



LABOUR PROGRAM

Current and future legislative and regulatory changes

OCCUPATIONAL HEALTH AND SAFETY (PART II*)



Asbestos (now in force)

Amendments to the *Canada Occupational Health and Safety Regulations* on airborne asbestos.

Spring 2014: Consultations

June 20, 2017: Coming into force of the regulations

Standards on use of safety materials, equipment, devices and clothing

Amendments to Part XII of the *Canada Occupational Health and Safety Regulations*.

Spring 2017: Consultations

Spring 2019: Coming into force of the regulations

Harassment and violence

A new regime will be in effect as early as 2020 to ensure that federally regulated workplaces, and Parliament Hill, are free from harassment and violence.

November 2017: Publication of the *What We Heard* report following legislative consultations

Summer and fall 2018: Proposed regulatory framework and survey for Canadians to comment

October 25, 2018: Legislation received Royal Assent

Winter 2019: Publication of a summary of feedback received during the online regulatory consultations

2020: Anticipated coming into force of the regulations and legislation

LABOUR STANDARDS (PART III*)



Flexible work arrangements

In 2019, federally regulated workers will have: the right to ask their employer for a flexible work arrangement; new types of leave (for traditional Aboriginal practices, personal use (including three paid days) and for victims of family violence (including five paid days)); access to more flexible bereavement leave; and access to new options to help improve their work-life balance.

December 14, 2017:
Legislation received Royal Assent

Fall 2018:
Regulatory consultations

Spring 2019:
Proposed regulations published in Canada Gazette, Part II

Summer 2019:
Coming into force of the new provisions

Interns

In 2020, the *Canada Labour Code* will protect interns in federally regulated workplaces and limit unpaid internships to those that are part of a formal educational program. Unpaid interns that are part of a formal educational program will receive certain labour standard protections such as maximum hours of work, weekly days of rest and general holidays.

December 14, 2017:
Legislation received Royal Assent

Fall 2018:
Regulatory consultations

Spring 2019:
Proposed regulations published in Canada Gazette, Part I

Modernizing labour standards

Starting in April 2019, federally regulated workers will have a new robust and modern set of labour standards. Changes include improving employees' eligibility for labour standards, improving employees' work-life balance, ensuring fair treatment and pay for those in precarious work and enhancing protections for employees whose jobs are terminated.

Summer 2018:
Publication of the *What We Heard* report

October 29, 2018:
Amendments to the Code tabled in Parliament

December 13, 2018:
Amendments to the Code received Royal Assent

Spring to summer 2019:
Regulatory consultations for certain new standards

September 1, 2019:
A number of amendments and new standards come into force

2020: A number of amendments will also come into force

* Refer to the *Canada Labour Code*

OCCUPATIONAL HEALTH AND SAFETY (PART II*) AND LABOUR STANDARDS (PART III*)



Compliance and enforcement

Starting in 2019, new compliance and enforcement measures under the *Canada Labour Code* will come into effect.

June 22, 2017:

Legislation received Royal Assent

Fall 2017 and fall 2018:

Regulatory consultations

February 20, 2019:

Coming into force of new labour standards compliance measures

Late spring 2019:

Target to transfer adjudicative functions under Part II, Part III and the *Wage Earner Protection Act* to the Canada Industrial Relations Board

Mid-2020:

Anticipated coming into force of the administrative monetary penalty regime and publishing names of violators and offenders

WAGE FAIRNESS



Pay equity

On October 29, 2018, the Government delivered on its commitment to replace the current complaint-based approach to pay equity in the federal jurisdiction with a proactive system by tabling new proactive pay equity legislation as part of *Budget Implementation Act, 2018, No. 2* (Bill C-86). The *Pay Equity Act* will bring about a dramatic shift in how the right to pay equity is protected in federally regulated workplaces. It will direct employers to take proactive steps to ensure that they are providing equal pay for work of equal value.

October 29, 2018:

Proposed legislation tabled in Parliament

December 13, 2018:

Legislation received Royal Assent

Spring to summer 2019:

Regulatory consultations

2020:

Coming into force of the legislation and regulations

Pay Transparency

Budget 2018 announced the introduction of pay transparency measures that will provide Canadians with more accessible online information on the pay practices of employers in the federally regulated private sector covered by the *Employment Equity Act*. This will help to highlight employers who lead in equitable pay practices while holding employers accountable for wage gaps that affect women, Indigenous peoples, persons with disabilities and members of visible minorities.

January – April 2019:

Consultations

Summer 2019:

Coming into force of the regulations

Wage Earner Protection Program

Budget 2018 announced an increase in the maximum *Wage Earner Protection Program* (WEPP) payment from four to seven weeks of Employment Insurance insurable earnings. Changes will also be made to make eligibility for the Program more equitable.

February 27, 2018:

Budget 2018 announces improvements to the WEPP

October 29, 2018:

Amendments to the *WEPP Act* tabled in Parliament

December 13, 2018:

WEPP Act amendments receive Royal Assent, and some of the amendments come into force, including the increase to the maximum payment

Spring and summer 2019:

Regulatory consultations

Mid- to late 2020:

Regulations and other legislative amendments come into force

 Canada.ca/labour-program or contact the Labour Program

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