



## Alternative Work Arrangements

### Issue

Telework or telecommuting, the ability of workers to work outside the office environment, and captive workers, those employees who because of the circumstances and nature of their employment have no alternative to living in a bunkhouse or campsite (e.g. remote work camp for an oil sands development), are fundamentally changing the concept of the 'workplace'. Labour legislation, including Occupational Health & Safety (OH&S) and Workers' Compensation Board legislation, may need to be adapted to reflect varying workspaces and work arrangements. In many cases the legislation is either ambiguous or holds employers accountable for environments or employee behaviour over which they have no control.

### Calgary Chamber of Commerce Position

Both employers and employees could benefit from greater clarity in the application of both OH&S and Workers' Compensation legislation and policies regarding these alternative work arrangements and a more appropriate balance between employer accountability and an employer's control over working conditions.

### Policy Recommendation

The Calgary Chamber of Commerce recommends that the Government of Alberta:

Work with employer and employee groups to develop clear direction for alternative work arrangements, including the cases of telework and captive workers, which strikes the right balance between an employer's ability to control the work environment, an employee's non-working time/environment and their responsibilities as employers in labour law.