

## MEMORANDUM

**DATE:** December 13, 2021

**TO:** All Employees

**FROM:** Senior Leadership Team

**RE:** **Bill 27, Working for Workers Act**

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Recently the Ontario government passed *Bill 27, Working for Workers Act, 2021*, which amends a number of statutes, including the *Employment Standards Act*, the *Occupational Health and Safety Act* and the *Workplace Safety and Insurance Act*.

One of the key changes invoked with the Act is directly aligned to the work life balance engagement priority TRCA's Senior Leadership and Management teams have been focusing on. This change includes the requirement to establish a policy related to disconnecting from work.

TRCA has already taken strides to foster greater work life balance with the recent roll-out of our new *Flexible Work Arrangements Policy* which establishes flexibility both from a flex work and remote work perspective, the launch of monthly wellness lunch and learn sessions, and the focus on resource planning and optimization of contract and complement opportunities to name a few.

In the coming months, and once more details are announced from the Province, the Policy Committee will begin work on a disconnecting from work policy which complies with the requirements of the Act and Regulations but which also recognizes TRCA's role as an essential service provider and services which run around the clock, which includes work outside of standard business hours for some roles within the organization.

Until more details are released by the Province and until the policy is released, depending on your role, we encourage you to continue to conduct as much work as possible during standard business hours in order to help achieve a healthy work life balance. We also encourage the limiting of afterhours communications if urgent action is not required. To support this initiative, SLT promotes the use of Microsoft Outlook's 'Delay Delivery' functionality, which postpones email receipt until a time specified by the sender.