

Leaves of Absence

Province/ Territory	Long-term Illness and Injury Leave (per year)	Family Responsibility Leave & Sick Leave (per year)	Declared Emergency Leave (COVID-19)
Alberta	<p>16 weeks (unpaid)</p> <p>An employee is eligible if they have been employed by the same employer for 90 days</p> <p>Includes leave due to illness, injury or quarantine of an employee</p> <p>An employee must provide a medical certificate to their employer stating the estimated duration of the leave</p> <p>(s 53.97 of the Employment Standards Code)</p>	<p>Family Responsibility Leave and Sick Leave are combined – the total for both is 5 days (unpaid)</p> <p>An employee is eligible if they have been employed by the same employer for 90 days</p> <p>An employee must give their employer as much notice of taking leave as reasonable and practical in the circumstances</p> <p>(s 53.982(1) of the Employment Standards Code)</p>	<p>An employee is entitled to 14 consecutive days of (unpaid) leave if the employee is under quarantine or self-isolation, caring for a family member who is required to quarantine or self-isolate due to COVID-19, or caring for a child who is unable to attend school or child care services due to recommendations or directions from the province's Chief Medical Officer</p> <p>This leave is separate from the 16 week (unpaid) leave entitlement under s. 53.97 of the Employment Standards Code</p> <p>If an employee takes leave in relation to a family member or child due to COVID-19, the employee must give their employer as much notice of taking leave as reasonable and practical in the circumstances</p> <p>(s. 2 of Alta Reg 29/2020)</p>



Province/ Territory	Long-term Illness and Injury Leave (per year)	Family Responsibility Leave (per year)	Declared Emergency Leave (COVID-19)	Vaccination Leave	Illness/Injury Leave (per year)
B.C.	No minimum standard stipulated in the legislation.	<p>5 days (unpaid) to meet responsibilities related to the care, health or education of a child or other member of the employee's immediate family</p> <p>(s 52 of the Employment Standards Act)</p>	<p>As of April 1, 2021, an employee may take (unpaid) leave due to a COVID-19-related reason: a COVID-19 diagnosis; quarantine or self-isolation; direction by an employer not to work due to a concern about exposure; care for a family member because of COVID-19 (not only a child or dependant adult as previously defined), or the employee is outside the province and unable to return to work due to travel restrictions</p> <p>This leave is now aligned with the federal Canada Recovery Sickness Benefit and the Canada Recovery Caregiving Benefit</p> <p>An employee who either has an underlying medical condition, are undergoing treatment, or have contracted another illness may qualify for job-protected leave if a medical professional provides an opinion that the employee's medical circumstances make them more susceptible to COVID-19 and the employee receives the federal recovery sickness benefit</p> <p>An employee is entitled to leave for as long as the circumstances apply to the employee</p> <p>(s 52.12 of the Employment Standards Act; ss 45 & 45.03 of BC Reg 396/95)</p>	UPDATE	<p>5 days (unpaid) for personal injury or illness</p> <p>An employee is eligible if they have been employed for 90 consecutive days with the same employer</p> <p>If requested by their employer, an employee must provide reasonably sufficient proof that the employee is entitled to take this leave</p> <p>(s 49.1 of the Employment Standards Act)</p>



Province/ Territory	Long-term Illness and Injury Leave (per year)	Family Responsibility Leave & Sick Leave (per year)	Declared Emergency Leave (COVID-19)
Manitoba	<p>17 weeks (unpaid)</p> <p>An employee is eligible if they have been employed by the same employer for 90 days</p> <p>To be eligible for this leave, a physician must issue a certificate providing evidence reasonable in the circumstances that the employee is expected to be incapable of working for a period of at least two weeks due to serious illness or injury</p> <p>(s. 59.10(1) of The Employment Standards Code)</p>	<p>Family Responsibility Leave and Sick Leave are combined under s. 59.3(1) of The Employment Standards Code – the total for both is 3 days (unpaid)</p> <p>An employee is eligible if they have been employed by the same employer for 30 days</p> <p>(s. 59.3(1) of The Employment Standards Code)</p>	<p>An employee is entitled to take (unpaid) leave due to a COVID-19 related reason and unable to perform work because of: quarantine or self-isolation; the employee is under medical investigation, supervision or treatment; direction by an employer not to work due to a concern about exposure; care to a family member for a COVID-19 related reason; or, the employee is outside the province and unable to return to work due to travel restrictions</p> <p>An employee who either has an underlying medical condition, are undergoing treatment, or have contracted another illness may qualify for job-protected leave if a medical professional provides an opinion that the employee's medical circumstances make them more susceptible to COVID-19</p> <p>An employee is entitled to leave for as long as the circumstance applies to the employee</p> <p>(s. 59.12 of The Employment Standards Code)</p>



Province/ Territory	Long-term Illness and Injury Leave (per year)	Sick Leave (per year)	Declared Emergency Leave (COVID-19)	Family Responsibility Leave (per year)
New Brunswick	No minimum standard stipulated in the legislation	<p>5 days (unpaid)</p> <p>An employee is eligible if they have been employed by the same employer for 90 days</p> <p>If an employee requests leave for 4 or more consecutive days, the employer may require a certificate of a medical practitioner certifying the employee is incapable of working due to illness or injury</p> <p>(s. 44.021(1) of the Employment Standards Act)</p>	<p>An employee is eligible for (unpaid) COVID-19 emergency leave if they are: under medical investigation, supervision or treatment; acting in accord with an order from public health officials; in quarantine or self-isolation; directed by their employer not to work due to concerns of exposure; providing care for a close family member because of a matter related to COVID-19; or, directly affected by travel restrictions and cannot be expected to travel to the province</p> <p>An employee who intends to take this leave must provide notice to their employer in writing</p> <p>Leave lasts as long as: agreed upon between employer and employee; the circumstance for the leave continues to apply to the employee; or, the date the regulation is repealed</p> <p>(s. 3 of NB Reg 2020-29)</p>	<p>3 days (unpaid)</p> <p>An employee who intends to take this leave must advise their employer of the anticipated commencement and end dates of the leave</p> <p>(s. 44.022(1) of the Employment Standards Act)</p>



Province/ Territory	Long-term Illness and Injury Leave (per year)	Family Responsibility Leave & Sick Leave (per year)	Declared Emergency Leave (COVID-19)
Newfoundland & Labrador	No minimum standard stipulated in the legislation	<p>Family Responsibility and Sick Leave are combined – the total for both is 7 days (unpaid)</p> <p>If absent from work for 3 or more consecutive days, the employee must provide a statement in writing of the nature of the family responsibility, or in the case of sick leave, a certificate of a medical or nurse practitioner</p> <p>(s. 43.11(1) of the Labour Standards Act)</p>	<p>An employee is entitled to leave (unpaid) where the employee cannot work due to a reason related to a designated communicable disease. COVID-19 is a designated communicable disease for this purpose.</p> <p>Reasons include orders to self-isolate or quarantine; treatment or supervision of COVID-19; direction not to work by an employer due to a risk of exposure; provision of care to a family member; or an employee is affected by travel restrictions.</p> <p>An employer may require evidence reasonable in the circumstances to prove entitlement; however, an employer cannot require an employee provide a medical certificate.</p> <p>The leave lasts as long as the eligibility requirement applies to the employee and the communicable disease remains designated under the regulation.</p> <p>(s. 43.39 of the Labour Standards Act; s 11.3 of CNLR 781/96)</p>



Province/ Territory	Long-term Illness and Injury Leave (per year)	Sick Leave (per year)	Declared Emergency Leave (COVID-19)	Family Responsibility Leave (per year)
Northwest Territories	No minimum standard stipulated in the legislation	<p>5 days (unpaid)</p> <p>An employee is eligible if they have been employed by the same employer for 30 consecutive days</p> <p>The employee must request at the earliest reasonable opportunity a request for leave advising of the expected duration of the leave</p> <p>If the leave lasts 3 or more consecutive days, the employer may request the employee provide a medical certificate</p> <p>(s. 29(1) of the Employment Standards Act)</p>	No new leaves implemented at this time	No minimum standard stipulated in the legislation



Province/ Territory	Long-term Illness and Injury Leave (per year)	Family Responsibility Leave & Sick Leave (per year)	Declared Emergency Leave (COVID-19)
Nova Scotia	No minimum standard stipulated in the legislation	Family Responsibility Leave and Sick Leave are combined – the total for both is 3 days (unpaid) (s. 60G of the Labour Standards Code)	<p>The province has declared a state of emergency to contain the spread of COVID-19, extended every 2 weeks by order under s. 19(2) of the Emergency Management Act</p> <p>Employees are entitled to (unpaid) leave for such time as the employee cannot perform their work duties because of the emergency, including if the emergency applies to a family member of the employee, the family member of the employee requires care or assistance, the employee is the only person reasonably able to provide the care or assistance, and the provision of care or assistance prevents the employee from working</p> <p>This leave lasts as long as the employee cannot perform the duties of the employee's position because of the emergency</p> <p>An employee is required to give their employer as much notice as reasonable practicable of the employee's intention to take emergency leave, and shall provide evidence that is reasonable in the circumstances that the employee is entitled to the leave</p> <p>(s. 60I of the Labour Standards Code)</p>



Province/ Territory	Long-term Illness and Injury Leave (per year)	Family Responsibility Leave (per year)	Sick Leave (per year)	Declared Emergency Leave (COVID-19)
Nunavut	No minimum standard stipulated in the legislation	No minimum standard stipulated in the legislation	No minimum standard stipulated in the legislation	No new leaves implemented at this time



Province/ Territory	Long-term Illness and Injury Leave (per year)	Family Responsibility Leave (per year)	Sick Leave (per year)	Declared Emergency Leave (COVID-19)
Ontario	No minimum standard stipulated in the legislation	<p>3 days (unpaid)</p> <p>An employee is eligible if they have been employed by the same employer for at least two consecutive weeks</p> <p>An employee who takes this leave must advise their employer that they will be doing so</p> <p>(s. 50.0.1(2) of the Employment Standards Act)</p>	<p>3 days (unpaid)</p> <p>An employee is eligible if they have been employed by the same employer for at least two consecutive weeks</p> <p>An employee who takes this leave must advise their employer that they will be doing so</p> <p>(s. 50(2) of the Employment Standards Act)</p>	<p>An employee is entitled to (unpaid) leave if they will not be performing the duties of their position due to an emergency declared related to a designated infectious disease, including COVID-19</p> <p>An employee will be entitled to this due to a requirement to quarantine or self-isolate as a result of information or directions related to COVID-19: Information and directions may come from a public health official, a qualified health practitioner, Telehealth Ontario, or municipal, provincial or federal authorities</p> <p>This leave also applies if an employee is directed not to work by an employer due to a risk of exposure; if an employee must provide care or support for children or designated family members, including due to school or daycare closures; or, due to travel restrictions preventing the employee from attending work</p> <p>Employees may be required to provide evidence of entitlement that is reasonable in the circumstance, but are not required to provide a note from a medical practitioner</p> <p>Employees must provide notice of their to their employer if they take this leave</p> <p>(s 50.1 of the Employment Standards Act; s 1 of O Reg 66/20;)</p>



Province/ Territory	Long-term Illness and Injury Leave (per year)	Family Responsibility Leave (per year)	Sick Leave (per year)	Declared Emergency Leave (COVID-19)
Prince Edward Island	No minimum standard stipulated in the legislation	<p>3 days (unpaid)</p> <p>An employee is eligible if they have been employed by the same employer for a continuous period of 6 months</p> <p>An employee who takes this leave must advise their employer of their intention to take the leave, as well as the commencement date and anticipated duration of the leave</p> <p>(s. 22.1 of the Employment Standards Act)</p>	<p>3 days (unpaid)</p> <p>An employee is eligible if they have been employed by the same employer for a continuous period of 3 months</p> <p>If an employee is employed for a continuous period of at least 5 years, they are eligible for an additional 1 day of paid sick leave</p> <p>If an employee requests this leave for 3 consecutive days in length, the employer may require the employee provide a medical certificate certifying the employee is unable to work due to illness or injury</p> <p>(s. 22.2 of the Employment Standards Act)</p>	<p>Emergency leave applies in cases of emergencies, including declared public health emergencies, including COVID-19</p> <p>Employees are entitled to emergency leave (unpaid) for the duration of the time when the employee cannot perform work duties because of the emergency, including if the employee is required to quarantine or self-isolate, directed by their employer not to work due to a concern about exposure, or the employee is outside the province and unable to return to work due to travel restrictions</p> <p>This leave also applies if the emergency-related circumstances apply to a family member, the family member of the employee requires care or assistance, the employee is the only person reasonably able to provide the care of assistance, and the provision of care or assistance prevents the employee from working</p> <p>An employee is required to provide evidence to entitlement reasonable in the circumstances upon request</p> <p>This leave continues as long as the emergency continues to prevent the employee from performing work duties</p> <p>(s. 22.5 of the Employment Standards Act)</p>



Province/ Territory	Long-term Illness and Injury Leave (per year)	Family Responsibility Leave (per year)	Sick Leave (per year)	Declared Emergency Leave (COVID-19)
Quebec	<p>Emergency leave applies in cases of emergencies, including declared public health emergencies, including COVID-19</p> <p>Employees are entitled to emergency leave (unpaid) for the duration of the time when the employee cannot perform work duties because of the emergency, including if the employee is required to quarantine or self-isolate, directed by their employer not to work due to a concern about exposure, or the employee is outside the province and unable to return to work due to travel restrictions</p> <p>This leave also applies if the emergency-related circumstances apply to a family member, the family member of the employee requires care or assistance, the employee is the only person reasonably able to provide the care or assistance, and the provision of care or assistance prevents the employee from working</p> <p>An employee is required to provide evidence to entitlement reasonable in the circumstances upon request</p> <p>This leave continues as long as the emergency continues to prevent the employee from performing work duties</p> <p>(s. 22.5 of the Employment Standards Act)</p>	<p>10 days (unpaid)</p> <p>The first 2 days taken year each is paid as per s. 62 of the Act Respecting Labour Standards, if the employee has worked uninterrupted for three months</p> <p>(s. 79.7 of the Act Respecting Labour Standards)</p>	<p>26 weeks (unpaid)</p> <p>Leave is inclusive of absences owing to sickness, an organ or tissue donation, an accident, domestic violence, sexual violence or a criminal offence</p> <p>(s. 79.1 of the Act Respecting Labour Standards)</p>	<p>No new leaves implemented at this time</p>



Province/ Territory	Long-term Illness and Injury Leave (per year)	Family Responsibility Leave and Sick Leave (per year)	Declared Emergency Leave (COVID-19)
Saskatchewan	<p>12 weeks (unpaid) for serious illness or injury</p> <p>This leave applies to both illness or injury of the employee, or due to illness or injury of a member of the employee's immediate family who is dependant on the employee</p> <p>An employee is eligible if they have been employed by the same employer for 13 consecutive weeks</p> <p>An employer may request a medical certificate from an employee relating to a family member</p> <p>(s. 2-40(2)(b)(ii) of The Saskatchewan Employment Act)</p>	<p>Family Responsibility Leave and Sick Leave are combined – the total for both is 12 days (unpaid) if the injury or illness is not serious</p> <p>An employee is eligible if they have been employed by the same employer for 13 consecutive weeks</p> <p>An employer may request a medical certificate from an employee relating to a family member</p> <p>(s. 2-40 of The Saskatchewan Employment Act)</p>	<p>Emergency leave applies in the narrow circumstance of a world-wide pandemic that is declared to affect Saskatchewan; COVID-19 has been declared a public health emergency</p> <p>An employee is entitled to emergency leave if directed to self-isolate or quarantine at the direction of a doctor, their employer, the provincial government or chief medical officer; or, to care for a family member for the same reasons</p> <p>Emergency leave protects the pay and benefits of an employee if they work from home and the employee otherwise complies with the self-isolation directions or orders</p> <p>If there is a public health emergency, there is no qualifying period or medical note requirement for access to sick or family illness leave in s. 2-40 of The Saskatchewan Employment Act</p> <p>(s. 2-59.1 of The Saskatchewan Employment Act)</p>



Province/ Territory	Long-term Illness and Injury Leave (per year)	Family Responsibility Leave (per year)	Sick Leave (per year)	Declared Emergency Leave (COVID-19)
Yukon	No minimum standard stipulated in the legislation	No minimum standard stipulated in the legislation	1 day for each month of employment (less the number of previously taken sick days) up to a maximum of 12 days (unpaid) (s. 59(2) of the Employment Standards Act)	<p>An employee is entitled to leave (unpaid) related to COVID-19 for a period of up to 14 days if the employee requires the leave due to being subject to a public health protection measure in relation to COVID-19, including a direction or order to self-isolate or quarantine, or if the employee is required to care for a child who is subject to a public health protection measure</p> <p>Employees are not required to provide a medical certificate as a condition of entitlement</p> <p>This regulation will be repealed 14 days after the territory's public health emergency declaration is repealed</p> <p>(s. 2 of YIOC 2020/94)</p>



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Federal	<p>17 weeks (unpaid)</p> <p>Includes entitlement to 16 weeks of medical leave due to quarantine of an employee</p> <p>If this leave is 3 days or longer, the employer may require the employee provide medical certificate certifying the employee is incapable of working</p> <p>(s. 239(1) of the Canada Labour Code)</p>	<p>Family Responsibility Leave and Sick Leave are combined – the total for both is 5 days (if an employee has completed three consecutive months of continuous employment, they are entitled to the first 3 days of leave paid)</p> <p>(s. 206.6 of the Canada Labour Code)</p>	<p>There are two federal emergency leave of absence entitlements:</p> <p>First, an employee is entitled to leave (unpaid) for up to 4 weeks if unable to work if they have or may have contracted COVID-19, have an underlying medical condition that would make them more susceptible to COVID-19, or are in self-isolation on advice of their employer, a medical or nurse practitioner or government or public health authority</p> <p>Second, an employee is entitled to leave (unpaid) for up to 38 weeks if unable to work because they must care for a child under 12 or family member requiring supervised care due to school or other day program closure due to COVID-19, or because the child or family member cannot attend school or day program for a COVID-19-related reason</p> <p>An employee must notify their employer they are taking COVID-19-related leave. If more than one employee is part of the same household, they may share the leave up to a total of 38 weeks. The 38 week leave may be taken in one or more periods.</p> <p>(s. 239.01 of the Canada Labour Code)</p>