

# MuckerNews

Monthly Articles & Updates For HMGA Members

## LSRCA AWARDS

Lake Simcoe Conservation held their yearly awards in October. Tim Hornings received a Healthy Lands Awards for controlling erosion and reducing nutrient loss on his fields by planting cover crops. Smith Gardens received a Healthy Lands Award for their wash water treatment system. Congratulations to both!



## KING BUS. COMMUNITY AWARDS

Congratulations goes out to Foothill Greenhouse for being awarded a "Spot Light on Business Award", at the annual King Mayor's Breakfast.



## ROUND TABLE TALKS

The HMGA and members of farming community had the opportunity to meet with Minister Wilson and Minister Mulroney at the end of October. They were able to voice concerns they face as a small business as well as farmers. Many examples of the red tape were taken note of. Minister Mulroney was very engaged in the issues and trying to look for ways to make it easier for farmers to farm.

## CANADA GAP AGM

Canada Gap will be holding their annual AGM Thursday, December 6, 2018 at 1:00 p.m. EST.

For those who like to participate may call in to: 1-866-398-2885

Passcode: 398160 #

or

Web presentation available - complete the participation form to sign up.

[Click here for Participation Form](#)

- If you're unable to call in or be part of the Web presentation:
- Members can vote for the Board of Directors in advance by mail or on-line at: <https://www.surveymonkey.com/r/BOARD2018CANAGPLUS>
- For further information, including the AGM Agenda and last year's minutes: [www.canadagap.ca/events/annual-general-meeting/](http://www.canadagap.ca/events/annual-general-meeting/)

NOVEMBER 2018



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## CHANGES TO BILL 148

Shortly after we meet with Minister Wilson and Minister Mulroney, changes were announced to Bill 148. Please take the time to review the below article from The Grower. As well there is link for more information.

“The Ontario government recently announced significant changes to Bill 148, labour legislation that had been a concern to Ontario’s fruit, vegetable and greenhouse vegetable growers. The industry felt the bill’s provisions undermined competitiveness, especially against low cost imported produce.

OFVGA noted they’d been working hard to ensure the Ontario government understood the impact of Bill 148 on the Ontario industry, so news that the minimum wage would remain at \$14 per hour until 2020 was welcomed. Future increases in the wage will be tied to the rate of inflation.

More good news followed with the government’s ‘Making Ontario Open for Business Act’ and other changes to the Employment Standards Act. Worker scheduling provisions that were to come into force Jan. 1, 2019 have been repealed, including workers’ right to refuse work with less than 96 hours notice. The provision for three hours pay in the event of cancellation of a scheduled shift is also being revised.

In the case of personal emergency leave, every worker will be allowed three days for personal illness, two for bereavement and three for family responsibilities. Employers can ask for a note regarding personal illness from a medical practitioner.

For public holiday pay, employers will return to the previous pro-rated public holiday pay formula. Other changes include: the onus of determining if a worker is an employee or fee-for-service contractor is being removed from the employer. And repealed is the requirement of equal pay for equal work based on work status (part-time, full-time, casual, temporary).

Farm workers are still exempt from the Labour Relations Act as they are covered by the Agricultural Employees Protection Act.

For more information, go to [news.ontario.ca/mol/en/2018/10/open-for-business-removing-burdens-while-protecting](https://news.ontario.ca/mol/en/2018/10/open-for-business-removing-burdens-while-protecting)



If you are an HMGA member and want to receive these updates by email? Send a message to [HMGAEXEC@gmail.com](mailto:HMGAEXEC@gmail.com) to be added to the list.