

Bill 148, Fair Workplaces Act



5 things your nonprofit needs to KNOW

1. What is Bill 148 legislation?

Bill 148 is more than the minimum wage increases! Various aspects of the legislation will affect nonprofits, sub-sectors and communities in different ways. What aspects of Bill 148 will affect your organization the most? Have a look at the Ontario government [summary of the proposed legislation](#) and consider your related internal policies and staffing budget.

Does your organization know:

- How many of your staff are getting paid below the new minimum wage?
- How many of your staff will be affected by the equal pay for work requirements of the legislation?
- What are your leave policies (including domestic abuse leave, personal emergency leave (including sick leave)? Will providing mandated new forms of leave affect your staffing costs?
- How will scheduling your staff be affected? Do you need to change your notice provisions, and will the new rules affect your staffing costs?

- What are the opportunities for decent work that this legislation might bring to your staff, organization and the people you serve? If it makes less sense to rely on part-time or casual staff under the new legislation, could this legislation help you reduce turnover or provide more secure employment? How does a higher minimum wage affect the communities you serve?

2. How will this affect your nonprofit's budget?

Have you reviewed your human resources policies and staff contracts and calculated the potential impacts of Bill 148 on your organization? How much will this impact your organization's budget?

Not sure where to start? [Try this template](#) developed by sector organization [Carlington Community Health Centre](#).

3. What are the timelines?

Pay attention to the various dates when parts of the legislation "come into effect". For example, the minimum wage is scheduled to increase to \$14/hour on January 1, 2018, and then again to \$15/hour on January 1, 2019. There are several other subsections of Bill 148 that apply at different times of the year.

Please note: For unionized workplaces, employers will need to communicate with union representatives to confirm when required changes under Bill 148 will be in force, as existing collective agreements will impact the dates that certain provisions of Bill 148 will apply, if current collective agreements are in conflict.

Bill 148 Provision	Timeline Bill 148 comes into effect for non-union workplaces
Minimum wage increase <ul style="list-style-type: none"> • \$14/hour • \$15/hour 	<ul style="list-style-type: none"> • January 1, 2018 • January 1, 2019
Vacation pay increased to 3 weeks after 5 years tenure	January 1, 2018
Public holiday pay	January 1, 2018
Personal emergency leave (PEL) <ul style="list-style-type: none"> • 10 days total with 2 mandatory paid • Child death leave 	January 1, 2018

<ul style="list-style-type: none"> • Domestic violence leave (17 weeks) 	
Equal pay for equal work (regardless of differences in employment status)	April 1, 2018
Request for employee to review their wage (regarding equal pay for equal work entitlements)	April 1, 2018
Scheduling <ul style="list-style-type: none"> • After 3 months of employment can request in writing • 3 hour rule paid if shift is cancelled (for all staff including on call) • Right to refuse shift 	January 1, 2019

4. What are the benefits of the legislation?

We know that much of this legislation will cost money, but how are some of these areas going to produce benefits for your organization, staff and the communities you serve?

Fairer wages, access to paid sick days and other personal emergency leaves are just a few steps that could help individuals, families and communities tackle income and precarious employment and develop happier, healthier lifestyles. In implementing Bill 148, what other cost savings and benefits can come about?

5. We've got your back!

As part of our public policy work, we're keeping an eye on this legislation. Over the past months we've been in talks with our network partners to ensure that we're voicing the concerns of Bill 148 with the provincial government. We've administered a survey to the sector in August 2017 and [here's what we heard](#).

As the Bill continues through the legislature, we'll keep the network informed of developments. Stay tuned!

5 things your nonprofit needs to DO NOW

1. Talk to your management, staff, and board of directors.

What are the opportunities this legislation might bring to your staff, organization and the people you serve? Are staff, management, and Board aware of how the proposed legislation will impact your organization? If you are in management, add it to your next Executive meeting, Board meeting and/or staff meeting to discuss.

2. Assess the impact on your organization.

This legislation involves has several aspects beyond the increase to the minimum wage. Are you aware of all these impacts? Talk with your human resources team, board of directors, legal advisors and provincial associations about the impacts.

3. Connect and collaborate with your sub-sector.

Have you connected with those in the same sector (e.g. arts, childcare, environment, etc.)? How will Bill 148 impact them? Are their shared challenges and opportunities you can work on together? More importantly, if there are expected cost increases, do you know where this money will come from?

4. Initiate dialogue with your funders.

If you expect an increase in costs, talk to your funders. Are they aware of the legislation? How can you work together on challenges- and opportunities- that Bill 148 could bring?

5. Talk about the legislation.

Share information about what your organization supports and what concerns you in the legislation publicly. Speak with your partners and communities you serve in person, by email and on social media. Get the conversation going!

Why does it matter for us to work together as a sector?

Ontario's nonprofit sector is a \$50 billion economic driver, employing one million people, and is the foundation of the province's social infrastructure. Just as other industries and sectors are looking at ways to work with government to implement potential legislative changes, Ontario's nonprofit sector also needs to be part of these discussions and policymaking. By working together, we can identify challenges and opportunities, and advocate for the support needed as a result of new legislation.

Like many nonprofits, [ONN supports Bill 148](#) and other legislation that will help promote [decent work in the sector](#)- and for all Ontario workers. There are positive opportunities this legislation could bring to individual nonprofits and to the sector as a whole, along with the communities we serve. But providing decent work takes time and money, and this investment may be difficult for some nonprofit employers already operating in a resource-scarce environment.

What is ONN doing?

ONN is in active discussions with the Ontario government to share feedback from the sector and emphasize that all funding agreements- and indeed, all funding agreements with governments and private funders- should reflect the increased labour costs associated with the bill. We are also talking to nonprofits across Ontario and have collected feedback and examples of potential impact in a [sector-wide survey](#).

ONN's 3 asks of the Ontario government

We have asked the province to signal that:

- Increased labour costs associated with Bill 148 will be reflected in transfer payment agreements (TPAs) for the next fiscal year (April 1, 2018) and beyond
- Transitional assistance for 2017-2018 TPAs will be available to reflect estimated increased costs for the last quarter of the current fiscal year (Jan-Mar. 2018)
- Routine cost-of-living increases will be incorporated in future for TPAs across ministries

WE WANT TO HEAR FROM YOU!

Share your thoughts and work on #Bill148 [Twitter](#) | [Facebook](#) | [LinkedIn](#)

How are you using this kit? What's missing? Share your feedback.

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<http://theonnc.ca/our-work/our-people/decent-work/>

October 2017 | Ontario Nonprofit Network