

Current and Proposed Leave Options in Yukon			
Federal Program	Current Yukon Leave	Proposed	Rationale
<b>Extended Parental Leave</b>	<p>Extended parental leave does not exist.</p> <p>Standard parental leave</p> <ul style="list-style-type: none"> <li>37 weeks unpaid leave that must be continuous with maternity leave</li> </ul> <p>(Employment Insurance benefit rate is 55% of the claimant's average weekly insurable earnings.)</p>	<p>Including an Extended Parental Leave option – 62 weeks unpaid leave that must be continuous with maternity leave</p> <p>(Employment Insurance benefit rate is 33% of the claimant's average weekly insurable earnings.)</p>	<p>This aligns with the leave allotments of the federal government, (61 weeks plus one-week waiting period).</p> <p>It supports healthy families, reduces childcare and offers employees greater flexibility to manage family responsibilities, and protects their employment.</p> <p>Employers may be better able to hire and if need be train interim personnel, have extended consistency of their workforce, and provide additional employment for temporary employees.</p>
<p><b>Parental Sharing Leave</b></p> <p>New federal program proposed for June 2019</p>	Does not exist	<p>Two-parent families, including adoptive and same-sex couples, that both agree to share parental leave</p> <p>Participants of:</p> <p><u>Standard Parental Leave</u> – an <b>additional 5 weeks</b> of unpaid leave where the second parent agrees to take a minimum of 5 weeks</p> <p><u>Extended Parental Leave</u> – an <b>additional 8 weeks</b> of unpaid leave where the second parent agrees to take a minimum of 8 weeks</p>	<p>Encourages both parents to take an active role in family responsibilities, supports family health (assistance with post-partum depression, infant health, adjustment for sibling(s), and long term healthy family outcomes) and consistency in care.</p> <p>It supports changing expectations that women are the primary caregiver and indirectly supports women in the workforce, assists with sibling care, and supports interim workers to gain experience and exposure in the workforce.</p>

		*Any combination of sharing will be eligible as long as the requirement for the specified minimum is met.	
<b>Family Caregiver Benefit for Adults</b> New federal program since December 2017	Does not exist	Provide up to 16 weeks unpaid leave for eligible persons to provide care or support for an adult (18 or over) family member who is <b>critically ill or injured</b> . 'Family member' includes immediate family and other relatives, as well as other individuals considered to be like family regardless of marriage, common-law partnership, or legal parent-child relationship.	Provides support for family and close friends to provide care or support to a critically ill or injured person. Including 'individuals considered to be like family' supports non-traditional families and single persons who are also in need of care and support by a loved-one. It will likely provide a better quality of personal care for the critically ill or injured person and may also reduce demands on government services such as Home Care, especially with an aging population.
<b>Compassionate Care</b> Federal program since January 2016	Compassionate Care <ul style="list-style-type: none"> <li>8 weeks</li> <li>used intermittently over a 26-week period</li> </ul>	Provide up to 27 weeks unpaid leave within a 52-week period for family members of a <b>gravely ill person with significant risk of death</b> within 27 weeks (approximately 6 months). 'Family member' includes immediate family and other relatives, as well as other individuals considered to be like family regardless of marriage, common-law partnership, or legal parent-child relationship.	This type of leave is not often used, but ensures that families do not have to choose between their jobs and supporting or taking care of a family member who is gravely ill and at risk of death. Including 'individuals considered to be like family' supports non-traditional families and single persons who are also in need of care and support by a loved-one. It will likely provide a better quality of personal care for the critically ill or injured person and may also reduce demands on government services such as Home Care, especially with an aging population.
<b>Family Caregiver Benefit for Children</b> New federal program since December 2017	Leave Related to Critical Illness of a Child <ul style="list-style-type: none"> <li>37 weeks</li> </ul>	Provide up to 37 weeks unpaid leave for eligible persons to provide care or support for a child (under 18) family member who is <b>critically ill or injured</b> . 'Family member' includes immediate family and other relatives, as well as other individuals considered to be like family regardless of marriage, common-law partnership, or legal parent-child relationship.	This type of leave is not often used, but ensures that families do not have to choose between their jobs and supporting or taking care of a family member who is gravely ill and at risk of death. Including 'individuals considered to be like family' supports non-traditional family members and close friends to provide support or care for a critically ill or injured child. It may also reduce demands on government services such as Home Care, especially with an aging population.