

Bill 47: What has Changed?

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Topic	ESA Previously	Bill 47 Changes
Minimum Wage	General minimum wage was \$14.00/hr with plans to increase to \$15.00/hr in January 2019.	Freezes minimum wage at \$14.00/hr until October 2020, at which point it will be indexed to inflation.
Personal Emergency Leave	Since 2001, the ESA has provided for ten days off from work for reasons of illness, illness of a family member, or similar urgent needs. These are known as “personal emergency leave” (or PEL) days. Since 2017, two of these days off had to be paid.	Scraps PEL, including the two paid days off, and in its place provides eight days off per year, all unpaid. These days are allocated as follows: three sick days, three family responsibility days and two bereavement days.
Scheduling	<p>An employee who has worked for an employer for at least 3 months can request changes to their schedule or work location. If the employer denies the request, the employer must provide reasons.</p> <p>An employee could also refuse to work or to be on call where the employer makes a request on less than 96 hours’ notice (with some exceptions.)</p> <p>(These parts of the ESA were set to come into effect January 1, 2019.)</p>	Removes these sections from the ESA.
Three hour rule	An employee will be entitled to a minimum of three hours of wages when they are required to attend at work but work less than three hours, are on call, or their shift is cancelled with less than 48 hours’ notice.	Maintains the three-hour rule for employees who are required to present themselves for work but work less than three hours. The three-hour rule no longer applies to the other situations (on-call or cancelled shifts).
Public Holiday Pay	How much an employee earns on a public holiday was based on the total amount of regular wages earned in the pay period immediately before the public holiday, divided by the number of days the employee worked in that period.	Provides that public holiday shall be equal to the total amount of regular wages and vacation pay earned in the four work weeks prior to the week of the public holiday, divided by 20.
Equal Pay for Equal Work	As of 2017, workers performing the same work were required to have the same rate of pay regardless of their employment status (i.e. whether full time or casual). This meant, for example, that a seasonal employee and a permanent employee doing the same job must be paid at the same rate.	Removes these equal pay for equal work provisions on the basis of employment status, but maintains prohibition on differential pay rates on the basis of sex.