



**McBride Bookkeeping** notes on the

# BC SICK PAY LEGISLATION

What You Need to Know

## ENTITLEMENT

After 90 days of employment, employees can take up to 5 paid days and 3 unpaid days of job-protected leave in their employment year.



## AVERAGE DAY'S PAY



The number of hours the employee is scheduled to work on a sick day doesn't change the wages owed for taking a paid sick day. Instead, they're paid an amount equal to an average day's pay.

## ROLL-OVER & RESET

The 5 Day entitlement resets every Employment Year on the hire-date anniversary, not the Calendar year. Unused Sick days do not carry over to the next year.



## GOVERNMENT LINKS



<https://www2.gov.bc.ca/gov/content/employment-business/employment-standards-advice/employment-standards/time-off/leaves-of-absence#illness-or-injury>

## WHO TO CONTACT

Employment Standards [1-833-236-3700](tel:1-833-236-3700)  
<https://www2.gov.bc.ca/gov/content/employment-business/employment-standards-advice/employment-standards>

