



REPORT TO

GOVERNANCE AND POLICY
COMMITTEE**H.M.06 - DISCONNECTING FROM WORK POLICY***So all the skilled workers who were doing all the work on the sanctuary left what they were doing Exodus 36:4***Drafted**

May 3, 2022

Meeting Date

May 10, 2022

Lynda Coulter, Executive Superintendent of Human Resources

John Wujek, Superintendent of Education, Area 5 and Policy and Governance

RECOMMENDATION REPORT**Vision:** *IN GOD'S IMAGE: Growing in Knowledge, with Justice and Hope.***Mission:** *Nurturing the faith development and academic excellence of our Catholic learning community through the love of God, neighbour, and self.***MULTI-YEAR STRATEGIC PLAN**
2022 - 2025**IN GOD'S IMAGE:** Growing in Knowledge, with Justice and HopeBrendan Browne
Director of EducationAdrian Della Mora
Associate Director of Academic
Affairs & Chief Operating OfficerDerek Boyce
Associate Director of Facilities,
Business & Community DevelopmentRyan Putnam
Chief Financial Officer & Treasurer

A. EXECUTIVE SUMMARY

On December 2, 2021 Bill 27 – otherwise known as the *Working for Workers Act*, 2021, S.O. 2021, c. 35 – Bill 27, received Royal assent. TCDSB has drafted a new policy “Disconnecting from the Workplace” to adhere to this act.

The cumulative staff time required to prepare this report was 12 hours

B. PURPOSE

1. The ministry of Labour has advised that as per Bill 27 – otherwise known as Working for Workers Act, 2021, S.O. 2021, c. 35 – Bill 27- employers who employ 25 or more employees are required to enact a policy that reflects Bill 27.

C. BACKGROUND

1. On October 25, 2021 the Ministry of Labour advised through omnibus legislation that once Bill 27, if passed into law would enact changes to the workplace. This includes stipulations that employers who employ 25 or more employees are obligated to create a policy to reflect Bill 27 within 6 months of royal assent.
2. On December 2, 2021 Bill 27 received royal assent, effectively enacting the new legislation of Working for Workers Act, 2021, S.O. 2021, c. 35 – Bill 27.
3. When Bill 27 received royal assent, regulations within the *Working for Workers Act* were added to the current *Employment Standards Act*, 2000, S.O. 2000, C. 41.
4. Under the *Employment Standards Act*, employers are required to have a written policy on disconnecting from the workplace by June of the year the Bill received royal assent (June 2022).
5. Staff have elicited feedback from various stakeholders including employee associations regarding this policy.

D. EVIDENCE/RESEARCH/ANALYSIS

1. A written copy of this policy will be retained by the TCDSB for at least three (3) years after it is no longer in effect.
2. Staff will endeavour to review this policy on an annual basis and bring changes as per legislation and as necessary to the Board.

3. A full legal review resulted in the creation of this draft policy.

E. METRICS AND ACCOUNTABILITY

1. Human Resources Senior Staff will be evaluating this policy for effectiveness based on ongoing input and feedback.

F. IMPLEMENTATION

1. All employees will be provided an electronic copy of this policy within 30 days of the policy being accepted by the Board, and subsequent changes will be sent to staff within 30 days of changes.
2. All new employees will be sent this policy within 30 days of their hire.

G. STAFF RECOMMENDATION

Staff recommends that policy H.M.06 – Disconnecting From Work Policy provided in Appendix A be adopted.