

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



FEBRUARY 2017

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

Right of the Month: Pregnancy and Parental Leave

Ontario workers are entitled to pregnancy leave and parental leave when expecting a child and after having a child. Pregnancy leave can be up to 17 weeks and is available to all women covered by the ESA as long as she began work at least 13 weeks before the expected birth date. Pregnancy leave cannot be taken any later than the day the child is born.

Parental Leave is available to all workers in Ontario and can be up to 37 weeks however, women who take pregnancy leave beforehand are only entitled to 35 weeks of parental leave. Women who take pregnancy leave must take parental leave no later than the date their pregnancy leave ends or, if the baby is not in their care at that time, they can choose to return to work until the child is put in their care or within 52 weeks of the end of their pregnancy leave. Parental leave is available to all parents including after adoption.

Anyone who takes pregnancy or parental leave has the right to reinstatement at the end of the leave and has the right to any raises in pay that occurred during their leave. They also have the right to continue to participate in benefits plans or packages their employer provides.

For More information on pregnancy and/or parental leave contact the Ministry of Labour or SWEAC.

FAMILY DAY!

In Ontario, Family Day is one of 9 paid public holidays. This year it will be on **Monday, February 20th**. Make sure to speak to your employer about holiday scheduling and pay.



Starting February 2017 SWEAC will be adding information on unions and the benefits of organizing to our Know Your Rights workshops, as minimum wage, overtime, and safe workplaces are just a few of the rights won by our Brothers and Sisters in the Labour Movement.

It's imperative that the workers and youth of today understand the importance and benefits of unions in the workplace, and that the strides and accomplishments of those who fought, and continue to fight, for decent work and working conditions are not lost.

February is Black History Month



Why a Black History Month?

By: Rosemary Sadlier, Immediate Past Ontario Black History Society President

Source: Ontario Black History Society,
blackhistorysociety.ca

In the 1950's the Canadian Negro Women's Association brought the celebration to Toronto, Ontario. By 1978, Ontario Black History Society successfully petitioned the City of Toronto to have the monthly celebration formally recognized. This celebration is currently proclaimed across Canada.

African Canadian students need to feel affirmed; need to be aware of the contributions made by other Blacks in Canada; need to have role models; need to understand the social forces which have shaped and influenced their community and their identities as a means of feeling connected to the educational experience and their life experience in various regions in Canada. They need to feel empowered. The greater Canadian community needs to know a history of Canada that includes all of the founding and pioneering experiences in order to work from reality, rather than perception alone.

As a people, with roots dating back to 1603, African-Canadians have defended, cleared, built and farmed this country; our presence is well established, but not well-known. The celebration of Black History Month is an attempt to have the achievements of Black people recognized and told.

We need a Black History Month in order to help us to arrive at an understanding of ourselves as Canadians in the most accurate and complete socio-historical context that we can produce. As a nation with such diversity, all histories need to be known, all voices need to be expressed. Black history provides the binary opposite to all traditional histories. One needs traditional history to engender a common culture; one needs Black history to engender a clearer and more complete culture.

When the contributions of people of African descent are acknowledged, when the achievements of Black people are known, when Black people are routinely included or affirmed through our curriculum, our books and the media, and treated with equality, then there will no longer be a need for Black History Month.

Viola Desmond was an African Canadian woman who dedicated her life to improving the lives of black people in her home province of Nova Scotia. She was also the first trained beautician of colour and provided training to other black women, helping them open their own salons and parlours. In

November 1946, Viola was arrested for sitting in ground floor seats at a private movie theater in New Glasgow, NS, despite being sold a balcony seat ticket where people of colour were designated by the owner to sit. Due to this incident, she was briefly jailed and eventually fined \$20 (\$265.31 in 2017 dollars) for not paying the 1 cent difference in tax between the two tickets. Eventually in 2010, 45 years after her death, Viola was pardoned and has since been chosen to be the first woman featured on a Canadian bill, other than the Queen, and has been lauded for challenging discriminatory practices and in turn contributing to the rise of the Civil-Rights Movement here in Canada.



United Way / Centraide Sudbury and Nipissing Districts



**United Way
Centraide**
Sudbury and/et
Nipissing Districts

Are you are a young worker (under 35) who is interested in
voicing your concerns and helping to create change?

If YES, contact the United Way today to join their young workers focus group.

YOUNG WORKERS

You're Invited

Do you participate on
a Young Workers
Committee?



Through our labour partnership
United Way/Centraide Sudbury
& Nipissing Districts is hosting a
focus group to hear from young
workers.

The Focus Group will take place on
March 2nd 2017, at 957 Cambrian Heights
Dr. Sudbury (Suite 200), at 5:30 PM.

Ages 35 and younger.



Please RSVP by **February 21st** at
labour@unitedwaysudbury.com

Also, with tax season coming up, the United Way is once again offering the assistance
of trained volunteers to help you do your income taxes.

See the following page for details about this the 2017 Income Tax Program, including
if you qualify and locations, or contact the United Way at (705) 560-3330 ext:201 for
more information.

Are you a community organization or group who offers programs that would be of benefit to low-wage workers?
Contact SWEAC by email: sudburyworkerscentre@gmail.com or phone: 705-470-3323 to see how we can help.



United Way
Sudbury and
Nipissing Districts

COMMUNITY VOLUNTEER INCOME TAX PROGRAM 2017

Income tax returns completed by trained volunteers for individuals and families who qualify:

Single person	Up to \$30,000
Couple	Up to \$40,000
One adult, one child	Up to \$35,000
Each additional dependent	Up to \$2,500
Interest income less than	Up to \$1,000

- Clients should bring all their slips and if available, the Notice of Assessment from the previous tax year.
- Deceased persons (estates) cannot be completed.
- Clients who wish to file for a relative require documentation of Power of Attorney.
- Starting this year, clients can file for 2016 and 2015 anytime. Clients who have 3 or more years to complete will have to book an appointment ahead of time.

Centre open at United Way Sudbury and Nipissing Districts' NEW OFFICE LOCATION

957 Cambrian Heights Drive, Unit 201 Sudbury

Telephone: 705-560-3330 ext. 201

Full services available from March 1 through April 28

Monday, Wednesday, Thursday	9:00 a.m. to 3:00 p.m.
Tuesday	9:00 a.m. to 7:30 p.m.
Friday	9:00 a.m. to 12:00 p.m.

*Note: The Program may close early due to client volume



GREATER SUDBURY PUBLIC LIBRARY
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Clinics held at Greater Sudbury Public Libraries

Main Library (MacKenzie) – Saturday, March 4	10:30 a.m. to 3:30 p.m.
Main Library (MacKenzie) – Saturday, March 11	10:30 a.m. to 3:30 p.m.
Chelmsford – Saturday, March 25	10:30 a.m. to 3:30 p.m.
Valley East – Saturday, April 1	12:30 p.m. to 3:30 p.m.
Capreol – Saturday, April 8	12:30 p.m. to 3:30 p.m.
Garson – Saturday, April 22	12:30 p.m. to 3:30 p.m.

Clients will be served on a first come, first served basis.