

Request for Task Force Volunteers

HRMAM's Legislative Review Committee is seeking volunteers for three new task forces which will be set up to investigate specific issues and provide suggestions on changes to laws, regulations and rules that may affect HR professionals and the businesses and employees that HR professionals serve. These task forces will do detailed research in order to present position papers to government.

Application Information

As the number of members on each task force is limited, the LRC would request that interested volunteers provide a brief paragraph detailing their interest in the task force for which they are volunteering.

If you are interested in being on any of these task forces, please email your resume to R. Reis Pagtakhan, Director at Large at hrmam@hrmam.org by Friday, January 3, 2014. Please use a subject line indicating which task force you are interested in.

Task Forces

1. The Task Force on Developing a Government-Relations Strategy

Chair: Chris Gratton

Purpose: The HRMAM Board recognizes that in order to move the HR profession forward, it is also necessary for HRMAM to raise its profile with government.

In this context, this task force will develop a government relations strategy to better place HRMAM as a thought-leader with regards to human resources and thus an organization that is consulted by government prior to any proposed changes in laws and regulations that affect HR professionals, employers and employees.

2. Immigration Task Force to recommend Changes to Manitoba's Worker Recruitment and Protection Act regarding Temporary Foreign Workers and to the Manitoba Provincial Nominee Program

Chair: Reis Pagtakhan

Purpose: The Worker Recruitment and Protection Act currently prohibits anyone who is not a lawyer or immigration consultant from being a foreign worker recruiter. The LRC would like to explore recommending changes to the law to allow CHRPs to be foreign worker recruiters as well.

In addition, when this legislation was introduced in 2008, a provincial compliance regime regarding the employment of foreign workers was created. When an employer compliance regime was introduced by the federal government in 2011, some of the

provisions Canada introduced conflicted with the Manitoba rules. As a result, Manitoba employers face a more stringent compliance regime than employers in other provinces. This task force will look at what provisions should be harmonized.

With respect to the Manitoba Provincial Nominee Program, years ago, Manitoba had an “employer direct stream” that allowed employers to make job offers to foreigners living abroad. Foreigners approved under the old employer direct stream could then apply to immigrate without an employer having to go through the federal Labour Market Opinion (LMO) process. While LMOs have a significant part to play, there are times when local expertise may uncover job shortages that would not qualify for an LMO. This would create a made in Manitoba solution to situations that LMOs do not cover.

Today, the Manitoba Provincial Nominee Program allows foreigners living abroad to immigrate under the “skilled worker overseas” stream. Foreigners in this stream do not require job offers. Proposals we could consider for this task force are:

1. Creating a resume exchange for skilled worker overseas applicants that would:
 - a. Create a central database of skilled worker overseas applicants that employers could review;
 - b. Allow Manitoba businesses to offer employment to skilled workers on this list;and
2. Bring back the old employer direct stream.

3. The Task Force to Develop HRMAM’s Position on Report from the Panel on Labour Market Opportunities for Persons with Disabilities – Rethinking Disability in the Private Sector

Chair: Sharon Somerville

In the summer of 2012, the Government of Canada created a panel to work with both private-sector employees and other organizations in order to research the labour market participation of persons with disabilities. The main purpose of this panel was to determine the difficulties associated with hiring persons with disabilities, as well as the best practices for doing so.

The panel came to the conclusion that:

1. Although many companies are paving the way for the success of persons with disabilities, more training and education needs to be in place.
2. Hiring people with disabilities is good for everyone.
3. Leadership is key when it comes to effective community partnerships.

This taskforce will review the different HR concerns regarding the hiring of persons with disabilities and will respond to the findings of this report.