

RESTORE OUR RIGHTS

ABUSE OF POWER BETRAYS HEROES

When COVID-19 began, Ontario declared a state of emergency. This allowed for emergency orders, most of which permitted employers to ignore sections of our collective agreements. These orders, meant to be **temporary measures** to handle a fast-changing crisis, have now been extended *indefinitely* with Bill 195.

Although Bill 195 ends the state of emergency, meaning others will see an easing of restrictions, the government is now *extending* its **extraordinary, undemocratic, and unprecedented powers** over the working conditions of front-line heroes.

Front-line workers, who helped keep us safe and delivered critical services in a pandemic, deserve better than an attack on their legal rights. They deserve to have their rights restored today.

Who's impacted?

Close to half a million of Ontario's workers are subject to Bill 195. More than 130,000 CUPE front-line workers in health care, social services and municipalities are among them.

What does this mean for you?

Emergency orders can impact members differently so please check with your local union for specifics. All orders, however, have common features that allow for the following:

- **Hours of Work** can be changed - members have been moved to 12-hour shifts, leading to increased fatigue and burnout.
- **Work Locations** can be changed, you can be re-deployed, and some employers are implementing travel restrictions.
- **Shifts can be changed** without consultation, including from days to nights, causing significant issues for those without childcare secured.
- All **leaves of absence**, including parental leaves, bereavement leaves, vacations, etc., can be denied or cancelled.
- **Jobs can be eliminated** and you can be reassigned without consultation.
- Contractors and volunteers can be brought in to do work, leading members to being reassigned to other work without recourse.
- Emergency orders restrict access to the **grievance process** in relation to a complaint by workers on any of the items they cover.

What can you do to Restore Our Rights?

- ✓ Take Action at work **every Thursday**
- ✓ Take Action online by sending your MPP the message that the province must restore workers' rights now at: cupe.on.ca/RestoreOurRights
- ✓ Take Action in your community by attending a rally at your MPP's office
- ✓ Watch for updates about following actions and events on cupe.on.ca