

Special Report: Navigating Employee Leave Across Canadian Jurisdictions – An HR Perspective



Managing employee leave across Canada can be complex due to varying employment standards in each province, territory, and under federal jurisdiction. From an HR standpoint, it's essential to stay current with the specific leave entitlements that apply – whether it's vacation, sick leave, parental leave, or compassionate care.

For example, federally regulated industries follow the Canada Labour Code, which recently expanded paid medical leave. In contrast, provinces like British Columbia offer up to 5 paid sick days, while Québec provides generous parental leave options under its own benefits program. Meanwhile, leave provisions in Alberta, Ontario, and the Atlantic provinces differ in length, eligibility, and whether they are paid or unpaid.

This special report provides a comparative overview to help HR professionals maintain compliance, support employee well-being, and implement fair leave policies tailored to multi-jurisdictional teams across Canada.

Download HR Insider's Free Report and learn how to:

- Navigate the different types of leave employers must provide in Canada.
- Stay compliant with provincial and federal leave laws.
- Avoid common mistakes that lead to costly grievances and penalties.
- Support employees while protecting your organization from legal risk.