

ONTARIO EMPLOYMENT STANDARDS ACT – LEAVES OF ABSENCE (“LOA”) – MARCH 2020

GENERAL	LOA available to employees whether fulltime, part-time, permanent or temporary
SICK/FAMILY RESPONSIBILITY/BEREAVEMENT LEAVE	<p>Length of UNPAID Leave:</p> <ul style="list-style-type: none">• 3 days Sick Leave• 3 days Family Responsibility Leave• 2 days Bereavement Leave <p>Eligibility: Available after 2 weeks of employment</p> <p>Criteria: Leave must be taken for:</p> <ol style="list-style-type: none">a. <u>Sick leave</u> - Personal illness, injury or medical emergencyb. <u>Family Responsibility Leave</u><ul style="list-style-type: none">• Illness, injury or medical emergency of a family member• An urgent matter that concerns a family memberc. <u>Bereavement Leave</u> – death of a family member <p>Family Member:</p> <ul style="list-style-type: none">• The employee’s spouse.• A parent, step-parent or foster parent of the employee or the employee’s spouse.• A child, step-child or foster child of the employee or the employee’s spouse.• A grandparent, step-grandparent, grandchild or step-grandchild of the employee or of the employee’s spouse.• The spouse of a child of the employee.• The employee’s brother or sister.• A relative of the employee who is dependent on the employee for care or assistance <p>Notice: Employee must advise employer he/she is taking the leave before or as soon after taking the leave as possible.</p> <p>Time Away from Work: Any part of a day will be counted as a full day’s leave – This is optional. An employer can provide employees with a better benefit, i.e., count half days.</p> <p>Evidence: An employer may require an employee who takes a</p>

	<p>PEL day to provide evidence “reasonable in the circumstances” that the employee is entitled to the leave. This can include a medical certificate.</p> <p>Exemption: Regulated health professionals (as set out in Schedule 1 of the <i>Regulated Health Professions Act, 1991</i>), cannot exercise these three leaves (sick, family responsibility and bereavement leave) <u>if taking the leave would constitute an act of professional misconduct or a dereliction of professional duty.</u></p>
<p>INFECTIOUS DISEASES EMERGENCY LEAVE</p>	<p>Eligibility: All employees, regardless of length of employment.</p> <p>Definition of Infectious Diseases: COVID-19, SARS, MERS</p> <p>Length of <u>UNPAID</u> Leave: Until COVID-19 is dealt with and the leave provisions are repealed. Employee who are on leave for isolation or illness and parents who must stay home without pay to care for children are eligible for the new Canada Emergency Response Benefit.</p> <p>Criteria: Leave must be taken because the employee:</p> <ul style="list-style-type: none"> • is under individual medical investigation, supervision or treatment for an infectious disease. • is acting in accordance with an order under sections 22 or 35 under the <i>Health Protection and Promotion Act</i> that relates to the infectious disease. • is in isolation or quarantine or is subject to a control measure (which may include, but it not limited to self-isolation) implemented because of the designated infectious disease issue to the public or to the individual by a qualified health practitioner ,Telehealth Ontario, the Government of Ontario or Canada, a municipal council or board of health, whether through print, electronic broadcast or other means • is under direction given by his/her employer in response to the employer’s concern that the employee may expose other individuals in the workplace to the infectious disease

- is providing care or support to a family member defined below, because of a matter related to the infectious disease that concerns the family member, including, but not limited to school or day care closures.
- Is directly affected by travel restrictions related to the infectious disease and, under the circumstances, cannot reasonably be expected to travel back to Ontario.

Definition of Family Member:

- The employee's spouse.
- A parent, step-parent or foster parent of the employee or the employee's spouse.
- A child, step-child or foster child of the employee or the employee's spouse.
- A child who is under legal guardianship of the employee or the employee's spouse.
- A brother, step-brother, sister or step-sister of the employee.
- A grandparent, step-grandparent, grandchild or step-grandchild of the employee or the employee's spouse.
- A brother-in-law, step-brother-in-law, sister-in-law or step-sister-in-law of the employee.
- A son-in-law or daughter-in-law of the employee or the employee's spouse.
- An uncle or aunt of the employee or the employee's spouse.
- A nephew or niece of the employee or the employee's spouse.
- The spouse of the employee's grandchild, uncle, aunt, nephew or niece.
- A person who considers the employee to be like a family member, provided the prescribed conditions, if any, are met.

Notice: Employee must advise employer he/she is taking the leave before or as soon after taking the leave as possible.

Evidence: An employer may require an employee who takes leave to provide evidence “reasonable in the circumstances”,

	<p>“at a time that is reasonable in the circumstances, that the employee is entitled to the leave. Employers cannot require a medical certificate.</p>
<p>PREGNANCY LEAVE</p>	<p>Duration: 17 weeks of unpaid leave.</p> <p>Employment Insurance: EI benefits are available for 15 weeks.</p> <p>Criteria: Employee must be pregnant</p> <p>Eligibility: Employee must have been employed for at least 13 weeks prior the baby’s expected date of birth. Employment does not have to be active to count towards eligibility</p> <p>Medical Certificate: Employer can request a certificate from a legally qualified medical practitioner (physician, midwife, registered nurse who holds an extended certificate of registration under the <i>Nursing Act, 1991.</i>) Certificate should set out the expected date of birth.</p> <p>Commencement: Leave must begin no earlier than:</p> <ul style="list-style-type: none"> a. At least 17 weeks before the due to date, OR b. On the baby’s actual birth <p>Employees choose when they start their leave within these parameters, not the employer</p> <p>Written Notice of Commencement: Employees must provide two weeks written notice before commencing leave. Employees can change the start date by giving two weeks written notice. In emergency situations (such as early labor or health issues) employee can start pregnancy leave and give written notice within two weeks of stopping work.</p> <p>Notice of RTW: Employee returning prior to the end of the 17-week period must provide written notice 4 weeks before RTW date. Employee can change RTW date with 4 weeks written notice</p> <p>Employee Notice of Termination: Employee must give 4 weeks written notice that she is not returning (does not apply if employee is constructively dismissed).</p> <p>Early RTW: If employee returns to work early, she forfeits the remainder of her leave</p>

<p>Still-Birth or Miscarriage</p>	<p>An employee is entitled to 12 weeks leave after still-birth or miscarriage.</p> <p>Employment Insurance: EI benefits are available under the Sick Leave Provisions of the Canada Labour Code.</p> <p>Eligibility: Employee must have been employed for at least 13 weeks prior the baby’s expected date of birth. Employment does not have to be active to count towards eligibility</p> <p>Transition: If the leave began before Jan. 1, 2018 the employee is only entitled to 6 weeks leave. An employee who has a miscarriage or still-birth is NOT eligible for parental leave.</p>
<p>Parental Leave</p>	<p>Duration: 61 weeks if the employee took pregnancy leave and 63 weeks for employees who didn’t take pregnancy leave if child was born before December 3, 2017. If born prior to this date, leave is 35 and 37 weeks respectively.</p> <p>Employment Insurance: EI benefits are available for 35 weeks at 55% of employee’s average weekly earnings or 61 weeks at 33% of average weekly earnings.</p> <p>Criteria: Employee is a parent of child following the birth or the coming of the child into the employee’s custody care and control from the first time.</p> <p>Eligibility: To be eligible, employee must have been employed for at least 13 weeks prior to the birth of the child or the date the child came into the employee’s custody, care and control for the first time. Employment does not have to be active to count towards eligibility.</p> <p>Parent includes:</p> <ul style="list-style-type: none"> a. Birth parent b. An adoptive parent (whether or not adoption has been finalized) c. A person who is in a relationship of some permanence with a parent of the child and who plans on treating the child as his or her own – includes same-sex couples <p>Commencement: Leave must begin (not end) no later than 78 weeks after the child is born or comes into the employee’s custody care and control for the first time. If the child was born or came into custody/control prior to Dec. 3, 2017 – then</p>

	<p>the leave must commence within 52 (and not 78) weeks.</p> <p>Employees who take pregnancy leave must take parental leave immediately following the end of the pregnancy leave unless the child has not been born by the end of the pregnancy leave.</p> <p>Employees choose when they start their leave within these parameters, not the employer</p> <p>Written Notice of Commencement: Employees must provide two weeks written notice before commencing leave. Employees can change the start date by giving two weeks written notice. If child comes earlier than expected, leave can start immediately and employee can give written notice within two weeks of stopping work.</p> <p>Notice of RTW: Employee returning prior to the end of the parental leave period must provide written notice 4 weeks before RTW date. Employee can change RTW date with 4 weeks written notice</p> <p>Employee Notice of Termination: Employee must give 4 weeks written notice that she is not returning (does not apply if employee is constructively dismissed).</p> <p>Early RTW: If employee returns to work early, he/she forfeits the remainder of her leave</p> <p>Transition: If child was born or came into employee’s custody, care or control before December 3, 2017 – employee only entitled to 35/37 weeks of parental leave.</p>
<p>FAMILY MEDICAL LEAVE</p>	<p>Duration: Up to 28 weeks unpaid leave.</p> <p>Employment Insurance: EI benefits are available for 26 of 28 weeks.</p> <p>Criteria: To provide care or support to certain family members if a qualified medical practitioner issues a certificate stating the family member has a serious medical condition with a significant risk of death occurring within a period of 26 weeks.</p> <p>Qualified Medical Practitioner:</p> <ol style="list-style-type: none"> a. Licensed physician b. Registered nurse with an extended certificate of

registration under the *Nursing Act, 1991*

- c. or equivalent from the jurisdiction where the family member is being treated

Care and Support: Includes, but is not limited to, providing psychological or emotional support; arranging for care by a third-party provider; or directly providing or participating in the care of a family member.

Eligibility: Immediately upon commencement of employment

Family Members: Leave can be taken for the following individuals:

1. The employee's spouse.
2. A parent, step-parent or foster parent of the employee or the employee's spouse.
3. A child, step-child or foster child of the employee or the employee's spouse.
4. A child who is under legal guardianship of the employee or the employee's spouse.
5. A brother, step-brother, sister or step-sister of the employee.
6. A grandparent, step-grandparent, grandchild or step-grandchild of the employee or the employee's spouse.
7. A brother-in-law, step-brother-in-law, sister-in-law or step-sister-in-law of the employee.
8. A son-in-law or daughter-in-law of the employee or the employee's spouse.
9. An uncle or aunt of the employee or the employee's spouse.
10. A nephew or niece of the employee or the employee's spouse.
11. The spouse of the employee's grandchild, uncle, aunt, nephew or niece.
12. A person who considers the employee to be like a family member, provided the prescribed conditions, if any, are met. Employers can request employees wishing to take a leave for persons in this category to provide a completed copy of the [compassionate care benefits attestation form](#), from Employment and Social Development Canada, whether or not they are making application for EI

Compassionate Care Benefits.

The family members don't have to live in Ontario for the employee to be eligible for the leave.

Commencement: Leave can begin before the medical certificate is issued but employee must produce a certificate as soon as possible after the leave begins. Employee must take the leave within the period of "significant risk of death" identified in the medical certificate.

Medical Certificate: Certificate must name the family member and state he/she has a serious medical condition with a significant risk of death occurring within a 26-week period. The medical condition shouldn't be specified. Ministry has a [form](#) that can be used.

End of Leave: The leave ends on the earliest of:

- a. When the family member dies
- b. The last day of the 52-week period from the first day of the period set out in the medical certificate

Notice of Leave: Employee must give employer written notice of leave before leave starts or as soon after as possible after beginning leave.

Time away from work: The leave does not have to be taken in consecutive weeks. An employee can take a single week of leave at a time. But taking part of a week is counted as a full week of leave. Employees away for part of a week can only return to work with employer's permission

Sharing Leave: The 28 weeks of leave must be shared by employees taking the leave for the same family member. If one spouse takes 6 weeks of leave, the other spouse can take 20 weeks of leave. All leave must be taken within 52 weeks from the start of the leave as outlined in the certificate.

Additional Leaves: If the employee takes this leave and the family member does not die within the 52-week period, employee may be entitled to a further 28 weeks unpaid leave of absence. Employee will be required to present another medical certificate. No limit on number of certificates can be presented. One leave per certificate.

Multiple Family Medical Leaves: If an employee has more than one specified family member with a significant risk of death within a period of 26 weeks, the employee will be entitled to a 28 week FML for each specified family member.

	<p>Interaction with other Leaves: Employee can also take Family Caregiver Leave, Critical Illness Leave, Child-Death Leave, Crime-Related Child Disappearance Leave, Domestic or Sexual Violence Leave and Personal Emergency Leave. An employee may be entitled to more than one leave for the same event. Each leave is separate and the right to each leave is independent of any right an employee may have to the other leave(s).</p>
<p>FAMILY CAREGIVER LEAVE</p>	<p>Duration: Up to 8 weeks of unpaid leave for each family member in each calendar year.</p> <p>Criteria: To provide care or support to certain family members if a qualified medical practitioner issues a certificate stating the family member has a serious medical condition, which can be chronic or episodic.</p> <p>Qualified Medical Practitioner:</p> <ul style="list-style-type: none"> a. A person qualified to practice as a physician b. A registered nurse or nurse practitioners c. A registered psychologist d. or equivalent from the jurisdiction where the family member is being treated <p>Care and Support: Includes, but is not limited to, providing psychological or emotional support; arranging for care by a third-party provider; or directly providing or participating in the care of a family member.</p> <p>Eligibility: Immediately upon commencement of employment</p> <p>Family Members:</p> <ul style="list-style-type: none"> a) the employee’s spouse (including same-sex spouse) b) a parent, step-parent or foster parent of the employee or the employee’s spouse c) a child, step-child or foster child of the employee or the employee’s spouse d) a grandparent or step-grandparent of the employee or the employee’s spouse e) a grandchild or step-grandchild of the employee or the employee’s spouse f) a spouse of a child of the employee g) a brother or sister of the employee h) a relative of the employee who is dependent on the

employee for care or assistance.

Medical Certificate: Must state the medical is “serious”. Does not have set out period of illness. If no period set out, then the certificate will support Family Caregiver Leave from the date of issue to the end of the calendar year in which it is issued.

Ministry has a [form](#) that can be used. Employee is responsible for the cost of obtaining the certificate.

Commencement: Leave can begin before the medical certificate is issued but the employee must produce a certificate as soon as possible after the leave begins.

Notice of Leave: Employee must give employer written notice of leave before leave starts or as soon after as possible after beginning leave.

Time Away from Work: The leave does not have to be taken in consecutive weeks. An employee can take a single week of leave at a time. The employee can also take leave for periods of less than a week, i.e. single days. The employer cannot prevent the employer from returning to work during any part of a week after a single day(s) leave. Any leave during a week (i.e. a single day or combination of single days) is counted as a full week’s leave.

End of Leave: Unless the medical certificate specifies an end date for the serious medical condition (which is unlikely); the leave ends the earliest of:

- a. all 8 weeks being used
- b. the end of the calendar year in which the medical certificate is issued

Interaction with other Leaves: Employee can also take Family Caregiver Leave, Critical Illness Leave, Child-Death Leave, Crime-Related Child Disappearance Leave, Domestic or Sexual Violence Leave and Personal Emergency Leave. An employee may be entitled to more than one leave for the same event. Each leave is separate and the right to each leave is independent of any right an employee may have to other leave(s).

CRITICAL ILLNESS LEAVE

Duration: Up to 37 weeks of unpaid leave for child and 17 weeks for adult.

Employment Insurance: EI benefits are available for 35 (child) and 15 (adult) weeks.

Criteria: To provide care or support to a critically ill minor child who is a family member or 17 weeks for a critically ill adult who is a family member, within a 52 – week period. A child is under the age of 18.

Eligibility: Employees must be employed at least 6 months

Medical Certificate: Employee must provide a medical certificate that provides the following;

- a. name of minor child or adult
- b. state that the minor child or adult is critically ill or has been critically injured – specifics are not required
- c. State the child or adult needs care or support of at least one family member and
- d. Set out the period during which the child or adult requires care or support

Ministry has a [form](#) that can be used. Employee is responsible for the cost of obtaining the certificate.

Critically Ill: Means a person’s baseline state of health has significantly changed and their life is at risk as a result of an illness or injury. It does **NOT** include chronic conditions.

Qualified Medical Practitioner:

- a. a person qualified to practice as a physician,
 - b. a registered nurse or nurse practitioner
 - c. a psychologist
- qualified under the laws of the jurisdiction in which care or treatment of the family member is being provided

Care and Support: Includes, but is not limited to, providing psychological or emotional support; arranging for care by a third-party provider; or directly providing or participating in the care of a family member.

Family Members:

- the employee’s spouse (including same-sex spouse)
- a parent, step-parent or foster parent of the employee or the employee’s spouse

- a child, step-child or foster child of the employee or the employee's spouse
- a brother, step-brother, sister, or step-sister of the employee
- a grandparent or step-grandparent of the employee or of the employee's spouse
- a grandchild or step-grandchild of the employee or of the employee's spouse
- a brother-in-law, step-brother-in-law, sister-in-law or step-sister-in-law of the employee
- a son-in-law or daughter-in-law of the employee or of the employee's spouse
- an uncle or aunt of the employee or of the employee's spouse
- a nephew or niece of the employee or of the employee's spouse
- the spouse of the employee's grandchild, uncle, aunt, nephew or niece
- A person who considers the employee to be like a family member. Employees wishing to take a critical illness leave for a person in this category must provide their employer, if requested, with a completed copy of the compassionate care benefits attestation form, available from Employment and Social Development Canada, whether or not they are making an application for EI Compassionate Care Benefits or are required to complete the form to obtain such benefits.

An employee can take critical illness leave to care to a minor child who is their own child, or a minor child who is a family member from the list above (i.e. niece or nephew).

Commencement: Leave can start before the medical certificate is issued but it must eventually be obtained and provided to the employer.

Time Away from Work: The leave does not have to be taken in consecutive weeks. An employee can take a single week of leave at a time. The employee can also take leave for periods of less than a week, i.e. single days. The employer cannot prevent the employer from returning to work during any part of a week after a single day(s) leave. Any leave during a week (i.e. a single day or combination of single days) is counted as a full week's leave. Employee must submit a plan setting out time off work.

	<p>End of Leave:</p> <ul style="list-style-type: none"> a. If the medical certificate states the period the child/adult requires care/support is less than 37/17 weeks respectively, the leave ends at the end of the period set out in the certificate b. If the medical certificate states the period the child/adult requires care/support is for a period of 52 weeks or longer, the 37 or 17 weeks may end not later than the last day of the 52-week period after the child/adult became critically ill. c. In either case, the leave ends at the end of the week in which the child/adult dies <p>Sharing Leave: The 37/17 weeks of leave must be shared by employees taking the leave for the same family member. If one spouse takes 10 weeks of leave for a critically ill child, the other spouse can take 27 weeks of leave.</p> <p>Further Leaves: If a child or adult remains critically ill after the period in the certificate expires, the employee is entitled to further leave if the eligibility requirements are met. However, the leave cannot be longer than 37/17 weeks in a 52-week period.</p> <p>Notice Requirements: Employee must provide written notice and a plan which indicates the weeks in which he/she will take the leave. Employees can change their plan upon giving reasonable advance written notice (provided the plan falls within the period identified within the certificate).</p> <p>Interaction with other Leaves: Employee can also take Family Caregiver Leave, Family Medical Leave, Child-Death Leave, Crime-Related Child Disappearance Leave, Domestic or Sexual Violence Leave and Personal Emergency Leave. An employee may be entitled to more than one leave for the same event. Each leave is separate and the right to each leave is independent of any right an employee may have to the other leave(s).</p>
<p>CHILD DEATH LEAVE</p>	<p>Duration: up to 104 weeks of unpaid leave.</p> <p>Criteria: A child of the employee dies.</p> <p>Child: means a child, stepchild, foster child or child under legal</p>

	<p>guardianship who is under 18 years of age.</p> <p>Eligibility: Employees must be employed for 6 consecutive months</p> <p>Exception: An employee is not entitled to the leave if the employee is charged with a crime relating to the child's death or if it is probably the child was a party to a crime in relation to his/her death.</p> <p>Single Period: The leave must be taken in a single period</p> <p>Sharing Leave: The 104 weeks of leave must be shared by employees taking the leave for the same child.</p> <p>Notice and Plan: The employee must advise the employer of the leave as soon as possible after beginning it and provide the employer with a written plan that indicates the weeks when the employee will take the leave.</p> <p>Notice of Change: The employee may change the planned leave with four weeks' notice. The employee must obtain the employer's written permission to change the plan.</p> <p>Evidence of eligibility: An employer may require the employee to provide reasonable evidence of the employee's right to take the leave.</p> <p>Interaction with other Leaves: Employee can also take Family Caregiver Leave, Family Medical Leave, Critical Illness Leave, Crime-Related Child Disappearance Leave, Domestic or Sexual Violence Leave and Personal Emergency Leave. An employee may be entitled to more than one leave for the same event. Each leave is separate and the right to each leave is independent of any right an employee may have to the other leave(s).</p>
<p>CRIME-RELATED CHILD DISAPPEARANCE LEAVE</p>	<p>Duration: up to 104 weeks of unpaid leave.</p> <p>Criteria: A child of the employee disappears and it is probable the child disappeared as a result of a crime.</p> <p>Child: means a child, stepchild, foster child or child under legal guardianship who is under 18 years of age.</p> <p>Crime: means an offence under the Criminal Code of Canada,</p>

unless excluded by the regulations.

Eligibility: Employees must be employed for 6 consecutive months

Exception: An employee is not entitled to the leave if the employee is charged with a crime relating to the child's disappearance or if it is probable the child was a party to a crime in relation to his/her disappearance.

Change in Circumstance: If it becomes probable that the child did not disappear as a result of a crime, the leave comes to an end.

Child Found:

- a. If the child is found alive – the leave ends 14 days after the child is found
- b. If the child is found dead, the leave ends at the end of the week in which the child is found. The employee is then eligible for Child Death Leave

Single Period: The leave must be taken in a single period

Sharing Leave: The 104 weeks of leave must be shared by employees taking the leave for the same child.

Notice and Plan: The employee must advise the employer of the leave as soon as possible after beginning it and provide the employer with a written plan that indicates the weeks when the employee will take the leave.

Notice of Change: The employee may change the planned leave with four weeks' notice. The employee must obtain the employer's written permission to change the plan.

Evidence of eligibility: An employer may require the employee to provide reasonable evidence of the employee's right to take the leave.

Interaction with other Leaves: Employee can also take Family Caregiver Leave, Family Medical Leave, Critical Illness Leave, Child Death Leave, Domestic or Sexual Violence Leave and Personal Emergency Leave. An employee may be entitled to more than one leave for the same event. Each leave is separate and the right to each leave is independent of any right an employee may have to the other leave(s).

**DOMESTIC AND SEXUAL
VIOLENCE LEAVE**

Duration: Up to 10 days and 15 weeks leave in a calendar year.

Criteria: The employee or a child of the employee experiences domestic of sexual violence or a threat of such violence. The leave must be taken for the following purposes:

- a. To seek medical attention for the employee or the child relating to the physical or psychological injury caused by the violence
- b. To obtain services from a victim services organization for the employee or child
- c. To obtain psychological or other professional counselling for the employee or child
- d. To relocate temporarily or permanently
- e. To seek legal or law enforcement assistance, including preparing for or participating in any civil or criminal legal proceeding relating to the violence

Paid Leave: The first 5 days of the leave are paid by the employer. Pay means regular wages

Child; Means a child, step-child, foster child or a child under legal guardianship

Eligibility: Employee must be employed for 13 weeks.

Exception: No entitlement to leave if employee responsible for the violence

Entire day: With respect to the 10 days of leave; if an employee takes any part of a day as leave, the employer may deem that to be one full day of leave.

Notice: With respect to the 10 days of leave, employee must advise the employer. Employee can take the leave without notice but must advise the employer as soon as possible he/she is taking the leave. The notice does not have to be in writing.

Entire week: With respect to the 15 weeks of leave, if the employee takes any part of a week as leave, this is counted as one week of leave.

Notice: Notice must be in writing before the leave or as soon after the leave begins as possible.

	<p>Single Period: There is no requirement the 15 weeks be taken in one consecutive period</p> <p>Evidence: An employer may require an employee to provide reasonable evidence of the employee’s entitlement to the leave.</p> <p>Confidentiality: Employers must put in place mechanisms to ensure confidentiality of records given to or produced by the employer relating to the employee’s leave.</p> <p>Disclosure: An employer may disclose a record where:</p> <ol style="list-style-type: none"> a. The employee consents b. Disclosure is made to an officer or employee (or agent such as a lawyer) of the employer who needs the record in the performance of their duties c. The disclosure is required by law <p>Interaction with other Leaves: Employee can also take Family Caregiver Leave, Family Medical Leave, Critical Illness Leave, Child Death Leave, Crime-Related Child Disappearance Leave and Personal Emergency Leave. An employee may be entitled to more than one leave for the same event. Each leave is separate and the right to each leave is independent of any right an employee may have to the other leave(s).</p>
Reservists Leave	<p>Duration: Unrestricted amount of unpaid leave</p> <p>Criteria: An employee must be a reservist and will not be performing his/her employment duties because the employee is deployed to a Canadian Forces operation:</p> <ol style="list-style-type: none"> a. Outside Canada b. Inside Canada that is or will be providing assistance in dealing with an emergency <p>Eligibility: To be eligible for this leave, the employee must have been employed for at least 6 months.</p> <p>Notice: Employee must give reasonable written notice before or as soon after the leave starts as possible.</p> <p>Evidence: Employer is entitled to evidence to support the employee’s entitlement to the leave.</p> <p>End of Leave: The employee must give the employer reasonable written notice of the end of the leave. An</p>

	<p>employer can postpone the employee's return to work to two weeks after the day the leave ends or for one pay period, whichever is later.</p>
<p>Organ Donor Leave</p>	<p>Duration: Up to 26 weeks of unpaid leave. Initial leave period is 13 weeks. An additional 13 weeks leave is available upon provision of a medical certificate stating the employee is not read to resume duties because of the organ donation.</p> <p>Criteria: Employee is donating all or part of certain organs, specifically the kidney, liver, lung, pancreas, or small bowel.</p> <p>Evidence: If requested by the employer, employees must provide a certificate issued by a legally qualified medical practitioner stating the start and end dates for the period necessary to donate the organ and recover from the procedure.</p> <p>Qualified Medical Practitioner:</p> <ol style="list-style-type: none"> a. A member of the College of Physicians and Surgeons b. If surgery is outside of Ontario, a person qualified to practice medicine under the laws of that jurisdiction <p>Commencement: Leave begins on the day the surgery to donate the organ takes place or an earlier day specified in a medical certificate.</p> <p>Notice: Employees must give 2 weeks' notice before starting leave. In emergency situations, reasonable notice of leave must be provided.</p> <p>Early Return to Work: Employee can return to work early by giving the employer 2 weeks written notice.</p> <p>Extending Leave: Employee can extend the initial 13 weeks leave with a medical certificate upon giving employer 2 weeks written notice before the extension date or as soon after as possible.</p> <p>Interaction with other Leaves: Employee can also take Personal Emergency Leave</p>