

Burk's Falls Armour & Ryerson Union Public Library Board Policy Manual

Section: Personnel

Number: F-IV-11

Employment Conditions & Benefits

Title: Critical Illness Leave

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Reviewed:

Revised:

Policy

In accordance with the Ontario Employment Standards Act, employees who have been employed by the Burks Falls, Armour & Ryerson Union Public Library for at least six (6) months are entitled to a leave of up to thirty-seven (37) weeks (in a 52-week period) to provide care for a critically ill child under the age of 18. The total amount of leave that may be taken by one or more employees under this section in respect of the same critically ill minor child is 37 weeks; and

A leave of up to 17 weeks to provide care or support to a critically ill family member (over the age of 18). The total amount of leave that may be taken by one or more employees under this section in respect of the same critically ill adult is 17 weeks.

Employees are entitled to be reinstated to the same position held before the leave if it still exists, or to a comparable position if it does not.

Procedures

1. To be eligible for Critical Illness leave, employees must have been employed for at least 6 months and have a medical certificate from a qualified health practitioner that:
 - States that the minor child of adult is critically ill and requires care or support of one or more family members; and
 - Sets out the period during which the minor child or adult requires the care or support.
2. "Critically Ill" means a minor child or adult whose baseline state of health has significantly changed and whose life is at risk because of illness or injury.