

LEAVE AND DISABILITY REGULATORY COMPLIANCE

Summary of legislative and regulatory changes

Canada | March 2023

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British Columbia

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

Received royal assent, March 9, 2023

Informational only – Sedgwick does not administer

[Bill 2](#) amends the Employment Standards Act (British Columbia) to add the National Day for Truth and Reconciliation, observed on September 30, as a paid public holiday in B.C.

Manitoba

Bill 203, The Orange Shirt Day Statutory Holiday Act (various acts amended)

Second reading, March 16, 2023

Informational only – Sedgwick does not administer

[Bill 203](#) would amend the Employment Standards Code (Manitoba) to recognize Orange Shirt Day, Sept. 30, as a provincial statutory holiday.

Ontario

Bill 79, Working for Workers Act, 2023

Second reading, March 30, 2023

If passed, the [Working for Workers Act, 2023](#), would amend the Employment Standards Act (Ontario) to:

- Expand reservist leave to have reservists' jobs protected when deployed to emergency operations inside Canada, even if it's their first day at a new job.
- Reduce the length of employment required for all other reservist leave from three months to two months.
- Expand the reasons for taking reservist leave to include where the employee may need additional time off to recover from physical or mental injuries resulting from participation in an operation or activity for which the employee was eligible to take reservist leave.

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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