

Feb. 26, 2018

Executive Directors:

Bruce and I have been working away with the Ministry of Labor to address some of the urgent needs of the sector as a result of Bill 17. Essentially there needs to be a variance or regulation change in order for the 24/7 operations and the crisis/ flexible family intervention driven services to be able to manage within legal work agreements.

We have come to a place now where we need to have a letter of support from the Association. The Board of Directors have been briefed and are in support of a letter written on behalf of ALIGN to go forward to continue this work. It essentially will support the following:

- The variance or regulation will create a category of employees defined as those funded by the Ministries of Children's Services or Community and Social Services to deliver individual and family support services in relation to the Child, Youth and Family Enhancement Act, Family Support for Children with Disabilities Act, and the Persons for Developmental Disabilities Act. *(this includes residential/group care; specialized services; family intervention and therapeutic crisis type workers);*
- Establish a daily overtime threshold of 12 hours per day and 184 hours in a four week (no weekly threshold) for this group and exempt those from the requirements of Section 17 of the ES Code (Notice of Work Times) The exemption from Section 17 will allow employees to schedule their own hours within the work month with employer approval. A work month means a calendar month or a period of time from a specific day in a month to the same day in the following month as established by the consistent practice of the employer. *(This is inclusive of those job categories above. It provides for flexible scheduling and for 24/7 day week operation. Please note this replaces any other regulation you may have been working with prior like the caregivers regulation. It is different but essentially makes similar hours of work possible)*

Once support for these 2 areas is received from the Associations and the unions. Then the Ministry of Labor will move forward to the Minister to ask for a variance or regulation for our sector. Once that is agreed to there will need to be some work on employee engagement and agreement. How that is to be done is still not determined.

If you have any questions or concerns about this please let us know as soon as possible. The letter going forward will be written and sent by the end of this week.

Sincerely,
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