



GIG WORKERS' BILL OF RIGHTS

This is a Bill of Rights created by gig workers to outline what minimum rights our governments must guarantee to ensure fairness and non-discriminatory treatment for workers in the gig economy.

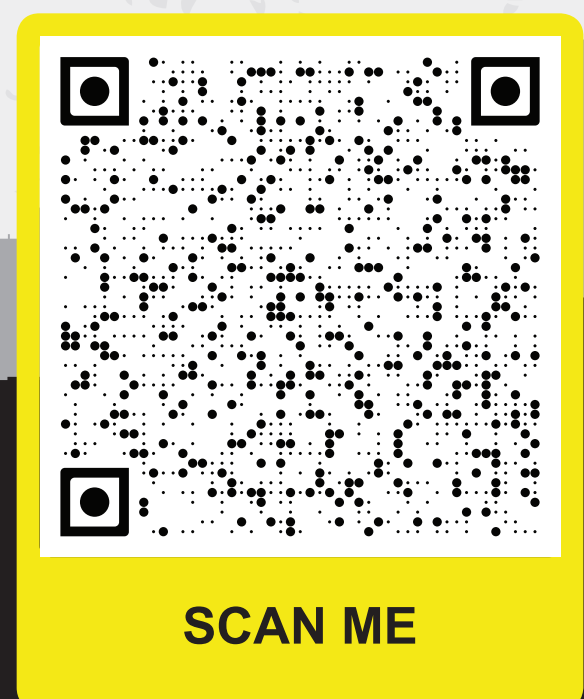
- **A worker is a worker**; Full employment rights with no carve-outs from minimum wage, sick leave, vacation pay and other minimum employment standards.
- **Payment for *all* hours of work**: Paid time from when workers sign in until they sign out of the app with a clear and concise breakdown of how pay is calculated.
- **Compensation for necessary work related expenses** to ensure gig workers' *real* wages are not reduced below the minimum wage
- **Full and equal access to regulated benefits programs** like Employment Insurance (EI), Canada Pension Plan (CPP) and injury compensation (WSIB).
- **Data transparency**: access to all data collected and how the algorithm affects workers, including any forms of discipline.
- **Make all work count**: gig work must count towards Permanent Residency applications.
- **Put onus on employers to prove that workers are not employees**, instead of workers proving that they are not independent contractors. Enshrine the predictable and purposive ABC test for employment status.
- **Recognize gig workers' right to form a union**, with the union they choose, to have a collective voice at work.
- **Workers must have the right to negotiate for livable wages and benefits** with their employer. Real, worker-led sectoral bargaining to enable meaningful collective bargaining to raise industry standards.
- **An end to arbitrary deactivations and fair compensation for glitches**: Just cause protection against deactivation, access to a clear and free process and enforcement mechanisms for minimum standards. Compensation for technical issues on the platform's end.

Sign on to support

TakeAction.ofl.ca/action/gig-workers

GigWorkersUnited.ca

  @GigWorkersUnited  @GigWorkersUnite



ONTARIO
FEDERATION OF
LABOUR

cupw  sttp
Canadian Union of Postal Workers