AN ACT TO AMEND THE EMPLOYMENT STANDARDS ACT DECLARATION RE

Under authority of section 6 of *An Act to Amend the Employment Standards Act* Stats. P.E.I. 2003, 4th Session, c. 35 Council ordered that a Proclamation do issue proclaiming "*An Act to Amend the Employment Standards Act*" to come into force effective 1 January 2004.

EC2003-565

EXECUTIVE COUNCIL ACT
MINISTER OF HEALTH AND SOCIAL SERVICES
AUTHORITY TO ENTER INTO AN AGREEMENT
(HOME DAMPNESS AND MOULDS: DETERMINING THE INFLUENCE
OF INDOOR FUNGI ON INFANTS' HEALTH)
WITH
THE GOVERNMENT OF CANADA

Pursuant to clause 10(a) of the *Executive Council Act* R.S.P.E.I. 1988, Cap. E-12 Council authorized the Minister of Health and Social Services to enter into an agreement with the Government of Canada, as represented by the Minister of Health, to continue for the fiscal year 2003/2004 the indoor air quality and health of infants study aimed at determining the influence of indoor microbial growth on children's health and immune systems and at determining what building characteristics promote growth of micro-organisms, such as more particularly described in the draft agreement.

FINANCIAL ADMINISTRATION ACT CERTAIN ACCOUNTS RECEIVABLE **UNDER THE** WELFARE ASSISTANCE ACT AUTHORITY TO CANCEL

Pursuant to subsection 26(1) of the Financial Administration Act R.S.P.E.I. 1988, Cap. F-9 Council authorized the cancellation of certain accounts receivable under the Welfare Assistance Act totalling \$382,484.00 as follows:

SCHEDULE (WELFARE ASSISTANCE ACT, CANCELLATIONS)

ACCOUNT OF AMOUNT CANCELLED

West Prince Health Region \$ 12,515.00 East Prince Health Region 126,153.00 Queens Health Region 202,819.00 Southern Kings Health Region 40,922.00 Eastern Kings Health Region 75.00

\$382,484.00

Further, Council noted that this amount is fully offset by provisions for doubtful accounts in each of the Regional Authorities established pursuant to Part II of the *Health and Community Services Act* R.S.P.E.I. 1988, Cap. H-1.1.

EC2003-567

FINANCIAL ADMINISTRATION ACT PRINCE EDWARD ISLAND AGRICULTURAL INSURANCE CORPORATION **DECLARATION TO RETAIN PROFIT** (FISCAL YEAR 2002/2003)

Having under consideration the recommendation of the Treasury Board (reference TB222/03 of 15 October 2003) and pursuant to section 72 of the Financial Administration Act R.S.P.E.I. 1988, Cap. F-9 Council declared that the profit of the Prince Edward Island Agricultural Insurance Corporation for the year ended 31 March 2003 in the amount of \$3,152,472.00 be retained by the Corporation.

EC2003-568

FINANCIAL ADMINISTRATION ACT P.E.I. AGRICULTURAL RESEARCH INVESTMENT FUND INC. DECLARATION TO RETAIN PROFIT (FISCAL YEAR 2002/2003)

Having under consideration the recommendation of the Treasury Board (reference TB221/03 of 15 October 2003) and pursuant to section 72 of the Financial Administration Act R.S.P.E.I. 1988, Cap. F-9 Council declared that the profit of the P.E.I. Agricultural Research Investment Fund Inc. for the year ended 31 March 2003 in the amount of \$70,385.00 be retained by the Corporation.

FINANCIAL ADMINISTRATION ACT P.E.I. AQUACULTURE AND FISHERIES RESEARCH INITIATIVE INC. DECLARATION TO RETAIN PROFIT (FISCAL YEAR 2002/2003)

Having under consideration the recommendation of the Treasury Board (reference TB220/03 of 15 October 2003) and pursuant to section 72 of the Financial Administration Act R.S.P.E.I. 1988, Cap. F-9 Council declared that the profit of the P.E.I. Aquaculture and Fisheries Research Initiative Inc. for the year ended 31 March 2003 in the amount of \$46,775.00 be retained by the Corporation.

EC2003-570

FINANCIAL ADMINISTRATION ACT PRINCE EDWARD ISLAND ENERGY CORPORATION DECLARATION TO RETAIN PROFIT (FISCAL YEAR 2002/2003)

Having under consideration the recommendation of the Treasury Board (reference TB223/03 of 15 October 2003) and pursuant to section 72 of the Financial Administration Act R.S.P.E.I. 1988, Cap. F-9 Council declared that the profit of the Prince Edward Island Energy Corporation for the year ended 31 March 2003 in the amount of \$666,428.00 be retained by the Corporation. Council noted that this amount includes profit in the amount of \$2,773.00 to be retained by The Atlantic Wind Test Site Inc. for the year ended 31 March 2003.

EC2003-571

FINANCIAL ADMINISTRATION ACT PRINCE EDWARD ISLAND SPECIAL PROJECTS FUND DECLARATION TO RETAIN PROFIT (FISCAL YEAR 2002/2003)

Having under consideration the recommendation of the Treasury Board (reference TB217/03 of 15 October 2003) and pursuant to section 72 of the Financial Administration Act R.S.P.E.I. 1988, Cap. F-9 Council declared that the profit of the Prince Edward Island Special Projects Fund for the year ended 31 March 2003 in the amount of \$3,381,315.00 be retained by the Corporation.

EC2003-572

FINANCIAL ADMINISTRATION ACT **TOURISM PEI** DECLARATION TO RECOUP LOSS (FISCAL YEAR 2002/2003)

Having under consideration the recommendation of the Treasury Board (reference TB219/03 of 15 October 2003) and pursuant to section 72 of the Financial Administration Act R.S.P.E.I. 1988, Cap. F-9 Council declared that the accumulated deficit as at 31 March 2003 of Tourism PEI in the amount of \$84,260.00 be recouped from the future operations of the Corporation.

PLANT HEALTH ACT POTATOES REGULATIONS **AMENDMENT**

Pursuant to section 6 of the Plant Health Act R.S.P.E.I. 1988, Cap. P-9.1, Council made the following regulations:

- 1. Clause 17(1)(b) of the Plant Health Act Potatoes Regulations (EC138/95) is amended by the deletion of the words "that has a postharvest test level not exceeding 5.0%" and the substitution of the words "that has a post-harvest test level not exceeding 3%".
- 2. These regulations come into force on November 1, 2003.

EXPLANATORY NOTES

The amendment sets the virus cap on seed potatoes at a maximum postharvest test level of 3%.

EC2003-574

PHYSIOTHERAPY ACT **AUTHORIZATION REGULATIONS**

Pursuant to section 4 of the Physiotherapy Act R.S.P.E.I. 1988, Cap. P-7, Council approved the following regulations made by the Council of the Prince Edward Island College of Physiotherapists, after consultation with the general membership of the College:

1. In these regulations

Definitions

- (a) "Act" means the *Physiotherapy Act* R.S.P.E.I. 1988, Cap. P-7;
- (b) "acupuncture" means the stimulation of certain points on the body acupuncture by the insertion of needles for the purposes of evaluating, treating, managing, alleviating or preventing pain, pain-related conditions or movement dysfunction;
- (c) "Alliance" means the Canadian Alliance of Physiotherapy Alliance
- (d) "NAFTA jurisdiction" means a country that is a signatory to the NAFTA jurisdiction North American Free Trade Agreement;
- (e) "PCE" means the Physiotherapy Competency Examination for PCE entry-level physiotherapists as conducted nationally by the Alliance;
- (f) "permit holder" means the operator of a clinic who holds a permit permit holder under subsection 11(3);
- (g) "Registrar" means the Registrar appointed under subsection 2(8) Registrar of the Act.

LICENSES

2. (1) An applicant for a license to practise physiotherapy shall submit to Application for the Council an application, in writing and in a form approved by the license Council, together with

- (a) documentation showing compliance by the applicant of the requirements of the Act and these regulations;
- (b) documentation of, and a description of, any subsequent educational qualifications and assessments of skills and competency achieved after completing the basic professional education referred to in clause 5(a) of the Act;
- (c) documentation of current registration and good standing in another jurisdiction, if applicable;

- (d) an outline of the type, duration and dates of active professional practice; and
- (e) such other information as the Council or the Registrar may require.
- (2) The Registrar, at the direction of the Council,
 - (a) shall assess applications for a license and determine whether the applications requirements of the Act and these regulations are met; and
 - (b) may investigate and confirm the veracity of information provided by the applicant.
- (3) For greater certainty, an assessment and investigation by the Deemed to be that Registrar is deemed to be an assessment and investigation by the of Council Council.

Registrar assesses

3. (1) The Council may accept, for the purpose of clause 5(a) of the Act, Other training proof of successful completion of a course of study assessed by the programs Alliance as being essentially equivalent to a degree program in physiotherapy in scope, content and quality if

competency requirements

- (a) the applicant provides a copy of the assessment; and
- (b) the applicant has successfully completed such further practical training, if any, as the assessment indicates is necessary.
- (2) The requirements prescribed in respect of an applicant's Professional professional competency for the purpose of clause 5(c) of the Act are

(a) the successful completion of the PCE;

- (b) the holding of a valid license to practise physiotherapy in another Canadian jurisdiction on December 31, 1993; or
- (c) the holding of an unrestricted practice certificate in another province or in a territory and the practise of physiotherapy,
 - (i) in a province other than Quebec or in a territory, for at least 3,200 hours within a period, immediately preceding the date of application, of not less than two years and not more than three years, or
 - (ii) in Quebec, within the two years preceding the date of application and the successful completion of a physiotherapy degree program from a university in Quebec.
- (3) The requirements prescribed in respect of an applicant's currency of of professional knowledge and skills for the purpose of clause 5(d) of the knowledge and skills Act are

- (a) meeting the professional currency requirements of section 7;
- (b) the successful completion of the PCE within the five years preceding the date of application; or
- (c) the practise of physiotherapy for at least 1,200 hours within the five years preceding the date of application.
- 4. For the purposes of assessing an application for a license, the Council Persons not in good may not regard an applicant as being in good standing under an existing license or comparable authorization as referred to in clause 5(e) of the Act, if the applicant

- (a) has been or is being investigated or disciplined for professional misconduct, negligence or incompetence by a regulatory authority or professional organization that has not yet declared the applicant to be in good standing; or
- (b) has been convicted of an offence of such nature and direct relevance to professional practice that, in the opinion of the Council, the applicant would pose a risk to clients.
- 5. (1) The Council may, under section 7 of the Act, grant a specialist Specialist endorsement of a license to render acupuncture to an applicant who

endorsement reacupuncture

- (a) holds a valid license issued pursuant to these regulations;
- (b) has, in respect of physiotherapy services, successfully completed
 - (i) the relevant training and clinical experience required by the Acupuncture Foundation of Canada Institute, or
 - (ii) such equivalent training as the Council may approve; and
- (c) pays the prescribed fee.
- (2) An acupuncture endorsement issued under subsection (1) shall Scope of specify the level or scope of acupuncture techniques for which the person acupuncture is trained and entitled to practise.

(3) The Council, after consultation with the physiotherapist, may Amendment of amend an acupuncture endorsement granted under subsection (1).

endorsement

Acupuncture

(4) A physiotherapist who holds an acupuncture endorsement shall

(a) use only those procedures encompassed within the scope of procedures practice in the endorsement;

- (b) have reasonably immediate access to expert advice from a person certified by the Acupuncture Foundation of Canada Institute or an approved equivalent; and
- (c) use a needle-invasive procedure only if
 - (i) the patient has given explicit consent to the procedure after receiving oral and written explanation of the proposed procedure and of the qualifications of the physiotherapist with respect to acupuncture, and
 - (ii) the patient has ready access to medical care.
- **6.** (1) The Council may issue a special authorization under section 9 of the special Act, for the following purposes:

thorization

- (a) to allow practice by an applicant who has not yet successfully completed the PCE if the applicant
 - (i) is qualified in all other respects,
 - (ii) is registered to take the next PCE or is awaiting notice of the results of writing the PCE,
 - (iii) practises only under the supervision of a specified licensed physiotherapist who is physically present at the site of practice, and
 - "physiotherapy resident" (iv) uses the "physiotherapist";
- (b) to allow a visit to the province by a practitioner licensed in another iurisdiction:
- (c) to allow practise by a person who is upgrading professional skills for the purpose of qualifying for a license;
- (d) to allow physiotherapy functions performed by a person engaged in a practical clinical component of a recognized training program;
- (e) to allow the operation of a temporary or intermittent clinic for a limited purpose;
- (f) for such purposes as the Council considers appropriate.
- (2) A special authorization issued to an applicant pursuant to Expiry subsection (1) expires
 - (a) 15 days after the PCE results become available to the applicant;
 - (b) 15 days after the next scheduled PCE, if the applicant does not write the PCE; or
- (c) on the date specified on the special authorization, whichever is earlier.

7. (1) A physiotherapist shall

(a) satisfy the professional currency requirements of this section on currency an application for renewal of an authorization under subsection 10(2) of the Act; and

Professional requirements

- (b) provide the Registrar with such information as the Registrar or the Council may require.
- (2) The following continuing professional currency activities are Professional considered to be directly related to the practice of physiotherapy and may be counted, on an hour-for-hour basis unless otherwise indicated, for credit hours under this section:
 - (a) a course, lecture, workshop, seminar or similar activity given, sponsored or approved by the Canadian Physiotherapy Association or a provincial physiotherapists' association or licensing body, or by an equivalent national association or state body of another NAFTA jurisdiction;
 - (b) a course, lecture, workshop, seminar or similar activity given or sponsored by the Acupuncture Foundation of Canada Institute or such comparable institute;
 - (c) a course, lecture, workshop, seminar or similar activity given or sponsored by a school of physiotherapy or rehabilitation or similar post-secondary education program that is recognized by the Canadian Physiotherapy Association;

currency activities

- (d) a course, lecture, workshop, seminar or similar activity given or sponsored by the professional association, or regulatory or certification body in a NAFTA jurisdiction, of a health profession other than physiotherapy;
- (e) a course, lecture, workshop, seminar or similar activity that may be expressly approved by the Council;
- (f) preparation and delivery of a course, lecture, workshop, seminar or similar activity, provided it has been approved in advance by the Council, to be counted as two credit hours, to a maximum accumulation of six credit hours in any three-year period;
- (g) preparation and publication of an article in a recognized professional journal, to be counted as 10 credit hours, to a maximum accumulation of 20 credit hours in any three-year-period;
- (h) preparation and publication of a case report or book review in a recognized journal, to be counted as one credit hour, to a maximum accumulation of three credit hours in any three-year-period;
- (i) use of a professional-education program given in a professional journal or by audio or video cassette or some other electronic means, provided that the program incorporates some form of evaluative testing and is approved by the Council, to be counted as two credit hours, to a maximum accumulation of six credit hours in any three-year-period;
- (j) working for at least one day in an arrangement approved by the Council, with or under the consultancy of a colleague or other related professional in order to acquire knowledge and skills which have lapsed or were not previously possessed, to be counted as two credit hours, to a maximum accumulation of six credit hours in any three-year-period.
- (3) An applicant for renewal of a license shall meet the following Renewal requirements for professional currency:
 - (a) 10 credit hours in the previous year; or
 - (b) 30 credit hours in the three years preceding the application for renewal.
- **8.** Where an applicant for the renewal of a license applies
- Late fee applies
- (a) less than 45 days before expiry of the license; or (b) after expiry of the license,
- the applicant shall submit with the application the late renewal fee prescribed.
- **9.** (1) Where the Council proposes to refuse to issue or renew a license, Notice or to suspend or cancel a license, the Council shall serve notice on the applicant or physiotherapist by personal service or certified mail at the address shown in the records maintained by the Registrar
 - (a) stating the reasons for the proposed refusal, suspension or cancellation;
 - (b) stating the effective date of the suspension or cancellation, which date shall be not less than 21 days from the date of the notice; and
 - (c) informing the applicant or physiotherapist that a response in writing may be made to the Council before the effective date giving reasons why the Council should not act in the manner proposed.
- (2) Where the applicant or physiotherapist writes a response pursuant Powers of Council to subsection (1), the Council may, after considering that response,
 - (a) withdraw the notice and issue the license; or
 - (b) refuse to issue or renew, or may suspend or cancel, the license.
- **10.** (1) Where a license has lapsed under subsection 11(1) of the Act, the Lapse Registrar shall make reasonable efforts to notify the person of the lapse.
- (2) An applicant for the renewal of a license shall provide the Registrar Information with such information as the Registrar or the Council may require.

PERMITS

11. (1) An applicant for a permit to operate a clinic shall submit a written application including the following:

Application for permit

- (a) the name, address and telephone number of the clinic operator and the names and addresses of the person's partners or directors, where applicable:
- (b) the name of the clinic;
- (c) the location, address and telephone number of the clinic;
- (d) a description of the clinic including the physical layout and equipment, with a sketch plan;
- (e) a description of the general nature of the clientele to be served and of the services to be offered:
- (f) a description of the usual staffing arrangements;
- (g) the name, address and telephone number of the person designated as physiotherapist in charge of the clinic;
- (h) the name of other physiotherapists working regularly at the clinic;
- (i) proof, as requested by the Council or the Registrar, of compliance with fire and electrical codes, public health and safety laws other applicable laws;
- (j) such other information or documentation as the Council may request.
- (2) The Registrar, at the direction of the Council,

(a) shall assess applications for a permit to operate a clinic and applications determine whether the requirements of the Act and these regulations

Registrar assesses

- (b) may investigate, inspect and confirm the veracity of information provided by the applicant.
- (3) Subject to section 13, the Council may issue a permit to operate a Permit to operate a clinic to an applicant, subject to such terms and conditions as the Council clinic may consider appropriate, including compliance with fire and electrical codes, public health and safety laws and other applicable laws.

12. (1) The Council may refuse to issue or renew a permit or may Refusal to issue or suspend or cancel a permit if the applicant or permit holder

- (a) has failed to comply with the conditions of a permit or a provisional permit;
- (b) employs a physiotherapist who is not licensed under these regulations; or
- (c) does not otherwise comply with the Act or these regulations.
- (2) Where the Council proposes to refuse to issue or renew a permit, or Notice to suspend or cancel a permit, the Council shall serve notice on the applicant or permit holder by personal service or certified mail at the address shown in the records maintained by the Registrar

- (a) stating the reasons for the proposed refusal, suspension or cancellation:
- (b) stating the effective date of the suspension or cancellation, which date shall not be less than 21 days from the date of the notice; and
- (c) informing the applicant or permit holder that a response in writing may be made to the Council before the effective date giving reasons why the Council should not act in the manner proposed.
- (3) Where the applicant or permit holder writes a response pursuant to Powers of Council subsection (2), the Council may, after considering the response,

- (a) withdraw the notice and issue the permit; or
- (b) refuse to issue or renew, or may suspend or cancel, the permit.
- (4) Notwithstanding subsection (2), the Council may, without prior Other cancellations notice.
 - (a) approve the withdrawal of an application for a permit;
 - (b) at the request of a permit holder, cancel the permit respecting a
 - (c) cancel a permit respecting a clinic that has ceased to operate for 90 days or more;
 - (d) cancel or suspend a permit on the recommendation of health, fire or safety officials; or
 - (e) cancel a permit respecting a clinic that has become bankrupt.
- 13. (1) An applicant for renewal of an authorization pursuant to section 11 Information to of the Act shall provide such information to the Council as the Council Registrar may require.

(2) The Council may renew a permit that has expired, if the application Clinic permit for renewal is made not more than 60 days after the expiry and the expired applicant complies with the Act and these regulations.

14. (1) A license holder shall notify the Registrar without delay of Changes affecting changes in the information provided in the most recent application, including those that may affect the license holder's ability to practise and changes in address or contact information.

(2) A permit holder shall inform the Registrar of any change of address Changes affecting or contact information, and if

clinic

- (a) the clinic will be closed or its physiotherapy services will be significantly changed or discontinued for a period exceeding 60 days;
- (b) the facility is significantly renovated or rearranged; or
- (c) the scale or manner of operation of the clinic is significantly altered.
- (3) Where subsection (1) or (2) applies, the Council may review the Review status of status of the license or permit and, if it considers that applicable permit requirements are not fully met, it may impose or remove conditions on the license or permit, or suspend or revoke it, or require that the person reapply for a license or permit.

15. (1) Files and other information compiled by the Registrar or Council Information

(a) are the property of the Council; and

Registrar

(b) shall contain copies of documents submitted on applications under the Act and these regulations, and other information gathered in the administration of the Act and these regulations.

(2) The Registrar or the Council may disclose

Disclosure

- (a) information about a person's application, authorization status or standing to another regulatory authority or professional organization;
- (b) the existence of a permit or license to an organization, employer or client or to the general public.
- **16.** The following fees are prescribed:

(a) application fee

Fees

¢ 25

(a) application fee	Þ 23
(b) initial license or renewal	200
(c) permit or renewal	125
(d) part-year license or permit (up to six months)	70
(e) special authorization or temporary license	25
(f) acupuncture endorsement additional to license fee	25
(g) renewal of acupuncture endorsement	nil
(h) penalty for late renewal of license	25

17. The *Physiotherapy Act* Authorization Regulations (EC745/88) are Revocation revoked.

18. These regulations come into force on November 1, 2003.

Commencement

EXPLANATORY NOTES

SECTION 1 defines the terms used in these regulations.

SECTION 2 details the information to be submitted in support of an application for a license.

SECTION 3 allows the Council to accept training programs other than degree programs and prescribes professional competency requirements for the purposes of clauses 5(c) and (d) of the Act.

SECTION 4 lists the situations in which an applicant is not in good standing for the purposes of clause 5(e) of the Act.

SECTION 5 provides for an acupuncture endorsement on a license and details the manner in which a person may practise acupuncture.

SECTION 6 allows for the issue of a special authorization for a physiotherapist or a clinic for the reasons specified.

SECTION 7 provides for professional currency requirements for license renewals.

SECTION 8 provides for late fees.

SECTION 9 provides for refusals to issue or renew a license or for suspension or cancellation of a license.

SECTION 10 provides for notice of lapsed licenses and requires an applicant to provide the Registrar with information on a renewal of a license.

SECTION 11 sets out the requirements for the application for a permit to operate a physiotherapy clinic.

SECTION 12 provides for refusals to issue or renew a permit or for suspension or cancellation of a permit.

SECTION 13 allows for expired permits to be renewed under the conditions outlined.

SECTION 14 requires that the Registrar be informed of changes in the information provided in the most recent application for a license or a permit, including changes in the ability of a physiotherapist to practice or changes to a clinic and allows the Council to review the license or permit.

SECTION 15 provides for information gathering and disclosure.

SECTION 16 sets out the fees.

SECTION 17 revokes the previous regulations.

SECTION 18 provides for the commencement of these regulations.

EC2003-575

RETAIL BUSINESS HOLIDAYS ACT EXEMPTION REGULATIONS AMENDMENT

Pursuant to section 7 of the *Retail Business Holidays Act* R.S.P.E.I. 1988, Cap. R-13.02, Council made the following regulations:

- 1. Section 3 of the *Retail Business Holidays Act* Exemption Regulations (EC554/93) is revoked and the following substituted:
- **3.** Harness racing and pari-mutuel betting at the Charlottetown Driving One day racing, Park on October 26, 2003, November 2, 2003 and November 9, 2003 are betting exemption exempt from the application of section 2 of the Act.
- 2. These regulations come into force on October 21, 2003.

EXPLANATORY NOTES

The amendment allows a race card to be held at the Charlottetown Driving Park on the specified dates.

WORKERS COMPENSATION ACT WORKERS COMPENSATION BOARD APPOINTMENT

Pursuant to subsection 19(2) of the *Workers Compensation Act* R.S.P.E.I. 1988, Cap. W-7.1 Council made the following appointment:

NAME TERM OF APPOINTMENT

as an employee representative

Ray Gallant 7 November 2003

Charlottetown

(reappointed) 31 December 2003

CANADA

PROVINCE OF PRINCE EDWARD ISLAND

ELIZABETH THE SECOND, by the Grace of God of the United Kingdom, Canada and Her other Realms and Territories, QUEEN, Head of the Commonwealth, Defender of the Faith.

Lieutenant Governor

TO ALL TO WHOM these presents shall come or whom the same may in any wise concern:

GREETING

A PROCLAMATION

WHEREAS in and by section 6 of Chapter 35 of the Acts passed by the Legislature of Prince Edward Island in the 4th Session thereof held in the year 2003 and in the fifty-second year of Our Reign intituled "An Act to Amend the Employment Standards Act" it is enacted as follows:

"This Act comes into force on a date that may be fixed by proclamation of the Lieutenant Governor in Council.",

AND WHEREAS it is deemed expedient that the said Act, Stats. P.E.I. 2003, 4th Session, c. 35 should come into force on the 1st day of January, 2004,

NOW KNOW YE that We, by and with the advice and consent of our Executive Council for Prince Edward Island, do by this Our Proclamation ORDER AND DECLARE that the said Act being "An Act to Amend the Employment Standards Act" passed in the fifty-second year of Our Reign shall come into force on the 1st day of January, two thousand and four of which all persons concerned are to take notice and govern themselves accordingly.

IN TESTIMONY WHEREOF We have caused these Our Letters to be made Patent and the Great Seal of Prince Edward Island to be hereunto affixed.

WITNESS the Honourable J. Léonce Bernard, Lieutenant Governor of the Province of Prince Edward Island, at Charlottetown this 21st day of October in the year of Our Lord two thousand and three and in the fifty-second year of Our Reign.

By Command,

Clerk of the Executive Council