

**WE LOVE
WORKERS
AT TIM
HORTONS!**

&

We ♥ workers' rights!



February 13, 2018



Dear Workers at Tim Hortons,

We believe that all workers deserve decent wages and working conditions. Together, we have made some important improvements in the laws that are benefitting workers. As you may know, a few greedy corporations like Tim Hortons (Restaurant Brands International) are clawing back workers' wages and benefits, despite making millions in profit.

The vast majority of people in this country are sickened to learn that instead of improving wages and working conditions in accordance with the spirit of the new laws, Tim Hortons has eliminated paid breaks and cut hours; slashed uniform, drink and meal allowances; and even reduced access to basic health and dental benefits. Some owners have resorted to stealing workers' tips – a practice that is illegal.

We want to say that we will keep fighting for as long as it takes to ensure you benefit from the legislative improvements that other workers are enjoying.

This Valentine's Day, it's our turn to show YOU the love.

Thank you from all of us:

This poster is provided by the Ministry of Labour.
According to the law, it must be posted in a visible spot in every workplace.
Employers are also required to give each employee a copy of the poster.



Employment Standards in Ontario

The *Employment Standards Act, 2000* (ESA) protects employees and sets minimum standards for most workplaces in Ontario.

Employers are prohibited from penalizing employees in any way for exercising their ESA rights.

**FAIR AT
WORK
ONTARIO**

What you need to know

Minimum wage

Most employees are entitled to be paid at least the minimum wage. For current rates visit:

[Ontario.ca/minimumwage](https://www.ontario.ca/minimumwage).

Hours of work and overtime

There are daily and weekly limits on hours of work, and rules around meal breaks, rest periods and overtime.

Public holidays

Ontario has a number of public holidays each year. Most employees are entitled to take these days off work and be paid public holiday pay.

Vacation time and pay

Most employees earn vacation time after every 12 months of work. There are rules around the amount of vacation pay an employee earns.

Termination notice and pay

In most cases, employers must give advance written notice when terminating employment and/or termination pay instead of notice.

Leaves of absence

There are a number of job-protected leaves of absence in Ontario. Examples include pregnancy, parental, family caregiver, personal emergency leave (paid and unpaid) and sexual and/or domestic violence leave (paid and unpaid).

Other employment rights, exemptions and special rules

There are other rights, exemptions and special rules not listed on this poster including rights to severance pay and special rules for assignment employees of temporary help agencies.



Subscribe to stay up-to-date on the latest news that can affect you and your workplace:

[Ontario.ca/labournews](https://www.ontario.ca/labournews)

Learn more about your rights at:

[Ontario.ca/employmentstandards](https://www.ontario.ca/employmentstandards)

1-800-531-5551 or TTY 1-866-567-8893

@ONlabour @OntarioMinistryofLabour

Fighting for \$15 and Fairness pays off!

Here are a few things workers won:

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.

The Right to Unionize

- ✓ New laws that make it easier for workers to join unions. (For information on joining a union, call the OFL at 1-800-668-9138)
- ✓ Better protection against contract flipping.

Better Protection

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

Paid Leave

- ✓ All workers will have access to 10 days of job-protected emergency leave.
- ✓ The first 2 days of this leave will be 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.

To learn more about our new rights, visit 15andFairness.org

To join the movement, text the word *LOVE* to 647-360-9487

Got a bad boss? 1-855-531-0778

Call the toll-free Workers' Action Centre hotline.
All calls confidential, support in 8 languages available.



Say **NO** to bad bosses and **YES** to strong labour laws.
Join the Fight at 15andFairness.org