

**Ministry of Economic Development  
and Growth**

Office of the Minister

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**Ministère du Développement économique  
et de la Croissance**

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November 13, 2017

Mr. Karl Baldauf  
Vice President  
Ontario Chamber of Commerce  
180 Dundas Street W., Suite 1500  
Toronto, ON, M5G 1Z8

Dear Karl,

On June 1, 2017, the Government introduced Bill 148, the Fair Workplaces, Better Jobs Act, 2017. Bill 148 will, if passed, amend the *Employment Standards Act, 2000* and the *Labour Relations Act, 1995*, improving the lives of workers across Ontario, while maintaining the competitiveness of Ontario companies.

Over the past several months my colleague, the Minister of Labour Kevin Flynn, and I have met with labour unions, employees and employers from all regions and every sector of the Ontario economy to understand stakeholder opinions regarding the proposed legislation. We have heard a number of concerns, particularly in the manufacturing sector, regarding the draft personal emergency leave and scheduling provisions of Bill 148.

We have heard that some employers and employees are unsure as to whether their existing policies in respect of paid sick days and other paid days off will fulfill the requirements for personal emergency leave in Bill 148. To address these uncertainties, the Ministry of Labour is currently developing an interactive interpretive bulletin, for publication online in early December 2017. This bulletin will give employees and employers the guidance they need to determine whether their existing policies comply with the personal emergency leave provisions in Bill 148 and, if not, the most efficient way to bring those policies into compliance. If there is information that you would look like to see reflected in the interpretive bulletin, please email Marc Rodrigue, Director of Policy in the Office of Minister Kevin Flynn, at [marc.rodrigue@ontario.ca](mailto:marc.rodrigue@ontario.ca).

Ensuring that there are fair scheduling rules for employees is a core principle of Bill 148. The scheduling provisions in Bill 148 would, if passed, come into force on January 1, 2019 (and on January 1, 2020 for unionized workplaces). We recognize that Ontario's just-in-time production manufacturers have specific operational scheduling requirements that may not be fully reflected in Bill 148's scheduling provisions and we are committed to ensuring that those are taken into account while continuing to provide employee protections. As such, we are working with employers and employees in the manufacturing sector to determine the extent of those issues and what the appropriate scheduling regime should be. This regime could be adopted through regulation. In the coming weeks we will reach out to you directly to discuss the scheduling requirements of your members as well as any questions you might have.

Working together, we are confident that we can create security for workers while ensuring the competitiveness of Ontario's manufacturing sector.

I am grateful for your continued collaboration on this important legislation.

Sincerely,

A handwritten signature in black ink that reads "Brad Duguid". The signature is written in a cursive, flowing style.

Brad Duguid  
Minister

c. Hon. Kevin Flynn, Minister of Labour