



THE EMPLOYERS'Edge BULLETIN

Employment Standards Act, 2000 to Include “Organ Donor Leave”

The Ontario legislature recently passed Bill 154, which will amend the *Employment Standards Act, 2000* to provide for a job protected leave of absence to individuals donating certain organs. Individuals wishing to donate all or part of their kidney, liver, lung, pancreas or small bowel will be entitled to a 13 week unpaid leave of absence, which can be extended by an additional 13 weeks. Employees must be employed for at least 13 weeks to be eligible for the leave and will enjoy benefits continuation for the duration of the leave and a right of reinstatement at its conclusion. As with other leaves of absence under the *Employment Standards Act, 2000*, employees will be protected from reprisals, or adverse employer treatment for having taken or requesting to take organ donor leave. The changes were in force effective June 26, 2009.

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