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 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 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.

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.
- 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.



EXEMPTIONS

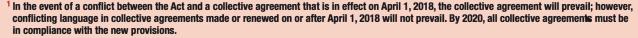
- Greater coverage for Crown employees under the ESA;
- // The prohibition of misclassifying employees as independent contractors;
- // The requirement that employers bear the burden to prove that



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.



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.



