

What Employers in Ontario Need to Know

Employers in Ontario should be aware that the public holiday pay for the upcoming Victoria Day public holiday on May 21, 2018, must still be calculated by the formula under Bill 148.

However, under the new regulation that comes into effect on July 1, 2018 and is to be revoked on December 31, 2019, employers in Ontario will be permitted to revert to the previous formula for calculating public holiday pay, starting with the Canada Day public holiday.

The calculation of public holiday pay is one of many changes that were implemented from November 2017 through April 2018 with the introduction of Bill 148. In addition to changes to the Labour Relations Act, 1995, and the Occupational Health and Safety Act, Bill 148 made, and will make, a number of significant changes to the Employment Standards Act, 2000 including:

- raising the minimum wage;
- increasing vacation and various job-protected leave entitlements;
- enforcing penalties for the misclassification of employees as independent contractors;
- providing equal pay for casual, part-time, temporary and seasonal workers; and
- varying the rules regarding employee scheduling (effective January 1, 2019).

Employers in Ontario should be aware that the Ministry of Labour will be stepping up its enforcement activities by, among other things, hiring up to 175 more employment standards enforcement officers and increasing inspections of Ontario workplaces. Employers should also be aware that the consequences for failing to comply with these new requirements include increased financial penalties and public identification of their contravention of the employment standards legislation.

For further information about the changes implemented under Bill 148, or to ensure that you are in compliance with the new requirements, please feel free to contact WeirFoulds' Employment and Labour Law Group.

[For more information or inquiries:](#)



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