

LEAVE AND DISABILITY REGULATORY COMPLIANCE

# Summary of legislative and regulatory changes

*Canada | February 2023*

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# British Columbia

## *Bill 2 - 2023, National Day for Truth and Reconciliation Act*

First Reading, Feb. 7, 2023

Informational only – Sedgwick does not administer

[Bill 2](#) will amend the Employment Standards Act to add the National Day for Truth and Reconciliation, observed on Sept. 30, as a public holiday in B.C.

# Prince Edward Island

## *PEI Regulation EC2023-110, Exemption Regulations Amendment*

Published Feb. 21, 2023

Effective March 4, 2023

Informational only – Sedgwick does not administer

The Employment Standards Act Exemption Regulations (EC574/17) is amended by creating an exemption for returning officers, election clerks and the specified election officers (as such individuals are appointed pursuant to the Election Act) from the application of [sections six to 10 \(Paid Holidays\) and 16 \(Rest Periods\) of the Act.](#)

As a result of this amendment, returning officers, election clerks and specified election officers do not receive holiday with pay or standard rest periods available to non-exempt workers.

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# Québec

## *Bill 12, An Act Respecting Labour Standards*

First Reading, February 23, 2023

Bill 12 amends the [Act Respecting Labour Standards](#), among other legislation, to take surrogacy into account for the granting of the benefits and leaves provided for in those Acts including leave for the birth of a child, paternity leave and parental leave for a child born in the context of a surrogacy project.

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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