

	Short Duration Sick Leave (personal and family)	Longer Duration Sick Leave	Critical Illness of Child/Adult	Compassionate Care Leave
Manitoba	An employee who has been employed for at least 30 days may take up to 3 days of unpaid leave each year, but only to the extent that the leave is necessary for the health of the employee or for the employee to meeting their responsibilities in relation to a family member	An employee who is seriously injured or ill is entitled to an unpaid leave of absence of up to 17 weeks in any 52-week period, if the employee has been employed by the same employer for at least 90 days.	An employee who has been employed by the same employer for at least 30 days is entitled to an unpaid leave of absence from employment of up to 37 weeks to provide care or support to a critically ill child who is a family member.	An employee who has been employed by the same employer for at least 90 days is entitled to unpaid compassionate care leave of up to 28 weeks to provide care or support to a seriously ill family member.
British Columbia	An employee is entitled to up to 5 days of unpaid leave in order to meet responsibilities relating to the care or health of a child in the employee's care or another member of the employee's immediate family. As of March 17, 2020 , the BC government has asked employers to excuse staff for sick leave without requiring a doctor's note if their employees are ill or required to self-isolate. On March 18, 2020 , the BC government declared a state of emergency.	None.	Critical illness or injury leave to provide care or support to a critically ill family member: (i) up to 36 weeks for a family member under 19 years old, and (ii) up to 16 weeks for a family member who is 19 years old or above.	Up to 27 weeks of unpaid leave to provide care or support to a family member with a serious medical condition creating significant risk of death.
Alberta	An employee who has been employed by the same employer for at least 90 days is entitled to up to 5 days of unpaid leave in a calendar year, but only to the extent that the leave is necessary for the health of the employee, or for the employee to meet their family responsibilities in relation to a family member. However, on March 13, 2020 , the Alberta government announced changes prohibiting employers from requiring sick notes, expanding job-protected leave from the above 5 unpaid days to 14 paid days ,	An employee who has been employed by the same employer for at least 90 days is entitled to unpaid leave due to the illness, injury or quarantine of the employee in the maximum amount of 16 weeks in a calendar year.	An employee who has been employed by the same employer for at least 90 days and is a parent of a critically ill child is entitled to an unpaid critical illness of child leave of up to 36 weeks for the purpose of providing care or support to the child.	An employee who has been employed by the same employer for at least 90 days is entitled to unpaid compassionate care leave for a period of up to 27 weeks for the purpose of providing care or support to a seriously ill family member.

	<p>and waiving the requirement that employees must be employed for 90 days before being entitled to this leave. These changes are expected to be retroactive to March 13, 2020. It is currently unclear who will be responsible for paying for the paid leave.</p> <p>On March 17, 2020, the Alberta government declared a public health emergency under the <i>Public Health Act</i>. This means the Chief Medical Officer may authorize the absence from employment of any persons who are ill with pandemic influenza or who are caring for a family member ill with pandemic influenza. No employer shall terminate, restrict, or in any way discriminate against an employee for an absence from employment that is in respect of and occurs during a public health emergency that is by reason only of the employee having been subject to an isolation order.</p>			
<p>Saskatchewan</p>	<p>If an employee has been in the employer's service for more than 13 consecutive weeks before the absence, the employer may not take discriminatory action against an employee because of absence due to the illness or injury of the employee, or of a member of the employee's immediate</p>	<p>If an employee has been in the employer's service for more than 13 consecutive weeks before the absence, the employer may not take discriminatory action against an employee because of absence</p>	<p>An employee, who has been employed for more than 13 consecutive weeks, is entitled to critically ill child care leave of up to 37 weeks to provide care and support to the employee's critically ill child family member and a leave of up to 17 weeks for critically ill adult care leave to</p>	<p>An employee, who has been employed for more than 13 consecutive weeks, is entitled to a compassionate care leave of up to 28 weeks to provide care or support to a member of the employee's family who has a serious medical condition with a significant risk of death.</p>

	<p>family, so long as the absence does not exceed 12 days in a calendar year when the illness or injury is not serious.</p> <p>On March 17, 2020, the Saskatchewan government announced changes to the <i>Employment Standards Act</i> removing the requirement of 13 consecutive weeks of employment before accessing sick leave, removing the requirement of a doctor's note, and introduced a new unpaid public health emergency leave which can be accessed in a public health emergency and when the province issues an order to take measures to reduce the spread. Amendments will be effective retroactive to March 6, 2020.</p>	<p>due to the illness or injury of the employee, or of a member of the employee's immediate family, so long as the absence does not exceed 12 weeks in a period of 52 weeks in the case of serious illness or injury.</p>	<p>provide care and support to the employee's critically ill adult family member.</p>	
<p>Ontario</p>	<p>An employee who has been employed by an employer for at least two consecutive weeks is entitled to a leave of absence without pay because of a personal illness, injury or medical emergency up to a total 3 days each calendar year.</p> <p>An employee who has been employed by an employer for at least two consecutive weeks is entitled to a 3 day leave of absence without pay because of the illness,</p>	<p>None.</p>	<p>An employee who has been employed for at least six consecutive months is entitled to a leave of absence without pay of up to 37 weeks to provide care or support to a critically ill minor child who is a family member of the employee.</p> <p>An employee who has been employed for at least six consecutive months is entitled to a leave of absence without pay of up to 17 weeks to provide care or support to a critically ill adult who is a family member of the employee.</p>	<p>An employee is entitled to a leave of absence without pay of up to 28 weeks to provide care or support to a family member if that family member has a serious medical condition with a significant risk of death.</p>

	<p>injury or medical emergency of a family member.</p> <p>An employee is entitled to a leave of absence without pay of up to 8 weeks to provide care or support to a family member that has a serious medical condition.</p> <p>On March 16, 2020, the Ontario government announced it intends to table new legislation which, if passed, would provide job-protected, but unpaid, leave to employees in isolation or quarantine due to COVID-19, or for those who need to be away from work to care for children because of school or daycare closures. On March 17, 2020, the Ontario government declared a state of emergency.</p>			
Quebec	<p>After 3 months of uninterrupted service, an employee may benefit from a total of 2 days of paid absence per year, <i>inter alia</i>, to take care of a relative or person with whom they act as an informal caregiver or in the case of sickness.</p> <p>An employee may be absent from work for 10 days per year to fulfil obligations relating to the care, health or education of the employee's child or the child of the</p>	<p>An employee may be absent from work for a period of not more than 26 weeks over a period of 12 months owing to sickness.</p>	<p>If a minor child of the employee has a serious and potentially mortal illness, the employee is entitled to, at most, a 104 week leave of absence.</p> <p>An employee may be absent from work for a period of not more than 27 weeks over a period of 12 months where they must stay with a relative, other than their minor child, or a person for whom the employee</p>	<p>An employee may be absent from work for a period of not more than 16 weeks over a period of 12 months where they must stay with a relative or a person for whom the employee acts as a caregiver because of a serious illness or a serious accident. Where the relative or person is a minor child, the period of absence is not more than 36 weeks over a 12 month period.</p>

	<p>employee's spouse, or because of the state of health of a relative or a person for whom the employee acts as a caregiver. The first two days shall be remunerated according to a formula and the employee becomes entitled to such remuneration on being credited with 3 months of uninterrupted service.</p> <p>On March 16, 2020, the Quebec government announced a new program called PATT which applies to workers or independent contractors who are required to be isolated or who decide to isolate themselves for specified reasons. If a worker or independent contractor falls into one of the specified categories, they will be entitled to receive \$573 per week from the provincial government. The forms for this program are expected to be available March 19, 2020. The government has also asked employers to not require medical certificates.</p>		<p>acts as a caregiver because of a serious and potentially mortal illness.</p>	
<p>Nova Scotia</p>	<p>An employee is entitled to a maximum of 3 days of unpaid leave per year where the leave is required due to the sickness of a child, parent or family member; or for medical, dental or other similar appointments during working hours.</p>	<p>None.</p>	<p>An employee who has been employed by an employer for a period of at least 3 months is entitled to an unpaid leave of absence of up to 37 weeks to provide care or support to their critically ill child.</p>	<p>An employee who has been employed by an employer for a period of at least three months is entitled to an unpaid leave of absence of up to 28 weeks to provide care or support to a family member of the employee that has a serious medical condition with a significant risk of death.</p>

	<p>On March 17, 2020, the Nova Scotia government announced that effective immediately, there are to be no gatherings of more than 50 people and effective at 12:01a.m. March 19, 2020, restaurants will be subject to restrictions and drinking establishments must close. Although as of March 18, 2020, it appears the government has not declared a public health emergency, the <i>Labour Standards Code</i> provides for unpaid emergency leave where the government declares a state of emergency.</p>		<p>An employee who has been employed by an employer for a period of at least 3 months is entitled to an unpaid leave of absence of up to 16 weeks to provide care or support to the critically ill adult.</p>	
<p>New Brunswick</p>	<p>An employer shall grant the employee leaves of absence without pay of up to 5 days during a 12 calendar month period for sick leave if the employee has been in the employ of the employer for more than 90 days.</p> <p>An employer shall grant the employees leaves of absence without pay of up to 3 days during a 12 calendar month period to meet responsibilities related to the health, care or education of a person in a close family relationship with the employee.</p> <p>On March 16, 2020, the New Brunswick government announced that all non-essential public sector employees will be</p>	<p>None.</p>	<p>An employer shall grant the employee, who is the parent or other family member of a critically ill child, a leave of absence without pay of up to 37 weeks to provide care or support to that child.</p> <p>An employer shall grant the employee, who is the parent or other family member of a critically ill adult, a leave of absence without pay of up to 16 weeks to provide care or support to that critically ill adult.</p>	<p>An employer shall grant the employee a leave of absence without pay from employment for up to 28 weeks to provide care or support to a person with whom the employee has a close family relationship if the person has a serious medical condition with a significant risk of death.</p>

	asked to stay home with pay. Further, it advised that the province is in talks with provincial unions to develop workers' mobility agreements to facilitate workers' mobility into jobs.			
Prince Edward Island	<p>Where an employee has been employed by an employer for a continuous period of six months or more, the employer shall grant the employee leaves of absence without pay of up to 3 days, in total, during a twelve calendar-month period to meet responsibilities related to the health or care of a person who is a member of the immediate family or extended family of the employee.</p> <p>Where an employee has been employed by an employer for a continuous period of at least three months, the employer shall grant the employee leaves of absence without pay of up to 3 days, in total, during a twelve calendar-month period for sick leave.</p> <p>Where an employee has been employed by the same employer for a continuous period of at least five years, the employer shall grant the employee 1 day of paid sick leave during a twelve calendar-month period in</p>	None.	Where an employee has been employed by an employer for a continuous period of three months or more and is the parent of a critically ill child, the employer shall, on the request of the employee, grant to the employee unpaid leave of absence for up to 37 weeks within a 52-week period for the purpose of providing care and support to the critically ill child.	Every employer shall grant an unpaid leave of absence of up to 28 weeks to an employee for the purpose of providing care and support to a family member of the employee if that family member has a serious medical condition carrying with it a significant risk of death.

	<p>addition to any unpaid leave that the employee is entitled to.</p> <p>On March 16, 2020, the PEI government declared a public health emergency and directed all provincial government employees who can work from home to do so for the next 2 weeks.</p>			
Newfoundland and Labrador	An employee, having been employed under a contract of service with the same employer for a continuous period of 30 days, shall be granted by their employer a period of 7 days unpaid sick leave or family responsibility leave in a year.	None.	<p>An employee who has been employed by the same employer for at least 30 days is entitled to a leave of absence from employment without pay of up to 37 weeks to provide care or support to a critically ill child who is a family member.</p> <p>An employee who has been employed by the same employer for at least 30 days is entitled to a leave of absence from employment without pay of up to 17 weeks to provide care or support to a critically ill adult who is a family member.</p>	An employee who has been employed by the same employer for at least 30 days is entitled to a leave of absence without pay of up to 28 weeks to provide care or support to a family member of the employee where the family member has a serious medical condition with a significant risk of death.
Canada Labour Code – federally regulated employees	Every employee is entitled to and shall be granted a leave of absence from employment of up to 5 days in every calendar year for, <i>inter alia</i> , treating their illness or injury; and carrying out responsibilities related to the health or care of any of their family members, the first three of these days being paid to	Every employee is entitled to and shall be granted a medical leave of absence without pay from employment of up to 17 weeks as a result of, <i>inter alia</i> , personal illness.	<p>Every employee who is a family member of a critically ill child is entitled to and shall be granted a leave of absence from employment of up to 37 weeks to provide care or support to a critically ill child.</p> <p>Every employee who is a family member of a critically ill adult is entitled to and</p>	Every employee is entitled to and shall be granted up to 28 weeks of unpaid leave within a 52-week period to look after a family member who has a serious medical condition with a significant risk of death.

	employees with a minimum of three months of continuous service.		shall be granted a leave of absence from employment up to 17 weeks to provide care or support to a critically ill adult.	
Yukon	<p>One day of sick leave without pay for every month the employee has been employed by that employer less the number of days on which the employee has previously been absent due to illness or injury, but an employee's maximum net entitlement at any time shall not exceed 12 days.</p> <p>On March 16, 2020, the Yukon government announced it will establish a program to reimburse Yukon employers who are providing additional paid sick leave to employees for COVID-related illness.</p>	None.	<p>An employee who has completed six months of continuous employment with an employer and who is a family member of a critically ill child is entitled to a leave of absence from employment without pay for a period of up to 37 weeks in order to care for or support that child..</p> <p>An employee is entitled to a leave of absence from employment without pay for a period of up to 17 weeks if the employee has completed 6 months of continuous employment with an employer; is a family member of a critically ill adult; and requires the leave to care for or support the adult.</p>	Every employee is entitled to a leave of absence from employment of up to 28 weeks to care for or support to a family member of the employee if that family member has a serious medical condition with a significant risk of death.
Nunavut	Unclear.	Unclear.	Unclear.	Every employee is entitled to and shall be granted a leave of absence from employment of up to 8 weeks to provide care or support to a family member of the employee if that family member has a serious medical condition with a significant risk of death.
Northwest Territories	An employee incapable of working due to illness or injury and who has been employed by the employer for at least 30 days is entitled to unpaid sick leave for a	None.	An employee who has completed six consecutive months of employment with an employer and who is a family member of a critically ill child is entitled to family	An employee is entitled to compassionate leave of 27 weeks , without pay, to provide care or support to a family member of the employee if that family member is suffering from a serious

	period of at least 5 days during each 12 month period.		caregiver leave, without pay, of up to 37 weeks in order to care for or support that child. An employee who has completed six consecutive months of employment with an employer and who is a family member of a critically ill adult is entitled to leave, without pay, of up to 17 weeks in order to care for or support that adult.	medical condition with a significant risk of death.
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