

CANADA LABOUR CODE (CLC) CHANGES

A quick review of the proposed CLC amendments (some similar to Ontario's Bill 148) include (***not a complete list**):

1. Provide employees their work schedule in writing at least 96 hours before start of first work period/shift under that schedule – employee can refuse work that starts within 96 hours with certain exceptions.
2. Unpaid breaks for medical reasons; unpaid breaks for nursing.
3. Victims of family violence – first five paid days.
4. Personal leave – five days; first three days paid for employees who have completed three consecutive months of continuous employment – For employee's illness, injury, health or care of family members, urgent matters employee/family members, responsibilities related to education of family members under age 18, attending citizenship ceremony.
5. Leave for court or jury duty – unpaid.
6. Medical leave – up to 17 weeks (personal illness or injury, organ/tissue donation, medical appointments during work hours).
7. Fourth week of annual vacation with pay after 10 years of employment – 8%.
8. Eliminate minimum service requirements for leaves and general holiday pay; reduce length of service for three weeks vacation (after 5 years; currently after 6 years).
9. Prohibit differences in rate of wages based on employment status of employees; also for temporary help agencies.
10. Address continuity of employment issues when a work undertaking or business becomes federally regulated or in cases of contract retendering.
11. Update group and individual termination provisions by increases minimum notice of termination.
12. Group termination – notice to Minister at least 16 weeks before first date of termination.
13. Individual termination – two weeks after three consecutive months up to eight weeks after eight years.
14. Reimbursement for reasonable work related expenses.
15. Harassment and violence investigations.