

# **Changing Workplaces Review**

## **Introduction**

### **Migrant workers in Ontario and Northumberland County**

- Before hiring migrant workers, employers must apply for a Labour Market Impact
- Migrant workers are only allowed to work for the employer on their permit;
- When agricultural migrant workers are laid off, they are usually swiftly deported;
- The work permits have a time limit. Most of the workers with whom I am in regular
- Most workers in the SAWP and TWFP cannot apply for permanent residency federally.

## **Ontario must take action**

### **RECOMMENDATIONS**

#### **Full rights and protections for all workers**

##### **a) Remove Employment Standards Act (ESA) exemptions for migrant workers**

##### **b) Implement regulations specific to agricultural industry**

##### **c) Enforce a fair income**

- \$15 minimum wage in 2015;
- Employees should gain at least one hour of paid sick time for every 35 hours worked.
- Employers should provide two paid breaks in addition to the 30-minute unpaid lunch
- Employees should have the right to refuse work after 40 hours. Beyond this, overtime
- No overtime averaging, exemptions or special rules;
- No exemptions to public holidays and public holiday pay;
- All employees should receive a written copy of their contract with terms and expected

#### **Protection and Support for Migrant Workers**

##### **a) Proactive enforcement for employment standards and health and safety (ESA and OHSA)**

- Anonymous and third-party complaint system, followed by formal inspection;
- Provision of strong anti-reprisal protection for workers;
- Expedite the investigation of ESA and OHSA claims for migrant workers due to their
- Ministry of Labour must work with the many existing community organizations and