



**Economic Growth,
Tourism and
Culture**

**Croissance économique,
Tourisme et
Culture**



*Labour and
Industrial Relations*

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October 31, 2019

College of Registered Nurses of PEI
Unit 6 - 161 Maypoint Rd
Charlottetown, PE C1E 1X6

Dear Sir / Madam:

**Re: New Domestic Violence, Intimate Partner Violence or Sexual Violence Leave under the
*Employment Standards Act***

A new leave has been introduced into the *Employment Standards Act* which allows employees to take time off work to deal with the consequences of domestic violence, intimate partner violence or sexual violence. This new leave comes into effect on November 1, 2019. Eligible employees can take up to three days of paid leave and up to seven additional days of unpaid leave.

Employees will be able to use this leave for themselves, or if they need to accompany a minor child or an individual for whom they are a primary caregiver, for one of more of the following specified purposes:

- to seek medical attention for a victim with respect to a physical or psychological injury or disability caused by domestic violence, intimate partner violence or sexual violence;
- to obtain services from a victim services organization;
- to obtain psychological or other professional counselling for a matter related to or arising from domestic violence, intimate partner violence or sexual violence;
- to relocate temporarily or permanently for a reason related to or arising from domestic violence, intimate partner violence or sexual violence;
- to seek legal or law enforcement assistance, including preparing for or participating in any civil or criminal legal proceeding related to or resulting from domestic violence, intimate partner violence or sexual violence;
- to comply with child protection interventions and participate in child protection case planning or related activities; or

- for any other purpose related to or resulting from domestic violence, intimate partner violence or sexual violence, that requires the attendance of the employee during the employee's regularly scheduled workday.

Under this new leave employers can request written evidence supporting an employee's need to use the leave. The following individuals are able to provide the written evidence verifying an employee's need for the leave:

- social workers;
- psychologists or psychological associates;
- medical practitioners;
- registered nurses or nurse practitioners;
- a member of a police service;
- persons who provides victim services pursuant to the *Victims of Crime Act*; or
- community elders, spiritual counsellors or counsellors who provide culturally specific services to the victim.

Your organization is receiving this letter as your members have been identified under the new leave as being able to provide written evidence verifying an employee's need for the leave. If one of your members is asked to provide written evidence for an employee, the written evidence should include the following information:

- identify themselves and their profession;
- be addressed to the employer ;
- identify the employee ; and
- indicate that the employee requires time off work under the domestic violence, intimate partner violence or sexual violence leave.

We ask that you share this information with your members. If you would like more information on this new leave, please visit the **Leave Options** section of our website at www.peiemploymentstandards.com or call the Employment Standards Branch office at 902-368-5550.

Regards,



Patricia McPhail
Director
Labour and Industrial Relations