

Here is a list of things that I believe should be added and/or clarified in the Employment Standards Act:

1. Psychological Harassment should be brought in, like Quebec did. So much of this happens and the only recourse employees have are by obtaining a lawyer and trying to fight this in court.
2. Overtime for salaried employees should be clarified in the Act. Employees are taken advantage of because they are salaried and employers believe that gives them the right to make these employees work all kinds of hours without additional compensation.
3. Absences and leaves for family or parental (sick days, funerals etc) matters should be outlined in the Act. Again this is something that the employer may allow for or not, but as a fact of life these things do happen and employees do need the time. I believe Quebec's and Ontario's legislation outlines what employees are allowed.
4. Employees on maternity/parental leave in Manitoba, I believe are allowed their vacation time once they return from such leaves, however not the pay. They are still employees of a company and if they return to work after such leaves why shouldn't they be entitled to those benefits? They are being penalized for having children. I believe Ontario's legislation allows for such a benefit.
5. While employees are on maternity/parental leave I believe that the employers should continue to pay their share of premiums for whatever benefit plans (i.e. pension plans, life and extended health plans, dental plans etc) they have for their employees as long as the employees continue to pay their share and if it's all employer paid then the employer should continue to do so. I believe Ontario's legislation allows for such benefits.

Thank you for your time.

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