



PROVIDING YOUR BUSINESS with flexible, convenient and affordable HR solutions.

What Ontario's "Fair Workplaces & Better Jobs" Means for You - *The Employer*

As you may have heard, Ontario has recently introduced new legislation called the "*Fair Workplaces, Better Jobs Act, 2017*" to create additional job opportunities, better pay and increased job security for workers.

A summary of the proposals that have been recommended in the *Act* include:

- To raise Ontario's general minimum wage to \$14 per hour on January 1, 2018, and then to \$15 on January 1, 2019, followed by annual increases at the rate of inflation
- To mandate equal pay for part-time, temporary, casual and seasonal employees doing the same job as full-time employees. Also, equal pay for temporary help agency employees doing the same job as permanent employees at the agencies' client companies
- To expand personal emergency leave to include an across-the-board minimum of at least two paid days per year for all workers
- To align Ontario's vacation time with the national average by ensuring that employers offer at least three (3) weeks' vacation after five years of employment with their company
- To make employee scheduling fairer - for example, requiring employees to be paid for three hours of work if their shift is cancelled within 48 hours of its scheduled start time.
- To increase oversight of independent contractors and ensure that employees are not misclassified and therefore get the benefits they deserve.
- The government is also looking at measures to expand family leaves

The province will hire up to **175 more Employment Standards Officers** to enforce these changes and also plans to launch a program to educate employees and small and medium-sized businesses about their rights and obligations under the Employment Standards Act.

Needless to say, **change is coming** and this will have a tremendous impact on all organizations. Therefore, it will be important to ensure that your company's policies and procedures are updated to ensure compliance.

Also, ensuring that Managers and Employees are aware of these changes will be your responsibility.

Peak Performance Human Resources Corp. can provide the guidance, coaching, policy development and training you will need as our legislation is updated.

Please contact us at **416.822.3471** and/or via email for a free consultation and to learn more about *our flexible, cost effective HR services and how we can best partner with you.*

I look forward to the opportunity of speaking with you...

Sincerely,

