

August 26, 2016

Changing Workplaces Review
ELCPB 400 University Ave., 12th Floor
Toronto, ON M7A 1T7

**Comments about Personal Emergency Leaves
from the *Changing Workplaces Review Interim Report***

Dear Special Advisors:

We have reviewed section 5.3.4 of the Interim Report regarding Personal Emergency Leaves (PEL) and have carefully considered the four options presented.

In our original submission to the Review, we stated that “all workers should be entitled to leaves, preferably paid...” For this reason, we support Option 2 (remove the 50 employee threshold for PEL). According to your report, 19% of employees and 95% of businesses are currently exempt because of the existing threshold. A large number of employees work for employers with less than 50 employees and we feel strongly that they must have equity with employees in larger workplaces.

In addition, we suggest that Option 3 include two separate leave categories: bereavement leave and personal emergency leaves. We have no opinion on the number of days to be assigned to each, but we agree that there should be 10 days in total.

Yours in health,



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