



Bill 47:

# Making Ontario Open for Business Act, 2018



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Bill 47 was passed on November 21, 2018 and was enforced on January 1, 2019. It amended the former provincial government's Bill 148 in the following ways:

- Minimum wage will be kept at \$14 until October 1, 2020 and will be increased from that point only with inflation.
- The employer obligation to pay three hours' wages for shifts cancelled within 48 hours has been repealed.
- Personal Emergency Leave has been changed to three days each of unpaid sick leave and family responsibility leave, and two days of unpaid bereavement leave.
- Public holiday pay calculation has been changed back to the following: divide the total wages and vacation pay an employee has earned in the four-week pay period prior to the week of a public holiday by 20.
- The "reverse onus" provision in classifying employees has been repealed.
- Equal pay for equal work on the basis of employment status has been repealed.
- Maximum penalties for violations have been decreased from \$350 to \$250, from \$700 to \$500, and \$1,500 to \$1,000

## How does Bill 47 affect small business owners?

Changes to Ontario's employment and labour laws have a significant impact on workplaces. Bill 47 was intended 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. Do you have 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 Bill 47 has repealed most of rules on scheduling in Bill 148, but employees will continue to be paid for a minimum of three hours' work if the cancellation of a shift is within the employer's control.

### **Minimum Wage**

General minimum wage remains at \$14 per hour until October 2020. Employer penalties for violations of the rules laid out in the Employment Standards Act (ESA) will decrease to \$250, \$500 and \$1,000.

### **Summary**

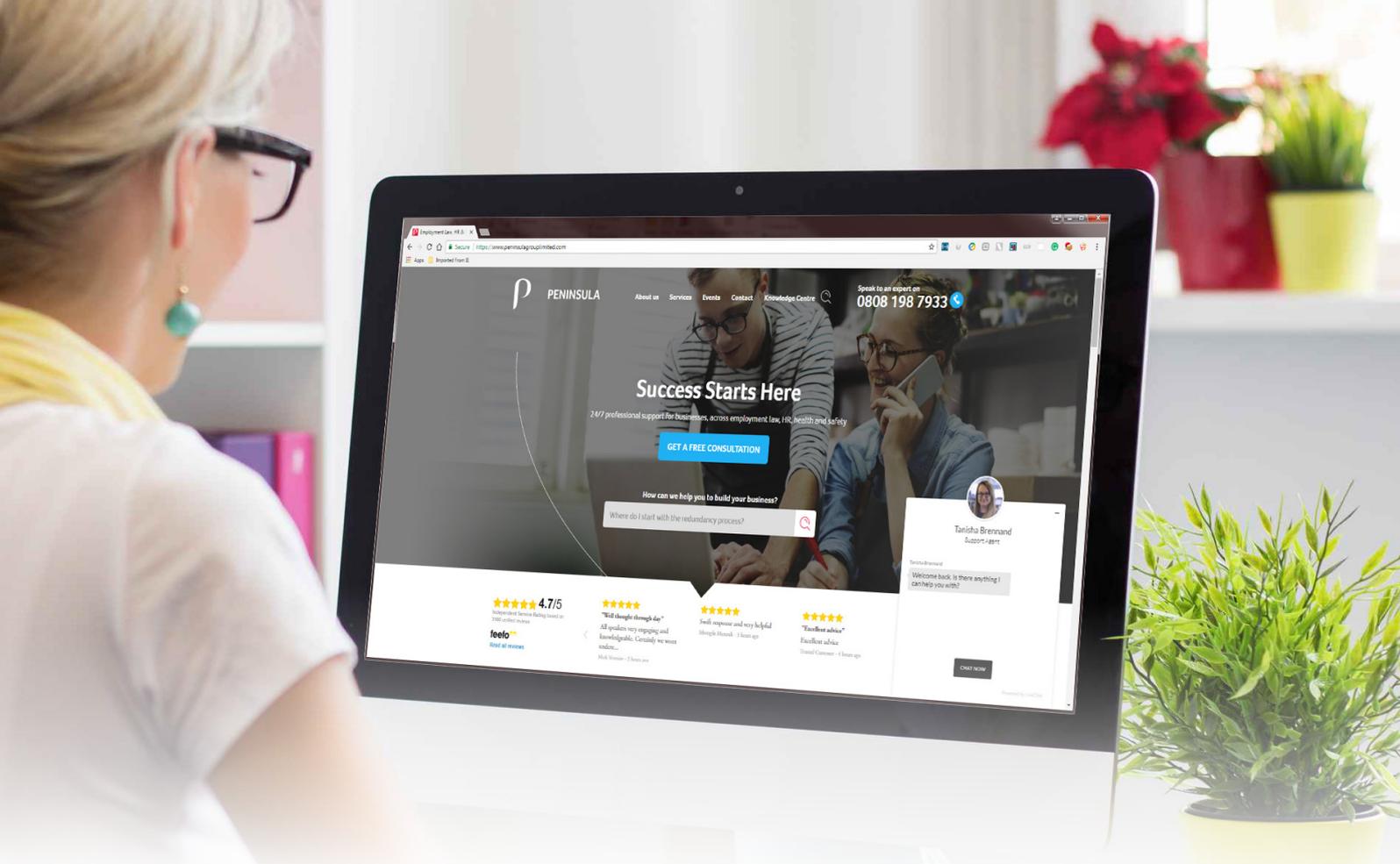
The Making Ontario Open for Business Act affects all business owners. As an employer, it is important to ensure that you are following the law and are confidently guiding your organization to success.

### **Learn More**

For more information on Bill 47 or how its changes apply to your business, contact our human resources team at Peninsula. We provide dedicated employer support to small and medium businesses. Call us today:

**1 (833) 247-3652**

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