

RESOLUTION 2019-01

Improving Conditions of Precarious Employment

- Whereas #1** an increasing number of workers are in precarious employment, poorly paid, insecure, unprotected and unable to support a household; and
- Whereas #2** precarious jobs lack clear progression towards full-time work and job security; and
- Whereas #3** many employers consider temporary workers to be disposable and are less concerned about creating safe workplaces; and
- Whereas #4** the health effects on workers and their families include high levels of stress related tensions and exhaustion due to work-life conflict which can lead to both physical and mental health issues; therefore be it
- Resolved #1** that the Provincial Council of Women of Ontario (PCWO) adopt as policy that there be an end to precarious employment; and be it further
- Resolved #2** that PCWO urge the Government of Ontario to take immediate action to end precarious employment by:
- a) mandating paid sick days, two-week scheduling notice, and parity of benefits, pay and vacation for temporary and contract workers,
 - b) increasing on-the-job training,
 - c) securing as a permanent employee, any term employee who has been in the job for 3 years, and
 - d) monitoring labour laws to ensure that employers are accountable for implementation of Ontario's Employment Standards Act.

PCWO RESOLUTION 2019-02

POLICY UPDATE: Seasonal Agricultural Workers (SAW)

- Whereas #1** in 2001 the Provincial Council of Women of Ontario urged the Government of Ontario to improve agricultural workers' protection under the Labour Relations Act by revoking Bill 7 and reinstating the provisions in law which provide basic protection for farm workers under the Labour Relations Act that are afforded to all other workers in Ontario and protections under the Occupational Health and Safety Act; and
- Whereas #2** in 2010 the Provincial Council of Women of Ontario urged the Government of Ontario to protect all temporary foreign workers (TFW) by improving the efficacy of the TFW program by:
1. Licensing recruiters and employers of TFWs and requiring employers to register with the Ministry of Labour;
 2. Government enforcement of legislated worker rights by increasing the proactive monitoring and regulation enforcement in workplaces so that 10% of all employers of Temporary Foreign Workers receive annual inspections;
 3. Removing obstacles that prevent most agriculture workers from unionizing, and all Live-in Caregivers from unionizing, so that TFWs would enjoy the same rights to collective representation that other workers in Ontario enjoy; and
- Whereas #3** Seasonal Agricultural Workers (SAWs), a subset of Temporary Foreign Workers, do some of the most dangerous and difficult jobs in Ontario, with some of the lowest wages and protections; and
- Whereas #4** SAWs may experience poor standards of housing or are housed in/adjacent to buildings containing chemicals, fertilizers, boilers, industrial fans and heaters; and
- Whereas #5** SAWs often face language barriers in understanding workplace health and safety regulations and health coverage and are not eligible for some settlement and support services; therefore be it
- Resolved #1** that the Provincial Council of Women of Ontario adopt as policy that Seasonal Agricultural Workers (SAWs) be protected, treated fairly and made aware of their rights ; and be it further

Resolved #2

that the Provincial Council of Women of Ontario urge the Government of Ontario to:

- a) enforce the provisions of the Seasonal Agricultural Workers Program (SAWP) and the Temporary Foreign Workers Program (TFWP) to ensure that workers in these programs are paid the provincial seasonal average wage rate or better,
- b) revise Employment Standards so that no workers are excluded from protections,
- c) inspect all SAWs housing before, after and randomly throughout the season,
- d) ensure that workplace health and safety information is provided to SAWs in English, French and in their mother tongues,
- e) supply information about Ontario health coverage and how to access it in Canada to SAWs upon arrival,
- f) ensure that all SAWs receive a free medical exam before they return to their home country to confirm that they are free from workplace illness or injury, and
- g) facilitate access to the Ontario Immigrant Nominee Program (OINP) for all “low-skilled” workers by funding settlement and support services.

PCWO RESOLUTION 2019-03

Supervised Opioid Consumption Sites

- Whereas #1** more than 1250 Ontarians died from opioid-related causes in 2017; and
- Whereas #2** supervised consumption sites help reduce rates of HIV, hepatitis C, injection related wounds and infections, and fatal and non-fatal overdoses; and
- Whereas #3** people can also be referred to other health and addiction services; and
- Whereas #4** supervised consumption sites reduce the extent of drug use in public places and the amount of drug-related litter; and
- Whereas #5** studies have shown that supervised consumption sites do not increase drug consumption, drug trafficking or crime in the surrounding environments; therefore be it
- Resolved #1** that the Provincial Council of Women of Ontario (PCWO) adopt as policy that supervised opioid consumption sites are a necessary service; and be it further
- Resolved #2** that PCWO urge the Government of Ontario to:
- a) provide a non-judgemental environment for supervised opioid consumption sites,
 - b) create supervised consumption sites that accommodate assisted injecting and the inhalation of drugs, and
 - c) connect people who use drugs to rehabilitation, and other health and social services.