

Leaves Related to Unwell Family Members

If your family member becomes ill, there are some Leaves in our contract that allow teachers to take the time-off they need, in a few different circumstances. *Please note, the definition of “family” can be different for these leaves and are outlined in the contract or ESA.*

When a family member becomes ill (including staying home with a sick child)

G.32 Special Circumstance Leave (partial pay), 4 days.

G.5 Unpaid discretionary, 3 days.

G.3.A Family Responsibility Leave - Up to 5 days of unpaid leave during each employment year to meet the responsibilities related to the care or health of an immediate family member.

Caring for a family member who is seriously/critically ill

G.22 Compassionate Leave for short term – Up to 5 days of paid leave to care for a critically ill family member. Again, this is used if the family member is having a serious medical condition with a significant risk of dying.

G.2 Compassionate Care (an ESA leave) - Up to 27 weeks, taken in weekly increments, to care for a family member who is having a serious medical condition with a significant risk of dying. The employer will top-up your pay to 100% in the first week, and for an additional 8 weeks, that you are on this ESA leave. A medical certificate may be required.

G.3.B Critical Illness or Injury Leave (the Family Caregiver benefit ESA leave) – Up to 36 weeks for the care of a family member under the age of 19, or up to 16 weeks for the care of a family member who is 19 years of age or older, and whose life is at risk because of injury or illness. This leave requires a certificate issued by a medical practitioner.

You can receive benefits during the 52 weeks following the date the person is certified by a medical doctor or nurse practitioner to be critically ill or injured or in need of end-of-life care. You can take the weeks of benefits within this timeframe either all at once or in separate periods.

The weeks of benefits can be shared by eligible caregivers, either at the same time or one after another.

When a family member passes away

G.4 - Bereavement Leave – Up to five days of paid leave in each case of a death of an immediate family member. Up to 2 additional paid days may be granted for travel purposes outside of the local community to attend the funeral.

G.4.5 – A teacher shall be granted one day leave with pay to attend the funeral of any relative not listed in Article G.4.1.

G.23 – Funeral Leave – A teacher shall be granted up to one-half (1/2) day leave to act as a pallbearer at a funeral.

Sick Leave*

**IMPORTANT: please note that sick leave is only to be used if you yourself are sick. Do not use your sick days to care for others.*

Note: ESA is an abbreviation for Employment Standards Act; these leaves are laws that outline the basic standards for leaves and compensations for workers.

Links:

EI Caregiving Benefits: <https://www.canada.ca/en/services/benefits/ei/caregiving.html>