

## Compassionate Leaves

At McMaster, we recognize the importance of providing faculty members with emergency or short-term compassionate leaves.

- A faculty member shall be granted a leave when a death or major medical event occurs in their immediate family.
- A faculty member shall provide the Chair/Director of the Department/Area with notification of the requirement for such a leave as soon as possible. Such leaves will be provided with no loss of salary or benefits for up to two weeks.
- Where a faculty member requires a leave in excess of two-weeks duration, the expected duration and terms of the leave shall be discussed with the Dean (or designate) in consultation with the faculty member and Chair/Director.

In addition to the above, in Ontario there are a number of statutory leaves which provide unpaid job-protected leave for eligible employees so that they may attend to urgent matters, or to provide care or support to a family member during a period of illness or injury. Faculty members may make arrangements for one of the statutory leaves with their Chair/Director, in consultation with the Dean.

Current statutory protected leaves in Ontario include:

- Bereavement Leave
- Child Death Leave
- Crime-Related child death or disappearance leave
- Critical Illness Leave
- Domestic or Sexual Violence Leave
- Family Caregiver Leave
- Family Medical Leave
- Family Responsibility Leave
- Organ Donor Leave
- Pregnancy and Parental Leave
- Sick Leave

Statutory leaves are defined within the Ontario Employment Standard Act. Details on the leave provisions are available at: <https://www.ontario.ca/document/your-guide-employment-standards-act-0>

As statutory provisions may change from time to time, faculty members are encouraged to review the Employment Standards website to ensure they are accessing current details on available leaves and their provisions.

## Statutory Leaves of Absence - Provincial Legislation

Leave Type	Description
<b>Bereavement Leave</b>	Up to two unpaid days of leave each calendar year because of the death of eligible family member
<b>Child Death Leave</b>	Unpaid, job-protected leave of absence. It provides up to 104 weeks with respect to the death of a child.
<b>Crime-related child death or disappearance leave</b>	Unpaid job-protected leave of absence. It provides up to 104 weeks with respect to the crime-related disappearance of a child.
<b>Critical Illness Leave</b>	Unpaid job-protected leave of absence of up to 37 weeks in relation to a critically ill minor child, or 17 weeks in relation to a critically ill adult within a 52-week period. "Critically ill" means that a person's baseline state of health has significantly changed and their life is at risk as a result of an illness or injury. It does not include chronic conditions.
<b>Domestic or Sexual Violence Leave</b>	A job-protected leave of absence providing up to 10 days and 15 weeks in a calendar year of time off to be taken for specific purposes when an employee or an employee's child has experienced or been threatened with domestic or sexual violence. The first five days of leave taken in a calendar year are paid, and the rest are unpaid.
<b>Family Caregiver Leave</b>	Unpaid, job-protected leave of up to eight weeks per calendar year per specified family member taken to provide care or support to certain family members for whom a qualified health practitioner has issued a certificate stating that they have a serious medical condition.
<b>Family Medical Leave</b>	Unpaid, job-protected leave of up to 28 weeks in a 52-week period taken to provide care or support to certain family members and people who consider the employee to be like a family member in respect of whom a qualified health practitioner has issued a certificate indicating that they have a serious medical condition with a significant risk of death occurring within a period of 26 weeks.
<b>Family Responsibility Leave</b>	Up to three unpaid days of leave each calendar year due to illness, injury, medical emergency or urgent matter relating to a select group of family members
<b>Organ Donor Leave</b>	Unpaid, job-protected leave of up to 13 weeks, for the purpose of undergoing surgery to donate all or part of certain organs to a person. In some cases, organ donor leave can be extended for up to an additional 13 weeks.
<b>Pregnancy and Parental Leave</b>	Pregnant employees have the right to take pregnancy leave of up to 17 weeks of unpaid time off work. In some cases the leave may be longer. New parents have the right to take parental leave – unpaid time off work when a baby or child is born or first comes into their care. Birth mothers who take pregnancy leave are entitled to up to 61 weeks' leave. Birth mothers who do not take pregnancy leave and all other new parents are entitled to up to 63 weeks' parental leave.
<b>Sick Leave</b>	Most employees have the right to take up to three days of unpaid job-protected leave each calendar year due to a personal illness, injury or medical emergency.

Source: <https://www.ontario.ca/document/your-guide-employment-standards-act-0>