

SUPPORT PRECARIOUS WORKERS

MISCLASSIFICATION DEPRIVES WORKERS OF THEIR FULL RIGHTS

What you can do: Ask candidates if they will commit to making sure that all workers have access to their rights under the *Employment Standards Act*.

- Increasingly more workers are turning to gig work to make ends meet. But gig workers are systematically misclassified as independent contractors - which deprives them of basic employment rights.
- All workers should have access to full benefits and protections under the ESA. There should not be a separate and lesser set of labour rights for gig workers.
- The onus should be on employers to prove workers are truly independent contractors, not on misclassified workers to prove they are misclassified.
- The best and most portable benefits for gig workers are not a separate and lesser portable benefits scheme, rather it is to have access to the full rights and benefits afforded to all workers.

MIGRANT WORKERS NEED BETTER PROTECTIONS

What you can do: Ask candidates if they support stronger rights for migrants workers, and better enforcement of laws that protect migrant workers.

- We need stronger rules and enforcement to protect the rights of migrant workers hired in Ontario.
- There needs to be a registry of employers that hire workers with temporary work permits, which would help reduce the demand for unlicensed recruiters and make enforcement easier.
- Employers of foreign nationals must be jointly and severally liable with recruiters for compliance under the *Employment Protection for Foreign Nationals Act* (EPFNA). There should be stiffer penalties for employers and recruiters who violate the rules.
- Migrant workers must be able to make anonymous complaints of any violations of the licensing regime. The burden of proof for violations should be on employers not on workers.

**All workers
deserve full rights,
protections, and
benefits!**

