



Gig Workers United is a community union of app based gig workers. We are both full-time and part-time delivery app workers; racialized and migrant workers, women and trans people, international students, and people with families. We deliver in our cars, on bicycles, scooters and by foot for prominent apps like UberEats, DoorDash, Amazon Flex, SkipTheDishes, Instacart and many other app based delivery companies. We are organizing together with CUPW (the Canadian Union of Postal Workers) for transparent pay, livable wages, improved health and safety conditions, and the labour protections that we all deserve.

## Solidarity is delicious!

Order-in-days is a way for allies to help us reach out to more app based workers. Talking to your delivery worker about Gig Workers United is a way to counter the inhuman conditions they work under and to validate the importance of uniting with other workers in their struggle. Thank you for your solidarity!

### Step-by-step guide to participate in Order-in-days:

- Download any on-demand food delivery or grocery shopping/delivery app or go to their website and create an account
- Register with Gig Workers United: Let us know you are joining the order-in-days, and we will send additional information: [info@gigworkersunited.ca](mailto:info@gigworkersunited.ca)
- Order a meal or delivery between **July, 1 2021 and Sept 1, 2021**
- Make sure to TIP YOUR COURIER and write a comment in your order saying **"I support Gig Workers United!"**
- When your gig worker arrives, talk to them about the union. If they are already a member, great! Have a conversation about why you support them. If they aren't a member yet, talk to them about their work, what issues they face, working during the pandemic, and how they can join Gig Workers United!
- If they're in a rush, make sure to tell them how they can get in touch with Gig Workers United;

Join right now by signing up with this form or have them scan the QR code;  
<https://actionnetwork.org/forms/join-gig-workers-united/>

By email: [join@gigworkersunited.ca](mailto:join@gigworkersunited.ca)

- Take down the name and phone number of the courier you talked to so we can follow-up, send that info to [info@gigworkersunited.ca](mailto:info@gigworkersunited.ca)
- Take a photo of you and your group with the **"We support Gig Workers"** sign and your food: post on social media! Tag: Gig Workers United (on Facebook), @gigworkersunited (on instagram), and @gigworkersunite on Twitter, #gigworkersunited

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- Write a letter to the app you use as a customer using our online tool at [www.gigworkersunited.ca/order-in](http://www.gigworkersunited.ca/order-in)
- Submit a review in the app store where you downloaded the delivery app saying **"I support Gig Workers United!"** - let everyone know that you support workers rights and protections for gig workers.
- Enjoy your delivery! Thanks so much for your support!

### Talking to your gig worker:

- Introduce yourself, say that you are a supporter of the Gig Workers United Campaign
- Strike up a conversation: 'How has your shift been?'; 'What's the lowest order you've ever accepted?'; 'Have you noticed the pay has gone down?'; 'Do you ever worry about getting injured?'
- If they haven't heard of the campaign, you can say something like 'your fellow gig workers are organizing a union to win transparent pay and livable wages, health and safety protections, and workers rights from apps. I'm a customer and I'm really excited about it!' Tell them why!
- If they are in a rush (time=money for gig workers), make sure to grab their contact info and give them the flyer
- If they are anti-union: that's ok, don't dismiss it. Ask if they have any issues with their work, and if so how would they want to make it better? (Please don't engage in a fight)
- Thank them and wish them well on their shift!

## Background information

### Who is UberEats:

- UberEats is an international app based food-delivery company employing bike, car, and walking gig workers. Toronto is one of their biggest cities.
- Uber Eats is profitable:

### How the system works:

- Restaurants use UberEats at the cost of approximately 30% per order in addition to other fees.
- Customers order food from a restaurant using the UberEats app. The amount or value of the order, and the distance have little to no effect on what the gig worker is paid.
- Gig Workers are not paid for the km's they travel to the restaurant.
- They are not paid for down-time which can be lengthy since the company never stops hiring.

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- Gig Workers do not have a guaranteed income week to week and no control over the pay per delivery.
- They don't get sick days, family leave or vacation despite being essential workers during covid.
- Gig Workers work in all inclement weather conditions – rain, sleet, snow, freezing cold or heat.
- They are on the streets competing for their deliveries
- All gig employers misclassify gig workers as independent contractors for profit. Misclassification reduces employers' legal obligation to pay for basic benefits, such as EI and CPP and means gig workers have no tools for accountability or recourse.
- Gig Workers pay out of pocket for their car or bike, for gas, insurance, phone, data plan and even parking tickets
- Gig Workers are treated as an ultra-casual and disposable workforce, even though there is nothing casual about trying to make a living in this city. While there are a lot of them who are students, or working other jobs, many gig workers do this as their full-time work

### **Bosses are bosses:**

- Even though apps like UberEats say that gig workers are independent, the reality is that the company controls much of the work; who receives orders, how much they're paid for that order, the sequence of the orders, and administering discipline like any other boss, without any way for the worker to appeal their deactivation. None of these terms are negotiable with the courier.

### **The right to organize:**

- Classifying gig workers as independent contractors when they are clearly dependent contractors is a tactic to deny workers the right to organize a union
- Only by organizing a union can workers deal with the problems they're facing at work!
- Toronto and GTA gig workers have chosen to organize a union with CUPW - to fight for their rights and challenge the industry to treat workers fairly.
- Injuries and Risk:
- Gig Workers are essential workers who continued to work throughout the COVID pandemic without adequate access to company provided PPE, sick leave, or priority vaccines.
- Gig Workers face a great deal of risk in their work. Bike workers especially are at constant risk of accidents that can be very serious. Car workers experience repetitive use injuries, slip and falls on a daily basis.

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- The rate of injury amongst bike workers is incredibly high. Without any insurance coverage, being injured could even put workers into debt as they will be paying out of pocket for their time off.
- There is no other insurance or coverage for recovery.
- What gig workers need is simple and achievable:
- End to Misclassification; correct worker classification gives gig workers the ability to hold their app employer accountable and protects their right to unionize
- Health and Safety: better protections for safety and support when they get injured
- Fair pay: to be paid fairly for the difficult and dangerous work that they do

## JOIN GIG WORKERS UNITED!

As gig workers in Toronto and the GTA, we know how difficult and dangerous our jobs can be. Constantly moving, fighting traffic, while trying to provide fast, great service, regardless of the conditions. While Apps revenue grows across Canada, gig workers have had their income slashed amidst a worldwide pandemic while working in already dangerous conditions, dependent on whether orders are coming in or not.

That's why gig workers are organizing across Toronto and the GTA. As workers, we deserve respect, and better protections for the job we do. We deserve the same basic rights that employees in other industries have. We deserve a voice when it comes to our jobs and our futures. With a union, we can get what we deserve.

## What is a union and what can Gig Workers United do?

A union is an organization made up of workers who come together to make decisions on how to improve their working conditions. It is a collective organization that has the legal power to represent the voices of workers and bargain to ensure that workers are treated fairly by the company.

Gig workers are meeting together, sharing experiences, and signing union cards to gain recognition with the Canadian Union of Postal Workers (CUPW). Here's how you can get involved:

Contact an organizer today to learn more and sign a union card, scan the QR code or use this link <https://actionnetwork.org/forms/join-gig-workers-united/> to have someone contact you.

*Ask your fellow gig workers to do the same!*

**Come out to the next General Meeting and get involved in your union!**

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## Why organize with CUPW?

CUPW believes that all gig workers should be treated with respect, whether they work by bike, car, or on foot. CUPW has represented workers across the country, understands the industry, and knows that companies like Uber push down working conditions for all. That hurts everyone. 54,000 members strong, CUPW has been helping couriers organize since 1999, and can support us in achieving our demands.

## What we want is simple and achievable:

End to Misclassification; correct worker classification gives gig workers the ability to hold their app employer accountable and protects their right to unionize

Health and Safety: adequate protections for our safety and support when we are in accidents or become injured

Fair Pay: to be paid fairly and consistently for the difficult and dangerous work we do

## What are my rights in joining a union?

The law protects workers' rights. It is against the law for employers to interfere with organizing a union. All gig employers misclassify us as independent contractors, so that they can avoid employment standards. Independent contractor is not the right classification for gig workers when the app dictates how much we are paid, and we are completely dependent on them to receive any work and can be arbitrarily deactivated without any recourse.

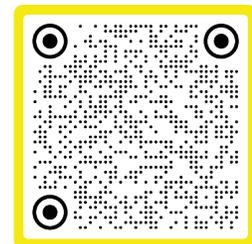
Around the world, couriers and gig workers are organizing for better working conditions and workers rights. We know that apps like Uber have invested heavily in their Toronto operations. They should invest in the couriers that make their business work.

## Fellow couriers - we can organize and we can win!

So join us: <https://actionnetwork.org/forms/join-gig-workers-united/>

[www.gigworkersunited.ca](http://www.gigworkersunited.ca) - click "JOIN NOW"

Email [join@gigworkersunited.ca](mailto:join@gigworkersunited.ca)



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