

2021 Bill 220

---

Second Session, 30th Legislature, 70 Elizabeth II

---

THE LEGISLATIVE ASSEMBLY OF ALBERTA

# **BILL 220**

## **EMPLOYMENT STANDARDS (EXPANDING BEREAVEMENT LEAVE) AMENDMENT ACT, 2021**

---

---

MR. WALKER

---

---

First Reading . . . . .

Second Reading . . . . .

Committee of the Whole . . . . .

Third Reading . . . . .

Royal Assent . . . . .

---

---

## BILL 220

2021

### EMPLOYMENT STANDARDS (EXPANDING BEREAVEMENT 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- 2 Section 53.983 is repealed and the following is substituted:**

#### **Unpaid bereavement leave**

**53.983(1)** In this section, “common-law partner” has the same meaning as in section 53.9(1)(a).

**(2)** An employee who has been employed by the same employer for at least 90 days is entitled to up to 3 days of unpaid bereavement leave in a calendar year on the occurrence of any of the following:

- (a) the death of a family member;
- (b) the end of an employee’s pregnancy by way of a stillbirth or miscarriage;
- (c) the end of another person’s pregnancy by way of a stillbirth or miscarriage, if the employee
  - (i) is the person’s spouse or common-law partner, or

## Explanatory Notes

### Employment Standards Code

- 1 Amends chapter E-9 of the Revised Statutes of Alberta 2000.
- 2 Section 53.983 presently reads:

*53.983(1) An employee who has been employed by the same employer for at least 90 days is entitled to up to 3 days of unpaid leave in a calendar year on the death of a family member.*

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

(ii) is a person who would have been a parent of a child born as a result of the pregnancy.

(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.

**Coming into force**

**3 This Act comes into force on January 1, 2022.**

**3** Coming into force.





