



CHEMISTRY INDUSTRY  
ASSOCIATION OF CANADA

ASSOCIATION CANADIENNE DE  
L'INDUSTRIE DE LA CHIMIE

October 14, 2016

Changing Workplaces Review  
ELCPB 400 University Ave., 12<sup>th</sup> Floor  
Toronto, Ontario M7A 1T7  
[CWR.SpecialAdvisors@ontario.ca](mailto:CWR.SpecialAdvisors@ontario.ca)

**RE: CHANGING WORKPLACE REVIEW**

The Chemistry Industry Association of Canada (CIAC) is pleased to respond to the interim report of the Changing Workplaces Review. CIAC commends the work done to date by the Special Advisors and all other participants in the review.

CIAC supports a review of the Labour Relations Act (“LRA”) and the Employment Standards Act (“ESA”). We are encouraged by the balance you have been asked to strike in your mandate: Protect employees while supporting business in our changing economy.

The Association is concerned with the increasing cost and cumulative regulatory burden of doing business in Ontario compared to competitive jurisdictions. This cost and burden impacts the competitiveness of Ontario manufacturers and the ability to attract new or add-on manufacturing investments to the province. CIAC formerly acknowledges its support of the Canadian Manufacturers and Exporters (CME) submission including the key principles and specific comments.

**About Ontario’s Chemistry Industry**

CIAC represents companies that produce industrial chemicals (including petrochemicals, inorganic chemicals and resins) in Canada, as well as companies which provide services to the Canadian chemistry industry. Ontario’s \$22-billion chemistry industry is the third largest manufacturing industry in the province, directly employs 42,000 Ontarians in well-paying jobs,

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supports another 210,000 Ontario jobs in other sectors, and provides important inputs to a range of key manufacturing sectors in the province including automotive, forest products, construction, and food and beverage. The industry is global and Ontario's chemical manufacturers must compete globally both for market share and investment.

**Responsible Care®**

Beginning in 1985, and following a series of significant public safety incidents, Canada's chemistry industry created Responsible Care, an initiative that articulates and demonstrates the industry's commitment to reduce the risks and facilitate the public's right to know with respect to the manufacture, transportation and use of chemicals throughout their entire life cycle. While born in Canada, Responsible Care is now practiced by the chemistry industry in more than 60 countries around the globe.

Thank you for your consideration.

Regards,

A handwritten signature in blue ink that reads "Don Fusco". The signature is written in a cursive style with a large, stylized "D" and "F".

Don Fusco  
Director, Government and Stakeholder Relations – Ontario.

cc: Hon. Kevin Flynn, Minister of Labour