



The Corporation of the Town of Milton

Report To:	Council
From:	Megan Mascarin, Director, Human Resources
Date:	April 15, 2019
Report No:	CORS-023-19
Subject:	Benefits Review Update and Changes to Personal Emergency Days for Non-Union Employees
Recommendation:	That report CORS-023-19 be approved.

EXECUTIVE SUMMARY

The Town is currently undertaking a full review of its employee benefits program. At the conclusion of this review there will be a report on any recommended changes to existing benefits plans or policies. Employee leave benefits for non-union employees will form part of the review and upcoming recommendations, and any changes to employee leave benefits will replace existing personal emergency leave days which will continue status quo until end of December 2019.

REPORT

Background

Personal Emergency Leave days were introduced by the previous Provincial Government in late 2017 as part of Bill 148, the 'Fair Workplaces, Better Jobs Act'. This Act modified the Employment Standard's Act and other workplace legislation. The changes introduced in Bill 148 were considered in and reflected through Town policies and in various compensation and benefits updates that the Town undertook in 2018. On November 21, 2018 the current Provincial Government passed Bill 47 which repealed many aspects of Bill 148, with one of the most significant changes being the removal of paid personal emergency days.



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Discussion

The Town places a high level of importance on employee health and well-being. A full benefits review, including a review of various types of employee leave benefits, has been identified as a key priority for 2019. The Town will continue to offer emergency days for all existing full-time and part-time staff until December 31, 2019 while the benefits review is underway. Any recommended changes to benefits, including employee leave benefits, that result from the benefits review may come into effect thereafter. For the balance of 2019, current staff will continue to be eligible for 2 paid personal emergency leave occurrences as well as 8 unpaid days. New and returning full-time or part-time staff, hired as of May 1st, will not be eligible for paid personal emergency leave days, but will be entitled to 10 unpaid emergency leave days per calendar year.

Financial Impact

As noted above, a full benefits review is currently underway with a report to Council expected later in 2019. Any financial implications associated with potential changes in benefits will be identified through that report.

Respectfully submitted,

Troy McHarg
Interim Commissioner, Corporate Services

For questions, please
contact:

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Attachments

None.

CAO Approval
William Mann, MCIP, RPP, OALA, CSLA, MCIF, RPF
Chief Administrative Officer