

LEAVE AND DISABILITY REGULATORY COMPLIANCE

# Summary of legislative and regulatory changes

*Canada | March 2024*

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# Prince Edward Island (Provincial)

## *Bill 106 – An Act to Amend the Employment Standards Act*

Amendments come into force on Oct. 1, 2024.

Informational only — Sedgwick does not administer.

[Bill 106](#) establishes a new paid sick leave, which has been proclaimed to come into force on Oct. 1, 2024.

Amends section 22.2 of the Employment Standards Act (PEI) to establish that:

- An employee earns, as of the first day on which this subsection applies to the employee:
  - After 12 months of continuous employment with the same employer, one day of paid leave.
  - After 24 months of continuous employment with the same employer, one additional day of paid sick leave.
  - After 36 months of continuous employment with the same employer, one additional day of paid sick leave.
- Where an employee has been employed by the same employer for a continuous period of at least 12 months, the employer shall, at the request of the employee, grant the employee leaves of absence with pay of up to the number of days provided for in subsection (6), in total during a 12 calendar-month period, in addition to any unpaid leave that the employee is entitled to under subsection (1).
- Each day of paid sick leave that an employee does not take in a calendar year is not to be carried forward to the following calendar year.
- Where an employee requests a leave of absence under this section that is three consecutive calendar days in length, the employer may require the employee to provide the employer with a certificate signed by a medical practitioner certifying that the employee is or was unable to work due to illness or injury.
- Where an employee is entitled to a day of paid sick leave under subsection (4), the employer shall pay the employee:
  - In the case of an employee who is paid hourly, the employee's regular rate of wages multiplied by the number of hours for which the employee would have worked if the employee had not requested the leave of absence; or
  - In the case of a salaried employee, the employee's rate of pay for a day of work.
- An employee is entitled to earn up to three days of paid sick leave in a calendar year.

- An employee is entitled to take any paid days of leave available to the employee before any of the unpaid days of leave that the employee is entitled to under subsection (1).
- This act comes into force upon the proclamation of the lieutenant governor in council.

# Manitoba (Provincial)

## *Bill 9 – The Employment Standards Code Amendment Act*

First reading on March 7, 2024.

[Bill 9](#) proposes to extend the length of the leave for serious injury or illness from 17 weeks to 27 weeks.

The bill would amend subsection 59.10 of the Employment Standards Code (Manitoba) to strike out “17 weeks” and substitute “27 weeks” where appropriate.

The bill also proposes transitional amendments for employees already on leave or who have given notice of leave on the day the act comes into force to entitle such employees to increase their leave to a total of up to 27 weeks.

The act would come into force on the day it receives royal assent.

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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