



Acoustical Association Ontario

Provincial in scope ...

Provincial in outlook

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As the holiday season fast approaches and 2017 draws to a close, I would like to take this opportunity to thank everyone for their efforts in making my first term as President a smooth transition. I look forward to continuing to work with you during my second term.

I wish you the joy of family, the gift of friends and a healthy, happy and prosperous 2018.

Bob Grassing
AAO President

Executive Director's Report

UPDATE

BILL 142 CONSTRUCTION LIEN AMENDMENT ACT 2017 (Prompt Payment)



Progress continues. The clause-by-clause consideration of the Bill by the Standing Committee on the Legislative Assembly is complete.

The bill now awaits third and final reading. No dates have been set yet but we continue to watch for them. At the time of this newsletter, there remains only 8 days left of sitting of the house before the Christmas break. Fingers are still crossed!

Legislative
Assembly
of Ontario



Assemblée
législative
de l'Ontario

BILL 148, FAIR WORKPLACES, BETTER JOBS ACT 2017



The Bill received clause-by-clause consideration by the Standing Committee on Finance and Economic Affairs on November 16th, went through third reading on November 22nd and received Royal Assent November 27th – it is now law. Please see the Mathews Dinsdale Minute in this newsletter for clear implementation dates.

Everyone should note that under the new scheduling provisions, there is a specific condition for a minimum of three hours' pay for shifts that are cancelled with insufficient notice, **effective January 1, 2019**, which is better than it was but still before our collective agreements expire.

Second, under Personal Emergency Leave, it remains to allow for two days of personal emergency leave to be paid days, if the employee has been employed by the employer for one week or longer.

It is our understanding that these items and others which affect construction, will be dealt with by Regulation. We will have to wait and see.

MATHEWS MINUTE



Amendments to the ESA and Implementation Dates

The *Fair Workplaces, Better Jobs Act, 2017*, Bill 148, passed Third Reading on November 22, 2017, and is anticipated to receive Royal Assent before year end. Bill 148 will amend the Ontario *Employment Standards Act, 2000* (the “ESA”), *Labour Relations Act, 1995*, and *Occupational Health and Safety Act*. You have read about Bill 148 here and in the AAO Newsletter generally. With its passage, there have been many media and professional publications talking about effective dates. Many of them have errors and we thought it would help to put some important effective dates in one place.

- **Equal Pay for Equal Work:** Same rate of pay for same work, regardless of employment status (permanent, temporary, seasonal, casual, full-time or part-time). Effective **April 1, 2018**.
- **Minimum Wage:** Increase to \$14/hr effective **January 1, 2018**; \$15/hr effective **January 1, 2019**.
- **Vacation Pay:** Increase to 6 per cent vacation pay and 3 weeks of vacation time after 5 years of service. Effective **January 1, 2018**.
- **Public Holidays:** Simplified calculation for public holiday pay wherein total wages in pay period to be divided by number of days worked in pay period. Effective **January 1, 2018**.
- **New Leaves of Absence:** Child Death Leave; Crime-Related Child Disappearance Leave; Domestic or Sexual Violence Leave. Effective **January 1, 2018**. Critical Illness Leave effective **later of December 3, 2017 or date of Royal Assent**.
- **Parental Leave:** Parental Leave extended to 61 weeks (where employee took Pregnancy Leave) or 63 weeks; matches extension of EI benefits for parental leave in place. Effective **later of December 3, 2017 and date of Royal Assent**.
- **Paid Personal Emergency Leave:** First 2 emergency days to be paid (after employee has worked for employer for 1 week). Employer no longer entitled to request medical note in support of leave. Effective **January 1, 2018**.
- **Three Hour Rule:** Employees who regularly work more than 3 hours per day but who are given less than 3 hours of work must be paid 3 hours. Effective **January 1, 2019**.
- **Cancellation of Shift/Employee Not Called In:** Employees entitled to 3 hours pay at regular rate where shift cancelled with less than 48 hours’ notice. On-call employees who are not called in entitled to 3 hours pay at regular rate. Effective **January 1, 2019**.
- **Scheduling:** Employees have right to refuse request to work/request to be on call where provided with less than 96 hours’ notice of request. Employees to have right to request schedule or location change without reprisal after being employed for 3 months. **January 1, 2019**.
- **Misclassification of Employees:** Employers prohibited from misclassifying employees as “independent contractors”; onus will be on employer to establish that individual is not an employee. Effective **date of Royal Assent**.

While many of your bargaining unit employees will have greater rights than these already, for any particular provision it is important to make sure that is in fact the case. In addition, most of these changes will even apply to office staff who are not part of your union employee groups. For this reason it is essential that every employer be up to speed on these.

EVENTS

December 2017



CARPENTERS LOCAL 18 MEETING - HAMILTON

December 5, 2017

(Paul Gunning attending)

IHSA CONSTRUCTION LEGISLATIVE REVIEW COMMITTEE MEETING - TORONTO

December 6, 2017

(Paul Gunning attending)



UPCOMING - Mathews Dinsdale Seminars/Webinars

Copy the following URL to your browser to register for new sessions or to review archived session:

<http://www.mathewsdinsdale.com> (see right side)

If you have any questions, please call me at 519-671-5930.

Paul Gunning
Executive Director