

**WHAT WE  
HAVE TODAY;  
WHAT WE'LL  
HAVE TOMORROW.**



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**THE CONSERVATIVES'  
ATTACK ON  
WORKERS' RIGHTS**



# THE CONSERVATIVES' ATTACK ON WORKERS' RIGHTS

PROPOSED JURISDICTION:

| PROPOSAL   | Ontario  | Federal             | What we have TODAY   | What we'll have TOMORROW   |
|--|--|---------------------|--|--|
| <b>Pensions</b>                                      | Hudak policy proposal in "Sustainable Retirement Security"                                   |                     | Most public sector and many private sector workers have defined benefit pension plans.   | Ontario PCs are proposing to replace defined benefit plans with defined contribution plans, under which almost all of the risk falls on the employees.   |
| <b>Wages</b>   | Hudak policy proposal in "A New Deal for the Public Sector" and in "Flexible Labour Markets" |                     | Currently public sector workers are mostly able to negotiate their collective agreements with the government/employer so wages tend to increase with inflation.  | Ontario PCs are proposing to freeze public sector compensation for a period of two years and longer if they deem it necessary.   |
| <b>Mandatory union dues</b>                          | Conservative Bill 64   |                     | Every member pays dues to receive representation from The Society, according to the Rand Formula.  | "Free riders" - employees who want all the benefits of a union without paying for it - will weaken your union, risking pensions, wages and benefits.   |
| <b>Mandatory dues check-off</b>                      | Conservative Bill 64   |                     | A system that allows unions to have employers deduct and remit union dues to the union from employees' paycheques. This ensures a steady source of income for unions so they can do work on behalf of all members.         | Without mandatory dues check-off, unions' income will be insecure, making it more difficult and costly to collect and administer dues payments.  |
| <b>Mandatory union membership</b>                    | Conservative Bill 64   |                     | All employees are members of the union to create stable and inclusive workplaces and unions.   | Unions and companies may be destabilized as only a portion of workers remain members of the union, making it difficult to have strong, consistent working conditions.  |
| <b>Strike and ratification votes</b>                 | Hudak policy proposal in "Flexible Labour Markets"   |                     | Unions hold their own strike and ratification votes as required under provincial legislation.  | Government would run unions' strike and ratification votes, making unions look weak or corrupt without adding any similar oversight to employers.  |
| <b>Labour funding of social and political issues</b> | Conservative Bill 64   |                     | Unions are allowed to contribute to virtually any political or social cause that their members approve.  | Unions would be prevented from contributing to any cause that isn't directly related to their industry. This would restrict unions' support of community and limit their ability to advocate their members' interests to government. |
| <b>Arbitration process</b>                           | Hudak policy proposal in "Flexible Labour Markets"   |                     | Arbitrators are used to settle collective agreement disputes fairly for both unions and employers in many sectors.   | Adding strict directions in law that favour employers over unions would make arbitration unfair to workers.  |
| <b>Financial reporting</b>                           | Conservative Bill 64   | Proposed Bill C-377 | Unions are required by law to produce an annual audited financial statement. Members may require more internal reporting.  | Proposed detailed financial reporting of almost all union expenditures to government would be financially burdensome and allow employers to gain key strategic information about how a union operates.                               |
| <b>Certification and decertification</b>             | Conservative Bill 62   | Proposed Bill C-525 | Federally, if a significant majority of workers in a workplace sign a card indicating they want to join a union, the union is formed without a vote. Provincially, Ontario construction workers work have the same system. | If passed, new legislation would require a vote after a majority of workers sign a card of support. This gives employers a chance to fight off unions. Ontario construction workers would also be required to take votes, too.       |
| <b>Privatization of Workers' Compensation</b>        | Hudak policy proposal in "Flexible Labour Markets"   |                     | A public workplace safety and insurance system means all workers are treated fairly, like with our health care system.   | Tim Hudak proposes a privatized system where workers would have to deal with insurance companies like they do for their car or home.   |