

LEGISLATIVE BRIEFING

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Employment Standards (Serious Illness or Injury Leave) Amendment Act – Receives Royal Assent

Further to the Legislative Briefing titled *Employment Standards (Serious Illness or Injury Leave) Amendment Act*, published on October 22, 2025, *Bill 30 – Employment Standards (Serious Illness or Injury Leave Amendment Act, 2025 (Act))* passed third reading and received Royal Assent on November 27, 2025. There were no substantive changes to the proposed amendments between the first and third reading.

All sections of the *Act* (except Section 2) came into effect on the date of Royal Assent. Section 2 pertaining to the eligibility for the entitlement of the leave will come into effect by regulation of the Lieutenant Governor in Council.

Purpose of the Act

The purpose of the *Act* is to amend section 49.01 of the *Employment Standards Act (ESA)* to add an unpaid leave, due to serious personal illness or injury, for up to 27 weeks within any period of 52 weeks to the other types of leaves afforded job protection under the *Act*.

This November 28, 2025 BC Government [news release](#) refers to the following resources:

- Employment standards [webpage](#) on “Leaves of absences” and
- [Resource guide](#) for employers and workers, that outlines how the new leave works.

The news release has stated that “[t]he change brings British Columbia’s protections up to the standard in place in other jurisdictions in Canada, and complements financial supports available through the federal Employment Insurance Sickness Benefits program.”

Questions?

If you have any comments or questions about this update, please e-mail RES360@metrovancover.org or call 604-451-6558.

Sources

[Bill | Legislative Assembly of BC](#)

[BC Gov News](#)

[Leaves of absence - Province of British Columbia](#)

[Serious Personal Illness or Injury - Up to 27 Weeks Unpaid Leave - Act Part 6, Section 49.01 - Province of British Columbia](#)

