

STAFF REPORT

THE CORPORATION OF THE TOWN OF COBOURG



Report to:	Mayor and Council Members	Priority:	<input checked="" type="checkbox"/> High <input type="checkbox"/> Low
Submitted by:	Keith Hearst Grant and Policy Writer Legislative Services Division khearst@cobourg.ca	Meeting Type:	Open Session <input checked="" type="checkbox"/> Closed Session <input type="checkbox"/>
Meeting Date:	September 26, 2022		
Report No.:	Legislative Services-059-22		
Submit comments to Council			

Subject/Title: *Electronic Monitoring of Employees Policy- Bill 88 - Digital Platform Workers' Rights Act, 2022.*

RECOMMENDATION:

THAT Council receive the Staff Report for information purposes; and
FURTHER THAT pursuant to Bill 88, that the Electronic Monitoring of Employees at Work be adopted as set out in Schedule "A" of this Staff Report.

1. STRATEGIC PLAN

Not Applicable.

2. PUBLIC ENGAGEMENT

Not Applicable.

3. PURPOSE

The purpose of this report is for Municipal Council to adopt a policy pertaining to the electronic monitoring of employees at work.

4. ORIGIN AND LEGISLATION

The Town of Cobourg has an obligation under Provincial legislation (Bill 88) as an employer that employs 25 or more employees to provide a written policy addressing the electronic monitoring of employees at work.

5. BACKGROUND

On April 11, 2022, the provincial government passed Bill 88, *Digital Platform Workers' Rights Act, 2022*. This legislation mandates employers with more than 25 employees to implement a written policy by October 11, 2022 pertaining to the electronic monitoring of employees at work.

6. ANALYSIS

The proposed policy indicates all areas where employees are monitored electronically at work. Bill 88 requires that employees be made aware of the means, circumstances and purpose of the electronic monitoring which is indicated in the policy.

This policy was created drafted in consultation with the CAO and Division Directors and reviewed and comments received from the Policy Review Team. Existing Polices and the Collective Agreement was also taken into consideration with its drafting.

The policy may be amended in the future if there is any areas that isn't outlined in the policy isn't mentioned or a new means of electronical monitoring is added.

7. FINANCIAL IMPLICATIONS/BUDGET IMPACTS

There are no financial implications or budget impacts related to the passing of this Policy.

8. CONCLUSION

Provincial legislation has been passed that requires employers to adopt a policy pertaining to the electronic monitoring of employees in the workplace. This Policy ensures that the Town of Cobourg meets the requirements under Bill 88.

Report Approval Details

Document Title:	Electronic Monitoring of Employees Policy - Legislative Services-059-22.docx
Attachments:	- Electronic Monitoring of Employees Policy.docx
Final Approval Date:	Sep 16, 2022

This report and all of its attachments were approved and signed as outlined below:

Brent Larmer, Municipal Clerk / Director of Legislative Services - Sep 15, 2022 - 3:46 PM

Tracey Vaughan, Chief Administrative Officer - Sep 16, 2022 - 9:04 AM