

Employment Standards Legislation changes due to COVID-19

In the wake of COVID-19, Alberta has changed its Employment Standards Legislation. Effective immediately, working Albertans are entitled to 14 days of protected leave for people who need to care for others, or, self-isolate.



What is protected leave?

Under the Employment Standards Act, eligible employees can take protected leaves for a variety of personal matters, including: Bereavement, citizenship, compassionate care, critical illness, death or disappearance of a child, domestic violence, long-term illness and injury, maternity/parental, personal, family responsibility, reservist - and now, COVID-19.

Protected leaves can be paid or unpaid, and vary in duration and eligibility, depending on the nature of leave taken. Employees can't be laid off or terminated while on leave unless an employer discontinues business or the workers termination is unrelated to the request or having taken a leave.

What if I have more questions?

Further details about these changes and administration will be revealed shortly. Stay updated by checking your local news or visiting the Government of Alberta or the AMTA websites.

Sources

- <https://www.alberta.ca/coronavirus-info-for-albertans.aspx>
- <https://www.alberta.ca/job-protected-leaves.aspx>

COVID-19 protected leave eligibility

- You are required to self-isolate or take care of a loved one affected
- No medical note will be required to start the leave
- You qualify for leave, regardless of how long you have worked for an employer (no requirement to have worked at your place of employment for 90 days or more)

Why has leave been implemented?

- To ensure safe, healthy, working conditions
- To help contain the spread of the virus and ensure people don't have to decide between going to work or looking out for their health
- Employees can recover in ease knowing they will receive their regular paycheque while on leave

Resources

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[Alberta Employment Standards](#)

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