

Fair Workplaces, Better Jobs Act – Key Messages

- People across the province are anxious about their jobs and their futures.
- With all of the change and uncertainty in the economy and the nature of work itself, it's tough to feel as though you are getting ahead right now.
- Many workers are struggling to support their families on part-time, contract or minimum-wage work.
- The evidence tells us we're making progress – Ontario's economy is strong and growing, outperforming other jurisdictions.
- But while business is expanding and creating wealth, not everyone is feeling it – people are worried about falling behind, even as they work so hard to get ahead.
- With this uncertainty, government has a responsibility to protect our people as best we can and create opportunities so that people feel confident about the future.
- Government must be a force for good.
- We have the ability to support families and build opportunity for people across Ontario, because we balanced our Budget this year.
- We are doing many things as part of our plan to build a better, fairer Ontario:
 - Free tuition
 - Expanded childcare
 - Free prescription drugs for anyone under 25
 - Introducing a Basic Income Pilot
 - Our Fair Hydro Plan
 - Our Fair Housing Plan
 - Creating Fairer Workplaces and Better Jobs.
- These initiatives all have the same thing in common – they will build an Ontario where greater opportunity and greater security is available for everyone.

Fair Workplaces, Better Jobs Act – Top Legislative Changes

1. Minimum Wage Enhancements:

Our government will raise the minimum wage to \$14 an hour by January 2018 and \$15 an hour by January 2019.

This increase will ensure workers across the province are paid fairly for their work, helping them get ahead and share in Ontario's economic growth.

2. Paid Sick Days and Personal Emergency Leave:

We will ensure that **all** employees across the province are entitled to 10 Personal Emergency Leave days every year. Currently, Personal Emergency Leave days only apply to workers at organizations with over 50 employees – we are removing this limit.

Our plan will also ensure that all workers have a minimum of two paid Personal Emergency Leave days per year.

3. Wage Parity:

Our plan will ensure that casual, part-time, temporary and seasonal employees are paid equally to full-time employees when they are performing the same job for the same employer.

4. Vacation Days:

Our plan will increase vacation to a minimum of 3 weeks after 5 years with the same employer.

5. Modernizing unionization practices:

We will introduce card-based certification for the building services, temporary help agency and home care sectors to make it easier for vulnerable workers to unionize.

Ontario will also allow unions to access employee lists, permit electronic voting and make it easier to access intensive first-contract arbitration.

Our plan will remove many conditions for remedial certification, making it easier for unions to certify when an employer does not comply with labour laws.

6. Temporary Help Agencies:

Ontario will require that temp help agency employees (assignment workers) are paid equally to permanent employees of their client companies when performing the same job.

Our plan will also ensure that temp help employees receive the same notice of termination of employment as all other employees.

7. Enforcement:

Ontario will hire up to 175 more Employment Standards Officers to ensure workers' rights are protected and that they get paid what they are owed for work they have performed.

8. Scheduling:

Our plan will ensure employees have the right to refuse shifts without repercussion if their employer asks them to work with less than four days' notice.

We will also require employers to provide three hours of pay when shifts are cancelled.

When employees who regularly work more than three hours per day are sent home before they have completed three hours' worth of work, they must also be paid three hours' wages.

We will require employers to pay on-call employees for three hours' worth of work for every 24 hours that they are on-call.

Our plan will also give employees the right to request a schedule or location change without repercussion after being employed for 3 months.

Workers in Ontario have the right to strong protections at work.

Fairness and decency must continue to be the defining values of our workplaces.

These legislative changes will create more opportunity and security for workers across Ontario.