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VIA EMAIL TO CWR.SpecialAdvisors@ontario.ca

October 14, 2016

C. Michael Mitchell and the Honourable John C. Murray
Changing Workplaces Review
ELCPB 400 University Ave., 12th Floor
Toronto, Ontario M7A 1T7

Dear Mr. Mitchell and Mr. Murray,

Re: Response to the Changing Workplaces Review Interim Report

I am writing on behalf of Community Legal Clinic – Simcoe, Haliburton, Kawartha Lakes, a non-profit charitable corporation that provides free legal services to low-income residents of the counties of Simcoe and Haliburton and the City of Kawartha Lakes. We provide legal services to non-unionized low-wage and precariously employed workers in employment standards, wrongful dismissal, human rights, employment insurance, and occupational health and safety. Last year we provided advice and brief services in these areas to over 150 workers and represented approximately 20 in taking legal action against a current or former employer.

It is with great interest that we reviewed your Interim Report and appreciate the opportunity to respond. The Workers' Action Centre and Parkdale Community Legal Services ("WAC/PCLS") have provided a full review of the Interim Report and we support their submission, "Building Decent Jobs from the Ground Up".

Based on the most common and troubling complaints we hear, we wish to emphasize the following recommendations from the WAC/PCLS submission. Our support for these recommendations comes from speaking with many people who work in food service, janitorial services, personal care, general labour, and factories; their work is often part-time, shift work, or on-call and often arranged through a Temporary Help Agency.

- Scheduling: Require employers to offer additional hours to part-time employees before hiring new employees or using staffing agencies;

- Personal Emergency Leave: expand the scope of availability of Personal Emergency Days to all employees (not only those working for employers with more than 50 people);
- Part-time and Temporary Work – Wages and Benefits: part-time, temporary, contract and casual employees should receive treatment in pay, benefits, and working conditions equal to that of full-time employees doing comparable work, unless there are objective factors to justify the difference;
- Termination and Severance Pay: eliminate the 8-week cap on termination pay and make severance pay accessible to all workers by eliminating the employment, payroll and firm size thresholds for severance pay;
- Temporary Help Agencies: make the client company the company of record for all employment standards;
- Strategic penalties: increase targeted proactive enforcement; and,
- Remedies and Penalties: establish a systemic and transparent deterrence model of penalties.

Thank you for the opportunity to comment on your Interim Report and we look forward to your final report and better protections for vulnerable and precarious workers in the future.

Yours truly,

Francesca Allodi-Ross
Staff Lawyer