



# CESAR

Continuing Education Students'  
Association of Ryerson

Local 105 of the Canadian Federation of Students

Dear Mr. Mitchell and Hon. Murray:

**Re: Submission to the Changing Workplaces Review on the Interim Report**

The Continuing Education Students' Association of Ryerson (CESAR) represents 16,000 continuing education, distance education and part-time undergrad degree students. The Changing Workplaces Review is extremely important as many of our members are workers as well as students.

The Changing Workplaces Review provides an unprecedented opportunity to tackle the root causes of precarious work. As the appointed Advisors to the Changing Workplaces review, you were asked by the government to address why "far too many workers are experiencing greater precariousness" today in Ontario.

We are calling on you to reject options that will introduce more precarity to Ontario's labour market and instead recommend a bold and comprehensive vision that uproots the structural sources of precarious employment. As you well know, we cannot expect to fix systemic labour market problems with band-aid solutions.

We are heartened that you have correctly identified changing business practices as a source of precarious work. We note that many of these practices stem from the many exemptions and loopholes that make it possible for employers to evade their responsibilities under the law. Accordingly, we need to close the gaps in legislation that contribute to precarious work and that, left unchecked, will continue to exert downward pressure on the wages and working conditions of all of us.

In addition to raising minimum standards for all workers, we must also reduce the barriers to collective bargaining that exclude most people in precarious work.

The Workers' Action Centre and Parkdale Community Legal Services have provided a full review of the Advisors' Interim Report and made recommendations to improve wages and working conditions. Our organization supports and endorses their submission, "Building Decent Jobs from the Ground Up."

Yours truly,

**Janet Rodriguez**

Vice-President Internal

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