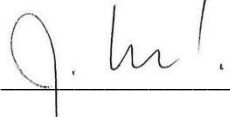


Leamington Mennonite Home  
Long Term Care

**POLICY AND PROCEDURE**

<b>CATEGORY:</b> Personnel	<b>SUBJECT:</b> Leave of Absence – Critical Illness, Crime-Related Child or Disappearance	<b>SECTION:</b> L <b>POLICY:</b> 6
<b>DATE:</b> June 2018	<b>Administrator's Signature:</b> 	

**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.