



2025 ANNUAL REPORT

In Review

The Ontario Employment Education and Research Centre provides key resources and a home-base for leading decent work movement organizers in the province. We operate a shared platform with space, financial, organizational development, fundraising and admin support for the Workers' Action Centre, Migrant Workers' Action Centre, and Butterfly: Asian Migrant Sex Workers' Action. The OEERC includes two projects, the Decent Work and Health Network (DWHN) and the Better Way Alliance (BWA). We run the newly renovated Workers' Justice Centre, providing affordable downtown training, meeting and organizing space for immigrant, worker, and social justice groups in the city. Our mandate is to raise up the groups that we work with, strengthen the capacity for migrant worker leaders to take on workplace injustices and build solidarity and leadership within the multiracial workers' movement in the push for progressive economic, political and social change.



Partner Achievements

Workers' Action Centre

2025 marked WAC's 20th anniversary - twenty years of organizing with low-wage, precarious, mainly immigrant workers; twenty years of building a multi-racial workers' movement, and twenty years of taking on employers and governments over unpaid wages, precarious employment, lack of protection and exploitation.

Building Worker Power in 2025

Unpaid wages recovered for workers: \$183,254
Workers who attended one of the 74 Know Your Rights workshops: 1,702
Workers supported on our workers' rights phone line: 1,166
Number of outreach events: 432
Number of workers' rights handouts distributed: 24,830
Workers supported at one of the 20 Defending Our Rights workshops: 333
Workers participating in one of the 29 Workplace Justice Sessions: 168
Media articles published in English, Spanish, Tamil, Chinese, and Somali: 124
Amount raised at the Bowlathon Fundraiser: \$181,739 - a new record!



Wage Theft

In October WAC launched the long-anticipated 'Crisis of Wage Theft in Ontario' report to draw attention to the millions and millions of dollars that employers owe workers for unpaid hours, overtime premiums, bounced cheques, illegal deductions, misclassification as 'independent contractors', and more.

Resources include:

- a Wage Theft Primer for workers and WAC members, outlining findings of WAC's Wage Theft report, the impact of wage theft, and calls for action. Available in English, Spanish and Tamil.
- a new WAC Wage Theft Leaflet. Available in English, Spanish and Bengali.
- a new website page with stories and information on wage theft
- a new Wage Theft Workshop to raise awareness of wage theft, explain how to protect your rights, and outline the solutions that are needed to fix the problem.

Migrant Workers Alliance for Change

- Recovered what workers were owed. We won back \$44,633.72 in stolen wages for eight migrant, refugee, and undocumented workers; \$16,124.64 in survivor pensions for the widows and children of migrant farm workers; \$10,050 in workplace safety and insurance benefits for three workers; and \$733 a month in social assistance for an injured worker leader. We also secured 24 open work permits for vulnerable workers so people could leave abusive jobs.
- Provided comprehensive one-on-one case support on wage theft, immigration status, income support, housing, workplace injuries, and gender-based violence. 893 workers received individual casework across the year, an additional 2,000 received support through information sessions, or via referrals and quick responses on our hotline.
- Delivered emergency support directly to workers. We distributed 227 food boxes to unpaid fishery workers in New Brunswick, handed out hundreds of welcome bags to newly arrived workers, raised \$4,355 for farm workers whose families were hit by Hurricane Melissa, and helped nearly 100 migrants in Toronto access subsidized transit.
- Stopped deportations through community pressure. We kept the Aboizneid family, the Lindo family, Tarun, and a farm worker member in the country, and won individual immigration cases including Lily's humanitarian PR appeal and Teresa's caregiver PR reversal.
- Built peer support across sectors. Care, farm, fishery, student, and undocumented workers met through monthly assemblies, members' meetings, orientations, clinics, and know your rights sessions. Roughly 1,300 migrants took part in these peer-to-peer gatherings.
- Won concrete improvements in working conditions. We organized workers to win air conditioning on four farms. After years of organizing against Bolero Fisheries, the federal government issued a record \$1-million fine.
- Put migrants at the centre of public debate. Our staff and members appeared in mainstream and community media 70 times, opposing scapegoating, exposing exploitation in the Temporary Foreign Worker Program, and challenging racist bills like Bill C-12. We surveyed 514 migrant workers through the Migrant Rights Network on proposed TFW changes, occupied a downtown Toronto immigration building with dozens of care workers on June 16, and mobilized in the thousands with allies on September 20 through Draw the Line.





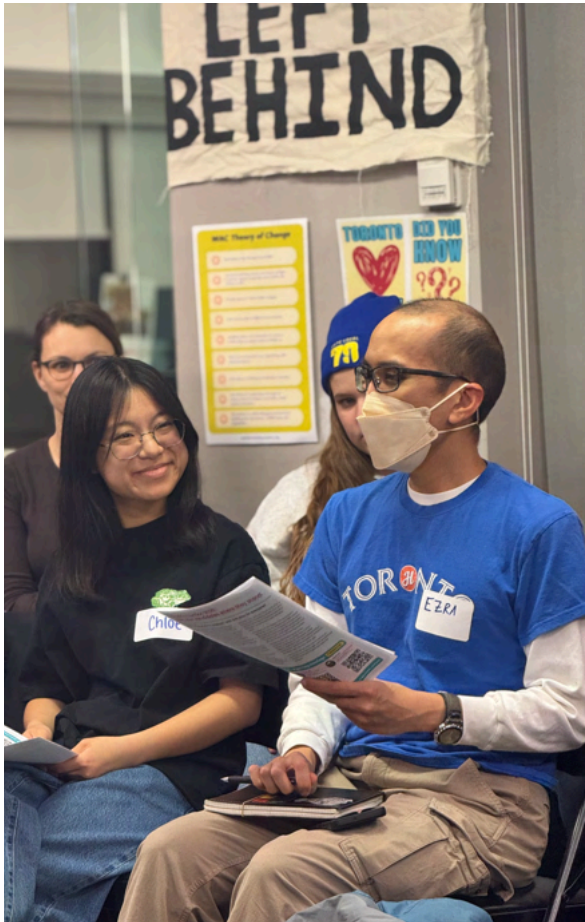
Decent Work and Health Network

- Building: 2nd annual Healthcare for All Forum: 180 participants discussing the stories, analysis, and strategies of US health care activists who expanded healthcare access to undocumented workers in Oregon, Minnesota, California.
- Presenting: Health Network for Uninsured Clients, Health Care for All, Health Worker Organizing, Alliance for Healthier Communities, National Collaborating Centre on the Determinants of Health, University Health Network's Social Work Week.
- Facilitating workshops: Justice for Workers Assembly (September, Toronto). Topics included privatization, paid sick days, precarious work and health.
- Making the links: During the tariff crisis, the DWHN stepped up to support health care workers' capacity to articulate links between job cuts, job insecurity, and health. DWHN participated in Justice for Workers' meetings and produced a widely-shared video with Dr. Gary Bloch (member) linking tariffs and health
- Speaking engagements: Day of Mourning (Toronto and York District Labour Council), LIUNA Local 3000 Conference, City of Toronto's Undocumented Residents Day.
- Public education: produced two new videos addressing common myths around expanding healthcare access to migrants, telling the stories of migrant workers attempting to access care.
- Strategic planning: In August DWHN held an all-day strategic planning session for Health Care for All, evaluating past work and major milestones, naming the moment, talking through strategic openings and work-planning.
- Networking: In the fall DWHN staff and members participated by invitation in a cross-provincial meeting of academics, community health workers and advocates who are involved in advocacy to improve health access for uninsured migrants, and asylum seekers.



Workers' Justice Centre

What an incredible year for our space! In 2024 the Association of Registered Interior Designers of Ontario (ARIDO) granted the OE and WAC a re-design and full renovation of our space. An absolutely incredible gift that allowed us to upgrade, update and expand without having to use valuable programming resources to do so. Renovations began in January of 2025 and we moved back into our newly renovated space in early fall. Today we occupy 6,000 square feet of newly painted offices with ergonomic furniture, brand new stations for senior leaders, a welcoming and comfortable reception space with a private intake area, three kitchenettes (one for a great gathering space), lots of little nooks with comfortable seating, two boardrooms (one large, one medium), and a sunny, airy, beautifully equipped training room. Our three (affordable) rentable spaces all have key codes and separate entrances off the main corridor, access to tea and coffee, durable furniture and big screens. The renovation was full-scale - new HVAC, lighting, flooring, finishings, furniture, sound system, appliances and amenities. Most importantly, it feels like home. With the Centre fully operational and open in 2026 we anticipate more people, more trainings, more cross-pollination of groups, and more workers and immigrant-led organizations coming to use our space as their own.





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Funders

Thank you to our funders in 2025:

- Atkinson Foundation
- Maytree Foundation
- Metcalf Foundation
- WES Mariam Assefa Fund
- Unifor Social Justice Fund
- Steelworkers Humanity Fund

Staff

Sue Carter, Executive Director

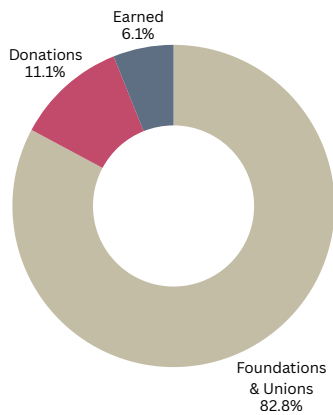
Chantal Khoury, Finance Manager

Special thanks to our private donors for their extraordinary personal commitment to furthering workers' rights education and support for workers in low-wage and precarious jobs.

Financials

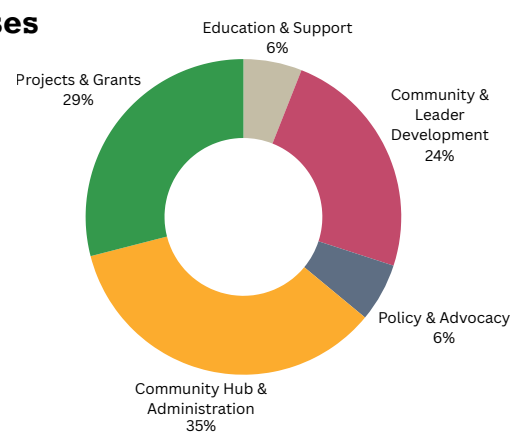
Revenue

2,960,426



Expenses

2,851,755




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