

Ministry of Labour

Ministère du Travail

Office of the Minister

Bureau du ministre



400 University Avenue
14th Floor
Toronto ON M7A 1T7
Tel: 416 326-7600
Fax: 416 326-1449

400, avenue University
14^e étage
Toronto ON M7A 1T7
Tél. : 416 326-7600
Télec. : 416 326-1449

AUG 30 2017

Mr. John K. Stephenson
President
Ontario Association of Architects
1 Duncan Mill Road
Toronto, Ontario
M3B 1Z2

Dear Mr. Stephenson:

Thank you for your letter regarding the Changing Workplaces Review and the Ontario Association of Architects' (OAA) support for removing certain professional exemptions under the *Employment Standards Act, 2000 (ESA)*.

The Changing Workplaces Review final report is available on the ministry website at Ontario.ca/labour. It was Ontario's first independent review of the *ESA* and the *Labour Relations Act, 1995*, in more than a generation.

As you know, to help safeguard employees and create fairer and better workplaces, our government is moving forward with a landmark package of measures that will increase the minimum wage, ensure part-time workers are paid the same hourly wage as full-time workers, introduce paid sick days for every worker and step up enforcement of employment laws. The proposed Fair Workplaces, Better Jobs Act, 2017, Bill 148, will ensure that every hard-working Ontarian has the chance to reach their full potential and share in Ontario's prosperity. It will build an Ontario where greater opportunity and greater security are available for everyone.

Our government has made a commitment to conduct a review of *ESA* exemptions and special industry rules, including consultation with affected stakeholders. The review will be done in phases, with the first phase beginning in the fall of 2017. We look forward to working with your organization on this upcoming review.

Regarding the joint open letter your association issued in 2015 with the Royal Architectural Institute of Canada about architectural interns, I appreciate the leadership the OAA has shown in encouraging fair compensation for interns in your profession.

Thank you again for writing.

Sincerely,

A handwritten signature in black ink, appearing to read "Kevin Flynn".

Kevin Flynn
Minister of Labour