Reorganization & Integration – Labour and Employment Implications

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Overview

1. Executive compensation and related restraints
2. Unionized workplaces and the impact of the *Public Sector Labour Relations Transition Act*
3. Non-union employees
1. Executive compensation and related restraints

A. Employment Contracts

B. Part II.1 of the *Broader Public Sector Accountability Act*
   - Executives and public hospitals
   - Freeze on compensation plan increases
     - Duration?
   - Performance incentives
   - Good faith restructuring of roles and duties – an exception?
     - Quantitative changes
     - Qualitative changes
2. Unionized workplaces and the impact of the *PSLRTA*

A. Collective Agreements
   - No contracting out clauses?
   - Layoff rules?
   - Layoff costs?
2. Unionized workplaces and the impact of the *PSLRTA* cont.

B. PSLRTA

- “health services integration”
  - hospitals; health sector
  - affects the provision of programmes, services, functions
  - transfer, amalgamation, merger etc.
  - coordination; starting or ceasing operations (LHSIA)
2. Unionized workplaces and the impact of the PSLRTA cont.

- Status quo on the integration date
  - Existing collective agreements apply with successor employer
- Agreement vs. Application to OLRB
  - Bargaining agent; Bargaining unit
  - Discretion of OLRB to apply PSLRTA
- Vote process (non-union option?)
- Post-vote
3. Non-union employees

- Non-executive
- Managerial; salaried
- Employment contracts
  - Rights to amend? New?
  - Notice
  - Constructive dismissal

-Morale; communications
Questions?

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Added experience. Added clarity. Added value.