



Policy and Procedures  
Bioventus Canada Ulc

Leaves of absence Canada

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Approved by Bioventus Human Resources

Alberta					
Type	Qualifying Period	Required Notice	Length of Leave Statutory	Payment Statutory	Bioventus Policy
Maternity	90 days <sup>1</sup>	6 weeks	16 weeks	Employee may receive maternity/parental benefits through the Government of Canada if eligible	Bioventus supplements the benefits according to the following scheme: Service period 6 months - 2 year: 100% 1st & 2nd month, 75 % 3th & 4th Month / Service period 2 years or longer: 100% 1st % 2nd month, 100% 3th % 4th month
Parental/ Adoption	90 days <sup>2</sup>	6 weeks	62 weeks <sup>3</sup>	Employee may receive maternity/parental benefits through the Government of Canada if eligible	Same as statutory
Reserve Forces	26 weeks <sup>4</sup>	4 weeks	20 days/year <sup>5</sup>	No	Same as statutory
Compassionate Care	90 days	2 weeks or ASAP	27 weeks	No	Same as statutory
Jury Duty	Not specified	ASAP	As needed	No	Same as statutory
Bereavement	90 days	ASAP	3 days/year	No	→for immediate family, i.e. parents, spouse or partner, children (including step children,

<sup>1</sup> This timeframe must occur consecutively.

<sup>2</sup> See note 1 above.

<sup>3</sup> 61 weeks if Maternity, Maternity/ Adoption or Maternity/Parental Leave taken

<sup>4</sup> See note 1 above.

<sup>5</sup> 20 days/calendar year for annual training; leave may last as long as is necessary to accommodate when reservist is deployed to an international operation or domestic emergency

					<p>adoptive or foster children) - 5 paid days  → for extended family, in-laws (father, mother, brother, sister, son, daughter), grandchild, “step” or “half” family members – 3 paid days  → for grand-parents, grandparents of employee or spouse - 1 paid day.</p>
Critical Illness	90 days	ASAP	36 weeks to care for child	No	Same as statutory
Long Term Illness	90 days	ASAP	16 weeks	No	Same as statutory
Citizenship Ceremony	90 days	ASAP	½ day	No	Same as statutory
Death or Disappearance of Child	90 days	ASAP	52 weeks for disappearance 104 weeks for death	No	Same as statutory
Domestic Violence	90 days	ASAP	10 days	No	Same as statutory
Personal and Family Responsibility	90 days	ASAP	5 days	No	Same as statutory

BRITISH COLUMBIA					
Type	Qualifying Period	Required Notice	Length of Leave Statutory	Payment Statutory	Bioventus Policy
Maternity	4 weeks	None Specified	17 weeks <sup>6</sup>	Employee may receive maternity/parental benefits through the Government of Canada if eligible	Bioventus supplements the benefits according to the following scheme: Service period 6 months - 2 year: 100% 1st & 2nd month, 75 % 3th & 4th Month / Service period 2 years or longer: 100% 1st % 2nd month, 100% 3th % 4th month
Parental/ Adoption	4 weeks	None Specified	62 weeks <sup>7</sup>	Employee may receive maternity/parental benefits through the Government of Canada if eligible	Same as statutory
Family Responsibility	ASAP	None Specified	5 days/year	No	Same as statutory
Compassionate Care	ASAP	None Specified	8 weeks	No	Same as statutory
Reserve Forces	4 weeks or ASAP	None Specified	As required	No	Same as statutory
Bereavement	ASAP	None Specified	3 days	No	→for immediate family, i.e. parents, spouse or partner, children (including step children, adoptive or foster children) - 5 paid days →for extended family, in-laws (father, mother, brother, sister, son, daughter), grandchild, "step" or "half" family members – 3 paid days → for grand-parents, grandparents of

<sup>6</sup> See note 1 above  
<sup>7</sup> See note 1 and 3 above

					employee or spouse - 1 paid day.
Jury Duty	ASAP	None Specified	As required	No	Same as statutory
Disappearance of Child	ASAP	None Specified	52 weeks	No	Same as statutory
Death of Child	ASAP	None Specified	104 weeks	No	Same as statutory
Critical Illness or Injury	ASAP	None Specified	36 weeks to care for child 16 weeks to care for adult	No	Same as statutory
Domestic or Sexual Violence	ASAP	None Specified	10 days and 15 weeks	No	Same as statutory

Ontario					
Type	Qualifying Period	Required Notice	Length of Leave Statutory	Payment Statutory	Bioventus Policy
Maternity	13 weeks	2 weeks	17 weeks	Employee may receive maternity/parental benefits through the Government of Canada if eligible	Bioventus supplements the benefits according to the following scheme: Service period 6 months - 2 year: 100% 1st & 2nd month, 75 % 3th & 4th Month / Service period 2 years or longer: 100% 1st % 2nd month, 100% 3th % 4th month
Parental	13 weeks	2 weeks	63 weeks <sup>8</sup>	Employee may receive maternity/parental benefits through the Government of Canada if eligible	Same
Family Caregiver	None Specified	ASAP	8 weeks	No	Same as statutory
Reserve Forces	6 months <sup>9</sup>	ASAP	As needed	No	Same as statutory
Declared Emergency	None specified	ASAP	As needed	No	Same as statutory
Family Medical	None Specified	ASAP	28 weeks	No	Same as statutory
Organ Donor	13 weeks	2 weeks or ASAP	13 weeks	No	Same as statutory
Critically Ill Child Care Leave	6 months <sup>10</sup>	ASAP	37 weeks	No	Same as statutory
Crime Related Child Disappearance	6 months <sup>11</sup>	ASAP	52 weeks	No	Same as statutory

<sup>8</sup> See note 3 above

<sup>9</sup> See note 1 above

<sup>10</sup> See note 1 above

<sup>11</sup> See note 1 above

Domestic or Sexual Violence	13 weeks	ASAP	10 days plus 15 weeks	First 5 days paid by employer	Same as statutory
Child Death	6 months <sup>12</sup>	ASAP	104 weeks	No	Same as statutory + 5 days paid under 'bereavement'
Jury Duty	None specified	ASAP	As needed	No	Same as statutory

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<sup>12</sup> See note 1 above

Quebec					
Type	Qualifying Period	Required Notice	Length of Leave Statutory	Payment Statutory	Bioventus Policy
Maternity	None Specified	3 weeks	18 weeks <sup>13</sup>	Under the Québec Parental Insurance Plan, benefits are paid to support the income of an employee who is absent from work after the birth or adoption of a child.	Bioventus supplements the benefits according to the following scheme: Service period 6 months - 2 year: 100% 1st & 2nd month, 75 % 3th & 4th Month / Service period 2 years or longer: 100% 1st % 2nd month, 100% 3th % 4th month
Paternity	None Specified	3 weeks	5 weeks <sup>14</sup>	Under the Québec Parental Insurance Plan, benefits are paid to support the income of an employee who is absent from work after the birth or adoption of a child.	Same as statutory
Parental/ Adoption	None Specified	3 weeks	52 weeks <sup>15</sup>	Under the Québec Parental Insurance Plan, benefits are paid to support the income of an employee who is absent from work after the birth or adoption of a child.	Same as statutory
Birth/Adoption	None Specified	ASAP	5 days <sup>16</sup>	First two days are paid by the employer. Mothers who are already on maternity leave are not entitled to this leave unless the birth takes place during the first week of the maternity leave.	Same as statutory

<sup>13</sup> Also eligible for Parental leave. See note 1 above

<sup>14</sup> See note 13 above

<sup>15</sup> Also eligible for Maternity Leave and Paternity Leave

<sup>16</sup> First two (2) days are paid. Mothers who are already on maternity leave are not entitled to this leave unless the birth takes place during the first week of the maternity leave

Family Responsibility	None Specified	ASAP	10 days/year <sup>17</sup>	First two 2 days are paid by the employer if the employee has three 3 months of service. These two paid days can also be used for sick leave	Same as statutory
Family Illness	None Specified	ASAP	Grave illness: 16 weeks/12 months Potentially mortal illness: 27 weeks/12 months Grave illness of a minor child: 36 weeks/12 months Potentially mortal illness of a minor child: 104 weeks	No	Same as statutory
Family Tragedy	None Specified	ASAP	104 weeks <sup>18</sup>	No	Same as statutory
Employee Illness / Organ donation / Accident / domestic violence/ sexual violence <sup>19</sup>	None Specified	ASAP	26 weeks/12 months	After 3 months of service, 2 days are paid by the employer per year.	Same as statutory
Wedding	None Specified	1 week	1 day <sup>20</sup>	Paid by employer if employee's wedding, unpaid if wedding of child, father, mother, brother, sister or a child of his or her spouse; leave only applicable if employee normally works on day of wedding	Same as statutory
Reserve Forces	12 months <sup>21</sup>	4 weeks	18 months	No	Same as statutory

<sup>17</sup> First two (2) days are paid if the employee has three (3) months of service. These two paid days can also be used for sick leave.

<sup>18</sup> Family tragedy includes: employee's minor child suffers from a grave illness as a result of a crime; disappearance of a minor child; death of a minor child; suicide of spouse, father, mother or adult child; where child or spouse dies as a result of a criminal activity

<sup>19</sup> Paid if employee's wedding; unpaid if wedding of child, father, mother, brother, sister or a child of his or her spouse, leave only applicable if employee normally works on day of wedding

<sup>20</sup> See note 1 above

<sup>21</sup> The notice may be shorter for serious cause, in which case the employee must notify the employer as soon as possible.

Injury by Criminal Offense	None	ASAP	104 weeks	No	Same as statutory
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*This policy supersedes and replaces all prior policies, practices and guidelines as they relate to this topic. Bioventus reserves the right to change, modify, or cancel any provisions contained herein at any time with or without prior notice.*