

# HANDS OFF OUR DECENT WORK LAWS!

Last year, in response to overwhelming popular demand by the people of Ontario, the provincial government brought in better labour laws. But these improvements could be lost if Premier Doug Ford moves ahead with his plan to take away our \$15 minimum wage.

If corporate lobby groups have their way, the new government might even take away our right to paid sick days, equal pay for equal work, fair schedules, union protection and more.

Let's remember, Doug Ford has no mandate to reverse our decent work laws. 60% of voters did NOT vote for his plan to scrap the \$15 minimum wage. And more than 40% of eligible voters did not vote at all.

## DID YOU KNOW...

...In 2017, average annual CEO pay shot up to **\$10.4 million**, from **\$9.6 million** the year before. That's up 8 per cent, and represents a new high since the 2008 global recession. That's **\$5,700 per hour** for one CEO- the equivalent of **380** workers earning **\$15**.

## NO TIME TO LOSE!

Polls show that 2 out of every 3 people in Ontario support a \$15 minimum wage and decent work. Let's send a clear message to the new government: WE are the people and we expect a \$15 minimum wage and fairer labour laws on January 1, 2019.

### What can you do?

- Talk to your friends and co-workers
- Attend or host an event in your community
- Ask your Member of Provincial Parliament to become a \$15 & Fairness champion

### Join the movement

**Text FIGHT to 647-360-9487**

- 🌐 [15andfairness.org](http://15andfairness.org)
- 📘 Fight for \$15 & Fairness
- 🐦 @FairWagesNow #15andFairness
- ✉ [info@15andfairness.org](mailto:info@15andfairness.org)
- ☎ 647-360-9487

### GOT A BAD BOSS?

Call the toll-free, confidential hotline to get support: 1-855-531-0778



# KEEP FIGHTING FOR \$15 & FAIRNESS



**Don't let them take away our new labour laws!**



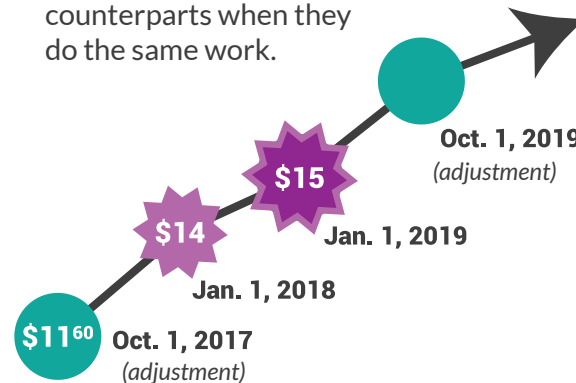
## WE CAN'T STOP NOW!

By working together across Ontario, we won better labour laws in 2017. These changes – and those scheduled for January 2019 – are major improvements to our working conditions. But only if they are implemented.

The new Ontario Government wants to take away our \$15 minimum wage and many big corporations are lobbying to eliminate even more of our hard won gains.

## FAIRER WAGES

- An increase in the adult general minimum wage from \$11.60 to \$14.00 on January 1, 2018 and a \$15 minimum wage by January 1, 2019.
- Annual wage adjustments on October 1 each year so that wages hold their value against rising prices.
- Effective April 1, 2018 part-time, casual and temporary agency workers must be paid the same, higher wage as their full-time, directly-hired counterparts when they do the same work.



## BETTER PROTECTION

- Your boss cannot misclassify you as an independent contractor to deny you basic rights under the law.

## RIGHT TO UNIONIZE

- New laws make it easier for workers to join unions.
- Better protection against contract flipping.

## PAID LEAVE

- All workers have access to 10 days of job-protected emergency leave.
- The first 2 days of this leave are paid.
- Employers can NOT ask for a doctor's note when workers access their emergency leave days provided under the Employment Standards Act.
- After five years with the same employer, workers will receive an extra week of paid vacation.

## FAIRER SCHEDULING

Effective January 1, 2019 workers must receive:

- 3 hours of pay for on-call employees who are not called in to work
- 3 hours pay for any employee whose shift is cancelled with less than 2 days' notice
- Workers may refuse shifts without penalty if the shift is scheduled with fewer than 4 days' notice.

## AND SO MUCH MORE.

- To learn more about our new rights, visit [15andFairness.org](http://15andFairness.org).