

## **FAQ's for DRA and The Fair Workplaces, Better Jobs Act**

### **How does The Fair Workplaces, Better Job Act Impact Dovercourt Recreation Association, its staff, its patrons and the community?**

The Fair Workplaces, Better Jobs Act is a recently passed legislation by the Ontario government to change a number of work-related compensation requirements. In short, the biggest impact to Dovercourt is the increase of minimum wage to \$15 per hour. While there is an incremental increase (the wages will increase from \$11.40 to \$14 per hour as of January 1, 2018), it will represent a 32% increase on hourly wages overall for Dovercourt.

### **How will Dovercourt adjust to these increases?**

As a result of these significant increases in cost, Dovercourt, in collaboration with its Board of Directors, has made the decision to increase its program fees between 5% and 12%. As a not-for-profit organization, our goal remains to offer the best programs at the most cost efficient prices and we will continue to endeavor to achieve that despite the increases.

### **Why must Dovercourt increase its fees?**

Each year, we conduct a review of our fee structure to ensure that we continue to provide the best programs, remain competitive in the marketplace and, most importantly, remain afloat.

### **My program seemed to go up in price more than others. Why?**

All program fees are based on a number of factors which includes the costs to create and deliver the program, but also the length of class times and the length of sessions. It is often the length of sessions that varies not only from session to session but also from year to year as session lengths change when taking into account where school and other holidays land in the current calendar.

### **Are there other parts of the Act that impact program fees? Are these costs part of the fee increases?**

While the most significant increases are in minimum wages, we must also address the requirements for vacation allotments, minimum call-in hours and sick days. We have therefore adjusted our employment compensation structure accordingly.

**I am sure my instructor is not paid minimum wage. Why are my fees impacted?**

The delivery of programs and services at Dovercourt involve more people than just the instructor at the front of the room. We are the area's largest employer and many of our young employees serve you in customer service, maintenance and key safety roles such as lifeguards. The new legislation mostly affects those employees who provide their support services to you and your programs.

**I am a student summer employee. Will I get the new minimum wage?**

First of all, we are incredibly proud to be one of the largest student employers in the city. We have seen generations of summer students at Dovercourt grow and become leaders in our community. Part of our summer student program is to provide leadership skills to the new generation of workers.

As such, student employees who work with children have always been exempt from minimum wages and will continue to be so. We pride ourselves in attracting and retaining some of the best camp staff and will continue to ensure that they are compensated fairly and adequately.

**I am a student working in maintenance. Will I get the new minimum wage?**

Yes, students working in non-childcare roles will receive the new minimum wage or higher effective January 1, 2018. Students also working during the school year (not school holidays) including after school care, aquatics, fitness, KinderKorner, customer service and facility operations/maintenance will be paid at least the minimum wage. Only those who work the summer months with full time hours (40+) will be paid a weekly wage and as per the Employment Standards Act will be exempt from minimum wage legislation.