

**SUMMARY OF DISCUSSIONS**  
**EMPLOYMENT STANDARD DEVELOPMENT COMMITTEE**  
**THURSDAY, NOVEMBER 12, 2015**  
**SECOND FLOOR BOARDROOM**  
**401 YORK AVENUE (NORQUAY BLDG.)**

In attendance:

Jim Baker (Chairperson), Yvonne Peters, Maureen Morrison, Jesse Turner, Alison Moist, Jamie Horyski, Kim Lanyon, John Wyndels (DIO), Nicole Gareau-Wilson (DIO)

Regrets:

Heather Korol, Glen Coutts

The chairperson introduced himself and asked other committee members to introduce themselves and speak to their backgrounds related to accessible employment. The committee is made up of members of the Accessibility Advisory Council (council) and stakeholders with an employment background. The chairperson thanked the members for giving their time and effort to this initiative and felt the broad and applicable experience of the committee members would benefit the development of the accessible employment standard.

An overview of *The Accessibility for Manitobans Act* and the development of the first accessibility standard, customer service, were provided for the group. After speaking to the various steps involved in the development of a standard, the secretary spoke to a projected timeline for the employment standard. The blackout period prior to the spring provincial election prohibits the public release or posting of any information related to any on-going work of the government.

The Terms of Reference for the committee and the seed document, which will serve as the starting point for discussions on the development of the standard, were distributed prior to the meeting. The seed document is based on the Ontario accessible employment standard, as well as the concept of "reasonable accommodation", which is one of the cornerstones of obligations under the *Human Rights Code* (HRC). The standard must not conflict with the HRC. The provisions contained within the standard will at a bare minimum meet, and strive to exceed the guidelines set out in the HRC. The Secretary has been tasked with gathering appropriate resources related to employment practices in other jurisdictions and other materials to aid in the standard development process. These will include *The Accessibility for Manitobans Act*, a plain language version of the customer service standard, selections from the HRC, including areas related to the duty to accommodate.

The purpose of the Act is the prevention and elimination of barriers. As that applies to employment, the committee will aim to identify barriers in the areas of recruitment, hiring, retention and policies with respect to paid employment. The committee was reminded that there is a large pool of employable people who may be denied opportunities by unforeseen or non-deliberate barriers found in employment practices.

It was agreed to set meeting dates well in advance to accommodate member's schedules. The next two meeting dates are Wednesday, November 25 and Wednesday, December 16. Various forms will be distributed at the next meeting regarding confidentiality and remuneration for members of the committee. It was agreed to defer the selection of a vice-chairperson until next meeting, when it is expected all members are expected to be present.