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Workplace Law  
& Advocacy

# Cultural Leave

## Other leaves & flexible work arrangements

June 29, 2021

Presented by: Joshua D. Sutherland

# Agenda

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- 1 Cultural leaves

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- 2 Leave for victims of family violence

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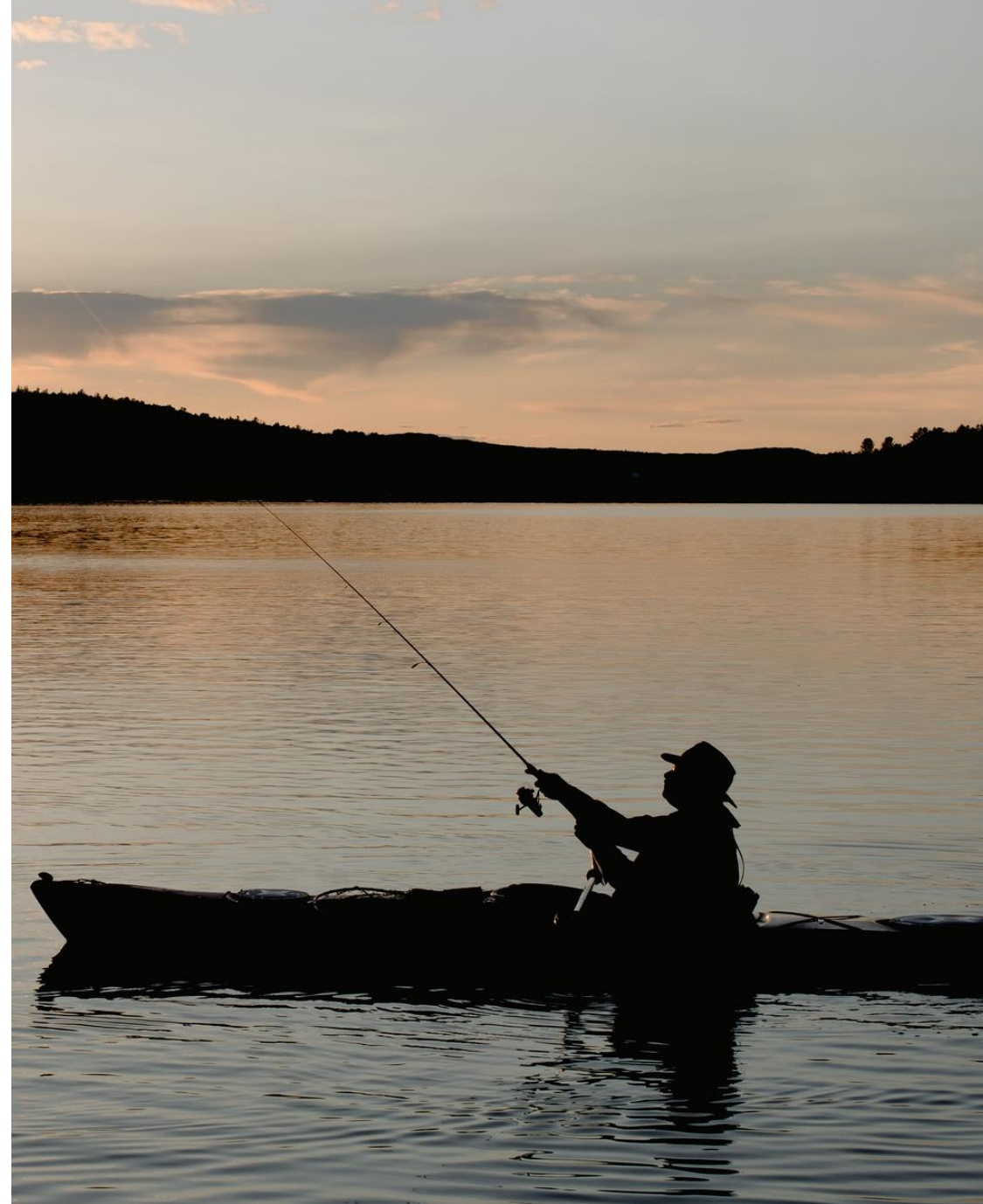
- 3 COVID-19 related leaves

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- 4 Flexible work arrangements

# Leave for traditional Indigenous practices

- Hunting
- Fishing
- Harvesting or gathering



# Leaves for victims of family violence

- Applies to:
  - Victim of family violence
  - Parent of a Child who is victim of family violence
- Length
  - Maximum 10 days, available on first day of employment (unpaid)
  - After 3 consecutive months of employment, the first 5 days are paid



# COVID-19 leaves

- Temporary measures
  - to be repealed on September 25, 2022
- Two types of leaves
  - up to 4 weeks
  - up to 42 weeks



# Flexible work arrangements

- To facilitate better work life balance
- Must complete 6 months employment
- Request must be in writing and state specifics, including impact on employer
- Employer has 30 days to respond

**Questions?**

**Thank you.**

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