



The ELECTRICAL CONTRACTORS' Association of Ottawa



ECA OTTAWA NEWSWIRE

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The ECA Ottawa Newswire is the distribution hub for electrical information and communications to our members on issues related specifically to our association, our industry, and our community.

SPECIAL EDITION

**Ford Government
Bill 47**

**What Bill 47
Proposes And
Additional
Information**

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ONTARIO GOVERNMENT CHANGES TO BILL 148 AND THEIR POSSIBLE AFFECTS

You may have heard that the Provincial Government introduced omnibus legislation On Monday. As expected, Bill 47 includes a number of amendments to the Employment Standards Act, including a repeal of paid personal emergency leave (PEL) days.

Please note the changes are not in effect until the Bill has passed and receives royal assent.

Below is a summary of key proposed changes for your information/reference:

Employment Standard Act (ESA)

- Scheduling changes that were to be effective Jan 1, 2019 were repealed. There will still be a requirement to pay 3 hours if the employee shows up, but the Principal Agreement already has language pertaining to that (article 804).
- Minimum wage will remain at \$14 until at least October 2020 when it becomes subject to an annual inflation adjustment.
- Paid PEL days will be repealed and replaced with the following for employees who have been with an employer for at least two consecutive weeks:
 - Three (3) unpaid days for personal illness, injury or medical emergency. Employers can request evidence reasonable in the circumstances including a medical note.
 - Three (3) unpaid days for illness, injury or medical emergency of a family member, or urgent matter that concerns a family member.
 - Two (2) unpaid bereavement days for the death of a family member.
 - For all of those leaves, it is clear that if an employment contract provides the same benefit, the employee is deemed to have taken the leave under the ESA.

Impact: No paid PEL days will be required once this Bill has passed. Therefore, if you are paying 0.8% instead of paying the two days, that can cease as soon as the Bill is passed.

Ontario College of Trades and Apprenticeship Act (OCOTAA)

- The number of apprentices to journeypersons shall not exceed one apprentice for each journeyperson.
- Moratorium on trade classification/reclassification.
- Intent to wind down OCOT. The government will develop a replacement model for the regulation of skilled trades and apprenticeships by early 2019.

For additional details, you can access the Ministry Newsroom to view the Bill, read its status and read the explanatory notes from the government... please [click here](#).

Again, **the changes are not in effect until the Bill has passed and receives royal assent.**

More to come. Keep an eye on future editions of the Newswire.