

Bill 148, Fair Workplaces Act

Survey of the Ontario Nonprofit Sector

Preliminary results



October 2017

*Survey conducted in
August 2017*

OUR
PEOPLE

OUR
FINANCING

OUR REGULATORY
ENVIRONMENT

Backgrounder of Bill 148

2015: Ministry of Labour initiated the *Changing Workplaces Review* (CWR) with a focus on reviewing the Employment Standards Act and Labour Relations Act

May 2017: *Changing Workplace Review* final report is released

June 1, 2017: Bill 148 Fair Jobs and Better Workplaces Act is introduced and passed for first reading. Followed by a two-week long province wide consultation

August 2017: ONN conducts Bill 148: Nonprofit sector survey

October 18, 2017: Bill 148 passes second reading

Bill 148: the legislation

Increased minimum wage: \$14 an hour starts Jan. 1, 2018 and \$15 an hour as of Jan. 1, 2019

Equal pay for work of equal value: For part-time, temporary, casual and seasonal employees and temporary help agencies (as compared to full-time workers)

Expansion of personal emergency leave: 10 days leave with at least 2 paid days per year

Bill 148: the legislation

Domestic violence leave: 17 week leave without fear of losing job

Vacation time: Three weeks' vacation after five years with same employer

Three-hour minimum: Mandatory paid three hours of work if a shift is cancelled within 48 hours of the scheduled start time

Source: Ministry of Labour (2017)

Survey snapshot

128 organizations responded

77% were Executive level or Managers

73% have a local/regional mandate

55% budget of \$1 million or more

52% *have had no conversations* about Bill 148 and its impact on their subsector

8.6% *have not calculated the financial impact* of Bill 148

Survey snapshot

18.8% were not aware at all of the *Changing Workplaces Review* report

18% were not aware at all of the introduction of Bill 148 - Fair Workplaces and Better Jobs Act

43% receive at least **70% of funding from government**

Some nonprofits more than others will be affected by this legislation.

So what did we hear?

Top issues that affect nonprofit organizations (not your clients/program participants) are:

1. Minimum wage increase
2. Personal emergency leave including 2 paid sick days
3. Equal pay for equal work
4. Increased vacation after 5 years to 3 weeks
5. Fair scheduling - at least 3 hours notice

“We are funded (by Ministry of Children and Youth Services) without base funding increases for over 10 years so this increase has been calculated to an estimated \$466,000.” - survey respondent

How do you expect your organization to handle the increased costs (if any) associated with Bill 148?

55% will advocate for increased funding from funders

30% will raise funds elsewhere

18% will have layoffs

8% will have salary cuts

24% will have a combination of all of the above

How could Bill 148 impact your specific sub-sector?

*“If funders don’t allow for increased wage allocations in grants (to match Bill 148 requirements) then the **work will be further under-resourced**, as proper staffing is already a challenge.”*

*“We provide social and recreation programs to 400+ children and youth a day in at risk communities. Therefore, **less services, more kids per staff and reduction of quality of programs.**”*

How do you think these changes will specifically affect the people and communities you serve overall?

“Minimum wage workers are young people living at home and [also] adults who make up much of the working poor population in Ontario and need a living wage to get by. ..this [legislation] will be a challenge for the sector...We are aware that many organizations are already working towards [it but]...we do not, however, think that the sector should take a position against this bill. Many in the sector have lobbied long and hard for improvement to employment standards act and wages, and the bill is the right direction that we, as a sector, should support.”

Do you think this legislation will have a particular impact on women working in your organization?

60% No

21% Yes

19% Unsure

*“This will hopefully make strides towards **closing the wage gap** and offering mandated paid personal emergency leave will be **hugely beneficial to single women with dependents** created added social supports in cases of unexpected emergencies.”*

79% of respondents have
75% or more women on their staff

Other thoughts on Bill 148 legislation?

“I support Bill 148...I think implementing [it] fixes one problem without looking at the broader social implications. If I lay off or reduce my part time staff - is this really helping them? Is cutting programs because I can't staff them a benefit to my community?”

“I believe that this will cause compression between entry level and other positions and will result in a decrease in employment ...may cause an increase in mental health issues. This affects our wait lists, needs for services and requirements for future fundings, more employees etc.”

More about organizations who participated in this survey

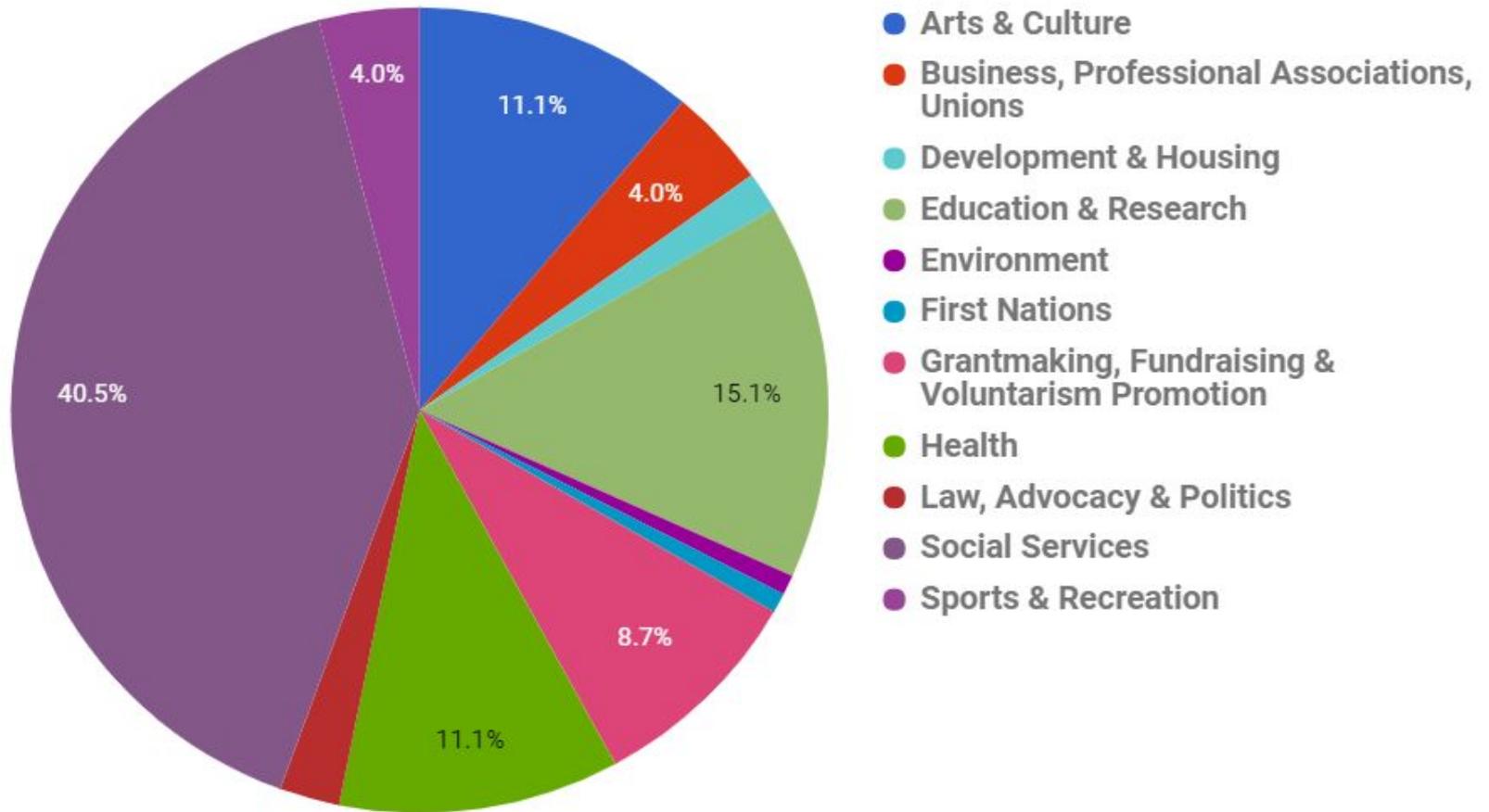
Organizational profile

Where do you work?



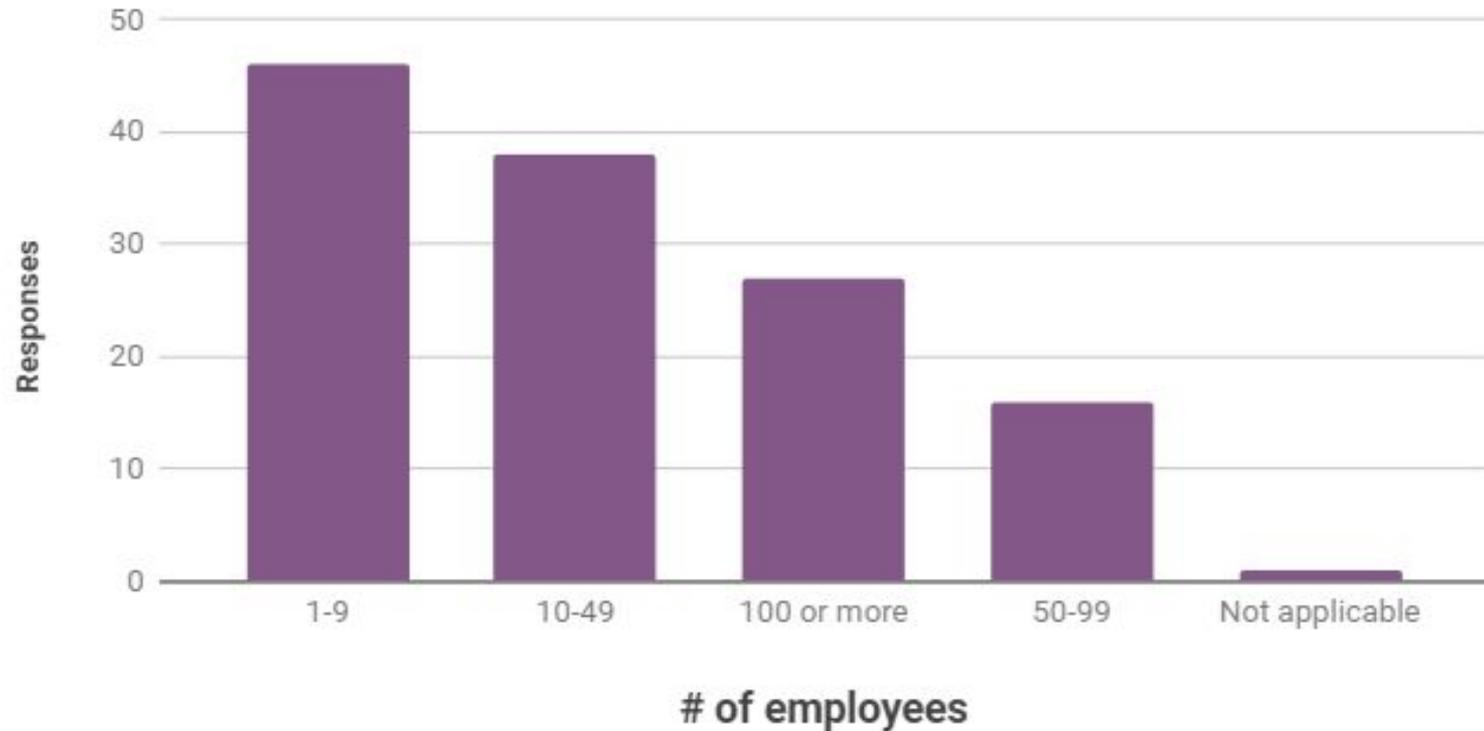
Organizational profile

What subsector does your organization belong to?



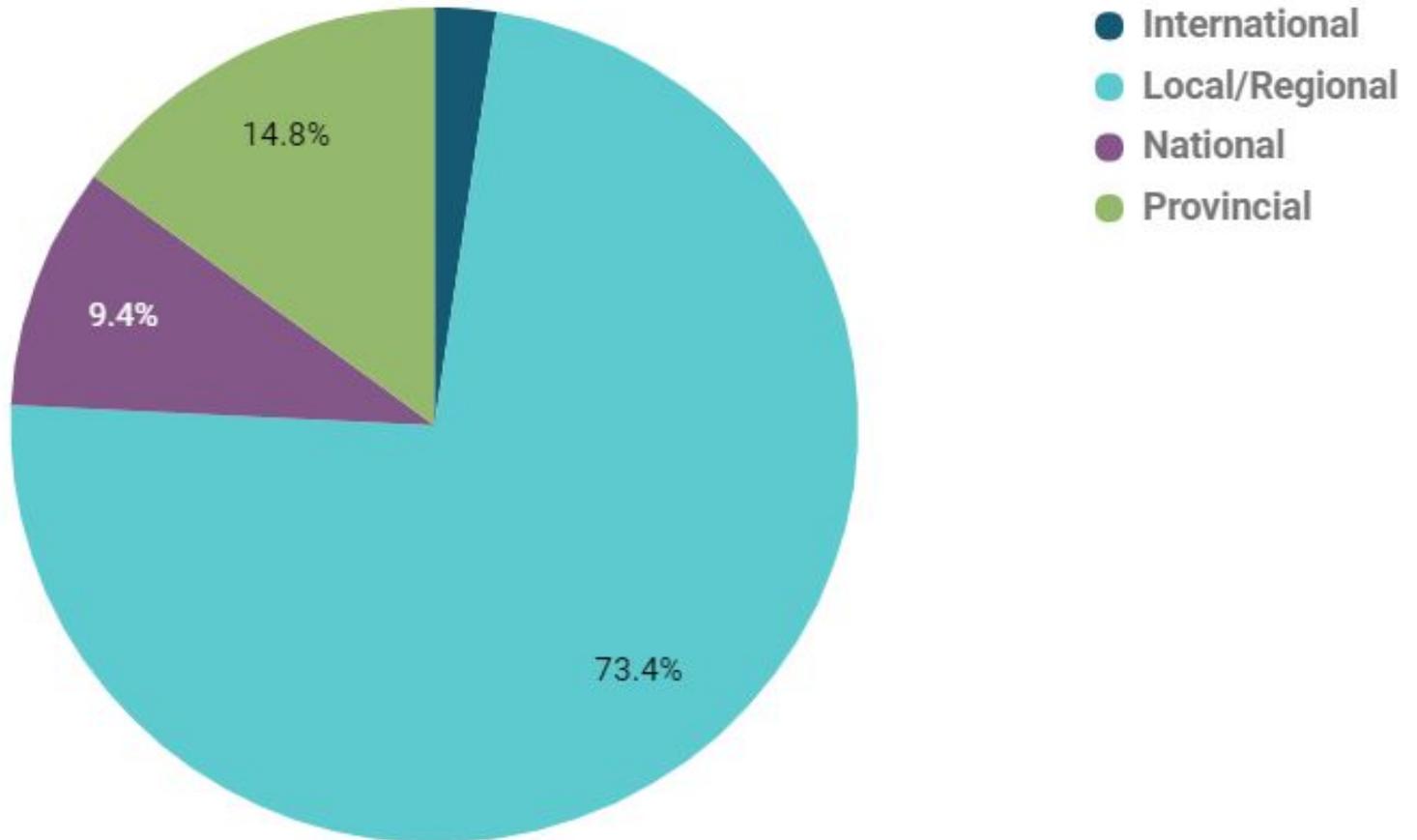
Organizational profile

How many paid employees (full time equivalents) does your organization have?



Organizational profile

What is the geographical scope of your organization's mandate?



Organizational profile

What is the size of your organization's budget?

