

# S.W.E.A.C SHOUT OUT!



**SPRING INTO ACTION! APRIL 2016**

**The Sudbury Workers Education and Advocacy Centre is a non-profit, community & worker based organization committed to improving the lives and working conditions of people in low-wage and unstable employment.**

## Workers Deserve Better

### Join the Fight For 15 and Fairness - Here are our demands



**\$15  
minimum wage**

Even with indexation at \$11.25, workers are left more than 16% below the poverty line – that is almost \$4,000 below the poverty line per year! That's why our fight for \$15 is more important than ever! There are still many groups of workers that are exempted from this minimum wage, and are forced to try to make ends meet on even lower wages. Students, liquor servers, farmworkers, to name a few, are all exempt from the minimum wage.

**\$15 Minimum Wage**

**No Exemptions  
from Minimum Wage**

The majority of workers in Ontario do not have access to paid sick leave. Most workers cannot afford to lose a day of pay when they are sick and many employers require workers to get a medical note from a doctor to prove they are sick. This costs workers time and money, and exposes others to illness. Both the Canadian and Ontario Medical Associations have called on employers to stop requiring medical notes due to the public health risks and cost to the health care system.



**Paid  
sick days**

**7 Paid Sick Days**

**No exemption from providing  
unpaid personal emergency leave**

**No Requirement for  
Medical Notes**



**Respect  
at work**

Rights are hollow if workers cannot assert them without being punished or fired. The law in Ontario does not require employers to demonstrate a reason for firing workers. Investigations of reprisals against workers who stand up for their rights should be fast, employers should be penalized, and workers should be able to get their jobs back if they want.

**Protection from  
Unjust Dismissal**

**End Workplace Bullying  
and Harassment**

**More Protection for Workers  
to Stand-Up for their Rights**



Decent hours for  
decent incomes

We need decent hours of work that we can live on. A third of workers in part-time jobs want full time work but can't get it. Involuntary part-time means workers struggle to make ends meet, and often have to cobble together several jobs to get by. But part-time, casual, and temporary agency jobs can have erratic and unpredictable hours, and employers are increasingly moving to "just-in-time" scheduling that leaves workers scrambling to organize their work, family and other responsibilities. Overtime is also a serious issue for a huge number of workers – only 3 out of 5 workers have full access to overtime pay. It's no wonder that part-time work is growing faster than full time work – it pays off for employers, and the law doesn't stop it. But it could.

Promote Full-Time,  
Permanent Work

Fair Scheduling

At Least 3 Weeks Paid  
Vacation

No Exemptions from  
Paid Overtime

Employers should be held responsible for ensuring that minimum standards are provided to workers down the chain of temp agencies, contractors, and subcontractors, and should not be able to misclassify workers as independent to avoid employment standard responsibilities. Exclusions and loopholes, which primarily affect young, women, racialized, and migrant workers, let employers take advantage of workers. Part-time, casual, and temporary agency workers are often paid lower hourly wages than their full time counterparts for doing the exact same work. That is why all workers should be protected by universal minimum standards.



Rules that  
protect everyone

No Exemptions or  
Special Rules

Universal Employment  
Standards Coverage

Equal Pay for Equal  
Work

Job security when business  
ownership changes

**Join us at noon, on April 15 to take a stand for all workers in Ontario.**

Mark your calendars for the day of action that will send the Ontario Government a clear message! Since March 2015, the Ministry of Labour has been reviewing the laws that govern our workplaces. We need to mobilize in every community to make sure that we get the kind of changes that will make a real difference in our workplaces.

On April 15, let's demand the [#OntarioWeWant](#) by ensuring all workers get [#15andFairness](#).

**Join us in front of the Sudbury MPP's office (555 Barrydowne - on the sidewalk) as we rally and then march together to demand better protections under our labour laws.  
We want fairness, dignity and respect!**

Contact us directly if you have any questions:  
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