

Nearly **one in four** people in Quebec is a caregiver

**57%** of caregivers also hold a job

**50%** of caregivers have to take an average of 8 to 9 days off work per year



35% of caregivers don't recognize themselves as such.

**WHAT ABOUT YOU?**

### Find an organization near you

Consult the interactive directory:  
[www.procheaidance.quebec/organismes-soutien/](http://www.procheaidance.quebec/organismes-soutien/)

Call Caregiver Support Helpline, a professional listening, information, and referral service

Phone: 1 855 852-7784

Email: [info-aidant@lappui.org](mailto:info-aidant@lappui.org)



To access all the resources mentioned in this information sheet, use the QR code or visit:

[www.caregiverwork.ca/resources/](http://www.caregiverwork.ca/resources/)



[www.caregiverwork.ca](http://www.caregiverwork.ca)



[www.procheaidance.quebec](http://www.procheaidance.quebec)

## You are a caregiver if:

You provide non-professional support to someone living with a physical or psychological disability, whether temporary or permanent.



Through medical and personal care, transportation, household tasks, emotional support, or service coordination.



To improve or maintain your loved one's quality of life and/or promote their recovery.



With potential impacts on your health, finances, and overall responsibilities.



## Request support from a local organization

- Caregiving training workshop
- Assistance with administrative procedures
- Respite services
- Individual and group psychosocial support
- Support with daily living activities

\* The information in this brochure is accurate as of March 2025 and may change at any time.

## Realities in the workplace



### Rania,

A teacher, supports her younger brother with a disability by accompanying him to medical appointments



### Vincent,

A construction estimator, is a caregiver for his 14-year-old daughter with an intellectual disability



### Monica,

A cashier, takes care of her father with Alzheimer's disease, who lives in a long-term care facility (CHSLD)



## Access financial aid

- **For an adult:** 15 weeks of benefits
- **For a child:** 35 weeks of benefits
- **Compassionate care benefits for a person in end-of-life care:** 26 weeks
- **Financial assistance:** Up to 55% of salary, maximum of \$695/week (Canada Employment Insurance)
- **Duration:** Continuous or non-continuous over 52 weeks
- **Sharing:** Can be shared among multiple eligible caregivers

### Eligibility:

- At least 600 insurable work hours in the past 52 weeks
- Proof that your regular weekly income has decreased by more than 40% for at least one week due to leave taken to care for a seriously ill or injured family member or one requiring end-of-life care
- Self-employed workers: Must have had an active agreement with the Canada Employment Insurance Commission (CEIC) for at least 12 months prior to the application

## Support is available to help you reconcile caregiving and work

### Access:



Legally protected leave to step away from work and fulfill your caregiving responsibilities.



Financial assistance (benefits) to compensate for lost income during extended caregiving periods.



Workplace accommodations to facilitate the reconciliation of your caregiving duties and professional responsibilities.



Psychosocial support and guidance from local community organizations.

### For more information:

[www.canada.ca/en/services/benefits/ei/caregiving](http://www.canada.ca/en/services/benefits/ei/caregiving)

Canada





## Leave entitlements under Quebec law

- 2 paid days off
- 8 unpaid days off
- Unpaid leave:
  - Up to 16 weeks for a seriously ill or injured adult
  - Up to 35 weeks for a seriously ill or injured child
  - Up to 27 weeks for an adult in end-of-life care
  - Up to 104 weeks in the event of a minor child's death
- 5 days of leave (2 paid) for the death of an immediate family member
- 1 day of leave for the death of an extended family member

Request a caregiver attestation signed by a healthcare professional today.

### For more information:

Commission for Standards, Equity, Health and Safety at Work (CNESST):  
[www.cnesst.gouv.qc.ca/en/working-conditions/special-status/natural-caregivers](http://www.cnesst.gouv.qc.ca/en/working-conditions/special-status/natural-caregivers)



If you work for a **company regulated by federal laws** or for **the federal public service**, you may be entitled to leave provided for by the Canadian Labour Code.

### For more information:

Federal Labour Standards:  
[www.canada.ca/en/services/jobs/workplace/federal-labour-standards/vacations-holidays](http://www.canada.ca/en/services/jobs/workplace/federal-labour-standards/vacations-holidays)



## Access workplace accommodations

Taking care of your reconciliation needs can benefit all employees and become a distinctive advantage for your organization.

- Learn about workplace policies, employee assistance programs, and work-life balance initiatives.\*
- Start a conversation with your employer about your situation to explore possible accommodations that address your specific needs while maintaining productivity and enhancing the workplace climate.\*\*

- \* *Examples of accommodations: flexible hours, telecommuting, voluntary reduction of working hours, diversifying leave (paid or unpaid, emergency leave bank), advances, and support funds.*
- \*\* *Your employer can be supported in this process by specialized services like Concilivi, which help promote work-life balance for all employees: [www.concilivi.com/fr/conciliation-proche-aidance-travail-accueil](http://www.concilivi.com/fr/conciliation-proche-aidance-travail-accueil) (French only)*

