

## CHANGING WORKPLACE REVIEW

### PRESENTATION

June 24, 2015.

I would like to thank this panel for this opportunity to speak and present today.

My name is Barb Morrison; I am the elected Unifor President of Local 584, located in Brampton. We have a membership of approximately 250 members including our Student program or TPT program (temporary part-time workers). We are employed in the Auto Industry and with that I have had the fortune of full employment, full-time hours, overtime (OT), benefits and we have a defined pension package. I am in my 27<sup>th</sup> year with Ford Motor Company.

Times are changing and this type of employment is rare, if it even exists at all in today's market. I am, like many others this panel has heard from, very concerned with the future of full-time employment for our youth in the next generation. I am the mother of two boys under the age of 30 as well as the stepmother of two that are in their 30's with 6 grandchildren... so far! So you can imagine my concerns not only for a job but the financial future and security of my family as well as all Canadians.

I have watched my own two boys, as well as many of their friends, on the **treadmill** of the employment agency cycle. This problem has exploded with what seems like an agency on every street corner in Peel as well as many other cities across Canada! I will list some of the issues I have seen and heard first hand:

- Sent to a workplace for several weeks, called not to return and told that the work assignment is complete. Then returned to that workplace at a later date to find out the agency has had workers floating in and out the whole time.
- Called not to return to a workplace due to the employer not wanting you back. Then finding out that no such call was ever made and they welcomed you to continue with the job assignments. In one case that worker was even hired on by that company after 5 months of full time work, including overtime.
- Having a work assignment for 6 days in one week and the agency splitting those days up between two workers so no one gets ahead or has any chance of OT.
- Had a full time work assignment, completed the three month minimum contract with the agency. Was hired on by the company and worked the three month probation for less pay then they paid the agency. Let go due to lack of work and then returned under the agency to continue employment.
- Asked not to return to a work assignment with no just reason or explanation.
- Waiting for days, sometimes weeks, for the next work assignment with the promise of maybe tomorrow, leading the worker on just enough that they don't move on and register with another agency.

- The worker gets day- to-day work assignments, even though the employer has requested weeks, months or a long term notice of work for the agency.
- Witnessing a temp worker stay at a company for two years in the hopes of being hired on. Then to be given notice of the Company closing and moving to the United States. The full-time workers were compensated with severance as well as some retirement packages were awarded. All the agency workers received nothing!

Unfortunately I could go on and on, but I think that I have made a few good points for reasons for real change to protect workers. Whether it is with our Labour Laws or with the Employment Standards Act we need to have changes to support and promote **real employment**. Possibly enforce penalties to employers and agencies that are chronic abusers in the system. Make employers apply when they require excessive hours and use temp workers instead of hiring. Or even better make it easier for the employer to use temp workers and not need the agency (middle man). The future generation's jobs have been eroded under the current system.

We used to have an avenue for job posting within our community; it was called Manpower and was run through at the old UI (Unemployment Insurance) offices. This was a Government run program and it worked!! They would have contact with Businesses in the area and post the job openings through this service. This was good for the worker and the employer. The service would match the worker with the Company's need for employment openings. Businesses had the screening they required and all the openings went to the same office. This program had no room for the middle man (the agency) to profit off the backs of workers with no one as the watch dog in place! Perhaps it is a solution to reopen this type of service!

In closing, I wanted to thank-you again for letting me share my views and stories. It gives me **HOPE** that real change and protections for workers will come from these meeting and all your hard work. I believe with the right recommendations and **political will** we can make a better future for Canadian workers!

In solidarity,  
Sister Barb Morrison