

HL25.3 Attachment 1

Attachment 1: Sick Leave Provisions by Province

Jurisdiction	Statute	Provisions
Federal	Canada Labour Code	Employees entitled to up to 5 days leave per year for illness, injury, and other reasons. The first 3 days of leave are paid for employees with 3 months service.
Newfoundland and Labrador	Labour Standards Act	Any employee who has been employed with the same employer for a continuous period of 30 days is entitled to 7 days unpaid sick or family responsibility leave in a year; needs note signed by a medical practitioner for sick leaves of 3 consecutive days or more.
Nova Scotia	Labour Standards Code	Employees are entitled to receive up to 3 days unpaid sick leave each year (including care for family members and appointments).
Prince Edward Island	Employment Standards Act	Where an employee has been employed by an employer for a continuous period of 6 months or more, leaves of absence without pay of up to 3 days in total during a year for sick leave. Where an employee has been continuously employed for 5 years, 1 day of paid sick leave is available each year at regular pay.
New Brunswick	Employment Standards Act	An employee who has worked for the same employer for more than 90 days must be given, upon request, leaves of absence without pay as sick leave for up to 5 days per year.
Quebec	Commission des normes, de l'équité, de la santé et de la sécurité du travail	An employee may be absented from work up to 26 weeks over a 12-month period due to sickness, accident, domestic violence, or other reasons. After 3 months of uninterrupted service, an employee may receive 2 days of paid absence per year.
Ontario	Employment Standards Act	Any employee who is entitled to sick leave can take up to 3 unpaid days of leave each calendar year due to personal illness or care responsibilities.
Manitoba	Employment Standards Code	Provides 3 unpaid days per year for various leaves, of which there are 12 types (compassionate care, serious illness, parental, etc.).
Saskatchewan	Employment Act	Employees with at least 13 weeks of employment are able to take a total of 12 unpaid days in a calendar year for a non-serious illness or injury.
Alberta	Employment Standards Code	3 days unpaid leave for bereavement, as well as other leaves like compassionate care and critical illness. Employees also eligible for personal/family responsibility leave if they have been employed at least 90 days, up to 5 days unpaid per year.

British Columbia	Employment Standards Act	After working over 90 days, employees are entitled to 3 days of unpaid, job-protected leave for illness or injury.
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