

KNOW YOUR RIGHTS!

WE ORGANIZE. WE WIN NEW RIGHTS!

Workers across Ontario fought to win these rights:

EMPLOYMENT STANDARDS ACT (ESA)

Changes came into effect January 1, 2018 unless otherwise noted.

RIGHT TO A FAIR WAGE

- // An increase to the **GENERAL MINIMUM WAGE** – \$14 per hour in 2018, \$15 per hour in 2019, tied to inflation afterwards;
- // An increase to the **MINIMUM WAGE FOR LIQUOR SERVERS** – \$12.20 per hour in 2018, \$13.05 per hour in 2019, tied to inflation afterwards; and
- // An increase to the **MINIMUM WAGE FOR STUDENTS UNDER 18** – \$13.15 per hour in 2018, \$14.10 per hour in 2019, tied to inflation afterwards.



RIGHT TO EQUAL PAY FOR EQUAL WORK

- // **THE RIGHT TO EQUAL PAY FOR EQUAL WORK** – regardless of their employment status;¹
- // **THE RIGHT TO REQUEST A REVIEW OF THEIR WAGES** – without reprisal – if they believe they are not receiving equal wages; and
- // **THE RIGHT OF TEMP AGENCY WORKERS TO BE PAID THE SAME AS CLIENT EMPLOYEES** and to receive one-week notice if they are terminated after three months on the job.

RIGHT TO FAIR SCHEDULING PRACTICES²

- // * **PAY FOR ON-CALL SHIFTS WHEN NOT CALLED-IN** (3 hours pay at regular rate);
- // * **PAY FOR CANCELLED SHIFTS WITH LESS THAN 48 HOURS' NOTICE** (3 hours regular pay); and
- // * **PROTECTION FOR REFUSING SHIFTS WITH LESS THAN 96 HOURS' NOTICE.**

* Comes in effect April 1, 2019.



RIGHT TO TAKE TIME OFF WORK

- // An **EXTRA WEEK OF VACATION** after five years of service with the same employer at six per cent of wages;
- // **TEN DAYS OF PERSONAL EMERGENCY LEAVE** for most workers – two of which are paid (PEL can be used as sick days with no medical note required); and
- // **FIVE PAID DAYS** for survivors of domestic and/or sexual violence, followed by job-protected leave.

RIGHT TO PROTECTION UNDER THE LAW

EXEMPTIONS

- // Greater coverage for Crown employees under the ESA;
- // The prohibition of misclassifying employees as independent contractors;
- // The requirement that employers bear the burden to prove that



an individual deemed as an independent contractor is not an employee.

ENFORCEMENT

- // The elimination to first attempt enforcement of their ESA rights with their employer before they can make a claim.

OCCUPATIONAL HEALTH AND SAFETY ACT

Changes came into effect November 27, 2017.

RIGHT TO FAIR DRESS CODES

- // The right to wear flat shoes at work unless a shoe with a heel is required to perform work safely or if someone is a performer in the entertainment and advertising industry.

FIVE STEPS TO JOIN A UNION:

1. Form a committee of coworkers you can trust.
2. Talk about what needs to change at work.
3. Build a contact list for everyone in the workplace.
4. Find out what your other coworkers' issues are.
5. Contact the Ontario Federation of Labour to be directed to a union.

“It's important to remember that when we organize, we win better working conditions for all Ontario workers.”

IF YOU BELIEVE THAT YOUR RIGHTS ARE BEING VIOLATED, PLEASE CONTACT:

- // Your union steward
- // The Ontario Federation of Labour: 1-800-668-9138
- // The Workers Action Centre: 1-855-531-0778
- // The Ministry of Labour: 1-800-531-5551

You can also report your boss to the **Bad Boss Hotline** at 1-855-531-0778.



¹ In the event of a conflict between the Act and a collective agreement that is in effect on April 1, 2018, the collective agreement will prevail; however, conflicting language in collective agreements made or renewed on or after April 1, 2018 will not prevail. By 2020, all collective agreements must be in compliance with the new provisions.

² In the event of a conflict between the Act and a collective agreement that is in effect on January 1, 2019, the collective agreement will prevail; however, conflicting language in collective agreements made or renewed on or after January 1, 2020 will not prevail. By 2020, all collective agreements must be in compliance with the new provisions.