



Employment Standards Act Leaves and Family Status Accommodation Information

This informational flyer explains some of the job-protected Leaves of Absence that are available, beyond what may be granted under Collective Agreements and Terms & Conditions.

UPDATED EMPLOYMENT STANDARDS ACT (ESA) JOB-PROTECTED LEAVES PROVISIONS:

- **Family Caregiver Leave** – Family caregiver leave is an unpaid, job protected leave for up to eight weeks per calendar year per specified family member. Link: <http://bit.ly/33SgCOZ>
- **Family Medical Leave** – Family medical leave may be taken to provide care or support to certain family members who have a serious medical condition with a significant risk of death occurring within a 26 week period. <http://bit.ly/2Yg8qHj>
- **Personal Emergency Leave (PEL)** – This PEL leave has been eliminated and replaced with three new leave options. Employees will be entitled to:
 - three (3) unpaid sick leave days for personal illness,
 - three unpaid (3) family responsibility leave days for family member illness or other urgent matters, and;
 - two (2) unpaid bereavement leave days.
- **Pregnancy and Parental Leave** – Option to have statutory leave for up to 18 months. <http://bit.ly/34RTZvl>
- **Critical Illness Leave** - To provide care or support to a critically ill or injured child or adult. <http://bit.ly/2rYevMg>
- **Domestic and Sexual Violence Leave** - This leave provides up to 10 days and 15 weeks in a calendar year of time off to be taken for specific purposes when an employee or an employee's child has experienced or been threatened with domestic or sexual violence.
- **Infectious Disease Emergency Leave (not eligible for SEB)** - Employees have the right to take unpaid, job-protected infectious disease emergency leave if they are not performing the duties of their position because of specified reasons related to a designated infectious disease. This leave is available to all employees who are covered by the Employment Standards Act. The only disease for which infectious disease emergency leave may be taken at this time is COVID-19. <https://bit.ly/2YgedO9>
- **Family Status Accommodation Requests** — Please review the Human Rights Commission Family Status Information Brochure at <https://bit.ly/33tB10p>. To apply, please complete the Family Status Accommodation Request Form <https://bit.ly/3kXviC8>
- **For more information about available leaves under the ESA** visit <http://bit.ly/2rZlxQX> (i.e. sickness, reservist leave, organ donor, or crime related child disappearance).

SUPPLEMENTAL EMPLOYMENT BENEFITS (SEB)

You may be eligible for SEB, in which the Board will pay the difference between the gross amount the employee receives from EI benefits and their regular gross pay. The employee must provide the Board with proof that they have applied for and are in receipt of EI benefits in accordance with the Employment Insurance Act, as amended, before SEB is payable. Employees should review their applicable Collective Agreement/Terms & Conditions of Employment.

WHO TO CONTACT IN HUMAN RESOURCES:

Staffing and Operations Who to Contact (click to open)

QUESTIONS ABOUT EMPLOYMENT STANDARD ACT (ESA) LEAVES?

Learn more about ESA leaves at Guide to Employment Standards Act Leave(s) or Call Toll-free: 1-800-531-5551, Tel: 416-326-7160, TTY: 1-866-567-8893