

Good afternoon,

I am writing to provide the Ontario Waste Management Association's feedback on the personal emergency leave (PEL) options contained within the Changing Workplaces Review, Special Advisors' Interim Report.

The OWMA is the voice of the waste management sector in Ontario. The association represents more than 230 organizations across the province in both the private and public sectors. Together, our members manage over 85% of the province's waste. OWMA members have diverse interests and capital investments in areas, such as waste and recycling collection, transfer stations and landfills, material recycling and resource recovery facilities, organics waste processing and composting, and hazardous waste recycling and safe disposal.

The OWMA has briefly reviewed (given limited time) the options presented in the Special Advisors' Interim Report. We would caution the government against making changes to the PEL provisions of the *Employment Standards Act* without thorough economic impact analysis. We share in the concern to improve the workplaces of employees in Ontario, but we want to ensure that the competitiveness of our economy and the impact on organizations are considered before moving forward with any of these options.

We would welcome the opportunity to work with the government to make improvements to the province's employment standards. We look forward to discussing these issues with you in greater detail.

All the best,
Peter

Peter Hargreave
Chief Executive Officer (Acting)
Ontario Waste Management Association