



# THE CORPORATION OF THE CITY OF WINDSOR

September 28, 2015

The Honourable Kevin Flynn  
Minister of Labour  
400 University Avenue - 14<sup>th</sup> Floor  
Toronto, ON M7A 1T7



Dear Minister Flynn:

**Re: Changing Workplaces Review**

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As a municipality and an employer, the Corporation of the City of Windsor is very interested in the Changing Workplaces Review, in particular the analysis of the Employment Standards Act, 2000 and the Labour Relations Act, 1995 as we are aware that these changes will impact our constituents and our employees as a whole.

Further, as a member of both the Emergency Services Steering Committee (ESSC) and the Ontario Municipal Human Resources Association (OMHRA), we are pleased to have been part of the discussion leading up to their submission for the Changing Workplaces Review.

As noted in both submissions, from the ESSC and OMHRA, the Corporation of the City of Windsor agrees that the interest arbitration process is in need of re-examination and updates. Given the recent interest arbitration decisions which have seen exorbitant awards provided to Police, Fire and Ambulance other essential services such as Infrastructure and Waste Water are being impacted as the funds from the tax base are being funneled to pay for the interest arbitration awards. We are very concerned that funds to upgrade or maintain other important municipal services and infrastructure are being significantly reduced to pay for the awards provided to Emergency Services.

Beyond the item noted above, the Corporation of the City of Windsor supports the remaining points noted by OMHRA such as clarification on Emergency Leave Provisions, Hours of Work and Overtime, Averaging Agreements and other noted changes to the Labour Relations Act.

The Corporation of the City of Windsor thanks the Ministry and the Special Advisors for scheduling various consultations throughout the province in an effort to elicit input from various employers and employee groups as it relates to soliciting desired changes from all groups. We were most pleased to partner with ESSC and OMHRA and support the noted changes they have brought forth on our behalf.

Sincerely

Vincenza Mihalo  
Executive Director of Human Resources

cc: Mayor and Members of City Council  
Chief Administrative Officer  
Corporate Leadership Team

ONTARIO MINISTRY OF LABOUR  
**RECEIVED**

OCT 06 2015

MINISTER'S CORRESPONDENCE