

The Real Cost of Bill 47: Potential Health Impact of ESA Changes

| Category | Existing ESA Protections | Bill 47 Proposed Changes | Potential Health Impacts |
|--|---|---|---|
| Minimum Wage | <p>\$14 per hour for most employees</p> <p><i>Effective January 1, 2019</i></p> <p>\$15 per hour for most employees to be adjusted annually for inflation</p> | <p>Halted minimum wage at \$14</p> <p><i>Effective October 1, 2020</i></p> <p>Minimum wage will be adjusted annually for inflation</p> | <p>Freezing the minimum wage at \$14 could harm low wage earners who will be less able to meet basic needs such as healthy housing, nutritious food, and medication.</p> |
| Equal Pay for Equal Work | <p><i>Effective April 1, 2018</i></p> <p>Employers can no longer pay one employee less than another, based on employment status, if both people perform equal work.</p> | <p>Repealed. Employers are no longer required to provide equal pay to part-time, casual and temporary workers.</p> | <p>Repealing equal pay for equal work could reduce protections against workplace pay discrimination which is harmful for mental and physical health.</p> |
| Scheduling | <p><i>Effective January 1, 2019:</i></p> <p>Employees can refuse to work with less than 4 days' notice of their schedule</p> <p>Employees can request a change to their schedule without retaliation</p> <p>If an employee is on-call, but aren't called in, they must be paid a minimum three hours</p> <p>If an employee's shift is canceled with less than 48 hours' notice, they must be paid a minimum three hours</p> | <p>Repealed. There will no longer be any regulations that dictate how much notice an employer must give employees of scheduled shifts.</p> <p>Repealed. Employees are not protected from retaliation if they ask for a scheduling change.</p> <p>Repealed. Employers do not have to compensate employees who are on-call.</p> <p>Repealed. Employers do not have to compensate employees if their schedule shift is canceled with less than 2 days' notice.</p> | <p>Eliminating basic scheduling protections raises concerns about negative health impacts on low-wage workers and their families by reducing work-life balance and increasing income insecurity.</p> |
| Personal Illness, Family Responsibilities, and Bereavement Days | <p>Annually, an employee can take up to:</p> <p>10 days = 2 paid + 8 unpaid = Can be used for personal and family illness, injury or emergencies, and bereavement</p> <p>Medical notes prohibited</p> | <p>Reduced. Annually, an employee can take up to:</p> <p>8 days 3 unpaid personal sick days + 2 unpaid bereavement days + 3 unpaid family responsibility days</p> <p>Medical notes allowed</p> | <p>Six unpaid personal and family sick days will likely fall 2.5 days short of what Ontarians need.</p> <p>Eliminating paid days off could prevent low-wage workers from taking time to care for their health and families and contribute to spread of disease.</p> <p>Allowing employers to require medical notes for short-term illnesses could add inefficiency to the health care system.</p> |