



## The Ontario Employment Education and Research Centre



**PROTECTING WORKERS' RIGHTS**  
through information, education and support



**RAISING AWARENESS**  
of issues facing workers in low wage and  
precarious work



**DEVELOPING LEADERSHIP**  
of workers to support their local community



**BUILDING CAPACITY**  
to protect workers' rights across Ontario



**PARTICIPATING IN RESEARCH**  
on employment legislation

# ANNUAL REPORT 2014-15

# Working together with our community partners in 2014-15

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## WORKERS' ACTION CENTRE

### PROTECTING WORKERS' RIGHTS

- Over 1000 workers received help from the Workers' Rights Information Phonenumber
- Hundreds attended community workshops, support clinics, and information sessions to learn about their rights at work
- Thousands of factsheets & booklets on employment rights (in multiple languages) distributed via print and online
- Kept the public informed about new important legislative improvements for workers

### RAISING AWARENESS

- Dozens of media moments raised public awareness about issues facing workers in low wage and precarious work
- Informed thousands of Ontarians on workers' rights issues through public speaking, information tables, and community outreach at a wide range of venues: conferences, forums, university campuses and community events

### DEVELOPING LEADERSHIP

- Delivered a range of leadership training opportunities for workers directly affected by low wages and precarious working conditions to increase their knowledge of labour history, government, and employment legislation, as well as to develop skills in group facilitation, media awareness, public speaking and community outreach.
- Supported workers to bring their issues and concerns concerning the challenges in their workplaces to a variety of stakeholders and policy forums

### BUILDING CAPACITY

- Supported a network of organizers from 45 cities across Ontario to raise awareness in their local community about fair wages and the connection to poverty
- Connected individuals interested in workers' rights issues with local supports in their community
- Provided mentoring and organizational support to both grassroots and established organizations wanting to set up a worker centre and/or supports for their community. We are pleased to welcome the Sudbury Workers' Education and Advocacy Centre.

### PARTICIPATING IN RESEARCH

- Ensured the workers' perspective influenced academic research projects on workers' rights issues
- Supported workers to voice their concerns to government about their reality of work. This formed the basis of recommendations for legislative improvements presented in the *"Still Working on the Edge: Building Decent Work from the Ground Up"* policy report



## Caregivers' Action Centre

### PROTECTING WORKERS' RIGHTS

- Organized free legal clinics for caregivers to receive legal support and learn about their rights

### RAISING AWARENESS

- Educated the live-in caregiver community about the new federal Caregiver Program, implemented November 30, 2014, and its impact to ensure caregivers can protect their individual and collective rights under the new program.
- Participated in the development of two video presentations: one on the value of caregiver work, the second on the changes to permanent residency laws
- Spoke out in the media about the impact of the federal government consultation on the Live-in Caregiver Program

### DEVELOPING LEADERSHIP

- Continued to develop the leadership of this peer-led organization through skills training and mentorship opportunities

### BUILDING CAPACITY

- Explored and tested various online and digital strategies and tools to improve communications and overcome isolation within the live-in caregiver community

### PARTICIPATING IN RESEARCH

- Participated in a research project documenting the impact of recruitment practices on migrant workers



## Migrant Workers' Alliance for Change

### DEVELOPING LEADERSHIP

- Facilitated the development of a network for migrant workers to share information and further their civic engagement

### BUILDING CAPACITY

- Provided training on legal information impacting migrant workers to community organizations working with the migrant worker community
- Identified key issues and barriers facing migrant workers trying to access their rights to labour, health,

and other social services and protections with the aim to developing best practices to improve service delivery in communities across Ontario

- Supported existing migrant worker led organizations to strengthen their relationships with workers and connections with referral resources

### PARTICIPATING IN RESEARCH

- Participated as a research partner in a project documenting the experiences of migrant workers under the Temporary Foreign Worker Project



## Justicia for Migrant Workers

### PROTECTING WORKERS' RIGHTS

- Delivered workshops on legal rights and resources for migrant farm workers in communities across southwestern Ontario
- Supported over 2000 migrant farm workers to individually and collectively resolve workplace violations and facilitated connections with legal supports and community services

### RAISING AWARENESS

- Facilitated meetings between migrant farm workers and local community members in the Windsor area to build solidarity and understanding between communities

We would like to thank our Funders for 2014-15

**The Atkinson Charitable Foundation**  
**The Catherine Donnelly Foundation**  
**The George Cedric Metcalf Charitable Foundation**  
**The Maytree Foundation**  
**Unifor Social Justice Fund**  
**Wellesley Institute**

Thanks to all of our community allies who made our 3rd 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.

| <b>Financial Summary</b>  | <b>03 31 2015</b> | <b>03 31 2014</b> |
|---------------------------|-------------------|-------------------|
| <b>REVENUES</b>           |                   |                   |
| Project funding           | 539,938           | 449,776           |
| Donations                 | 188,199           | 202,715           |
| Miscellaneous             | 8,307             | 2,696             |
| <b>TOTAL REVENUE</b>      | <b>736,444</b>    | <b>655,187</b>    |
| <b>EXPENSES</b>           |                   |                   |
| Professional services     | 362,304           | 376,236           |
| Salaries & benefits       | 126,773           | 76,351            |
| Program                   | 65,973            | 33,388            |
| Administration & office   | 37,644            | 21,118            |
| Renovations               | 20,954            | -                 |
| Volunteers & participants | 11,427            | 11,667            |
| Fundraising               | 7,846             | 5,952             |
| Communications & outreach | 3,117             | 2,742             |
| <b>TOTAL EXPENSE</b>      | <b>636,038</b>    | <b>527,454</b>    |
| Surplus for the year      | 100,406           | 127,733           |

## Board of Directors 2014-15

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At the OEERC, we believe that the most effective public education and support happens at the community level. To this end, 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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