

***Bill 73, the Employment Standards Code  
Amendment Act  
(COVID Vaccination Leave)***

Bill 73, The *Employment Standards Code Amendment Act* (COVID-19 Vaccination Leave), received Royal Assent on May 12, 2021. Bill 73 amended the *Employment Standards Code* (ESC) to add paid leave for COVID-19 vaccinations.

Under the amended *Act*, the following changes are now in effect:

- It is mandatory for employers to allow all employees (FT, PT, casuals) up to three hours of paid leave, for each time they require a COVID vaccine. Beyond the three hours, it is unpaid. However, an employee could use accumulated sick leave, depending on the wording in your collective agreements, policy or practice in place.
- Employers are able under the new legislation, to require employees provide them with reasonable verification. Cannot ask for a physician's note, immunization record or medical certificate. Evidence could be for example, a photo a scheduled appointment, outlining the date and time.
- If an employee booked time off to use sick leave to attend their personal vaccination appointment, the first three hours will need to be reverted back to paid time. Anything over the three hours would be unpaid or paid sick leave.
- This leave only applies to the employee and does not apply to an employee taking a family member.

