Human Resources Legislative Update

PSFA “General” Regulation Filed

Date: January 3, 2013

On January 2, 2013, the Ontario government filed O. Reg. 2/13, General, made under the Putting Students First Act, 2012 (“PSFA”).

Among other things, O. Reg. 2/13 establishes additional prescribed terms further to subsection 2(1) of the PSFA for employees who do not bargain collectively. The terms include, among other things:

- terms that shall be contained in employment contracts between a board and a board employee pertaining to, among other things, retirement gratuities, retirement benefits, maternity benefits and entitlement to receive top up benefits that an employee is entitled to under the *Workplace Safety and Insurance Act, 1997* (“WSIA”);
- terms that shall be contained in an employment contract between a board and a principal or vice-principal of the board;
- terms that shall be contained in an employment contract between the board and a board employee that provides for a salary of less than $100,000 annually and that provides for movement on the salary grid; and
- in specified circumstances, certain exemptions from the application of certain provisions of section 2(1) of the PSFA.