

TABLE 7

Family-related leave<sup>1</sup> by province/territory – 2004

P/T	Maternity Leave	Parental Leave	Adoption Leave	Family Responsibility
NF	17 weeks	35 weeks available to both parents	17 weeks of adoption leave to which can be added 35 weeks of parental leave.	None
PEI	17 weeks	35 weeks. The total parental leave for both parents cannot exceed 35 weeks.	52 weeks. The combined total leave for both parents cannot exceed 52 weeks.	None
NS	17 weeks	Both parents are entitled to 52 weeks which must be taken within 12 months of the child's birth. 35 weeks for birth mothers who have taken pregnancy/maternity leave.	52 weeks	None
NB	17 weeks	(Child care leave), 37 weeks may be shared between the parents. The combined total of maternity leave and child care leave taken by one or both parents cannot exceed 52 weeks.	37 weeks	3 days per year
QC	18 weeks <sup>2</sup>	Both the father and the mother of a newborn and the person who adopts a child that has not yet reached school age are entitled to a parental leave of not more than 52 consecutive weeks.	See parental leave.	5 days per year
ON	17 weeks	35 weeks for birth mothers who took maternity leave; 37 weeks for other parent. Leaves may be taken by both parents consecutively.	37 weeks	10 days emergency leave <sup>3</sup>
MB	17 weeks	Both parents may take up to 37 weeks.	37 weeks	None
SK	18 weeks	Birth mothers may take 34 weeks immediately following maternity leave. The other parent may also take up to 37 weeks. These parental leaves may be taken consecutively.	Primary caregiver may take 18 weeks followed by 34 weeks of parental leave. Other parent may take up to 37 weeks which may be taken consecutively.	None
AB	15 weeks	37 weeks may be taken by one parent or shared between two parents but total combined leave cannot exceed 37 weeks. <sup>4</sup>	37 weeks	None
BC	17 weeks <sup>2</sup>	35 weeks for birth mothers who have taken maternity leave, and which must be taken immediately following maternity leave. 37 weeks for other parent. 37 weeks if birth mother has not taken maternity leave; must be taken within 52 weeks of the child's birth. <sup>5</sup>	37 weeks <sup>5</sup>	5 days per year
NT	17 weeks	37 weeks may be shared between the parents. 52 weeks is the maximum allowed for combined maternity and parental leave.	37 weeks	None
NU	17 weeks	37 weeks may be shared between the parents. 52 weeks is the maximum allowed for combined maternity and parental leave.	37 weeks	None

continued

YT	17 weeks	37 weeks. Parents who share leave cannot normally take their leave at the same time, whether or not they work for the same employer.	37 weeks	None
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- 1 Leave provisions are determined by provinces/territories under labour legislation while benefits to pay for these leaves are provided by the federal government under Employment Insurance legislation. See FEDERAL ECEC section for a fuller description of federal family leave benefit provisions.
- 2 An additional 6 weeks is available to the birth mother if she is unable to return to work for health reasons related to the pregnancy or birth. Note that in February 2005, Quebec came to an agreement with the federal government to enhance parental leave benefits in Quebec. See Quebec section.
- 3 This leave is only available to those who work for an employer with more than 50 employees.
- 4 Legislation stipulates that there is no requirement to grant parental leave to more than one parent at a time if both parents work for the same employer.
- 5 An additional 5 weeks is available if the child has a condition requiring additional parental care.