

July 20, 2017

Mr. Eric Rennie, Clerk
Standing Committee on Finance and Economic Affairs
Room 1405, Whitney Block
Queen's Park, Toronto, ON
M7A 1A2

RE: Submission on Bill 148, Fair Workplaces, Better Jobs Act, 2017

Dear Mr. Rennie:

Recently the Human Resources Professionals Association (HRPA) conducted a survey with 1,101 members to gauge reactions on the specifics of Bill 148. I have attached a copy of the survey results for committee members.

The Human Resources Professionals Association regulates the professional HR practice of its more than 23,000 members in Ontario, across Canada and around the world. HRPA connects members with an unmatched range of HR information, resources, events, professional development and networking opportunities. HRPA issues three levels of professional certification: the Certified Human Resources Professional (CHRP) designation for practitioners entering the profession and working in administrative capacities; the Certified Human Resources Leader (CHRL), for practitioners working in fully professional capacities; and the Certified Human Resources Executive (CHRE), for senior executives.

The survey revealed that our members support for a number of proposed ESA reforms, as well as concern regarding several aspects of the draft legislation. HRPA members found support for a number of proposed reforms, as well as serious concerns regarding several aspects of the draft legislation.

The policy proposals that were found to have broad support from respondents involved changes to the Employment Standards Act. These included:

- 75.4% support for changes being made to the equal pay for equal work section.
- 88.7% support for changes being made to the classification section.
- 86% support changes being made to the vacation section.

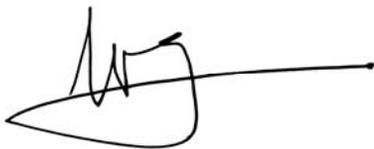
Respondents also expressed concerns regarding a number of the government's other proposals on the Labour Standards Act and the proposed minimum wage including:

- 61.2% of respondents indicated members' employers will need to cut back on employee benefits being offered, cut employee hours, or lay off employees completely in order to comply with the minimum wage increase.
- 74.5% of respondents do not support the changes being made to the union certification section of the Labour Standards Act.
- 48% of respondents stated they would most likely decrease the use of casual, part-time, and seasonal employees as a result of having to pay equal wages.

Last year the HRPAs called on the government to establish a "new deal" for Ontario employers and workers. According to the Association's survey that was released today, many policy proposals will potentially do just that. Yet, Human Resources Professionals who responded to the survey also expressed concerns that a number of the policy changes could negatively impact Ontario's ability to compete in the global economy.

Thank you for the opportunity for the association to present our members views and comments on the proposed legislation.

Sincerely,

A handwritten signature in black ink, appearing to read 'Bill Greenhalgh', with a long horizontal line extending to the right.

Bill Greenhalgh, CEO
Human Resources Professionals Association