

LEAVE AND DISABILITY REGULATORY COMPLIANCE

# Summary of legislative and regulatory changes

*Canada | December 2021*

**TABLE OF CONTENTS**

Alberta ..... 3  
    Bill 207, Reservists’ Recognition Act ..... 3  
Federal ..... 4  
    Bill C-2, An Act to provide further support in response to COVID-19 ..... 4  
    Bill C-3, An Act to amend the Criminal Code and the Canada Labour Code ..... 5  
Ontario ..... 6  
    Regulation 228/20, infectious disease emergency leave ..... 6

# Alberta

## *Bill 207, Reservists' Recognition Act*

Received Royal Assent, Dec. 2, 2021

[The Reservists' Recognition Act](#) names the last Saturday of September in each year as “Reservists’ Recognition Day.” It also amends the Alberta Employment Standards Code (s.53.2) to reduce the eligibility for reservist leave for reservists from 26 consecutive weeks of employment to 12 consecutive weeks of employment.

## Federal

### *Bill C-2, An Act to provide further support in response to COVID-19*

Received Royal Assent, Dec. 17, 2021

[Bill C-2](#) amends the Canada Labour Code to, among other things, create a regime that provides for a leave of absence related to COVID-19 under which an employee may take the following unpaid leave of absence:

- Up to six weeks if they are unable to work because, among other things, they have (or may have) contracted COVID-19, have underlying conditions that in the opinion of certain persons or entities would make them more susceptible to COVID-19, or have isolated themselves on the advice of certain persons or entities for reasons related to COVID-19.
- Up to 44 weeks if they are unable to work because, for certain reasons related to COVID-19, they must care for a child who is under the age of 12 or a family member who requires supervised care.

Federal leaves only apply to federally regulated employers.

## Federal

### *Bill C-3, An Act to amend the Criminal Code and the Canada Labour Code*

Received Royal Assent, Dec. 17, 2021

[Bill C-3](#) makes the following amendments to Part III of the Canada Labour Code:

- Extends the period during which an employee may take a leave of absence from employment in the event of the death of a child and provide for the entitlement of an employee to a leave of absence in the event of the loss of an unborn child.
- Repeals the personal leave that an employee may take to treat their illness or injury.
- Provides that an employee may earn and take up to 10 days of medical leave of absence with pay in a calendar year.
- Provides the government with authority to make regulations to modify the application of the medical leave to a class of employees.

Federal leaves only apply to federally regulated employers.

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# Ontario

## *Regulation 228/20, infectious disease emergency leave*

Amended, Dec. 9, 2021

[Regulation 834/21](#), made under the Employment Standards Act, 2000, was filed to amend the definition of “COVID-19 period” in Ontario Regulation 228/20 by striking out “January 1, 2022” at the end and substituting “July 30, 2022.” Section 11 of the Regulation is amended by striking out “December 21, 2021” and substituting “July 31, 2022.”

The Information contained within this document is intended to provide summary level information on proposed or enacted laws related to workers’ compensation. It is not intended to provide guidance on the application of these legal requirements or as an update to your Company’s workers’ compensation policies. We recommend you consult with Legal Counsel to determine what changes, if any, should be applied to Company Policy.

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