

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 (an ESA Leave) - Up to 5 days of unpaid leave to take of the responsibilities related to the care or health of an immediate family member.

Caring for a family member who is seriously/critically ill

G.2 Compassionate Care (an ESA leave) - Up to 8 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 weeks you are on this leave.

G.3.B Critical Illness or Injury Leave (an ESA leave) – Up to 36 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.

G.22 Compassionate Leave – 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.

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.