

Bills Bills Bills!

Have you lost count of how many Bills have been introduced lately? Luckily, we haven't!

On April 3rd, 2019, Bill 66, *Restoring Ontario's Competitive Act* became law, meaning even more changes for Ontario employers (and one less Bill)!

Some key changes to take note of are:

ESA Posters:

That little poster you have hanging in your lunchroom outlining the Employment Standards? You can take that down. A copy of the poster must still be provided to all employees, but no longer needs to be posted.

Excess Hours:

If you want your employees to work in excess of 48 hours (but less than 60 hours), you no longer need to seek the approval of the Director of Employment Standards. You merely need to obtain a written agreement from the employee to agree to working the excess hours.

Overtime Averaging Agreements:

Similar to the above excess hours, employers no longer need approval from the Director for their overtime averaging agreements. A written agreement between the employer and employee will still be required to agree to overtime averaging, so long as the period of averaging is no longer than four weeks.

If you have any questions regarding these changes or anything else employment standards related, please contact us to speak to an e2r® Advisor.