

# Employment Leaves

## Family Leave

	Maternity	Adoption	Parental	Bereavement	Crime-related child death or disappearance
<b>Employee Qualifying Period</b>	More than 13 weeks	More than 13 weeks	More than 13 weeks	More than 13 weeks	More than 13 weeks
<b>Employee Notice to Employer</b>	Four weeks	Four weeks	Four weeks	As far as possible in advance	As far as possible in advance
<b>Evidence Required</b>	Medical Certificate	If requested	If requested	If requested	If requested
<b>Eligible Employee</b>	Birth-parent/pregnant employee	Primary caregiver	Either or both parents	Immediate family	Either or both parents or caregivers
<b>Leave Period</b>	19 weeks	19 weeks	59/71 weeks	Five days unpaid	104/52 weeks
<b>Benefit Participation</b>	Yes	Yes	Yes	Yes; employee payment not required	Yes
<b>Seniority Accrual</b>	Yes	Yes	Yes	Yes	Yes
<b>Employee Return Notice to Employer</b>	Four weeks	Four weeks	Four weeks	As far as possible in advance	As far as possible in advance
<b>Reinstatement Rights</b>	Same or comparable job	Same or comparable job	Same or comparable job	Same job	Same or comparable job
<b>Wage Protection</b>	Yes	Yes	Yes	Yes	Yes