

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



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.

Painting the Roses Red : The Ridiculous Things Employees Put Up With to Comply

Sometimes it can be hard to distinguish between the law and how a business operates. The following are just a few examples of these differences:

Situation: *Karen has been working at a local retail store for the past year, and one Friday afternoon her boss tells her that her hours will be cut due to lack of work and that she will have to be “on call” throughout the weekend. Karen feels that this is unfair and refuses to be “on-call”.*

Reality: *This situation is operational and unfortunately the law does not protect Karen and other workers’ under these circumstances. If Karen does not attend an “on-call” shift it may harm her work performance and at worst can lead to her dismissal, however it is dependant upon her employer. Similar situations like this leave workers’ feeling helpless, often disabling them from making plans and participating fully within the community.*



Situation: *It is Friday and Robert is finished working a 48 hour work week. As he is getting ready to go home his manager suddenly tells him that he has to come in for 8 hours both on Saturday and Sunday. Robert feels like he has no choice and complies with his manager.*

Reality: *Under the Employment Standards Act an employer has to receive an employees written consent prior to them working more than 48 hours in a work week. This is a situation where the worker may chose whether or not to work, and overtime (1.5 times their regular rate of pay) should be provided for each additional hour after 44.*

Call SWEAC if you are having trouble distinguishing between operational and legal obligations.

WELCOME CRYSTAL!

SWEAC would like to congratulate Crystal Kimewon on becoming our newest team member. As the "Workplace Rights Educator" Crystal will help build our centre's capacity, raise awareness of workplace issues experienced by vulnerable workers in our community and educate workers on their workplace rights. She will also be responsible for providing educational services for workers living in the outer limits of Sudbury (Nickel Belt area), and in communities outside the Sudbury District (Manitoulin Island, Sturgeon Falls, etc.).



Tip of the Month: Document *EVERYTHING*!!

The following are some good habits to get into to ensure that you are getting what is owed to you and to support any claims you may have to file against your employer in the future:

- ♥ *Record your days and hours worked, make sure to include all overtime, if you worked on a holiday, and if you took any vacation;*
- ♥ *Keep all your paystubs, print them out if they get sent to your email or an online work portal;*
- ♥ *Keep any doctors notes;*
- ♥ *Get a copy of any contracts or work related documents for your own records;*
- ♥ *Record any instances of harassment or discrimination at work, the date they occurred and who was present;*
- ♥ *Record any important conversations you have with your employer concerning your work performance;*
- ♥ *Record any health and safety issues, the date they occurred and who you reported them to.*
- ♥ *Keep all documentation in a safe place outside of work.*

Having the proper supporting documentation can make or break your case if you ever find yourself reaching out for help regarding a workplace issue.

Family Day is February 15th, 2016

and is a recognized provincial holiday, so make sure you receive what you are owed!

If you have any questions about holiday pay please do not hesitate to call SWEAC at 705-470-3323.





Upcoming Events



Attend our Annual General Meeting

Date: Wednesday, February 24th, 2016

Location: Sudbury Secondary School Cafeteria,
85 Mackenzie Street, Sudbury

Light snacks will be provided.

This space is accessible and has available parking.

This meeting is open to SWEAC members and the general public.

Have Your Say, Become a Member Today!

Individuals must be a member for at least 21 days in order to vote at the AGM

Worker Support Sessions

Worker support sessions will occur at participating Employment Options locations in and around the Greater Sudbury area on an ongoing basis. During a Support Session a team member from SWEAC will be available to answer any questions or concerns you may have about your rights at work.

All Members of the community are welcome to attend.

Please check the "Upcoming Events" section of our website for dates and locations of these sessions.

<http://sudburyworkerscentre.ca/my-calendar/>

