

Human Resources Legislative Update

“Non-Construction” Employer Deeming Provision under LRA Now in Force

Date: July 9, 2019

On April 3, 2019, Bill 66, [Restoring Ontario's Competitiveness Act, 2019](#), received Royal Assent. Among other things, the Bill amends the *Labour Relations Act, 1995* (LRA) to deem certain public sector entities as “non-construction” employers to whom the construction provisions of the LRA will not apply. Such entities include municipalities, local housing corporations, social services administration boards, school boards, hospitals, colleges and universities.

These deeming provisions came into force by proclamation on July 4, 2019. Entities covered by the amendments were provided with an “opt-out” provision from these rules, by filing an election with the Minister within three months of Royal Assent. That date has now passed.

For more information see our prior communications [More Changes to Workplace Laws Are on the Horizon for Ontario Employers](#), [Bill 66 Ordered for Third Reading with Committee Changes to Non-Construction Employer Provisions of LRA](#)