



Employment Standards

Family Caregiver Leave



Family Caregiver Leave provides eligible employees unpaid leave to care for family members who are critically ill or injured.

Eligibility

An employee who has been employed by an employer for at least six consecutive months is entitled to family caregiver leave. In order to be eligible for the leave, an employee must submit a request to their employer advising them of the expected duration of the leave and provide a medical certificate confirming the critical illness, if requested by the employer.

Definitions

A **critically ill child** is a person under the age of 18 whose baseline state of health has significantly changed and whose life is at risk as a result of illness or injury.

A **critically ill adult** is a person who is 18 years of age or older whose baseline state of health has significantly changed and whose life is at risk as a result of illness or injury.

A **family member** includes immediate family and other relatives, as well as other individuals considered to be like family regardless of marriage, common-law partnership, or legal parent-child relationship.

Family Caregiver Leave differs from compassionate leave in that it is not intended to provide end-of-life care.

Length of Leave

There are differences in the amount of leave available, based on the age of the critically ill or injured person. Within a 52 week period, an employee can take up to:

- 37 weeks of leave without pay to care for
- or support a critically ill child.
- 17 weeks of leave without pay to care for
- or support a critically ill adult.

The weeks may be taken at separate times, but each period of leave must be at least one week long.

Considerations

If an employee meets the eligibility requirements for family care giver leave, their leave begins on the earlier of:

- The day a medical certificate is issued; or
- The day the employee took the leave.
- An employee's period of leave ends on the
- Saturday on the earlier of:
- The 52nd week after the leave began; or
- The week the child or adult dies.

Employers are required to treat any records given to them concerning an employee taking Family Caregiver Leave with confidentiality.

If you have questions or feel you are not receiving proper entitlements under the Act, please contact the Employment Standards office for assistance.

Contact Information

Employment Standards Office

Telephone: 867-767-9351, Option 3

Toll Free: 1-888-700-5707

E-mail: Employment_Standards@gov.nt.ca

www.ece.gov.nt.ca/employmentstandards