



WORKERS' HEALTH AND SAFETY LEGAL CLINIC

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www.workers-safety.ca

Workers' Health and Safety Legal Clinic (WHSLC) is a specialty legal clinic, funded by Legal Aid Ontario, that focuses on workers' rights throughout Ontario.

We specialize in workplace health and safety, injury or illness at work, harassment, and employment standards issues. Our lawyers provide free legal advice, information, and representation to low-income and non-unionized workers from across Ontario.

We represent workers who have been fired or punished for asking about their rights at work.

Free Public Legal Education

The **Workers' Health and Safety Legal Clinic** provides workshops across Toronto and Ontario to inform newcomers, youth and job seekers about their employment rights, and health and safety rights at work.

These free workshops can be presented online or in-person, and they can be tailored to the client's needs. Also, they will include clear and reliable legal information and resources.

The four workshops that we present are:

- 1) Your Rights at Work: What Ontario Workers Need to Know**
- 2) Work Safe: Protecting Your Health and Safety**
- 3) Workplace Harassment and Discrimination**
- 4) Income Tax 101**

To learn more or to book a workshop, please contact:

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1) Your Rights at Work: What Ontario Workers Need to Know

This workshop is a grounding session that looks to help workers identify their employment rights, be aware of problems related to their rights and how to get free legal help. It's one thing to know what your rights are, it quite another to know how to approach a difficult situation at work. The topics that are touched upon go beyond the employment contracts and minimum standards but also highlight industry-specific issues like employee misclassification, optional agreements, job scams and special rules.

- What is Legal Aid Ontario: How to access free legal advice services
- What is an employment agreement (written and verbal contracts)
- Independent contractor misclassification; Job scams
- Topics under the *Employment Standards Act* (minimum wage, hours of work, rest periods, overtime pay, paid public holidays, personal emergency leave (sick leave), pregnancy and parental leave, vacation pay/time and termination pay, etc.)

- Optional agreements to work up to 60 hours and average overtime
- Special Rules under the ESA for certain industries
- What should employers do if you are sick with COVID 19.

2) Work Safe: Protecting Your Health and Safety

This workshop brings awareness to workers that health and safety is more than just the physical hazards at work. In this session we look at the vulnerability of workers and their health and safety rights. We discuss the various responsibilities that the worker, supervisor and employer have in addressing workplace dangers, and how to get support in raising concerns further. The topics that are touched upon include hazard identification, injury at work, human rights, and workplace harassment.

- The role of the *Occupational Health and Safety Act* in supporting workers health and safety
- Health and Safety information related to COVID-19
- Hazard identification and the basic rights and responsibilities workers have under the law; and we highlight the workplace refusal process and specifically how to refuse unsafe work.
- Brief overview of the Workplace Hazardous Material Information System - WHMIS 2015
- Discrimination under the Ontario Human Rights Code and what to do
- Information around workplace harassment and workplace violence and what to do
- Workers Compensation and what you should do if you get seriously injured at work

3) Workplace Harassment and Discrimination

This workshop helps workers better understand the laws that address harassment and discrimination at work. Harassment and discrimination can take many different forms, and it can be hard to know what to do. This workshop helps participants understand Ontario's *Human Rights Code*, what discrimination is, and how to raise a human rights issue.

- Develop an awareness of the Human Right System and how it works
- Become informed of what discrimination and harassment is
- Learn about what makes a human rights problem.
- Understand where we are protected, and for what reasons we are protected
- How to request accommodation for a disability or creed related human rights issue
- Gain an understanding on how to raise a human rights problem
- Know how an employer should address the impact of workplace harassment, sexual harassment and violence at work

4) Income Tax 101

The goal of this workshop is to dispel myths and reduce anxiety in the process of filing taxes. This workshop focuses on an introduction to our tax system, the benefits of filing our taxes and information about how to file your taxes.

- What are income taxes,
- How to file an income tax return
- Where to get support at free tax clinics
- What to do if you have a legal issue related to your taxes