

RADAR

December 14, 2023



Message From the Editor

- This issue covers the two-week period from December 1, 2023 to December 14, 2023.
- This week we would like to highlight the details for the upcoming roll-out of the Canadian Dental Care Plan (CDCP).

GENERAL

Federal – Employment Equity

On December 11, 2023, the Employment Equity Act Review Task Force's final report: *A Transformative Framework to Achieve and Sustain Employment Equity* was released.

The federal government indicates that it broadly supports the Task Force's recommendations for transforming Canada's approach to employment equity. In response, the Minister of Labour announced the Government's initial commitments to modernize the Act will include:

- creating two new designated groups under the Act: Black people and 2SLGBTQI+ people
- replacing the term "Aboriginal Peoples" with "Indigenous Peoples," and updating the definition to include First Nations, Métis and Inuit and to ensure it is consistent with the *United Nations Declaration on the Rights of Indigenous Peoples Act*

- replacing the term "members of visible minorities" with "racialized people" and updating the corresponding definition
- aligning the definition of "persons with disabilities" with the *Accessible Canada Act* to make it more inclusive

The federal government indicates that these are just the first steps and that it will soon begin consultations with affected communities and organizations representing unions and employers, on how best to effectively implement these changes, and how other Task Force recommendations could be implemented.

Source: [A Transformative Framework to Achieve and Sustain Employment Equity](#)
[News Release](#)

Manitoba – Employment Standards

On December 7, 2023, Bill 4, *The Employment Standards Code Amendment and Interpretation Amendment Act (Orange Shirt Day)* received royal assent.

This bill amends *The Employment Standards Code* and *The Interpretation Act* to observe “Orange Shirt Day (National Day for Truth and Reconciliation)” as a provincial statutory holiday on September 30.

This amendment combines the names of the federal and Manitoba commemoration dates. The federal government commemorates “National Day for Truth and Reconciliation” on September 30, while Manitoba, has previously recognized September 30 as “Orange Shirt Day” to commemorate the history and legacy of residential schools.

Source: [Bill 4, The Employment Standards Code Amendment and Interpretation Amendment Act \(Orange Shirt Day\)](#)

PEI – Employment Standards – Sick Leave

On November 29, 2023, Bill 106, *An Act to Amend the Employment Standards Act* received royal assent (it has been amended since first reading).

Among other matters, the bill amends the *Employment Standards Act* to:

- require employers to include the amount of any paid sick leave to which employees are entitled in the employees’ pay statements
- require employers to include the number of days of paid sick leave that employees have accumulated and used in the payroll records the employers are required to make and keep
- establish that:

- an employee may earn and take up to three days of paid sick leave in a calendar year
- does not permit the carryover of unused paid sick days to the following calendar year
- where an employee such sick leave that is three consecutive calendar days in length, the employer may require the employee to provide the employer with a certificate signed by a medical practitioner certifying that the employee is or was unable to work due to illness or injury
- an employee is entitled to take paid days of leave before any unpaid leave

This bill will not come into force until proclamation.

Source: [Bill 106, An Act to Amend the Employment Standards Act](#)

Prince Edward Island – Employment Standards – Reservist Leave

On November 29, 2023, Bill 109, *An Act to Amend the Employment Standards Act (No.3)* received royal assent.

This bill amends the provisions of the *Employment Standards Act*, that provide for leave to military reservists, to reduce the minimum number of months of employment needed to qualify for leave from six to three.

Source: [Bill 106, An Act to Amend the Employment Standards Act \(No.3\)](#)

HEALTH SOLUTIONS

All – Canadian Dental Care Plan

On December 11, 2023, the Government of Canada announced the details of the upcoming roll-out of the Canadian Dental Care Plan (CDCP).

The CDCP will be rolled out using a phased approach over the coming months, starting with seniors. Applications will first open for seniors aged 87 and above in December 2023, expanding in phases to

those aged 77 to 86 in January 2024, followed by those aged 72 to 76 in February 2024, then those aged 70 to 71 in March 2024. Individuals in these age groups who may be eligible will receive letters inviting them to apply, with instructions on how to validate their eligibility and apply by telephone.

In May 2024, applications will shift to an online portal and will open for eligible seniors 65 and older. Persons with a valid Disability Tax Credit certificate and

children under the age of 18 will be able to apply online starting June 2024. All remaining eligible Canadian residents between the ages of 18 and 64 will be able to apply online starting in 2025.

The CDCP is not intended to be a replacement for existing dental benefits offered through employer/pension-sponsored or private plans; but rather, to fill existing gaps in coverage and

complement existing provincial and territorial dental programs.

Contact your Aon partner to discuss the impact of this announcement, if any, on the dental coverage you provide to your employees.

Source: [Canadian Dental Care Plan](#)

[News Release](#)

[Backgrounder](#)

WEALTH SOLUTIONS

Alberta – APP

On December 8, 2023, the Alberta Pension Plan engagement panel announced that following discussions between Canada's finance ministers, the federal finance minister has committed to asking the chief actuary of Canada to provide an opinion on Alberta's share of the CPP assets. Alberta's government is hopeful that this work can be completed promptly so that Albertans can have as much information as possible as they consider the possibility of a new plan. To that end, the panel has decided to give the chief actuary of Canada some time to release their findings before scheduling new public engagement sessions.

In addition, on December 7, 2023, Bill 2, *Alberta Pension Protection Act* received royal assent (outside of House sitting) and came into effect.

This bill is intended to provide assurance that:

- the government won't launch an Alberta Pension Plan (APP) unless Albertans vote in favour of it in a referendum
- guarantee the following:
 - Albertans must vote in favour of an APP during a public referendum before the government withdraws assets from the Canada Pension Plan (CPP)

- contribution rates under an APP would be the same or lower than the rates for the CPP
- an APP must provide the same or better benefits to Albertans
- the entire asset transferred from the CPP would be used solely to set up and operate an APP

Source: [Bill 2, Alberta Pension Protection Act](#)

[Update: Alberta Pension Plan engagement](#)

New Brunswick – Shared-Risk Plans

On December 13, 2023, Bill 17, *Pension Plan Sustainability and Transfer Act* received royal assent.

This bill establishes a process to facilitate the transfer of designated pension plans to existing shared-risk pension plans currently registered under Part II of the *Pension Benefits Act*.

The transfer process is expected to begin February 1, 2024.

As previously reported, draft regulations have also been published. The deadline for comments is December 27, 2024.

Source: [Bill 17, Pension Plan Sustainability and Transfer Act](#)

Contact Us

If you would like further information on any of these topics, please contact your Aon consultant at canada.retirement@aon.com.

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