

From: AMO Communications [<mailto:communicate@amo.on.ca>]

Sent: July-19-17 4:32 PM

To: Bill White

Subject: AMO Policy Update - AMO Submission on Bill 148 - Fair Workplaces, Better Jobs Act, 2017

July 19, 2017

AMO Submission on Bill 148 – *Fair Workplaces, Better Jobs Act*, 2017

AMO has [submitted](#) to the Ontario Standing Committee on Finance and Economic Affairs as they review Bill 148 - *Fair Workplaces, Better Jobs Act*, 2017 draft legislation that would change workers entitlements, union rights, and the minimum wage.

The AMO submission is available on AMO's web site www.amo.on.ca. The deadline for comment to the Standing Committee is **by 5:30 p.m. on Friday, July 21, 2017**. Submissions can be sent to the Committee Clerk, Eric Rennie, at erennie@ola.org.

- the Bill creates uncertainty regarding the primacy of other statutory obligations, particularly health and safety, that municipal governments need to manage;
- refusal of shifts not scheduled 4 days in advance may impair the ability to address emergencies;
- fiscal impacts of proposed payment rates for on-call may reduce local services;
- additional clarity is needed regarding entitlements for Personal Emergency Leaves;
- calculating equal pay for casual and seasonal workers may prove difficult and result in fewer programs;
- composite fire departments may be disproportionately impacted which may require council review of service levels;
- requirements to share personal information with organizing unions is counter to legal trends; and
- municipal contracts may be swept up in the proposed successor rights proposal.

This Bill has the policy intent to reduce precarious employment. However, if not amended appropriately, it will greatly affect municipal operations, even though municipal employment is not precarious. Improving workers' entitlements must be balanced with being able to provide all the legislated municipal obligations. It should not reduce the ability of local governments to provide critical daily and emergency services to our communities.

AMO Contact: Cathie Brown, Senior Advisor, E-Mail: cathiebrown@amo.on.ca, 416.971.9856 ext. 342.

PLEASE NOTE: AMO Breaking News will be broadcast to the member municipality's council, administrator, and clerk. Recipients of the AMO broadcasts are free to redistribute the AMO broadcasts to other municipal staff as required. We have decided to not add other staff to these broadcast lists in order to ensure accuracy and efficiency in the management of our various broadcast lists.

DISCLAIMER: Any documents attached are final versions. AMO assumes no responsibility for any discrepancies that may have been transmitted with this electronic version. The printed versions of the documents stand as the official record