

Bill 6

Health and Labour Balance Act

WHEREAS “Overwork can lead to serious illness and even death”¹; and

WHEREAS “Productivity – output per working hour – improves with shorter hours”²; and

WHEREAS “Access to mental health services is an issue that significantly impacts all Canadians”³.

THEREFORE, HER MAJESTY, BY AND WITH THE ADVICE AND CONSENT OF THE YOUTH PARLIAMENT OF MANITOBA ENACTS AS FOLLOWS:

- 1 As of January 1, 2017, the Government of Canada shall establish the Healthy Employment Advocacy League [HEAL] to oversee and enforce conditions of employment in Canada.
 - (1) [HEAL] shall provide consultation services to employers to immediately commence a 5-year phasing in period to reduce the work week to a maximum of 25 hours for all occupations.
 - (2) Employers and employees shall be equally fined for documented work hours which exceed this condition of employment.
 - (3) Minimum wage in all provinces shall rise proportionally so that a 25-hour workweek will result in the same wage as the current 40-hour workweek.
 - (4) These standards shall apply to all persons working in Canada regardless of the employee’s nationality.
- 2 [HEAL] shall be responsible for processing all claims pertaining to workplace stress and anxiety-related risks, and injuries (physical, mental, and emotional).
 - (1) Any occupation deemed as especially high-risk by [HEAL] shall be mandated to compensate employees a maximum 25% of their wage or salary as additional stress pay.
- 3 [HEAL] shall subsidize up to 70% of outpatient mental health care services for all Canadian citizens and permanent resident employees.
 - (1) This includes but is not limited to services provided by:
 - (a) Psychiatrists,
 - (b) Psychologists,
 - (c) Psychiatric nurses and,
 - (d) Therapists and counsellors.

¹ <http://www.nhs.uk/news/2015/08August/Pages/Working-long-hours-increases-stroke-risk.aspx>

² <https://www.theguardian.com/sustainable-business/2015/nov/09/fewer-working-hours-doctors-eu-negotiations>

³ http://www.cmha.ca/public_policy/access-to-services-2/#.WDmRw1y52VY

- (2) The full cost of services will be subsidized for minors and full-time students of any secondary or post-secondary institution.
- 4 **[HEAL]** shall administer mandatory clinical assessments by a registered psychiatrist to all persons working in Canada.
 - (1) Persons who range between the ages of 15-20 shall be assessed annually.
 - (a) Full-time students over the age of 20 shall be assessed annually.
 - (2) Employees who range between the ages of 21-80 shall be assessed once every 5 years.
 - (a) Failure to submit to a mandatory assessment may result in:
 - i. An official reprimand
 - ii. The loss of Canadian Pension Plan or Employment Insurance Benefits
 - iii. The ability to claim tax deductions
 - iv. Suspensions of employment
- 5 **[HEAL]** shall refund 50% of tuition fees for all mental health professionals working in Canada.
 - (1) Tuition pay-back shall be dependent upon the individual graduating from a Canadian post-secondary institution and practicing in Canada for a minimum of 5 years.