

Leaves of Absence FAQ

I think I need to go on an LOA. What do I do?

Connect with your HR Consultant! Reach out to Micayla Sewell (ext. 6504) micayla.sewell@prh.email or Shelby Visutski (ext. 6754) shelby.visutski@prh.email to chat about your options and what leave may be best for you!

Pregnancy and Parental Leave

This could include leaves needed for pregnancy, surrogacy, adoption and parental need. Please reach out to your HR Consultant at least a month before your need for leave to discuss the details.

Caring for a sick loved one?

Family Caregiver Leave – (Up to 8 weeks)

Up to 8 weeks per calendar year to provide care or support to certain family members for whom a practitioner has issued a certificate stating that they have a serious medical condition.

Family Medical Leave- (Up to 28 weeks)

Up to 28 weeks in a 52-week period to provide care or support to certain family members for whom a practitioner has issued a certificate indicating that they have a serious medical condition with a significant risk of death occurring in a period of 26 weeks.

Critical Illness Leave-

An unpaid job-protected leave of absence of up to 37 weeks (in relation to a critically ill minor child) or 17 weeks (in relation to a critically ill adult) within a 52-week period.

Critically ill: A person's baseline state of health has significantly changed and their life is at a risk as a result of an illness or injury. This does not include chronic conditions.

Personal Leave of Absence

Should the need arise for a personal leave of absence this discussion would begin with your manager. They review leaves on a case-by-case basis based on the reason for the request, along with operational needs. Should your leave be approved, your manager will connect you with HR to process and discuss any questions you may have.

Reservist Leave

An employee who is a reservist has a right to an unpaid leave of absence should they be;

- Deployed inside or outside of Canada
- Participating in Canadian Forces military skills training

The employee must be employed at the organization for at least 3 consecutive months. The employee must also provide the employer with advanced notice in the form of a written document including the start and end dates needed for the leave.

Sick Leave

Please refer to Sandra Griffiths (ext. 7214) sandra.griffiths@prh.email for any inquiries regarding requirement for leave due to medical need (this includes sick leave before maternity)

For more details on the above, please review your Collective Agreement (if applicable), as well as any other relevant agreements/regulations, including, but not limited to the Employee Standards Act.