

Labour Standards and H1N1

- **Labour Standards applies to employees in provincial jurisdiction.**
- **Primarily non-unionized workers.**
- **We enforce minimum standards and greater benefits offered through employment agreements.**

Labour Standards and H1N1

- **No sick leave in Labour Standards Code, but Labour Standards will enforce employment contracts.**
- **3 day leave for family illness and medical appointments.**
- **Compassionate care leave, to care for a gravely ill family member.**

Labour Standards and H1N1

- **Cannot terminate an employee without notice for innocent absenteeism.**
- **Special considerations for long term employees – 10 years or more.**
- **Most employees can be laid off for six days without notice.**
- **Employees who are sick can be sent home.**

Human Rights and H1N1

- **Flu is not a disability**
- **Duty to reasonably accommodate employees who need time off to care for sick family members – applies to spouses, children and parents.**
- **Prohibition of discrimination based on an irrational fear of contracting an illness or disease.**