

**Leamington Mennonite Home
Long Term Care & Retirement Residence**

POLICY AND PROCEDURE

CATEGORY: Personnel	SUBJECT: Leave of Absence – Critical Illness, Crime-Related Child or Disappearance	SECTION: L POLICY: 7
DATE: June 2018	Administrator's Signature: _____	

**LEAVE OF ABSENCE
CRITICAL ILLNESS, CHILD DEATH, CRIME-RELATED CHILD DISAPPEARANCE**

POLICY:

According to the “Fair Workplaces, Better Jobs Act (2017)” employees are entitled to take an unpaid, job-protected leave related to the above reasons.

PURPOSE:

When employees have been employed for at least six months, the employee may take a leave as outlined by the Ministry of Labour in the Employment Standards Act.

PROCEDURE:

- **Critical Illness Leave – for minor child** – entitled to maximum 37 weeks unpaid leave
- **Critical Illness Leave – for adult** – entitled to maximum of 17 weeks unpaid leave
- **Child Death Leave** – entitled to maximum 104 weeks unpaid leave
- **Crime-Related Child Disappearance Leave** – entitled to a maximum of 104 weeks unpaid leave

More details for each of these leaves is available on the Employment Standard's website.