

PROTECTING WORKERS' RIGHTS | RAISING AWARENESS
DEVELOPING LEADERSHIP | BUILDING CAPACITY | PARTICIPATING IN RESEARCH



The Ontario Employment Education and Research Centre



ANNUAL REPORT 2019

Annual report 2019



WORKERS' ACTION CENTRE

PROTECTING WORKERS' RIGHTS

- 836 workers supported through Workers' Rights Information Phonenumber
- Updated materials to reflect legislative changes and created new factsheets, including downloadable and print materials in English, Chinese, Tamil, Spanish, Punjabi, Bengali, and Somali
- 146 workshops on employment rights at locations across the GTA with 1819 workers attending
- Worked with community agencies and organizations to host 33 workshops on workers' rights

RAISING AWARENESS

- Over 6,700 allies and community members informed on decent work issues through a presentation or hearing one of our organizers speak at a public event
- 70,000+ flyers and backgrounders distributed on decent work
- 75 media hits raising the profile of worker issues in a variety of media outlets
- Worked with media and partners to raise awareness about issues facing temporary agency workers after yet another temporary agency worker was killed on the job
- Managed a variety of digital database and social media tools to inform and engage workers and grew reach to include tens of thousands on email, Facebook and Twitter
- Over 40 community organizations, unions and coalitions as networking partners

DEVELOPING LEADERSHIP

- Hosted 134 capacity-building workshops or meetings for workers in our communities
- Hosted a media training for over 20 regional leaders and supported spokespeople for media in English, Tamil, Somali, Chinese and Punjabi
- Supported workers to bring their issues and concerns to the attention of local members of parliament and decision makers
- Hosted a provincial strategy meeting bringing together over 150 decent work organizers from across the province

BUILDING CAPACITY

- Hosted the third phase of the Feet on the Ground (FOG) leadership training program to support 34 worker leaders from 13 Ontario cities and towns, 12 sectors and 10 language communities to build capacity to win decent work in their communities
- Feet on the Ground participants worked one-on-one with mentors to build a growing base of workers engaged in advancing decent work in their own communities through outreach, know your rights workshops, and organizing meetings, amongst other strategies
- Supported a number of networks and emerging organizations to develop their strategic direction and community organizing, including nail technicians and ethnic grocery store workers

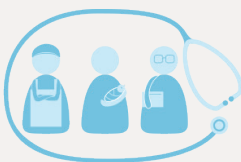


Caregivers Action Centre

- Significant gains achieved in response to care worker organizing, including the announcement, and then extension, of an Interim Pathway that expands access to permanent residency for care workers and a new Caregiver program that includes open work permits and other improvements
- Organized educational workshops for migrant care workers to receive legal support and learn about their rights, including how to navigate the Interim Pathway and new Caregiver program
- Supported care workers to speak out in the media about the issues they are facing and make their voices heard
- Participated in public events, such as International Women's Day, to raise awareness about issues facing migrant care workers and hosted online actions, including a photo campaign on Family Day to raise awareness about care workers being separated from their families
- Supported care worker members to participate in the Feet on the Ground training program to build their organizing and leadership skills
- Expanded reach of CAC through outreach and new digital database tools, expanding supporters to include over 2500 contacts, and expanding the core group of engaged care workers to about 800

MIGRANT WORKERS Alliance for Change

- Significant gains achieved from migrant worker organizing including the announcement of an Open Work Permit for Vulnerable Workers, a program first proposed by MWAC in December 2017, as well as a loosening of employer specific work permit conditions for Seasonal Agricultural Workers.
- Supported migrant workers' rights through referrals for case work support and training, hosted immigration rights workshops for farmworkers, and worked with service providers to integrate referral networks and increase coordination to increase worker access to supports
- Supported ongoing organizing with care workers resulting in an Interim Pathway that will allow care workers to regularize their status and positive changes to a new Caregiver Program
- Engaged hundreds of migrant student workers at public and private colleges across the GTA and organized to stop a migrant student deportation, following an exclusion notice for working more than 20 hours per week, including garnering support for a petition from over 52,000 people
- Organized an event bringing together migrant worker groups across the country to develop shared priorities and a joint platform for decent work and immigration rights, and organized multiple public education activities on anti-racism, decent work and immigration rights



DECENT WORK & HEALTH NETWORK

- Hosted meetings, workshops and events for health workers about organizing to win paid sick days and improve working conditions, guided by a social determinants of health perspective
- Hosted community partner meetings to engage partners at the planning phase of our activities, to collectively establish a vision for action, and to increase engagement around issue of paid sick days
- Supported outreach efforts to expand our network of health workers and supporters across Ontario
- Initiated research on paid sick days, drawing on best practices globally, the latest public health and medical evidence, interviews with workers impacted by lack of access to paid sick days, and a survey of health providers

The OEERC would like to thank our Funders for 2019

- The Atkinson Charitable Foundation
- The George Cedric Metcalf Charitable Foundation
- The Law Foundation of Ontario
- The Maytree Foundation
- United Way Greater Toronto

Thanks to all of our community allies who made our 7th 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.

BOARD OF DIRECTORS

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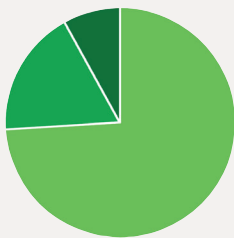
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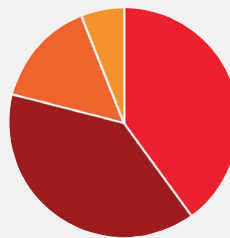
Lynn Spink

FINANCIALS



Revenues \$1,213,348

Foundations	74%
Donations	18%
Earned & misc.	8%



Expenses \$1,105,114

Community & Leader Development	40%
Education & Support	39%
Policy & Advocacy	15%
Administration	6%

Audited statements available upon request. Special note: In 2019 we changed our fiscal year end from March 31 to December 31. Thus these audited financials are for the 9-month transition period from April 1 to December 31, 2019.

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