

# BETTER WAGES AND BENEFITS FOR WORKERS

## INCREASE INCOMES FOR LOW-WAGE WORKERS

**What you can do:** Demand that the minimum wage be raised to \$20 with regular annual increases that reflect the cost of living. Ask candidates if they will do so, in what time frame, and if they will maintain the indexation of the minimum wage to inflation that already exist in legislation.

- Inequality has increased dramatically during the pandemic.
- The minimum wage has barely inched up since 2018, going from \$14 to \$15 in four years. This has not kept pace with rising cost of living and is far below the rate of inflation.
- As the cost of living increases many workers are struggling to get by.
- Approximately two million workers in Ontario make less than \$20/hour.
- A majority of low-waged workers in the province are women.
- Racialized workers disproportionately occupy jobs that pay less than \$20/hour.

## EQUAL PAY FOR EQUAL WORK

**What you can do:** Ask candidates if they will support equal pay for equal work.

- Workers in Ontario need legislation to ensure equal pay, benefits, and working conditions for equal work regardless of their status as part-time, contract, or temporary workers.
- The practice of perma-temping, where employers offer repeated contracts to temp workers for lower pay, no benefits and no job security, is major problem for workers in the low-wage economy.
- Equal pay for equal work will discourage the practice of perma-temping and ensure workers have access to decent work.
- There also needs to be pay transparency in workplaces to enforce equal pay provisions. This will help ensure that workers are not left behind.
- Equal pay for equal work is a question gender and racial justice as workers who face unequal pay for equal work are disproportionately women and racialized workers.

## EVERYONE NEEDS PAID SICK DAYS

**What you can do:** Ask candidates if they will agree to implementing 10 permanent employer-paid sick days for all workers, and when they will do it.

- All workers in Ontario deserve 10 permanent, adequate, universal, seamlessly accessible and employer-paid sick days.
- 57% of all workers and 78% of low-wage workers do not have access to any paid sick days.
- Legislating paid sick days is a question of racial justice as racialized workers are less likely to have access to paid sick days.
- Workers shouldn't have to choose between going into work sick and losing their paycheque.
- Paid sick days should be seamlessly accessible. They should not require a doctor's note nor should they be accrued over time.

**Low-wage workers need a raise!**

**Paid sick days improve equity for women, people with disabilities, and racialized people**

