

DECENT WORK IS A WOMEN'S ISSUE

FIGHT FOR AND \$15 FAIRNESS

15andfairness.org

Equal Pay

Women are over-represented in part-time work because they shoulder a larger share of caring responsibilities. Likewise, newcomers and workers of colour are over-represented in involuntary part-time employment due to racism and discrimination in the labour market.

- ✓ Winning equal pay for part-time, casual and temp agency workers who are doing substantially the same work as their full-time counterparts is a tremendous step forward and will go a long way toward closing the gender and equity pay gap.

Personal Emergency Leave

- ✓ Winning 10 days of job protected emergency leave for those in workplaces with fewer than 50 employees will provide some modest security for nearly 1.7 million workers.
- ✓ That 2 of these 10 emergency leave days will be paid is a tremendous win for millions more workers, especially for women.
- ✓ Winning 10 days and up to 15 weeks of job-protected leave in the case of sexual or domestic violence is a big step forward for women workers. The first 5 days are paid.

Easier access to unions

Women and workers of colour have better wages and working conditions when they are part of a union and can bargain collectively in the workplace. That's why extending access to unions is a key win.

Fairer hours – but not until 2019

- ✓ Improved scheduling provisions, including a minimum of 3 hours regular pay for on-call workers is a serious win for women workers and workers of colour. Similarly, 3 hours pay for a worker whose shift is cancelled with less than 2-days notice is also crucial.
- ✓ Likewise the improvements in the calculation of holiday pay for part-time workers are also an important victory.

A \$15 minimum wage – but not until 2019

The \$15 minimum wage won't be in place until January 2019. If a hostile government is elected on June 7, they could stop the minimum wage increase and reverse our gains. In June 2017, we need to elect a government that will support a real \$15 and Fairness agenda.

FROM ELECTIONS TO DIRECT ACTION: The Fight for Decent Work

Ontario workers have achieved major milestones in the struggle for decent work.

But as we head into the June 7 provincial election, there is a lot at stake for workers. We know the Ontario PC Party voted against Bill 148 and has already said they will delay implementing the \$15 minimum wage and, if elected, they could easily repeal all the new laws.

Bhairavi Desai is a founder of the New York Taxi Workers' Alliance. She knows firsthand that mobilization must go beyond elections. In response to the racist and Islamophobic immigration laws introduced by US President Donald Trump, New York taxi drivers' shut down the JFK airport.



Join us for this important discussion about what we've won and how we can protect our gains and extend our victories so that every single worker receives at least \$15 an hour and fairness at work.

Special Guest:

Bhairavi Desai, Co-founder & Executive Director
New York Taxi Workers' Alliance

Friday, March 23

Central YMCA - 20 Grosvenor Street
(2 blocks south of Wellesley Station)

6:30 pm - Doors Open - 7:00 pm Program Starts



The Fight for \$15 and Fairness and the Ontario Federation of Labour support workers at Tim Hortons.

When Ontario's minimum wage increased to \$14, Tim Hortons immediately began to eliminate workers' paid breaks, reduce access to basic drug and dental benefits, eliminate uniform and drink allowances, and even cut employees' hours of work.

This is outrageous coming from a wildly profitable multinational corporation.

- In 2016, Tim Hortons generated **US\$3.00 billion** in revenue for its parent company Restaurant Brands International (RBI).
- That same year RBI CEO Daniel Schwartz pocketed **\$6,173,993 in wages**, stock options and other perks.
- An additional **US\$350 million in profits** were given out to shareholders.

To join the Fight for \$15 and Fairness text **LOVE** to **647-360-9487** or visit **15andFairness.org**



TELL TIM HORTONS: Reverse the clawbacks on workers' wages & benefits!

- The Tim Hortons corporation dictates virtually every detail of the franchise-owner's business practice.
- It even stipulates the required net worth (at least \$1.5 million) of any potential franchise owner.
- As the supplier of Tim Hortons products, the corporation sets the price of everything from sugar to its pre-cooked donuts. It's clear the parent corporation has the power to fully restore workers' wages, benefits and working conditions.

TAKE ACTION:

Email Tim Hortons: 15andFairness.org

Tweet @TimHortons

#IStandWithTimHortonsWorkers

#RollUpTheRim #TimHortons

#15andFairness

- The Ontario's new labour laws were intended to improve the wages and working conditions of employees – especially those at the lowest rungs of the income ladder.
- Demand that Restaurant Brands International (RBI) take whatever steps necessary to ensure that its company and Tim Hortons franchise owners respect the spirit of the new laws.



Do you have a bad boss?

Call the Workers' Action Centre hotline:

1-855-531-0778 or visit **WorkersActionCentre.org**