
Third Session, Forty-second Parliament
71 Elizabeth II, 2022
Legislative Assembly of British Columbia

BILL 19

**EMPLOYMENT STANDARDS
AMENDMENT ACT, 2022**

Honourable Harry Bains
Minister of Labour

Explanatory Notes

CLAUSE 1: *[Employment Standards Act, section 3]* provides that the paid personal illness or injury leave requirements of the Act are minimum requirements that apply even if a collective agreement contains provisions that meet or exceed those requirements.

CLAUSE 2: *[Employment Standards Act, section 49.1]* provides that the employee entitlements to leave for personal illness or injury apply to each calendar year.

BILL 19 – 2022

EMPLOYMENT STANDARDS
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HER MAJESTY, by and with the advice and consent of the Legislative Assembly of the Province of British Columbia, enacts as follows:

- 1** *Section 3 of the Employment Standards Act, R.S.B.C. 1996, c. 113, is amended*
- (a) in the table in subsection (2) and in the table in subsection (3) by repealing the following as indicated:**

Column 1 Matter	Column 2 Part or Section
Paid personal illness or injury leave	Section 49.1 (1) (a), (3) and (4)

, and

- (b) in subsection (6) by striking out “Part 6 [leaves and jury duty] except for section 49.1 (1) (a), (3) and (4) [paid personal illness or injury leave];” and substituting “Part 6 [leaves and jury duty];”.**
- 2** *Section 49.1 (1) is amended by striking out “each employment year” and substituting “each calendar year”.*

Commencement

- 3** This Act comes into force on the date of Royal Assent.