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New Canada Labour Code Leave Entitlements Related to Pregnancy Loss and Bereavement

Effective December 12, 2025, the Canada Labour Code (CLC) was amended to include a new leave for pregnancy loss as well as enhanced entitlements for bereavement following the death of a child.

New Leave Related to Pregnancy Loss

The leave related to pregnancy loss is separate from maternity, parental or bereavement leave and specifically applies when a pregnancy does not result in a live birth.

The CLC now provides for:

- 3 paid days of leave for pregnancy loss, if the employee has at least 3 months of continuous employment; and
- Up to 8 weeks of unpaid leave related to pregnancy loss in cases of stillbirth.

For employees covered by CANSA (LOU No. 11) / ACFO (LOU No. 8-24) / ATSAC (LOU No. 17), the existing entitlement of 5 paid days of leave for pregnancy loss, as set out in the applicable Letter of Understanding (LOU), will continue to apply. The introduction of the CLC leave does not reduce these entitlements.

For employees in all other bargaining units, they will be entitled to the 3 paid days of leave for pregnancy loss.

Enhanced Bereavement Leave Entitlements

The enhanced bereavement applies in the event of the death of the employee's child or of the child of their spouse or common-law partner.

The CLC now provides for:

- Up to 8 weeks of unpaid leave in cases of death of the employee's child or of the child of their spouse or common law partner.

For employees in all bargaining units, the existing five (5) paid days of bereavement leave, will continue to apply.

Requests for Leave

All employees must enter leaves with and without pay through Workday.

Should you have any questions, please feel free to contact the HRBP team.