



LEAVE OF ABSENCE (LOA) Summary by Province

ASAP = As Soon as Possible

DOB = Date of Birth

EDD = Estimated Due Date

Medical Certificate = statement from an appropriately qualified health care practitioner

Misc. = Miscellaneous

N/A = Not Applicable

Physician Certificate = statement from a qualified physician

RTW = Return to Work

TM = Team Member

wks = Week(s) (continuous unless otherwise noted)

* = Please see descriptions provided above

Michaels Cross-Canada Leaves:

There are two kinds of leave that are available to all eligible Canadian Team Members: Michaels Medical Leave and Michaels Personal Leave. These do not appear on the provincial leave chart, but are described below.

Michaels Medical Leave

This leave is intended to allow Team Members to be absent from work due to their own serious health condition. If approved, the Team Member may be away as long as proper documentation that supports the necessity of the LOA is provided. This leave will run concurrently with any provincial Personal Health LOAs for which the Team Member is eligible. The purpose of this LOA is to provide a Personal Health LOA to Team Members in provinces that do not otherwise provide them, and to extend the scope and/or length of job-protected absence in provinces that do have Personal Health LOAs.

A Return to Work Form must be submitted to CBML before the Team Member on Michaels Medical Leave may return to work.

Michaels Personal Leave

This leave allows a Team Member to be absent from work for up to 24 weeks in a rolling 12-month period. It requires the approval of a District Manager, in partnership with the Zone HR Director, and will only be granted for a compelling reason. This LOA is available to any eligible Team Member in Canada and will run concurrently with any other non-medical LOA. This LOA allows a Team Member to be away from work longer than the provincially guaranteed minimums and for reasons that may not fit into the eligibility requirements of these leaves.

The Team Member or Store Manager can confirm the Team Member's return to work with CBML 7 days before the intended date of return.

Provincial LOAS:

There are some LOAs that are the same in multiple provinces. These include:

- Compassionate Care
- Critically Ill Child Care
- Family Responsibility
- Organ Donor

The eligibility criteria of these LOAs is described below and applies to all provinces that provide that LOA. If one of these LOAs is available in a province, it will appear in the chart. An “*” indicates that the information that applies to the LOA is consistent with the descriptions below. Information that may differ by province, for example any minimum service requirement, will be found in the chart. These LOAs are not all available in every province, so please consult the chart to determine whether or not you are eligible for any leave.

Compassionate Care

This LOA allows a Team Member to provide care or support to a seriously ill family member who has a significant chance of death within 26 weeks. In order to be eligible, a Team Member must be the primary caregiver and provide a physician’s certificate. This physician’s certificate must confirm that the family member has a serious illness, has a significant risk of dying in the 26 weeks following the date of the certificate, and that the patient needs care.

This LOA is for a maximum of eight weeks (27 weeks in Alberta, 28 weeks in Ontario and Saskatchewan) in respect of the same person and may be taken intermittently or all at one. The smallest blocks of time into which the LOA may be broken is one week. The first day of the LOA will typically be the first day of the week in which the physician’s certificate was issued and the LOA typically ends when either the family member passes away or 26 weeks have passed. This kind of LOA may be extended once with notice and a fresh physician’s certificate, but a Team Member may only take a maximum of two LOAs in respect of the same person.

The LOA may be shared between two Team Members who meet the eligibility criteria, but this does not change the maximum length of the LOA.

Critically Ill Child Care

A Team Member may take a LOA to care for their child or the child of their spouse or common law partner (in Ontario this leave may be taken to provide care and support for any critically ill family member). “Child” includes a child by adoption, a foster child, or any child for whom the Team Member provides legal guardianship. In order to be eligible, the Team Member must provide a physician’s certificate stating that the child is critically ill, requires the Team Member’s care, and stating the period of time in which this care will be required.

This LOA lasts a maximum of 37 weeks, or for as long as the period noted in the physician’s certificate. It must be taken within the 52 weeks period that starts on the first day of the week in which the child became critically ill. It may only be taken in whole week increments and ends on the last day of the week in which the child dies, the period that the physician’s certificate expired, or the last day of the week that is 52 weeks after it started.

If more than one child is critically ill as a result of the same event, the LOA does not end on the last day of the week in which one of the children died, but will end on the last day of the week in which the last child dies, the period in the certificate expires, or on the last day of the week that is 52 weeks after the LOA began. The permitted length of LOA doesn't increase if there are two or more critically ill children

Family Responsibility

This LOA is intended to assist the Team Member in meeting responsibilities regarding care or health of immediate family members, or the education of a child in their care. If a Team Member intends to take a LOA for this reason and it is available in their province of residence, they must advise Michaels of their intention to take the LOA, and the start and end date.

Organ Donor

This LOA is available in certain provinces to a Team Member who will undergo surgery for organ or tissue transplantation.

The LOA has a maximum duration of 13 weeks, and requires a medical certificate with predicted start and end dates. If the duration in the medical certificate is less than 13 weeks, the LOA length is limited to this amount of time.

This time may be extended by providing notice and a fresh medical certificate, though extensions may not total more than 13 weeks for a maximum LOA of 26 weeks.

A Team Member on LOA for organ donation may return earlier than the date given in the original medical certificate by providing notice of two weeks or one pay period, whichever is longer. A request to return early must be accompanied by a medical certificate indicating that the Team Member is fit to return to work without risking their health.

Alberta

LOA Type	LOA Name	Maximum Duration	Service Requirement	Timing	Notice/Evidence Requirements	Misc.
Family	Bereavement Leave	3days	90days			Limited to bereavement of an immediate family member
	Compassionate Care	27wks	90days	*	*	Leave ends on the last day of the work week in which TM ceases to provide care, or the end of the 27 week period, whichever is sooner Notice requirement for return to work is 48 hours, unless the TM is resigning, in which case the notice requirement is 2weeks.
	Critical Illness of a Child	36weeks	90days	*	*	
	Domestic Violence Leave	10days	90days			
	Personal and Family Responsibility Leave	5days	90days	*	*	
Pregnancy/ Parental	Pregnancy	16wks	90days	Any time during the 12wks pre-EDD A TM who takes pregnancy LOA must take a LOA of a minimum of 6wks after the DOB unless the TM and Michaels agree	6wks written notice and medical certificate if req. If the TM doesn't want to take 6wks, they must provide a medical certificate to CBML that states that returning to work will not create a risk to their health	If TM provides no notice, they are still entitled to LOA if they provide a medical certificate within 2wks of stopping work that states they can't work due to medical condition arising from pregnancy and providing the EDD Leave will not apply if a pregnancy terminates more than 16 weeks before EDD
	Parental	37wks	90days	Immediately following Pregnancy LOA w/in 52wks of birth or placement If both parents are TMs, the entire LOA may be taken by one parent, or the amount	6wks written notice If the medical condition of the birth mother or child make this impossible then as soon as possible. TM must give 4wks notice of RTW.	If the LOA is shared, Michaels is not obligated to grant LOA for both parents at the same time. Please note: notice for pregnancy LOA qualifies as notice for Parental LOA if both are taken.

				may be shared between them.		
Personal Health	Long-Term Illness and Injury Leave	16weeks	90 days		Medical certificate and reasonable notice are required	

British Columbia

LOA Type	LOA Name	Maximum Duration	Service Requirement	Timing	Notice/Evidence Requirements	Misc.
Family	Compassionate Care	8wks	N/A	*	*	*
	Family Responsibility	5 days/year	N/A	*	*	*
	Child Disappearance	52wks	N/A	Ends: on the date that the child is found dead; on the date that the evidence suggests that the disappearance is not the result of a crime; or 14 days after the child is found alive.	(Child must be under 19 years of age)	If the TM is charged (not necessarily convicted) of the crime that resulted in the disappearance they are not eligible. This leave is usually taken consecutively but may be taken intermittently with permission.
	Child Death	104wks	N/A		(Child must be under 19 years of age)	This leave is usually taken consecutively but may be taken intermittently with permission.
Pregnancy/ Parental	Pregnancy	17wks max.	N/A	Starts: No Earlier than 13wks pre-EDD Ends: No later than 17wks after DOB	In writing, 4wks before proposed LOA If the TM wishes to take less than 6wks she must provide notice a week prior to her intended return date	May apply for an extension up to 6wks for reasons relating to birth or termination
	Parental	If the TM took Pregnancy LOA: 61wks If no Pregnancy LOA taken: 78wks	N/A	Immediately after Pregnancy LOA Must start between DOB within 78wks of DOB or placement	In writing, 4wks before proposed LOA Medical Certificate or other appropriate documentation is required	

Manitoba

LOA Type	LOA Name	Maximum Duration	Service Requirement	Timing	Notice/Evidence Requirements	Misc.
Family	Compassionate Care	8wks	90 days	*	*	*
	Critical Illness	37wks for child	30 days	*	Must give at least one pay period of notice unless emergency	*
		17wks for adult	90 days			
Family Responsibility	3 days/year	30 days	*	As much notice as possible	Must take in full days	
Personal Health	Personal Health	3 days/year	30 days	As much notice as possible		Must take in full days
	Long Term Leave for Serious Injury or Illness	Up to 17wks in any 52wks period	90 days	As much notice as possible with physician's certificate May end early with 2wks notice		LOA must be continuous Must provide certificate of fitness to return before RTW
	Organ Donor	13wks	30 days	*	*	*
Pregnancy/ Parental	Pregnancy	17wks If DOB is later than EDD, the time by which the baby is late is added to the LOA (17wks plus the difference between EDD and DOB)	7 months	No sooner than 17wks pre-EDD and must end not more than 17wks after DOB, plus additional time granted due to the baby arriving later than EDD May end early if TM gives 2wks or one pay period of notice before intended RTW	ASAP with medical certificate with EDD Providing notice after starting LOA is fine as long as medical certificate is provided w/in 2wks of first day of LOA noting DOB or EDD and the reason she had to start LOA	For pension and benefits the employment is deemed continuous For duration of employment the LOA is not an interruption LOA doesn't reduce vacation or LOA entitlement

	Parental	63wks In order for adoptive parents to be eligible, the adoption must be recognized by Manitoba law	7 months	Must start within 18mths of DOB or placement of child If TM takes Pregnancy and Parental LOA, they must be continuous unless otherwise agreed Ends 37wks after it began, or 37wks less the number of days less than 4wks notice given	4wks written notice If notice is given late, the number of days by which the notice is late is deducted from the LOA. May end leave early with 2wks notice	
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New Brunswick

LOA Type	LOA Name	Maximum Duration	Service Requirement	Timing	Notice/Evidence Requirements	Misc.
Family	Compassionate Care	8wks	N/A	*	*	*
	Critically Ill Child	37wks	N/A	*	Applies to parents and other family members of a critically ill child.	If both parents or other family members are Team Members, they may split the leave, but the cumulative total time may not exceed 37wks.
	Critically Ill Adult	16wks	N/A		Applies to parents and other family members of a critically ill person 18 years or older.	If both parents or other family members are Team Members, they may split the leave, but the cumulative total time may not exceed 16wks.
	Family Responsibility	3 days/year	N/A	*	*	*
Personal Health	Sick Leave	5 days/year	90 days	Medical certificate is required if 4 or more days are requested.		
Pregnancy/ Parental	Pregnancy	17wks	N/A	Must begin no earlier than 13wks pre-EDD	Advise 4months prior to EDD or as soon as pregnancy is confirmed, whichever is later and provide medical certificate with confirmation of pregnancy and EDD or, in emergency within 2wks of starting	TM continues to accumulate seniority during LOA
	Parental	62wks	N/A	Starts no earlier than DOB or placement Maximum combined Pregnancy and Parental LOA is 78wks Either parent may take Parental LOA but their combined LOA can't exceed 62wks	In absence of emergency, the TM must give 4 months written notice with duration of LOA and medical doctor's certificate with EDD or the DOB In absence of emergency, the TM must give 4 months written notice and proof of placement, or when that child will be placed and start and end dates of LOA	TM continues to accumulate seniority during LOA

Newfoundland

LOA Type	LOA Name	Maximum Duration	Service Requirement	Timing	Notice/Evidence Requirements	Misc.
Family	Compassionate Care	8wks	30 days	*	*	If family member dies the TM may get an additional 3 days
	Leave Related to Critical Illness	37wks to care for a critically ill child	30 days	*	Medical certificate from a medical or nurse practitioner stating that the child is critically ill, requires the care or support of the TM, and the period of time during which care is required.	TM should limit LOA to the time that is reasonably necessary in the circumstances
		17wks to care for a critically ill adult family member	30days	*	Medical certificate from a medical or nurse practitioner stating that the adult is critically ill, requires the care or support of the TM, and the period of time during which care is required.	
	Sick/Responsibility Leave	7 days/year	30 days	*	If 3 or more consecutive days off, requires supporting documentation	This 7 days does not roll over to the next year
Personal Health	Sick/Family Responsibility	7 days/year	30 days		If the LOA is 3 or more consecutive days the TM must provide a medical certificate from a medical or nurse practitioner	This 7 days does not roll over to the next year
Pregnancy/Parental	Pregnancy/Adoption	17wks	20wks	No earlier than 17wks pre-EDD or date that child comes into adoptive parents care Ends 17wks after starts	2wks written notice and medical certificate with EDD Doesn't apply if complications, early birth, stillbirth, or	A TM who has already given notice may change the start date to an earlier or later date with at least 2wks written notice. RTW work dates may be changed to an earlier or later date with 4wks written notice before the LOA was to end

				<p>If TM is not eligible to take parental LOA, pregnancy LOA ends 17wks after it began, or the day that is 6wks after birth, stillbirth, or miscarriage, whichever is later</p> <p>If a TM on Pregnancy LOA doesn't intend to take Parental LOA, they must notify CBML no less than 4wks before the date they intend to RTW</p>	<p>miscarriage causes stoppage – then w/in 2wks of stopping with date of LOA start and medical certificate with explanation</p> <p>Can RTW early with 4wks written notice</p>	<p>Pregnancy/ Adoption/ Parental LOAs do NOT count towards service-based rights, benefits, and privileges, but service will be deemed continuous (no gap in service)</p>
	Parental	61wks	20wks	<p>Following placement for the first time – starts on the day that the TM stops working</p> <p>Ends 35wks after the DOB or placement</p> <p>If the TM takes Pregnancy and Parental LOA, the Parental LOA begins when Pregnancy LOA ends, unless the child has not yet come into care and custody</p>	<p>2wks written notice, unless the child comes into care and custody sooner than expected, in which case w/in 2wks of the date that the TM stopped working</p> <p>A TM who has given notice or these LOAs may change the start date to an earlier or later date with at least 2wks written notice.</p> <p>RTW date may be changed with 4wks written notice</p>	<p>LOAs do NOT count towards service-based rights, benefits, and privileges, but service will be deemed continuous (no gap in service)</p>

Nova Scotia

LOA Type	LOA Name	Maximum Duration	Service Requirement	Timing	Notice/Evidence Requirements	Misc.
Family	Unpaid LOA (Emergency) To deal with an emergency that prevents the TM from working, or that impacts a family member where the TM is the only person reasonably able to help	As long as the condition that requires the LOA continues	N/A	Ends when the TM is no longer prevented from doing duties of position.	The TM shall provide as much notice as is reasonably practicable and provide evidence that is reasonable in the circumstances if requested.	
	Compassionate Care	28wks	3 months	*	*	*
Personal Health	Sick Leave	3day/year due to family sickness or medical/dental/other appointments	N/A			
	Unpaid LOA (Emergency)	As long as the following apply: An emergency (medical order, public health emergency, declared emergency, etc.) that prevents the TM from	N/A	Ends when the TM is no longer prevented from doing duties of position.	The TM shall provide as much notice as is reasonably practicable and provide evidence that is reasonable in the circumstances if requested.	

		performing duties.				
Pregnancy/ Parental	Pregnancy	17wks	1 year	Starts no earlier than 16wks pre-EDD and no later than DOB	<p>4wks notice of start date and RTW date and providing a med where requested stating EDD.</p> <p>Dates may be changed with 4wks notice.</p> <p>Ends not later than 17wks post-DOB</p> <p>If the TM is told by a medical practitioner that she should start pregnancy leave early due to medical circumstances resulting from pregnancy she should give as much notice as possible.</p> <p>If a child arrives early or is placed early the TM will give as much notice as possible.</p>	The TM has the option of maintaining benefit plans in which they participated before LOA. If they opt to maintain the plan, they must pay both their and Michaels contributions
	Parental	52wks max Note: Maximum combined Pregnancy and Parental leave is 52wks.	1 year	<p>If TM took Pregnancy leave and the child enters care and custody of TM during Pregnancy leave, Parental leave begins on completion of the Pregnancy leave and ends not more than 35wks after it began.</p> <p>If the TM didn't take Pregnancy leave, Parental leave begins when the child enters the TM's care and custody (i.e. home) and ends no more than 52wks later.</p>	<p>4wks notice of start and stop.</p> <p>Dates may be changed with 4wks notice.</p> <p>LOA. Interruption/deferral, or other, the medical certificate must come from a qualified medical practitioner (or Department of Community Services in the case of adoption)</p>	If Parental leave has begun and the child is hospitalized for a period exceeding or likely to exceed one week, the TM may return to work and defer the unused portion of Parental LOA until the child's discharge from hospital on giving notice. Only one interruption and deferral is allowed.

Ontario

LOA Type	LOA Name	Maximum Duration	Service Requirement	Timing	Notice/Evidence Requirements	Misc.
Family	Child Death	104weeks	6months	May only be taken during the 105-week period that begins in the week the child dies	<p>TM must provide written notice (if possible) and a written plan indicating proposed duration of leave</p> <p>Reasonable evidence of eligibility may be required</p>	
	Critical Illness	37wks	6 months	*	*	This leave replaces the past “Critically Ill Child Care Leave”
	Domestic or Sexual Violence	10days; and 15weeks	13weeks	Leave is to be taken in entire days or weeks, depending on which aspect of leave is being taken	<p>TM who wishes to take this leave must advise as soon as possible</p> <p>Reasonable</p>	<p>The first five days of this leave are to be paid</p> <p>Leave is to be used for a prescribed purpose, including seeking medical attention, obtaining services, and/or relocation</p>
	Personal Emergency	10 days/calendar year	Personal illness, injury, or emergency, death, illness , injury or medical emergency or urgent matter concerning the TM’s spouse, parent, child or grandparent (including step and foster), spouse of child of the TM, the TMs sibling, other		Give notice and provide reasonable evidence in the circumstances (may not ask for a doctor’s certificate)	Deemed to be taken in full days

			dependent relative			
	Family Caregiver	8wks	Providing care or support for a dependent family member with a serious medical condition		Written notice and Physician, RN, or psychologist must certify that the individual has a serious medical condition	Condition may be chronic or episodic
	Family Medical	28wks	* (Follow rules for Compassionate Care Leave)	*	* (Follow rules for Compassionate Care Leave)	*
Personal Health	Personal Emergency Leave	10 days/calendar year Personal illness, injury, or emergency.	N/A		Give notice and provide reasonable evidence in the circumstances	The first two days are to be paid
	Organ Donor	*	13wks	*	*	*
Pregnancy/ Parental	Pregnancy	17wks	13wks employment before EDD	Starts no earlier than 17wks pre-EDD and no later than her EDD or DOB (unless she has a miscarriage or stillbirth) Ends: 17wks after it started or, if she isn't eligible for parental leave, on the day that is later of 17wks after the pregnancy LOA started or	2wks notice with medical certificate if requested Start date can be earlier or later with 2wks notice If she stops work because of a complication, stillbirth or miscarriage before the EDD, w/in 2wks give written notice with medical certificate from legally qualified	TMs continue to participate in all benefit plans, including pension, life insurance, accidental death, extended health, dental, etc. plans unless they elect in writing not to. Michaels will continue to make contributions for any plan unless the TM gives notice in writing that they don't intend to make their contributions

				12wks after the birth, stillbirth, or miscarriage May end early with 4wks notice	medical professional stating why and relevant dates	
	Parental	63wks for "extended" leave or 37weeks for "standard" leave	13wks Is the parent of a newborn or adopted child	Must start no later than 78wks after the DOB or placement if opting for "extended" leave, or 52weeks if opting for "standard" leave If the TM took Pregnancy LOA, her Parental LOA must start when her Pregnancy LOA ends unless the child has not yet come into her custody for the first time If child is born earlier than EDD the Parental LOA begins on the day that the TM stop working Ends 63wks for "extended" leave	2wks written notice Changes to start date are acceptable with 2wks notice Must give notice w/in 2wks of stopping work May end early or later with 4wks notice	For any leave, the length of the LOA shall be included in calculating length of employment/service and seniority, though shall not be considered employment for the purposes of fulfilling a probation period TMs must choose one option – the extended leave or what has been standard in the past. If a TM is already away on Parental Leave, they are not able to switch to the new Extended Parental

				<p>(37weeks if "standards" leave) after it began if the TM did not take Pregnancy LOA</p> <p>Ends 61wks for "extended" leave (35 weeks for "standard" leave) after it began if the TM took Pregnancy LOA</p>		
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Prince Edward Island

LOA Type	LOA Name	Maximum Duration	Service Requirement	Timing	Notice/Evidence Requirements	Misc.	
Family	Compassionate Care	8wks	N/A	*	*	*	Continuous employment shall be deemed
	Critically Ill Child Care	37wks within preceding 52wk period	3 months	*	*	*	Michaels is not required to pay pension benefits in respect of any period of Pregnancy, parental or adoption LOA
	Family Leave	3days/year	6 months	*	*	*	Benefits plans Michaels may be continued if TM wishes. If so, they will be responsible for paying their own and Michaels' contributions
Personal Health	Sick Leave	3days/12calendar months One paid sick day in addition to the 3 unpaid days noted above	6 months 5years		If LOA is anticipated, TM will give notice of dates and duration Medical certificate will be required if 3 days is taken all at once		
Pregnancy/ Parental	Pregnancy	17wks	20wks out of the last 52wks	Pregnancy LOA starts any time during the last 11wks pre-EDD. Where actual DOB is later than EDD, the TM is entitled to 6wks after DOB	4wks written notice giving dates of LOA start and end dates and medical certificate with EDD		Michaels does not pay pension benefits in respect of any period of maternity, parental or adoption LOA Benefits may continue if TM desires. If this is the TM's decision they will be responsible for paying their own and Michaels contributions

	Parental	<p>35wks for birth parent</p> <p>52wks for adoption</p> <p>The total amount taken by one or more TM in respect of the same child may not exceed 52wks</p>	20wks out of the last 52wks	<p>May not start before DOB or placement</p> <p>Where both Pregnancy and parental LOA are taken the parental LOA starts immediately on expiration of Pregnancy LOA</p> <p>Ends no later than 52wks after DOB or care and custody, whichever is later</p> <p>May be extended by up to 5wks if the child has a physical, psychological or emotional condition requiring additional parental LOA</p>	<p>4wks notice giving date of start and finish</p> <p>May return early with 2wks notice</p> <p>Extension requires medical certificate from an appropriate health practitioner stating that the child has a physical, psychological, or emotional condition that requires additional Parental LOA. Notice must be given at least a week before the LOA was to end</p>		<p>Michaels is not required to pay pension benefits in respect of any period of Pregnancy, parental or adoption LOA</p> <p>Benefits plans Michaels may be continued if TM wishes. If so, they will be responsible for paying their own and Michaels' contributions</p>
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Québec

LOA Type	LOA Name	Maximum Duration	Service Requirement	Timing	Notice/Evidence Requirements	Misc.
Family	Sickness, Organ Donor, Accident and Family	<p>10 days/year For obligations relating to care, health, or education of child of TM or spouse or health of spouse, parent, sibling, or grandparent</p> <p>12wks/12months To stay with child, spouse, child of spouse, parent, spouse of parent, sibling or grandparent because of a serious illness or serious accident</p> <p>52wks if their spouse or child commits suicide</p> <p>+104wks If a minor child of the TM has a serious and potentially mortal illness, or serious injury due to criminal offence, the TM is entitled to an extension of up to 104wks after the start of that period</p>	N/A		<p>Advise Michaels ASAP and take reasonable steps to limit the leave and duration of leave</p> <p>Both aspects require a medical certificate</p>	<p>May be divided into days</p> <p>Not eligible if the TM was the offender or contributed through gross fault. Not workplace injury or illness</p>

Personal Health	Sickness, Organ Donor, Accident and Family	26wks/12months LOA owing to sickness, and organ or tissue donation for transplant or an accident.	3 months		Must give notice ASAP and provide reason Documentary evidence will be required	
	Victim of a Crime and Family Circle	104wks	3 months Victim of criminal offence - suffers serious bodily injury during, or resulting directly from, a criminal offence that renders the TM unable to do their job		Must give notice ASAP and provide reason – if warranted by duration of requested LOA documentary evidence will be required	Not eligible if TM is the offender or contributed through gross fault. Not applicable to a workplace injury or illness
Pregnancy/ Parental	Birth, Adoption, or Termination	5 days (The first 2 days are paid if the TM has worked for 60 days)	On the birth of their child, adoption of a child, or termination of pregnancy after the start of the 20 th week of gestation		Must advise ASAP 3wks written notice starting date of LOA and date of RTW – must be accompanied by medical certificate with EDD. This may be replaced by a written report signed by a midwife	
	Pregnancy	18wks consecutively		Can be split as needed before and after EDD but can't start more than 16wks pre-EDD and must end no more	Also require medical certificate and notice for preterm birth If TM RTW within 2wks of	

				<p>than 18wks post-DOB</p> <p>If LOA starts during the week of DOB, this week doesn't count towards 18</p> <p>If birth is late, TM is entitled to at least 2wks after DOB</p>	<p>DOB she may be required to provide medical certificate of fitness to work</p> <p>If this LOA is taken it is deemed to be the maternity leave as above, starting from the 4thwk before EDD</p>	
	<p>Special Maternity – Where risk to health of mother or baby caused by pregnancy and requiring a work stoppage</p>	<p>The period of time listed in the medical certificate that attests to the risk and indicating the EDD</p>		<p>Starting from date of event</p>	<p>Notice ASAP informing of the event, the date, the anticipated RTW date, and medical cert (For emergencies the medical certificate should be provided as soon as possible)</p>	
	<p>Special Maternity - Termination at 20+wks gestation</p>	<p>18wks</p>				
	<p>Termination before 20th week of gestation</p>	<p>3wks</p>			<p>Medical certificate may attest to requirement for more time</p>	
	<p>Paternity</p>	<p>5wks</p>	<p>N/A</p>	<p>Not start until the week of the DOB and must</p>	<p>Written notice of 3wks, providing EDD and RTW</p>	

				end no later than 52wks after the week of DOB	Less notice is acceptable if birth is earlier than EDD	
	Parental	52wks If, before the expiry of the LOA, the TM submits a medical certificate stating that the health of the TM or child require it, they are entitled to an extension of time equivalent to the period on the medical certificate.	N/A	May start no earlier than the DOB or placement or the weeks in which the TM leaves Quebec in order to be entrusted with the child. Must end no more than 70wks after DOB or placement If, before the expiry of the LOA, the TM submits a medical certificate stating that the health of the TM or child require it, they are entitled to an extension of time equivalent to the period on the medical certificate.	No less than 3wks notice, giving date of LOA start and RTW Notice may be shorter if the TM must stay with the mother or child due to state of health of one of the other May RTW early with 3wks notice With consent may RTW work P/T or intermittently during parental leave If TM doesn't RTW work on date stated in notice they are seen to have resigned	At the request of the TM, LOAs may be split into weeks if the child is hospitalized or if the TM may be absent due to their own illness or that of the mother or child, etc. If the child is hospitalized during any of these leaves, the LOA may be suspended with Michaels approval to allow them to RTW during the time the child is hospitalized Group insurance and pension plans are not affected by these LOAs, subject to payment of contributions

Saskatchewan

LOA Type	LOA Name	Maximum Duration	Service Requirement	Timing	Notice/Evidence Requirements	Misc.
Family	Compassionate Care	28wks	N/A	*	*	*
	Critically Ill Child	37wks	N/A	*	*	*
	Interpersonal Violence	10days	13weeks	Needn't be taken all at once	TM may be asked to provide evidence, such as an emergency intervention order, restraining order, peace bond, etc.	Leave is to be used for a prescribed purpose, including seeking medical attention, obtaining services, and/or relocation
Personal Health	General	12 days/calendar year for non-serious illness/injury 12wks/52wks for serious illnesses/injuries 26wks/52 if the TM is receiving Worker's Compensation	13wks	Medical certificate from qualified medical practitioner		Seniority continues to accrue Benefit plans continues And the TM must continue to pay their contributions
	Organ Donation	26wks	N/A	*	*	*
Pregnancy/ Parental	Pregnancy	18wks May extend for 6wks due to medical necessity In TM whose pregnancy terminate not more than	N/A	Starting w/in 12wks pre-EDD and no later than actual DOB If DOB is late, the TM is entitled to min 6wks post DOB	4wks written notice with certificate from medical practitioner Failure to comply results in a Pregnancy LOA that's no longer than	

		12wks pre-EDD due to miscarriage or stillbirth is entitled to this leave			14wks, starting any time in the 8wks pre-EDD	
	Parental	<p>Adoptive parents are entitled to an additional 18wks Adoption LOA in addition to Parental LOA</p> <p>34wks if took Pregnancy or adoption LOA</p> <p>37 if no Pregnancy or Adoption LOA was taken</p>	N/A	<p>Starting on the date of placement or availability for adoption</p> <p>During period between 12wks preceding the EDD or adoption and 52wks following DOB or placement</p>		