



Internal Memo

Date: Wednesday, January 02, 2019

To: All Employees

From: Taura Caroscio, Director, HR Operations & Labour Relations

Subject: **Bill 47, Making Ontario Open for Business Act**

On November 21, 2018, the Ontario government enacted *Bill 47, Making Ontario Open for Business Act, 2018* (Bill 47) which has resulted in a number of changes to the *Employment Standards Act* (ESA). Bill 47 removes Personal Emergency Leave (PEL) days from the ESA and has replaced it with three separate unpaid leaves including sick leave, bereavement leave and family responsibility leave.

What does this mean?

Effective January 1, 2019, employees are no longer entitled to the two (2) paid and eight (8) unpaid PEL days previously provided under the ESA.

HHS' Policies and Collective Agreements provide a greater benefit for employees than the above-listed leaves of absence now provided by the ESA. Sick leave, bereavement leave, and other unpaid personal leaves of absence will be administered in accordance to our Policies and Collective Agreements. This means that employees will not receive additional days above and beyond those provided for

in HHS' Policies and Collective Agreements as the new ESA leaves are considered to be taken under our internal benefits.

Please refer to the below Policies and Collective Agreements to review the leaves which you are entitled to:

<p>Sick Leave</p>	<p><u>HHS Benefit Overviews</u> <u>CUPE Services/Clerical</u>: Article 12.10 Medical Care & Emergency Leave <u>CUPE Trades</u>: Article 12.10 Medical Care and Emergency Leave <u>ONA</u>: Article 11.01 Personal Leave</p>
<p>Bereavement Leave</p>	<p><u>HR – Bereavement, Jury Duty and Court Services Leave</u> <u>CUPE Services/Clerical</u>: Article 12.04 Bereavement Leave <u>CUPE Trades</u>: Article 12.04 Bereavement Leave <u>ONA</u>: Article 11.05 Bereavement Leave <u>OPSEU 209</u>: Article 16.04 Bereavement Leave <u>OPSEU 273</u>: Article 14.03 Bereavement Leave <u>PIPSC MP</u>: Article 14.03 Bereavement Leave <u>PIPSC RT</u>: Article 14.07 Bereavement Leave</p>
<p>Personal Leave (including Family Responsibility Leave)</p>	<p><u>HR – Personal Leave of Absence – Less than 31 Days</u> <u>CUPE Services/Clerical</u>: Article 12.10 Medical Care & Emergency Leave <u>CUPE Trades</u>: Article 12.10 Medical Care & Emergency Leave <u>ONA</u>: Article 11.01 Personal Leave <u>OPSEU 209</u>: Article 16.02 Personal Leave <u>OPSEU 273</u>: Article 14.01 Leaves of Absence <u>PIPSC MP</u>: Article 14.01 Personal Leave <u>PIPSC RT</u>: Article 14.01 Personal Leave</p>

If you have additional questions regarding these changes please speak with your Manager or contact Human Resources at myHR@hpsc.ca or 905-521-2100 ext. 46947 (4myHR).