

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.

Congratulations Workers on Passing Bill 148!

Thanks to your help the *Fair Workplaces, Better Jobs Act, 2017 (Bill 148)* gained royal assent on November 27th. Though most changes come into effect on January 1st, these changes are already enforceable:

- Employee Misclassification: Expressly prohibits misclassifying an employee as an independent contractor. The onus of proof is on the EMPLOYER to prove that an individual is not an employee!
- High heel requirements: Can no longer require an employee to have footwear with a heel unless it's necessary for the worker to perform their work safely with the exception of those in the entertainment industry.
- Critical Illness Leave: Employees may take up to 17 weeks to care for critically ill adults, and up to 37 weeks to care for critically ill children. Allows employees to take leave in order to care for a person the employee considers to be *like family*.
- Parental Leave: Job-protected parental leave almost doubled to 61 weeks for employees who took a pregnancy leave and 63 weeks for employees who did not take a pregnancy leave.

Welcome!

We would like to give a warm welcome to our new Outreach and Campaign Organizer Mélodie Bérubé. Currently our walk-in services are still only available on Tuesdays between 1pm-3pm, we are hopeful that we can expand in the new year. Any donations this holiday season are welcome and appreciated.

For more information regarding donations visit: <http://sudburyworkerscentre.ca/support-sweac/>

Please Note!

The SWEAC office will be closed for the holidays from December 23rd to January 2nd!

HAPPY HOLIDAYS

