

All Research Assistants and Research Support are eligible for leaves in accordance with the Employment Standards Act of BC. The chart below summarizes the types of paid and unpaid leaves, per [BC's ESA website](#).

Not the employer's responsibility for maintaining employee leave records

Type of Leave	Description	Length of Leave	Amount of Notice Required	Requirements
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Personal illness or injury (not on BC's ESA website)

Vaccination				<p>entitled to the leave regardless of how long they have been employed; employer may request reasonable proof of eligibility for vaccination(s).</p> <p>Employer is required to track time taken.</p>
Maternity	When the employee is having a baby	17 consecutive weeks	4 weeks' written notice	Must provide note from physician or midwife with the expected birth date.
Parental	For parents taking time off after the birth of their child or when they adopt a child	Up to 62 weeks (up to 61 weeks if also taking maternity leave)	4 weeks' written notice	Must provide birth certificate and

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Critical illness or injury	When the employee needs to care for a family member whose health has significantly changed as a result of an illness or injury, and the life of the family member is at risk	36 weeks for a child 16 weeks for a family member over age of 19	As soon as possible	Must provide a medical certificate to the employer.
Compassionate care	When an employee is caring for a family member who is terminally ill	27 weeks within a 52-week period	As soon as possible	Must provide a medical certificate to employer stating risk of death within 26 weeks
Bereavement	If an employee's immediate family member dies	3 days	As soon as possible	
Respecting the disappearance of a child	If the employee's child disappears	48 hours		