



Acoustical Association Ontario

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Provincial in scope ...

Provincial in outlook

2014 First Quarter Hours Down

The First quarter of 2014 showed a significant decrease in reported hours. Most regions (seven out of the eleven local areas) - showed a decrease in hours worked in the current year's first quarter in comparison to the first quarter of 2013. As the table below indicates, there were major decreases in areas of the L.O.D.C. as well as Hamilton, Kingston, Cambridge, Thunder Bay and London.

Two exceptions to this trend were Windsor and Sudbury/Sault Ste. Marie where there were significant increases in reported hours — 16.13% and 23.81% respectively in the first quarter of this year. Additionally, the larger metropolitan areas of Toronto and Ottawa also had increases over the same period of last year. These were attributed to the continued strength of the commercial market.

Overall, reported hours for the first quarter of this year were down by about 5% which is indicative of the continued decline in work in the Institutional sector as the industry continues to unwind from the stimulus assisted investments that were implemented after the great recession. With the provinces manufacturing sector still hemorrhaging from the 2009 global economic crisis, there has been little to no new investment in plant and equipment. This has had a significant negative impact in the industrial heartland of the province resulting in the poor performance the industry experienced in the first quarter of the current year.

	Hours		Percentage Change
Local Area	Q1 2013	Q1 2014	Q1 2013/Q1 2014
Local 18 — Hamilton/Niagara	76,583	66,517	▼ 13.14%
Local 249 - Kingston	19,479	17,911	▼ 8.05%
Local 396 - L.O.D.C.	46,440	17,369	▼ 62.60%
Local 494- Windsor	22,542	25,458	▲ 12.94%
Local 675- Toronto	585,010	621,491	▲ 6.24%
Local 785— Cambridge	21,512	14,397	▼ 33.08%
Local 1669 - Thunder Bay	19,602	6,889	▼ 64.86%
Local 1946 - London	74,142	27,102	▼ 63.45%
Local 2041 - Ottawa	157,932	174,013	▲ 10.18%
Local 2486 - Sudbury/Sault St. Marie	4,947	6,125	▲ 23.81%
Total Provincial Hours	1,028,189	977,269	▼ 4.95%

Mathews Minute

On July 16, 2014, Labour Minister Kevin Flynn introduced Bill 18, Stronger Workplaces for a Stronger Economy Act, 2014. This bill proposes several significant changes to Ontario's workplace laws. If passed, the bill would:



Employment Standards Act, 2000 ("ESA")

- Require temporary help agencies and their clients to record the number of hours worked by each assignment employee. Bill 18 would also hold both of these parties jointly and severally liable for wages owing to an assignment employee.
- Starting October 15, 2015, adjust Ontario's minimum wage each year using a formula based on the Consumer Price Index. No adjustment of the minimum wage would be made for years in which application of the formula would result in a decrease of the minimum wage.
- Allow Employment Standards Officers ("ESOs") to require employers to conduct examinations of their own records to determine compliance with the ESA and provide a report to the ESO.
- Remove the \$10,000 cap on orders for unpaid wages and allow ESOs to make orders for unpaid wages reaching back two years. The current limit is six months.

Labour Relations Act, 1995

- Shorten the "open period" in the construction industry to 2 months. The open period is the only time during which a union can displace the bargaining rights of an incumbent bargaining agent and an employee can file a termination application.

Occupational Health and Safety Act

- Expand the definition of "worker" to include individuals performing work or services for no monetary compensation under a program approved by a college or a secondary school board and certain other individuals receiving training from an employer.

Workplace Safety and Insurance Act, 1997

- Provide that, if a temporary help agency lends out or hires the services of a worker to another employer who participates in an experience or merit rating program, and the worker sustains an injury while performing work for the other employer, the Board must attribute the injury to the other employer. If the injury requires healthcare or results in the worker not being able to earn full wages, the other employer is also required to notify the Workplace Safety and Insurance Board of the accident within three days and can be fined for failing to do so.

Employment Protection for Foreign Nationals Act, 2009

- Bill 18 expands the application of this Act from foreign nationals employed in Ontario as live-in caregivers to all foreign nationals employed in Ontario or attempting to find employment in Ontario.

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