

Thank you for the opportunity to comment on the report.

One of the biggest issues that I have seen and continue to see are the rules around meal breaks in the retail sector.

Too many part time employees are being left to oversee establishments by themselves thus not able to take meal or washroom breaks. There needs to be a greater scrutiny of these establishments to enforce the legislation.

For example gas bar attendants who have no onsite bathrooms or eating spaces; mall kiosks where it is a violation of mall security to leave the kiosk to use the bathroom or get a meal. Sometimes people are being left in these unhealthy situations for 5-8 hours.

These are vulnerable workers who cannot afford to say “no” to the hours of work, but are then facing health consequences as a result.

Employers, particularly small businesses, are struggling to keep up with legislation changes. There needs to be greater communication regarding changes that affect workers’ rights and employers’ responsibilities. I still run into employers who think that public holiday pay doesn’t start until after 3 month probationary period.

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