



# Leaves, Leaves and Leaves: Labour Standard Code Changes

Annie Gray

# Outline

- Pregnancy and Parental Leave
- Domestic Violence Leave



# Pregnancy and Parental Leave



- Effective January 1, 2019 qualifying period has been removed for pregnancy and parental leaves
- New employees cannot be contractually required to report to work in order to begin leave
- No changes needed to grapple with parental sharing benefit

# Domestic Violence Leave

## Overview

- Employees with at least 3 months of service eligible for leave
- Leave of up to 16 continuous weeks, plus 10 intermittent days (including 3 paid days)
- For employees experiencing domestic violence, or who have a child experiencing domestic violence
- Leave allows employees to:
  - seek medical attention for themselves or their children;
  - obtain services from a victim services organization;
  - obtain psychological or other professional counselling;
  - relocate temporarily or permanently; or
  - seek legal or law enforcement assistance

# Domestic Violence Leave

## **Employee Responsibilities**

- Advise employer in writing of any intention to take a leave (including anticipated start and end dates) as soon as possible
- Make reasonable and practicable efforts to schedule appointments during non-working hours
- Provide supporting information (if required by employer)

# Domestic Violence Leave

## **Paid Leave Component**

- Must be paid for hours employee would have worked
- Any part of a day taken as leave is counted as one full day of paid leave
- **But** an employee can notify employer (in writing) which days are to be considered days of paid leave
- Without employee notification, first three days (or parts of days) off are counted as paid days

# Domestic Violence Leave

## Information Requirements

- Employers may require employees to:
  - identify the specific purpose of the leave; and
  - provide supporting information – as soon as reasonably practicable and on prescribed form







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