



CONSTRUCTION EMPLOYERS COORDINATING COUNCIL OF ONTARIO

January 30, 2018

FAIR WAGE ACT BILL 148 - UPDATE

On Monday, January 22, 2018 a delegation from CECCO met with various representatives of the Ontario Provincial Building Trades with one of the meeting topics being the implementation of Bill 148

The Ministry of Labour's Policy Director Mr. Marc Rodrigue was in attendance with the goal of bringing some understanding to the Bill. Management suggested that as it relates to construction, the application of the Bill's provisions be put on hold until May 2019 to allow construction to digest its impact on the industry. Mr. Rodrigue advised that the Ministry would consider such a request but suggested it had a greater chance of being implemented if the request was a joint labour management submission. In this vein, the Building Trades anticipated holding an executive board conference call to determine if their group was willing to meet with management on this issue.

Post meeting Mr. Rodrigue provided some clarifications relating to the following:

Vacation Pay: Under five years of employment with an employer employers to pay a minimum of 3.7% for stat holidays and 4% for vacation for a total of 7.7%

Over five years of employment with an employer employers to pay a minimum of 3.7% for stat holidays and 6% for vacation for a total of 9.7%

Mr Rodrigue is still to clarify if it is the individual percentages that must be considered or is it the total percentage.

Personal Emergency Leave: Currently at the employer's discretion they may adopt to pay an employee his total daily wage for up to two days an employee takes as emergency leave if he/she has been in their employment for over one week or structure their payroll to pay an additional .8% on their employee's base rate. The application of the .8% is to mirror how vacation pay is determined.

Note: **This is an issue that should not be left to each employer's discretion but at the minimum a trade by trade standard.**

Scheduling: This provision is not applicable until January 2019 and the Ministry will entertain discussions for change as to how it may relate to construction.

If you have any questions about Bill 148, please contact Patrick McManus (905-629-7766 ext. 222 or patrick.mcmanus@oswca.org).