

**Ministry of Advanced
Education and Skills
Development**

Office of the Minister

Minister Responsible for
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June 1, 2017

Dear Colleagues;

Today, the Government of Ontario introduced new legislation in response to the final report of the Changing Workplaces Review.

Our proposed reforms recognize that laws governing employment standards and labour relations have not been comprehensively reviewed for decades, and that a modern economy requires a modern set of labour laws and standards. Our economy must be inclusive and share the benefits of growth widely, and we are taking action to make this the reality for everyone from traditional salaried employees to those working on part-time contracts. Our response includes a historic increase to the province's minimum wage and provisions to ensure equal work for equal pay that will help make employment in Ontario fairer.

For more information on our proposed labour law reforms, please visit:
<https://www.labour.gov.on.ca>

I am excited about what this will mean for all parts of Ontario's economy, including our postsecondary education sector. However, I also know that the introduction and implementation of enhanced labour laws may create challenges for colleges and universities. The changes we are introducing are important, but it is equally important that government be an active partner in helping our institutions manage the transition. Just as I am committed to ensuring fair employment, I am committed to ensuring that our postsecondary institutions continue to provide the highest quality education to students. Over the coming months, I look forward to working with you to identify challenges and develop effective solutions. I also urge employees and employers to work together on every campus and in every organization to ensure smooth implementation of the proposed new legislation.

In pursuit of the twin objectives of fairness and exceptional quality, I am eager to engage you in a conversation about faculty renewal at our colleges and universities. The recruitment and retention of the best new talent is of paramount importance in succession planning and in building Ontario's highly skilled workforce. It is therefore imperative that we look for creative ways to build pathways for Ontarians to enjoy fair employment as educators in our postsecondary sector, while continuing to encourage professionals to teach students on a contract basis. Above all, our efforts should be aimed at making sure that every student benefits from dynamic teaching in a learning environment enriched by research and real-world experience. The ministry will be in touch soon with more details on this conversation, and I will be looking for your best advice on how to achieve these goals.

Thank you for your ongoing work to make our postsecondary education and training sector a world-leading success. Important policy change can be challenging, but I am confident that together, we will be able to make the proposed labour law reform work.

Sincerely,



Deb Matthews
Deputy Premier
Minister of Advanced Education and Skills Development
Minister Responsible for Digital Government

CC: University Executive Heads
College Presidents
Mark Rosenfeld, Executive Director, Ontario Confederation of University Faculty Associations
RM Kennedy, Chair, College Faculty (CAAT-A) Divisional Executive, Ontario Public Service Employees Union
Sheldon Levy, Deputy Minister, Ministry of Advanced Education and Skills Development
David Lindsay, President, Council of Ontario Universities
Linda Franklin, President, Colleges Ontario
Don Sinclair, Chief Executive Officer, College Employer Council
Janice Folk-Dawson, Sector Chair, University Workers (OUWCC), Canadian Union of Public Employees – Ontario