

COVID-19 vaccination leave

Overview

The Employment Standards Code has been amended to allow all working Albertans to access paid, job-protected leave to get the COVID-19 vaccine.

Beginning April 21, 2021, the COVID-19 vaccination leave will allow employees to take time away from work to get vaccinated, without losing their job or income.

What this means for employees

- You are eligible for up to three hours of paid, job-protected leave for each vaccination appointment. You are not to lose any earnings or other benefits while accessing vaccination leave. You cannot be laid off or terminated for taking this leave.
- All full and part-time employees are eligible for the COVID-19 vaccination leave, regardless of job status, or length of employment.
- If possible, you should discuss this leave with your employer prior to booking an appointment. You need to provide notice to your employer as soon as possible and reasonable in the circumstances when you are taking this leave.
- You do not need to provide a medical note, record of immunization or to disclose any underlying health conditions in order to access this leave. However, you must provide a reasonable proof of leave entitlement, such as an appointment confirmation, if your employer requests it.
- Your employer may give you more than three hours off to get your vaccine if needed, but is not required to.

What this means for employers

- Your employees are eligible for up to three hours of paid, job-protected leave for each vaccination appointment. They are not to lose any earnings or other benefits while accessing the COVID-19 vaccination leave. They cannot be laid off or terminated for taking this leave.
- All full and part-time employees are eligible for the COVID-19 vaccination leave, regardless of job status, or length of employment.
- Employers and employees are encouraged to work together when scheduling COVID-19 vaccination leaves. Your employees should give you notice as soon as possible and reasonable in the circumstances when they are taking this leave.
- Employees do not need to provide a medical note, record of immunization or to disclose any underlying health conditions in order to access this leave. However, you may require your employees to provide a reasonable proof of leave entitlement, such as an appointment confirmation.
- You may give employees more than three hours off to get your vaccine if needed, but are not required to.

Vaccination information

Albertans are being vaccinated in phases so people most at risk get it first. More groups will be added as we get more doses.

[Find out if you are eligible.](#)

Additional supports

For more information on additional supports available for Albertans and business owners, please visit [Alberta.ca/COVID19](https://www.alberta.ca/COVID19)

Contact

More information on the COVID-19 vaccination leave is available at <https://www.alberta.ca/providing-paid-covid-19-vaccination-leave.aspx>. If you have questions, you can contact Employment Standards at 1-877-427-3731 or <https://www.alberta.ca/contact-employment-standards.aspx>