

Quick Reference Chart: Leaves of Absence for Parents

<i>Leave Type</i>	<i>Maternity</i>	<i>Adoption</i>	<i>Parental</i>
Who qualifies	Full-time or part-time employees who are currently working and have worked for at least 20 weeks in the 52 week period for the same employer before the leave is to start.	Full-time or part-time employees who are currently working and have worked for at least 20 weeks in the 52 week period for the same employer before the leave is to start.	Full-time or part-time employees who are currently working and have worked for at least 20 weeks in the 52 week period for the same employer before the leave is to start.
Length of leave	18 unpaid weeks, benefits paid through Employment Insurance.	18 unpaid weeks, benefits paid through Employment Insurance.	34 unpaid weeks; 37 weeks for the parent who did not take maternity or adoption leave; benefits paid through Employment Insurance.
Employee	Birth Parent.	Either parent, whoever is designated as the primary caregiver.	Either or both parents.
Timing	Can start any time in the 12 weeks prior to the estimated date of birth.	Adoption leave starts at least on the day the child is available for adoption.	If parental leave is not taken with maternity leave, it must be taken between the period 12 weeks before the estimated date of birth or the estimated date on which the child will come into the employee's care and 52 weeks after the actual date the child was born or the adopted child came into the employee's care.



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Leave Type	Maternity	Adoption	Parental
Notice of Leave	Four weeks written notice before the leave is to begin. The notice must identify the date the leave is to begin and include a medical certificate with estimated date of birth. The notice should include an estimated date of return to work.	Four weeks written notice if possible. If not, notice must be whatever is given by Community Resources and Employment or the adoption agency or birth parents. The notice should include an estimated date of return to work.	If taken after maternity or adoption leave, four weeks written notice before the end of the maternity or adoption leave. If taken separately, the notice should be given four weeks before the leave is to begin.
Return to Work	Four weeks written notice before the employee returns to work.	Four weeks written notice before the employee returns to work.	Four weeks written notice before the employee returns to work.
Return to the same job or to a comparable job	Employee to return to the same job or a comparable job. The employee must receive at least the same wages or benefits as before the leave. Seniority and the right of recall continue to accrue while the employee is on leave.	Employee to return to the same job or a comparable job. The employee must receive at least the same wages or benefits as before the leave. Seniority and the right of recall continue to accrue while the employee is on leave.	Employee to return to the same job or a comparable job. The employee must receive at least the same wages or benefits as before the leave. Seniority and the right of recall continue to accrue while the employee is on leave.
Protection	Employer shall not dismiss, lay-off, suspend or otherwise discriminate against an employee because she is pregnant; is temporarily disabled because of pregnancy; or has applied for maternity leave. This is a job protected leave even during the first three-month probationary period.	Employers may not discharge or discipline employees who take adoption leave.	Employers may not discharge or discipline employees who take parental leave.