

## B.C. announces five paid sick days per year

November 30, 2021

Effective Jan. 1, 2022, eligible employees in British Columbia will be entitled to five paid sick days per year for any personal illness or injury (Paid Sick Leave). The five days of Paid Sick Leave is in addition to three days unpaid personal illness or injury leave currently provided under the British Columbia Employment Standards Act (ESA). Employers are reminded that the current COVID-19-Related Leave will end on Dec. 31, 2021, in conjunction with the enactment of the new Paid Sick Leave provisions.

Paid Sick Leave will apply to all employees covered by the ESA, including part-time, temporary or casual employees. Note that the ESA does not apply to federally regulated employees, self-employed workers or independent contractors, and certain excluded professions and occupations. In order to be eligible for Paid Sick Leave, an employee must have worked for their employer for at least 90 days.

Paid sick days do not need to be taken consecutively. Moreover, advance notice of the leave will not be required though an employee should advise their employer as soon as they can that they are ill or injured and, as a result, unable to work. If requested, employees will be required to provide enough information to satisfy their employer that they are ill or injured and therefore entitled to the leave. In most cases, this would entitle an employer to request a medical certificate confirming that the employee is or was ill or injured on the days taken as Paid Sick Leave.

Prior to Jan. 1, 2022, we recommend that employers review their current sick leave policies and collective agreements to ensure that they meet the minimum requirements of the new Paid Sick Leave provisions. We anticipate that more guidance will be available in the coming weeks as employers prepare to comply with the new leave requirements.

By

[Jennifer M. Fantini](#), [Kim Badesha](#)

Expertise

[Corporate Commercial](#), [Labour & Employment](#), [Government & Public Sector](#), [Driven By Women™](#)

---

## **BLG | Canada's Law Firm**

As the largest, truly full-service Canadian law firm, Borden Ladner Gervais LLP (BLG) delivers practical legal advice for domestic and international clients across more practices and industries than any Canadian firm. With over 725 lawyers, intellectual property agents and other professionals, BLG serves the legal needs of businesses and institutions across Canada and beyond – from M&A and capital markets, to disputes, financing, and trademark & patent registration.

[blg.com](http://blg.com)

### **BLG Offices**

#### **Calgary**

Centennial Place, East Tower  
520 3rd Avenue S.W.  
Calgary, AB, Canada  
T2P 0R3

T 403.232.9500  
F 403.266.1395

#### **Ottawa**

World Exchange Plaza  
100 Queen Street  
Ottawa, ON, Canada  
K1P 1J9

T 613.237.5160  
F 613.230.8842

#### **Vancouver**

1200 Waterfront Centre  
200 Burrard Street  
Vancouver, BC, Canada  
V7X 1T2

T 604.687.5744  
F 604.687.1415

#### **Montréal**

1000 De La Gauchetière Street West  
Suite 900  
Montréal, QC, Canada  
H3B 5H4

T 514.954.2555  
F 514.879.9015

#### **Toronto**

Bay Adelaide Centre, East Tower  
22 Adelaide Street West  
Toronto, ON, Canada  
M5H 4E3

T 416.367.6000  
F 416.367.6749

The information contained herein is of a general nature and is not intended to constitute legal advice, a complete statement of the law, or an opinion on any subject. No one should act upon it or refrain from acting without a thorough examination of the law after the facts of a specific situation are considered. You are urged to consult your legal adviser in cases of specific questions or concerns. BLG does not warrant or guarantee the accuracy, currency or completeness of this publication. No part of this publication may be reproduced without prior written permission of Borden Ladner Gervais LLP. If this publication was sent to you by BLG and you do not wish to receive further publications from BLG, you may ask to remove your contact information from our mailing lists by emailing [unsubscribe@blg.com](mailto:unsubscribe@blg.com) or manage your subscription preferences at [blg.com/MyPreferences](http://blg.com/MyPreferences). If you feel you have received this message in error please contact [communications@blg.com](mailto:communications@blg.com). BLG's privacy policy for publications may be found at [blg.com/en/privacy](http://blg.com/en/privacy).

© 2024 Borden Ladner Gervais LLP. Borden Ladner Gervais LLP is an Ontario Limited Liability Partnership.