



## ***Ontario Government is proposing to increase minimum wage What does this mean for you and your business?***

Ontario's **general minimum wage** increasing from \$11.40 per hour to:

- \$11.60 per hour on October 1, 2017 (already announced in March 2017)
- \$14 per hour on January 1, 2018
- \$15 per hour on January 1, 2019

Special **minimum wage rates will remain** but will increase by the same percentage as the general minimum wage for:

- **liquor servers**
- **students under 18**
- **hunting and fishing guides**
- **homeworkers** (i.e. employees who do paid work in their own home for an employer)

If passed, the legislation would also:

- mandate equal pay for:
  - part-time, temporary, casual and seasonal employees doing the same job as full-time employees
  - temporary help agency employees doing the same job as permanent employees at the agencies' client companies
- ensure all employees are entitled to 10 personal emergency days per year, including two paid days
- bring Ontario's vacation time in line with the national average by ensuring employees get at least three weeks' vacation after five years with the same employer
- require employers to pay their employees for at least three hours of work if their shift is cancelled within 48 hours of their scheduled start time
- increase family medical leave from up to 8 weeks in a 26-week period to up to 27 weeks in a 52-week period
- make sure employees aren't misclassified as independent contractors so they get the rights they deserve

## ***Special minimum wage rates***

### **Liquor servers**

Liquor servers would see an increase from \$9.90 per hour to:

- \$10.10 per hour on October 1, 2017
- \$12.20 per hour on January 1, 2018
- \$13.05 per hour on January 1, 2019

### ***Students under 18***

Students under the age of 18, who work part time during the school year (up to 28hrs/week) and on school breaks, would see an increase from \$10.70 per hour to:

- \$10.90 per hour on October 1, 2017
- \$13.15 per hour on January 1, 2018
- \$14.10 per hour on January 1, 2019

### ***Fishing and hunting guides***

#### **Working 5 hours a day or less**

Fishing and hunting guides who work less than **5 consecutive (i.e. back-to-back) hours a day**, would see an increase from \$56.95 per day to:

- \$58 per **day** on October 1, 2017
- \$70 per **day** on January 1, 2018
- \$75 per **day** on January 1, 2019

#### **Working more than 5 hours a day**

Fishing and hunting guides who work **5 or more hours a day** (whether or not the hours are consecutive) would see an increase from \$113.95 per day to:

- \$116 per **day** on October 1, 2017
- \$140 per **day** on January 1, 2018
- \$150 per **day** on January 1, 2019

### ***Homeworkers***

Homeworkers (i.e. employees who do paid work in their own home for an employer) would see an increase from \$12.55 per hour to:



- \$12.80 per hour on October 1, 2017
- \$15.40 per hour on January 1, 2018
- \$16.50 per hour on January 1, 2019

### ***Enforcing the new minimum wage***

If passed, Ontario will enforce these changes by:

- hiring up to 175 more employment standards officers
- launching a program to educate both employees and small- and medium-sized *businesses about their rights and obligations under the Employment Standards Act*

### ***Wage increases after 2019***

If passed, any minimum wage increases after January 1, 2019 will continue to be tied to annual adjustments to Ontario's Consumer Price Index.

