

**SUMMARY OF DISCUSSIONS
EMPLOYMENT STANDARD DEVELOPMENT COMMITTEE
TUESDAY, FEBRUARY 9, 2016
SECOND FLOOR BOARDROOM
401 YORK AVENUE, NORQUAY BUILDING**

In Attendance:

Jim Baker (Chairperson), Glen Coutts, Maureen Morrison, Alison Moist, Jamie Horyski, Kim Lanyon, John Wyndels (DIO)

Regrets:

Yvonne Peters, Jesse Turner, Heather Korol

The timeframe for the completion of this portion of the standard development process was discussed. The expectation is that the discussion paper containing the proposed accessibility standard for employment will be prepared by the end of April, following the blackout period of the provincial election. This paper must be posted for 60 days prior to public consultations held in late June. The Accessibility Advisory Council (council) must approve the proposed employment standard from the committee before it can be framed within a discussion paper and publicly posted requesting comment. In order to meet these timeframes, the committee should provide the council with a proposed standard by mid to late March.

Similar to what was discussed in previous section of the employment standard, in the Return to Work section the intent is to focus on accommodation and not the term disability. Legal counsel will be consulted to ensure accommodation without making specific reference to disability unless necessary would be appropriate. This would be consistent with the language used in the Act itself. It must be confirmed that the section being contemplated for the standard being proposed does not run contrary to or be in conflict with *The Workers Compensation Act*.

In the Performance Management section, it is important to remind employers not to attribute performance issues to disability. Again, committee members questioned the language and suggest different verbiage. Career Development and Advancement emphasize that employers must ensure persons with disabilities are not excluded from advancement opportunities and nor prevented from accessing opportunities due to their accommodation plans. Along with Redeployment, the final three sections of the document seem to address common human rights complaints. Successful hiring, retention and advancement of people in equity categories should be accompanied by diversity awareness training, similar to the customer service standard.

It was agreed that the next meeting will be a complete review of the side-by-side for the beginning, resolving outstanding questions and attempting to achieve consensus on language used to express provisions of the standard.

The next two meetings will be Monday, February 22 and Monday, March 7.