

2021 Bill 71

Second Session, 30th Legislature, 70 Elizabeth II

THE LEGISLATIVE ASSEMBLY OF ALBERTA

BILL 71

EMPLOYMENT STANDARDS (COVID-19 VACCINATION LEAVE) AMENDMENT ACT, 2021

THE MINISTER OF LABOUR AND IMMIGRATION

First Reading

Second Reading

Committee of the Whole

Third Reading

Royal Assent

BILL 71

2021

EMPLOYMENT STANDARDS (COVID-19 VACCINATION LEAVE) AMENDMENT ACT, 2021

(Assented to _____, 2021)

HER MAJESTY, by and with the advice and consent of the
Legislative Assembly of Alberta, enacts as follows:

Amends RSA 2000 cE-9

1 The *Employment Standards Code* is amended by this Act.

2 The following is added after section 53.982:

COVID-19 Vaccination Leave

COVID-19 vaccination leave

53.982(1) In this section, “the Bill” means the Bill to enact the
Employment Standards (COVID-19 Vaccination Leave)
Amendment Act, 2021.

(2) This section applies to employers and employees for the
purpose of requiring employers to provide employees leave to
receive a COVID-19 vaccination.

(3) Before taking a leave under this section, the employee must
give the employer as much notice as is reasonable and practicable
in the circumstances.

(4) On the request of an employee, an employer must provide an
employee a leave of

(a) up to a maximum of 3 consecutive hours, or

Explanatory Notes

- 1** Amends chapter E-9 of the Revised Statutes of Alberta 2000.
- 2** COVID-19 vaccination leave.

(b) any period longer than 3 consecutive hours if, in the opinion of the employer, the circumstances warrant a longer period.

(5) An employer must ensure that an employee does not lose any earnings or other benefits as a result of taking a leave under this section.

(6) If requested by the employer, the employee must, as soon as is practicable, provide to the employer reasonably sufficient proof that the employee is entitled to a leave under this section.

(7) For the purposes of subsection (6), an employee is not required to

(a) provide the employer with a medical certificate or record of immunization as verification of the employee's entitlement to a leave, or

(b) disclose to the employer any of the employee's underlying medical conditions.

(8) The Lieutenant Governor in Council may make regulations

(a) respecting earnings and benefits an employer may not deduct from an employee as a result of taking a leave to receive, or attempting to receive, a COVID-19 vaccination;

(b) respecting any other matter the Lieutenant Governor in Council considers necessary or advisable for carrying out the purposes and intent of this section.

(9) This section and the heading immediately preceding it are repealed on Proclamation.

3 This Act has effect on the day the Bill receives first reading.

3 Coming into force.

