

LEAVE AND DISABILITY REGULATORY COMPLIANCE

# Summary of legislative and regulatory changes

*Canada | August 2022*

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# Ontario

## *Bill 4, An Act to amend the Employment Standards Act, 2000 with respect to paid leave*

First Reading, Aug. 10, 2022

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[Bill 4](#) would make the following amendments to the Employment Standards Act, 2000:

1. Sections 50, 50.0.1 and 50.0.2, which deal with sick leave, family responsibility leave and bereavement leave, respectively, would be replaced with a new section 50 that provides for personal emergency leave due to a personal illness, injury or medical emergency, the death, illness, injury or medical emergency of a listed family member or certain urgent matters. Under the new section 50, an employee will be entitled to 10 days of paid leave in a calendar year if they have been employed for one week or more.
2. Currently, section 50.1 of the Act (“Emergency Leave: Declared Emergencies and Infectious Disease Emergencies”) provides for unpaid leave in situations related to declared emergencies and infectious disease emergencies. That section is amended to provide that employees are entitled to take the first 14 days of any such leave in a calendar year as paid leave.
3. The Act is also amended to require the minister to implement a financial support program for employers to help employers adapt to any increased costs associated with paid personal emergency leave under section 50, as those provisions are amended by the bill.

Payment may only be made if the legislature has appropriated money for the purpose of the program.

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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