





**MAIN LEAVES OF ABSENCE UNDER THE CANADA LABOUR CODE (CLC)  
PARTICIPATION IN PENSION, HEALTH AND DISABILITY PLANS**

| Type of leave/absence  | PREVIOUS PROVISIONS                     |  | MODIFIED PROVISIONS                     |   |  |
|--|---|--|---|---|--|
|  | Minimum period of continuous employment | Maximum duration   | Minimum period of continuous employment | Maximum duration  | Effective date   |
| <b>REASSIGNMENT AND MATERNITY LEAVE AND VARIOUS LEAVES (DIVISION VII)</b>  |   |  |   |   |  |
| <b>Reassignment of a pregnant or nursing employee (section 205.1 of the CLC)</b>   | None required                           | Period from the beginning of the pregnancy to the end of the 24th week following the birth   | No changes                              | No changes  | September 1, 2019 <sup>1</sup>   |
| <b>Maternity leave (section 206 of the CLC)</b>  | 6 months                                | <b>17 weeks</b>  | None required                           | No changes  | September 1, 2019  |
| <b>Parental leave (section 206.1 of the CLC)</b>   | 6 months                                | <b>63 weeks</b> for one employee or shared by more than one employee <sup>2</sup> for the same event   | None required                           | <b>63 weeks</b> for one employee<br><b>71 weeks</b> if shared by more than one employee <sup>2</sup> for the same event | September 1, 2019<br>Minimum continuous employment<br>March 17, 2019<br>Maximum duration |
| <b>Aggregate leave — maternity and parental (more than one employee for the same event) (section 206.2 of the CLC)</b>   | 6 months                                | <b>78 weeks</b> for one employee or shared by more than one employee <sup>2</sup> for the same event   | None required                           | <b>78 weeks</b> for one employee<br><b>86 weeks</b> if shared by more than one employee <sup>2</sup> for the same event | March 17, 2019   |
| <b>Compassionate care leave (section 206.3 of the CLC)</b>   | None required                           | <b>28 weeks</b> for caring for the same person   | No changes                              | No changes  | September 1, 2019 <sup>1</sup>   |
| <b>Leave related to critical illness (section 206.4 of the CLC)</b>  | 6 months                                | <b>37 weeks</b> for a child<br><b>17 weeks</b> for an adult  | None required                           | No changes  | September 1, 2019  |
| <b>Leave related to death or disappearance (section 206.5 of the CLC)</b>  | 6 months                                | <b>104 weeks</b> if the employee is the parent of a child who has died<br><b>52 weeks</b> if the employee is the parent of a child who has disappeared | None required                           | No changes  | September 1, 2019  |
|  <b>Personal leave (section 206.6 of the CLC)</b>                             | N/A                                     | N/A  | None required                           | 5 days <sup>3</sup><br>(3 first days <sup>3</sup> paid if 3 or more months of continuous employment)                    | September 1, 2019  |
|  <b>Leave for victims of family violence (section 206.7 of the CLC)</b>       | N/A                                     | N/A  | None required                           | 10 days <sup>3</sup><br>(3 first days <sup>3</sup> paid if 3 or more months of continuous employment)                   | September 1, 2019  |
|  <b>Leave for traditional aboriginal practices (section 206.8 of the CLC)</b> | N/A                                     | N/A  | 3 months                                | 5 days <sup>3</sup>   | September 1, 2019  |
|  <b>Leave for court or jury duty (section 206.9 of the CLC)</b>               | N/A                                     | N/A  | None required                           | No specific duration  | September 1, 2019  |
| <b>SICK LEAVE (DIVISION XIII)</b>  |   |  |   |   |  |
| <b>Section 239 of the CLC</b>  | 3 months                                | <b>17 weeks</b>  | None required                           | No changes  | September 1, 2019  |

<sup>1</sup> Changes to this provision do not relate to the matters covered by this table.

<sup>2</sup> Both employees must be under the jurisdiction of the CLC but are not required to work for the same employer (*Information on labour standards – Publication 5, Maternity-related reassignment and leave, maternity leave and parental leave*, Employment and Social Development Canada, questions 8 and 9).

<sup>3</sup> Per calendar year.