



**The Ontario Employment
Education & Research Centre**

Is it legal to get paid in cash? How many hours in a week do I need to work before getting paid overtime? I paid a recruiter over \$3000 to get my live-in caregiver job. Can I get this money back? My boss says that I won't get public holiday pay because I am part-time. Is this right? My work visa has expired, and I'm getting paid only \$10/hour. Is there something I can do? Where I worked went out of business and they didn't send me an ROE? Can I still apply for EI? I can't stand the racist comments I get at work. Is there anything I can do to stop this? I'm working under the Temporary Foreign Worker program and the working conditions are not safe. Can I quit and find a new job? I've not be paid for training. Is this right? What's the difference between termination pay and severance pay?

ANNUAL REPORT 2013-14

Highlights of 2013-14







Workers' Rights Education & Support

Working with our community partners, the OEERC supported programming that provided assistance to workers who were experiencing a violation of their employment rights. However, the work does not stop there. All of our partners are committed to ensuring workers are also informed on the broad range of employment legislation that affects their lives – so that workers can better protect their rights in the future.




Workers' Action Centre

-  **Workers' Rights Information Phonenumber**, provided information and referral on a wide range of workplace issues to over 1000 workers in Ontario.
-  **Information Sessions and/or Support Clinics**, where 372 workers received one-on-one support to resolve their workplace problem and information on their rights in the workplace.
-  **Workshops on employment legislation** at 43 community agencies throughout the GTA, reaching over 1000 workers, mainly from new immigrant communities.
-  **Factsheets and booklets** on workers' rights issues and legislation (in multiple languages), distributed at conferences, community events, forums, and online.




Caregivers' Action Centre

-  **Free Legal Clinics**, at locations across the GTA, connected 124 caregivers with one-on-one pro bono legal support, as well as information on a broad range of legislation affecting their lives.



Justicia for Migrant Workers

-  **Support to migrant farm workers in communities across southern Ontario**, providing information on their rights and support with workplace violations.



Building Capacity

Apart from professional legal advice which is priced out of reach for most people in Ontario, there are few places where workers can get help, support and information about workplace issues and their rights at work.

The OEERC supported mentoring relationships and information sharing between the Workers' Action Centre and local community members beginning to develop workers' centres in Peterborough, St. Catharines and Sudbury.

A special project with the Caregivers' Action Centre is exploring communications strategies and technologies to best support and inform their community of workers.

A two-day provincial meeting on decent work and wages was held in Toronto, with over 50 participants representing community organizations, labour and youth networks from 14 regions of the province.

The OEERC continued to nurture the organizational development of the Caregivers' Action Centre and the Migrant Workers Alliance for Change to become a stronger voice and support for their communities.



Strengthening Communities

By supporting the development of community leaders, we are able to extend the awareness of workers' rights and how to enforce these rights into a wide range of communities, neighbourhoods and workplaces.

The Caregivers' Action Centre trained 9 caregiver Peer Leaders in employment rights, public speaking and group facilitation. Of special note: this year's program was coordinated by the graduates of the previous year's training.

The Workers' Action Centre, through mentoring and a range of leadership development activities and workshops, develops the skills of workers in low wage and precarious work in public speaking, community outreach, and group facilitation.



Policy & Research

An important part of our work is to raise public awareness on the issues facing workers in Ontario and to examine the effects and adequacy of current employment legislation.

Our community partners delivered dozens of public speaking presentations and highlighted workers' issues in a wide range of media.

In association with the Wellesley Institute and the Migrant Workers' Alliance for Change, we are involved in a research initiative - "Migrant Workers Speak: The experiences of migrant workers under the Temporary Foreign Worker Program" - surveying issues facing migrant workers in the Greater Toronto Area.

We supported discussion and public awareness on issues of decent work and wages in Ontario.

We would like to thank our Funders for 2013-14

The Atkinson Charitable Foundation
The George Cedric Metcalf Charitable Foundation
The Maytree Foundation
Sisters of Service
Unifor Social Justice Fund
Wellesley Institute

Thanks to all of our community allies who made our 2nd annual Workers' Bowl fundraising event such an incredible success!

And a special thanks to our private donors for their extraordinary personal commitment to furthering workers' rights awareness and supports.

Our Community Partners for 2013-14

Caregivers' Action Centre
Justicia for Migrant Workers
Migrant Workers Alliance for Change
Workers' Action Centre

Board of Directors 2013-14

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Members

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At the OEERC, we believe that the most effective public education and support happens at the community level. Thus we deliver our programming utilizing the expertise of organizations with a proven record of developing and delivering accessible public education on workplace rights, as well as a commitment to the development of peer networks and community leaders to extend the learning and support.



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Charitable Registration #85447 5365 RR0001

Financial Summary

MARCH 31
2014

MARCH 31
2013

REVENUES

Project funding	449,776	408,291
Donations	202,715	74,025
Miscellaneous	2,696	1,787
TOTAL REVENUE	655,187	484,103

EXPENSES

Professional Fees	394,588	341,131
Salaries & benefits	58,000	47,118
Program	33,388	23,432
Volunteers & participants	11,667	16,673
Administration	21,118	16,031
Fundraising	5,951	7,166
Communications & outreach	2,742	5,370
TOTAL EXPENSE	527,454	456,921
Surplus for the year	127,733	27,182

Excerpt from audited statements prepared by Cowperthwaite, Mehta Chartered Accountants. Full audited statements are available on request.