



April 6, 2018

Dear colleagues,

In November 2017, the Ontario government passed new laws that govern working conditions in the province. Several of the changes are relevant to health and health care:

- As of January 1, 2018, most employees in Ontario can take 10 job-protected personal emergency leave days per calendar year, the first two of which are paid.
- When someone takes any of the 10 personal emergency leave days for their own or a family member's illness, injury, or medical emergency, their employer can no longer require proof in the form of a medical certificate from a qualified health practitioner ("sick note"). Other types of proof may be required.

To support the implementation of the law, the Decent Work and Health Network has developed the attached info sheet for people who come to clinic to request a sick note for personal emergency leave.

Using this info sheet:

When your patient requests a sick note for personal emergency leave, you can still provide the sick note, but also attach this info sheet for the patient to read and to pass on to their employer if the employee deems it appropriate and safe to do so. Some patients may work in contexts where asserting their rights is risky; you can refer those whose rights are being violated to the Workers' Action Centre hotline: GTA 416-531-0778; Toll-free 1-855-531-0778. If you aren't sure whether the patient can legally be required to provide a sick note, always provide the note, and refer the patient to employment rights resources such as www.WorkersActionCentre.org and the Ministry of Labour website: <https://www.labour.gov.on.ca/english/es/>.

We would appreciate your feedback:

Let us know whether the info sheet is a useful resource for you and your patients and send us your suggestions. Contact our coordinator at info@decentworkandhealth.org.

Learn more:

We provide training and materials on the new law and how you can advocate on employment as a social determinant of health.

Thank you for your help in sharing new employment rights information with your patients, colleagues and community.

Sincerely,

Andrew Pinto MD CCFP FRCPC MSc