

FEDERAL ELECTION ALERT

Not all workers are protected by provincial laws. Workers in certain sectors like airlines, transportation, telecommunications and financial services rely on employment laws made by the federal government.

Bank tellers, certain call centre workers, airline workers, and many others earn low- or minimum wages, while the companies they work for make millions in profit.

In this federal election, workers have the ability to vote for candidates who support a \$15 federal minimum wage. This is just one step in the process of winning \$15 and Fairness in every province.

**Ask your local candidates the following question:
“Do you, and does your party, support a \$15 federal minimum wage that is adjusted each year to keep up with rising prices?”**

At present, the New Democratic Party and the Green Party support the call for a \$15 federal minimum wage. We hope other candidates and parties follow suit. But in order to make this happen, we need to raise our voices in our communities and workplaces across Ontario. We need to let our federal candidates know that decent wages and decent work are critical issues in this election.

15andfairness.org

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#15andfairness / @fairwagesnow / Campaign to Raise the Minimum Wage



MINIMUM WAGE ALERT

On October 1st Ontario's minimum wage goes up by 25 cents!

Thanks to pressure from workers across Ontario, the Ontario government has implemented an annual cost of living adjustment to the province's minimum wage. The first adjustment takes place October 1 when the hourly minimum wage increases by 25 cents.

	June 1, 2014 to Sept. 30, 2015	Oct. 1, 2015 to Sept. 30, 2016
General Minimum Wage:	\$11.00	\$11.25
Student Minimum Wage:	\$10.30	\$10.55
Liquor Servers Minimum Wage:	\$9.55	\$9.80



You helped raise the wage!



Thanks to workers' actions in every community across Ontario, the government felt pressured to increase the general minimum wage from \$10.25 to \$11.00 an hour in 2014. It also felt pressured to change the Employment Standards Act to make indexation the law in Ontario. Now the minimum wage will be adjusted each year on October 1 by the increase in the rate of the Consumer Price Index. This is an historic improvement for workers in minimum-wage employment because it means their wages won't lose as much buying power as they used to.

Spread the word!

If you, your family or your friends are in minimum-wage employment, check your pay stubs to ensure everyone receives the wages they are entitled to starting on Thursday, October 1, 2015.

Join the Fight for \$15 and Fairness

We must demand the government change other laws to make work a bit more fair." But we can't stop now. All workers need at least \$15 an hour to earn an income above the poverty line.

And we need to force government to change other laws that will make work a bit more fair. We should all have paid sick leave, fair scheduling, decent hours, equal pay and more. But we can't do it alone – we need your help. Join the Fight for \$15 & Fairness.

Why is a (COLA) important for workers?

Workers need COLA adjustments to ensure that their wages maintain their purchasing power. If food and transportation costs increase, but wages stay the same, workers can't buy as much as they used to. It's like having a wage cut.

If we look at the previous two decades, we can see that Ontario's minimum wage has been frozen for 12 of the past 20 years. Between 1995 and 2004, Ontario's general minimum wage was frozen at \$6.85; during that time it lost more than 20% of its buying power as groceries, housing and other costs increased.

After a campaign to increase the minimum wage, there were some modest improvements to the wage, but it still fell well below the poverty line. In 2010, the minimum wage was frozen for yet another four years, during which time the wage lost nearly 10% of its purchasing power.

Even at \$11.25, Ontario's minimum wage leaves a full-time worker more than 17% below the poverty line.

Cost of Living Adjustment - COLA

What is indexation?

A cost of living adjustment means that the minimum wage is adjusted so that it keeps up with rising prices. The government uses Statistics Canada's Consumer Price Index (CPI) to measure average increases in the cost of purchasing the necessities of life, like food, housing, clothing, transportation and more. Tying wages to the Consumer Price Index is known as "indexation". From August 2014 to August 2015, the Ontario CPI increased by 1.2%. This increase may not reflect all expenses workers face. The price of some necessities, like food, can increase faster than other things measured by the CPI.

Selected food price increases between August 2014 & August 2015



Fresh Fruit
6.7% price increase



Fresh Veggies
6.4% price increase



Cereal
1.9% price increase



Dairy & Eggs
2% price increase