



e2r Alert!

They're here!

Changes to the ESA in Ontario

Long-Term Illness Leave - Effective June 19, 2025

An employee who has been employed for at least thirteen consecutive weeks will be entitled to an unpaid leave of up to twenty-seven weeks (in a 52-week period) if they are not able to perform their duties because of a serious medical condition.

Entitlement to the leave is conditional on the employee providing a certificate or note from a qualified health practitioner (e.g., doctor, registered nurse or psychologist), confirming the employee has a serious medical condition and the period in which the employee will not perform their duties because of the serious medical condition.

Employers are required to retain, or arrange for some other person to retain, specified records that relate to an employee taking long-term illness leave for three years after the day on which the leave expired.

Rules regarding Employment Information – Effective July 1, 2025

Note this does not apply to an employee who is an assignment employee or to an employer that employs fewer than 25 employees on the employee's first day of work.

Employers will be required to provide each new employee with the following information, in writing:

- legal name of the employer, as well as any operating or business name if different from the legal name
- contact information for the employer, including address, telephone number, and one or more contact names
- a general description of where it is anticipated that the employee will initially work
- the employee's starting hourly or other wage rate, or commission, as applicable
- the pay period and pay day
- a general description of the employee's initial anticipated hours of work.

This information must be provided to the employee before the employee's first day of work or, if that is not practicable, then as soon after that date as is reasonably possible.

If you would like to discuss any of the above with regards to your business in greater detail, we recommend reaching out to speak to an e2r™ Advisor.