

Q&A: Ontario's Fair Workplaces plan

Q: What will the threshold for card-based certification be?

- Threshold to be certified still must be 50% of vote

Q: Does government plan to take an economic impact assessment of the proposed changes?

- No commitment or plan to do independent economic analysis

Q: Do workers have to be employed a certain amount of time to get equal pay for equal work provision?

- A new employee is entitled to similar work; holds for temp agency workers Changing casual, part time
- Equal treatment will not extend to health benefits

Q: What is the timeline for implementation of the exemption study by Ministry of Labour?

- Employment Standards Act exemption study is to commence in fall (next couple months)
- No fixed time determined for the Labour Relations Act
- The government is looking into an exemption study which is different than advised in the Changing Workplaces Review

Q: What are the proposed timelines and coming into effect dates?

- Employment Standards Act legislation:
 - Prohibition around misclassification on employees (come into effect on royal assent)
- Minimum wage to jump to \$14 on Jan 1, 2018 and then to \$15 Jan 1, 2019
- Scheduling provisions will come into effect Jan 1, 2019
- All amendments to the Labour Relations Act would take affect 6 months after royal assent