



HOUSE USE ONLY

CHAIR:

WITH / WITHOUT

3rd SESSION, 65th GENERAL ASSEMBLY
Province of Prince Edward Island
67 ELIZABETH II, 2018

(Bill No. 32)

**An Act to Amend the
Employment Standards Act (No. 4)**

Hon. Sonny (Stanley) Gallant
Minister of Workforce and Advanced Learning

GOVERNMENT BILL

Carol Mayne
Acting Queen's Printer
Charlottetown, Prince Edward Island



AN ACT TO AMEND THE EMPLOYMENT STANDARDS ACT (NO. 4)

BILL NO. 32

2018

BE IT ENACTED by the Lieutenant Governor and the Legislative Assembly of the Province of Prince Edward Island as follows:

1. **Subsection 20(1) of the *Employment Standards Act* R.S.P.E.I. 1988, Cap. E-6.2, is amended by the deletion of the words “eleven weeks” and the substitution of the words “13 weeks”.**
2. (1) **Subsection 22(1) of the Act is amended in the words immediately following clause (c), by the deletion of the words “thirty five weeks” and the substitution of the words “62 weeks”.**
- (2) **Subsection 22(2) of the Act is amended by the deletion of the words “fifty two weeks” and the substitution of the words “62 weeks”.**
- (3) **Subsection 22(2.1) of the Act is amended by the deletion of the words “fifty two weeks” and the substitution of the words “78 weeks”.**
3. **Subsection 22.2(1) of the Act is amended by the deletion of the words “six months or more” and the substitution of the words “at least three months”.**
4. (1) **Subsection 22.3(2) of the Act is amended by the deletion of the words “eight weeks” and the substitution of the words “28 weeks”.**
- (2) **Clause 22.3(5)(b) of the Act is amended by the deletion of the words “26 work weeks” and the substitution of the words “28 work weeks”.**
- (3) **Subsection 22.3(7) of the Act is amended by the deletion of the words “8 weeks” and the substitution of the words “28 weeks”.**
5. **This Act comes into force on a date that may be fixed by proclamation of the Lieutenant Governor in Council.**

EXPLANATORY NOTES

SECTION 1 amends subsection 20(1) of the Act to increase the period of maternity leave from eleven weeks to 13 weeks, for consistency with the period of Employment Insurance benefits.

SECTION 2 amends section 22 of the Act to increase the period of unpaid parental leave for an employee from thirty-five weeks to 62 weeks, and the leave related to adoption from fifty-two weeks to 62 weeks. The parental leave may be taken by one or two employees and combined with the maternity leave provided under section 20, but the aggregate amount of leave shall not exceed 78 weeks.

SECTION 3 amends subsection 22.2(1) of the Act to reduce the waiting period for sick leave from a continuous period of employment lasting six months or more to a continuous period of employment lasting at least three months.

SECTION 4 amends subsection 22.3(2) of the Act to increase the maximum period of an unpaid leave of absence for the purpose of providing compassionate care and support to a family member from eight weeks to 28 weeks, and makes consequential changes to clause 22.3(5)(b) and subsection 22.3(7) of the Act for that purpose.

SECTION 5 provides for the commencement of the Act.



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<i>STAGE:</i>	<i>DATE:</i>
<i>1st Reading:</i>	November 13, 2018
<i>2nd Reading:</i>	
<i>To Committee:</i>	
<i>Reported:</i>	
<i>3rd Reading and Pass:</i>	
<i>Assent:</i>	

SIGNATURES:

Honourable Antoinette Perry, Lieutenant Governor

Honourable Francis (Buck) Watts, Speaker

Charles H. MacKay, Clerk

Hon. Sonny (Stanley) Gallant
Minister of Workforce and Advanced Learning

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