

Legislative
Assembly
of Ontario



Assemblée
législative
de l'Ontario

1ST SESSION, 43RD LEGISLATURE, ONTARIO
1 CHARLES III, 2022

Bill 55

An Act respecting a four-day work week pilot

Ms B. Karpoche

Private Member's Bill

1st Reading December 7, 2022

2nd Reading

3rd Reading

Royal Assent



EXPLANATORY NOTE

The Bill enacts the *Four-Day Work Week Act, 2022*. The Act establishes the Four-Day Work Week Commission, which will develop recommendations on how to implement a pilot project designed to determine the effectiveness of a four-day work week in Ontario. No later than one year after receiving the report setting out these recommendations, the Minister of Labour, Immigration, Training and Skills Development shall implement the pilot project, which will last one year. After this time, the Minister is required to prepare a report in consultation with the Commission that sets out recommendations regarding a four-day work week for Ontario workers.

An Act respecting a four-day work week pilot

Preamble

The COVID-19 pandemic resulted in increased worker burnout, leading to poor physical and mental health outcomes. The pandemic has also highlighted the need for greater work-life balance, including more time for family and for rest.

Several jurisdictions around the world have adopted a four-day work week, either in pilot programs or permanently. Reports from these jurisdictions have shown successful results, indicating that implementation of a four-day work week is beneficial in myriad ways to both worker and employer. Some of the benefits include greater gender equity and job productivity, lower energy consumption, increased workplace morale and improved mental and physical health for workers.

A four-day work week pilot project in Ontario will allow the Government of Ontario to better understand the many benefits, as well as any possible drawbacks, of broadly implementing a four-day work week in our province.

Therefore His Majesty, by and with the advice and consent of the Legislative Assembly of the Province of Ontario, enacts as follows:

Definitions

1 In this Act,

“Four-Day Work Week Pilot Project” means the pilot project referred to in subsection 2 (5); (“projet pilote visant à tester la semaine de travail de quatre jours”)

“Minister” means the Minister of Labour, Immigration, Training and Skills Development. (“ministre”)

Four-Day Work Week Commission

2 (1) The Four-Day Work Week Commission is established.

Composition

(2) The Commission shall be composed of members appointed by the Lieutenant Governor in Council from a cross-sectoral representation of Ontario workers.

Remuneration and expenses

(3) The Lieutenant Governor in Council may determine the remuneration and expenses of any person appointed under subsection (2).

Appropriation required

(4) Subsection (3) does not apply unless money has been appropriated by the Legislature for the purpose of that subsection.

Functions

(5) The Commission shall develop recommendations on how to implement a pilot project that meets the following requirements:

1. The pilot project shall involve a four-day work week for a segment of Ontario workers.
2. The hours of work during the four-day work week shall not exceed 32 hours.
3. The pilot project shall be designed to determine the effectiveness of a four-day work week in Ontario for public sector and private sector employees.

Report

(6) The Commission shall set out the recommendations referred to in subsection (5) in a report that is sent to the Minister.

Four-Day Work Week Pilot Project

3 (1) No later than one year after receiving the report referred to in subsection 2 (6), the Minister shall implement the Four-Day Work Week Pilot Project.

Duration

(2) The Four-Day Work Week Pilot Project shall last for one year.

Minister's report

(3) Following the completion of the Four-Day Work Week Pilot Project, the Minister shall prepare a report in consultation with the Four-Day Work Week Commission that sets out recommendations regarding a four-day work week in Ontario.

Publication

(4) The report referred to in subsection (3) shall be published on a website of the Government of Ontario.

Commencement

4 This Act comes into force on the day it receives Royal Assent.

Short title

5 The short title of this Act is the *Four-Day Work Week Act, 2022*.