

TJ Solutions HR Updates for Your Child Care Organization

Welcome to summer, as we all look forward to enjoying warmer weather. Some quick reminders and updates regarding best practices every organization should be aware of.

Public Holiday Pay

Beginning **July 1, 2018 employers will go back to calculating public holiday pay using the formula, that existed prior to Bill 148.**

“The employee’s public holiday pay for a given public holiday shall be equal to the total amount of regular wages earned and vacation pay payable to the employee in the four work weeks before the work week in which the public holiday occurred, divided by 20.”

To read more about this change please follow the link to the Ontario Government Bulletin, this change comes into force on July 1, 2018.

<https://news.ontario.ca/mol/en/2018/05/government-to-review-public-holiday-rules.html>

Recreational & Medical Marijuana

It is anticipated that due to the legalization of marijuana in October 2018, employers will have to update or create policies that deal with the use of marijuana by staff for both medicinal and recreational reasons. We are recommending that you review the following policies to ensure that they capture possible marijuana use by your staff.

- Drug and Alcohol in the Workplace
- Off Duty Conduct
- Workplace Accommodation

Policies should include definitions, and clearly articulate employee expectations and responsibilities, employer expectations and responsibilities, procedure to deal with various situations as well as referencing accommodation for substance abuse. The policies should be part of your organizational human resource manual and also be referenced in your employee handbook.

Bill 31, Plan for Care & Opportunity Act 2018 – Schedule 8 – Amendments to the ECE Act

Bill 31 received Royal Assent on May 8, 2018 amending the Early Childhood Educator’s Act, 2007 by expanding the powers and procedures of committees of the College. The amendments affect the Complaints Committee and the Discipline Committee in dealing with situations of incapacitation, professional misconduct including sexual abuse and suspending or revoking a certificate to practice as an RECE.

For more information please see **Schedule 8** under Bill 31

www.ola.org/en/legislative-business/bills/parliament-41/session-3/bill-31

Workplace Hazardous Materials Information System (WHMIS 2015 REG.)/Globally Harmonized System (GHS)

WHMIS 2015 – requirements for workplace chemicals has been updated to the Globally Harmonized System. WHMIS/GHS covers the Hazardous Products Regulations and requires employers to ensure all employees including placement students are educated and trained on the updated by December 1, 2018.

GHS is an international standard for classifying hazardous workplace chemicals, updating information on labels to include pictograms, and updating the format of safety data sheets to make everything easier to understand. Material Safety Data Sheets (MSDS) are now referred to as Safety Data Sheets (SDS)

Please look for our next Train the Trainer WHMIS/GHS course in the fall.

What Happens Next?

No one knows not even us!!!! We will have to wait to see what if any changes the new government will make to Bill 148 moving forward. As a best practice, continue to adhere to the provisions outlined in current ESA (Bill 148) and make sure that your employment policies are up to date and reflect the provisions outlined in the Bill.

Please visit our website at www.tjsolutions.ca for more information on upcoming dates for our informal Human Resources and Risk Management seminars, newsletters and resources to help you to keep up with important changes in legislation.

Please feel free to contact us with any questions.

Wishing everyone a very safe and wonderful summer,

Joy & Terri

The information contained in this handout is intended as a general guide only and organizations must create their own policies. It is not intended to replace professional legal advice. If legal advice is required for a specific issue or situation, organizations should contact a lawyer. Please be advised that TJ Solutions does not give legal advice.

Joy Lerman & Terri Carr have worked as facilitator/trainers all over southern Ontario providing solutions in managing your child care organizations. Our interactive style provides workshops that are creative, dynamic, and energetic. Our goal is to make sure you walk away with tools you can use in your workplace.

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