

# LEAVE OF ABSENCE

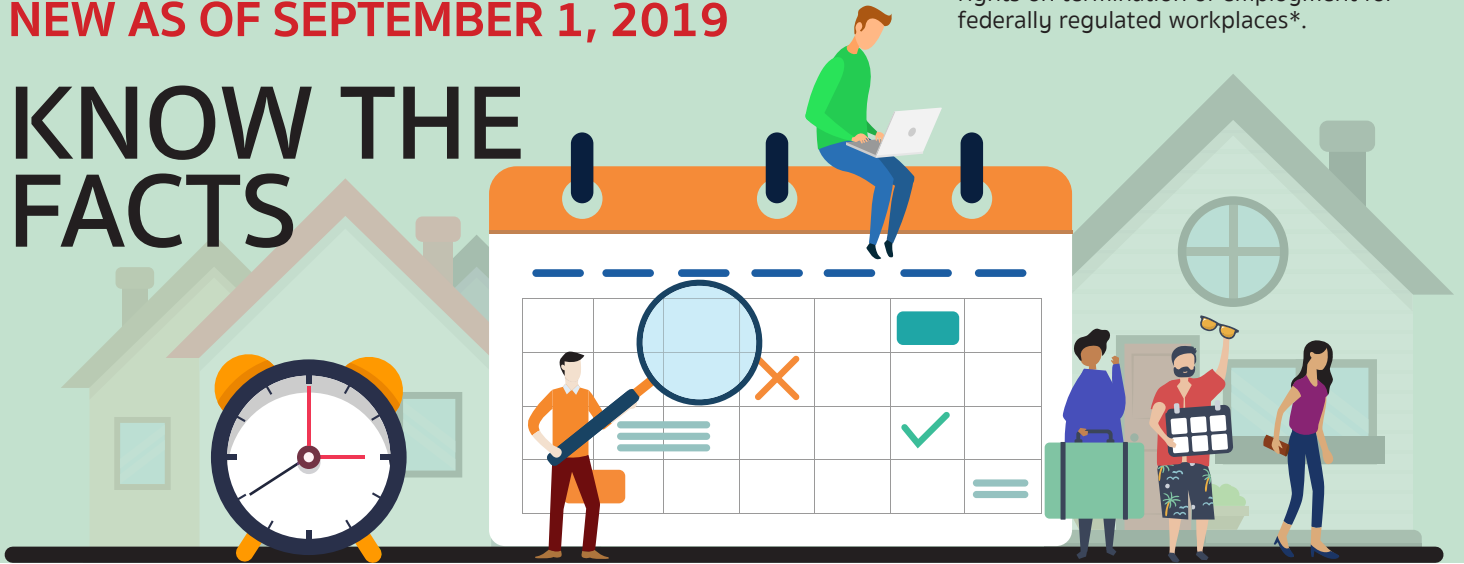
NEW AS OF SEPTEMBER 1, 2019

## KNOW THE FACTS

### UPDATE TO THE CANADA LABOUR CODE

#### FEDERAL LABOUR STANDARDS

set employment conditions such as hours of work, payment of wages, overtime rules, vacation and general holidays, leaves and rights on termination of employment for federally regulated workplaces\*.



Time away from work can help employees balance work life and home life.

Starting on September 1, 2019, employees working in federally regulated workplaces will benefit from **new and improved leaves** to help balance work and home life.

#### Personal leave **NEW**



- **Starting on the first day** of work, employees are entitled to **up to 5 unpaid days** per calendar year for reasons mentioned in the *Canada Labour Code*. **After 3 months** of continuous employment, the first 3 days are to be paid.

#### Leave for victims of family violence **NEW**



- **Starting on the first day** of work, victims of family violence, including the parent of a child who is a victim of family violence, are entitled to **up to 10 unpaid days** per calendar year to obtain types of support mentioned in the *Canada Labour Code*. **After 3 months** of continuous employment, the first 5 days are to be paid.

#### Leave for traditional Indigenous practices **NEW**



- **After 3 months** of continuous employment, Indigenous employees are entitled to **up to 5 unpaid days** per calendar year to take part in traditional Indigenous practices such as fishing, hunting and harvesting.

#### Leave for court or jury duty **NEW**



- **Starting on the first day** of work, employees are entitled to **unpaid leave** for the time necessary to attend court to act as a witness or juror or to participate in a jury selection process.



**Bereavement leave** **IMPROVED**

- **Starting on the first day** of work, employees are entitled to **up to 5 unpaid days**, taken in one or two periods, after the death of an immediate family member. **After 3 months** of continuous employment, the first 3 days are paid.

**Reservist leave** **IMPROVED**

- **After 3 months** (used to be 6) of **continuous employment**, reservists may qualify for this leave, which now also covers military skills training. This leave **cannot exceed 24 months** in a 60-month period (subject to exceptions).

**Eligibility** **IMPROVED**

- **Now starting on the first day** of work, employees are eligible for maternity leave, parental leave, leave for critical illness and leaves related to the death or disappearance of a child.

**Other leaves**

For more on these and other paid and unpaid leaves visit the Leave webpage at [Canada.ca/federal-labour-standards](https://Canada.ca/federal-labour-standards)

**Medical leave** **IMPROVED**

- Previously called sick leave, this leave can now be taken **starting on the first day** of work and now covers organ and tissue donations and medical appointments.

\*A list of federally regulated workplaces can be found at [Canada.ca/regulated-industries](https://Canada.ca/regulated-industries)

**This is general information, learn more about your rights and obligations at:**  
**Canada.ca/federal-labour-standards** or contact the **Labour Program**  
 1-800-641-4049 Teletypewriter (TTY) 1-800-926-9105  
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**PDF**

Cat. No. : Em8-64/3-2019E-PDF  
 ISBN: 978-0-660-31596-6

**ESDC**

Cat. No. : LT-325-06-19E

