



ONTARIO
FEDERATION OF
LABOUR

FIGHT FOR
\$15 & FAIRNESS

KNOW YOUR RIGHTS!

WE ORGANIZE. WE WIN NEW RIGHTS!

Workers across Ontario fought to win these rights:

LABOUR RELATIONS ACT

Changes are in effect as of January 1, 2018.



RIGHT TO ACCESS A UNION

// VOTING PROCEDURES

The ability to hold votes outside the workplace, including electronically and by telephone.

// CARD-BASED CERTIFICATION

The ability to have their vote count the first time (i.e., the expansion of card-based certification) in three sectors (i.e., temp agency industry, building services sector, and home care and community services industry) – provided the union has 55 per cent membership support.

// REMEDIAL CERTIFICATION

The removal of rigorous requirements (i.e., whether a second vote was likely to reflect workers' true wishes and whether a union had adequate membership support) in cases where employers contravened the *Labour Relations Act*.



RIGHT TO MEANINGFUL COLLECTIVE BARGAINING

// CONSOLIDATION OF BARGAINING UNITS

- › The ability of workplaces with the same employer and same union at one or more locations to bargain together in cases where the employer and union agree; and
- › The ability of newly certified workplaces to combine with other existing unionized workplaces with the same employer and same union.

// FIRST COLLECTIVE AGREEMENTS

Automatic access to first collective agreements in cases where employers contravene the *Labour Relations Act*.

// SUCCESSORSHIP RIGHTS

Protections against contract flipping in the building services industry (e.g., security, food services, and cleaning) with the possibility of extending such protections to publicly-funded services.

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.



RIGHT TO ORGANIZE

// EARLY ACCESS TO WORKPLACE INFORMATION

(i.e., employee names, phone numbers, and personal email addresses and in some cases, job titles and business addresses) – provided the union has 20 per cent membership support; and

- // The ability to gain **OTHER MEANS OF CONTACT** other than home address.

RIGHT TO STRIKE

// THE RIGHT TO RETURN TO WORK, FOLLOWING A LAWFUL STRIKE OR LOCKOUT

– regardless of how long they are on strike; and

// JUST CAUSE PROTECTION

from employers who want to “clean house” following a union organizing campaign and a strike/lockout.



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