



## CORPORATION OF THE TOWNSHIP OF ESQUIMALT

### COUNCIL POLICY

**TITLE: IAFF Family  
Responsibility Leave**

**NO. FIRE - 02**

**POLICY:**

An employee is entitled to up to 5 shifts of unpaid leave during each employment year to meet responsibilities related to:

1. The care, health or education of a child in the employee's care; or,
2. The care or health of any other member of the employee's immediate family.

Family Responsibility Leave does not accumulate from year to year.

The Employer is entitled to reasonable proof, after the event, that the request for leave was valid.

**EFFECTIVE DATE:**  
June 30, 2022

**APPROVED BY:**  
Council

**REFERENCE:**  
ADM-19-032

**AMENDS:**  
June 21, 2010

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