



## Provincial Election 2007



### Labour Law Reform Successor Rights

Contract employment is a growing reality confronting more and more working people in Ontario. Currently, if a company provides cleaning services, contract security or food services and then contracts another service provider, there are no successor provisions for the employees. The successor provisions currently in the *Act* do not apply as there has been no sale of a business between the former contractor and the new contractor.

The result is that the current Ontario *Labour Relations Act* (OLRA) provides no protection for those employees even where they have chosen to be represented by a union. The employees not only lose the protections of a collective agreement, but also lose the benefits of collective bargaining in terms of wages, vacations, seniority and other benefits. Successor rights enshrined in law would allow unionized workers whose work is sold or transferred to a new employer to move with their work.

#### **Ask your Local Candidates:**

Do you support re-instating successor rights for employees in the contract service sector?