

## 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.



Employee-caregiver  
**WORK**  
CONCILIATION

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

Find out about work conciliation measures for caregivers.



**Appui**  
proches aidants

1 855 852-7784

LISTENING • INFORMATION • REFERRALS

[appui.org](http://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](http://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>

Did you know that ...



1 out of 3 employees is a caregiver?



56% of caregivers are part of the active workforce.



Proche aideance  
Québec

Regroupement d'organismes engagés pour les personnes proches aidantes



ProcheaideanceQuebec  
[www.procheaideance.quebec](http://www.procheaideance.quebec)

## 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 hours, working in shifts, etc.

## Employee Assistance Program

Learn about the services offered through your company's Employee Assistance Programs.

**Community organizations offer** respite services and support to help and assist you on a daily basis.  
[www.procheaideance.quebec/organismes-soutien](http://www.procheaideance.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.**

