

Key points from Karl Baldauf's (Ontario Chamber of Commerce) presentation on Fair Workplaces Better Jobs Legislation (Bill 148)- August 1, 2017

Fair Workplaces Better Jobs Legislative Timelines

January 1, 2018	January 1, 2019
\$14 per hour minimum wage	\$15 per hour minimum wage
Vacation Pay	Location change requests
Personal Emergency Leave	Minimum three hours pay
Equal Pay for Equal Work (April 1, 2018)	Refusal of shifts with less than 4 days notice


ELECTION
 June 7, 2018

All Labour Relations Act provisions (ie. union certification and bargaining), will occur 6 months after royal assent.



Fair Workplaces Better Jobs Minimum Wage

Minimum Wage Categories	Current to Sept. 30, 2017	Oct. 1, 2017 to Dec. 31, 2017	Jan. 1, 2018 to Dec 31, 2018	Jan 1 2019 to Sept. 30, 2019
General Minimum Wage	\$11.40 per hour	\$11.60	\$14.00	\$15.00
Students under 18 who work not more than 28 hours per week	\$10.70 per hour	\$10.90	\$13.15	\$14.10
Liquor Servers	\$9.90 per hour	\$10.10	\$12.20	\$13.05
Percentage Increase from Current Minimum Wage		2%	23%	32%



Fair Workplaces Better Jobs Act

Union Certification

- Card-based union certification process for temporary help agencies, building services sector and home care/community services.
- Access to employee lists once union has support of 20% of employees.
- Ontario Labour Relations Board can conduct votes outside the workplace.

Equal Pay for Equal Work

- All employees paid equally when performing the same job for the same employer.
- Temporary Help Agencies paid equally to permanent staff when performing the same job.
- Exemptions for equal wages based on: seniority, merit, production output.

Personal Emergency Leave

- All employees entitled to 10 PEL days/year (2 paid)
- No requirement for doctors notes

Fair Workplaces Better Jobs Act

Scheduling

- Employee requested schedule/location changes after 3 months employment.
- Must be paid 3 hours if a shift is cancelled within 48 hours or an “on-call” employee is not called in for work.
- Ability to refuse shifts if requests less than 4 days in advance.
- The legislation lacks clarity as to what defines exemptions to provisions in regards to weather.

Paid Vacation

- 3 weeks after 5 years with same employer

Public Holiday

- Average regular daily wage based off of month prior

Enforcement

- 175 more employment standards officers
- Ministry of Labour program to educate SMEs about rights and obligations