

Hello, given the options for PEL going forward, we agree that the best option is to remove the 50 employee threshold as this would be the best option (in our opinion) to help vulnerable employees in precarious employment. The other standout option, aside from maintaining status quo, is to put PEL days into buckets (personal emergency leave, dependent emergency leave bereavement). This option would limit an employee's ability to take the required days off if a dependent fell very ill, but did not pass, for example. Once the dependent emergency days run out, they have in effect maxed out their days to take within that bucket, and would not be able to extend up to 10 days like they can now. This option gives little flexibility to an employee when they face an unfortunate family, or personal illness as all other days are divvied out to various buckets they may not use in a calendar year.

Thanks for the opportunity to provide feedback.

Best Regards,

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