

## HUMAN RESOURCES

To: All Staff

From: Chris Nutt, Director Human Resources (Staff Relations)

Date: December 21, 2018

Re: Bill 47, the *Making Ontario Open For Business Act, 2018*

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On November 21, 2018, Bill 47, the *Making Ontario Open For Business Act, 2018* received royal assent, repealing many of the provisions of the previous government's *Fair Workplaces and Better Jobs Act*. In response to changes to the *Employment Standards Act* arising from Bill 47, and the impact of these changes on policies and practices, the University has consolidated and amended applicable Human Resources Policies including:

- HR Policy 500 (Sick Leave)
- HR Policy 501 (Leave of Absence)
- HR Policy 502 (Paid Holidays)

These Policies have different effective dates, and be found on the Human Resources [website](#). You are strongly encouraged the review these changes.

Consistent with those previous changes made to employment related legislation, it is important to remember that the University has multiple collective agreements in place with its various trade unions and employee groups which in many cases already provide for an equal or greater benefit then is provided for under the legislation.

In addition to Policy amendments required as a result of Bill 47, there are a number of changes to workplace scheduling practices, under the previous Bill 148, that were scheduled to occur on January 1, 2019 which are no longer required. Any questions regarding the impact of Bill 47 or the corresponding changes to Human Resources Policies can be directed to your Human Resources Consultant or Staff Relations representative directly.