



Canadian Forces Liaison Council

Department of National Defence
Government of Canada

Conseil de liaison des Forces canadiens

Département de la Défense nationale
Gouvernement du Canada

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CFLC Applauds Improvements to Manitoba's Provisions for Unpaid Military Leave for Reservists

The Canadian Forces Liaison Council (CFLC) is pleased that Manitoba has recently implemented legislative improvements to existing employment provisions for Unpaid Military Leave for Reservists. (UMLR)

Two key changes made to The Employment Standards Code with respect to UMLR became effective Dec. 12, 2020:

- The minimum consecutive employment period required for UMLR is reduced from seven to three months; and
- When a Reservist is required to be absent from work for the purpose of *service*; *service* now includes: (a) active duty; (b) military skills training; or (c) treatment, recovery, or rehabilitation in respect of a physical or mental health problem resulting from active duty or military training.

Other pre-existing Code provisions related to UMLR remain in effect, including:

- An employee who is a member of the Canadian Forces Reserves is entitled to an unpaid leave for a period necessary to accommodate their service.
- An employee must give their employer, in writing, as much notice as is reasonable and practicable in the circumstances. The employer may require the employee to provide reasonable verification of the necessity of the leave.
- An employee must give the employer written notice of the expected date of return to work.

Manitoba employers have strongly supported the Reserves, many with policies that go beyond the minimum standards outlined in legislation. CFLC encourages Manitoba employers to continue to support Reservists by updating and implementing their own human resource policies for Military Leave, and actively communicating such support with their managers and employees.

If employers have questions about the Reserves or about Military Leave policies, please contact any council member. They would be only too happy to help.