

For M&P Committees: Bill 148 & Lay Employees

M&P Committees need to take note of the changes made to Ontario employment law in regards to **Lay Employees** with the passage of Bill 148, the *Fair Workplaces, Better Jobs Act, 2017*, on November 27, 2017. With Bill 148 come substantial changes to the Employment Standards Act, 2000 (ESA) and the Labour Relations Act, 1995 (LRA), as well as changes to the Occupational Health and Safety Act (OHSA).

A detailed update about the changes has been prepared and provided to the UCC by Hicks Morley and can be found at <https://hicksmorley.com/2017/12/05/the-road-ahead-are-you-prepared-for-bill-148/>

****Special attention should be paid to those changes that are already in force and those that will come into effect January 1, 2018 and April 1, 2018.**

In force November 27, 2017

- Employee Classification (primarily aimed at the misclassification of employees as independent contractors). Connex Vol 34 Xtra provides clarification on independent contractors: https://commons.united-church.ca/Documents/Communications,%20Publications%20and%20Media/Publications/Connex/connex_2013_issue34_xtra.pdf

In force December 3, 2017

- Parental Leave
- Critical Illness Leave

In force January 1, 2018

- Minimum Wage. The general minimum wage will increase to \$14.00 an hour.
- Public Holiday Pay
- Vacation with Pay
- Leaves of Absence (various)
- Record-Keeping Requirements
- Removal of Employee Obligations Upon Filing a Complaint
- Additional Amendments

In force April 1, 2018

- Equal Pay for Equal Work
 - (a) Difference in Employment Status
 - (b) Difference in Assignment Employee Status

Further information can be found on the Ontario Ministry of Labour website at: <https://www.ontario.ca/page/plan-fair-workplaces-and-better-jobs-bill-148#section-6>

Contact your Conference Personnel Minister with any questions.