

April 11, 2025

To: Two-Spirit, Lesbian, Gay, Bisexual, Transgender and Queer Advisory Committee Members

Re: Enhanced Workplace Protection for 2SLGBTQIA City Service Employees Living With HIV

Individuals living with HIV, especially those on specific treatment regimens, may experience periods of recovery and physical pain that can affect their ability to perform their duties consistently. This Item seeks to ensure that employees who are on HIV treatment receive accommodations and support to thrive in their roles. I am requesting that a representative from the City's Pension, Payroll & Employee Benefits Divisions attend the committee to present on relevant supports available to City employees living with HIV.

The presentation may include information on available supports such as:

- Flexible work arrangements, including additional sick leaves or modified schedules, for employees requiring extra time to recover from the physical impacts of HIV treatment.
- Enhanced benefits and support for employees with HIV to ensure they can fully engage in their work without fear of discrimination or adverse impact on their professional growth.

This item aims to create a more inclusive and supportive workforce, fostering the wellbeing and success of service workers living with HIV while ensuring they are not penalized for health challenges beyond their control.

Recommendation:

That the Two-Spirit, Lesbian, Gay, Bisexual, Transgender and Queer Advisory Committee recommend that the Executive Committee recommends that:

1. Director, Pension, Payroll & Employee Benefits, present on relevant supports available to City employees living with HIV.

Sincerely,

Cooper Andre

Member, Two-Spirit, Lesbian, Gay, Bisexual, Transgender and Queer Advisory Committee