

BC's new 3-day paid leave for COVID-19

WHAT YOU NEED TO KNOW



The bare bones

B.C. will be giving all workers in the province up to three days of paid sick leave if they have to miss work due to COVID-19.

The new program includes part- and full-time workers who have been diagnosed with COVID-19, who need time off to self-isolate or who are waiting for a test result.

Employers will be required to pay workers their full wages. For employers without an existing sick-leave program, the government has promised to reimburse up to \$200 per day for each absent worker.

WorkSafeBC will begin administering the reimbursements on the government's behalf starting in June. However, the program is not part of the workers' compensation system and will not impact WorkSafeBC's employer premiums or its accident fund.

Eligibility

This benefit will be available to employers who have employees covered under the Employment Standards Act and who do not already have a paid sick leave benefits plan. Additional information will be available when the legislation becomes law.

Coverage period

This program will run from the day it is passed in the Legislature, until December 31, 2021, which is three months longer than Ontario's similar program.

helpful links on next page



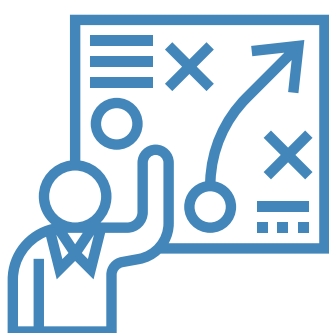
Workers will soon have access to a made-in-B.C. paid sick leave program that will support workers to stay home when they are sick during the pandemic and afterward, including permanent paid sick leave, as a result of legislation tabled Tuesday, May 11, 2021.

Payment of Paid Leave Benefit

To support this leave, WorkSafeBC will set up and, beginning next month, administer the employer reimbursement program on behalf of the Province.

This will include reimbursing employers up to \$200 per day per worker.

For the small percentage of employers that have a highly paid workforce, but do not already have paid sick leave, those employers will be required to cover any remaining wages owed above \$200 for each COVID-19 sick day taken.



There are many more conditions that might apply to your situation, so check the complete details at WorkSafeBC as soon as they are available.

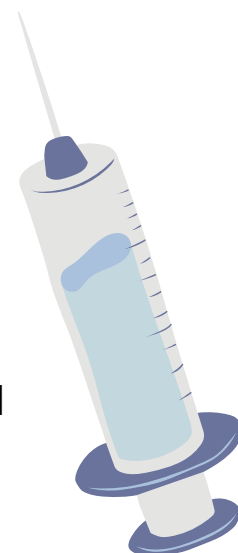
More recent changes

Three hours paid leave to get the vaccination

Recent changes allow up to 3 hours of paid, job-protected leave to be vaccinated against COVID-19. Paid leave is retroactive to April 19, 2021.

If necessary, additional paid leave can be taken for a second dose.

Employees are entitled to this leave no matter how long they have been employed.



[Read how to calculate this paid leave](#)

Longer Leaves

The legislation will also create a permanent paid sick leave for workers who cannot work due to any illness or injury beginning Jan. 1, 2022. The number of paid sick days and other supports will be determined following consultations with the business community, labour organizations, Indigenous partners and other stakeholders.

Program Meant to Fill Gaps, says Province

The province says the COVID-related sick pay program is meant to "bridge the gap" for workers between when they first feel sick and when they can access the federal *Canada Recovery Sickness Benefit*.

The federal benefit only kicks in when an employee works less than 50 per cent of their scheduled work week. The benefit gives \$500 for a one-week period, and individuals must apply for renewal each week for a maximum of four weeks.

People who have already applied for the Canada Recovery Benefit, Canada Recovery Caregiving Benefit, short-term disability or EI aren't eligible for the federal program.

[Premier John Horgan, CTV News](#)

Helpful Links



The BC.gov website



BC Government News Site



Canada Recovery Sickness Benefit (CRSB)



Employment Standards Act



How the Standards apply

