

## **Changing Workplace Review Submission**

**Candace Lavalley--President Unifor Local 7-O in Thunder Bay**

**Wednesday, September 16, 2015 2:00 pm to 2:10 pm**

Good afternoon. I am glad to have this opportunity to put forward some of the difficulties that our precarious workers face every day in the work force.

I am the President of a Unifor composite local 7-O which consists of 400 members in public sector. We have a number of members who are casual workers. These casual workers face an uncertainty of hours assigned to them every day. These workers worry about whether they are going to be able to pay their rent this month or put food on the table. Permanent full-time jobs with benefits are scarce and many workers have to work a number of casual jobs or precarious work to make ends meet. There may be various reasons that they cannot find stable work with benefits, not possessing the education, the experience or have the support to be able to go back to school or have the childcare they may require. Having stable hours may enable these workers to seek higher education or gain the experience in their workplace to advance to a more secure job.

The Ontario Labour laws should be modified to state that there should be a minimum amount of weekly hours assigned for casual workers that require a minimum amount of hours. These casual workers would have some relief knowing week to week what kind of pay they would be receiving. The stress of not knowing what lies ahead for yourself and/or your family is sometimes debilitating to a person. Everyone needs stability. A minimum amount of hours assigned to casuals is needed badly for these workers who want stability and want to be sure that they can provide for themselves and/or their family.

We also have contract workers in our workplace. These workers have stable hours but no benefit packages. These workers may be on a three-month, six-month or one-year contract. These workers live with the uncertainty of not knowing if they have employment once their contract comes to an end.

If after working in the same contract or job for two or three years these workers should have successor rights. Labour laws should change to state that after two or three years in the same contract or job, the employer should review the job and a

decision, based on facts be made to decide if the contract worker would become permanent full-time with benefits.

When you have workers that feel they have a stable job, the employer benefits from less turnover and less cost associated with turnover of employees, more knowledgeable staff and a better work environment for all.

I know not every workplace is unionized and that precarious workers in other workplaces don't have a collective agreement to aid in their employment. That is why we need stronger labour laws. Please consider these suggestions as our society is in desperate need of good jobs for good people.

**Stacey Doran is a casual worker and will speak on her experiences with casual work.**