



August 30, 2016

C. Michael Mitchell  
Hon. John C. Murray  
Special Advisors  
Changing Workplaces Review, ELCPB  
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**Re: Changing Workplaces Review Interim Report – Personal Emergency Leaves (PELs)**

Dear Sirs:

The Canadian Vehicle Manufacturers' Association (CVMA) representing FCA Canada Inc., Ford Motor Company of Canada, Limited, and General Motors of Canada Company appreciates the opportunity to review and provide comments on the "*Special Advisors Interim Report*", released on July 27, 2016 further to the Ontario Changing Workplace Review.

Upon initial review, we have noted some concerns with regard to the Personal Emergency Leave (PEL) options presented and submit the following for your consideration regarding PEL:

- CVMA members provide extensive benefits and flexibility related to leaves, including those offered through our Collective Agreements and despite these provisions, the members struggle to administer the various types of leaves.
- We are concerned that PEL is being looked at on its own and not in conjunction with the other leaves discussed in the option paper. We believe it is better to examine all leaves together in a holistic fashion as it will help highlight the overlap and general confusion over the different types of leave both for employers as well as the employees. We believe it is important to recognize greater right or benefit provided by employers such as CVMA members. Further, medical notes remain an important part of managing leaves.
- As a result, we recommend the Ministry keep to the status quo with respect to PEL – Option 1 – until the consultations have been concluded on the entire interim report.

The CVMA wishes to remain engaged in the Changing Workplaces review and may provide further comments by the October 14<sup>th</sup> deadline. In the meantime, if you would like to discuss any of the points above in further detail, please do not hesitate to contact me directly at 416-364-9333.

Yours sincerely,

Mark A. Nantais  
President

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ON Changing Workplace Review