

Treasury Board Secretariat

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November 8, 2022

Mr. Dave Bulmer
President
AMAPCEO
Suite 2310 - 1 Dundas Street West, PO Box 72
Toronto, ON M5G 1Z3

Ms. Cynthia Watt
Vice-President
AMAPCEO
Suite 2310 - 1 Dundas Street West, PO Box 72
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Dear Mr. Bulmer and Ms. Watt:

Thank you for your letter regarding the impacts of pregnancy loss and/or undergoing fertility treatments.

The OPS recognizes the importance of this issue, and is committed to fostering and sustaining an inclusive, diverse, and accessible workplace that is free from workplace harassment and discrimination, and to providing employment accommodation.

The OPS has several policies that help address issues relating to pregnancy loss and fertility-related issues. This includes the Disability Accommodation Policy which addresses employment accommodation needs for OPS employees, as well as individuals involved in the recruitment process. Disability, in accordance with the *Ontario Human Rights Code*, includes injury and illness. The Respectful Workplace Policy establishes principles for the prevention of workplace harassment and

discrimination, based on one or more prohibited grounds under the Ontario *Human Rights Code*.

There are also a number of programs in the OPS that support employees with illnesses, injuries and disabilities. The OPS Employee and Family Assistance Program provides short term counselling for a variety of issues, including grief and mental health issues. Recognizing the importance of the issue, counselling for employees who struggle with fertility challenges and pregnancy loss is intended to be included in the new Enhanced Specialized Counselling Services for OPS equity deserving groups that the Centre for Employee Health Safety and Wellness is working to put in place.

There are also a range of benefits and entitlements that may be relevant. This includes pregnancy loss reflected in the Employment Standards Act, as well as sick leave for infertility treatments, and the option of discretionary leave.

Within the OPS, I understand that the OPS Fertility and Pregnancy Loss Group has been raising awareness of this issue, and I had the opportunity to meet with the Women in Government co-chairs in May 2022.

We recognize the opportunity to ensure managers and employees are more aware of issues related to fertility and pregnancy-related loss and where to get support for employment accommodation and/or resources, as well as potentially relevant benefits and leave options. While this may take other forms than mandatory training and a new fertility policy, we are committed to continuing to work with bargaining agents to consider opportunities to enhance awareness, including through the Employment Accommodation and Return to Work joint committee.

My team would be happy to set up a meeting with you to further discuss. Please contact ADM Sean Twyford at Sean.Twyford@ontario.ca, whose office can arrange a meeting that also includes ADMs Tracey McConnell and David Au.

In friendship,



Deborah Richardson
Deputy Minister, Treasury Board Secretariat
Secretary of Treasury Board and Management Board of Cabinet

c. Nosa-Ero Brown, Chief Talent Officer, Treasury Board Secretariat

Marc Rondeau, Associate Deputy Minister, Treasury Board Secretariat