

Ref: 62582

Ingrid Jarrett  
President and Chief Executive Officer  
BC Hotel Association  
Email: [ceo@bcha.com](mailto:ceo@bcha.com)

Dear Ingrid Jarrett:

I am writing to update you regarding the new employer paid sick leave entitlement for employees in British Columbia (BC).

As you know, on May 11, 2021, in order to support workers to stay home when they are sick both during the COVID-19 pandemic and beyond, I introduced the *Employment Standards Amendment Act (No.2) 2021* (Bill 13) into the Legislature. Bill 13 amended the *Employment Standards Act* (Act) to provide workers with a paid sick leave program comprised of:

- up to three days of paid COVID-19-related leave for workers who have symptoms, are self-isolating, or are waiting for a test result, effective until December 31, 2021; and
- a permanent entitlement to paid personal injury and illness leave to be effective January 1, 2022.

Today, Government announced the completion of an Order-in-Council which established the minimum number of annual paid sick days to which BC employees are entitled. The news release can be viewed at: <https://news.gov.bc.ca/releases/2021PREM0073-002235>.

Effective January 1, 2022, BC's first-ever permanent employer paid sick leave entitlement comes into force with a minimum of five employer paid sick days each year. The minimum entitlement was established after significant public engagement and consultations with stakeholders. Paid sick leave is an important way to reduce workplace transmission of illness, and it supports workers, employers, and BC's economic recovery.

Please be advised the BC Employment Standards Branch website will be updated with information for workers and employers on the new paid sick leave entitlement soon. The Branch's website is available at: <https://www2.gov.bc.ca/gov/content/employment-business/employment-standards-advice/employment-standards>.

Thank you for your attention on this matter.

Sincerely,

Harry Bains  
Minister of Labour