

What workers need: Changes to the *Labour Relations Act*

It should be easier for all workers to join and keep a union. Bill 148 can improve the *Labour Relations Act* with the following amendments:

- Provide unions with greater access to workplace information to strengthen workers' right to organize;
- Extend successorship rights to protect workers in the case of contract flipping;
- Extend card-based certification to all sectors to protect workers from employer intimidation;
- Allow franchise workers to collectively bargain to build power together;
- Prohibit the use of replacement workers during strikes and lockouts; and,
- Remove all exemptions to the *Labour Relations Act*

What workers need: Changes to the *Employment Standards Act*

We need to raise the floor for all workers. Bill 148 can improve the *Employment Standards Act* with the following amendments:

- Ensure all workers are protected by the *Employment Standards Act*;
- Strengthen equal pay for equal work legislation to prevent employers from manipulating job duties to evade obligations;
- Eliminate exemptions to the minimum wage, including liquor servers and students;
- Provide paid leave for survivors of domestic and/or sexual violence;
- Legislate seven paid emergency leave days; and
- Extend just cause protection for all workers after three months with same employer;

Learn more: makeitfair.ca

DECENT WORK NOW!



“Decent work matters to me as a student so I can balance my school life with my work life, all together as one.”

– Natalia Austin

Today,
tell your MPP what
workers need.



It takes one click.



makeitfair.ca/letter
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We've come so far.

For over two years, Make It Fair and \$15 and Fairness have been campaigning for decent work. Now, with your help, these campaigns have achieved major breakthroughs.

For the first time in a generation, the Government of Ontario is reviewing its outdated employment and labour laws with Bill 148. This is an incredible opportunity to ensure decent work for all workers, today and in the future.

But our work is not finished

Bill 148 does not go far enough to make it fair for all workers, and it is not a done deal. Opposition to decent work is building, and if the corporate lobby has their way, changes that benefit workers will be delayed, revised, or eradicated. We need your continued help now more than ever.

3 things you can do:

- 1. Meet your MPP** – Everyone should meet their MPP, they're elected by us! Once you set up a meeting, contact OFL's Director of Political Action Melisa Bayon at mbayon@ofl.ca or 647-234-1795 for support and tips.
- 2. Email your MPP** – It's easy! Go to: www.makeitfair.ca/email.
- 3. Write a letter to the editor:** go to www.makeitfair.ca/letter. There is a template letter ready to go that you can send along. You will then be able to send a letter to your local paper and have your voice heard! Anyone can do it!

Our efforts are paying off!

Bill 148, The Fair Workplaces, Better Jobs Act 2017 is still under review. The victories we have won in that Bill are all a product of our efforts and a meaningful step forward for all of us! Below are quick highlights of what we've achieved so far:

- Raising the general minimum wage to \$15 by 2019!
- Making it easier to join unions by expanding card-based certification to three more sectors: building services, homecare, and temp agency workers;
- Protections against contract flipping to building services;
- Access to information during a union organizing drive;
- Three hours pay for on-call employees whose shift is suddenly cancelled. Workers can refuse shifts scheduled with fewer than 4 days' notice;
- Three weeks paid vacation after 5 yrs of service;
- Extension of job-protected emergency leave for all workplaces and two of 10 PEL days paid and no doctors' notes required; and more!

We're not done yet! The Bill still needs to be passed. We have another month to make more improvements! Flip to the back to see what else we need!

Activist toolkit: Mythbusters

An overwhelming majority of Ontarians want to see decent work legislation. But big business lobbyists, like Loblaw's CEO Galen Weston, are leading a powerful opposition. They argue that changes like the \$15 minimum wage will harm the economy.

Our mythbusters can help you debunk the faulty claims made by Weston and others, and spread the word about the economic and social benefits of decent work legislation.

Fact: Card-based certification is the best way to protect workers' democratic right to form a union.

Union votes are different than political votes because politicians do not have the power to fire voters. In a workplace, a secret ballot can rarely occur without intimidation by the employer, who controls each workers' pay.

The next time someone says: "*The only democratic way to join a union is through a secret ballot vote,*" be a mythbuster. Explain how card-based certification protects employees from employer intimidation.

Fact: Raising the minimum wage is good for both workers and the economy.

A \$15 minimum wage would pump five billion dollars into Ontario's economy, stimulating new demand, creating jobs, and boosting government tax revenues. If businesses that rely on poverty wages need to cut back, better employers with sustainable business models will take their place.

When someone tells you: "*Raising the minimum wage will cost low-wage workers their jobs,*" explain why that's not true.

Fact: Raising the floor of minimum standards allows us to negotiate above it.

Ontario union members earn more than non-unionized workers: in 2014, union members earned, on average, \$6.57 more per hour.

If someone says: "*A \$15 minimum wage makes it harder for union workers to negotiate for better wages,*" be a mythbuster. Explain that minimum wage increases and more effective employment laws means a higher floor to negotiate above when demanding better wages and fairness.