Human Resources Legislative Update

Leaves to Help Families Act Introduced

Date: March 6, 2013

On March 5, 2013, the Ontario government introduced Bill 21, Employment Standards Amendment Act (Leaves to Help Families), 2013. If passed, Bill 21 would allow eligible employees to take the following three unpaid leaves of absences:

Family Caregiver Leave

Employees would be entitled to take an unpaid leave of absence to provide care or support to an individual where a qualified medical practitioner has issued a certificate stating that the individual has a serious medical condition. The term “individual” includes:

1. The employee’s spouse.
2. A parent, step-parent or foster parent of the employee or the employee’s spouse.
3. A child, step-child or foster child of the employee or the employee’s spouse.
4. A grandparent, step-grandparent, grandchild or step-grandchild of the employee or the employee’s spouse.
5. The spouse of a child of the employee.
6. The employee’s brother or sister.
7. A relative of the employee who is dependent on the employee for care or assistance.
8. Any individual prescribed as a family member for the purpose of this section.