



leave and disability regulatory compliance

Summary of Leave Legislation

Canada

January 2020

Table of contents

Northwest Territories	2
Bill 57 - An Act to Amend the Employment Standards Act	2
Regulation 098-2019, Employment Standards Regulations, Amendment	3

Northwest Territories

Bill 57 - An Act to Amend the Employment Standards Act

[Bill 57, An Act to Amend the Employment Standards Act](#), came in force on January 1, 2020. Bill 57 amends the leave provisions of the Northwest Territories Employment Standards Act to:

- extend the period of entitlement to unpaid parental leave and to provide for parental sharing of leave;
- extend the period of entitlement to unpaid compassionate leave;
- provide an entitlement to unpaid family caregiver leave to allow for individuals to care for family members who are critically ill or injured;
- provide an entitlement to paid and unpaid family violence leave;
- expand the definition of "family member" that applies in respect to bereavement leave, compassionate care leave and family caregiver leave; and
- establish regulation-making authorities related to these changes.

Northwest Territories

Regulation 098-2019 – Employment Standards Regulations, Amendment

Regulation 098-2019 came in force on January 1, 2020 and amends section 12.1 of the Northwest Territories Employment Standards Regulations to provide as follows:

- that to be entitled to family caregiver leave under the Act, an employee must be employed by the employer for a period of at least six consecutive months; and
- that to be entitled to family violence leave under the Act, an employee must be employed by the employer for a period of (a) at least one consecutive month in the case of unpaid leave; and (b) at least three consecutive months in the case of paid leave.

The Information contained within this document is intended to provide summary level information on proposed or enacted laws related to family and medical leave. It is not intended to provide guidance on the application of these legal requirements or as an update to your Company's attendance and/or leave policies. We recommend you consult with Legal Counsel to determine what changes, if any, should be applied to Company Policy.

