



STAFF REPORT

Meeting Date: June 13, 2022

Title: Disconnecting From Work Policy

Prepared By: Marcy Warren

Department: Human Resources

Report Number: HR-2022-003

Recommendation:

That Council approves the implementation of the Disconnecting From Work Policy. The Policy applies to all employees, as defined by the *Ontario Employment Standards Act, 2000* ("ESA").

Background:

The purpose of this report is to fulfill the legislated requirement under Bill 27, Working for Workers Act 2021.

The Act amends the Employment Standards Act to require employers, with 25 or more employees, to have a written policy regarding disconnecting from work in place by June 2022. This is defined as not engaging in work-related communications, either after certain hours or within certain times of the day.

Discussion:

The health and wellbeing of our employees is important to us, and we encourage and support our employees in prioritizing their own wellbeing.

The intention behind this "Disconnecting from Work" policy is to provide more work/life balance for employees and prohibit work outside of regular working hours. For the City of Dryden, this is generally defined within the collective agreement or within individual employment contracts.

Financial Implications:

Current Budget Allocation:

Account #:

Attachments (Reference Material):

Disconnecting From Work Policy HR-DI-01