

# Better Business Practices Series

## Bill 148 - Fair Workplaces and Better Jobs Act

Bill 148, the Fair Workplaces & Better Jobs Act, has been passed and came into force on January 1, 2018. The Act has a significant number of changes to the Employment Standards Act (ESA) that will affect all workplaces in Ontario, including child care organizations.

This informal and interactive seminar will provide you with an opportunity to assess the potential impact this legislation may have on your organization.

Asha Rampersad from Bernardi HR Law is joining us to answer many of your legal questions about how to best manage your child care regarding the proposed labour reforms. Our interactive seminar will look at the impact of:

- Increases to the minimum wage on January 1, 2018 and January 1, 2019
- The impact the increase will have on narrowing the wage gap in recognizing education and skills
- Dealing with employee requests to review wages due to legislative changes surrounding equal pay for equal work. Employers will be required to respond by either providing a wage adjustment or a written explanation of the differential.
- Increases from two weeks to three weeks paid vacation for employees with more than five years of employment with the same organization
- Changes to public holiday pay
- Changes to the Personal Emergency Leave to 10 days per year, of which two will be paid sick days
- Changes to other leave of absences entitlement
- Increased penalties for organizations that are not meeting ESA standards beginning January 2018
- New rights for employees to ask for a schedule or location change after three months of employment. In addition, employees will have the right to refuse to accept last minute shift change requests without worrying about reprisals
- We will also review which policies will need to be updated so that your organization can remain compliant with the proposed legislation



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### Registration Information

**Tuesday February 27, 2018 • 9:00 am to 12:00 noon • ECCDC Conference Room, 3340 Schmon Parkway, Thorold • \$75 includes continental breakfast**  
• Please note the cost of this seminar is far less than the average legal consultation fee • **To register**, please contact the ECCDC at 905.646.7311 extension 304, email [eccdc@eccdc.org](mailto:eccdc@eccdc.org) or visit [www.eccdc.org](http://www.eccdc.org)

### About the Facilitators

#### Terri Carr & Joy Lerman – TJ Solutions

Terri and Joy have worked together as consultants and facilitator/trainers working all over southern Ontario for more than fifteen years. They have extensive experience in providing training in the areas of Management, Human Resources, Organizational reviews, and Board Governance.

Terri and Joy's focus is on providing seminars and solutions in managing your Child Care/Family Resource Organizations. Their interactive workshops are creative and energetic combining practical and workable solutions that often include ready-to-use templates you can use in the workplace.

#### Asha Rampersad – Bernardi Human Resource Law LLP

Asha has represented major Crown Corporations, municipalities, and large private sector clients including Child Care Organizations on a broad range of labour and employment matters, including human rights litigation; grievance arbitrations; AODA and human rights compliance; and occupational health and safety issues.

Equipped with several years of teaching experience at the university level, and conducting numerous training sessions for human resource professionals and child care administrators. Asha has significant expertise in delivering training to both employers and employees on all facets of employment and labour law, including collective agreement interpretation.

Asha has worked with Joy and Terri in the Child Care sector for over seven years. Her main areas of practice include human rights litigation and accommodation issues, labour relations, and all facets of human resources law.

