### Human Resources Legislative Update

## Ontario Government Introduces Budget 2013

**Date:** May 3, 2013

On May 2, 2013, the Ontario government tabled its Budget 2013, "A Prosperous and Fair Ontario" as well as Bill 65, *Prosperous and Fair Ontario Act (Budget Measures), 2013*, legislation which, if passed, would implement certain initiatives contained in the Budget.

Among other things, the measures contained in the Budget of interest to employers include:

- reaffirmation that the compensation restraint measures imposed by Part II.1 of the *Broader Public Sector Accountability Act, 2010* are to remain in effect until the elimination of the deficit;
- a review of compensation practices for executives in the Broader Public Sector;
- commitments to consider possible "modest enhancements" to the CPP and to commence consultations regarding the viability of implementing Pooled Registered Pension Plans in Ontario;
- a review of the Court of Appeal for Ontario decision in *Carrigan v. Carrigan Estate* regarding spousal entitlements under the *Pension Benefits Act;*

- an intention to amend the pension benefit legislation to permit the transfer of assets from and/or conversion of a single employer pension plan ("SEPP") to a jointly sponsored pension plan ("JSPP");
- a proposed increase of the Employer Health Tax exemptions for small businesses, from $400,000 to $450,000;
- the establishment of a Minimum Wage Advisory Panel to review the minimum wage rates in Ontario; and
- additional funding to hire more officers and staff to enhance enforcement of the *Employment Standards Act, 2000*.

An *FTR Now* providing a more detailed analysis of the Budget proposals will be availabe shortly on our website.

For an analysis of the *Carrigan v. Carrigan Estate* decision, see our *FTR No*w of March 28, 2013 "Supreme Court Denies Leave in *Carrigan*."