

# YOUR NEW RIGHTS AT WORK

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Workers across Ontario worked hard to win the \$15 minimum wage, paid sick days and emergency leave for all, equal pay for equal work and fairer scheduling. These new rights will be phased in over the next year. Take a look below to find out when each of these improvements will come into effect.

**Below is a list of some of your new rights at work.**

**As of January 1, 2018, the following new rights are in force:**

- \$14 general minimum wage
  - \$13.15 minimum wage for students under 18
  - \$12.20 minimum wage for liquor servers
- 10 days of personal emergency leave for all workers, 2 of those days will be paid, and a doctor's note is not required.
- 3 weeks' paid vacation after 5 years of working at the same company.
- Domestic or sexual violence leave of up to 10 individual days of leave and up to 15 weeks of leave if the worker or the worker's child must deal with domestic or sexual violence or the threat of domestic or sexual violence. The first 5 days of leave each year will be paid.
- Temporary help agencies will have to give workers one week's written notice or pay in lieu of notice if a longer term assignment ends early.
- Forming a union will be easier for homecare workers, building service workers, and temp agency workers. An employer must recognize a union if the majority of employees signs union cards. (A subsequent vote no longer has to take place.)
- Misclassification of employees as "independent contractors" is against the law. Employers will be responsible for proving that an individual is not an employee.
- Under the *Occupational Health and Safety Act*, employers can no longer require that workers wear footwear with an elevated heel, except in cases where such footwear ensures workers' safety.

## Coming this spring

### As of April 1, 2018, the following new rights will come into force:

- Equal pay for equal work for casual, part-time, contract, and temporary workers doing work similar to full-time workers.
- Equal pay for equal work for temp agency workers doing work similar to permanent employees

## Coming next year – the \$15 minimum wage and more

### As of January 1, 2019, the following new rights will come into force:

- \$15 general minimum wage
  - \$14.10 minimum wage for students under 18
  - \$13.05 minimum wage for liquor servers
- Fairer Scheduling
  - Workers will have the job protected right to refuse shifts if the employer gives less than 4 days' (96 hours') notice.
  - Workers will have the job protected right to ask for a schedule or location change after working at a company for 3 months.
  - 3 hours of pay for shift cancellation with less than 2 days' (48 hours') notice.
  - 3 hours of pay for on-call workers who are not called in or work less than 3 hours.