oDifferent leaves under ESA and EI Nov 15, 2017

This is a high level overview, check the ESA and EI websites for full info:

https://www.ontario.ca/document/your-guide-employment-standards-act

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| Type | Act | Details | Covered by EI | Notes |
| Personal Emergency Leave | ESA | Unpaid up to 10 days per calendar year  - personal illness, injury or medical emergency  - death, illness, injury or medical emergency or urgent matter for family members  - full or partial day  - does not have to be consecutive | NO | SA don’t really need these – casuals need them |
|  |  |  |  |  |
| Family Caregiver Leave | ESA | Unpaid up to 8 weeks per calendar year to care for family with serious medical condition  - does not have to be consecutive  - 8 weeks per family member  - partial week counts as a whole week  - may require medical certificate | NO |  |
| Family Medical Leave | ESA | Unpaid up to 8 weeks to care for family member at significant risk of dying in the next 6 months  - up to 8 weeks in a 26 week period  - per family member  - need a medical certificate | YES  Can be covered under EI Compassionate Care Benefits  1 week waiting period  Eligibility:  - your regular weekly earnings from work have decreased by more than 40 percent;  - and you have accumulated 600 insured hours of work in the last 52 weeks, or since the start of your last claim (this period is called the qualifying period).  [https://www.canada.ca/en/employment-social-development/programs/ei/ei-list/reports/compassionate-care.html#h2.1](https://www.canada.ca/en/employment-social-development/programs/ei/ei-list/reports/compassionate-care.html%23h2.1) |  |
| Critically Ill Child Care Leave | ESA | Unpaid up to 37 weeks in a year  - does not have to be consecutive  - possibility of extension  - must be employed for at least 6 months  - partial week counts as a whole week  - medical certificate needed | YES  Can be covered by EI benefits for parents of critically ill children  <https://www.canada.ca/en/services/benefits/ei/ei-critically-ill-children.html> |  |
| Organ Donor Leave | ESA | Unpaid up to 13 weeks, can be extended an extra 13 weeks  - max leave 26 weeks | NO |  |
| Crime Related Child Death or Disappearance Leave | ESA | - child death or disappearance  - must be employed at least 6 months  - up to 102 weeks for death and 52 weeks for disappearance  - in most cases, in a single period | EI provides grants  <https://www.canada.ca/en/employment-social-development/services/parents-murdered-missing-children.html> |  |