

RESERVIST LEAVE- RIGHTS & RESPONSIBILITIES

| | How long must an employee work before there are eligible? | When can they take it? | How long and how often? | What are the employee's notice requirements? | |
|------------------------------------|-----------------------------------------------------------|---------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------|----------------------------------------------------------------------------------------|
| | | | | Prior to taking leave?* | If the return date changes? |
| Alberta | 6.5 months | Active Duty | For the duration, with no frequency restrictions. | 1 month | If more than 1 month leave: 1 month. If less than 1 month: as soon as possible. |
| | | Annual Training | 20 days per calendar year | | |
| British Columbia | None indicated | Active Duty | For the duration, with no frequency restrictions. | 1 month | If the employee will return early: 1 week. |
| Manitoba | 7 months | Active Duty and Annual Training | For the duration, with no frequency restrictions. | Reasonable notice | Earliest reasonable opportunity.** |
| New Brunswick | None indicated | Active Duty | For the duration, with no frequency restrictions. | Reasonable notice | If the employee will return late: 4 weeks. |
| | | Annual Training | 20 days per calendar year | | |
| Newfoundland & Labrador | 6 months | Active Duty | For the duration. The employee is not entitled to additional leave until they have worked 1 full year following their return from their last period of leave. | 1.5 months | If the return date has changed: 2 weeks.** |
| Nova Scotia | 12 months | Active Duty | Not to exceed 18 months in a 3 year period. | 3 months | 3 months. |
| | | Annual Training | 20 days per calendar year | 1 month | None specified. |
| Ontario | 6 months | Active Duty | For the duration, with no frequency restrictions. | Reasonable notice | Earliest reasonable opportunity.** |
| Prince Edward Island | 6 months | Active Duty and Annual Training | As long as necessary, no restrictions on frequency | Reasonable notice | None specified.** |
| Quebec | 12 months | Active Duty | 18 months. When the employee was absent for more than 12 weeks, they are not entitled to additional leave until they have worked 1 full year following their return from their last period of leave. | 1 month | If the employee will return early: 3 weeks. |
| | | Annual Training | 15 days per calendar year | | |
| Saskatchewan | None indicated | Active Duty and Annual Training | For the duration, with no frequency restrictions. | Reasonable notice | Earliest reasonable opportunity. |
| Northwest Territories | 6 months | Active Duty and Annual Training | For the duration, with no frequency restrictions. | 1 month | Earliest reasonable opportunity. |
| Nunavut | None indicated | Active Duty and Annual Training | For the duration, with no frequency restrictions. | 1 month | Earliest reasonable opportunity. |
| Yukon | 6 months | Active Duty | For the duration, with no frequency restrictions. | 1 month | 1 month. The employer may delay employment by up to 1 month if notice is not provided. |
| | | Annual Training | 15 days per calendar year | | |

*In all cases, these notice requirements can be violated in urgent circumstances.

**The employer may defer the employee's return to work by up to two weeks or one pay period, whichever is longer, after receiving notice.