



## MEMBER BULLETIN

May 3, 2017

# Changing Workplaces Review - Update

The *Labour Relations Act* (LRA) and *Employment Standards Act* (ESA) are being reviewed in order to address the changing nature of work and the challenges that come with it in the province. The Changing Workplaces Review was designed to consider the broader issues affecting workplaces, and assess how the labour and employment law framework should address these trends and issues. This review is developing reforms to the OLRA and ESA to meet these trends and issues.

Recommendations from the Interim Report were looking at:

- Whether more employees should be covered by labour relations protections and minimum standards;
- How “employee” and “employer” are defined under employment and labour laws;
- How to deal with the differential treatment of part-time and full-time employees;
- What minimum standards should be in place for personal emergency leave; and,
- Whether changes need to be made to better calibrate the protections for bargaining rights enshrined in the *Labour Relations Act*.

The Special Advisors for this review (C. Michael Mitchell and former Justice John Murray) will also be making recommendations with respect to the enforcement of the province’s labour laws. As they identified in their Interim Report, enforcement and the need for widespread compliance are critical requirements of a system of employment standards. Strong, effective enforcement is essential to ensure that employers who do not respect protections for workers are held accountable.

A final report of the Changing Workplaces Review is expected in spring 2017.

If you have any comments or questions about this Report, please contact Patrick McManus ([patrick.mcmanus@oswca.org](mailto:patrick.mcmanus@oswca.org) or 905-629-7766 ext. 222).