

1. How has work changed for you? A: For the past 18 years I am have been self-employed and employ 15 people in the manufacturing sector.
2. What type of workplace changes do we need to both improve economic security for workers, especially vulnerable workers, and to succeed and prosper in the 21st century? I do believe that specific changes are specific to different sectors, and industries. A: I do not think that creating more and/or general rules and regulations will improve anybody's prosperity or economic security.
3. As workplaces change, new types of employment relationships emerge, and if the long term decline in union representation continues, are new models of worker representation, including potentially other forms of union representation, needed beyond what is currently provided in the LRA? A: I do not think Ontario needs Unions especially in the public sector. We have labour laws in this country and the fact that the people who enforce those laws or are paid by tax revenue require union representation seems hypocritical, and wrong to me. I believe that unions are retreating from the private sector due to the fact that most people in the private sector who have a job that would benefit from union representation do not get paid enough for the Unions to want to get involved. In conclusion I think if it wasn't for the public sector unions we probably wouldn't have unions anymore as I think they would have all pretty much dissolved by now.
4. Are these the key objectives or are there others? How do we balance these objectives or others where they may conflict? What are the goals and values regarding work that should guide reform of employment and labour laws? What should the goals of this review be? A: As an employer I do think that all of my employees have a financial stake in what goes on in the workplace, but I think that the financial stake doesn't really go much beyond the money withheld on their pay compared to that of the business owner. I have risked everything on the success of my business...financially and beyond due the way the health safety rules are written in this province. I do believe that everyone should be treated fairly, and that includes the employer. If an employee refuses work because it is unsafe bravo...if they refuse because it is inefficient, or contradicts something they deemed to meaningful input and I cannot reprimand them I am moving my business to New York State.
5. In light of the changes in workplaces, how do you feel about the employment standards that are currently in the ESA? Can you recommend any changes to better protect workers? Do the particular concerns of part-time, casual and temporary workers need to be addressed, and if so, how? A: Temporary workers should be paid a considerably higher minimum wage, and part time workers should have the same rate of pay and benefits as full time workers. Sears and Walmart used to have full time sales associates and it was a good job...manufacturers used to have long term employment opportunities and people could actually buy houses and cars. Too many employers are using these loopholes and small town Ontario is really suffering for it. I would bet that in many small towns the industry employing the most people is temp agencies.
6. Are changes needed to support businesses in the modern economy? How could the Act be simplified while remaining fair and comprehensive? Are there standards in the ESA that you find too complex? If so, what are they and how could they be simplified? A: Anytime we have ever had to refer to the ESA I thought it was fair and equitable for both the employee and employer.

7. Should this leave be revised in any way? Should there be a number of job-protected sick days and personal emergency days for every employee? Are there other types of leaves that are not addressed that should be? A: No
8. In the context of the changing nature of employment, what do you think about who is and is not covered by the ESA? What specific changes would you like to see? Are there changes to definitions of employees and employers or to existing exclusions and exemptions that should be considered? Are there new exemptions that should be considered? A: I am not sure how Temporary Employees are classified, but it should be reviewed.
9. Are there specific employment relationships (e.g., those arising from franchising or subcontracting or agencies) that may require special attention in the ESA? A: I am not sure how Temporary Employees are classified, but it should be reviewed.
10. Do the current enforcement provisions of the Act work well? In your experience, what problems, if any, exist with the current system, and what changes, if any, should be made? In your experience, what changes could help increase compliance with the ESA? A: I do believe it takes way too long, and it is way too difficult for employees to request help. MOL Inspectors are too busy doing safety blitzes instead of responding to complaints unpaid wages, etc. I also believe that employees should face fines, etc for making false claims.
11. In the context of the changing nature of employment, what do you think about who is and is not covered by the LRA? What specific changes would you like to see? A: Unions create a double standard and when public sector workers require a union it is absolutely wrong. I do not think unions are necessary in a modern workplace. Ontario needs to have the same opportunity for all race, religion, gender, sexual preference, and public/private sector employees. Unions create an imbalance. In Ontario a government job is the "holy grail", I have many friends who work for the province and they jokingly call it "The Cash For Life Plan". I will never be able to pay any of my employees like public sector employees are paid...ever. And then they just go on strike and get more??? It needs to stop.