



Registered Massage Therapists'  
Association of Ontario

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October 29, 2021

The Honourable Monte McNaughton, MPP  
Minister of Labour  
Legislative Building  
Queens Park  
Toronto, Ontario  
M7A 1A1

Re: Legislation to ban non-compete clauses for employees

Dear Minister:

The Registered Massage Therapists' Association of Ontario (RMTAO) is appreciative of your announcement of Monday October 25, 2021 to introduce legislation that would ban the practice of imposing non-compete clauses on employees by amending the Employment Standards Act.

The RMTAO welcomes your plans to introduce more changes for workers that help improve compensation, create more opportunities for workers to find jobs with pensions and benefits. This legislation will also improve access to needed health care services provided by RMTs in Ontario.

The new legislation would block the increasing imposition of non-compete clauses, a practice becoming more common that many say depresses wages and reduces labour mobility.

From our perspective, non-compete clauses often prevents an employee like an RMT from taking their talents to a competitor after leaving their job – sometimes for a number of years. The unfair use of non-compete clauses limits worker mobility. Non-compete clauses are often used to intimidate employees, including our members, even though non-compete clauses are already almost never upheld when challenged in Ontario courts. Most RMT are often unaware of this or reluctant to take the issue to the courts because of the cost. As a result, the current situation is leaving RMTs vulnerable and restricting health care services provided by RMTs.

The RMTAO advocates for 14,000 Registered Massage Therapists (RMTs) across Ontario. We have over 7,000 members.

RMTs play a vital role in providing health services to Ontarians. They assist with rehabilitation, and alleviate the physical symptoms of depression, stress and anxiety. RMTs help people relieve their musculoskeletal pain so they can remain at work

longer, continue to enjoy the activities that they love and in some cases avoid further medical care from doctors or hospitals. Massage therapy has been recognized as a potential non-drug alternative to opioids in the treatment of chronic pain.

We help Ontarians alleviate the effects of social isolation and prolonged stress caused by the pandemic. Studies have indicated that massage therapy can be beneficial to reduce stress, promote mental health, and improve the quality of life, which is incredibly important during these times.

The RMTAO is supportive of this initiative and would be willing to assist in advocating for, or otherwise promoting this legislation.

Yours sincerely,

A handwritten signature in black ink, appearing to read "M. Feraday", is centered within a light gray rectangular box.

Michael Feraday  
Executive Director and Chief Executive Officer  
Registered Massage Therapists' Association of Ontario

CC: The Honourable Doug Ford, MPP  
Deepak Anand, Parliamentary Assistant to the Minister of Labour, Training and Skills Development  
Greg Meredith, Deputy Minister to the Minister of Labour, Training and Skills Development  
The Honourable Christine Elliot, Minister of Health  
Robin Martin, Parliamentary Assistant to the Minister of Health  
Dr. Catherine Zahn, Deputy Minister of Health  
Andrea Horwath, Leader of the New Democratic Party  
Steven Del Duca, Leader of the Ontario Liberal Party