

The Regional Municipality of York Police Services Board

Public Board Meeting
October 5, 2022

Report of the Executive Director

Electronic Monitoring Policy

1. Recommendation

1. That the Board approve the proposed policy entitled “Electronic Monitoring Policy” attached as Appendix A.

2. Background

On February 28, 2022, the Ontario government introduced Bill 88, *The Working for Workers Act, 2022* which received Royal Assent and came into force on April 11, 2022. The Act amends the *Employment Standards Act, 2000* to include new employee protections and improvements to employee experiences through new pieces of legislation.

Among the changes include the introduction of a new requirement for employers in Ontario with 25 or more employees to have a written policy on electronic monitoring for all employees covered under the *Employment Standards Act*. The intent behind this change is to protect the privacy of employees and for employers to be transparent about if, how and in what circumstances they track the employees and their use of electronic devices as well as the purpose for which the information obtained by the employer can or will be used. The policy on the electronic monitoring of employees must be in place by October 11, 2022.

3. Summary

The Board is the statutory employer of all members of York Regional Police. The new policy ensures that the Board complies with its legislative obligations. This policy applies to all members of York Regional Police.

The purpose of the Electronic Monitoring Policy (the “Policy”) is to describe how and in what circumstances the Employer (the Board) may electronically monitor employees, and to outline the purposes for which information obtained through electronic monitoring may be used. “Electronic monitoring” refers to employee monitoring that is conducted electronically.

The policy affirms that employees should not expect privacy when using employer systems and equipment. However, the Board promotes a culture of transparency, openness and trust by outlining how and in what circumstances employees are electronically monitored.

4. Financial

No costs associated with the application of this policy.

5. Conclusion

The proposed policy was developed in consultation with Region Legal Services and York Regional Police Human Resources and other key stakeholders involved in this process. To ensure that the Board has a policy in place by the October 11, 2022 deadline in compliance with the *Employment Standards Act, 2000* it is recommended that the Board approve the policy attached as Appendix A.

Approved for submission: Mafalda Avellino
Executive Director

Attach (1). Electronic Monitoring Policy

