# A new job reality!

One of every two employees takes an average of 8 to 9 days off work each year to care for a loved one.

#### Monica

is a university professor and accompanies her younger brother, who is disabled, to all his medical appointments.

### Vincent

is a construction estimator and also a caregiver for his 14-year-old daughter who suffers from an intellectual disability.

#### Marie-Laure

works as a cashier and takes care of her father who is living in a CHSLD (nursing home for the elderly) with Alzheimer's disease.





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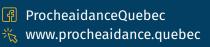
appui.org

### To find out more

Visit the website of the Commission des normes, de l'équité, de la santé et de la sécurité du travail (CNESST) www.cnesst.gouv.qc.ca/en

Find out about employment insurance (EI) benefits for caregivers https://www.canada.ca/en/services/benefits/ei/caregiving/eligibility.html







Are you taking time away from work to support a loved one?

Find out about

work conciliation

measures

for caregivers.









## Who are the caregivers?

A caregiver is someone who provides care and support to a loved one (family, friend, neighbour) who is critically ill, injured, or suffering a temporary or permanent disability, on a voluntary (i.e. unpaid) basis.



# Implemented measures:

- 2 days of paid leave
- · 8 days of unpaid leave
- Absence without pay up to 16 weeks
- Absence without pay up to 27 weeks (in a case of end of life)
- 5 days, including 2 with salary in case of death (close relative)
- 1 day of absence in case of death (distant relative)
- Right to refuse to do more than 2 extra hours if notified less than 5 days in advance
- Staggered of hours over 4-week period

Get a "caregiver certificate" completed by a healthcare professional.



# Benefits for caregivers:

- When caring for an adult: 15 weeks
- When caring for a minor child: 35 weeks
- Compassionate end-of-life benefit: 26 weeks
- Financial assistance: up to 55% of salary for a maximum of \$650/week
- May be used continuously or not over a **52-week** period
- May be shared with several caregivers

## To be admissible in case of illness and serious accident requiring the presence of a caregiver:

- Have accumulated at least 600 hours of employment within 52-week period
- Requires a medical certificate (doctor or specialized) nurse practitioner)

### **Other support measures:**

Several balancing measures can be implemented such as remote work, adjusted working Assistance Programs. hours, working in shifts, etc.

## **Employee Assistance Program**

Learn about the services offered through your company's Employee

Community organizations offer respite services and support to help and assist you on a daily basis. www.procheaidance.quebec/organismes-soutien

Implementation of a Caregiving Work measure contributes to employees' overall health, the commitment to their job, and improves everyone's work environment.

