



## Breaking down the changes to Bill 148...

By: Sandra Dueck, Policy Analyst, Peterborough Chamber of Commerce

The provincial government has released its planned changes to labour regulations through the Open for Business Act, Bill 47.

This bill is designed to make amendments to Bill 148. During the discussions around Bill 148 the Peterborough Chamber maintained the following position:

That government should put in place:

- A longer implementation runway

- Income tax reductions for low wage earners
- Sector-specific solutions around scheduling provisions
- Complete the Basic Income Guarantee pilots in order to have fullsome data to assess the program

The chart below, in part, from Wilson Vukelich LLP, details the rules in place before and during Bill 148 and then what is proposed under Bill 47. There are several

pieces from Bill 148 that will not be changing including:

- Extended Parental Leave
- Domestic and Sexual Violence Leave
- Child Disappearance or Death
- Minimum Shift Pay
- Vacation Pay
- Overtime Pay
- Family Medical Leave

It is anticipated there will be opportunity for public comment on

Bill 47 and as we learn more we will pass on the information on how to connect with government committee going over the bill.

We will also be looking to our members for feedback around what's being changed in order to submit our recommendations.

For the full chart on changes check out the blog at: [peterboroughchamber.ca/blog](http://peterboroughchamber.ca/blog)

	Pre-Bill 148	Under Bill 148	Under Bill 47
<b>Changed</b>			
Minimum Wage	Since 2014, minimum wage has been tied to inflation, with the new minimum wage being announced each April and taking effect in October.  The general minimum wage was increased to \$11.60 per hour on October 1, 2017.	On January 1, 2018 the general minimum wage was increased to \$14.00 per hour and on January 1, 2019 it will be further increased to \$15.00 per hour.  There are separate categories of minimum wage for those who serve liquor, students under 18, and others.	The increase to \$14.00 per hour will be maintained. Minimum wage will now be frozen until 2020, at which time it will go back to the practice of rising with inflation.
Personal Emergency Leave (PEL)	10 unpaid days, per calendar year, due to an illness, injury, or medical emergency or a death, illness, injury, or medical emergency of a prescribed family member (e.g. spouse, parent, child, etc.).	2 paid days and 8 unpaid days, per calendar year, due to an illness, injury, or medical emergency or a death, illness, injury, or medical emergency of a prescribed family member (e.g. spouse, parent, child, etc.), after 1 week of employment.  An employer cannot require a medical note for the employee to take a PEL, but may require any reasonable documentation.  Reasonable documentation can include a medical note or another type of document (e.g. an obituary).	Changed in its entirety (including pre-Bill 148 language) and replaced with three new unpaid leaves:  1) 3 annual unpaid personal illness days 2) 3 annual unpaid family responsibility days 3) 2 annual unpaid bereavement days.  Conditional on the employee having 2 weeks' of service.  No prohibition on asking for a medical note as reasonable supporting documentation.
Holiday Pay	Non-salaried employees were paid an average of their daily wage, which was calculated by dividing their earnings during the past 4 weeks by 20.	Public Holiday Pay will be calculated by dividing the employee's earnings during the last pay period by the number of days worked in the pay period.	In May 2018, regulation was introduced to reversion back to the original calculation method as of July 1, 2018. The old calculation method will remain in place.
Misclassifying employees as contractors	N/A	It is a violation of the ESA to misclassify an employee as being self-employed. The burden is on the employer to establish there was no misclassification	The violation provision will remain in place. However, the burden of proof will not necessarily be placed on the employer.
<b>Repealed</b>			
Equal Pay	N/A	An equal pay obligation will be established, whereby employees performing substantially the same work must be paid the same rate of pay, unless based on a seniority system, a merit system, and quantitative or quality of production system, or other objective and non-discriminatory system.	Repealed
Equal Pay for Temporary Workers	N/A	Assignment employees must be paid a rate of pay equal to the rate paid to comparable employees of the temporary agency's client.  The agency's client cannot lower its rate of pay to its employees, in order to reduce the amount to be paid to the assignment employees.	Repealed
Minimum On-Call Pay	N/A	On-call employees will be paid the greater of: i) their hourly rate for each hour of on-call time worked; and ii) 3 hours of pay per 24 hours on-call	Repealed
Shift Scheduling and Workplace Location	N/A	After 3 months of employment, an employee may request in writing a dialogue with their employer about their schedule or work location.  The employer is then to discuss the request and provide a response within a reasonable time.  If the employer denies the request, the employer must provide an explanation for the denial.	Repealed

Chart in part from Wilson Vukelich LLP

## Event Calendar



TUESDAY, November 6<sup>th</sup>, 2018

### Peterborough Distribution Inc

The Student Centre @Trent University 1680 West Bank Dr



4:00pm – 6:00pm

**Details:** PBX is a great opportunity for the business community, employers, consumers, and community agencies to make valuable connections.

Bring your business cards and get ready to get connected to the Peterborough business community.

**Cost:** Free, courtesy of Shorelines Casino Peterborough



TUESDAY November 13<sup>th</sup>, 2018

### The Reality of an Augmented Reality Business

The Carousel 116 Lansdowne Street East

Coffee's on at 7:00am Speakers from 7:30-8:30am

**Cost:** Pay for your breakfast

**Speaker:** Sanu Somaweera, Kavtek

**Details:** The Chamber Breakfast meetings are a great way to fuel up for your busy workday. Network with fellow Chamber members, have a delicious fresh breakfast and enjoy a short presentation from our guest speaker.

**Note:** Pre-registration encouraged



WEDNESDAY November 21<sup>st</sup>, 2018 (Chamber & WBN Members only)

### E-Commerce 101 Bell

Chamber Boardroom 175 George Street North

12:00pm - 1:00pm

**Speaker:** Brendan Quigley, Acorn30

**Details:** This free, noon hour series is open to Chamber members and WBN members interested in professional development and connecting with fellow members. Located in the Chamber boardroom, you are invited to bring your lunch along with you, and have the opportunity to listen to a short presentation, followed by Q&A.

**Cost:** Free (Bring your lunch)

**Note:** Pre-registration required



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### Member Milestones

- The Rotary Club of Peterborough invites residents to a special Remembrance Day Service on Monday, Nov. 5 from Noon-1:30 pm at the Holiday Inn led by Ken Armstrong & Dr. Garry Humphreys. Cost for lunch is \$20 cash. Please contact Atul Swarup, [aswarup@nexus.com.net](mailto:aswarup@nexus.com.net) or call/text 705-931-5111 to pre-register your attendance. For further details: [www.peterboroughrotary.ca](http://www.peterboroughrotary.ca)

- Good luck to **Gauvreau & Associates** with their move to 150 King Street. Their office will be closed starting today and reopen in their new location on Monday, November 5<sup>th</sup>.
- #LoveLocal mittens are now on sale to support the **United Way of Peterborough & District**. Designed by **PtboNorthern Originals** the mittens are available at the United Way office or Flavour Fashion.
- There's a new \$20 million government fund for women entrepreneurs. Deadline for for-profit applications is November 15<sup>th</sup> and for non-profit applications the deadline is November 22<sup>nd</sup>. More info at [peterboroughchamber.ca/blog](http://peterboroughchamber.ca/blog)

### Featured Member Discount Program: HR Training Online

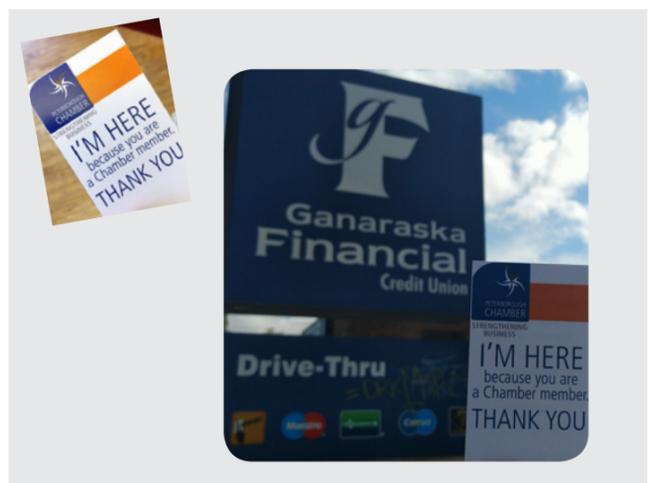
**Savino Human Resources Partners - Online Training**

Chamber Members save on training costs with SHRP online Training Modules. Savino Human Resources Partners (SHRP), a local company, offers special member rates on government regulated training requirements including:

- AODA Integrated Accessibility Standard Regulation (IASR) training
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To get a free trial or subscribe to these services, e-mail: [info@savinohrp.ca](mailto:info@savinohrp.ca)

Chamber members, send your Member Milestones to [reception@peterboroughchamber.ca](mailto:reception@peterboroughchamber.ca) or call 705-748-9771 x 0.



[www.peterboroughchamber.ca](http://www.peterboroughchamber.ca)



### PETERBOROUGH

1230 Lansdowne St. W  
705.748.9570

### LINDSAY

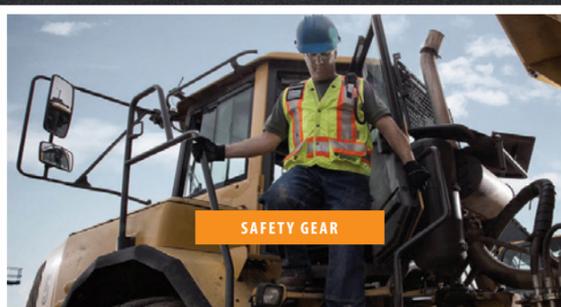
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