

Deborah Richardson
Deputy Minister, Treasury Board Secretariat/Secretary of the Treasury Board and
Management Board of Cabinet
Whitney Block Rm 5320
99 Wellesley St W, Toronto, ON M7A 1A1
deborah.richardson2@ontario.ca

Nosa Ero-Brown
Chief Talent Officer and Associate Deputy Minister
Whitney Block, Rm 2440
99 Wellesley St W
Toronto, ON M7A 1W4
Nosa.Ero-Brown@ontario.ca

By email only

October 24, 2022

Dear Ms. Richardson and Ms. Ero-Brown;

Pregnancy loss and/or undergoing fertility treatments can have serious physical, emotional and financial impacts on individuals and their partners. A significant number of affected employees struggle with these issues in silence, which precludes them from receiving support from their employer as they navigate these challenges and processes.

There is a widely accepted misconception that pregnancy loss and fertility challenges impact a small group of people, but in fact, 1 in 4 pregnancies end in loss (which impacts both partners) and 1 in 6 couples are impacted by fertility challenges – which doesn't account for single folks and those in the 2SLGBTQIA+ community who need to access fertility supports to support family planning.

Given how widespread this issue is, we are proposing that the OPS take action to help foster an inclusive and supportive work environment.

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- 1) Mandatory management training on the impact of fertility treatments and pregnancy loss; how to speak to employees about the topic; and options for providing support (e.g., alternative work arrangements to attend appointments, Employee and Family Assistance Program, recommend joining the OPS Fertility and Pregnancy Loss Group etc.); and
- 2) Employer development of an enterprise-wide Fertility Policy. A written policy would provide guidance to our members on how the OPS should respond to these types of issues and how employees can be supported.

Implementing the above-noted actions would benefit the OPS as it would enhance morale, increase productivity, and aid with retention and recruitment.

We are developing a Fertility and Pregnancy Loss Fact Sheet which will become a new electronic resource for our AMAPCEO members. We hope that the OPS employer will also see the importance in establishing and mandating training that is underpinned by an enterprise-wide Fertility Policy. We anticipate the employer would receive a great deal of support and constructive input on the development of the policy at the multi-bargaining agents table. We are available to discuss this further.

Thank you for your consideration.



Dave Bulmer
President



Cynthia Watt
Vice-President

cc. OPS Fertility and Pregnancy Loss Group
Marc Rondeau, ADM, Centre for Public Sector Labour Relations and
Compensation, TBS