



Acoustical Association Ontario

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Provincial in scope ...

Provincial in outlook

Executive Director's Report



UPDATE

IHSA Launches New Course for Supervisors

IHSA has long supported its members with the *Basics of Supervising* course.

A new *Communication Skills for Supervising Health & Safety* course picks up where the previous course leaves off. It provides powerful tools to help supervisors implement what they have learned in the basic course.

The results of a survey conducted by IHSA of past participants of the *Basics of Supervising* program helped to shape the new *Communication Skills for Supervising Health & Safety* program.

The Ministry of Labour's Construction Health & Safety Action Plan cites supervisors as a critical component and key contributing factor to a safe and healthy workplace. IHSA anticipates this new course will help address supervisory gaps in IHSA's member workplaces.

This *Communication Skills for Supervising Health & Safety* course is set to launch on October 3, 2016. Visit the [IHSA.ca training page](http://IHSA.ca/training_page) for a full calendar of upcoming courses.

UPDATE

2017 Premium Rates Announced

In 2017, there will be a five per cent reduction on the average premium rate for Schedule 1 employers.

Rate groups that have shown positive performance will see a decrease of up to 14 per cent compared to 2016. No rate groups in construction will see an increase in their premium rates.

For Rate Group 719, Inside Finishing, the 2017 rate decreases 11.5 percent.

Technical rate sessions for industry stakeholders will be held at select times between October 19 and November 14, 2016 in Toronto.

These sessions will include recommendations on how to improve premium rates, as well as relevant information on improving health and safety outcomes in the workplace. Paul Gunning will be attending the session for Rate Group 719.

For more details on these sessions, please contact: technicalratesessions@wsib.on.ca.



Executive Director's Report (continued)

The following table contains the 2017 premium rates for the construction Rate Groups:

Rate Group	Description	2017# Premium# Rate (\$)	2016# Premium# Rate (\$)	Percent Change
704	Electrical And Incidental Construction Services	3.56	3.69	-3.5%
707	Mechanical And Sheet Metal Work	4.16	4.16	0.0%
711	Roadbuilding And Excavating	4.95	5.29	-6.4%
719	Inside Finishing	6.65	7.51	-11.5%
723	Industrial, Commercial & Institutional Construction	4.55	4.55	0.0%
728	Roofing	13.71	14.80	-7.4%
732	Heavy Civil Construction	6.65	7.03	-5.4%
737	Millwrighting And Welding	6.72	6.90	-2.6%
741	Masonry	12.70	12.70	0.0%
748	Form Work And Demolition	15.75	18.31	-14.0%
751	Siding And Outside Finishing	8.82	10.25	-14.0%
755	Non-Exempt Partners and Executive Officers in Construction	0.21	0.21	0.0%

**UPDATE****Reminder: Further Minimum Wage Increases to Take Effect on October 1, 2016**

Effective October 1, 2016, minimum wages in Ontario will increase. In Ontario, the general minimum wage will increase from \$11.25 to \$11.40 per hour. Following the increase, Ontario will have the fourth highest wage rate in Canada.

Employers should ensure they are compliant with the changes to employment legislation as of October 1, 2016.

UPCOMING OCTOBER 2016 EVENTS**IHSA Chair & Co-Chair/Provincial Labour Management Health & Safety Committee Meeting**

October 5, 2016

(Paul Gunning attending)

IHSA Drywall Labour-Management Committee Meeting - PM

October 6, 2016

(Paul Gunning attending)

Executive Director's Report (continued)

UPCOMING Mathews Dinsdale Seminars/Webinars

Copy the following URL to your browser to register for new sessions or review archived session videos:

<http://www.mathewsdinsdale.com> (see right side)

Medical Terminology & Disability Management for Non-Medical Professionals

Thu November 17, 2016

WSIB Rate Framework

Tue October 25, 2016

Claims Management I & II

Thur November 3, 2016

If you have any questions, please call me at 519-671-5930.

Paul Gunning
Executive Director

The Mathews Dinsdale Minute



Sometimes can you have too much “consultation”? The answer to this might be yes. As you may (or may not) be aware, the government of Ontario has created a review process for looking at changes (called modernizing in some discussions) the *Labour Relations Act, 1995* and the *Employment Standards Act, 2000*. On July 27, 2016 the Interim Report from this review was released.

The problem with these processes is that they risk falling into a blatantly partisan process, with surprising and frightening ideas. What follows are some of the ideas that stand out from the Interim Report. To be fair, the report was clear that it was not making recommendations, and included a “status quo” option for everything, but you could argue that some of these questions should not be seeing the light of day. For example:

- *Creating a “joint employer” structure which would be different from common employers.* The LRA already allows employers under common control and direction to be treated as single employers. This would go further and, in certain circumstances, require entities not under common control and direction to bargain jointly for a single agreement. Consider the liability and administrative complications for those separately controlled employers.
- *Imposing mandatory interest arbitration on renewal contracts that would apply if a strike or lockout lasts longer than a period of time.* Interest arbitration is inflationary and its presence is a disincentive to parties solving their issues themselves. Further, the government shouldn't, unless the parties seek such help individually, impose a solution for parties unwilling to compromise. Otherwise, this is the equivalent of someone rescuing the parties from the path they have chosen.
- *Union access to employee lists.* There is a section discussing an option for unions who can show some minimum level of support existing, to be entitled to receive a list of employees in the bargaining unit they are seeking to organize to assist their organizing. The discussion suggests the assertion is that it is hard to know how many employees are in the unit. There is discussion about whether this list should include employee names and numbers. It is not particularly hard to figure out who was submitting this idea.

There are also proposed changes to the ESA including creating rules and regulations around scheduling of employees (which process is incredibly fact sensitive to an employer's business), increasing liabilities for individuals or other parties under the ESA in the context of bankruptcies (which would appear to be a diminution of the concept of the corporation as a separate entity), increasing vacation to 3 weeks (and presumably 6 percent pay) and legislating paid sick days.

Nobody can doubt that a good hard look at all of our legislation can reap dividends and giving a voice to the public is important. However, when extreme views or options from either side creep into the discussion, the process is in real danger of breaking down. When you look at some of these concepts, it is hard not to ask ourselves whether we might be moving towards that point.