



# Federal, Provincial, and Territorial Critical Illness Leave Information

Global Compact Network Canada created a table that contains information related to critical illness leave at the federal level, and for each province and territory in Canada, where applicable. Critical illness leave allows employees to support a child or adult family member whose life is at risk due to illness or injury. 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	Leave Related to Critical Illness	Critical Illness Leave	Critical Illness Leave	Critical Illness or Injury Leave
Description	Leave to provide care or support to a critically ill child or critically ill adult who the employee is a family member of.	Leave to provide care or support to a critically ill minor child or adult who is a family member of the employee.	Leave to provide care or support to a critically ill child or adult who is a family member of the employee.	Leave to care for a family member whose health has significantly changed due to critical illness or injury, and whose life is at risk.
Timing	Up to 37 and 17 weeks for a critically ill child and adult, respectively, within a 52-week period. Leave can be taken in broken up periods of minimum 1 week.	Up to 37 and 17 weeks for a critically ill child and adult, respectively, within a 52-week period. The length of leave may be less if the medical certificate states that the full leave is not required.	Up to 36 and 16 weeks for a critically ill child and adult, respectively. Periods of at least 1 week.	Up to 36 weeks for a family member under the age of 19, and 16 weeks for a family member who is 19 and over within 52 weeks. Leave can be taken in different periods of at least 1 week within 52-week period.
Medical Certificate Requirements	Medical certificate stating that the child or adult is critically ill must be provided.	Medical certificate stating that the family member is critically ill, what illness, that care is required, and the period during which the family member requires care or support.	Medical certificate stating the critically ill family member requires care or support, and start and leave date of period prior to starting leave, or as soon as is reasonable.	Medical certificate must be provided stating that the family member's health has significantly changed and their life is at risk as a result of the illness or injury.
Notice Requirements	Written notice, as soon as possible. If more than 4 weeks leave is taken, 4 weeks' notice must be provided unless there is a valid reason why that cannot be done.	Written notice, as soon as possible before leave. If leave begins before notifying employer, employee must notify in writing and provide a written plan as soon as possible.	Written notice as soon as is reasonable, must include estimated date of return to work. At least 1 week's notice for intended return date.	Leave should be requested as soon as possible, before or after leave has started.
Eligibility	Every employee considered to be a family member of a critically ill child under the age of 18 or critically ill adult shall be granted leave.	At least 6 consecutive months (full-time, part-time, permanent, or term contract). Employee should be considered a family member of critically ill child or adult.	Employed for at least 90 days with the same employer. If note, employees may still be granted leave but employers are not legally obligated to do so.	All employees are entitled to unpaid leave. Family member should be considered to be a member of the employee's immediate family.
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	Leave can be shared as long as combined duration of the leave does not exceed 37 weeks for a child and 17 for an adult. If 2 or more children are critically ill, the employee is eligible for leave of 37 weeks for each child.	An employee may be entitled to more than one leave for the same event. Leave can be shared but combined duration of the leave must not exceed 37 weeks for a child and 17 for an adult. Leave can be extended if family member is still critically ill and a new medical certificate is provided.	If more than one family member of the same critically ill child or adult is employed by the same employer, the employer is not required to grant this leave for more than one of the employees at the same time.	If the employee takes a leave and the family member remains at risk 52 week after the leave began, the employee may take a further leave after obtaining a new certificate.



	Manitoba	New Brunswick	Newfoundland and Labrador	Northwest Territories
Name	Leave Related to Critical Illness	Critically Ill Child Leave or Critically Ill Adult Leave	Critical Illness Leave	Family Caregiver Leave
Description	Unpaid leave to allow employees to provide care and support for a critically ill family member.	Unpaid leave to allow parents or other family members to provide care for a critically ill child or critically ill adult.	Unpaid leave of absence to provide care or support to a critically ill family member.	Unpaid leave for an employee who is a family member of a critically ill child under the age of 18 or adult who is 18 years or older.
Timing	Up to 37 weeks within a 52-week period for critically ill child under 18 years old. Up to 17 weeks within a 52-week period for critically ill adult. Leave can be taken in one or more periods of at least one week.	Up to 37 weeks for a critically ill child under the age of 18 and up to 16 weeks for a critically ill adult.	Up to 37 and 17 weeks for a critically ill child and adult, respectively, within a 52-week period. Leave can be taken in broken up periods of minimum one week.	Up to 37 and 17 weeks for a critically ill child and adult, respectively, within a 52-week period. Leave can be taken in broken up periods of minimum one week.
Medical Certificate Requirements	Employees must provide their employer with a doctor's note indicating that the family member is critically ill and requires the care or support of the employee for a specified amount of time.	Doctor's certificate required stating that the individual is critically ill and requires the care or support of their parents or other family members, and the period during which the individual requires that care or support.	Medical certificate must state that the child or adult is critically ill and requires the care or support of the employee, and sets out the period during which the child or adult requires care or support.	If requested by employer, a medical certificate should confirm critical illness for which leave is requested.
Notice Requirements	At least one pay period of notice before leave or as soon as possible.	Written notice as soon as possible including anticipated start and end date. Employer should be notified of any changes to leave duration.	Written notice at least 2 weeks before intended leave, unless there is a valid reason why that notice cannot be given. Notice must include intended length of leave.	Employee must submit a request for family caregiver leave advising employer of expected duration of the leave.
Eligibility	At least 30 days for employee who is a family member of a critically ill child under 18 years old. At least 90 days for critically ill adult. Family member must have a life-threatening illness or injury.	<i>Not mentioned.</i>	At least 30 days with the same employer.	<i>Not mentioned.</i>
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	If a child or adult remains critically ill after the 52 week period that the leave was taken in, an employee can take the leave again with the same eligibility requirements.	If both parents or family members give are employees, leave may be taken wholly by one employee or shared between them for no more than an aggregate amount of 37-weeks for a critically ill child and 16-weeks for a critically ill adult.		No leave can be taken by one or more employees for a critically ill adult before the end period if leave was granted for a critically ill child in respect of the same person. No compassionate leave may be taken by one or more employees before the end of family caregiver leave in respect of the same person.



	Nova Scotia	Nunavut	Prince Edward Island	Quebec
Name	Critically Ill Child Care Leave or Critically Ill Adult Care Leave	<i>No critical illness injury leave.</i>	Leave Related to Critically Ill Child	Family or Parental Leave and Absences
Description	Unpaid leave that allows an employee to take time off work to provide care and support to a critically ill or injured child under the age of 18 or a critically ill or injured adult who is 18 years or older.		Unpaid leave up to 37 weeks for an employee who is the parent of a critically ill child (18 years or younger) for the purpose of providing care and support to the critically ill child.	Leave regarding a close relative for whom the employee serves as a natural caregiver.
Timing	Up to 37 and 16 weeks for a critically ill child and adult, respectively, within a 52-week period. Leave can be taken in broken up periods of minimum one week.		Up to 37 weeks within a 52-week period. May be taken in periods of not less than one week.	Up to 16 weeks within a 12-month period and up to 36 weeks over a 12-month period if the person is a minor child.
Medical Certificate Requirements	Medical certificate stating that the child or adult has a critical illness and the period for which the child or adult needs care.		If requested by employer, a medical certificate should confirm critical illness for which leave is requested.	A medical certificate must certify potentially serious illness.
Notice Requirements	Written notice as soon as possible include plan setting out how the leave will be taken. Leave plan can be changed during leave with employer's agreement or by providing employer with reasonable notice.		Request should be made in writing to employer.	The employer must be notified as quickly as possible about leave and reasons for it.
Eligibility	At least 3 months with the same employer.		A continuous period of at least 3 months.	<i>Not mentioned.</i>
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.
Additional Information	Further leave can be taken if additional certificate is issued - total combined leaves can exceed 37 weeks for a child or 16 weeks for an adult within the 52-week time frame.		For an employee who is the parent of more than one critically ill child at the same time, leave commences regarding the date provided for the first of the critically ill child and ends when the last of the critically ill children dies, or the 37 weeks within the 52-week period has ended. The total amount of unpaid leave of absence that may be taken by 2 or more employees shall not exceed 37 weeks.	If the minor child of an employee has a serious and potentially mortal illness, the employee is entitled to an extension making the total leave no more than 104 weeks.



	Saskatchewan	Yukon
Name	Critical Ill Child Care Leave or Critically Ill Adult Leave	Leave Related to Critical Illness of a Child or Leave Related to Critical Illness of an Adult
Description	Unpaid leave of up to 37 weeks for the care or support to a critically ill or injured child or family member.	Unpaid leave for the family member of a critically ill child or adult of up to 37 and 17 weeks respectively in order to care for or support that individual.
Timing	Up to 37 and 17 weeks for a critically ill child and adult, respectively, within a 52-week period. Leave can be taken in broken up periods of minimum 1 week.	Up to 37 and 17 weeks for a critically ill child and adult, respectively, within a 52-week period. Leave can be taken in broken up periods of minimum 1 week.
Medical Certificate Requirements	If requested by employer, medical certificate must confirm that family member or child is ill and needs employee's assistance.	Provide certificate from qualified medical practitioner that the adult or child is critically ill and requires the care or support of one or more of their family members, and sets out the period during which the adult requires that care or support.
Notice Requirements	Written notice must be provided as soon as possible before leave begins. Employee must also notify as soon as possible on their return date.	At least 2 weeks before leave starts unless the circumstances necessitate a shorter period.
Eligibility	At least 13 weeks with the same employer.	6 months of continuous employment.
Payment	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 in respect to the same child or children who are critically ill as a result of the same event. The leave may not exceed an aggregate of 37 weeks for a child or 17 weeks for an adult. The leave may be extended if the employee is caring for two or more critically ill children.



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.](#)
- **Yukon:** [Read more.](#)