

WELCOME TO

SOLIDARITY

PLACE

WORKER

EDUCATION

CENTRE

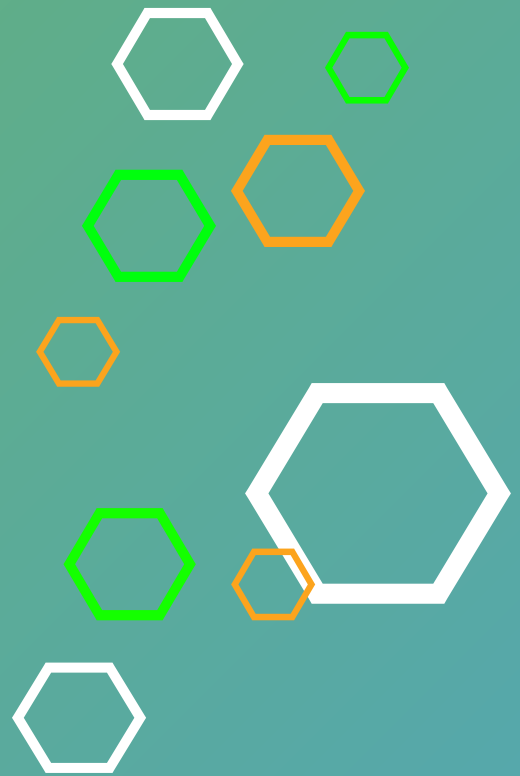


We are a community hub empowering workers through education and advocacy. We offer workshops, resources, and support. We foster solidarity and equip individuals for social and economic justice

Section #1

Workplace

Rights



EQUAL PAY FOR EQUAL WORK (ESA)

- You are entitled to equal pay for equal work, ensuring fair compensation regardless of gender, part-time or full-time status, or employment through temp-agency.

JOB-PROTECTED LEAVE ASSURANCE (ESA)

- You have the fundamental right to job-protected leaves, including sick, family responsibility, pregnancy, and parental leave.

THE THREE-HOUR RULE (ESA)

- if you work more than 3 hours regularly and are sent home early, you are entitled to be paid for 3 hours at your regular rate.

TERMINATION NOTICE AND PAY GUIDELINES (ESA)

- After 3 months of employment, your employer must provide written notice of termination or termination pay.
- This amount depends on your length of service, reaching a maximum 8 weeks for 8 years of service.

REST PERIODS & BREAK TIMES (ESA)

- It is mandatory to take a 30 minute unpaid break after every consecutive 5 hours of work.
- You can agree with your employer or supervisor to split break times.

MINIMUM WAGE ENTITLEMENT (ESA)

- You have the right to a minimum wage of 16.55 per hour for most job positions.
- If you are a student under the age of 18 working 28 hours or less per week, your minimum hourly rate is 15.60.

PAYMENT OF WAGE COMPLIANCE (ESA)

- Employers must comply with ESA regulations on the payment of wages, ensuring timely and accurate payment without unauthorized deductions.

OVERTIME COMPENSATION RIGHTS (ESA)

- Typically, after working 44 hours in a week, you have the right to 1.5 time your regular rate of pay for each additional overtime hour. You can also agree to pay time off in lieu of overtime pay

"Whether you are a returning client, or newly registering with our office, get familiar with your Employment Standards Rights to ensure you have access to the highest quality of care and support"

TEMP-AGENCY WORKER PROTECTIONS (ESA)

- Temp agency workers have the same rights as other employees under the Employment Standards Act (ESA).
- Agencies CAN NOT charge fees, and if an assignment lasting 3 months or more is terminated early, you are entitled to 1 week of notice pay.
- If the agency fails to pay your wages, the client firm is responsible for the unpaid sum.

PUBLIC HOLIDARY COMPENSATION (ESA)

- You are entitled to 9 public holidays annually.
- Public Holiday Pay is calculated based on the total previous 4 weeks' earnings divided by 20.
- To qualify, you must work your regularly scheduled shift both before and after the holiday.

VACATION TIME AND PAY PRIVILEGES (ESA)

- After working 1 year with your employer, you are entitled to 2 weeks of vacation time, increasing to 3 weeks after 5 years. Vacation pay starts at 4% of earnings, increasing to 6% after 5 years.
- You can agree with your employer to have your vacation pay paid out during each pay period.

"The Ontario Employment Standards Act ENSURES workers receive FAIR treatment, fair pay, and essential workplace protections, fostering DIGNITY and SECURITY"

"Understanding your Occupational Health and Safety rights promotes workplace safety, minimizing hazards and nurturing a productive environment"

YOUR RIGHT TO KNOW (OHSA)

- You are entitled to be informed about all known or potential safety hazards in the workplace before commencing work.
- You have the right to demand access to information, instructions, and supervision necessary to safeguard your health and safety.
- You have the right to insist on workplace safety information through product labels, safety data sheets, or safe work procedures.

YOUR RIGHT TO PARTICIPATE (OHSA)

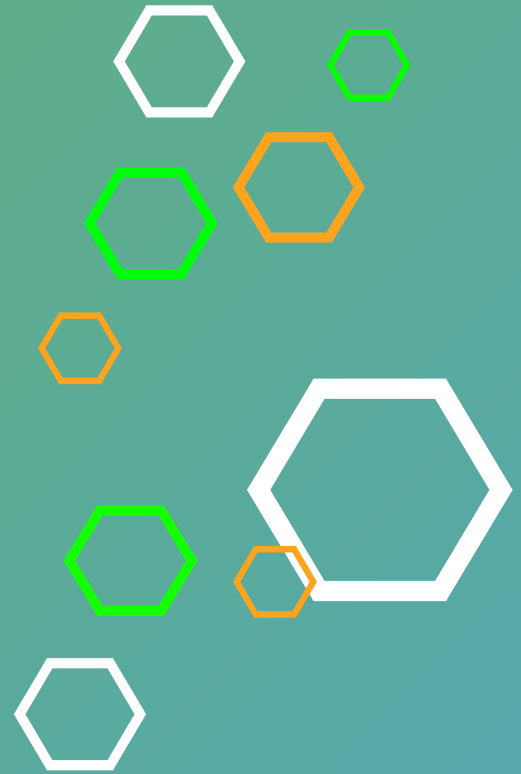
- You have the right to actively participate by raising concerns, making suggestions, or assuming roles such as Health and Safety Representative or Joint Health and Safety Committee Member (JHSCM).
- You can exercise your right to make recommendations regarding workplace health and safety.
- You have the right to take charge in assessing, identifying, and controlling workplace hazards.

YOUR RIGHT TO REFUSE (OHSA)

- You have the right to refuse work in an environment you believe poses a threat to your health and safety.
- Your employer can not punish you for exercising this right

Section #2

RIGHTS AS A TENANT



TENANT SELECTION RIGHTS

- You are entitled to be evaluated solely based on income, credit checks, and references.
- Stand firm against any discrimination based on marital status, pregnancy, children, religion, ethnicity, sexual orientation, welfare, disability, or citizenship.

TENANT LEASE RIGHTS

- You have the right to a transparent lease outlining tenancy length, rent amount, and included services.
- Assert your right to receive a standard lease template.
- Demand the legal name and address of the landlord in the lease agreement.
- Exercise your right to read and understand the lease before providing your signature.

TENANT RENT RIGHTS

- You have the right to pay rent in full on the due date
- Reject any requirement for post-dated cheques or automatic debit.
- Assert your right to receive a rent receipt upon request.

TENANT DEPOSIT RIGHTS

- Recognize your right to pay rent deposit, limited to one rental period.
- Insist that a key deposit does not exceed the cost of a key replacement.
- Assert your right to reject any illegal charges, such as a damage deposit or additional fees.

TENANT INCREASE RIGHTS

- Stay informed about annual guideline increases set by the government.
- Assert your right to be informed 90 days in advance of any rent increases.
- Challenge unjustified above guideline increases at the Landlord or Tenant Board.

ENTRY TO RENTAL UNIT

- Demand 24 hour written notice for non-emergency entry.
- Challenge entry reasons that do not align with repairs, maintenance inspections, or showing the unit to prospective tenants.
- Assert that entry without notice is only allowed in emergencies or with your agreement.

**"Knowing your Tenant Rights
ENSURES fair treatment,
protection, from exploitation, and
the ability to assert legal rights in
housing disputes"**

COMMON AREAS AND OUTDOORS

- Assert the landlords responsibility to maintain common areas and outdoor spaces.
- Make clear that snow removal from driveways and walk-ways is the landlords duty.

INDOOR TEMPERATURE

- **You have the right to demand heat between September 15th and May 31st.**
- **Assert your right to have air conditioning provided between June 2nd and September 14th**

VITAL SERVICES

- Insist on access too hot and cold water, electricity, heat, and fuel.
- Demand notification for temperature shutdowns necessary for repairs.

PET OWNERSHIP

- You CAN NOT be evicted solely for having a pet, except under certain circumstances.
- You have the right to reject discrimination based on pet ownership.

"The Ontario Residential Tenancies Act safeguards tenants' rights, ensuring fair treatment, secure housing, and essential legal protections for renters"

DISCRIMINATION RIGHTS

- You have the right to be protected from discrimination based on race, origin, religion, sex, age, marital status, family status, sexual orientation, and disability.
- Be proactive in seeking legal help if discrimination is experienced.

EVICITION RIGHTS

- Understand that you are entitled to a fair process under the Residential Tenancies Act.
- Know that you are not required to move out upon receiving an eviction notice; the eviction must be determined by the landlord and tenant board.
- Always be aware of avenues to address and dispute eviction notices.

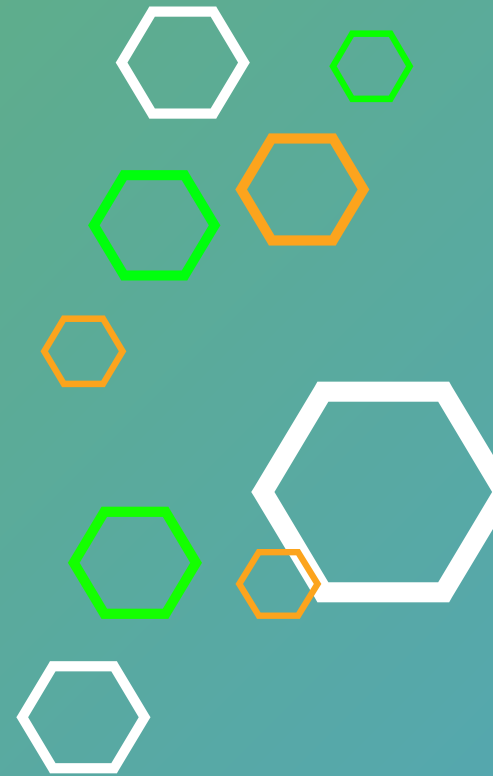
REPAIRS AND MAINTENANCE

- Demand a rental unit in good repair, complying with health and safety standards.
- Reject Responsibility for damages caused by normal wear and tear.

**"Always consult a legal professional
BEFORE proceeding to ENSURE
informed decisions and protect your
rights in any legal matter"**

Section #3

HELPFUL RESOURCES



IMMIGRANTS WORKING CENTRE (HAMILTON, ON)

ABOUT: The immigrants Working Centre (IWC) has been a vital resource for over 30 years within Hamilton, ON. They offer free settlement services in over 16 languages.

SERVICES: Language support, labour market integration, and community engagement services.

ADDRESS: Multiple Locations

EMAIL: communications@iwchamilton.ca

PHONE: 905-526-5209

REFUGEE NEWCOMER HEALTH CENTRE (HAMILTON, ON)

ABOUT: The Refugee Newcomer Health Centre (RNHC) in Hamilton, ON, offers inclusive healthcare services tailored to immigrants and refugees, addressing language, cultural, and health barriers.

SERVICES: Diverse medical assessments (emphasizing inclusivity) and mental health clinics that prioritize mental well-being as an integral aspect of overall healthcare.

ADDRESS: 183 Hughson Street South, Hamilton

EMAIL: info@newcomerhealth.ca

PHONE: 905-526-0000

NEIGHBOUR "2" NEIGHBOUR FOOD BANK (HAMILTON, ON)

ABOUT: Neighbour 2 Neighbour in Hamilton, Ontario, is committed to strengthening community resilience by offering food aid, education, social support, and fostering stronger community bonds.

SERVICES: Neighbour 2 Neighbour in Hamilton, Ontario, offers diverse services such as food assistance, education, and social support to enhance community well-being. These services evolve based on community needs.

ADDRESS: 28 Athens Street, Hamilton

EMAIL: admin@n2ncentre.com

PHONE: (905)-574-1334

FOOD "4" KIDS CHARITY (HAMILTON, ON)

ABOUT: Food 4 Kids Hamilton ensures no child in the community goes hungry by offering nutritious meals and essential support. Collaborating with local partners, it fosters a nourished environment for children.

SERVICES: Food 4 Kids Hamilton offers more than meals, providing educational programs promoting healthy eating habits and nutritional awareness. They collaborate to ensure accessibility.

ADDRESS: 105-237 Barton Street, Stoney Creek

EMAIL: info@food4kidshamilton.ca

PHONE: 905-930-9118

"Community services foster resilience, addressing diverse needs, enriching lives, and forging bonds, thus nurturing strong, interconnected communities for collective well-being"

COMPASS COMMUNITY HEALTH CLINIC (HAMILTON, ON)

ABOUT: Compass Community Health Clinic, previously North Hamilton Community Health Centre, provides accessible primary healthcare services. Its interdisciplinary team adapts to diverse community needs.

SERVICES: Their interdisciplinary team tailors services to community needs, offering medical consultations, preventive care, health education, and support programs for well-being.

ADDRESS: 438 Hughson St North, Hamilton

EMAIL: info@compass.org

PHONE: 905-523-6611

"Local resources provide valuable support and assistance to our community, offering solutions and opportunities for growth and well-being"



WESLEY HOUSING SUPPORT (HAMILTON, ON)

ABOUT: Wesley is a local non-profit addressing poverty, homelessness, and community barriers in Hamilton, Halton, and Brantford, offering diverse programs and services.

SERVICES: Wesley's diverse services include Children, Youth & Family Programs, Housing Services, Newcomer Support, Employment Services, and a Food Service Training Program.

ADDRESS: 191 Main St West, Hamilton

EMAIL: info@wesley.ca

PHONE: 905-528-9977

YWCA TRANSITIONAL LIVING PROGRAM (HAMILTON, ON)

ABOUT: YWCA Hamilton's Transitional Living Program provides refuge for single women and non-binary individuals escaping homelessness and gender-based violence. Trauma-informed care ensures understanding and support.

SERVICES: Their services include safe housing, tailored to single women and non-binary individuals fleeing homelessness and gender-based violence, with wraparound support.

EMAIL: tlpreferrals@ywcahamilton.org

PHONE: (905)-574-1334

"Housing support services provide vital assistance, ensuring stable shelter, fostering dignity, and empowering individuals and families toward sustainable housing solutions"

HAMILTON COMMUNITY LEGAL CLINIC (HAMILTON, ON)

ABOUT: Hamilton Community Legal Clinic offers legal aid to disadvantaged individuals, fostering access to justice and enhancing quality of life through various services.

SERVICES: Hamilton Community Legal Clinic offers consultations and legal support in various areas of law.

ADDRESS: 100 Main St E Suite 203, Hamilton

PHONE: (905) 527-4572

ABORIGINAL HEALTH CARE CLINIC (HAMILTON, ON)

ABOUT: DAHC fosters community well-being through Primary Care, Health Promotion, Mental Health, and Traditional Healing programs.

SERVICES: Primary Care, Health Promotion, Mental Health, and Traditional Healing programs, reflecting inclusive healthcare values.

ADDRESS: 678 Main St East, Hamilton

EMAIL: info@dahac.ca

PHONE: 905-544-4320

"Health and Legal clinics offer essential aid, promoting well-being and justice. They provide medical care, legal counsel, and advocacy, empowering communities toward holistic thriving"

HAMILTON IMMIGRATION PARTNERSHIP COUNCIL

ABOUT: HIPC fosters community collaboration for effective newcomer settlement, emphasizing basic needs, lived experience leadership, and anti-oppression principles.

SERVICES: HIPC offers newcomer support through basic needs assistance, lived experience leadership, and anti-oppression principles integration.

ADDRESS: Multiple Locations

EMAIL: immigration.partnership@hamilton.ca

PHONE: 905-546-2424



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MORE ABOUT OUR
SERVICES**



SOLIDARITY PLACE WORKER EDUCATION CENTRE

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have about becoming a client at our
facility, contact us at:**

outreach@solidarityplace.ca

**To learn more about our services
and what makes us different,
visit our website:**

www.solidarityplace.ca