

Human Resources Legislative Update

Bill 66 Ordered for Third Reading with Committee Changes to Non-Construction Employer Provisions of LRA

Date: March 22, 2019

On March 21, 2019, Bill 66, the *Restoring Ontario's Competitiveness Act, 2019*, was referred for Third Reading in the Ontario Legislature by the Standing Committee on General Government, with amendments.

Bill 66 is omnibus legislation that, if passed, will amend the *Employment Standards Act, 2000* (ESA), the *Labour Relations Act, 1995* (LRA) and the *Pension Benefits Act* (PBA) (see our prior communication, [More Changes to Workplace Laws Are on the Horizon for Ontario Employers](#), for more information).

As tabled, Bill 66 deemed a number of public sector organizations to be “non-construction” employers to whom the construction provisions of the LRA would not apply.

This section was amended at Committee to expand the deemed organizations to include local housing corporations as defined in the *Housing Services Act, 2011*, corporations established under *Municipal Act, 2001* or the *City of Toronto Act, 2006* and district social services administration boards established under the *District Social Services Administration Boards Act*. It also clarifies that a “local board” is one which is defined in the *Municipal Act, 2001* or in the *City of Toronto Act, 2006*.

Additional amendments to this provision will allow for certain organizations to “opt-out” of these rules by filing an election with the Minister within three months of Bill 66 receiving Royal Assent.

No amendments were made to the proposed ESA or PBA changes.