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BEST PRACTICES: EMPLOYMENT POLICIES THAT WORK Release No. 3, December 2025
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Dear Subscriber,

We are pleased to enclose release 2025-3 for *Best Practices: Employment Policies That Work*.

Please note the following changes included in this release:

- In **Chapter 7—Compensation—Benefits Administration**, numerous edits, updates and enhancements were made in relation to legal requirements, current best practices in human resources management and gender-neutral language, particularly up to and including § 7:8. Leaves of Absence: Bereavement and Compassionate Leave. Specific changes relate to a total rewards philosophy, online communications, plan documentation, same-sex and common law relationships, statutory sick leave, medical notes for absences, the interplay between sick leave, short- and long-term disability, workers' compensation and EI/CPP/QPP benefits, sick leave credits, innocent and culpable absenteeism, statutory job-protected leaves, voting leave, compassionate care leave and bereavement leave. Further updates to this chapter are planned for future releases.
- In **Chapter 8—Terms and Conditions of Employment**, several new policies were added including Digital/Online Platform Policies, Flexible Work Requests and Job Information for New Hires. Commentary was also updated on Right to Disconnect Policies, particularly with respect to new federal requirements under the *Canada Labour Code*.

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ProView Developments

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- The Table of Cases and Index are now in PDF with no searching and linking
- The Table of Contents now has internal links to every chapter and section of the book within ProView
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