

**SUMMARY OF DISCUSSIONS
EMPLOYMENT STANDARD DEVELOPMENT COMMITTEE
THURSDAY, NOVEMBER 25, 2015
SECOND FLOOR BOARDROOM "C"
CITY OF WINNIPEG ADMINISTRATIVE BUILDING
510 MAIN STREET**

In Attendance:

Jim Baker, Maureen Morrison, Jesse Turner, Alison moist, Jamie Horyski, im Lanyon, John Wyndels (DIO), Nicole Gareau-Wilson (DIO)

Regrets:

Yvonne Peters, Glen Coutts, Heather Korol

Committee members were asked to speak about their experiences regarding persons with disabilities and employment. One of themes that became evident is that while there more awareness now about the Human Rights Commission's duty to accommodate, there is still issues with employers understanding the need for accommodation. One of the largest barriers to greater employment for persons with disabilities is attitudes from both employers and co-workers. Another one of the bigger challenges for crown corporations and government relates to computer software (SAP), which is not compatible with screen readers. It creates real challenges for persons with visual impairments trying to apply to those organizations.

Education and public outreach will be the primary method of educating employers of their obligations under the employment standard. One of the areas to be more fully explored in creating greater public awareness should be through partnerships with commercial agencies, including postsecondary institutions. There are a number of materials and downloadable modules available through the Accessibility Directorate of Ontario that could be repurposed for our use. They may have to be modified to reflect minor changes that may occur between the Manitoba and Ontario employment standard.

Similar to what was done with the customer service standard, a side-by-side will be developed with three columns involving the Ontario standard, the proposed Manitoba standard and questions/discussions. The Secretary of the Committee will be speaking with the Accessibility Directorate of Ontario before the next meeting to discuss strengths and challenges involved in developing the Ontario standard. With a full complement of committee members at the next meeting, a vice-chairperson will be chosen. The next meeting of the Employment standard Development Committee will be Wednesday, December 16 from 9:30 a.m. – 11:30 a.m.