

MEMORANDUM

TO: All Employees

FROM: Richard Moore, President & CEO

SUBJECT: **ABUSE OF PAID MEDICAL LEAVE
NEW PAID MEDICAL LEAVE REQUEST FORM**

DATE: December 16, 2024

IMPORTANT NOTICE

Since December 31, 2022, when the Government of Canada required all Federally regulated private sector employers to offer up to 10 days Paid Medically Leave to its employees, there is indisputable evidence that this leave has been subject to widespread abuse across the sector. This is true for the Port of Halifax and the longshoring industry in general. Such abuse is causing labour shortages and driving up costs for our customers and damaging the reputation and competitiveness of the Port of Halifax.

To be clear, to qualify for Paid Medical Leave you must meet one or more of the following criteria: be personally sick or injured, have a medical appointment for yourself, be donating organs or tissue, or required to quarantine.

PAID MEDICAL LEAVE IS NOT VACATION, IT IS NOT PERSONAL TIME OFF, IT IS NOT AN ENTITLEMENT IF YOU DO NOT MEET ONE OF THE ABOVE CRITERIA.

Effective immediately all employees requesting Paid Medical Leave are required to attest to the fact that they do meet one or more of the criteria mentioned above. The Paid Medical Leave Request Form has been amended with a check box which must be checked in order to get paid. ***Employees who do attest to meeting one or more of the criteria required for Paid Medical Leave and are subsequently found to be making a false claim shall be subject to disciplinary action up to and including termination.***

Employees should also be aware that we will be monitoring attendance on a regular basis and any suspected abuse will be investigated.

The new form is effective December 17, 2024, and is available on the HEA Website under the Employee Relations tab at <https://halifaxemployers.com>.

Richard Moore
President and CEO