

October 14, 2016

Mr. Mitchell and Honourable Murray, Special Advisors  
Changing Workplaces Review  
ELCPB 400 University Ave., 12<sup>th</sup> Floor  
Toronto, Ontario M7A 1T7

Dear Mr. Mitchell and Hon. Murray:

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

I am writing to you on behalf of the 45,000 members of the Ontario English Catholic Teachers' Association (OECTA). As an active member of the Ontario Federation of Labour and Canadian Labour Congress, our organization is adamantly concerned about the working conditions of all working people both in our country and around the globe. We fight tirelessly for the working conditions of the Catholic teachers in Ontario and we expect the same standard for all workers.

Migrant workers work in some of the most dangerous and difficult jobs in Ontario, and have some of the lowest wages and protections.

It's no accident that many of the industries that are primarily made up of migrant workers are exempted from the Employment Standards Act. To the extent that workers with status have other options, they can move to work with better legal protections. This leaves the most vulnerable workers in the least regulated/most exploitative workplaces. As a result, migrant workers are denied basic protections under the law, such as minimum wages, hours of work and more.

Migrant workers are part of our communities, where they live, work, shop and build relationships. They are not "foreigners", they are part of Ontario's workforce, and they are part of our labour market. As a result of their temporary immigration status, migrant workers are particularly vulnerable to abuse and require specific protections.

As the appointed Advisors to the Changing Workplaces review, you have the opportunity to make these changes. We are calling on you today to reject options that will introduce more precarity to Ontario's labour market and instead recommend:

1. That migrant workers get the same rights, and protections, including collective bargaining rights as other workers in Ontario;

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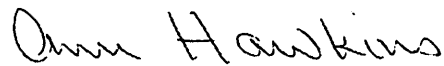
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2. That migrant workers get specific anti-reprisals protections, and that proactive enforcement be expanded; and
3. That migrant workers are protected from recruitment fees through proactive licensing and regulation of recruiters.

The Migrant Workers Alliance for Change has developed recommendations to further migrant worker rights - ***Ensuring Migrant Worker Fairness*** - our organization endorses those recommendations.

Further, our organization also supports the submissions by Workers' Action Centre and Parkdale Community Legal Services.

Sincerely,

A handwritten signature in cursive script that reads "Ann Hawkins".

Ann Hawkins  
President, Ontario English Catholic Teachers' Association

AH/psn