

Decent work and the Ontario Election: Where the Parties stand



Decent Work Demands	Conservative Party	New Democratic Party	Liberal Party	Green Party
\$20 minimum wage	✗	✓	✗	✓
Equal pay & benefits for part-time, contract & temp agency workers	✗	✓	✓	✓
10 paid sick days	✗	✓	✓	✓
Full protections for gig workers & ending misclassification	✗	✓	✓	✓
Full responsibility when companies use temp agencies, sub-contractors or franchises	✗	✓	✗	✓
Easier access to unions	✗	✓	✗	✓
End contract flipping	✗	✓	✗	✓
Protection from unfair firing / Just cause protection	✗	✓	✗	✓
Protection for Injured Workers	✗	✓	✗	✓
Increasing Ontario Works and Ontario Disability Support Program	✓ by 5%	✓ by 100%	✓ by 20%	✓ by 100%

June 2: Ontario Election

Let's elect decent work champions!

▶ 5 Questions to ask your candidate:

1 Do you and your party support raising the minimum wage to \$20 an hour?

Inflation and the cost of living has hit a 30-year high. But our wages have not kept up.

When Conservative Premier Doug Ford got elected in 2018, he canceled the \$15 minimum wage and froze the cost of living adjustments for more than 2 years. But by organizing, Ontario workers forced him to restore the \$15 minimum wage in 2022.

Still, the damage was done. Ford's minimum wage freeze cost Ontario workers between \$3,000 and \$6,000 in lost wages.

Let your candidate know you will vote for a candidate who supports a \$20 minimum wage with annual adjustments so the minimum wage keeps up with inflation.

2 Do you and your party support legislation to ensure all workers get at least 10 permanent, employer-paid sick days?

The pandemic showed how important paid sick days are. Yet 70% of workers earning less than \$25,000 per year do not have paid sick days.

This means that the majority of low wage workers were not protected during the pandemic. This helps explain why workplaces like long-term care homes, farms, meat-processing plants, nail salons and warehouses became hotspots for COVID outbreaks.

In Ontario's Peel region, 66% of community outbreaks took place in workplaces and 25% of workers had to go to work with COVID symptoms. Meanwhile, Ontario's Progressive Conservative politicians all voted against permanent paid sick days more than 25 times.

Let your candidate know you will vote for a candidate who will legislate 10 permanent, employer-paid sick days for all workers.

3 Do you and your party support legislation that would ensure part-time, contract, and temporary agency workers receive the same wages and benefits as their full-time coworkers doing the same job?

Currently, there is no law to make sure that employers must pay part-time, contract and temporary workers the same wages and benefits as their full-time coworkers doing the same job.

In other words, employers are rewarded when they create part-time precarious employment instead of good jobs. After all, if two half-time workers cost the employer less, why would employers hire full-time workers? This explosive growth of part-time and temporary work is everywhere, from warehouses to grocery stores, and from schools to long-term care homes.

Too many of us who want full-time work are forced to juggle two or more part-time jobs to pay the bills. But it doesn't have to be this way. One job should be enough.

Let your candidate know you will vote for a candidate who will enact equal pay legislation.



4 Do you and your party support changing the law to make it illegal for employers to misclassify workers as “independent contractors” or “self-employed”?

The lack of enforcement of our labour laws means too many workers - including gig workers - are misclassified as “independent contractors” or “self-employed.”

When workers are misclassified, they are denied basic protections like minimum wage, over-time pay, public holiday pay and meal breaks. Misclassified workers are also denied access to the Canada Pension Plan and Employment Insurance.

Recently, the Ontario Conservative Party pushed through legislation that allows big corporations like Uber to deny full labour rights to their app-based workforce. This is unacceptable. We all deserve basic labour rights no matter where we work.

Let your candidate know you will vote for a candidate who will put an end to misclassification and who will ensure all workers have basic labour protection.

5 Do you and your party support legislation that would require employers to provide a good reason to fire workers?

Too many jobs in the labour market are insecure, low paying and have discriminatory practices. But our basic labour laws make it legal for employers to fire workers without warning or reason.

Black, Indigenous, and other workers of colour are at far greater risk of unfair termination and discipline than their white coworkers. The same is true for other workers who face systemic discrimination, such as workers with disabilities, LGBTQ2S+ workers and communities facing Islamophobia.

Workers need protection from unjust firings. We all deserve a fair process to deal with grievances and complaints in workplaces.

Let your candidate know you will vote for a candidate who will provide just cause protection for all workers under the Employment Standards Act.



Join the movement for decent work
Text **Justice** to 825-425-1401
Justice4Workers.org

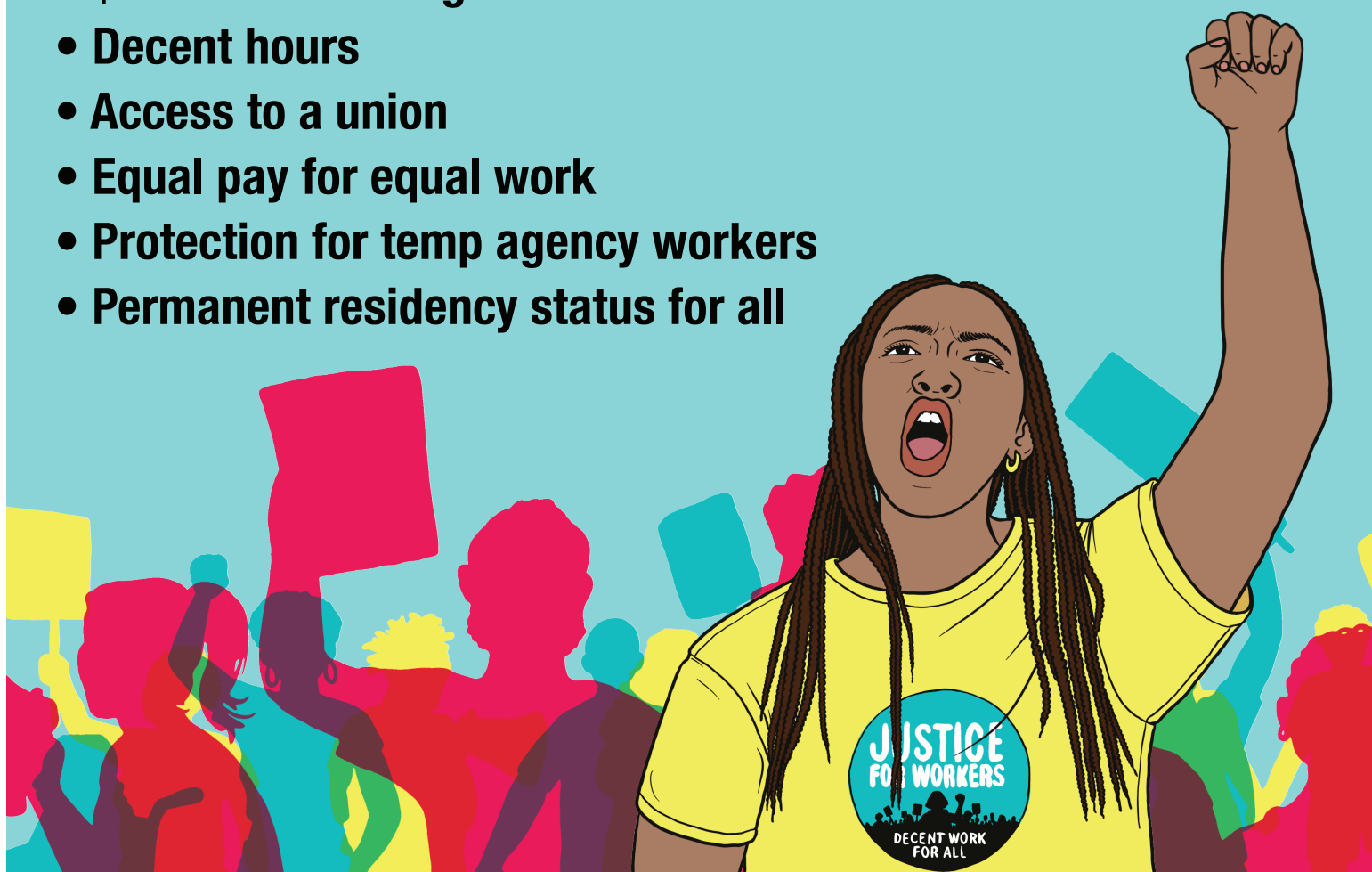


JUSTICE FOR WORKERS

DECENT WORK FOR ALL

WORKERS DEMAND

- End racism and discrimination in the workplace
- 10 permanent paid sick days for all
- \$20 minimum wage
- Decent hours
- Access to a union
- Equal pay for equal work
- Protection for temp agency workers
- Permanent residency status for all



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