

Human Resources Legislative Update

Bill 148 Receives Royal Assent

Date: November 27, 2017

On November 27, 2017, [Bill 148, the *Fair Workplaces, Better Jobs Act, 2017*](#), received Royal Assent.

Many provisions of Bill 148 come into force on January 1, 2018, including the amendments to the *Labour Relations Act, 1995*.

There are several exceptions to the general January 1, 2018 coming into force date for the *Employment Standards Act, 2000* (ESA). Certain provisions of the ESA come into force prior to January 1, 2018:

- the employee classification requirements come into force immediately with Royal Assent (November 27, 2017)
- the extended parental/pregnancy leaves come into force on December 3, 2017
- the new Critical Illness Leave and consequential record-keeping amendments come into force on December 3, 2017.

Other provisions of the ESA will come into force on dates later than January 1, 2018.

Amendments to the *Occupational Health and Safety Act* come into force on Royal Assent (November 27, 2017).

For more information, see our recent *FTR Nows* (which are best read in conjunction with one another):

[More Changes to Bill 148 after Second Committee Review \(November 17, 2017\)](#)

[Big Changes to Bill 148 after Committee Review \(August 25, 2017\)](#)

[Bill 148 and the ESA – Changes are on the Horizon for Ontario Employers \(June 7, 2017\)](#)

[Ontario Proposes Legislative Overhaul of *Labour Relations Act, 1995* in Bill 148 – Are you Prepared? \(June 5, 2017\)](#)

We strongly encourage you to work with your Hicks Morley lawyer to ensure that your organization is ready to comply with all of Bill 148's changes.