



# COVID-19 Sick and Vaccine leaves:

A compilation across Canada





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<b>Bill reference</b>	Bill 71
<b>Effective date</b>	April 21, 2021
<b>Type of leave</b>	Vaccine hours
<b>Length of leave</b>	Up to 3 hours for each dose of vaccine
<b>Intent</b>	ESA amended to allow all employees to access paid job protected leave for each dose of vaccine and only for time the employee would have worked
<b>Employee overview &amp; eligibility</b>	<ul style="list-style-type: none"> <li>All employees covered by the ESA ; full time and part time regardless of how long they have been employed or job status</li> <li>Cannot be accessed retroactively (prior to effective date on April 21st)</li> <li>Leave is for employee's vaccination only, not of a dependent of family member</li> <li>Does not apply to getting the vaccine on days off</li> </ul>
<b>Not eligible</b>	Not applicable to employees covered by CLC code
<b>Notice required</b>	<ul style="list-style-type: none"> <li>Employees need to provide notice asap and reasonable in the circumstances when they are taking this leave (appointment confirmation)</li> <li>When possible, employees should discuss vaccination leave with employers prior to booking the appointment</li> </ul>
<b>Pay calculation</b>	<ul style="list-style-type: none"> <li>Up to maximum of 3 hours at employees regular rate of pay</li> <li>Employees are not to lose earnings or other benefits while accessing vaccine leave; employers cannot force employees to use other entitlements (vacation pay, banked OT or another job-protected leave)</li> <li>Defined as wages for determining withholdings</li> </ul>
<b>Other pay considerations</b>	<ul style="list-style-type: none"> <li>✓ Insurable hours</li> <li>✓ Overtime</li> <li>✓ Statutory Holiday pay calculation</li> <li>✓ Vacationable</li> <li>✓ Assessable (Workers' Compensation)</li> </ul>
*Reference:	
✘ Not to be included	
✓ To be included	
<b>N/A</b> Not Applicable	
<b>Employer - overview and requirements</b>	<ul style="list-style-type: none"> <li>Cannot request a medical note, record of immunization or disclosure of any health information</li> <li>Can request documentation as reasonable proof of leave entitlement ploy</li> <li>Employers can provide additional time beyond 3 hours per appointment if necessary, not required</li> <li>Employees cannot be terminated or temporarily laid off for requesting a leave or being on a leave</li> <li>Any leave hours not used do not have to be paid out by the employer if employment terminates</li> </ul>
<b>Reimbursement process</b>	N/A
<b>Links</b>	<a href="https://open.alberta.ca/publications/covid-19-vaccination-leave">https://open.alberta.ca/publications/covid-19-vaccination-leave</a> <a href="#">Providing paid COVID-19 vaccination leave   Alberta.ca</a>



# BRITISH COLUMBIA

<b>Bill reference</b>	Bill 3
<b>Effective date</b>	Retroactive to April 19, 2021
<b>Type of leave</b>	Vaccine hours
<b>Length of leave</b>	Up to 3 hours for each request for leave made under section 52.13 (1) see below for link.
<b>Intent</b>	For booking appointments which occur during employees working hours
<b>Employee overview &amp; eligibility</b>	<ul style="list-style-type: none"> <li>• Full time and part time employees; no matter how long they have been employed</li> <li>• If necessary employees can take additional paid leave for second dose</li> </ul>
<b>Not eligible</b>	N/A
<b>Notice required</b>	<ul style="list-style-type: none"> <li>• If requested by employer, the employee as soon as practice, must provide the employer reasonable proof that the employee is entitled to leave</li> </ul>
<b>Pay calculation</b>	<ul style="list-style-type: none"> <li>• Employer has to pay at least the average hourly wage for each hour of leave</li> <li>• To calculate average hourly wage: Amount paid ÷ hours worked</li> <li>• Calculation is based on days worked during the 30 calendar days before the leave started</li> <li>• Wages included: salary, commission, statutory holiday pay and paid vacation days; excluded: overtime</li> <li>• Hourly wage rate has to be at least minimum wage</li> <li>• Defined as wages for determining withholdings</li> </ul>
<b>Other pay considerations</b> *Reference:	<ul style="list-style-type: none"> <li>✓ Insurable hours</li> <li>✗ Overtime</li> <li>✓ Statutory Holiday pay calculation</li> <li>✓ Vacationable</li> <li>✓ Assessable (Workers' Compensation)</li> <li>✓ EHT</li> </ul>
✗	Not to be included
✓	To be included
<b>N/A</b>	Not Applicable
<b>Employer - overview and requirements</b>	<ul style="list-style-type: none"> <li>• Cannot request doctor's note or proof of received vaccine</li> <li>• Can ask for proof that the employee is entitled to take the leave (confirmation of vaccine appointment)</li> <li>• No employee can lose pay if they need time away from work to be vaccinated</li> <li>• If an employer terminated an employee on or after April 19, 2021 for taking this leave, the employer must offer re-instatement in the same or a comparable position</li> <li>• If the employee is re-instated, the employee's absence after the date of the termination will be deemed a leave</li> <li>• Section 54 indicates, an employer cannot terminate an employee or change a condition of employment without the employee's written consent as a result of a leave</li> <li>• If the business has been suspended or discontinued at the time the employee's leave ends, the employer has to comply with s54(2) when operations resume</li> </ul>
<b>Reimbursement process</b>	N/A
<b>Links</b>	<p><a href="https://www2.gov.bc.ca/gov/content/employment-business/employment-standards-advice/employment-standards/forms-resources/igm/esa-part-6-section-52-13#:~:text=52.13%20(1)%20An%20employee%20who,leave%20made%20under%20this%20section.">COVID-19 paid sick leave - Province of British Columbia (gov.bc.ca)</a></p> <p>Section 52.13 of Act: <a href="https://www2.gov.bc.ca/gov/content/employment-business/employment-standards-advice/employment-standards/forms-resources/igm/esa-part-6-section-52-13#:~:text=52.13%20(1)%20An%20employee%20who,leave%20made%20under%20this%20section.">https://www2.gov.bc.ca/gov/content/employment-business/employment-standards-advice/employment-standards/forms-resources/igm/esa-part-6-section-52-13#:~:text=52.13%20(1)%20An%20employee%20who,leave%20made%20under%20this%20section.</a></p>



# BRITISH COLUMBIA

<b>Bill reference</b>	Bill 13
<b>Effective date</b>	May 20, 2021 - December 31, 2021
<b>Type of leave</b>	Sick leave
<b>Length of leave</b>	Up to 3 days paid sick leave
<b>Intent</b>	To support employees to stay home when they are sick during and afterward the pandemic, who are waiting for test results and need to self isolate
<b>Employee overview &amp; eligibility</b>	<ul style="list-style-type: none"> <li>• Employees without an existing sick leave program</li> <li>• Eligible employees are entitled to this leave even if their employer does not qualify for reimbursement</li> <li>• Eligible employees are entitled to this leave no matter how long they have been employed</li> </ul>
<b>Not eligible</b>	Employers with existing paid sick leave program
<b>Notice required</b>	N/A
<b>Pay calculation</b>	<ul style="list-style-type: none"> <li>• Employer has to pay an employee at least an average day's pay for each day of paid leave taken</li> <li>• Average day's pay calculation is based on the following formula: Total wages ÷ number of days worked based on days worked during the 30 calendar days before the first day of leave, including vacation days</li> <li>• Include all wages: salary, commission, statutory holiday pay and paid vacation; exclude overtime</li> <li>• Employers that have a highly paid workfare without paid sick leave will be required to cover any remaining wages above \$200 for each sick day</li> <li>• Defined as wages for determining withholdings</li> </ul>
<b>Other pay considerations</b>	<ul style="list-style-type: none"> <li>✓ Insurable hours</li> <li>✗ Overtime</li> <li>✓ Assessable (Workers' Compensation)</li> <li>✓ EHT</li> </ul>
✗ Not to be included	
✓ To be included	
<b>N/A</b> Not Applicable	
<b>Employer - overview and requirements</b>	<ul style="list-style-type: none"> <li>• Cannot ask for doctor's note</li> <li>• Can ask for reasonable proof; 'reasonable proof' is determined based on the circumstances of each case, including the duration of the leave and the availability of evidence →Examples of proof include documentation showing travel that requires quarantine, a copy of an order to isolate, screenshot of the application order or Public Health Officer</li> <li>• Employers are to provide a reasonable timeframe to provide proof</li> </ul>
<b>Reimbursement process</b>	<ul style="list-style-type: none"> <li>• Province to reimburse employers</li> <li>• WorkSafeBC BC will administer the employer reimbursement program</li> <li>• Portal for reimbursement application will be available June 15, 2021</li> <li>• Employers will be asked to register with WorkSafeBC BC to enable reimbursement</li> <li>• Program is not part of the workers' compensation system and will not affect employer premiums or accident fund</li> </ul>
<b>Links</b>	<a href="#">B.C.'s paid sick leave will support workers, reimburse businesses</a>   <a href="#">BC Gov News</a>



<b>Bill reference</b>	Voluntary program
<b>Effective date</b>	May 7 - September 25, 2021
<b>Type of leave</b>	Sick leave
<b>Length of leave</b>	Maximum of 5 full days
<b>Intent</b>	To fill in existing gaps between CRSB and ESA for paid sick leave. Sick leave includes time off for resting, vaccination and side effects, self-isolation, care of a loved on in any of mentioned circumstances.
<b>Employee overview &amp; eligibility</b>	<ul style="list-style-type: none"> <li>• Employees residing, working full time or part time in MB</li> <li>• Employees who used paid sick leave are not covered</li> </ul>
<b>Not eligible</b>	<ul style="list-style-type: none"> <li>• Employers who currently provide sick leave to their employees; federal, provincial, local governments, Crown agencies boards and corporations, workplaces covered by collective agreement</li> <li>• Self-employed individual and employees who work rom home would not be eligible for this program</li> </ul>
<b>Notice required</b>	N/A
<b>Pay calculation</b>	<ul style="list-style-type: none"> <li>• Employees are to be compensated for salaries and wages to a maximum of 5 days; days do not have to be taken consequently</li> <li>• Program covers up to \$600 per employee for a maximum of 5 full days of COVID related sick leave</li> <li>• Defined as wages for determining withholdings</li> </ul>
<b>Other pay considerations</b>	<ul style="list-style-type: none"> <li>✓ Insurable hours</li> <li>✗ Overtime</li> <li>✗ Statutory Holiday pay calculation</li> <li>✗ Vacationable</li> <li>✓ Assessable (Workers' Compensation)</li> </ul>
*Reference:	
✗ Not to be included	
✓ To be included	
<b>N/A</b>	Not Applicable
<b>Employer - overview and requirements</b>	<ul style="list-style-type: none"> <li>• Private sector, non-profit and charitable employers with eligible employees are able to qualify to receive assistance</li> <li>• Employers providing paid sick leave would not be eligible including federal, provincial and local governments</li> <li>• If an eligible employer offers sick leave to a portion of employees, the employer is eligible to claim employees who are not offered sick leave</li> <li>• If an eligible employer offers less than 5 days of sick leave, they are eligible to claim employees for the difference between days offered by employer and the maximum full 5 days under the program</li> </ul>
<b>Reimbursement process</b>	<ul style="list-style-type: none"> <li>• Program will be administered by Economic Development and Jobs Application form available noon Friday May 14, 2021 through online application tool. Employers can apply after the end of their regular pay period (2 weeks). Direct deposit will be administered by Finance on a weekly basis</li> <li>• The program compensates salaries and wage paid to eligible employees; excluded are other payroll taxes incurred by the employer such as CPP contributions, EI premiums and Health and Post-Secondary Education Tax Levy</li> <li>• Under federal income tax rules amount the employer receives as government assistance either reduces deductible payroll costs or is included in revenue</li> </ul> <p><a href="https://forms.gov.mb.ca/manitoba-pandemic-sick-leave/">https://forms.gov.mb.ca/manitoba-pandemic-sick-leave/</a></p>
<b>Links</b>	<a href="#">Province of Manitoba   Manitoba Pandemic Sick Leave (gov.mb.ca)</a>



<b>Bill reference</b>	Bill 73
<b>Effective date</b>	May 12, 2021
<b>Type of leave</b>	Vaccine leave
<b>Length of leave</b>	Up to 3 hours each time employee requires a dose of vaccine
<b>Intent</b>	<ul style="list-style-type: none"> <li>To allow employees up to 3 hours of paid leave each time the employee requires a dose of vaccine</li> <li>This leave complements recently announced Pandemic Leave program, which is a voluntary program</li> </ul>
<b>Employee overview &amp; eligibility</b>	<ul style="list-style-type: none"> <li>Employees who need more time to travel to appointments or have vaccine side effect would be allowed to take a longer unpaid leave</li> <li>Employees who are not compensated by their employer can file a complaint with ES no later than 6 months after the date the employee should have been compensated</li> </ul>
<b>Not eligible</b>	N/A
<b>Notice required</b>	Employees to give notice to their employer as much as reasonable in the circumstances
<b>Pay calculation</b>	<p>Wage rate will be fixed at employees regular rate or average wage for employees whose wage varies, such as employees on commission</p> <ul style="list-style-type: none"> <li>Defined as wages for determining withholdings</li> </ul>
<b>Other pay considerations</b> *Reference:	<ul style="list-style-type: none"> <li>✗ Insurable hours (Hours of work are defined as hours during which an employee performs work and includes hours during which the employee is required to be present and available for work)</li> <li>✗ Overtime</li> <li>✗ Statutory Holiday pay calculation</li> <li>✓ Vacationable</li> <li>✓ Assessable (Workers' Compensation)</li> </ul>
✗ Not to be included	
✓ To be included	
<b>N/A</b> Not Applicable	
<b>Employer - overview and requirements</b>	<ul style="list-style-type: none"> <li>Cannot request doctor's note or medical certificate</li> <li>Employers that already provide paid sick time or any other greater benefit not included in the ESA cannot draw on an employees existing sick time to pay for this leave</li> <li>Can request reasonable verification of the necessity of the leave asap (reasonable verification could include confirmation of an appointment to get a vaccine)</li> </ul>
<b>Reimbursement process</b>	Employers who pay employees for time off to get a vaccine and for time off due to vaccine side effects may be eligible for reimbursement through the Manitoba Pandemic Sick Leave program.
<b>Links</b>	<a href="https://www.manitoba.ca/asset_library/en/covidvaccine/vaccination-leave-factsheet.pdf">https://www.manitoba.ca/asset_library/en/covidvaccine/vaccination-leave-factsheet.pdf</a>



# NOVA SCOTIA

<b>Bill reference</b>	N/A
<b>Effective date</b>	May 10 - July 31, 2021
<b>Type of leave</b>	Sick leave
<b>Length of leave</b>	4 sick days
<b>Intent</b>	<ul style="list-style-type: none"> <li>Employees who need time off work awaiting test results, getting tested, self-isolating, going to get vaccinated</li> <li>Self-employed individuals can apply it they: <ul style="list-style-type: none"> <li>actively earn income from the business as their primary source of income</li> <li>are registered to do business in NS</li> <li>have declared business income on their most recent tax return</li> <li>have lost income due to missed time at work</li> <li>are in good standing with the Government of NS</li> <li>are not eligible for or receive other income support</li> </ul> </li> </ul>
<b>Employee overview &amp; eligibility</b>	<ul style="list-style-type: none"> <li>Employees who can't work remotely and miss less than 50% of their scheduled work time in a 1 week period due to COVID 19 + as above under 'intent'</li> <li>Sick days do not have to be taken consecutively</li> </ul>
<b>Not eligible</b>	<ul style="list-style-type: none"> <li>Employees who have other sick leave benefits even if they used them up</li> <li>Self-employed individuals with commission based earnings claiming for speculative income losses</li> <li>Self-employed individuals who are not actively earning income from the business</li> <li>Businesses that are not in good standing with their financial obligations to the Government of NS, businesses that are not currently operating, federal, provincial and municipal governments, crown corporations and businesses that are not currently operating</li> </ul>
<b>Notice required</b>	Requirement of notice would be the same in any other circumstance of an employee notifying the employer that they will be requiring time off
<b>Pay calculation</b>	<ul style="list-style-type: none"> <li>Employers pay the employee for the time they missed</li> <li>Payment is calculated based on the employee's current rate of pay</li> <li>Covers employees wages up to a maximum of \$20 per hour or \$160 per day</li> <li>Maximum payment over 12 weeks is \$640 per employee</li> <li>Pensionable, insurable and subject to income tax</li> <li>Defined as wages for determining withholdings</li> </ul>
<b>Other pay considerations</b> *Reference:	<ul style="list-style-type: none"> <li>✓ Insurable hours</li> <li>✓ Overtime - subject to employers internal policies</li> <li>✓ Statutory Holiday pay calculation - subject to employers internal policies</li> <li>✓ Vacationable</li> <li>✓ Assessable (Workers' Compensation)</li> </ul>
✗	Not to be included
✓	To be included
<b>N/A</b>	Not Applicable
<b>Employer - overview and requirements</b>	<ul style="list-style-type: none"> <li>Cannot request doctor's note</li> <li>Employers request a refund from the province administered by NS Co-operative Council or Credit Unions</li> <li>Employers eligible for reimbursement are for profit or not-for-profit organizations, have a permanent physical location in NS, are registered to do business in NS, are in good standing with the Government of NS</li> <li>Are paying NS based employees who do not qualify for paid sick leave under employment agreement and do not receive benefits from other COVID programs</li> </ul>
<b>Reimbursement process</b>	<ul style="list-style-type: none"> <li>Program compensates wages and salaries for eligible employee and self-employed individuals</li> <li>Program does not cover other payroll expenses like CPP contributions and EI premiums</li> <li>Business has to apply within 90 days of when the employee was paid</li> <li>Applications open on May 26th</li> <li>Employers need to provide a declaration form signed by both employer and employee whose pay is being reimbursed</li> <li>The Department of Labour and Advanced Education may conduct spot checks and audits of applications</li> <li>How to apply and starting the application is available on NS site; link below</li> </ul>
<b>Links</b>	<a href="https://novascotia.ca/coronavirus/paid-sick-leave-program/">https://novascotia.ca/coronavirus/paid-sick-leave-program/</a> <a href="https://novascotia.ca/coronavirus/paid-sick-leave-program/#how-the-program-works">https://novascotia.ca/coronavirus/paid-sick-leave-program/#how-the-program-works</a>





<b>Bill reference</b>	Bill 248
<b>Effective date</b>	April 19 - September 25, 2021
<b>Type of leave</b>	Sick leave
<b>Length of leave</b>	3 sick days
<b>Intent</b>	<ul style="list-style-type: none"> <li>• Provide employees with an entitlement of 3 paid days of leave in certain circumstances</li> <li>• The entitlement is in addition to employees' right to unpaid infectious disease emergency leave</li> </ul>
<b>Employee overview &amp; eligibility</b>	<ul style="list-style-type: none"> <li>• Employees covered under ON ESA</li> <li>• Employees can take 3 days if they are going for testing, awaiting test results, being sick with COVID, going for a vaccine, experiencing vaccine side effects, self isolating advised by employer, medical practitioner or other authority, taking care of a dependent sick with COVID or has symptoms or is self isolating</li> <li>• 3 days do not have to be taken consecutively or separately</li> <li>• Employees are entitled to a pay for every hour of work missed because they took a paid leave, as long as the rate is at least as much as the applicable minimum wage rate</li> <li>• Independent contractors and federally regulated employees may be entitled to federal income support benefits, including Canada Recovery Sickness Benefit (CSRB)</li> </ul> <p>► <b>PAID LEAVE UNDER EXISTING CONTRACT</b></p> <ul style="list-style-type: none"> <li>• Employees who have rights to paid leave under employment contract, including union agreement, may not be eligible for paid infectious disease emergency leave or may be entitled to fewer than 3 days of paid infectious disease emergency leave under the ESA</li> <li>• In order for an employee's 3 days of ESA paid leave to be reduced, all of the following criteria's must be met; on April 19, 2021:             <ol style="list-style-type: none"> <li>1. the employee had the right to a paid leave under their employment contract for 1 or more of the same reasons that paid infectious disease emergency leave can now be taken under the ESA</li> <li>2. the employee had not already used up those days of paid leave under their employment contract before April 19, 2021 and those days were still remaining</li> <li>3. the employee's employment contract provided pay for the leave that is at least as much pay as the employee would be entitled to receive for paid infectious disease emergency leave under ESA</li> <li>4. the employee's employment contract did not contain conditions for taking the leave that are more restrictive than what is set out in the ESA for taking paid infectious disease emergency leave</li> </ol> </li> </ul>
<b>Not eligible</b>	<ul style="list-style-type: none"> <li>• Employer that have provided payment under an existing employer sick plan</li> </ul>
<b>Notice required</b>	Between April 19 and 29, if an employee takes unpaid leave under infectious disease emergency leave pay, the employee can elect to be paid for that leave only if they advise the employer in writing before May 13, 2021
<b>Pay calculation</b>	<ul style="list-style-type: none"> <li>• Payments are defined as regular wages; pensionable, insurable, taxable. Reported in box 14 on a T4</li> <li>• Paid lesser of \$200 per day for up to 3 days and either the wages the employee would have earned if leave was not taken OR</li> <li>• If the employee receives performance related wages (including commission or piece work rate) the greater of the employees hourly rate and the minimum wage that would have applied for the number of hours the employee would have worked OR</li> <li>• An amount determined using another manner of calculation that is prescribed</li> <li>• Defined as wages for determining withholdings</li> </ul>
<b>Other pay considerations</b> *Reference:	<ul style="list-style-type: none"> <li>✓ Insurable hours</li> <li>✓ Overtime - if paid day of leave falls on a day or at a time of day when OT pay, a shift premium or both would be payable by the employer; the employee is not entitled to receive more than employees regular rate for any leave taken and is not entitled to the shift premium for any leave taken</li> <li>✓ Statutory Holiday pay calculation - if paid day of leave falls on a public holiday, the employee is not entitled to premium pay for any leave taken (infectious disease emergency leave pay is not included in the calculation of statutory holiday pay)</li> <li>✓ Vacationable</li> <li>✓ Assessable (Workers' Compensation)</li> <li>✓ EHT</li> </ul>
✘	Not to be included
✓	To be included
<b>N/A</b>	Not Applicable



# ONTARIO - Cont.

<b>Employer - overview and requirements</b>	<ul style="list-style-type: none"> <li>• Cannot ask for certificate from a doctor or nurse as evidence</li> <li>• Employers can request reasonable evidence in the circumstances at a time that is reasonable in the circumstances that the employee is entitled to the leave (what is reasonable will depend on all of the facts of the situation)</li> <li>• Evidence can take many forms if it is reasonable in the circumstances:</li> <li>• Copy of the information issued to public by a public health official advising of isolation/ quarantine</li> <li>• Copy of an order to isolate that was issued under s.22 or s.35 of the Health Protections and Promotion Act</li> <li>• Email from a pharmacy or a public health department indicating the employee's appointment date and time to receive vaccination</li> </ul>
<b>Reimbursement process</b>	<ul style="list-style-type: none"> <li>• Administered by WSIB and funding provided by the ministry</li> <li>• Employers do not need to be already registered under WSIB</li> <li>• Application has to be made within 120 days of the payment in respect of which the application is made</li> <li>• Link 'submit claim' is available on the ontario.ca site under subtitle 'Apply for reimbursement'</li> <li>• Once the application is submitted an employer will receive a claim confirmation number that they can use to check on the status of their claim</li> <li>• Payment should begin by the end of June on a bi-weekly basis. It is expected that it will take approximately 2 weeks to process an approved claim however the timing of payment depends on the completeness and complexity of the claim</li> </ul>
<b>Links</b>	<a href="https://www.ontario.ca/page/covid-19-worker-income-protection-benefit">https://www.ontario.ca/page/covid-19-worker-income-protection-benefit</a>



# PRINCE EDWARD ISLAND

<b>Bill reference</b>	Special Leave Fund
<b>Effective date</b>	March 1, 2021-while the province remains under Public Health Emergency
<b>Type of leave</b>	Sick leave
<b>Length of leave</b>	No defined length of time ♦ Employer can apply for a rebate twice per employee to a maximum of 3 days per week for a total of 6 days when an employee has lost less than 50% of their scheduled time during 1 week
<b>Intent</b>	Temporary support for workers who are unable to schedule a vaccination appointment outside of work hours; unable to work due to illness, COVID testing, self-isolation requirements, do not qualify for the CRSB or have access to paid sick leave
<b>Employee overview &amp; eligibility</b>	<ul style="list-style-type: none"> <li>Employees without sick paid time who missed less than 50% of scheduled time in a 1 week period to attend a vaccine appointment, due to illness, COVID testing, self-isolating.</li> <li>Self-employed individual that: <ul style="list-style-type: none"> <li>actively earns income from the business</li> <li>has declared business income on their most recent tax return</li> <li>has business income as primary source of income</li> </ul> </li> <li>experienced direct personal financial losses due to illness, COVID testing or self-isolation requirements</li> <li>is in good standing with Province's Central Default Registry</li> <li>is not eligible or is not receiving other support income</li> </ul> <p>▶ Assistance available for self employed individuals is maximum of 3 days of lost earnings; a maximum of 2 one week pay periods for a total of maximum 6 days; calculation of \$20/hour to a maximum daily reimbursement of \$160/day</p>
<b>Not eligible</b>	Employers listed on the Provincial Central Default Registry, have employees who lost more than 50% of their scheduled time in a 1 week period due to illness, COVID, self isolation
<b>Notice required</b>	N/A
<b>Pay calculation</b>	<ul style="list-style-type: none"> <li>Actual eligible wages paid or to be paid to the employee to a maximum reimbursement rate of \$20/hr or \$160/day</li> <li>Defined as wages for determining withholdings</li> </ul>
<b>Other pay considerations</b> *Reference:	<ul style="list-style-type: none"> <li>✓ Insurable hours</li> </ul>
✘ Not to be included	
✓ To be included	
<b>N/A</b> Not Applicable	
<b>Employer - overview and requirements</b>	<ul style="list-style-type: none"> <li>Eligible employers are for profit and not-for-profit organizations, employers with a physical location on PEI, are registered to do business in PEI, are in good standing with the Province's Central Registry, are paying PEI based employees for scheduled time missed as described above</li> <li>Employers that do not offer paid sick leave program can apply for a maximum of 3 days per week up to 2 separate occasions to a maximum of 6 days for loss of wages that are less than 50% of scheduled time in a 1 week period maximum reimbursement</li> </ul>
<b>Reimbursement process</b>	<ul style="list-style-type: none"> <li>Online application, however a hard copy can be mailed or faxed</li> <li>Before beginning the application, download and complete the Employee Declaration Form</li> <li>Online application has to be completed in one sitting, session can time out</li> <li>Applications are accepted while the province remains under Provincial Health Emergency and are subject to budget availability</li> <li>Financial assistance will be calculated at the rate of up to \$20/hour to a maximum daily rate of \$160/day for employee or self-employed individual</li> <li>Payment will be based on the Eligible Wages identified on the application, including Mandatory Employer Related Costs (MERC's) but will not exceed the hourly or daily maximum</li> <li>Contributions will be paid directly to the business bank account using direct deposit</li> <li>Required documents have to be provided</li> </ul>
<b>Links</b>	<a href="https://www.princeedwardisland.ca/en/service/covid-19-special-leave-fund">https://www.princeedwardisland.ca/en/service/covid-19-special-leave-fund</a>



# SASKATCHEWAN

<b>Bill reference</b>	6-22.1 of the 2020 OHS Regulations		
<b>Effective date</b>	March 18, 2021		
<b>Type of leave</b>	Vaccine leave		
<b>Length of leave</b>	3 consecutive hours		
<b>Intent</b>	The leave is for purpose of permitting employees to receive a vaccine		
<b>Employee overview &amp; eligibility</b>	N/A		
<b>Not eligible</b>	Not specified if the 3 hours leave applies to 1 dose of the vaccine, or multiple doses. Government advised that the leave only applies to one dose.		
<b>Notice required</b>	Leave is provided at the request of an employee		
<b>Pay calculation</b>	Minimum length of leave is 3 consecutive hours, however employers may decide to provide additional leave if required <ul style="list-style-type: none"> <li>Defined as wages for determining withholdings</li> </ul>		
<b>Other pay considerations</b>	*Reference: ✓ Insurable hours		
✘			Not to be included
✓			To be included
<b>N/A</b>			Not Applicable
<b>Employer - overview and requirements</b>	N/A		
<b>Reimbursement process</b>	N/A		
<b>Links</b>	N/A		



# SASKATCHEWAN

<b>Bill reference</b>	Bill 603
<b>Effective date</b>	Proposed amendment to ESA/First reading (May 07, 2021)
<b>Type of leave</b>	Sick leave
<b>Length of leave</b>	10 days in a 52 week period OR 14 days in a 52 week period related to declared state of emergency related to communicable disease, subsection 17(1) of The Emergency Planning Act
<b>Intent</b>	Employers to provide employees with paid sick leave
<b>Employee overview &amp; eligibility</b>	N/A
<b>Not eligible</b>	N/A
<b>Notice required</b>	N/A
<b>Pay calculation</b>	<p>Paid leave is equal to</p> <ul style="list-style-type: none"> <li>wage the employee would have been paid had the employee worked regular hours on the first day of leave OR</li> <li>5% of the employee's total wages, not including overtime, in the 4 weeks preceding the first day of leave if <ul style="list-style-type: none"> <li>→ the number of hours worked in a normal workday varies from day to day OR</li> <li>→ the employee's wage for regular hours of work varies from day to day</li> </ul> </li> </ul>
<b>Other pay considerations</b> *Reference:	<ul style="list-style-type: none"> <li>✓ Insurable hours</li> </ul>
✘ Not to be included	
✓ To be included	
<b>N/A</b> Not Applicable	
<b>Employer - overview and requirements</b>	Employer has to ensure an employee does not lose any earnings or other benefits as a result of taking a leave
<b>Reimbursement process</b>	N/A
<b>Links</b>	<a href="http://docs.legassembly.sk.ca/legdocs/Bills/29L1S/Bill29-603.pdf">http://docs.legassembly.sk.ca/legdocs/Bills/29L1S/Bill29-603.pdf</a>



<b>Bill reference</b>	N/A
<b>Effective date</b>	April 1 - September 30, 2021 (renewal)
<b>Type of leave</b>	Sick leave
<b>Length of leave</b>	Up to 10 days
<b>Intent</b>	Support employees and self-employed individuals affected by COVID, if they are sick, self-isolating, caring for another household member
<b>Employee overview &amp; eligibility</b>	<ul style="list-style-type: none"> <li>To employees that (must) first use any employer paid leave to which they are entitled</li> <li>During the renewal up to 10 days total of leave can be combined if there is more than 1 occasion when the employees needs the leave</li> <li>Days can be split into multiple uses no more than 10 days total</li> <li>Employees who received the maximum 10 days wages before the renewal are eligible for additional 10 days during the renewal</li> </ul>
<b>Not eligible</b>	<ul style="list-style-type: none"> <li>Companies bringing workers into the territory</li> <li>Government of Yukon, Government of Canada, Yukon First Nation governments and municipalities</li> </ul>
<b>Notice required</b>	N/A
<b>Pay calculation</b>	<ul style="list-style-type: none"> <li>May receive up to 10 days wages</li> <li>Program does not pay wages after voluntary travel outside of Yukon or for companies bringing workers into the territory</li> <li>Defined as wages for determining withholdings</li> </ul>
<b>Other pay considerations</b> *Reference:	<ul style="list-style-type: none"> <li>✓ Insurable hours</li> </ul>
* Not to be included	
✓ To be included	
<b>N/A</b> Not Applicable	
<b>Employer - overview and requirements</b>	<ul style="list-style-type: none"> <li>Cannot ask for doctors note</li> <li>Must be Yukon based and meet 3 of the following: <ul style="list-style-type: none"> <li>has an office with a physical address in Yukon</li> <li>is subject to Yukon Income Tax Act</li> <li>is registered and has a valid municipal business license where applicable</li> </ul> </li> </ul>
<b>Reimbursement process</b>	<ul style="list-style-type: none"> <li>Employers who pay employees for sick leave are eligible for a rebate of employee's wages not including benefits, payroll taxes or deductions</li> <li>Employers can apply online using the link below; sick leave rebate employers</li> <li>Maximum daily rebate per employee \$375.13</li> <li>For self-employed individuals the rebate will be calculated based on average daily earnings</li> </ul>
<b>Links</b>	<p><a href="https://yukon.ca/en/health-and-wellness/covid-19-information/economic-and-social-supports-covid-19/paid-sick-leave#apply-for-a-paid-sick-leave-rebate-for-employers">https://yukon.ca/en/health-and-wellness/covid-19-information/economic-and-social-supports-covid-19/paid-sick-leave#apply-for-a-paid-sick-leave-rebate-for-employers</a></p> <p><a href="https://service.yukon.ca/forms/en/sick-leave-rebate-employers">https://service.yukon.ca/forms/en/sick-leave-rebate-employers</a></p>



# NORTHWEST TERRITORIES

<b>Bill reference</b>	Amendment to the ESA (July 1, 2021)
<b>Effective date</b>	Retroactive to March 18, 2020
<b>Type of leave</b>	Emergency leave
<b>Length of leave</b>	Period of leave ends when the employee is no longer unable to work as a result of the emergency or the emergency ends
<b>Intent</b>	To provide job protection to NWT employees in the event of an emergency, such as COVID-19 pandemic and flexibility to employers during COVID-19 pandemic and future emergencies
<b>Employee overview &amp; eligibility</b>	<p><b>EMERGENCY LEAVE COVID-19:</b></p> <ul style="list-style-type: none"> <li>No requirements for an employee to have worked for an employer for any set amount of time in order to be eligible for this leave</li> <li>Employees will have access to unpaid leave when they are not able to work: <ul style="list-style-type: none"> <li>they are under medical supervision/treatment related to COVID pandemic</li> <li>they are attending an appointment to receive COVID vaccine</li> <li>they are required to self-isolate or quarantine as a result of the direction of a health officer, health care professional or government agency</li> <li>they were directed by the employer not to work due to concerns that the employee may expose others to COVID in the workplace</li> <li>they are required to care for a family member or dependent affected by COVID, including as a result of a day care or school closure</li> <li>they are directly affected by travel restrictions related to COVID pandemic that were put in place after the employee began their travel and the employee cannot reasonably be expected to travel to their workplace</li> <li>they are required to self-isolate as a result of essential travel; meaning of essential travel: <ul style="list-style-type: none"> <li>medical travel or travel as non-medical escort to a family member</li> <li>travel related to death of a family member of the employee</li> <li>travel related to critically ill family member of the employee</li> <li>travel required by a written legal obligation, including a child custody arrangement and travel by court order</li> <li>travel required as an employee to perform their duties</li> </ul> </li> </ul> </li> <li>While on Emergency leave due to COVID employees may be eligible for recovery benefits offered by the government (CRA)</li> </ul>
<b>Not eligible</b>	<ul style="list-style-type: none"> <li>employees are not entitled to the emergency leave as a result of self-isolation requirements due to non-essential travel</li> </ul>
<b>Notice required</b>	N/A
<b>Pay calculation</b>	N/A
<b>Other pay considerations</b>	N/A
*Reference:	
✘ Not to be included	
✔ To be included	
<b>N/A</b>	Not Applicable
<b>Employer - overview and requirements</b>	<ul style="list-style-type: none"> <li>Legislation applies to employees and employers that perform work in the Northwest Territories, excluding federal government employees and GNWT employees</li> <li>Employees applying for emergency leave are not required to submit doctor's notes</li> <li>Employer can request reasonable verification of the employee's entitlement to the leave; what is considered reasonable will depend on the circumstances</li> <li>Employees who were not able to work for a reason where they would have been entitled to Emergency Leave related to COVID between March 18, 2020 and June 30, 2021 are deemed to have taken Emergency leave retroactively</li> <li>Employees who were terminated because they were unable to work as a result of COVID and would have been entitled to Emergency Leave related to COVID may have grounds to file a complaint with the ES Office, Complaints for terminations due to COVID that occurred between March 18, 2020 and June 30, 2021 must be received by ES Office by January 2, 2022</li> <li>There are exceptions to Requirement for Group Termination Notice in an Unforeseeable Event</li> </ul>



# NORTHWEST TERRITORIES

<b>Reimbursement process</b>	N/A
<b>Links</b>	<a href="#">Employment Standards   Education, Culture and Employment (gov.nt.ca)</a>