

\$200 million was stolen from workers over the last 10 years.

The government failed to collect **\$80 million** owing to workers.

Why isn't the Ontario government doing more to protect us?

What is Wage Theft?

Wage theft happens when employers do not pay for all our work hours. It happens when they don't pay overtime, public holiday pay, vacation pay or termination pay. It can cost a worker thousands of dollars. With the rising cost of living, losing a week's wages can mean having to choose between paying rent or feeding our families.

Yet the government puts the burden on workers to fight to get back our wages. This is a big risk when employers can fire us without giving a reason.

Who are we?

The **Workers' Action Centre** is a multi-racial worker-based organization committed to improve the lives and working conditions of Ontario workers.

Led by workers most impacted by precarious work, we are fighting back for fairness and dignity at workplaces across Ontario.

The **Justice for Workers** campaign is an Ontario-based movement fighting for decent work. This means changing the laws so all of us have fair wages, paid sick days, status for all and more.

Join the fight!



workersactioncentre.org/wage-theft



STOP WAGE THEFT



**Our bosses steal our wages.
Our governments allow it.
It's time we stopped it.**

Ontario's labour laws are... **NOT WORKING FOR WORKERS**

Employers use gaps in the law to steal workers' wages

Our weak labour laws allow employers to misclassify us as self-employed independent contractors so they can increase their profits and deny us our rights under Ontario's labour laws.

Our weak laws also allow employers to use subcontracting, temp agencies and franchising to avoid responsibility for wage theft. This is not fair!



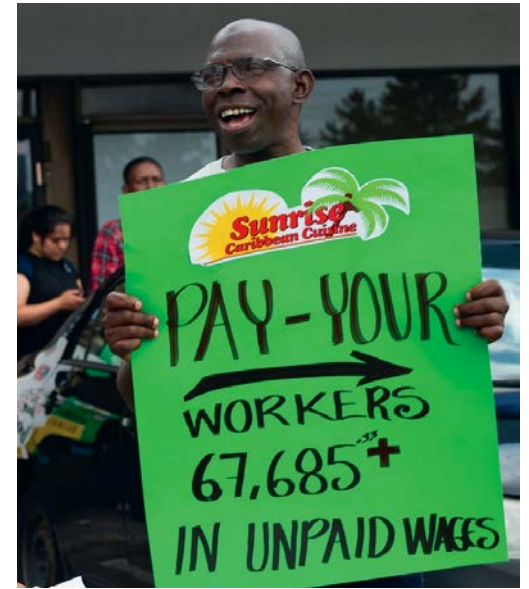
Our Demands To Stop Wage Theft

ENFORCE OUR LAWS

- The government must proactively inspect workplaces – not wait till after workers file complaints.
- All employers who commit wage theft must face penalties.
- Workers must be compensated for damages, including getting interest on their unpaid wages.
- Make employers pay back stolen wages. This means using collection tools, suspending business licenses and security bonds for repeat offenders.

FIX OUR LAWS

- Prevent misclassification by presuming all workers are employees unless the company can prove otherwise through a simple and accessible test.
- Make contractors and subcontractors jointly responsible so big companies can't avoid accountability for wage theft.



REAL POWER & JOB PROTECTION

- Just-cause protection so employers cannot fire us without giving us a good reason.
- Protection for concerted activity: The right to act collectively for better working conditions without losing our jobs.
- Workers should be able to keep working during investigations to determine unjust dismissal or reprisal for enforcing our rights.

Experiencing wage theft? Call the Workers' Action Centre at (416) 531-0778