

Family/Medical Leaves - Ontario

As per the Employment Standards Act, Ontario, the following unpaid leaves of absence must be provided to employees, if eligibility requirements are met.

Type	Purpose	Duration	Eligibility	EI Benefits
Pregnancy	Birth of child	17 weeks	Pregnant employee 13 weeks service with employer	Yes
Parental	Birth of child or coming of child into employee's custody, care and control for the first time	35 weeks if took pregnancy leave; 37 weeks if not take pregnancy leave	Parent of child 13 weeks service with employer	Yes
Family Medical	Provide care or support to a family member that has a serious medical condition with a significant risk of death occurring within a period of 26 weeks	8 weeks	Certificate from qualified health practitioner	Maximum 6 weeks compassionate care benefit
Organ Donor	Undergoes surgery for purpose of organ donation	13 weeks; may be extended for another 13 weeks with medical certificate	Certificate from legally qualified medical practitioner	Maximum 15 weeks sickness benefit
Family Caregiver	Provide care or support to a family member that has a serious medical condition	8 weeks	Certificate from qualified health practitioner	No
Critically Ill Child Care	Provide care or support for a critically ill child that requires care or support of one or more parents	Up to 37 weeks as per medical certificate	Six consecutive months service with employer Certificate from qualified health practitioner	Maximum 35 weeks parents of critically ill child benefit
Crime-related Child Death or Disappearance	If a child disappears/dies and it is probable, considering the circumstances, that the child disappeared/died as a result of a crime	Up to 52 weeks in event of disappearance of child Up to 104 weeks in event of death of child	Six consecutive months service with employer	No
Personal Emergency	Personal illness, injury or medical emergency; death, illness, injury or medical emergency of family member; urgent matter that concerns a family member	10 days leave per calendar year	Employer regularly employs 50 or more employees	No