

New Family-Related Leaves of Absence Under the ESA

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Lawyers You Should Know: Maria Kotsopoulos

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A reminder that three new unpaid, job-protected leaves of absence under the *Employment Standards Act, 2000* come into effect on October 29, 2014.

1. Family Caregiver Leave is up to 8 weeks of leave for employees to provide care and support to a family member with a serious medical condition. This leave creates a separate entitlement from the current Family Medical Leave in the Act.
2. Critically Ill Child Care Leave is up to 37 weeks of leave to provide care to a critically ill child. This leave is intended to complement new benefits under the federal *Helping Families In Need Act*.
3. Crime-Related Child Death and Disappearance Leave is up to 52 weeks of leave for parents of a missing child and up to 104 weeks of leave for parents of a child who has died as a result of a crime. As above, this leave is intended to complement benefits available under the federal *Helping Families In Need Act*.