



Council Member Motion
For the Committee of the Whole Meeting of April 4, 2019

Date: March 30, 2019

From: Councillor Ben Isitt, Councillor Jeremy Loveday and Councillor Sarah Potts

Subject: Paid Leave for Employees Who Have Experienced Violence

Background:

Intimate, personal and relationship violence (formerly termed domestic violence) has a significant impact on individuals, families and communities. Currently, there is no provision in British Columbia's employment rights legislation to allow people who have experience violence to access paid leave from employment obligations so that they can keep themselves and their children safe.

People who have experienced violence may need leave for many reasons including to seek support, counselling, legal advice and to find a safe place to live. Economic security provides critical stability for people who need to leave a violent relationship. Other provinces have taken the lead – Manitoba, Newfoundland and Labrador, Prince Edward Island, New Brunswick and Ontario all provide paid leave for people who have experienced violence.

British Columbia is currently considering amendments to the *Employment Standards Act* that may include provisions for paid leave for people who have experienced intimate, personal and relationship violence. In light of the City of Victoria's ongoing action in the 2019-2022 Strategic Plan to "Advocate for adequate income and supports to ensure everyone has access to a decent quality of life," it is recommended that Council request that the Mayor write to the provincial Minister of Labour, indicating support for amendments to the *Employment Standards Act* to provide paid leave for people leaving violent relationships.

Recommendation:

That Council requests that the Mayor write, on behalf of Council, to the provincial Minister of Labour, indicating the City of Victoria's support for amendments to the Employment Standards Act to provide a minimum of five (5) days paid leave to employees who have experienced intimate, personal and relationship violence, to provide a measure of economic security for employees to leave violent relationships in order to keep themselves and their children safe.

Respectfully submitted,

A handwritten signature in blue ink, appearing to read "Ben Isitt".

Councillor Isitt

A handwritten signature in blue ink, appearing to read "Jeremy Loveday".

Councillor Loveday

A handwritten signature in blue ink, appearing to read "Sarah Potts".

Councillor Potts