



**SUDBURY WORKERS EDUCATION AND ADVOCACY CENTRE**  
**CENTRE D'ÉDUCATION ET D'APPUI DES TRAVAILLEURS DE SUDBURY**

Dear Mr. Mitchell and Hon. Murray:

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

First, I wanted to thank you for providing the time to respond to the Changing Workplaces Review recommendations which came out this summer. My name is Jenny Fortin and I am the Executive Director of the Sudbury Workers Education and Advocacy Centre (SWEAC) an organization of workers, student, and volunteers committed to improving the lives and working conditions of people in low-wage and unstable employment. SWEAC delivers support and education on worker's rights, provides a community space for workers to share and learn together, and ensure all workers have a voice at work and are treated with the dignity, fairness, and respect they deserve. Since early 2014 we have helped over 320 individuals in the Greater Sudbury and surrounding area with workplace rights education and advocacy. The majority of workers we have helped have experienced multiple workplace rights violation, which include but are not limited to: unpaid wages, minimum employment standards not being met, unpaid holiday pay and vacation pay, and multiple instances of workplace reprisals.

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. SWEAC implores 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. SWEAC supports and endorses their submission, "Building Decent Jobs from the Ground Up."

Yours truly,

Jenny Fortin  
Executive Director, Sudbury Workers Education and Advocacy Centre