



Acoustical Association Ontario

Volume 11 Issue 6 June 2016

Provincial in scope ...

Provincial in outlook

Executive Director's Report

AAO ATTENDS PROMPT PAYMENT DAY AT QUEEN'S PARK



On May 11th, AAO attended PPO's lobby day at Queen's Park along with 28 other members/contractors from PPO. AAO was represented by member Steve Creces and Paul Gunning. Bruce Reynolds submitted his report to the Attorney General back on May 2nd. The report has not been released to date. The objective of the lobby day was to conduct 30 to 35 meetings with MPP's and groups of PPO representatives, seeking the government to release Reynolds Construction Lien Act (CLA) Review Report and convey that we need prompt payment legislation now. PPO had **46 meetings** with MPP's from all parties



throughout the day, and **over 85 attendees** at our reception in the evening.



Remarks were heard from the Speaker of the House, Dave Levac, during breakfast and PPO was joined by a number of MPPs at lunch. Remarks were also heard from Minister of Transportation, Steven Del Duca, Official Leader of the Opposition, Patrick Brown, and NDP MPP for Algoma-Manitoulin, Michael Mantha, at the evening reception. PPO received a significant amount of recognition on social media throughout the day - <https://twitter.com/promptpayment> and <https://www.facebook.com/Prompt-Payment-Ontario-1054631741275305/?fref=nf>. PPO also received a good deal of traction on general media, including an interview with Northern Ontario Business. Positive feedback was received during discussions with all MPP's. MPP's were particularly interested in hearing what those contractors attending had to say. Petitions in support of prompt payment legislation continue to be tabled in the Legislature. Please continue to gather signatures for the petition form previously sent to you. It appears that the Reynolds Report will not be made public until sometime in June at the earliest. The provincial government however, will be taking summer recess in June. PPO will continue to put pressure on the government to get the report out and prompt payment legislation in place. Thank you to Steve Creces for volunteering to attend.



*Executive Director's Report (continued)***ONTARIO COLLEGE OF TRADES (OCOT)**

On May 9th the government announced that responsibility for the Ontario College of Trades' regulatory and administrative oversight has been transferred from the Ministry of Training Colleges and Universities (MTCU) to the Ministry of Labour (MOL).

According to the letter to stakeholders from MTCU Deputy Minister, "This will allow MOL to directly apply its expertise to complex labour matters, including the role the Ontario Labour Relations Board will play with regards to enforcement activities." The responsibility for apprenticeship will remain with MTCU as part of its mandate to support the development of a diverse and skilled workforce that meets the needs of Ontario's economy.

It is believed that many of the issues in this file are still being dealt with by the Premier's Office as there remains confusion. Some believe that the MOL will take over the enforcement activities of OCOT but this remains unclear.

The MOL has engaged former Minister of Labour and former Attorney General Chris Bently to find a middle ground on the work jurisdiction decisions made by the OLRB and the strict enforcement of scopes of practice by OCOT that has been a major point of contention. Bentley's mandate has not yet been made public. The transfer of the file to the MOL may signal that the government is ready to move forward with Tony Dean's recommendations.

MINISTRY OF LABOUR (MOL) UPDATE

For those of you that hire summer students, please be advised that the MOL will be again launching initiatives on enforcement and prevention to protect young workers in seasonal, part-time or temporary employment. Workers that are new to their job, including young workers, are three times more likely to be injured in the first month than at any time. They are also at greater risk of having their employment standards rights violated, such as those involving unpaid wages or hours of work.

The Ministry of Labour's initiatives include:

- Launching two province-wide inspection blitzes on health and safety and employment standards, focusing on protecting young workers throughout the summer,
- Promoting "It's Your Job," a province-wide online video contest encouraging young workers to speak out about their workplace rights,
- Supporting "Bring Safety Home," a Workplace Safety & Prevention Services campaign targeting parents and other networks of young people,
- Supporting the creation of #safe4life, a youth-driven digital media campaign by Parachute Canada.

Protecting young workers is part of the government's continued commitment to prevent workplace injuries and illness through its Safe At Work Ontario enforcement initiative.

WSIB UPDATE**New Rate Framework Reform Coming January 2019/2020**

The WSIB's board of directors is expected to approve the implementation of the proposed classification system, experience rating program and rate setting process developed through the Rate Framework Modernization consultations before the end of 2016. Because the WSIB operates on an annual calendar cycle, the full implementation will not commence until January 2019 or January 2020. During 2017 and 2018 the WSIB will align its own systems and business processes to the new program and will provide employers with information and advice so they can make the necessary changes in their own businesses to be ready for the change.

*Executive Director's Report (continued)***2017 Premium Rates**

WSIB Chair Elizabeth Witmer is expected to publicly announce the 2017 premium rates before the end of summer. The WSIB has promised rate reductions of 5% to 15% over the next 5 years and stakeholders have already been consulted regarding rate reductions in 2017. Using the existing classification system, the WSIB will attempt to move most employers closer to where they should land when the new classification system is implemented. Employers in rate groups that have performed well may get a reduction and rate groups that have not may get a rate increase. There will of course be outliers in these rate groups, poor performers in a good performing rate group or good performers in a rate group that performs poorly, they will move further from their target rates.

Chronic Mental Stress

The WSIAT has made three decisions on very similar appeals by workers suffering from chronic mental stress. In general the workers situations' did not meet the criteria for entitlement under the WSIB mental stress policy. However WSIAT granted the workers benefits based on a Charter of Rights and Freedoms argument. It is expected that the WSIB will amend its policies and grant benefits for chronic mental stress claims. Chronic mental stress can be very complicated as it is multi-factorial with home, family, financial and other pressures often at its root. Determining the extent to which it is the result of workplace causes will be challenging.

UPCOMING JUNE 2016 EVENTS**MOL Prevention Office**

- **Task Group for Workplace Participation and Supervisors** June 7, 2016 (Paul Gunning attending)

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)

Bill 132 – OHS and Human Rights/Human Resources Implications - Tue September 13, 2016

HR Boot Camp - Wed September 21, 2016

Due Diligence for Managers and Supervisors - Wed September 28, 2016

Claims Management I - Thu November 3, 2016

Claims Management II - Thu November 3, 2016

Executive Director's Report (continued)

Remember to mark this date!

AAO's AGM and Conference September 20 to September 22, 2016

Caesars Windsor



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

Paul Gunning
Executive Director

The Mathews Dinsdale Minute



As part of the ongoing efforts to strengthen employee safety in the construction industry under the Occupational Health & Safety Act (the "OHSA"), the Ontario Government is in the midst of revamping the Health and Safety Awareness Training Regulation under the OHSA. Changes have already long since been implemented dealing with Working at Heights, but the government is now looking at some form of broader construct hazards

training.

The Ministry of Labour is seeking to introduce requirements on employer training to ensure that workers performing construction work complete a construction hazard awareness training program. At this stage, the Ministry of Labour is engaging in consultation process on a regulatory proposal that outlines two training approaches for ensuring the training is received by workers. Further feedback is being sought on draft construction health and safety awareness training program and provider standards that would be established by Ontario's Chief Prevention Officer. These standards were developed by the Ministry of Labour and an industry working group made up of employer, labour, small business representatives and subject matter experts.

On a practical basis, you, as employers, can expect this to likely roll out in a similar way as the recent amendments to the Working at Heights training. What this will mean on a practical, and day to day basis, is not clear, however, it is likely sure to include more administrative paperwork in the form of ensuring workers are trained (whether by you or by some other source) and that records of the fact that training has occurred are maintained.

If you would like more information it is available on the Ministry of Labour's website.