



### Notice to All Employee Bargaining Agents

The purpose of this letter is to inform you of steps EPSCA is taking to ensure compliance, by our members and other contractors working under EPSCA agreements, with the recent changes to the *Employment Standards Act*. As you are aware Bill 148, recently amended the *Employment Standards Act* and provided that, annually, the first two days of Emergency Leave be paid by the employer. Regulations under the *Act* also allowed Construction employers the option of paying .8% of the employee's "hourly rate" in lieu of providing pay for the first two Emergency Leave days.

In order to maintain consistency across employers on EPSCA sites and comply with the amended legislation, EPSCA is directing all Members as well as non-member contractors working under EPSCA agreements to pay .8% of the employees base hourly rate on all "weekly" (non-overtime) hours worked commencing May 1, 2018.

We are also adding an additional column to the wage schedule sheets to show the .8% in lieu to be paid to comply with the *Employment Standards Act*.

This additional column is for informational purposes only for contractors to comply with the *Employment Standards Act* and does not form part of the wage schedule negotiated pursuant to and forming part of the Collective Agreement.

Alex Lolua  
General Manager