



LONDON FOR ALL

A ROADMAP TO END POVERTY



Income & Employment

2.14 Work with employers to increase flexibility in workplace for those with family responsibilities including basic benefits and sick time

Bill 148: Fair Workplaces, Better Jobs Act: 10 days of personal emergency leave days will be extended to all workers and 2 of those days will be paid, as of January 1, 2018 - a first in Canada. No doctor's note will be required to access any of these days.

Prior to Bill 148, almost one in three Ontario workers were without sick leave protection. Businesses with less than 50 employees were exempt from the requirement of providing 10 days of job-protected, unpaid personal emergency leave. Many employers required medical notes from doctors in order for workers to be able to take a day off. All of this meant that most workers could simply not afford to get sick.

The new leave protections that came into effect January 1, 2018, represent an important step forward to ensure that workers are better able to take care of their health and that of their families.

Update:

On October 23, 2018, the Ontario government introduced [Bill 47, Making Ontario Open For Business Act, 2018](#), to repeal numerous provisions of the previous government's *Fair Workplaces, Better Jobs Act, 2017* (Bill 148). The government indicated that the proposed amendments are designed to "remove the worst burdens that prevent Ontario businesses from creating jobs while expanding opportunities for workers."

Current personal emergency leave entitlements would be replaced with a package of annual leave days for workers employed for at least 2 consecutive weeks, comprised of up to 3 days of personal illness, 2 days for bereavement and 3 days for family responsibilities. Employers would be permitted to require evidence of entitlement to leave that is reasonable in the circumstances, including asking employees to provide a medical note from a qualified health practitioner.