



Bill 47:

Making Ontario Open for Business Act, 2018



PENINSULA



Making Ontario Open for Business Act, 2018

Peninsula has provided guidance to small and medium sized organizations on HR and employment advice for over three decades, supporting over 50,000 businesses worldwide. Our clients benefit from immediate access to unlimited 24/7 assistance custom-tailored to their business. We're here to help you, anytime:

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For more information, please use our dedicated complimentary advice line to speak with our expert HR and employment advisors: **1-833-247-3652**.

Bill 47, passed on November 21, 2018 and enforced as of January 1, 2019, amends legislation enacted by the former provincial government's Bill 148 by:

- Keeping minimum wage at \$14 until October 1, 2020 to be increased from that point only with inflation
- Repealing three hours' pay for shifts cancelled within 48 hours
- Changing emergency leave to three days each of unpaid sick and family responsibility, as well as two days of unpaid bereavement
- Changing public holiday pay back to the following calculation: divide the total money and vacation pay an employee has earned in the four-week pay period prior to the week of a public holiday by 20
- Repealing employer responsibility to properly classify employees
- Repealing equal pay for equal work on the basis of employment status
- Enabling compliance officers to conduct audits
- Decreasing maximum penalties for violations from \$350 to \$250, from \$700 to \$500, and \$1,500 to \$1,000

Our HR team at Peninsula offers helpful advice and guidance for small and medium sized businesses.

What does Bill 47 mean for small business owners|

The changes to Ontario's employment and labour laws have a significant impact on the workplace. Bill 47 is positioned to ease some of the burden that employers may have felt due to Bill 148. As a small business owner, it is important to be aware of the changes that impact your organization. Questions about Ontario's new labour laws? Ask an HR expert.

Equal Pay for Equal Work

Employers no longer need to enforce equal pay for equal work on the basis of employment status. However, equal pay for equal work will continue to be enforced on the basis of sex.

Scheduling

Employers no longer need to pay employees for three hours of work if a shift is cancelled within 48 hours of the start time. Bill 47 will repeal most of the rules regarding scheduling that are laid out in Bill 148, but it will continue to be enforced that employees get paid for a minimum of three hours' work if a cancellation to the shift is within the employer's control.

Minimum Wage

General minimum wage remains at \$14 per hour until October 2020.

Penalties for Non-Compliance

Employer penalties for violations to the rules laid out in the Employment Standards Act (ESA) will decrease to \$250, \$500, and \$1,000.

Summary

The Making Ontario Open for Business Act will impact all business owners and cause uncertainty with regards to planning for labour cost outcomes or organizational initiatives. As an employer, it is important to ensure you are prepared for January 1, 2019 by following the law and confidently guiding your organization to success.

Learn More

For more information about Bill 47 or how to apply the changes to your business, contact our human resources team at Peninsula. We provide dedicated support to small and medium businesses. Call us today: 1-833-247-3652

Employer Resources

Are you a small business owner looking for HR advice? You're in the right place. Get 24-hour access to complete, affordable, and immediate HR support tailored to your business needs. Call: 1-833-247-3652

Or continue browsing for more information:

- The Employment Standards Act, 2000
- Peninsula Employment Services
- Peninsula Free Employer Downloads