

DECEMBER 2023 MONTH IN REVIEW

Prince Edward Island

LAWS & ANNOUNCEMENTS

Labour Standards

Nov 16: A government Review Panel completed its [report](#) on the PEI *Employment Standards Act* calling for more inclusive statutory language, greater transparency and enhanced training on employment rights and duties.

Leaves of Absence

Nov 29: PEI passed legislation ([Bill 109](#)) reducing the minimum amount of employment required for employees to qualify for military reservist leave under the *Employment Standards Act* from 6 to 3 months.

Action Point: Use the HR Insider [template](#) to create a military reservist leave policy

Leaves of Absence

Nov 29: PEI passed [Bill 106](#) giving employees up to 5 paid sick leave days per year, effective May 29, 2024. Unused sick days can't be carried over to the next year and employees must, if employers request it, provide a certificate from a medical practitioner certifying they were unable to work due to illness or injury.

Action Point: Find out about the [current paid sick leave rules across Canada](#)

Payroll

Nov 29: Newly passed [Bill 106](#) specifies that PEI employers must include the number of paid sick leave days employees have accumulated and used in the pay statements and payroll records they're required to keep under the *Employment Standards Act*.

Workers Comp

Nov 6: The PEI WCB proposed cutting 2024 average premium rates 8.8%, from \$1.37 to \$1.25 per \$100 of assessable payroll. However, Maximum Assessable Earnings will increase significantly from \$65,000 to \$78,400. The WCB also approved a \$21 million surplus distribution to employers.