

LONDON FOR ALL

A ROADMAP TO END POVERTY



Income & Employment

2.12 Support provincial efforts to enhance legislation to support workers in maintaining employment, such as provincial Bill 177, which provides survivors of sexual or domestic violence with up to 10 days of paid leave to deal with the harm they experienced

Domestic or Sexual Violence Leave - rolled into Bill 148 – came into effect January 1, 2018. Domestic or Sexual Violence Leave will provide a new stand-alone leave specifically for victims of domestic or sexual violence. The leave entitles an employee who has been employed for at least 13 consecutive weeks to a leave of absence when that employee, or the employee’s child, is the victim of domestic or sexual violence or experiences the threat of sexual or domestic violence. Employees are entitled to claim 10 days of Domestic or Sexual Violence Leave and/or up to a potential maximum of 15 weeks of leave.

Employees may take the leave for the following purposes:

- To seek medical attention for the employee or the child of the employee in respect of a physical or psychological injury or disability caused by the domestic or sexual violence;
- To obtain services from a victim services organization for the employee or the child of the employee;
- To obtain psychological or other professional counselling for the employee or the child of the employee;
- To relocate temporarily or permanently;
- To seek legal or law enforcement assistance, including preparing for or participating in any civil or criminal legal proceeding related to or resulting from the domestic or sexual violence; or
- Such other purposes as may be prescribed

The provision requires employees to advise the employer prior to claiming the leave where possible. If requested by the employer, the employee may also be required to provide “evidence reasonable in the circumstances”. Further, the provision provides that any leave taken under the section will be in addition to other leaves that the employee may be entitled to take.

Workplaces are adding domestic leave language to their contracts and CAMI | Unifor Local 88 has successfully added this leave to their last contract.