**Update to *Employment Law for Paralegals*** (978-1-77255-418-2)

April 13, 2020

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| **Page/location** | **Update** |
| 34, last para | Bill 47, the *Making Ontario Open for Business Act, 2018*, received Royal Assent on November 21, 2018. References to anticipated changes as a result of the passage of Bill 47 have now been enacted. |
| 41, under “Minimum Employment Standards” | Bill 47 received Royal Assent on November 21, 2018. All references in Table 2.1 to anticipated changes have now been enacted. |
| 72, green box | Change title to “Sample Calculation of **Severance** Pay”[[1]](#footnote-1) |
| 181-182, addition to end of box on page 182 | In 2019, the Ontario Court of Appeal overturned this decision concluding that they were not persuaded that the jurisprudence had sufficiently evolved to recognize a tort of harassment (*Merrifield v Canada (Attorney General)*, 2019 ONCA 205) |
| 245, under heading “Untenable Work Environment,” line 8 | Chapter 10 should be Chapter **11\*** |
| 258 | FYI box – last sentence “in the 2017 decision of *Doyle v Zochem…*” should NOT be in the box.\* |
| 269, under “Wrongful Dismissal Proceedings” | On January 1, 2020, the Ontario Small Claims Courts limits increased to $35,000. Change $25,000 to **$35,000** (referred to twice). |
| 271, last sentence | Judgments of the Ontario Small Claims Court for claims in excess of **$3,500** may be appealed within 30 days to the Divisional Court. [Changed from $2,500 to $3,500.] |
| 418, under “Offences and Penalties,” para 2 | Change $25,000 to **$100,000**  Change $500,000 to **$1.5 million** |
| 496, under “Enforcement” | Change $5,000 (in para (a)) to **$2,000**  Change $100,000 (in para (b)) to **$25,000**  The decreased amounts are a result of the enactment of Bill 47—i.e., this sentence is true: “Bill 47 will return the fines to $2,000 (for an individual) and $25,000 (for a corporation, trade union, etc.).” |

1. Starred changes were made to copies printed on later print runs of the book, so some texts will have these corrections made. [↑](#footnote-ref-1)