


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



JUNE 2016

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: Tips and Other Gratuities

Starting **JUNE 10th, 2016** the Ministry of Labour will be implementing new rules in regards to tips and gratuities, in order to better protect workers.

Under the Employment Standards Act (ESA), a “tip or other gratuity” is:

- a payment voluntarily made or left by a customer to an employee
- a payment voluntarily made or left by a customer to the employer for employees
- a payment of a service or similar charge imposed by the employer where a reasonable person would believe that the payment would be kept by an employee or shared amongst employees.

Employers can keep their tips and may participate in a tip pool ONLY IF:

- They are a director, sole proprietor, partner or shareholder in the business **AND**
- They regularly spend most of their time doing the same work as the employees who share in the tip pool.

Deductions from tips and other gratuities to cover things like spillage, breakage, losses or damage, etc. are NOT ALLOWED and workers who believe they are owed tips will be able to claim their loss with the Ministry of Labour.

Congrats!

Nicole Beaulieu has been the Executive Director of SWEAC since 2014. Her passion and commitment to Sudbury and its workers has been instrumental in bringing the Centre to where it is today! Although we are sad to see her go we know that she will continue to serve the community she loves.

We would like to congratulate Nicole on her new position and wish her luck in all future endeavours.

Thank You



SWEAC would like to thank our most recent donors for their generous support:

- ◆ **Union of Taxation Employees Local 00042**
- ◆ **Sudbury & District CUPE Council**
- ◆ **Mine Mill Local 598 / UNIFOR**
- ◆ **Ontario Secondary School Teachers' Federation (Sudbury)**
- ◆ **Peter Desilets**
- ◆ **Sudbury Community Foundation - Professional Engineers of Ontario Sudbury Chapter Fund**
- ◆ **And all those who joined us during our *Workers' Night Out* fundraiser!**

SWEAC is still in a constant search for sustainability, but all of your generous support allows us to get one step closer while we continue to deliver a much needed service in the Sudbury area and beyond.

Our most sincere thanks,

The SWEAC team