

Hello,

I have a few suggestions which should be considered for the Employment Standards Code.

- **Division 7 Work Breaks - Section 50(1)** - Employees should never have to work a full 5 hours without receiving a break! It is especially unreasonable for employees doing physical factory work. 3 hours may be more reasonable.

- **Division 4 General Holidays - Section 21** - There is no general holiday between New Year's Day and Good Friday which can be a period of up to three and a half months. Would it not be logical to create one to break up the "long stretch"? I suggest we take Alberta's approach and celebrate Heritage Day in February.

- **Division 3 Overtime - Section 20(2)** - Eliminate Mandatory Overtime. There is abuse by employers in the use of this section.

- **General Recommendation:** Employers should not be able to discipline employees who attend work late (or not at all) due to inclement weather.

Please feel free to contact me with any comments or questions about the above recommendations.

Thank you for your time,

Ray Lambert