



MIDDLESEX-LONDON HEALTH UNIT

REPORT NO. 015-18FFC

TO: Chair and Members of the Finance & Facilities Committee

FROM: Christopher Mackie, Medical Officer of Health / CEO

DATE: 2018 April 05

MINISTRY OF CHILDREN AND YOUTH SERVICES PROGRAM FUNDING

Recommendation

It is recommended that the Finance & Facilities Committee recommend that the Board of Health receive Report No. 015-18FFC “Ministry of Children and Youth Services Program Funding” for information.

Key Points

- The Ministry of Children and Youth Services (MCYS) is providing the Health Unit one-time funding of \$20,316 to ensure continuity of vital services to children and youth, to be spent in the implementation of the *Fair Workplaces, Better Jobs Act, 2017* (Bill 148) for the period of January 1, 2018, to March 31, 2018.
- The Health Unit has used some of these funds to engage legal counsel to conduct training for Health Unit managers on the broad implications of this legislation.
- The balance of the funds was used to finance a review of the broader implications of this legislation on non-union employment practices.
- MCYS was made aware that all divisions of the Health Unit, not only the teams providing vital services to children and youth, would benefit from this training and legislation review.

Discussion

The Government of Ontario passed the *Fair Workplaces, Better Jobs Act, 2017* (Bill 148) on November 27, 2017. In addition to raising Ontario’s minimum wage effective January 1, 2018, the legislation also made a number of changes to the *Employment Standards Act, 2000*, the *Labour Relations Act, 1995*, and the *Occupational Health and Safety Act, 1990*. In response to these changes, the Health Unit has undertaken a comprehensive review of the pertinent legislation to ensure understanding of all of the legislative amendments and compliance with all applicable changes.

The legislative changes will come into force over a period of several years; therefore, a comprehensive review is necessary. Areas of employment practice subject to legislative changes include wage rates, vacation entitlements, on-call pay and scheduling, personal emergency leave, use of temporary help agency employees, overtime, and public holiday pay.

Conclusion

The MCYS is providing the Health Unit one-time funding of \$20,316 for implementation of the *Fair Workplaces, Better Jobs Act, 2017* (Bill 148) for the period of January 01, 2018, to March 31, 2018. These funds have been used to finance a review of the broader implications of this legislation and to engage legal counsel to conduct related training to Health Unit Managers.

This report prepared by the Finance Team, Healthy Organization Division.

A handwritten signature in black ink, appearing to read 'C. Mackie'.

Christopher Mackie, MD, MHSc, CCFP, FRCPC
Medical Officer of Health / CEO