

Keep Fighting for \$15 & Fairness

For more information visit 15andFairness.org

Ontario deserves decent work

Polls show the vast majority of Ontarians – including Conservative voters & small businesses – support government action to improve wages and working conditions. From the \$15 minimum wage to paid sick days; from fairer scheduling rules to equal pay for part-time, contract, and temporary employees; from enforcement to union rights – workers want and deserve better.

Elected representatives municipally, provincially, and federally must play a leading role in supporting and creating decent work. All levels of government must provide proper funding for the full implementation of a \$15 and Fairness/Decent Work agenda. This would include making sure that income security programs and compensation, public services and community programming, public institutions, and publically-funded agencies are adequately funded to support new protections in labour legislation, without a loss in employment hours or a reduction in services.

We need stronger laws to level the playing field between decent work employers and the big companies that rely most on low wage and unstable employment. That's why we need you to join our movement for \$15 and Fairness. We need to make our politicians accountable for their actions.

\$15 & Fairness means:

An immediate \$15 minimum wage for ALL

- End sub-minimum wage rates and remove all exemptions to the general minimum wage for students, liquor servers, farm workers and others

Decent hours that we can live on and plan for

- Seven (7) paid emergency leave days
- Overtime after an 8-hour day and 40-hour work week
- Stop employers from averaging our overtime to reduce our overtime pay
- Paid coffee breaks
- Three (3) weeks of vacation for ALL workers
- Offer additional hours to existing workers before hiring new people
- Contracts that guarantee minimum hours of work each week
- Two (2) weeks advance notice of schedules

Equal pay for equal work

- Equal pay, benefits, and working conditions for equal work
- Pay transparency in our workplaces to enforce equal pay

Respect at work

- An end to bullying and harassment

Protections for migrant workers

- Ensure permanent residency status upon arrival for all new migrants, and permanent residency status for migrant and undocumented workers already here
- No Employment Standards Act exemptions for employers of migrant workers
- Regulate recruiters and stop illegal fees
- Effective enforcement requires expedited anti-reprisals and community-led proactive inspections
- Care workers and agricultural workers must have the right to unionize

Real job security

- Job protection for workers who stand up for workers' rights at work
- Protection from unjust dismissal
- Wage protection and union coverage when business ownership or contracts change (contract flipping)
- Stop perma-temps – hire workers directly
 - Temp agency workers must become directly-hired workers of the client company after three (3) months of assignment
 - The company and temp agency must provide just cause if, at the end of the assignment, another temp worker is hired to do the work previously done by the temp agency worker
 - Implement a 20% cap on the number of temp agency workers used by a company at any given time
 - End all penalties or fees when a client company directly hires workers

The right to organize and unionize

- The right to join unions by signing cards
- The ability to form unions across franchises and subcontractors
- Broader-based bargaining across regions or sectors of work

Labour laws that protect everyone

- Stop employer loopholes - end employer exemptions
- Expand the Employment Standards Act to include all workers (like Uber drivers)
- Make companies at the top fully responsible for wages, working conditions and collective bargaining, when they use temp agencies, franchises, or sub-contractors
 - Effective enforcement
 - Allow anonymous and third party complaints of employer violations and protect whistleblowers
 - Apply meaningful penalties for employers who break the law
 - Make employers pay damages to workers for the hardship caused by wage theft
 - More proactive (or surprise) inspections of workplaces

