

Human Resources Legislative Update

Ontario Tables Pandemic and Emergency Preparedness Bill

Date: March 31, 2022

On March 29, 2022, the Ontario government introduced [A Plan to Stay Open](#) which sets out healthcare initiatives to ensure the healthcare system is better able to respond to a crisis, among other things.

On the same day, it tabled [Bill 106, Pandemic and Emergency Preparedness Act, 2022](#) (Bill 106), omnibus legislation which gives effect to various initiatives contained in the announcement.

If passed, Bill 106 would, among other things:

- enact the *Supporting Retention In Public Services Act, 2022*, which would:
 - permit a Minister, for the purpose of supporting the provision of public services, to provide funding for employers to enhance the compensation paid to employees of the employer
 - set out the eligibility for the compensation enhancement program by regulations
 - provide that an agreement between an employer and a union or a bargaining agent is not required in order for the employer to make payments under the compensation enhancement program
 - provide that compensation granted under the compensation enhancement program is deemed not to be new or increased compensation for the purposes of the *Protecting a Sustainable Public Sector for Future Generations Act, 2019* (Bill 124)
 - set out the treatment of a prescribed compensation enhancement program under the *Pay Equity Act*.
- amend the *Regulated Health Professions Act, 1991* to prohibit the colleges of a health profession or group of health professions established under a health profession statute from requiring Canadian experience as a qualification for registration, subject to any exemptions provided for in the regulations, among other things
- amend the *Personal Health Information Protection Act, 2004* to add additional regulation-making powers.

Please contact your regular Hicks Morley lawyer should you have any questions about Bill 106.

Editor's Note: On April 14, 2022, the Ontario government passed the *Pandemic and Emergency Preparedness Act, 2022*.