



## Executive Director's Report

# Fair Workplaces, Better Jobs Act

EMPLOYER ASSOCIATIONS SEEKING RELIEF FROM BILL 148



COCA (which AAO is a member) has joined forces with the Construction Employer Coordination Council of Ontario (CECCO) and the Electrical Power System Construction Association (EPSCA) to seek relief from some of the new provisions of the recent amendments to the Employment Standards Act that came into force with the passage of Bill 148 Fair Workplaces, Better Jobs Act 2017. Specifically, they are working together to seek relief from the Personal Emergency Leave (PEL), scheduling and vacation provisions. A letter laying out solutions has been sent to Labour Minister Kevin Flynn and a meeting has been scheduled with his office in April. The auto sector, including assembly plants and part suppliers have been granted an exemption from the PEL provisions.

## NATIONAL DAY OF MORNING



Every year on April 28 we pay our respects to, and remember, the thousands of workers who have been killed, injured or suffered illness as a result of work-related incidents. We also honour the many families and friends who have been deeply affected by these tragedies.

Every worker has the right to return home safe and sound at the end of each work day. By working together – with employers, workers and our health and safety partners – we can prevent worker injuries and deaths before they occur.

### Resources

WSIB Website: [National Day of Mourning](#)

CCOHS Website: [National Day of Mourning – April 28](#)

On April 28 at your job sites please have your employees hold a moment of silence to remember those who died on the job or have been injured. Besides remembering them, we should also learn from them.

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# OCOT UPDATE



## OCOT EXTENDS REVIEW OF JOURNEYPERSON TO APPRENTICE RATIOS

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The College says the delay will be spent laying the groundwork to modernize the ratio review process. Many contractors and associations have the view that the ratios need to be lowered and were prepared to make the arguments of why the ratios should be lowered as they have been in other jurisdictions, such as in the west.

Some of the arguments that have been put forward to support lower ratios include mobility agreements between provinces, the skills gap and data that shows there is an employer community with lots of potential that is limited by the current ratio structure.

OCOT is mandated by the Ontario College of Trades and Apprenticeship Act to initiate a review of apprenticeship ratios at least once every four years. The next cycle of ratio reviews was expected to be initiated this April of 2018 but in February the College's board of governors asked the minister of labour to extend, by 12 months (to April 2019), the board's requirement to establish panels to initiate the next cycle of ratio reviews for 33 construction sector trades. The purpose of the proposed extension, states OCOT, is to enable the College to thoroughly review and assess the criteria and process related to ratio reviews established in the regulation recommended by Tony Dean, who's report, Supporting a Strong and Sustainable Ontario College of Trades, 2015 made eight recommendations for the next round of ratio reviews including greater collaboration, communication and use of data.

"We're taking some time to put in place the structure, the process and the substance to drive what I like to say will be a successful, evidence-based, research-based ratio review," explained George Gritziotis, who took over the role of registrar and CEO for the College six months ago. "Ratio review activities will take place throughout 2018, there is no delay there. It's the regulatory piece that people are referring to."

"Between now and April 2019, my intention is to consult with many of the stakeholders so they can see what this framework is going to look like and I would like to get their feedback on it," said Gritziotis, adding meetings with employer and labour groups will start as early as next month.

Part of this is to work closely with groups to develop trade profiles that look at the economic outlook, supply and demand, health and safety, technology and the quality of training.

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## Health & Safety Accreditation

### THE ROLL-OUT OF ACCREDITATION UP IN THE AIR 8



Labour Minister Kevin Flynn recently addressed a health and safety symposium organized for the Canadian Manufacturers and Exporters' Safety Groups. In his remarks, Minister Flynn spoke about the long-awaited Accreditation program for the top-performing companies that effectively use health and safety management systems.

The stakeholder consultation on Accreditation closed a couple of months ago and that feedback is currently being considered. Minister Flynn seemed quite tentative about Accreditation becoming a reality using the words "if we decide to proceed." It appears that Accreditation will not be rolled out before the June 7th Ontario general election.

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# APRIL 2018



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## **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)

**WSIB BOOT CAMP II** (Wednesday, April 18th)

**WSIB CHRONIC MENTAL STRESS (CMS) ENTITLEMENT – Legislative Framework and Practical Application/Strategy Session for Employers** (Wednesday April 25, 2018)

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

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