



**IMPORTANT**

**MEMO TO ALL WVMEA  
MUNICIPAL MEMBERS**

MEMO TO: All WVMEA Municipal Members  
FROM: Catalin Fota, Business Manager  
DATE: May 3, 2022  
RE: **5 Paid Sick Days**

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Good morning,

I want to make all of you aware of the fact that, as of **April 1st, 2022**, all **casual and temporary** employees of the Municipality of West Vancouver are now eligible for **5 paid sick days** per each calendar year.

The amendments to the Employment Standards Act received the Royal Assent on March 31st, 2022, and therefore the amendments became official legislation as of April 1<sup>st</sup>, 2022.

This means that:

- All casual or temporary employees of the Municipality, Memorial Library or WV Police Department are now qualified for 5 paid sick days per year.
- All employees who otherwise would receive 12% pay in lieu of all benefits are now qualified to receive up to 5 paid sick days/calendar year too.
- The provision is only applicable to all casual or temporary employees that have been employed more than 90 days.
- Permanent employees will not receive any additional sick days in addition to their normal allocation of 18 days/year.
- If unused, any portion of the 5 paid sick days will not transfer into the new calendar year. The 5 paid sick days also do not accumulate, nor get paid out.
- For 2022, the 5 paid sick days are applicable to any sick days between April 1st and December 31st, 2022
- For any additional details or mechanism of how to apply for this benefit, please contact your direct supervisor.
- If you were sick and could not work anytime between April 1st, 2022 and now, please contact your supervisor to clarify how you can apply retroactively.

Should you have any questions about this newly approved benefit, please do not hesitate to contact me or the WVMEA's office (contact info below).

Thank you,

**Catalin Fota**

**Business Manager, WVMEA**

**Website:** [www.wvmea.com](http://www.wvmea.com) **Email:** [info@wvmea.com](mailto:info@wvmea.com) **Phone:** 604-925-7447