



Att: C. Michael Mitchell and John C. Murray

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

Dear Sirs:
Re: Personal Emergency Leave

The Ontario Network of Employment Skills Training Projects (ONESTEP) is the association representing nonprofit employment and skills training service providers across Ontario. Our 80 member organizations assist over 300,000 job seekers annually and work directly with upwards of 20,000 employers. Contracted under a range of provincial and federal programs, we support the Province's goals related to a highly skilled workforce that supports business productivity and growth while also ensuring the highest and best use of workers skills and experience for sustainable, meaningful employment.

The Changing Workplaces Review Interim Report presents a wealth of background information on each separate provision, with options for each, to address the whole picture essential so reforms are consistent and coherent. As the government instead has insisted on a separate deadline for Personal Emergency Leave (PEL) provisions under the current Employment Standards Act, our recommendation are for changes that:

- Provide eligibility for PELs for all workers by removing the threshold of 50 employees
- Retain the 10 day minimum protection as a totality without any breakdown by causes for a leave
- Maintain the distinction between PEL and paid sick days as separate minimum standards addressing different circumstances and with no allowance for "trade offs"
- Confirm the principle that these and other employment standards are the minimum socially sanctioned protections for workers while allowing for individual contracts and collective agreements to provide enhanced terms but prohibiting any contracting out from ESA provisions.

Ensuring at least basic minimum employment standards for all workers is fundamental to both a sustainable economy and productive workforce.

ONESTEP appreciates the opportunity to comment on Personal Emergency Leaves and will submit recommendations on improvements to other ESA clauses shortly. Should you desire to seek further detail, please contact me at the phone number below or by email at edk@onestep.on.ca.

Sincerely,

A handwritten signature in black ink, appearing to read "Ed Kothringer".

Ed Kothringer
Executive Director

The Ontario Network of Employment Skills Training Projects (ONESTEP)

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