INFORMATION ON JOB-PROTECTED LEAVES

Job-protected leaves

Job-protected leaves are unpaid leaves of absence set out in the employment standards legislation. They allow employees to take time off of work for personal reasons without having to worry about losing their job.

COVID-19 protected leaves

There are two new job-protected leaves that employees impacted by COVID-19 can access:

- the COVID-19 Leave; and
- the Extended COVID-19 Personal and Family Responsibility Leave.

COVID-19 leave

The COVID-19 leave took effect March 5, 2020. The leave may be taken by an employee required to self-isolate or be quarantined.

Currently, the leave is for the 14 day self-isolation period, but can be subject to change upon the advice of the Chief Medical Officer.

Extended COVID-19 personal & family responsibility leave

Employees are eligible for leave if they are:

- caring for children affected by school and daycare closures and/or
- caring for a child, or a dependant adult who is required to self-isolate.

This leave came into effect March 17, 2020 and it is tied to the recommendations of the Chief Medical Officer. The leave is flexible in length.

- Employers may require documentation to take this leave.
- Employees can access this leave until August 14, 2021.

Eligibility

- Employees are eligible for these two leaves regardless of their length of service.
- Employees may also access these leaves more than once and access other leaves consecutively if required.
- If needed, employees may access other leaves immediately after accessing a COVID-19 leave, if they meet the eligibility requirements for those other leaves.
- Employees are not required to provide a medical certificate, but must provide written notice to their employers as soon as possible.
- Employees who are ready to return to work do not require written notice to return.
- Employees are encouraged to communicate with their employers regarding their return to work plans.

For more information

Visit alberta.ca/job-protected-leaves.aspx