



Report
Staff Report
The Corporation of the City of Brampton
2/19/2025

Date: 2020-01-27

Subject: **Update to the Reservist Leave Policy HRM-220**

Contact: Cynthia Ogbarmey-Tetteh, Director, Human Resources

Report number: Corporate Support Services-2025-101

RECOMMENDATIONS:

1. That the report from Cynthia Ogbarmey-Tetteh, Director, Human Resources to the Committee of Council Meeting of February 19, 2025, re: **Update to the Reservist Leave Policy HRM-220**, be received;
2. That the updated, Reservist Leave Policy HRM-220 as set out in Appendix A, be approved;
3. That staff be authorized to implement and administer the updated policy; and
4. That the Reservist Leave Policy HRM-220 C164-2024, dated August 9, 2023 be rescinded.

OVERVIEW:

- The City of Brampton wishes to support employees who participate in Canada's Reserve Force.
- The City of Brampton recognizes the benefits that reservists bring to the civilian workplace, values continuous learning and development and supports Canada's defense, security and prosperity.
- The Reservist Leave Policy reflects the City of Brampton's commitment to supporting reservists because of their military duties and outlines the obligations of both the employer and the employee-reservists.

BACKGROUND:

The Reservist Leave Policy HRM-220 was approved by Council in June 2023 (C164-2023). The policy outcomes are:

- A supportive and inclusive work environment that recognizes and appreciates the contributions of Reservists within the municipal workforce; and
- A culture of compliance where the City of Brampton meets the requirements of [Employment Standards Act, 2000](#) (ESA).

While the Reservist Leave Policy is to be reviewed every three (3) years, changes to the ESA require that a review and update occur to maintain compliance.

CURRENT SITUATION:

Legislative Changes:

On October 26, 2023, [Bill 79](#), the *Working for Workers Act, 2023* received Royal Assent. Bill 79 amends various work-related statutes including, the ESA amongst others.

Prior to the October 26, 2023 ESA amendments, an employee who had been employed for **three (3)** consecutive months was entitled to unpaid reservist leave if they are a reservist and deployed to a Canadian Forces operation outside of Canada, deployed inside of Canada to provide emergency assistance, or are participating in Canadian Forces military skills training. Effective October 26, 2023 the ESA eligibility was reduced to **two (2)** consecutive months of employment and expanded to include an employee in treatment, recovery or rehabilitation for a physical or mental health illness, injury or medical emergency that results from participation in such deployment or training.

Addition of OMERS By-Law in reference section of policy:

OMERS By-Law addition through Finance (Payroll) to enable the City match OMERS contribution in the event of an employee purchasing OMERS service back due to a reservist leave.

CORPORATE IMPLICATIONS:

Financial Implications:

Financial Implications:

- There are no new financial implications associated with implementation and administration of the updated policy. For permanent full-time employees, budgeting includes the amount for the city's OMERS contribution.

STRATEGIC FOCUS AREA:

This report supports the strategic focus area of Government & Leadership by focusing on continuously improving effectiveness and relevance through supporting the well-being of

employee-reservists while demonstrating compliance with the [Employment Standards Act 2000 \(ESA\)](#).

CONCLUSION:

The report seeks approval from Council on the updated Reservist Leave Policy to demonstrate the City's commitment to employees who are members of the Canada Reserve Force who may be called upon to serve in the Canadian Armed Forces, including in cases of emergencies, and supports compliance with the [Employment Standards Act 2000 \(ESA\)](#).

Authored and Reviewed by:

Cynthia Ogbarmey-Tetteh
Director, Human Resources

Approved by:

Alex Milojevic
Commissioner, Corporate Support
Services

Approved by:

Marlon Kallideen
Chief Administrative Officer

Attachments:

- Appendix A – Reservist Leave Policy HRM-220