the payment of severance. Employees are entitled to this leave from their first day of work and do not need to provide a medical certificate.</p> <p>The leave is unpaid unless the employee:</p> <ul style="list-style-type: none"> is authorized by their employer to work at home during the leave; complies with the 	<p>concerned that the employee has been exposed;</p> <ul style="list-style-type: none"> the employee is providing care or support to a family member, including care or support needed to be provided as a result of the closure of a school or premises where child care is provided; the employee is directly affected by travel restrictions and cannot reasonably be expected to travel to their workplace; the employee is subject to an order made under <i>The Public Health Act</i>; or; the employee is acting in accordance with an order made under <i>The Emergency Measures Act</i>. <p>The new provisions will apply to any leave that started between March 1, 2020, and a date to be</p>		

TYPE OF LEAVE	BRITISH COLUMBIA (BC)	ALBERTA (AB)	ONTARIO (ON)	SASKATCHEWAN (SK)	MANITOBA (MB)	QUEBEC (QC)	FEDERAL (CA)
			<p><i>Protection and Promotion Act</i>, or the employee needed to provide care or assistance to certain family members.</p>	<p>measures set out in the chief medical officer's order; and</p> <ul style="list-style-type: none"> complies with any additional requirements set out in an order by the Lieutenant Governor in Council, <p>in which case the employee is entitled to be paid their regular wages and benefits.</p> <p>On January 28, 2021, the province extended job protection to employees eligible to receive the Canada-wide Canada Recovery Sickness Benefit or Caregiving Benefit. These amendments provide that an employer cannot take discriminatory action against an employee who:</p> <ul style="list-style-type: none"> is absent from work; has not provided notice of the absence; is eligible for either the Canada Recovery Sickness Benefit or Caregiving Benefit; or 	<p>prescribed in regulation, specified once the pandemic is over.</p> <p>An employee taking this leave may be required to provide the employer with reasonable verification of the necessity of the leave as soon as practicable.</p> <p>NOTE: Effective March 1, 2020, no employer may require a medical certificate in respect of the employee taking or being eligible to take maternity leave, compassionate care leave, unpaid leave for organ donation, leave related to critical illness, long-term leave for serious injury or illness, or public health emergency leave.</p>		



TYPE OF LEAVE	BRITISH COLUMBIA (BC)	ALBERTA (AB)	ONTARIO (ON)	SASKATCHEWAN (SK)	MANITOBA (MB)	QUEBEC (QC)	FEDERAL (CA)
				<ul style="list-style-type: none">is in receipt of, or will be applying for, one of these two benefits. <p>On November 16, 2021, the Saskatchewan Government introduced Bill 606, the <i>Saskatchewan Employment (Paid Sick Leave) Amendment Act</i>, which, if passed, will provide for paid sick leave for up to: (a) 10 days each year during non-COVID-19 times; and (b) 14 days each year during the COVID-19 state of emergency.</p>			



The above constitutes a summary of the most common leaves of absence permitted by provincial employment standards legislation.

Leaves or absence due to sickness, illness or injury may not be covered under all employment standards legislation. However, many forms of sickness, illness or injury are considered disabilities under applicable human rights legislation in each province. An employee cannot be terminated or suffer an adverse treatment in their employment as a result of a disability, unless accommodating the employee would amount to undue hardship or the employment contract has been frustrated. Generally, this requires an employer to allow employees to take unpaid leaves of absence from work due to sickness, illness or injury, in accordance with their physicians' recommendations. Any employer-provided benefits should continue during an employee's medical leave of absence. Undue hardship is a very high threshold to meet and legal advice should be obtained before terminating or otherwise adversely treating an employee with a disability or an employee on a medical leave.