

**SUMMARY OF DISCUSSIONS
EMPLOYMENT STANDARD DEVELOPMENT COMMITTEE
WEDNESDAY, DECEMBER 16, 2015
SECOND FLOOR BOARDROOM
401 YORK AVENUE, NORQUAY BUILDING**

In Attendance:

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

Regrets:

Jesse Turner

Jesse Turner indicated she is willing to serve as the Vice-Chairperson to the committee. No one expressed opposition and approval was given by committee members.

Before the committee began a review of the side-by-side of the Ontario Employment Standard, which is being used as a template to develop a Manitoba standard, we discussed some points to be considered when drafting our employment standard. The standard developed should enhance the opportunities for persons with disabilities to gain employment. It was agreed that the standard should provide assistance to employers on how to remove barriers in the workplace. It was noted that many employers want to be more inclusive and do the right thing, but require some help getting started.

It was agreed that the compliance schedule for organizations would follow the schedule set out in the customer service standard; one year for the government, two years for public sector organizations including municipalities, and three years for private and not-for-profit organizations. The Ontario employment standard refers to "recruitment processes", but does not spell out what this means or how they processes are carried out. This point requires more information and discussion. There were concerns expressed about recruitment processes that require that applications be filed on-line. This can create barriers for some persons with disabilities because of inaccessible websites or inadequate access of computers. The side-by-side document will be amended following every meeting reflecting discussion of the meeting including points of agreements and areas/issues needing more information and discussion.

The next meeting of the Employment Standards Committee will be on January 20, 2016 from 9:30 a.m. – 11:30 a.m. in the Second floor Executive boardroom of the Norquay Building.