



workers deserve better

IT'S TIME TO CHANGE THE LAW



Every day, millions of British Columbians go to work and shape our province. Workers in BC deserve laws that provide the rights and protections needed to ensure dignity and respect in the workplace, with the ability to return home safely to their families after every shift.

Yet for almost two decades, the removal of many basic worker rights and protections has resulted in country-leading inequality. In a province with such abundant resources and wealth, this is shameful.

We are calling on all BC MLAs to support restoring essential rights to workers and increasing sorely lacking legislative protections by making four key commitments.

EMPLOYMENT STANDARDS

The former BC Liberal government stripped employment standards protections and cut the budget for enforcement. Workers were left with little to no protection. It's time to restore rights to workers including: providing better access to job protected leaves, increasing enforcement, establishing stricter laws around child and youth employment, stopping the misclassification of employees and cracking down on wage theft.

PAID LEAVE FOR INTIMATE, PERSONAL AND RELATIONSHIP VIOLENCE

Intimate, personal and relationship violence (formerly domestic violence) has a significant impact in the workplace. Workers should have access to leave to address the impact of violence, so they can keep themselves and their children safe.

WE ARE ASKING MLAs TO SUPPORT:

- Establishing job-protected leave for individuals facing intimate, personal, and relationship violence and survivors of sexual assault; and
- This leave should provide a minimum of 10 days paid leave per year for all employees regardless of length of service and access to an additional 15 weeks of unpaid leave.

APPLICATION OF EMPLOYMENT STANDARDS TO ALL WORKERS

The current laws are riddled with exemptions. For example, overtime and hours of work provisions don't apply to farm workers and high-tech workers. Further, the *Employment Standards Act* is not the minimum standard for workers who have a collective agreement. Every worker deserves to know their basic rights and the law should universally apply to everyone.

WE ARE ASKING MLAs TO SUPPORT:

- Ensuring employment standards apply to all workers, no exemptions.



LABOUR CODE

The former BC Liberal government made changes to the Labour Code that made it harder for workers to form a union. Being able to choose a union is a Charter protected right. It's also proven to combat income inequality and make working conditions better for all of us.

ABILITY TO JOIN A UNION WITHOUT FEAR OR INTIMIDATION

If a worker wants to join a union, they should be able to make that choice with the confidence the laws support them; and without fear of retribution from their employer. The process should be straightforward and easy without barriers or delays.

It's time to restore provisions to ensure every worker's charter right to join together and form a union in their workplace is truly accessible, by eliminating the unnecessary second stage vote which often forces workers to endure threats and intimidation at the hands of their employer.

WE ARE ASKING MLAs TO SUPPORT:

- Restore a one-step certification process to access collective bargaining.

PROTECTION OF PAY AND BENEFITS THROUGH EXPANDED SUCCESSORSHIP RIGHTS

We need to end rampant contract flipping that enables employers to keep wages low and work unstable. Contract flipping puts workers' jobs at risk, forcing them to reapply for their own job. Workers must be protected when a contract is flipped. Successorship rights should be expanded to prevent contract flips in all industries, not just a few.

WE ARE ASKING MLAs TO SUPPORT:

- Legislation ensuring workers have successorship rights when contract services are re-tendered; and
- Expanding the application of successorship rights to all industries, including food services and forestry workers.

BC's workers shape our province and they all deserve the opportunity to build a good life for themselves, their families and their communities. It's time to fix employment and labour laws that ensure basic rights and protections for all working people.

