



Acoustical Association Ontario

Provincial in scope ...

Provincial in outlook

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Executive Director's Report

WSIB

2019 Premium Rate Announcement



The WSIB announced on September 26, 2018 that they are now operating without an Unfunded Liability (UFL), nearly 10 years ahead of its legislated schedule. The UFL is the shortfall between the money needed to pay future benefits and the money in its insurance fund. It reached a high of \$14.2 billion in 2011.

With the elimination of the UFL, this has resulted in an average premium rate reduction of 29.8 percent for 2019. For construction, reductions in excess of 30% were achieved.

Rate Group	Description	2019 Premium Rate (\$)	2018 Premium Rate (\$)	Percent Change
704	Electrical and Incidental Construction Services	2.06	3.15	-34.6%
707	Mechanical and Sheet Metal Work	2.51	3.75	-33.1%
711	Roadbuilding and Excavating	2.98	4.50	-33.8%
719	Inside Finishing	3.59	6.15	-41.6%
723	Industrial, Commercial & Institutional Construction	2.53	4.07	-37.8%
728	Roofing	8.24	12.59	-34.6%
732	Heavy Civil Construction	3.71	5.98	-38.0%
737	Millwrighting and Welding	4.08	5.88	-30.6%
741	Masonry	7.27	11.29	-35.6%
748	Form Work and Demolition	7.66	14.56	-48.0%
751	Siding and Outside Finishing	4.24	8.15	-48.0%
755	Non-Exempt Partners & Executive Officers in Construction	0.13	0.19	-31.6%
764	Homebuilding	4.33	7.24	-40.2%

The WSIB **Maximum Insurable Earnings Ceiling for 2019 is \$92,600**, compared to \$90,300 in 2018.

Upcoming Events

OCTOBER 2018



Carpenters EBA Meeting

Hockley Valley, October 21-24, 2018

(Bob Grassing, Robert Troup, Doug Smith, Domenic Filoso, Joe Liberman, Paul Gunning attending)

October 2018



UPCOMING Mathews Dinsdale Seminars/Webinars

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

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

Webinar : Labour Pains: A Cross-Canada Update on New and Developing Issues in Labour Law

Wednesday October 24, 2018 @ 12:00 pm—1:30 pm

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

Paul Gunning, Executive Director

Mathews Minute

Major Changes to Bill 148 Coming



In the dying days of the Wynne Liberal government a wave of *Labour Relations Act* and *Employment Standards Act* amendments were created by Bill 148. No matter what your politics, some of the changes seemed overtly political efforts to secure voter support in any way possible. They also appeared to seek to coop positions traditionally occupied by the NDP. For example, Section 69.1 of the *Labour Relations Act, 1995*, which deals with the sale of business implications of changing a building services contractor (think cleaners in office buildings) is a provision that has only ever existed under the Bob Rae NDP government and was reinstated by the Wynne government in Bill 148.

Another notable example is the minimum wage changes. It is important to note that before Bill 148 there had already been significant changes to minimum wage and how it was calculated. A number of years earlier the Liberals had implemented provisions in the ESA that provided that the Minimum wage would rise with inflation, designed to ensure that it rose automatically. However, apparently this was not enough and Bill 148 moved it from \$11.40/hr to \$14.00/hr with another scheduled increase on January 1, 2019.

With Doug Ford and the PCs elected on June 7, 2018 and officially taking power on June 28, 2018, many expected heavy changes to the subject matter of Bill 148... but nothing happened. While the government dealt with things like beer prices and the size of Toronto City Council, nothing Bill 148 and the minimum wage were curiously points of silence.

In the last week of September, Labour Minister Laurie Scott announced that while the minimum wage won't be reduced, the planned jump to \$15.00/hr would not take place. This has resulted in the various polarized responses in the media. More interesting is this: Bill 148 is full of all sorts of provisions that most business owners viewed as difficult to cope with. Paid emergency leave days without the power to ask for medical notes, increases in vacation, rights to ask for changes to scheduling and changes to the calculation of holiday pay that are likely to increase the costs are just a few examples. There were also obviously pro-organized labour changes the *Labour Relations Act*. After a summer of silence, there are now quiet whispers coming from Queen's Park that a full scale repeal of the Bill 148 changes may be in the works.

What a time line looks like and the true scope of the repeal remain to be seen, but it appears that a core area of concern for many employers under the Wynne government may finally have moved to the front (or at least close to the front) of Ford Government's priority list.