



e2r Alert!

Heads Up! 10 paid sick days coming soon for federally regulated employees

Please note the below changes do not impact provincially regulated employers.

On December 17, 2021, *An Act to amend the Criminal Code and the Canada Labour Code* (Bill C-3) received Royal Assent. This bill amends Part III of the *Canada Labour Code* to provide 10 days of paid sick leave to federally regulated private sector workers. However, at the time no plans were established to implement this new benefit. Until now...

On July 15, 2022, the Minister of Labour announced that the Government of Canada is progressing towards making 10 days of paid sick leave a reality. Draft regulations that will support implementation of paid sick leave are now available online for comment and employers, employer representatives, unions, workers, and other key stakeholders are invited to share their feedback on the proposed regulations.

The Government of Canada is looking for input on various elements of the new paid sick leave provisions, such as:

- The regular rate of wages for employees who are not paid on the basis of time or who work irregular hours;
- The eligibility for paid sick leave for employees who have multiple employers; and
- The enforcement mechanism and promotion of compliance with the new provisions.

Following the consultation period, the regulations will be finalized and published in the fall. They are currently planned to come into force on **December 1, 2022**, along with the legislation.

As always, if you have any questions regarding your specific situation, please do not hesitate to reach out to speak with an e2r™ Advisor.