

Employment Leaves

Maternity, Adoption, and Parental Leave

Contact Service Canada about Employment Insurance eligibility rules at www.servicecanada.gc.ca.

	Maternity	Adoption	Parental
Leave Notice	At least four weeks written notice before the leave is estimated to begin and four weeks written notice before it ends.	Four weeks written notice before the leave is estimated to begin and end.	If taken after maternity or adoption leave, four weeks written notice before the end of the maternity or adoption leave. If taken separately, the notice must be given four weeks before the leave is to begin.
Required Certificates	Medical Certificate.	Adoption documents, if requested.	Verification/Birth Certificate or Adoption documents, if requested.
Leave Duration	<ul style="list-style-type: none"> • 19 unpaid weeks; or • 15 unpaid weeks, if the employee has failed to give the employer the required four weeks of notice and has not provided her employer with a medical certificate requiring the employee to cease work immediately. 	19 unpaid weeks.	<ul style="list-style-type: none"> • 59 unpaid weeks for the birth parent or the primary caregiver in an adoption. • 71 unpaid weeks for the parent who did not take maternity or adoption leave.
Eligible Employee	Birth parent/pregnant employee with more than 13 consecutive weeks of service with the employer.	The parent or caregiver with more than 13 weeks of service with the employer who is designated as the primary caregiver.	Either or both parents with more than 13 consecutive weeks of service with the employer.
Leave Start	<ul style="list-style-type: none"> • Any time in the 13 weeks before the estimated date of birth; or • Any time in the nine weeks before the estimated date of birth if the employee has failed to give the employer notice or a medical certificate requiring the employee to leave work immediately. 	Adoption leave begins on the day on which the child comes into the employee's care or becomes available for adoption.	Maternity and parental leaves or adoption and parental leaves taken by the same parent or caregiver must run consecutively and end within 78 weeks after the actual date of birth or adoption. The other parent or caregiver's parental leave can begin within 13 weeks before the estimated date of birth or adoption, and end within 86 weeks after the actual date of birth or adoption.