

LABOUR MANAGEMENT REVIEW COMMITTEE

ADDENDUM

to

Labour Management Review Committee Report of November 16, 2012

The consensus LMRC report respecting the unpaid leave for the parents of murdered or missing children is amended as follows:

It is recommended that

- an employee who has been employed by the same employer for at least 30 days be entitled to unpaid leave from employment of **up to 104 weeks** if the employee is the parent of a child who has died as a result of a crime.
- an employee who has been employed by the same employer for at least 30 days be entitled to unpaid leave from employment of **up to 52 weeks** if the employee is the parent of a child who has disappeared as a result of a crime.

It is recognized that the above leaves for the parents of murdered and missing would be consistent with, and equal to, the unpaid leaves provided for in the Canada Labour Code amendments contained in Bill C-44. This recognizes the unique circumstances relating to the parents, and the victims of such crimes. It is also noted that Quebec currently has unpaid leave provisions equal to the federal changes.

Originally the LMRC had recommended an employee who is the parent of a murdered or missing child receive a period of **up to 35 weeks** of unpaid leave, consistent with the maximum period of the recently announced federal benefits. The recommendation with respect to the parents of critically ill children will remain at 37 weeks unpaid leave. All other aspects of the Consensus Report will remain unchanged.