



Ontario Confederation of University Faculty Associations
Union des Associations des Professeurs des Universités de l'Ontario

August 25, 2016

Dear C. Michael Mitchell and John C. Murray,

I am writing to you on behalf of the Ontario Confederation of University Faculty Associations (OCUFA) and the 17,000 full-time and contract university professors and academic librarians we represent at 28 member associations across the province of Ontario. Faculty have been actively involved in the Changing Workplaces Review advocating for improved employment and labour law to bring more fairness for contract faculty and all workers in precarious jobs.

The Interim Report indicated that feedback on personal emergency leave should be submitted for your consideration in advance of other comments. Personal emergency leave is an important and useful feature of the Employment Standards Act and we would not support any clawing back or breaking down of the current 10-day leave entitlement. While it is an *unpaid* leave, it does provide workers with some of the flexibility needed to deal with unpredictable circumstances, caregiving responsibilities and emergencies.

We strongly believe that the option put forward in the Interim Report to break down the current 10-day leave entitlement into separate leave categories is unacceptable. The lack of stability and security available to workers in the current labour market makes the flexibility offered by personal emergency leave even more necessary, therefore, it should not be eroded. Minimum standards for other much-needed leave provisions, such as paid sick leave, should be provided in addition to emergency leave. We encourage you to recommend the following options put forward in the Interim Report: maintain current personal emergency leave entitlements and remove exemptions to bring Ontario in line with every other province in Canada.

The Interim Report indicates that you have been asked to make recommendations on this issue in advance of your Final Report. If this issue is then addressed in another forum, we would encourage you to recommend to policy-makers that their considerations be rooted in the important principles you have put forward in your Interim Report, including that employment and labour law are "consistent with the ultimate objective of creating decent work."

We are appreciative of all the work you are doing to advance the Changing Workplaces Review and are keen to see this process move forward in a timely and effective manner. This will help to ensure legislators have time to act on your suggested reforms as soon as possible. Thank you for your consideration of this important issue.

Sincerely,

A handwritten signature in black ink, appearing to read 'Mark Rosenfeld', is written over a faint, larger version of the signature.

Mark Rosenfeld
Executive Director, OCUFA

Cc: Hon. Brad Duguid, Minister of Economic Development and Growth