

Ministry of Labour

Ministère du Travail

Office of the Minister

Bureau du ministre



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Subject: Ontario's Family Medical Leave

The Ontario government has created a family medical leave that now allows employees in Ontario who are caring for a gravely ill family member to take up to eight weeks off work without worrying about losing their jobs.

An employee can take family medical leave to provide care and support to a specified family member who has a serious medical condition with a significant risk of death occurring within a period of 26 weeks. Anyone in Ontario covered by the *Employment Standards Act, 2000* – including part-time employees – is eligible to take this job-protected time off work.

To raise awareness and provide information to the public about the family medical leave, we have produced a brochure and provided information on the Ministry of Labour's website at www.labour.gov.on.ca

Enclosed are copies of the brochure. It is available in English and French, as well as Arabic, Cantonese, Hindi, Italian, Korean, Portuguese, Punjabi, Spanish, Tamil and Urdu. You can view and print additional copies from the ministry website at www.labour.gov.on.ca or call 1-800-668-9938 toll-free to order more.

I encourage you to share this information to raise the public's awareness of this important benefit, which we have made available to support people at a difficult time in their lives.

Sincerely,

A handwritten signature in black ink that reads "Steve Peters".

Steve Peters
Minister

Enclosure



Ontario's Family Medical Leave

With Ontario's Family Medical Leave, you're now eligible for up to eight weeks job-protected leave from work in the event of a loved one becoming gravely ill. So you can stop work and care for them, knowing your job will be there when you get back.

How does it work?

An employee can take Family Medical Leave up to eight weeks to provide care and support to a specified family member who has a serious medical condition with a significant risk of death occurring within a period of 26 weeks. This medical condition and risk of death must be confirmed in a certificate issued by a qualified health practitioner.

Who can take Family Medical Leave?

All employees, whether fulltime or part-time, permanent or contract, who are covered by the Employment Standards Act, 2000 are entitled to Family Medical Leave.

What does providing care and support mean?

Care and support includes: providing psychological or emotional support, arranging for care by a third party provider or directly providing or participating in the care of the family member.

For which family members may a Family Medical Leave be taken?

The specified family members for whom a Family Medical Leave may be taken are:

- The employee's spouse (including same-sex spouse)
- A parent, step-parent or foster parent of the employee
- A child, step-child or foster child of the employee or the employee's spouse.

Does Family Medical Leave have to be taken all at one time?

The eight weeks of a Family Medical Leave do not have to be taken consecutively but an employee may only take a leave in periods of entire weeks within a specified 26-week period.

Are Employment Insurance (EI) benefits available to an employee who takes Family Medical Leave?

Six weeks of Employment Insurance benefits called Compassionate Care Benefits may be paid to EI eligible employees taking Ontario's Family Medical Leave.

For information about EI Compassionate Care Benefits, please call your nearest Human Resources Skills Development Canada (HRSDC) office or call toll-free to 1-800-206-7218. You can also visit HRSDC's website at www.hrsdc.gc.ca

For more information, call
Employment Standards Information Centre
416-326-7160 or **1-800-531-5551**
or visit
www.labour.gov.on.ca