

**Terms of Reference  
for the  
Employment Standards Review Panel  
with respect to  
the *Prince Edward Island Employment Standards Act* /Regulations  
and the *Youth Employment Act***

The Lieutenant Governor in Council, on the recommendation of the Honourable Elmer MacFadyen, Minister of Community and Cultural Affairs, has appointed a Panel to review the *Prince Edward Island Employment Standards Act* / Regulations and the *Prince Edward Island Youth Employment Act*.

The *Prince Edward Island Employment Standards Act* / Regulations administer in large measure the private-sector arrangements between employers and employees on Prince Edward Island through the promotion of fair, stable, and productive workplaces. The *Prince Edward Island Youth Employment Act* is part of the mandate of Employment Standards and will also be reviewed. Since the last review of the *Prince Edward Island Employment Standards Act* / Regulations more than one decade ago, subsequent developments have affected Island workplaces including:

- a) the changing nature of work;
- b) globalization and the increased pressure on workplace productivity;
- c) new forms of employment relationships; and
- d) changing demographics and workplace diversity.

Therefore, a Panel – to be called the Employment Standards Review Panel – is mandated to carry out the following tasks:

- a) to conduct a comprehensive examination of the *Prince Edward Island Employment Standards Act* / Regulations, and the *Prince Edward Island Youth Employment Act* taking into account the above noted developments and any other factors considered relevant;
- b) to examine employment standards legislation of the other Atlantic Canadian jurisdictions for the purposes of identifying contrasts and comparisons with the *Prince Edward Island Employment Standards Act* / Regulations;
- c) to engage in public consultation in a manner the Review Panel deems appropriate including but not necessarily limited to consultations with labour and employer organizations or any

other interested groups or individuals.

- d) to recommend any legislative changes with a view to improving the effectiveness of the *Prince Edward Island Employment Standards Act / Regulations* and the *Prince Edward Island Youth Employment Act*; and

The Review Panel – composed of two members and one chairperson – will attempt to reach consensus on its recommendations. However, if the two members of the Panel are unable to agree on any recommendation, the chairperson shall determine the matter.

The Review Panel will present a final, written report to the Minister of Community and Cultural Affairs by June 2006, subject to extension at the discretion of the Minister.

Dated the \_\_\_\_\_ day of \_\_\_\_\_, 2006.

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Minister of Community and Cultural Affairs