

Review of the Exclusion of Domestic Workers from the Labour Relations Act, 1995

On May 30, 2017, the Government of Ontario announced that it would review the recommendation in the [Changing Workplaces Review \(CWR\)](#) Final Report to remove certain exclusions from the [Labour Relations Act, 1995 \(LRA\)](#).

Certain groups of workers and professionals are excluded entirely from, or excluded from certain parts of, the LRA.

The Ministry of Labour is seeking input on the current exclusion that applies to **domestic workers employed in a private home**. The Ministry invites feedback from all interested stakeholders on the impact of this exclusion.

Who Is Covered by the LRA Exclusion Applicable to Domestic Workers?

The exclusion applicable to domestic workers employed in a private home is found under section 3(a) of the LRA.

The term “domestic workers” is not defined under the Act, however; the Ontario Labour Relations Board (OLRB) has indicated that the meaning could be interpreted broadly.

Domestic workers have been excluded from coverage under the LRA since the 1940s, with the exception of a period from 1993 to 1995. The historic rationale for the exclusion of domestic workers was based on the belief that these workers formed intimate social bonds with the private households they worked for, and that the possibility of unionization would be an inappropriate barrier to this bond (A.Macklin, “On the Inside Looking In: Foreign Domestic Workers in Canada,” in *Maid in the Market: Women’s Paid Domestic Labour*, eds.W.Giles and S.Arat-Koc (Halifax: Fernwood Publishing, 1994), p.32).

Participating in the LRA Exclusion Review for Domestic Workers:

If you would like to participate in the LRA exclusion review for domestic workers please contact Exemptions.Review@ontario.ca. Please ensure that your email includes your name and contact information and states that you are requesting the Discussion Questions for the LRA exclusion review for domestic workers.

Accessible formats and French translations of documents are available upon request.