



Federal, Provincial, and Territorial Compassionate Care Leave Information

Global Compact Network Canada created a table that contains information related to compassionate care leave at the federal level, and for each province and territory in Canada. Compassionate care leave allows employees to support family members who have potentially life-threatening or terminal medical conditions. The information has been collected from the Canada Labour Code and provincial and territorial Employment Standards Acts (as of May 2020).

	FEDERAL	Ontario	Alberta	British Columbia
Name	Compassionate Care Leave	Family Medical Leave	Compassionate Care Leave	Compassionate Care Leave
Description	Provide care and support for an individual related to an employee including spouse or common-law partner, a child, or parent.	Provide care and support for an individual related to an employee including spouse or common-law partner, a child, parent, or someone like family.	Provide care and support for an individual related to an employee including spouse or common-law partner, a child, parent, or someone like family.	Provide care and support for a family member including employee's immediate family and any other individual who is a member of a prescribed class.
Interactions with Other Leaves	An employee cannot take a leave related to compassionate care while taking leave related to critical illness or one or more employees are taking leave related to critical illness in respect of the same person. Both leaves can be taken consecutively.	An employee may be entitled to more than one leave for the same event. Each leave is separate. Family Caregiver Leave is another leave available for employees with relatives with a serious condition but who do not have a significant risk of death.	<i>Not mentioned.</i>	<i>Not mentioned.</i>
Timing	Up to 28 weeks within a 52-week period.	Up to 28 weeks within a 52-week period, can be taken in blocks of 1 week minimum.	Up to 27 weeks which can be split into installments of at least one week.	Up to 27 weeks which can be split into units of one more weeks within a 52-week period. Leave can be extended after 52-week period for another 27-weeks.
Notice requirements	Medical certificate from health practitioner is required. Notice provided as soon as possible or if leave is more than 4 weeks, 4 week's notice.	Medical certificate is required. Notice should be provided as soon as possible.	Medical certificate and written notice 2 weeks prior to starting leave or as soon as is reasonable.	Medical certificate indicating family member has a serious medical condition, has a significant risk of death within the next 26 weeks.
Eligibility	Available to all employees regardless of length of service with employer.	Available to all employees regardless of length of service with employer or type of employee.	Employee must be employed for at least 90 days with same employer. Family member must have a serious medical condition with a significant risk of death within 26 weeks.	Available to all employees regardless of length of service with employer or type of employee. Family member must have a serious medical condition with a significant risk of death within 26 weeks.
Payment	Unpaid but some employees may be entitled to EI.	Unpaid but some employees may be entitled to EI.	Unpaid but some employees may be entitled to EI.	Unpaid but some employees may be entitled to EI.
Additional Information	A new medical certificate is not required if the family member remains gravely ill after 26 weeks.	Family members must share the 28 weeks of leave, but the leave periods can be consecutive or occurring at different times.	If family member still requires care after 27-week period has ended, leave may be requested again with a new medical certificate.	Family member can include an individual who is like a close relative whether or not they are related to the employee by blood, adoption, marriage or common-law partnership.



	Manitoba	New Brunswick	Newfoundland and Labrador	Northwest Territories	Nova Scotia
Name	Compassionate Care Leave	Compassionate Care Leave	Compassionate Care Leave	Compassionate Leave	Compassionate Care Leave
Description	Provide care and support for a family member including employee's immediate family and any other individual who is a member of a prescribed class.	Provide care and support for a family member who is an individual with close family relationship.	Provide care and support for an individual related to an employee including spouse's or co-habiting partner's family.	Provide care or support to a family member of the employee.	Provide care or support to a family member (or a person like family).
Interactions with Other Leaves	<i>Not mentioned.</i>	Should the person in a close family relationship die, compassionate care leave expires and bereavement leave may then be taken by the employee.	<i>Not mentioned.</i>	Family Caregiver Leave cannot be taken until Compassionate Leave has ended.	<i>Not mentioned.</i>
Timing	Up to 28 weeks in one or two periods that must be at least 1 week long.	Up to 28 weeks and can be broken up into periods with at least a 1-week duration.	Up to 28 weeks and can be broken up into periods with at least a 1-week duration.	Up to 27 weeks and can be broken up into periods with at least a 1-week duration.	Up to 28 weeks within a 52-week period and can be broken up into periods of at least 1-week in duration.
Notice requirements	If possible, at least one pay period notice. Medical certificate indicating family member has a serious medical condition, has a significant risk of death within the next 26 weeks.	Notice and medical certificate should be given to employer as soon as possible.	At least 2 weeks notice should be given indicating length of leave, unless there is a valid reason why notice cannot be given. Medical certificate should be provided.	Employee must submit application to employer advising expected duration of leave. Medical certificate must be provided if requested.	Employees should give as much notice as possible. Medical certificate must be provided if requested.
Eligibility	Employee must be employed for at least 90 days with same employer. Family member must have a serious medical condition with a significant risk of death within 26 weeks.	No length of service requirement for employees. Family member must have a serious medical condition with a significant risk of death within 28 weeks.	Employee must be employed for at least 30 days with same employer. Family member must have a serious medical condition with a significant risk of death within 28 weeks.	Family member must be suffering from a serious medical condition with a significant risk of death within 27 weeks.	Employee must be employed for at least 3 months with same employer. Family member must be suffering from a serious medical condition with a significant risk of death within 26 weeks.
Payment	Unpaid but some employees may be entitled to EI.	Unpaid but some employees may be entitled to EI.	Unpaid but some employees may be entitled to EI.	Unpaid but some employees may be entitled to EI.	Unpaid but some employees may be entitled to EI.
Additional Information	Unless agreed otherwise, an employee who wants to return earlier than the agreed upon date must give at least 48 hours notice.	Leave may be shared by two or more employees but the total leave period taken by the employees may not exceed 28 weeks.	Leave ends when either the leave period expires, the family member dies, or the specified end date of leave.	Leave may be shared by two or more employees but the total leave period taken by the employees may not exceed 27 weeks.	



	Nunavut	Prince Edward Island	Quebec	Saskatchewan	Yukon
Name	Compassionate Care Leave	Compassionate Care Leave	Family or Parental Leave and Absences	Compassionate Care Leave	Compassionate Care Leave
Description	Provide care or support to a family member.	Provide care and support to a family member.	Provide care or support to a relative or person for whom the employee acts as a caregiver.	Provide care or support to a family member who is gravely ill.	Provide care or support to a family member with a serious medical condition.
Interactions with Other Leaves	<i>Not mentioned.</i>	<i>Not mentioned.</i>	<i>Not mentioned.</i>	<i>Not mentioned.</i>	<i>Not mentioned.</i>
Timing	Up to 8 weeks in periods of no less than 1 week.	Up to 28 weeks and can be broken up into periods with at least a 1-week duration.	Up to 27 weeks within a 12-month period and up to 104 weeks if this person is the employee's minor child.	Up to 28 weeks within a 52-week period and can be broken up into periods of at least 1-week in duration.	Up to 8 weeks taken in blocks of minimum 1 week.
Notice requirements	At least 4 weeks before leave, if possible. Medical certificate must be provided.	Medical certificate must be provided a maximum 15 days after return to work.	As quickly as possible.	As soon as possible before leave begins. Doctor's note upon employer request.	Medical certificate should be provided on request.
Eligibility	Every employee is entitled to and shall be granted leave. Family member must be suffering from a serious medical condition with a significant risk of death within 26 weeks.	Every employer shall grant an unpaid leave of absence to an employee. Family member must be suffering from a serious medical condition with a significant risk of death within 26 weeks.	Available to all employees regardless of length of service with employer. Family member must be suffering from a serious medical condition with a significant risk of death.	Employee must have worked with the employer for more than 13 consecutive weeks. Family member must be suffering from a serious medical condition with a significant risk of death within 26 weeks.	Available to all employees regardless of length of service with employer. Family member must be suffering from a serious medical condition with a significant risk of death within 26 weeks.
Payment	Unpaid but some employees may be entitled to EI.	Unpaid but some employees may be entitled to EI.	Unpaid but some employees may be entitled to EI.	Unpaid but some employees may be entitled to EI.	Unpaid but some employees may be entitled to EI.
Additional Information	Leave may be shared by two or more employees but the total leave period taken by the employees may not exceed 8 weeks.	Total amount of leave may be taken by two or more employees may not exceed 26 weeks.		Employee can return to same job if the leave is 60 days or less. Employer may reinstate the employee into a comparable job if the leave is longer than 60 but the same rate of pay and benefits as before the leave must be provided.	The leave may be shared between 2 or more employees and may be taken outside of Canada.



For detailed information, see the following government sources:

- **Federal:** [Read more.](#)
- **Ontario:** [Read more.](#)
- **Alberta:** [Read more.](#)
- **British Columbia:** [Read more.](#)
- **Manitoba:** [Read more.](#)
- **New Brunswick:** [Read more.](#)
- **Newfoundland and Labrador:** [Read more.](#)
- **Nova Scotia:** [Read more.](#)
- **Prince Edward Island:** [Read more.](#)
- **Quebec:** [Read more.](#)
- **Saskatchewan:** [Read more.](#)
- **Northwest Territories:** [Read more.](#)
- **Nunavut:** [Read more.](#)
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