

Human Resources Legislative Update

Ontario Budget Bill (Bill 100) Passes

Date: June 12, 2019

As [previously reported](#), on April 11, 2019, the Ontario government released its 2019 Budget and introduced Bill 100, [Protecting What Matters Most Act \(Budget Measures\), 2019](#). Bill 100 received Royal Assent on May 29, 2019.

Of particular interest to employers and human resource professionals are the amendments made to the following statutes:

- *Public Sector Labour Relations Transition Act, 1997* (in force upon Royal Assent)
- *Ministries of Ministry of Training, Colleges and Universities Act* (in force upon Royal Assent, subject to exceptions)
- *Broader Public Sector Executive Compensation Act, 2014* (in force upon proclamation)
- *Freedom of Information and Protection of Privacy Act* (in force upon proclamation).

The *Tribunal Adjudicative Records Act, 2019*, a new statute, will come into force upon proclamation.

Two of the changes to the *Pension Benefits Act* (PBA) contained in Bill 100 that we previously reported on came into force on May 29, 2019.

The PBA has been clarified to state that: (i) the pension funding rules that came into effect on May 1, 2018 do not restrict the application of a prior year credit balance (PYCB) to reduce normal cost contributions and contributions in respect of the provision for adverse deviation (PfAD); and (ii) the assets of the Pension Benefits Guarantee Fund (PBGF) are not public funds. In respect of the former change, Ontario also released O. Reg. 105/19, which further clarifies the new funding rules and makes other changes to the General Regulation to the PBA. [See our recent report](#) for more information about these recent changes to the PBA General Regulation.

Finally, the Bill 100 amendments to the Ontario *Insurance Act* that allow for electronic beneficiary designations were proclaimed into force on June 8, 2019. As of the date of this posting, no supporting regulations to the *Insurance Act* or regulatory guidelines have been released in respect of this change.

Bill 100 should be consulted for further coming into force information