

Bills, Bills, Bills

It's becoming more and more difficult for employers to navigate all of the employment laws they have to be compliant with.

Since January 2018 four (4) bills have been introduced and there is more to come:

- Bill 148 – “Fair Workplaces, Better Jobs Act”, Jan 1, 2018.
- Bill 174 – “Cannabis, Smoke-Free Ontario and Road Safety Statute Law Amendment Act”
 - “Cannabis Act”, Oct 17, 2018.
 - “Highway Traffic Act” (Increased powers for police to test for impairment).
- Bill 47 – “Making Ontario Open for Business Act”, Jan 1, 2019.
- Bill 57 – “Restoring Trust, Transparency, and Accountability Act”, Jan 1, 2019.

Is your head spinning yet?

Don't worry, we have you covered. Here is a cheat sheet of what you actually need to have in place.

As of January 2019:

Bill 47:

- Minimum wage is \$14.00 per hour and is frozen until October 2020.
- Employees are now entitled to three (3) unpaid days of Sick Leave, three (3) unpaid days of Family Responsibility Leave, and two (2) unpaid days of Bereavement Leave.
- There is no longer a requirement to pay two (2) days of paid Emergency Leave.
- Employers have a right to ask for a medical note, to justify sick leaves.
- Employees must be paid a minimum of 3 hours for their shift at their regular rate of pay. Even if they are sent home before the 3 hours is up.
- Public Holiday Pay is being calculated using this method: <https://bit.ly/2DEgK9E>.

Bill 148:

- Employees that have worked for more than 5 years with an organization are entitled to at least 3 weeks of vacation (or 6% of their regular wages in lieu).

Bill 174:

- Recreational use of cannabis is legal. Individuals 19 years and older can smoke cannabis anywhere where smoking is permitted.
- Increased fines for distracted driving: <https://www.ontario.ca/page/distracted-driving#section-2>.

What's coming up in 2019:

If passed: Bill 66 – “Restoring Ontario’s Competitiveness Act”

- Would remove the obligation for employers to post the Employment Standards Poster.
- Would allow employers to have an agreement in place with their employees to average overtime over 4 weeks and to exceed 48 hours in a week without Ontario Ministry of Labour approval.

The good news is that our team at iHR Advisory Services keeps a constant eye on the changing employment landscape. Contact us with your questions about how the changes will affect your business, at info@ihradvisoryservices.ca or at **613-769-0877**.

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