



Advisory Council on the
Status of Women

PO Box 2000
Charlottetown
Prince Edward Island
Canada C1A 7N8

Tel: 902 368 4510
<http://www.peistatusofwomen.ca>
info@peistatusofwomen.ca

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Hello MLA MacFarlane,

Thank you for reaching out to the Advisory Council on the Status of Women seeking feedback on your proposed legislation to eliminate the medical note requirement to access sick leave. The need to remove this requirement is an issue that the Council has discussed on several occasions, and is also something community members have consistently highlighted as a barrier.

Medical professionals on PEI have stressed that the time required to prepare medical notes reduces the time available for patient care and treatment. In particular, meeting the medical note requirement puts additional strain on already overburdened emergency departments, with many people challenged to meet this requirement without a primary care provider or unable to get an appointment on short notice. The undue burden of administrative tasks for primarily healthcare providers, including writing medical notes, is outlined in this recent CBC article [P.E.I.'s family doctors are buried in paperwork. These experts have ways to ease that burden | CBC News](#).

The requirement to provide medical notes to access sick leave also disproportionately impacts women, who are more likely to be primary caregivers and need time off to care for children, elders, or adults with special needs. Additionally, removing the medical note provision will better support women to thrive in the workforce during life changes, such as perimenopause and menopause, that can result in disruptive and sometimes debilitating health impacts requiring time away from work.

We particularly appreciate that this amendment not only removes the requirement for medical leave notes, but clearly states “the employer shall not require the employee to provide the employer with a certificate signed by a medical practitioner certifying that the employee is or was unable to work due to illness or injury.” We strongly support this amendment as written and encourage all members of the legislative assembly to support this bill.

Sincerely,

A handwritten signature in cursive script that reads 'Hsiao Yu Kate Liu'.

Hsiao Yu Kate Liu , Chair of the PEI Advisory Council on the Status of Women