

## ***Important Legislative Updates in 2014***

As we venture into 2014, it is important to be aware of some of the notable legislative changes in Canada that have either come into force on January 1, 2014 or will come into force over the next several months.

Since we are fortunate to service clients across the country, we have outlined below a brief synopsis of some of the significant changes to legislative requirements in various jurisdictions that may affect your workplace.

### **FEDERAL**

Effective July 1, 2014, new provisions of the *Canada Labour Code* will require long term disability programs to be insured with a licensed insurance company with a view to protecting employees. New insurance requirements will apply to new plans only on a go-forward basis, and as such employers will no longer have the ability to self-insure new long term disability benefit programs.

### **ALBERTA**

While an effective date has yet to be announced, Bill 203 has received royal assent. This Bill amends the *Employment Standards Code* and requires employers to provide Compassionate Care Leave to eligible employees. Compassionate Care Leave will provide eligible employees with up to eight (8) weeks of unpaid, job-protected leave to provide care or support to a seriously ill family member if the employee is the primary caregiver. In order to be eligible, an employee must have completed at least fifty-two (52) consecutive weeks with their employer.

### **NEWFOUNDLAND & LABRADOR**

Effective October 1, 2014, the provincial minimum wage will increase by 25 cents to \$10.25 per hour. This will be followed by another 25 cent increase on October 1, 2015. By October 1, 2015, the minimum wage rate in the province will have increased by 75% in just ten years. Currently, only two jurisdictions in Canada have a minimum wage that is higher than \$10.50 (Nunavut and the Yukon).

### **ONTARIO**

Depending on the nature and size of your organization, you may be required to comply with certain requirements under the *Accessibility for Ontarians with Disabilities Act, 2005* ("AODA") by January 1, 2014. For example, large public sector organizations (50 or more employees) are required to comply with the requirements under the Employment Standard by January 1, 2014.

As noted in our e2r Alert! dated December 19, 2013, Ontario will also see changes to Occupational Health and Safety legislation effective July 1, 2014.

While this list is certainly not meant to be all-inclusive, it does highlight some of the legislative changes we can expect in 2014. We will, as always, be keeping a watchful eye on the above noted changes, as well as all other changes in Canada, and will be updating all of you as these and other changes occur.

Please contact e2r Solutions® should you have any questions regarding the foregoing.

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