

**Ministry of  
Municipal Affairs**

Office of the Minister

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**NOV 14 2017**

17-75368

Dear Heads of Council:

As you are aware, our government has introduced reforms through the Fair Workplaces, Better Jobs Act (Bill 148), that if passed, will enhance fairness and improve the lives of Ontario's working families.

Our government values and respects the partnership we have with municipalities, and appreciate hearing your concerns and feedback on this legislation. The submission from AMO, and input from municipal leaders, has helped us find common ground toward addressing your concerns.

As a result, we have brought forward amendments that, if approved, will ultimately make the Fair Workplaces, Better Jobs Act (Bill 148) stronger for the people of Ontario and the municipalities where they live.

We're proposing that Bill 148 be amended at Standing Committee to add exemptions to the on-call pay and the 96 hours' notice scheduling rules in Bill 148. Specifically, an employer would not be required to provide on-call pay to an employee who was on call, and not required to work, if the reason for the on-call shift was to ensure the continued delivery of essential public services, such as fire, utility and snow removal services. Similarly, an employee's right to refuse an employer's request to work or be on call would not apply if the reason for the request is to ensure the continued delivery of essential public services.

The Fair Workplaces, Better Jobs Act (Bill 148) is currently going through the legislative process. Should the Fair Workplaces, Better Jobs Act be adopted by the legislature, it is our intention to bring forward a regulation that, if approved, would exempt firefighters from the equal pay for equal work provisions with respect to employment status. It is our intention to make this regulation before the relevant section of the Act comes into force. This would provide clarity that volunteer firefighters will not be entitled the same pay as full-time firefighters.

We appreciate the support from Ontario's 444 municipalities and recognize that you have a strong record when it comes to improving your employees' lives through better working conditions, more predictable income, and access to needed personal time.

Ultimately Bill 148 will help ensure our workplaces are fairer for all Ontarians, and we look forward to your continued partnership in ensuring fairness and decency for all Ontario workers and in all Ontario workplaces.

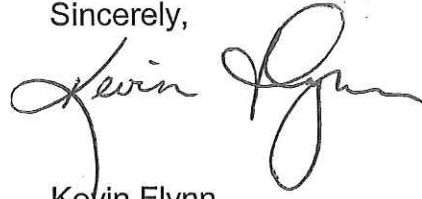
Together we are building a stronger and fairer Ontario.

Sincerely,



Bill Mauro  
Minister of Municipal Affairs

Sincerely,



Kevin Flynn  
Minister of Labour