

LEAVE AND DISABILITY REGULATORY COMPLIANCE

# Summary of legislative and regulatory changes

*Canada | May 2024*

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# Ontario (Provincial)

## *Bill 190 – Working for Workers Five Act*

First Reading on May 6, 2024; Second Reading on May 16, 2024

[Bill 190](#) proposes to amend the Employment Standards Act to prohibit an employer from requiring an employee to provide a sick note from a qualified health practitioner to show evidence of entitlement for sick leave.

The bill proposes to build on progress from its previous four Working for Workers Acts by introducing novel supports and stronger protections. In particular, the bill proposes to support women in the skilled trades, protect jobseekers and improve access to skills development.

## Alberta (Provincial)

### *Alberta Regulation 131/2024 – Employment Standards (COVID-19 Leave) Repeal Regulation*

Effective May 23, 2024

[Alberta Regulation 131/2024](#) repeals Alberta Regulation 29/2020, Employment Standards (COVID-19 Leave) Regulation. The regulation is authorized by section 138 of the Employment Standards Code.

Alberta Regulation 29/2020 provided employees with several protections in the context of the COVID-19 pandemic. The regulation entitled employees to unpaid leave for 14 consecutive days if the employee was under quarantine and exempted the employee under quarantine from providing notice to the employer of the date the employee intended to return to work. The regulation also entitled employees to unpaid leave for the period necessary to meet the employee's family responsibilities in relation to a family member under quarantine or a child who was unable to attend school due to recommendations or directions of the Chief Medical Officer with respect to COVID-19.

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# Quebec (Provincial)

## *Bill 68 – An Act mainly to reduce the administrative burden of physicians*

First Reading on May 31, 2024

**Bill 68** seeks to amend the Act Respecting Labour Standards to prohibit an employer from requiring a document attesting to the reasons for an absence, particularly an absence owing to sickness, including a medical certificate, for the first three periods of absence not exceeding three consecutive days taken annually.

Section 79.2 of the act will be amended by inserting the following paragraph after the first paragraph: “However, no employer may request the document referred to in the first paragraph for the first three periods of absence not exceeding three consecutive days taken annually.”

Section 79.7 of the act will be amended to prohibit an employer from requiring a medical certificate for leave relating to obligations relating to the care, health or education of the employee’s child or because of the state of health of a relative or person for whom the employee acts as caregiver. This section will be amended by inserting “with the exception of a medical certificate” at the end of the third paragraph.

Section 79.16 of the act will be amended by replacing “Section 79.2” with “[t]he first and third paragraphs of s.79.2”.

The bill is proposed to come into force on Jan. 1, 2025.

The information contained within this document is intended to provide summary level information on proposed or enacted laws related to family and medical leave. It is not intended to provide guidance on the application of these legal requirements or as an update to your company’s attendance and/or leave policies. We recommend you consult with legal counsel to determine what changes, if any, should be applied to company policy.

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