



Recent Updates to the Act

In addition to creating new employment leave, the Department of Education, Culture and Employment has made additional amendments to the Northwest Territories *Employment Standards Act (Act)*. These changes are effective January 1, 2020 and include:

Definitions

New definitions have been added to the *Act*:

- “care” and “support” these new definitions are to clarify that the new family caregiver leave, compassionate leave and bereavement leave can be taken by an employee to broadly care for or support a family member.
- “family member” this new definition includes individuals in a family-like relationship regardless of their blood-relationship, which creates flexibility and ensures that people have access to the support and care they need.

New definitions have been added to the Regulations:

- “construction industry” this definition is to clarify which employees are exempt from provisions of the Act.
- “domestic workers” this definition is included as the Regulations will be amended to include protections for domestic workers.

Extended Parental Leave

The amount of parental leave that an employee may take has increased to 61 weeks of unpaid leave within a 78 week period, taken immediately following pregnancy leave.

Parental Sharing Leave

Two-parent families, including adoptive parents, who agree to share leave, are entitled to take up to 69 weeks of unpaid leave within an 86 week period. This is an additional 8 weeks of unpaid leave for the second parent.

Compassionate Care Leave

Compassionate Care Leave now extends from 8 to 27 unpaid weeks each year to allow workers time to provide end-of-life care for a family member who is at risk of death.

Domestic Workers

Domestic workers, such as nannies or housekeepers, are now included in the *Act*.

To employ a domestic worker, an employer must provide the worker with a contract of employment specifying their duties, their days and hours of work, information about their wages and, if the worker will reside at the employer’s private residence, the amount agreed upon for room and board in accordance with the Regulations.

Youth Workers

Additional provisions prohibiting youth from working on prescribed work sites have been added.

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

Want to Learn More?

For more information, please contact the Employment Standards Office

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