

Employment Leaves

Interpersonal Violence and Public Health Emergency

	Interpersonal Violence	Public Health Emergency
Employee Qualifying Period	More than 13 weeks	None
Employee Notice to Employer	As far as possible in advance	None
Evidence Required	If requested	None
Eligible Employee	Survivor of interpersonal or sexual violence OR a caregiver/parent of a survivor	Employee or if caring for a family member affected by an order or direction
Leave Period	Five employer paid days and five unpaid days (can be taken hours or days at a time as required) and another leave up to an additional 16 consecutive weeks	For the length of the applicable order or direction
Benefit Participation	Yes	Yes
Seniority Accrual	Yes	Yes
Employee Return Notice to Employer	As far as possible in advance	None
Reinstatement Rights	60 or fewer days: same job More than 60 days: same or comparable job	60 or fewer days: same job More than 60 days: same or comparable job
Wage Protection	Yes	Yes. Wages are to be paid if the employer allows the employee to work from home