

LEAVE AND DISABILITY REGULATORY COMPLIANCE

Summary of legislative and regulatory changes

Canada | September 2023

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Canada (Federal)

Bill C-318, an act to amend the Employment Insurance Act and the Canada Labour Code (adoptive and intended parents)

Second Reading Sept. 20, 2023

[Bill C-318](#) includes amendments to the Employment Insurance Act (EIA) that introduce a 15-week benefit for adoptive parents and parents of children conceived through surrogacy.

Benefits under this section are generally payable for each week of unemployment in the period (a) that begins with the week in which the child or children are placed with the self-employed person for the purpose of adoption, **and** (b) that ends 52 weeks after the week in which the child or children are placed with the self-employed person for the purpose of adoption.

Bill C-318 also amends the Canada Labour Code to extend parental leave provisions to, among other things, provide that employees are entitled to up to 80 weeks to care for a child who is in the care of the employee for the purpose of adoption under the laws governing adoption in the province the employee resides.

Ontario (Provincial)

Bill 79, Working for Workers Act, 2023

Third Reading Sept. 26, 2023

[Bill 79](#) amends section 50.2 of the Employment Standards Act, 2000 (ESA) to extend reservist leave to employees who are in treatment, recovery or rehabilitation in respect of a physical or mental health illness, injury or medical emergency that results from participation in certain military-related operations or activities.

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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800.625.6588
Sedgwick@sedgwick.com
[SEDGWICK.COM](https://www.sedgwick.com)
