

Date 16/Oct/2017

## Presentation to Law Amendment Committee Bill 7

Item d.

- 3(d) Enhanced protection for employee who take action.
1. Develop standards/guidelines to protect employees from being victimized and revictimized when they report environmental health concerns related to exposure to pollutants and chemicals at the work place.

One way this could be done is by establishing a non-partisan committee that provides oversight of effective implementation and conformity of the Act. ~~Workplace~~ parties involved in the investigation of complaints and appeals should not be members of this independent non-partisan committee for the Act. Conformity and audits. <sup>Representation from the following departments: Ed, Health, Environment, Labour/employment</sup>

Ideally there should be consultation at all levels on what should be included in those standards/guidelines and how implementation and conformity of the act will be governed and reported to the public.

It is my hope that the Law Amendment Committee will take this consideration seriously and ensure that the standards/guidelines are developed and vetted before the Act is passed. Both employers and employees should be included in the consultations.

2. It should also be noted, employers and their representative bodies need to be protected/~~supported~~ by establishing minimum requirements/benchmarks for effectively responding to ~~complain~~ environmental harm complaints in the workplace. Cases involving environmental harm in the workplace should be viewed from an environmental justice perspective.



③ Provision of adequate accommodation for employees who experience environmental harm in the workplace. This is necessary to strike a balance b/n reasonable accommodation and adequate accommodation while preserving people's integrity and respecting their privacy to their medical information

④ Last but not least the Workers Compensation Board should consider the Psychosocial risks that exacerbates psychological conditions among employees with undiagnosed as well as diagnosed environmental health conditions. Other jurisdictions have disability coverage for psychological injuries in the workplace. It is my hope that as you consider all aspects of Bill 7, you will explore the possibility of acknowledging that numerous are susceptible to environmental harm in the workplace and this constitutes injury in the workplace and should be treated just as a broken leg at the workplace.

Thanks for the opportunity to present the Law Amendment Committee for Bill 7.