

# Employment Leaves

## Family Leave

	Maternity	Adoption	Parental	Bereavement	Crime-related child death or disappearance	Interpersonal Violence Leave
<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	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	As far as possible in advance
<b>Evidence Required</b>	Medical Certificate	If requested	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	Survivor of interpersonal or sexual violence OR a caregiver/parent of a survivor
<b>Leave Period</b>	19 weeks	19 weeks	59/71 weeks	Five days unpaid	104/52 weeks	Five employer-paid days and five unpaid days (can be taken hours or days at a time as required)
<b>Benefit Participation</b>	Yes	Yes	Yes	Yes; employee payment not required	Yes	Yes
<b>Seniority Accrual</b>	Yes	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	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	Same job
<b>Wage Protection</b>	Yes	Yes	Yes	Yes	Yes	Yes