

LEAVE AND DISABILITY REGULATORY COMPLIANCE

# Summary of legislative and regulatory changes

*Canada | July 2022*

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# Canada

## *Regulations Amending Certain Regulations Made Under the Canada Labour Code (medical leave with pay)*

In consultation until Aug. 15, 2022

Informational only — Sedgwick does not administer

As published in the [Canada Gazette](#), Part 1, on July 16, 2022, once the proposed provisions of Bill C-3 (An Act to Amend the Criminal Code and the Canada Labour Code (the “Act”)) are in force, the Canada Labour Code (the “Code”) and regulations made under the Code (the “Regulations”) will be amended to provide up to 10 days of medical leave with pay for all federally regulated employees who are subject to Part III (standard hours, wages, vacations and holidays) of the Code.

The objective of the Regulations is to support the implementation of the paid medical leave provisions by clarifying the application of the provisions to certain classes of employees, making technical amendments that align sections of existing regulations with the new provisions, and ensuring that the Administrative Monetary Penalties regime can be used to promote compliance and be used in enforcement of the medical leave provisions.

The Act received royal assent on Dec. 17, 2021. Sections 6 and 7 of the Act are set to come into force on Dec. 1, 2022, with the ability to set an earlier date through an order of the Governor in Council. Once sections 6 and 7 of the Act are in force, the Act will amend Division XIII (medical leave) of Part III of the Code by adding the right to paid medical leave and apply section 189 to the Division, so that leave entitlements are protected during a contract retendering or a lease or transfer of a business.

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# Ontario

## *Ontario Regulation 464/22*

In force on July 21, 2022

Informational only — Sedgwick does not administer

The Ontario government is ensuring workers do not lose pay if they miss work due to COVID-19 by extending paid sick days to March 31, 2023. Eligible workers will continue to receive up to \$200 a day for up to three days if they need to get tested, vaccinated, receive booster shots, self-isolate or care for a family member who is ill from COVID-19. The government will continue to reimburse eligible employers for the paid leave days.

[Ontario Regulation 464/22](#) made under the Employment Standards Act, 2000 amends Section 11 of Ontario Regulation 228/20 (infectious disease emergency leave) by striking out “July 31, 2022” and substituting “March 31, 2023”. The provision now states that March 31, 2023 is prescribed as the date on which an employee’s entitlement to paid infectious disease leave ends. This Regulation came into force on July 21, 2022.

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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