

**SUMMARY OF DISCUSSIONS
EMPLOYMENT STANDARD DEVELOPMENT COMMITTEE
MONDAY, MARCH 7, 2016
SECOND FLOOR BOARDROOM
401 YORK AVENUE, NORQUAY BUILDING**

In Attendance:

Jim Baker (Chairperson), Yvonne Peters, Jesse Turner, Maureen Morrison, Alison Moist, John Wyndels (DIO)

Regrets:

Glenn Coutts, Kim Lanyon, Jamie Horyski

Heather Korol has resigned her position on committee. She is leaving Reaching Equality Employment Services (REES). Although the move from REES does not preclude her from continuing to serve on the committee, she feels transitioning from one job to another will not afford her time to dedicate to other projects.

A meeting of the Accessibility Advisory Council to review and consider the committee's proposed accessibility standard for employment is scheduled for Tuesday, March 22. If a further meeting of the committee is required to complete the proposed standard, it is suggested it be no later than Monday, March 14. This would still provide time to make final amendments to document before being sent to council members for March 22 meeting.

Point of discussion in the Scope and Interpretation section include reiterating the Act's obligation to identify, prevent and remove barriers in the area of employment. This be clearly stated and remain consistent with language used in the customer service standard. Barrier removal language encourages systemic change in the workplace in a proactive manner.

The committee has concerns with terminology. In the Ontario standard, there is accommodation, reasonable accommodation and job accommodation. The committee agrees to use "reasonable accommodation" which evokes existing obligations under the *Human Rights Code*. The committee also suggests changing applicants to candidates as per existing Human Resources definitions.

There is on-going to discussion of the location of sections within the document feeling the flow follows a more logical order. No final determination was made.

Changes will be made to the document and shared with committee members. Committee members are encouraged to forward any suggested changes. There may be the need for another meeting depending on how many changes are suggested and how consistent they are with each other.