

A large group of diverse people, including adults and children, are gathered for a protest. They are holding various signs and banners. The central banner is white with the text "DECENT WORK FOR ALL" in large blue letters, with "FOR ALL" in black. Above this, it lists locations: "WELLESLEY", "MOSS PARK", and "SCARBOROUGH". Below the main text, there are colorful handprints and more text: "ST. JAMES", "DENT TOWNS", "Hours", "Equal Pay", "20\$ minimum wage", "VICTORIA PARK", "Access", and "End Racism". Other signs include "SEP 18 - RIGHTS REGULARIZATION STATUS FOR ALL!", "SUPPORT EDUCATION WORKERS", "JUSTICE FOR WORKERS", "NO MÁS FAMILIAS EN EL ABASTO", "WELLESLEY", "MOSS PARK", "SCARBOROUGH", and "DECENT WORK FOR ALL". The people are wearing winter clothing, including coats, hats, and scarves. Some are wearing face masks. The background is a plain white surface.

Training for Justice

In the spring of 2022, we ran a series of “Building Worker Power” workshops aimed at bringing in a new generation of worker organizers into the movement. Between in-person workshops held in Toronto, Brampton, Scarborough and online sessions, we trained over 400 activists on the ins-and-outs of organizing in their workplaces and communities.

Our workshop series focused on 4 different areas. First, we grounded ourselves in the victories and challenges our movement experienced in the past and discussed how our decent work demands are rooted in the voices of workers in the present. Second, we tackled the biggest big business myths so that our organizers feel comfortable engaging their co-workers and neighbours on topics such as inflation and the minimum wage. Third, we put into practice proper techniques of outreach and follow-up such as phoning, petitioning and door



March 19: Toronto Building Worker Power Workshops

knocking as a way to identify new leaders and build our movement. Finally, we discussed how to demonstrate our power to MPPs, whether in their constituency offices or on the streets, to push them towards supporting decent work legislation.

We were so inspired by how ready people were to take up the fight. The pandemic had highlighted the importance of essential frontline workers in our society and so many people were hungry to pick up the tools to fight for decent work in each of their communities.



March 27: Brampton Building Worker Power Workshops



March 27: Brampton Building Worker Power Workshops

Provincial Election June 2022

We kicked off the Ontario election campaign period with a huge rally and march on May 1st. Despite heavy spring rain, hundreds of people joined us at Grange Park in Toronto. Through music, spoken word and dance, our Workers' Action Centre members and allies were inspired to hit the ground running this election campaign.

The Workers' Action Centre was a flurry of activity all spring. From door knocking to literature drops, from hitting the streets to putting up lawn signs, our WAC leaders took up the challenge and engaged with workers and their families all throughout the GTA. It was a great chance for many new members to put into practice what they learned at our "Building Worker Power" workshops and grow as leaders.

But unfortunately, the election results were not what we had wanted. The low turnout at the voting booth and the high support for decent work suggests that many people are understandably fed up with what our government can do. And it does tell us



May 17: Eglinton-Lawrence outreach

how much more work must be done between elections.

But still we should be very proud of what we accomplished. First, more MPP candidates had signed the pledge to be decent work champions than ever before. (And more decent work champions were then elected

than ever before!) And second, we successfully changed the political discussion around decent work with many political parties and candidates highlighting our decent work demands in their platforms such as a \$20 minimum wage, paid sick days and equal pay for equal work.

Foodboxes

In 2022 we coordinated weekly access to fruit and vegetable foodboxes from FoodShare for members and workers needing support – some being delivered to homes and many being picked up at our Centre. For workers in crisis situations, we were also able to provide financial support through grocery cards and income support. Throughout the year, 6,082 food boxes were distributed to over 350 households. In addition, over 500 grocery cards with a value of over \$13,000 were distributed, as well as over \$10,000 in direct income support. Together, these supports were critical for many members and new workers who were also struggling with unstable and low wage work and



August 12: Distributing foodboxes

finding it difficult to make ends meet. We were able to connect with many workers who have gone on to become

involved in our campaigns, joined WAC's membership and are becoming leaders at the centre.

The Workers' Bowl

The 2022 Workers' Bowl – the 11th annual fundraiser for our Education & Leadership Fund for Workers in Precarious Employment – was a record-breaking success. We were thrilled to return to an in-person event, which helped build enthusiasm and excitement among organizers and participants.

We raised over \$134,000 – a new record.

Thirty-two teams participated from a range of labour side law firms, unions, community organizations, and universities, including 218 participants. The money raised goes towards our education and leadership training programs.

**32
TEAMS
&
218
PEOPLE
participated**



November 19: Workers' Bowl 2022

Justice for Workers Means Racial Justice

In 2022, WAC wrote a discussion paper that explains how racism in the labour market means Indigenous, Black, migrant and other workers of colour are forced into the worst jobs, with the least protections, lowest wages, and highest precarity. The primer, [Justice for Workers Means Racial Justice*](#), outlines why decent work is not only urgent and essential – it is fundamentally a matter of racial and gender justice. The report shows how key labour issues such as equal pay for equal work, unjust dismissal, paid sick days and misclassification are critical to tackling racial injustice at work.

WAC members and the communities we organize with are the most impacted and pushed into precarious low-paid work. It has been an invaluable report in building our collective understanding of decent work as a matter of racial justice.

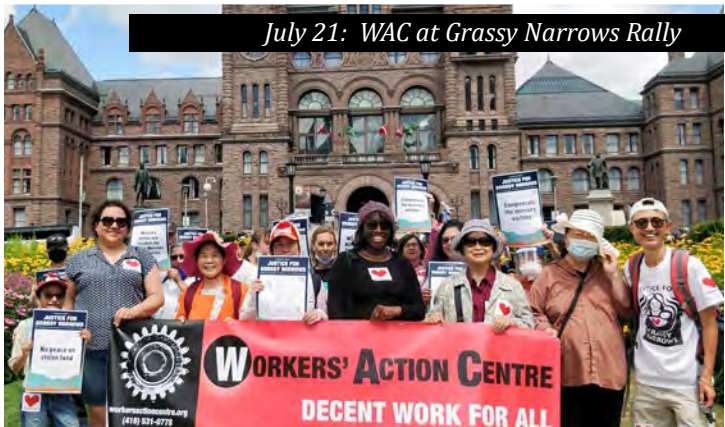
**Find the primer at
Justice4Workers.org/resources*



August 8: Listen Up Rally



August 27: WAC Picnic



July 21: WAC at Grassy Narrows Rally

IN SOLIDARITY - Thank you to our union allies for their generous financial support of the Workers' Action Centre in 2022!

Society of United Professionals

PSAC Social Justice Fund

Canadian Staff Union

AND to the following organizations for their special EMERGENCY PANDEMIC SUPPORT for vulnerable workers:

Community Food Centres of Canada

United Way Greater Toronto



September 18: Status for All Rally

Fighting for Status for All



In partnership with the Migrant Workers Alliance for Change and the Migrant Rights Network, worker leaders and organizers from the Workers' Action Centre have played a critical role in pushing forward the Status for All campaign. WAC's members have taken leadership in

organizing and raising discussion on why full and permanent immigration status is necessary for workers to access equal rights, including basic employment rights. We are proud that many of our members work in essential jobs that are critical to the economy

– from cleaning to construction to healthcare. The strength of our alliances and organizing has resulted in a federal government commitment to a potentially historic regularization program that would grant permanent residency to undocumented people across the country.

WAC's growing membership and active organizing in particular from Latinx workers has given incredible energy to our Centre. Our entire membership have been active in sending letters of support, distributing petitions, outreach in community and social media, poster in neighbourhoods, creating videos and sharing their own stories of struggle in mainstream media. In 2022, WAC members were involved in six pan-Canadian actions!

Fighting for Full Rights for Gig Workers

All workers deserve basic rights under the law. Yet too many Ontario workers are misclassified as self-employed and denied their basic rights at work. But instead of working to end this problem, the Ontario government passed the *Digital Platform Workers Rights Act* in 2022 which created a second

and weaker floor of rights for gig workers that effectively treats them as second-class workers. For example, while the law claims to ensure gig-workers get minimum wage, it only guarantees that right for “engaged” time such as actively driving a passenger or delivering a meal. This is unfair as it's like saying that supermarket cashiers should only be paid for the time they are actively cashing someone out. Furthermore, it is silent on many other rights workers should receive under the *Employment Standards Act* such as vacation pay, overtime and public holiday pay.

The Ontario government also established an expert panel for advice on creating a portable benefits plan for gig workers, claiming it would expand access to healthcare, dental care and

workplace benefits to more workers. While it is true that many workers lack access to benefits, a portable benefit plan does not get to the root problem. Without legislation that ensures equal pay and equal benefits for equal work, part-time, gig and temp workers are still legally allowed to be paid less and denied benefits even when doing the same work as full-time and permanent employees. Indeed, if our governments wanted a truly “portable” benefit plan, they would work towards a universal national drug, health and dental program that leaves nobody behind.

In 2023 with the *Digital Platform Workers Right Act* coming into force and the final report on portable benefits expected to be released, the Workers' Action Centre is ready to ramp up the fight against misclassification.



Feet on the Ground Leadership Program

We began the program in October 2021 with an amazing group of members and community leaders from many parts of the Greater Toronto area as well as Ontario. During 2022 FOG participants took an active role in getting out into communities to do outreach, attend and help organize community events, as well as support workers with problems at work. Members learned how to facilitate workshops on Know Your Rights, understand, get active and share demands of the various campaigns that WAC

is involved in. Participants were able to get experience with public speaking, talking to the media and sharing their stories. In June of 2022, 32 participants from the Feet on the Ground Leadership Training

32 workers completed the Feet on the Ground (FOG) Leadership Training Program

18 FOG leaders completed a second phase of the program

9 FOG graduates became WAC Senior Leaders

Program received their certificates of completion. Eighteen FOG leaders were chosen to deepen their training in a second phase of the program from August to November 2022.

Building Worker Power

6 pan-Canadian actions on Status for All Campaign

9 provincial organizing meetings with 1,700 participants

30 new Member Orientation sessions

48+ presentations reaching over 10,000 attendees

54+ outreach events

129+ workshops hosted

202 Media hits: 40 Somali, 33 Punjabi, 32 Mandarin, 29 Tamil

350+ households received foodboxes

1,139+ workers supported on the helpline

1,200+ workers attended our workshops

\$23,000 of emergency grocery and income supports distributed

210,000 decent work and educational materials handed out

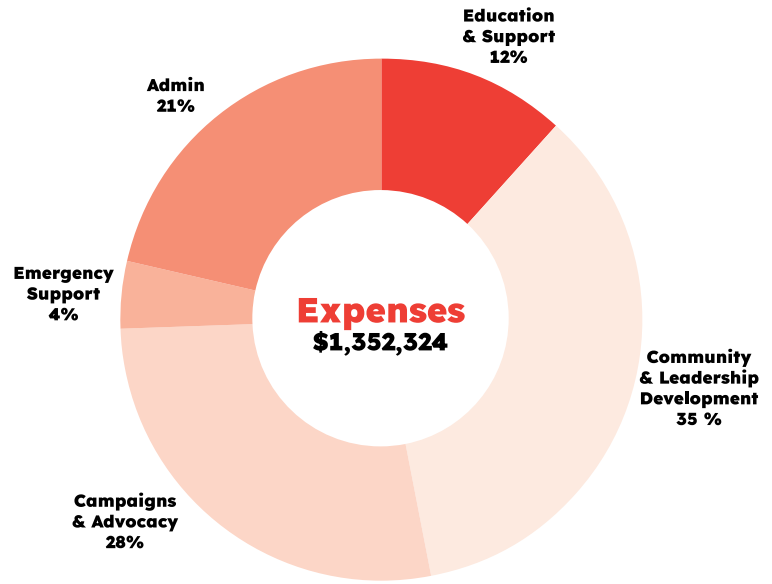
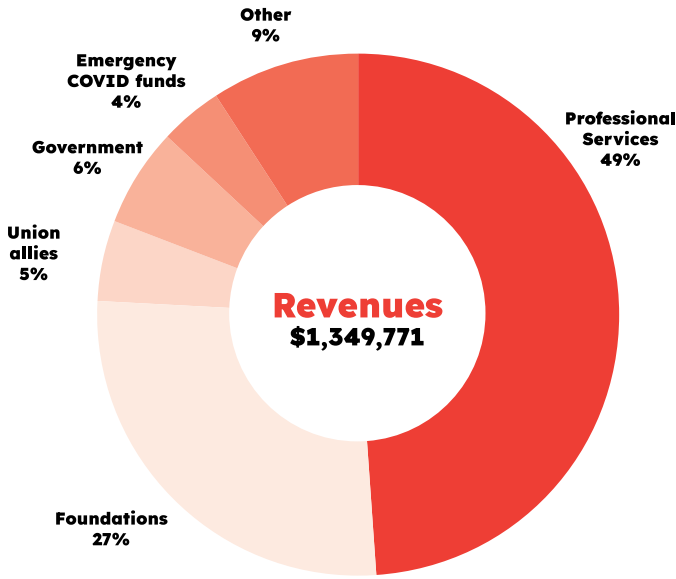


July 6: Latinx FOG participants celebrate their accomplishments



July 30: Latinx Picnic

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Staff

Executive Director

Deena Ladd

Administration, Finance and Program Support Team

Victoria Bale, Brenda Campbell, Deborah Williams, Loretta Taber, Stephanie Samuel and Elisa A.

Campaign, Communications and Organizer Team

Beixi Liu, Janet Romero, Jared Ong, Martha Burbano, Milan Nadarajah, Nadira Begum, Pam Frache, Rajean Hoilett, Shawna Dixon and Veronica Zaragoza.

Community Leaders

Abdullahi Barre, David Harris, Linda Bernard, Nahar Aujla, Saynab Hussein

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Members: Patricia Ramirez, Beulah Paul, Karuna Narain

WORKERS' ACTION CENTRE

720 Spadina Avenue, Suite 223
Toronto, ON Canada M5S 2T9
Tel: 416-531-0778
Fax: 416-533-0107

✉ info@workersactioncentre.org

🐦 WorkersAC

📌 WorkersActionCentre

WorkersActionCentre.org



Justice for Workers: Decent work for all

✉ info@justice4workers.org

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