

LEAVE AND DISABILITY REGULATORY COMPLIANCE

# Summary of legislative and regulatory changes

Canada | October 2025

sedgwick 

**TABLE OF CONTENTS**

**British Columbia (provincial).....3**  
    Bill 30 – Employment Standards (Serious Illness or Injury Leave) Amendment Act, 2025 .....3

# British Columbia (provincial)

## Bill 30 – Employment Standards (Serious Illness or Injury Leave)

### Amendment Act, 2025

First reading: Oct. 20, 2025

Second reading: Oct. 30, 2025

Bill 30 would amend the Employment Standards Act by adding a new unpaid leave of absence for serious illness or injury. The new long-term leave will:

- Provide employees with 27 weeks of unpaid leave in any 52-week period due to a serious personal illness or injury
- Require that employees must provide a certificate from a health practitioner (i.e., doctor or nurse practitioner) in support of the leave as soon as practicable, and that additional leave must be supported by a new certificate
- Mandate that leaves must be taken in units of one or more weeks

Bill 30 does not specify an employee's eligibility period, but it provides that the government may add one in a future regulation. The bill would come into force on royal assent.

## Contact us via the [Sedgwick website](#)

The information contained within this document is intended to provide summary level information on proposed or enacted laws related to family and medical leave. It is not intended to provide guidance on the application of these legal requirements or as an update to your company's attendance and/or leave policies. We recommend you consult with legal counsel to determine what changes, if any, should be applied to company policy.