



Employment Law for Business and Human Resources Professionals: Alberta and British Columbia, 5th Edition

Errata

September 16, 2025

- Page 180, paragraph 3:
 - “A pregnant employee has the right to take up to a combined total of **78** weeks of statutory leave, including 16 weeks of unpaid time off for maternity leave and **62** weeks of parental leave.”
- Page 181, paragraph 2:
 - “For most employees, a maternity leave is **16** weeks ...”
- Page 181, paragraph 3
 - “This leave can be up to **62** consecutive weeks within **78** weeks after the child’s birth, or in the case of adoption, up to **62** weeks within **78** weeks after the child is placed with the adoptive parent.”
- Page 181, paragraph 4
 - “That leave is **62** consecutive weeks beginning immediately after the end of their maternity leave. If the birth mother had not applied for earlier maternity leave, they are entitled to **62** consecutive weeks, beginning after the child’s birth and within **78** weeks after the birth.”
- Page 181, paragraph 5
 - “A birth father’s (or other parent’s) parental leave must begin within 90 days after the child is born and can extend to **62** consecutive weeks of unpaid leave, which must be completed within **78** weeks of the birth or placement.”
- Page 183, paragraph 1
 - “Employees who are reservists and who have completed at least **12** consecutive weeks of employment with an employer are entitled to reservist leave.”
- Page 184, heading and paragraph 3
 - **Critical Illness Leave**
 - “Under section 53.96 of the ESC, an employee who is the **family member** of a critically ill **person** is entitled to unpaid leave of up to 36 weeks to provide care and support to **a critically ill child, and up to 16 weeks to provide care and support to a critically ill adult. The**

definition of a “family member” for critical illness leave is the same as it is for compassionate care leave. The employee is required to provide the employer with a medical certificate stating (1) that the child or adult is critically ill and requires the care/support of one or more family members, (2) the start date of the period during which the care is required, (3) the end date of the period the care is required, and (4) the day the leave started (if started before the certificate was issued).”

- Page 219, paragraph 2, bullet 4
 - “In Alberta, the Act includes the right to seek judicial review from the Court of King’s Bench. Higher courts generally have three options when considering an appeal or review...”