

Recent Legislative Amendments That May Affect Your Organization!

As winter turns into spring, let's turn our mind to some legislative changes that may have an impact on your organization:

Ontario's Minimum Wage

The Ontario government recently announced that the general minimum wage will increase from \$11.00 to \$11.25 per hour, effective October 1, 2015. A list of the new minimum wage rates for students, liquor servers, hunting and fishing guides and homeworkers is available on the Ministry of Labour's website: http://www.labour.gov.on.ca/english/es/pubs/guide/minwage.php?ww_news_FlashID=446FBD61-A7C2-A6DE-6675-FCDF4FD4CBBF

Federal Public Holidays

Recent changes to the general holiday provisions of the Canada Labour Code came into effect on March 16, 2015. These changes apply to federally regulated employees and employers.

First, a new formula for calculating holiday pay has been introduced. Under the new formula, holiday pay is to be calculated as one-twentieth (1/20) of the wages, excluding overtime pay, earned by the employee during the four weeks leading up to the week in which the general holiday takes place. This new formula is similar to the formula used in other jurisdictions, such as Ontario and Quebec.

For those employees that are paid commission (in whole or in part) and who have at least 12 weeks of continuous employment, the holiday pay calculation will be one-sixtieth (1/60) of the wages, excluding overtime pay, earned in the 12 weeks leading up to the holiday.

In addition, the eligibility criterion has also been changed. Employees must be employed for at least 30 days to be entitled to holiday pay.

Please contact e2r's Client Care Team to schedule a call with one of our Advisor's regarding how these amendments may affect your organization.