Human Resources Legislative Update

PSFA “Sick Leave Provisions 2012-2013” Regulatory Amendment Filed

Date: January 3, 2013

On January 2, 2013, the Ontario government filed O. Reg. 3/13, Sick Leave Provisions, 2012-2013, amending O. Reg. 313/12 made under the Putting Students First Act, 2012 (“PSFA”).

O. Reg. 3/13 revokes and replaces subsection 2(3) of O. Reg. 313/12 with a provision that states any rule made before September 1, 2012 requiring an employee absent from work on that day to return to work in order to determine sick leave eligibility for the fiscal year 2012-2013 is inapplicable, unless:

- the employee is in receipt of workplace safety and insurance benefits or long-term disability benefits;
- the employee is on an unpaid leave of absence (other than a leave for illness, disability or a chronic condition); or
- the employee does not have any unused sick leave credits that were provided in the previous fiscal year.

The Regulation is deemed to have come into force on September 1, 2012.