

An Agenda for Decent Work

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IMPLEMENT \$15 AND FAIRNESS

Polls show the majority of Ontarians support government action to improve wages and working conditions. The \$15 minimum wage and new laws brought in by the Ontario government are a start.

There are still too many workers who struggle everyday with little protection in the workplace.

It's clear we need stronger laws to level the playing field between decent work employers and the big companies that rely most on low wage and unstable employment.

To deliver \$15 and fairness to every workplace, we must enforce and implement our new rights – and go much further.

WE STILL NEED:

A \$15 minimum wage for ALL of us

- Remove all exemptions to general minimum wage – for students, liquor servers, farm workers and others

Decent hours that we can live on and plan for

- Seven (7) paid emergency leave days
- Overtime after an 8 hour day and 40 hour work week.
- Stop employers from averaging our overtime to reduce our overtime pay
- Paid coffee breaks
- Three (3) weeks of vacation for all workers
- Hours of work offered to existing workers before hiring new people
- Contracts that guarantee minimum hours of work each week
- Two (2) weeks advance notice of schedules

Equal pay for equal work

- Equal benefits and working conditions for equal work
- Pay transparency in our workplaces to enforce equal pay

Respect at Work

- Stop bullying and harassment

Real job security

- Job protection for workers who stand up for workers' rights at work
- Protection from unjust dismissal
- Wage protection and union coverage when business ownership or contracts change (contract flipping)
- Stop perma-temps – hire workers directly
 - Temp agency workers must become directly-hired workers of the client company after three (3) months of assignment
 - Ensure that the company and temp agency provide just cause if, at the end of the assignment, another temp worker is hired to do the work previously done by the temp agency worker
 - Implement a 20% cap on the number of temp agency workers that a company can use at any given time
 - End all penalties or fees when a client company directly hires workers

Labour laws that protect everyone

- Stop employer loopholes - end employer exemptions
- Expand the Employment Standards Act to include all workers (like Uber drivers)
- Make companies at the top fully responsible for wages, working conditions and collective bargaining, when they use temp agencies, franchises and sub-contractors
- Effective enforcement
 - Allow anonymous and third party complaints of employer violations and protect whistleblowers
 - Apply meaningful penalties for employers who break the law
 - Make employers pay damages to workers for the hardship caused by wage theft
 - More proactive (or surprise) inspections of workplaces

The right to organize and unionize

- The right to join unions by signing cards
- The ability to form unions across franchises and subcontractors
- Broader-based bargaining across regions or sectors of work

Protect migrant workers

- No Employment Standards Act exemptions for employers of migrant workers
- Effective enforcement requires expedited anti-reprisals, community led proactive inspections, and protection from repatriation
- Right to unionize for caregivers and agricultural workers
- Regulate recruiters and stop illegal fees

FUND \$15 AND FAIRNESS

Our elected representatives must play a leading role in supporting and creating decent work.

The Ontario Government must provide proper funding for the full implementation of a \$15 and Fairness decent work agenda.

This would include making sure that income security programs and compensation, public services and community programming, public institutions, and publically-funded agencies are adequately funded to incorporate new protections in labour legislation, without a loss in employment hours or a reduction in services.

FIGHT FOR \$15 AND FAIRNESS

We need to keep fighting for \$15 and Fairness and take on the Big Business lobby.

VOTE FOR \$15 AND FAIRNESS

In the June 7 Ontario Election, let's make sure we vote for candidates who support a \$15 minimum wage and decent work for all.

