

Leaves of Absence – Know The Laws Of Your Province



Employment Standards laws entitle employees to take time away from work without losing their jobs. Leaves provided in all jurisdictions include:

- Maternity leave for pregnant employees.
- Parental leave.
- Compassionate care or family care leave of some type.
- Domestic violence leave.
- Reservist leave for employees in the military Reserve.

Other common forms of leave include leave for bereavement, crime-related child death, short-term sick leave, long-term injury or illness, and public health emergencies. Some jurisdictions provide for organ donor and citizenship ceremony leave.

Ontario is the only province with job-search leave for employees affected by mass layoffs. Québec has the most extensive list of leaves with 21, followed by Ontario with 18.

Employment standards leaves are mostly unpaid, including all leaves measured in weeks, rather than days. However, many jurisdictions provide for paid domestic violence and public health emergency leave, as well as paid sick days.

In addition to the employment standards leaves, all jurisdictions have election laws guaranteeing employees time to vote. Employees can also take leave to serve as jurors or perform court-related duties.

Here's a complete list of the current employment standards law leaves in each part of Canada.

FEDERAL

1. **Maternity Leave** of up to 17 weeks unpaid (*Canada Labour Code* (CLC), Sec. 206).
2. **Parental Leave** of up to 63 weeks unpaid (CLC, Sec. 206.1).
3. **Aggregate Maternity and Parental Leave** of up to 83 weeks unpaid (CLC, Sec. 206.2).

4. **Compassionate Care Leave** of up to 28 weeks unpaid (CLC, Sec. 206.3).
5. **Child Critical Illness Leave** of up to 37 weeks unpaid (CLC, Sec. 206.4(2)).
6. **Adult Critical Illness Leave** of up to 17 weeks unpaid (CLC, Sec. 206.4(2.1)).
7. **Child Death or Disappearance Leave** of up to 156 weeks unpaid (CLC, Sec. 206.5).
8. **Pregnancy Loss Leave** of up to 8 weeks unpaid for a stillbirth, 3 days unpaid for other cases (CLC, Sec. 206.51).
9. **Personal Leave** of up to 5 days, first 3 of which are paid for employees with at least 3 months of continuous employment (CLC, Sec. 206.6).
10. **Family Violence Leave** of up to 10 days, first 5 of which are paid for employees with at least 3 months of continuous employment (CLC, Sec. 206.7).
11. **Traditional Aboriginal Practices Leave** of up to 5 days unpaid for employees with at least 3 months of continuous employment (CLC, Sec. 206.8).
12. **Court or Jury Duty Leave** to attend court (CLC, Sec. 206.9).
13. **Bereavement Leave** of up to 10 days unpaid (CLC, Sec. 210(1)).
14. **Child Bereavement Leave** of up to 8 weeks unpaid (CLC, Sec. 210(1.01)).
15. **Medical Leave** of up to 27 weeks, up to 10 days of which are paid depending on length of employment (CLC, Sec. 239).
16. **Military Reserve Force Leave** of up to 24 months unpaid in a 60-month period (CLC, Sec. 247.5).

ALBERTA

1. **Maternity Leave** of up to 16 weeks unpaid for employees with at least 90 days' employment (*Employment Standards Code* (ESC), Sec. 45).
2. **Parental Leave** of up to 37 weeks unpaid for employees with at least 90 days' employment (ESC, Sec. 50).
3. **Military Reservist Leave** for as long as necessary for employees with at least 12 consecutive weeks' employment to perform their Reservist duties (ESC, Sec. 53.2).
4. **Compassionate Care Leave** of up to 27 weeks unpaid for employees with at least 90 days' employment (ESC, Sec. 53.9).
5. **Child Disappearance Leave** of up to 52 weeks unpaid for employees with at least 90 days' employment (ESC, Sec. 53.95).
6. **Child Death Leave** of up to 104 weeks unpaid for employees with at least 90 days' employment (ESC, Sec. 53.95).
7. **Critical Illness of Child Leave** of up to 36 weeks unpaid for employees with at least 90 days' employment (ESC, Sec. 53.96).
8. **Long-Term Illness or Injury Leave** of up to 16 weeks unpaid for employees with at least 90 days' employment (ESC, Sec. 53.97).
9. **Domestic Violence Leave** of up to 10 days unpaid for employees with at least 90 days' employment (ESC, Sec. 53.981).
10. **Personal Family & Responsibility Leave** of up to 5 days unpaid for employees with at least 90 days' employment (ESC, Sec. 53.982).
11. **Bereavement Leave** of up to 3 days unpaid for employees with at least 90 days' employment (ESC, Sec. 53.983).
12. **Citizenship Ceremony Leave** of up to 1/2 day unpaid for employees with at least 90 days' employment (ESC, Sec. 53.984).

BRITISH COLUMBIA

1. **Serious Personal Illness or Injury Leave** of up to 27 weeks unpaid (*Employment Standards Act* (ESA), Sec. 49.01).
2. **Paid Illness or Injury Leave** of up to 5 days paid and 3 days unpaid for employees with at least 90 consecutive days' employment (ESA, Sec. 49.1).

3. **Maternity Leave** of up to 17 weeks unpaid (ESA, Sec. 50).
4. **Maternity Leave** of up to 61 weeks unpaid for an employee who takes maternity leave for the same birth and up to 62 weeks unpaid for an adopting parent or parent not taking maternity leave for the same birth (ESA, Sec. 51).
5. **Family Responsibility Leave** of up to 5 days unpaid (ESA, Sec. 52).
6. **Compassionate Care Leave** of up to 27 weeks unpaid (ESA, Sec. 52.1).
7. **Family Member Critical Illness or Injury Leave** of up to 36 weeks unpaid to care for a family member under age 19 and 16 weeks unpaid to care for a family member age 19 or older (ESA, Sec. 52.11).
8. **Reservist Leave** of up to 24 weeks unpaid in a 60-month period (ESA, Sec. 52.2).
9. **Child Disappearance Leave** of up to 52 weeks unpaid (ESA, Sec. 52.3).
10. **Child Death Leave** of up to 104 weeks unpaid (ESA, Sec. 52.4).
11. **Domestic or Sexual Violence Leave** of up to 5 days paid, 5 days unpaid, and 15 additional days unpaid (ESA, Sec. 52.5).
12. **Jury Duty Leave** unpaid for employee to perform duties as a juror (ESA, Sec. 55).

MANITOBA

1. **Maternity Leave** of up to 17 weeks unpaid for employees with at least 7 consecutive months' employment (*Employment Standards Code* (ESC), Sec. 53).
2. **Attachment Leave for Adoption or Surrogacy** of up to 16 weeks unpaid for employees with at least 7 consecutive months' employment (ESC, Sec. 57.2).
3. **Parental Leave** of up to 63 weeks unpaid for employees with at least 7 consecutive months' employment (ESC, Sec. 58).
4. **Compassionate Care Leave** of up to 28 weeks unpaid for employees with at least 90 days' employment (ESC, Sec. 59.2).
5. **Family Responsibility Leave** of up to 3 days unpaid for employees with at least 30 days' employment (ESC, Sec. 59.3).
6. **Bereavement Leave** of up to 5 days unpaid for employees with at least 30 days' employment (ESC, Sec. 59.4).
7. **Reservist Leave** of as long as necessary to perform Reservist duties unpaid for employees with at least 3 consecutive months' employment (ESC, Sec. 59.5).
8. **Organ Donation Leave** of up to 13 weeks unpaid for employees with at least 30 days' employment (ESC, Sec. 59.6).
9. **Citizenship Ceremony Leave** of up to 4 hours unpaid for employees with at least 30 days' employment (ESC, Sec. 59.7).
10. **Critically Ill Child Care Leave** of up to 37 weeks unpaid for employees with at least 30 days' employment (ESC, Sec. 59.8).
11. **Critically Ill Adult Care Leave** of up to 17 weeks unpaid for employees with at least 90 days' employment (ESC, Sec. 59.8).
12. **Child Death Leave** of up to 104 weeks unpaid for employees with at least 30 days' employment (ESC, Sec. 59.9(2)).
13. **Child Disappearance Leave** of up to 52 weeks unpaid for employees with at least 30 days' employment (ESC, Sec. 59.9(3)).
14. **Long-Term Leave for Serious Illness or Injury** of up to 27 weeks unpaid for employees with at least 90 days' employment (ESC, Sec. 59.10).
15. **Interpersonal Violence Leave** of up to 10 intermittent days unpaid and 17 consecutive weeks unpaid—first 5 days of which, in either case, are paid—for employees with at least 90 days' employment (ESC, Sec. 59.11).

NEW BRUNSWICK

1. **Maternity Leave** of up to 17 weeks unpaid (*Employment Standards Act* (ESA), Sec.

43).

2. **Parental/Adoption Leave** of up to 62 weeks unpaid (ESA, Sec. 44.02).
3. **Sick Leave** of up to 5 days unpaid (ESA, Sec. 44.021).
4. **Family Responsibility Leave** of up to 3 days unpaid (ESA, Sec. 44.022).
5. **Court Leave** of as long as necessary for employee to serve on jury or perform court duties unpaid (ESA, Sec. 44.023).
6. **Compassionate Care Leave** of up to 28 weeks unpaid (ESA, Sec. 44.024).
7. **Critically Ill Child Care Leave** of up to 37 weeks unpaid (ESA, Sec. 44.025).
8. **Critically Ill Adult Care Leave** of up to 16 weeks unpaid (ESA, Sec. 44.0251).
9. **Child Death Leave** of up to 37 weeks unpaid (ESA, Sec. 44.026).
10. **Child Death Leave** of up to 37 weeks unpaid (ESA, Sec. 44.026).
11. **Domestic Violence/Intimate Partner Violence/Sexual Violence Leave** of up to 10 intermittent days and up to 16 continuous weeks—in either case, the first 5 days of leave are paid (ESA, Sec. 44.027).
12. **Public Emergency Leave** in accordance with the regulation regarding the particular public emergency (ESA, Sec. 44.028).
13. **Long-Term Illness & Injury Leave** of up to 27 weeks unpaid for employees with at least 90 continuous days of employment (ESA, Sec. 44.029).
14. **Bereavement Leave** of up to 5 days unpaid (ESA, Sec. 44.03).
15. **Reservist Leave** of up to 24 months in a 60-month period unpaid—the 24-month cap doesn't apply if the leave is taken due to a national emergency (ESA, Sec. 44.031).

NEWFOUNDLAND & LABRADOR

1. **Pregnancy Leave** of up to 17 weeks unpaid for employees with at least 20 consecutive weeks' employment (*Labour Standards Act* (LSA), Sec. 40).
2. **Adoption Leave** of up to 17 weeks unpaid for employees with at least 20 consecutive weeks' employment (LSA, Sec. 43).
3. **Parental Leave** of up to 61 weeks unpaid for employees with at least 20 consecutive weeks' employment (LSA, Sec. 43.5).
4. **Bereavement Leave** of up to 1 paid day and 2 unpaid days for employees with at least 30 consecutive days' employment (employees employed for less than 30 continuous days get the 2 unpaid days but not the 1 paid day) (LSA, Sec. 43.10).
5. **Sick & Family Responsibility Leave** of up to 7 unpaid days for employees with at least 30 continuous days' employment (LSA, Sec. 43.11).
6. **Compassionate Care Leave** of up to 28 weeks unpaid for employees with at least 30 days' employment (LSA, Sec. 43.14).
7. **Reservist Leave** of up to 24 weeks unpaid during 60-month period (cap doesn't apply if leave is due to a national emergency) for employees with at least 3 consecutive months' employment (LSA, Sec. 43.17).
8. **Child Death Leave** of up to 104 weeks unpaid for employees with at least 30 days' employment (LSA, Sec. 43.24).
9. **Child Disappearance Leave** of up to 52 weeks unpaid for employees with at least 30 days' employment (LSA, Sec. 43.24).
10. **Critically Ill Child Care Leave** of up to 37 weeks unpaid for employees with at least 30 days' employment (LSA, Sec. 43.29).
11. **Critically Ill Adult Care Leave** of up to 17 weeks unpaid for employees with at least 30 days' employment (LSA, Sec. 43.29).
12. **Family Violence Leave** of up to 3 days paid and 7 days unpaid for employees with at least 30 days' continuous employment (LSA, Sec. 43.34).
13. **Communicable Disease Emergency Leave** in accordance with the regulations relating to the particular emergency (LSA, Sec. 43.39).
14. **Long-Term Illness/Long-Term Injury/Organ Donation Leave** of up to 37 weeks unpaid for employees with at least 30 days' continuous employment (LSA, Sec. 43.43).

NOVA SCOTIA

1. **Pregnancy Leave** of up to 16 unpaid weeks (*Labour Standards Code* (LSC), Sec. 59).
2. **Parental Leave** of up to 77 unpaid weeks (LSC, Sec. 59B).
3. **Bereavement Leave** of up to 5 consecutive unpaid work days (LSC, Sec. 60A).
4. **Court Leave** for as long as needed to perform jury or other court duties, unpaid (LSC, Sec. 60B).
5. **Compassionate Care Leave** of up to 28 unpaid weeks for employees with at least 3 months' employment (LSC, Sec. 60E).
6. **Serious Illness Leave** of up to 27 unpaid weeks for employees with at least 3 months' employment (LSC, Sec. 60F).
7. **Sick Leave** of up to 5 unpaid days for employees' own sickness (LSC, Sec. 60G(1)).
8. **Family Responsibility Leave** of up to 3 unpaid days for medical appointments or sickness to a family member (LSC, Sec. 60G(2)).
9. **Reservist Leave** for employees with at least 3 months' employment, unpaid (LSC, Sec. 60H).
10. **Public Emergency Leave** for as long as emergency continues in accordance with the regulations for that emergency (LSC, Sec. 60I).
11. **Citizenship Ceremony Leave** of up to 1 unpaid day (LSC, Sec. 60J).
12. **Critically Ill Child Care Leave** of up to 37 unpaid weeks for employees with at least 3 months' employment (LSC, Sec. 60L).
13. **Critically Ill Adult Care Leave** of up to 16 unpaid weeks for employees with at least 3 months' employment (LSC, Sec. 60SB).
14. **Crime-Related Child Death Leave** of up to 104 unpaid weeks for employees with at least 3 months' employment (LSC, Sec. 60U).
15. **Crime-Related Child Disappearance Leave** of up to 52 unpaid weeks for employees with at least 3 months' employment (LSC, Sec. 60V).
16. **Domestic Violence Leave** of up to 10 unpaid intermittent or continuous days and 16 unpaid continuous weeks for employees with at least 3 months' employment (LSC, Sec. 60Z).

ONTARIO

1. **Pregnancy Leave** of up to 17 unpaid weeks unless the due date falls fewer than 13 weeks before she began employment (*Employment Standards Act* (ESA), Sec. 46).
2. **Child Placement Leave** of up to 16 unpaid weeks for employees with at least 13 weeks' employment (ESA, Sec. 47.1).
3. **Parental Leave** of up to 61 unpaid weeks for employees with at least 13 weeks' employment (ESA, Sec. 48).
4. **Family Medical Leave** of up to 28 unpaid weeks (ESA, Sec. 49.1).
5. **Organ Donor Leave** of up to 13 unpaid weeks for employees with at least 13 weeks' employment (ESA, Sec. 49.2).
6. **Family Care Giver Leave** of up to 8 unpaid weeks per family member (ESA, Sec. 49.3).
7. **Critically Ill Child Leave** of up to 37 unpaid weeks for employees with at least 6 consecutive months' employment (ESA, Sec. 49.4(4)).
8. **Critically Ill Adult Leave** of up to 17 unpaid weeks for employees with at least 6 consecutive months' employment (ESA, Sec. 49.4(5)).
9. **Crime-Related Child Death Leave** of up to 104 unpaid weeks for employees with at least 6 consecutive months' employment (ESA, Sec. 49.5).
10. **Crime-Related Child Disappearance Leave** of up to 104 unpaid weeks for employees with at least 6 consecutive months' employment (ESA, Sec. 49.6).
11. **Domestic or Sexual Violence Leave** of up to 10 days and of up to 16 weeks, the

- first 5 days of which are paid, for employees with at least 13 consecutive weeks' employment (ESA, Sec. 49.7).
12. **Long-Term Illness Leave** of up to 27 unpaid weeks for employees with at least 13 consecutive weeks' employment (ESA, Sec. 49.8).
 13. **Sick Leave** of up to 3 unpaid days for employees with at least 2 consecutive weeks' employment (ESA, Sec. 50).
 14. **Family Responsibility Leave** of up to 3 unpaid days for employees with at least 2 consecutive weeks' employment (ESA, Sec. 50.0.1).
 15. **Bereavement Leave** of up to 2 unpaid days for employees with at least 2 consecutive weeks' employment (ESA, Sec. 50.0.2).
 16. **Infectious Disease Emergency Leave** for work days employees can't perform work due to a declared public emergency, unpaid, for as long as the emergency continues and subject to the regulations governing the particular emergency, including up to 3 paid days with reimbursement available to employer via applying to Workplace Safety and Insurance Board (WSIB) (ESA, Sec. 50.1).
 17. **Reservist Leave** of up to 2 unpaid days for as long as necessary to perform Reservist duties for employees with at least 2 consecutive months' employment (ESA, Sec. 50.2).
 18. **Job Seeking Leave** of up to 3 unpaid days during the notice period for employees who have been given notice of group termination affecting 50 or more employees (ESA, Sec. 50.3).

PRINCE EDWARD ISLAND

Unpaid Sick Leave of 4 days for employees with at least 30 days' continuous employment (*Employment Standards Act* (ESA), Sec. 43(1)).

2. **Paid Sick Leave** of 1 day after 1 year of employment, 2 days after 2 years of employment, and 3 days after 3 years of employment (ESA, Sec. 43(2)).
3. **Medical Leave** of up to 27 consecutive unpaid weeks for employees with at least 90 days' continuous employment (ESA, Sec. 44).
4. **Pregnancy Leave** of up to 17 consecutive unpaid weeks for employees employed for at least 20 weeks in the year immediately before the start of the leave (ESA, Sec. 45).
5. **Parental Leave** of up to 62 consecutive unpaid weeks for employees with at least 20 weeks' employment (ESA, Sec. 46).
6. **Family Care Leave** of up to 3 unpaid days for employees with at least 30 days' continuous employment (ESA, Sec. 49).
7. **Compassionate Care Leave** of up to 28 unpaid weeks for employees with at least 30 days' continuous employment (ESA, Sec. 50).
8. **Critically Ill Child Care Leave** of up to 36 unpaid weeks for employees with at least 90 days' continuous employment (ESA, Sec. 51).
9. **Bereavement Leave** of up to 3 unpaid days, first day of which is paid if death is to an immediate family member (ESA, Sec. 52).
10. **Crime-Related Child Disappearance Leave** of up to 52 unpaid weeks for employees with at least 90 days' continuous employment (ESA, Sec. 53(2)(a)).
11. **Crime-Related Child Death Leave** of up to 104 unpaid weeks for employees with at least 90 days' continuous employment (ESA, Sec. 53(2)(b)).
12. **Domestic/Intimate Partner/Sexual Violence Leave** of up to 3 paid days and 7 unpaid days for employees with at least 90 days' continuous employment (ESA, Sec. 54).
13. **Emergency Leave** for period during which employee can't work due to a public emergency, unpaid (ESA, Sec. 55).
14. **Reservist Leave** for time necessary to complete Reservist service for employees with at least 90 days' continuous employment (ESA, Sec. 56).

15. **Court Leave** for period necessary to complete jury duty or court service (ESA, Sec. 57).
16. **Citizenship Ceremony Leave** of up to 1 unpaid day for employees with at least 90 days' continuous employment (ESA, Sec. 58).

QUÉBEC

1. **Sickness Leave** of up to 26 unpaid weeks (*Labour Standards Act* (LSA), Sec. 79.1).
2. **Organ Donation Leave** of up to 26 unpaid weeks (LSA, Sec. 79.1).
3. **Accident Leave** of up to 26 unpaid weeks (LSA, Sec. 79.1).
4. **Domestic or Sexual Violence Leave** of up to 26 unpaid weeks (LSA, Sec. 79.1).
5. **Crime-Related Bodily Injury Leave** of up to 104 unpaid weeks (LSA, Sec. 79.1).
6. **Child-Related Care, Health, or Education Leave** of up to 2 paid and 8 unpaid days (LSA, Sec. 79.7).
7. **Child Caregiver Leave** of up to 36 unpaid weeks, which may be extended to 104 weeks if child has a mortal illness (LSA, Sec. 79.8).
8. **Adult Caregiver Leave** of up to 16 unpaid weeks (LSA, Sec. 79.8).
9. **Caregiver Leave** to stay with a relative, other than a minor child, of up to 27 unpaid weeks, which may be extended to 104 weeks if child suffered serious bodily injury as a result of a crime (LSA, Secs. 79.8.1 + 79.9).
10. **Child Death or Suicide Leave** of up to 104 months (LSA, Secs. 79.10.1, 79.11, 79.12).
11. **Family Death or Funeral Leave** of up to 2 paid days (LSA, Sec. 80).
12. **Family Death or Funeral Leave** of up to 1 unpaid days for death of more remote relatives (LSA, Sec. 80.1).
13. **Wedding or Civil Ceremony Paid Leave** of up to 1 paid day for employee's own wedding or civil union (LSA, Sec. 81).
14. **Wedding or Civil Ceremony Unpaid Leave** of up to 1 unpaid day for wedding or civil union of a relative (LSA, Sec. 81).
15. **Child Birth Leave** of up to 2 paid days and 3 unpaid days, including birth via surrogacy (LSA, Sec. 81.1).
16. **Paternity Leave** of up to 5 consecutive unpaid weeks (LSA, Sec. 81.2).
17. **Pregnancy Medical Exam Leave** (LSA, Sec. 81.3).
18. **Maternity Leave** of up to 18 consecutive unpaid weeks (LSA, Sec. 81.4).
19. **Parental Leave** of up to 65 consecutive unpaid weeks (LSA, Sec. 81.10).
20. **Reservist Leave** (LSA, Sec. 81.17.1).
21. **Emergency Leave** if employee can't perform employment duties due to a public emergency (LSA, Sec. 81.17.7).

SASKATCHEWAN

1. **Maternity Leave** of up to 19 unpaid weeks for pregnant employees employed for more than 13 consecutive weeks (*Saskatchewan Employment Act* (SEA), Sec. 2-49).
2. **Adoption Leave** of up to 19 unpaid weeks for employees employed for more than 13 consecutive weeks (SEA, Sec. 2-50).
3. **Parental Leave** of up to 71 unpaid weeks (59 unpaid weeks if employee has taken maternity or adoption leave for same birth) for employees employed for more than 13 consecutive weeks (SEA, Sec. 2-51).
4. **Organ Donation Leave** of up to 26 unpaid weeks for employees employed for more than 13 consecutive weeks (SEA, Sec. 2-52).
5. **Reservist Leave** for reasonable period of time to perform Reservist duties for employees employed for more than 13 consecutive weeks (SEA, Sec. 2-53).
6. **Nomination, Candidate & Public Office Leave** of up to 52 unpaid weeks for employees employed for more than 13 consecutive weeks (SEA, Sec. 2-54).

7. **Bereavement Leave** of up to 5 unpaid days for employees employed for more than 13 consecutive weeks (SEA, Sec. 2-55).
8. **Compassionate Care Leave** of up to 28 unpaid weeks for employees employed for more than 13 consecutive weeks (SEA, Sec. 2-56).
9. **Interpersonal Violence Leave** of up to 5 paid and 5 unpaid intermittent or consecutive days and 16 consecutive unpaid weeks for employees employed for more than 13 consecutive weeks (SEA, Sec. 2-56.1).
10. **Critically Ill Child Care Leave** of up to 37 unpaid weeks for employees employed for more than 13 consecutive weeks (SEA, Sec. 2-57(2)(a)).
11. **Critically Ill Adult Care Leave** of up to 17 unpaid weeks for employees employed for more than 13 consecutive weeks (SEA, Sec. 2-57(2)(b)).
12. **Crime-Related Child Death Leave** of up to 104 unpaid weeks for employees employed for more than 13 consecutive weeks (SEA, Sec. 2-58(2)).
13. **Crime-Related Child Disappearance Leave** of up to 52 unpaid weeks for employees employed for more than 13 consecutive weeks (SEA, Sec. 2-58(3)).
14. **Public Health Emergency Leave** for as long as employees can't perform their work due to a public health order, which must be paid, employed for more than 13 consecutive weeks (SEA, Sec. 2-59.1).

NORTHWEST TERRITORIES

1. **Pregnancy Leave** of up to 17 unpaid weeks for employees with at least 12 consecutive months' employment (*Employment Standards Act* (ESA), Sec. 26).
2. **Parental Leave** of up to 61 unpaid weeks for employees with at least 12 consecutive months' employment (ESA, Sec. 28).
3. **Sick Leave** of up to 5 unpaid days for employees with at least 30 days' employment (ESA, Sec. 29).
4. **Compassionate Care Leave** of up to 27 unpaid weeks (ESA, Sec. 30).
5. **Critically Ill Child Leave** of up to 37 unpaid weeks for employees with at least 6 months of consecutive employment (ESA, Sec. 30.1).
6. **Critically Ill Adult Family Member Leave** of up to 17 unpaid weeks for employees with at least 6 months of consecutive employment (ESA, Sec. 30.1).
7. **Family Violence Leave** of up to 5 paid days and 5 unpaid days and 15 unpaid weeks for employees with at least 1 month of consecutive employment—employees must have at least 3 consecutive months' employment to qualify for paid family violence leave (ESA, Sec. 30.2).
8. **Public Emergency Leave** for days employees can't perform work due to a public emergency, unpaid, for as long as the emergency continues and subject to the regulations governing the particular emergency (ESA, Sec. 30.3).
9. **Bereavement Leave** of up to 3 unpaid days if the funeral or memorial service takes place in the community in which the employee resides or 7 unpaid days if the funeral or memorial service is outside the community in which the employee resides, for employees with at least 6 months of consecutive employment (ESA, Sec. 31).
10. **Court Leave**, unpaid, for as long as necessary for employee to perform juror or court duties (ESA, Sec. 32).
11. **Reservist Leave** for period necessary to perform employee's Reservist service, unpaid (ESA, Sec. 32.1).

NUNAVUT

1. **Pregnancy Leave** of up to 17 unpaid consecutive weeks for employees with at least 12 consecutive months' employment (*Labour Standards Act* (LSA), Sec. 31).
2. **Parental Leave** of up to 37 consecutive unpaid weeks for employees with at least

- 12 consecutive months' employment (LSA, Sec. 34).
3. **Compassionate Care Leave** of up to 8 unpaid weeks (LSA, Sec. 39.1).
 4. **Family Abuse Leave** of up to 5 paid days and 5 unpaid days and 15 unpaid weeks for employees with at least 1 month of consecutive employment—employees must have at least 3 consecutive months' employment to qualify for paid family violence leave (ESA, Sec. 39.19).
 5. **Public Emergency Leave** for days employees can't perform work due to a public emergency, unpaid, for as long as the emergency continues and subject to the regulations governing the particular emergency (LSA, Sec. 39.14).
 6. **Reservist Leave** for period necessary to perform employee's Reservist service, unpaid, for employees with at least 6 consecutive months' employment (LSA, Sec. 39.10).

YUKON

1. **Maternity Leave** of up to 17 consecutive weeks for employees with at least 12 months' continuous employment (*Employment Standards Act* (ESA), Sec. 36).
2. **Parental Leave** of up to 63 weeks for employees with at least 12 months' continuous employment (ESA, Sec. 38).
3. **Sick Leave** of 1 unpaid day without pay for each month the employee has been employed minus the number of days the employee has previously been absent due to illness or injury, with a maximum entitlement of up to 12 days (ESA, Sec. 59(2)).
4. **Bereavement Leave** of up to 1 unpaid week (ESA, Sec. 60).
5. **Compassionate Care Leave** of up to 28 unpaid weeks (ESA, Sec. 60.01).
6. **Critically Ill Child Care Leave** of up to 37 unpaid weeks for employees with at least 6 months' continuous employment (ESA, Sec. 60.02).
7. **Critically Ill Adult Care Leave** of up to 17 unpaid weeks for employees with at least 6 months' continuous employment (ESA, Sec. 60.02.01).
8. **Crime-Related Child Death Leave** of up to 104 unpaid weeks for employees with at least 6 months' continuous employment (ESA, Sec. 60.03(2)).
9. **Crime-Related Child Disappearance Leave** of up to 52 unpaid weeks for employees with at least 6 months' continuous employment (ESA, Sec. 60.03(3)).
10. **Domestic or Sexualized Violence Leave** of up to 5 unpaid days for employees with less than 3 months' continuous employment; Employees with at least 3 months' continuous employment entitled to up to 5 paid days and 15 unpaid weeks (ESA, Sec. 60.03.01(5)).
11. **Reserve Force Leave** for employees with at least 6 months' continuous employment (ESA, Sec. 60.05).