

WHAT IS A UNION?

- The Trade Union movement aims to improve the lives of working people.
- A Union is an organization of workers who come together to secure rights and benefits in the workplace.
- By bargaining together, unionized workers have more power and input in the workplace than non-unionized workers.
- Unionized workers, on average, make better wages – about \$5 more per hour – than their non-union counterparts.
- Union contracts mean not only better wages, but better benefits, better pensions and longer vacations!
- The United Food & Commercial Workers (UFCW) Locals 175 & 633 has approximately 60,000 members across Ontario making it the largest private sector Local Union in Canada.
- Locals 175 & 633 represent workers in retail, hospitality, health care, industry, funeral homes, building services, distribution, manufacturing and meat cutting.
- The Union assists workers with resolving workplace disputes and improving wages, benefits and working conditions through contract negotiation.

FOR INFORMATION ON JOINING A UNION CONTACT

UFCW LOCALS 175 & 633 ORGANIZING DEPARTMENT

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**ALL COMMUNICATION IS
STRICTLY CONFIDENTIAL!**



*Your Rights at Work
Non-Union Workers*



YOUR RIGHTS AT WORK

Non-Union Workers



*Shawn Haggerty, President
Teresa Magee, Secretary-Treasurer
Betty Pardy, Recorder*

The Employment Standards Act (ESA) sets out the minimum standards for work in Ontario.

The ESA covers a wide range of topics such as:

- parental leave
- sick leave
- statutory holidays
- termination notice
- and much more



Hours of Work

Generally, employees cannot be forced to work more than 8 hours a day, or 48 hours per week.

Rest Periods

In general, most employees must have 11 consecutive hours off work each day, 24 consecutive hours off work per week, or 48 hours off work in a two-week period.

Overtime Pay

Most employees must be paid overtime after 44 hours of work in a week. The overtime rate must be at least 1.5 times the regular rate of pay.

Minimum Wage

Ontario's minimum wage is \$10.25 per hour (March 2010). Minimum wage is different for students, liquor servers and homeworkers.

Vacation Time & Pay

Most employees earn at least two weeks of vacation after every 12 months. Employees are entitled to be paid at least 4% of their total wages earned as vacation pay.

Additionally, ALL workplaces in Ontario must comply with the **Occupational Health & Safety Act** (OHSA). Workers have three basic rights:

1. The right to know about potential hazards in the workplace.
2. The right to participate in identifying and resolving health & safety issues in the workplace.
3. The right to refuse unsafe work if you feel it is dangerous to yourself or others. You must follow the Occupational Health & Safety Act for refusal of unsafe work.

Contact the Ministry of Labour
1-877-202-0008