



## Sick Leave | Employer Resources

Effective January 1, 2022, BC's paid sick leave program came into effect with 5 paid sick days and 3 unpaid sick days per year for personal illness or injury.

### Eligibility

Both full and part time employees who have been employed for a minimum of 90 calendar days are eligible for this benefit. There is no minimum number of hours per week required to be eligible.

### Calculating Pay

1. Calculate the amount the employee was paid for the 30 calendar days preceding the leave
  - a. This calculation includes vacation pay that is paid or payable for any vacation time taken within that period
  - b. This calculation excludes any amounts paid or payable for overtime
2. Divide the amount paid by the number of days worked in that 30-day period to find the average days pay

*Example:*

- Earnings in the preceding 30 calendar days: \$1500
- Number of days worked in that period: 20 days
- Average days pay: \$75.00

### Details:

- Employers may make reasonable requests for sufficient proof, such as asking for a doctor's note to confirm the employee was in fact sick
- There is no carry over of unused days, or payout of unused days upon resignation or termination

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For the most up to date information on this leave, please refer to the *Employment Standards Act of BC*: <https://www2.gov.bc.ca/gov/content/employment-business/employment-standards-advice/employment-standards/forms-resources/igm/esa-part-6-section-49-1?keyword=sick&keyword=leave>

Or contact the Employment Standards Branch: 1.833.236.3700