



Employment Standards

Family Violence Leave



Family Violence Leave provides employees experiencing family violence with 10 days of leave, five of which are paid and five which are unpaid. An additional option of up to 15 unpaid weeks within a 52-week period is also available with prior written notice.

Family Violence

Family violence includes violence or the threat of violence against the employee or any child of the employee or any child in the care of the employee. Circumstances vary but common reasons to take leave could include:

- to seek medical attention;
- to obtain services from a victims services organization;
- to attend counseling;
- to relocate temporarily or permanently;
- to attend legal appointments or court appearances.

Eligibility

An employee who has been employed for at least one consecutive month is entitled to Family Violence Leave. To be eligible for paid leave, an employee must be employed for at least three consecutive months. An employee is not entitled to leave if they committed the act of violence.

Emergency Leave

Emergency Family Violence Leave can be taken to seek support or safety when dealing with a family violence situation. This leave does not require prior notice to the employer. The days may be taken at any time, and do not need to be taken consecutively. The first 5 days are paid and the remaining 5 days are unpaid.

Ongoing Situations

An employee may also access 15 unpaid weeks of leave to address ongoing family violence situations. An employee

must give prior written notice to their employer to take this kind of leave. The weeks may be taken in separate periods, but each period of leave must be at least one week long.

Compensation

An employee is entitled to the wages they would have earned had they not taken the leave. If the regular hours of work for an employee vary from day to day, the employee is entitled to an average day's pay.

Verification

An employee must provide their employer with reasonable verification to receive compensation during paid leave. Reasonable verification is intended to be flexible and dependent on the circumstances of the situation, to ensure that the leave is accessible to those who need it. Reasonable verification could include:

- a court document;
- a medical note;
- a letter from a counselor, social worker, lawyer or victim services organization;
- anything else suggesting the leave is or was required.

Employers are encouraged to reach out to the Employment Standards Office if they encounter a family violence situation. An officer will be able provide assistance based on the situation. Employees are encouraged to contact the Employment Standards office for assistance if they have questions or feel they are not receiving proper entitlements under the Act.

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