

CHANGING WORKPLACES REVIEW

Good day gentlemen.

I am here to represent workers of the Temp Agencies from Peterborough and The Peterborough Workers Action Centre, which at the time is the second highest unemployment area in Canada.

Unfortunately, workers from the Temp Agencies are so afraid to come forward in this review for fear of reprisals. Be that as it may, for most, this is their sole livelihood. The fear of loosing this precarious employment is real to them and a sad reality to too many.

The "Just in time" labor pool is not working for the people/employees. We are speaking of human beings not machines or lean manufacturing. We are speaking as humans have needs such as family, friends and a need to some social activity. Being tied 24/7 at the mercy of a temp agency does not allow for this, it also does not provide for illness, medication to treat illnesses.

Here are a few suggestions we have come up with in which we are asking for some serious consideration into the following,

When the assignment lasts six months in duration, the client shall hire the assignment employee with probation served and benefits shall commence.

If the client deems the assignment employee, not suitable after a period of three to six months, the client shall not choose another assignment employee of that or another competing temp agency without just cause.

Where the Agent and Client are jointly and severally liable for wages owed to the assignment employee, a heavy fine shall be implemented with such practices i.e.; \$1,000.00 to both client and agency providing the client employs fewer than 25 employees. Whereas there is over 25 employees with a net profit of \$1,000,000.00, a fine of \$250,000.00

If no available work after 7 working days, ROE shall be issued

Stipend paid for availability 24/7@ \$50.00 per 24 hour period

No reprisals for membership or affiliation with organizations

Paid no less than \$1.00/hr. than counterparts employed by the Client.

Another issue that appears to need attention is substantial fines/penalties as deterrence against the employer for non-compliance

of the Employment Standards Act. With this comes a need for collecting money owed to the employee in a timely manner. I have heard tell of a scenario where as the employer was deemed to owe the employee money awarded by the Employment Standards Officer only to find out the former employer had a propensity for changing bank accounts, thus causing the former employee to contact former co-workers to obtain his banking information. Not all employees have the friendships with former co-workers to do this.

I strongly feel that these along with other suggestions being made by various organizations across Ontario are needed in light of workers across Ontario that work well below the poverty limit and barely surviving need stronger legislation to protect their interests that may be.

The Peterborough Workers Action Centre fully supports the 15 and Fairness movement