

Human Resources Legislative Update

Federal Government Introduces Changes to *Canada Labour Code*

Date: October 30, 2017

On October 27, 2017, the federal government introduced Bill C-63, [Budget Implementation Act, 2017, No. 2](#), its second budget implementation bill relating to Budget 2017. Budget implementation bills are a means for the government to follow through with the legislative changes required to bring budget commitments into effect.

In addition to changes to the *Income Tax Act* and a number of other acts, Bill C-63 will, if passed, make a number of changes to scheduling practices and leaves of absence under the *Canada Labour Code*. These changes, which would affect all employers within the federal jurisdiction, include:

1. providing employees with a formal right to request flexible work arrangements from their employers
2. providing employees with at least 24 hours' notice of a change in shift
3. providing employees with a right to refuse overtime in order to fulfill a family responsibility
4. a new three-day unpaid family responsibility leave
5. a new 10-day unpaid leave for victims of family violence
6. a new three-day unpaid leave for traditional Aboriginal practices
7. extending the current paid bereavement leave by an additional two unpaid days, and extending the time period in which bereavement leave can be taken
8. other modifications to provisions on work schedules, overtime, annual vacation and general holidays intended to provide greater flexibility in work arrangements.

Additionally, Bill C-63 repeals amendments to the *Canada Labour Code* passed by the previous Conservative government that had not yet been brought into force. These changes would have allowed for short-term internships, other than those administered through a college or university, in limited situations.

We are in the process of reviewing Bill C-63 and will be providing a more detailed discussion on our website in the coming days.

For more information on Budget 2017, see our *FTR Now* of May 24, 2017, [Federal Budget 2017](#).