

The Ontario Committee on the Status of Women

February 26, 1976

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Meeting with the Minister of Government Services

The present system of sub-contracting of essential and permanent work by the Government of Ontario seriously jeopardizes government leadership in employment practices. The result of the contracting out of building cleaning, clearly seen from the case of the Portuguese cleaning staff at Queen's Park, is to critically undermine the collective bargaining rights of the workers and leads to exploitive wages and working conditions. The Ontario Committee on the Status of Women makes the following recommendations:

- I. Sub-contracting by the Ontario Government for building cleaning should be phased out as quickly as possible and individuals currently employed by sub-contractors should be hired directly by the Government.
- II. Interim measures: In the time necessary to phase out sub-contracting, measures should be taken to ensure a just wage and fair working conditions for workers employed by the contractors.
 - A. New contracts: The following fair employment guidelines should be included in all new contracts -
 1. Genuine fair wage guidelines which are equal to those paid to workers employed directly by the Government (as established through CSAO).
 2. Size of work force and number of hours of work per day to be stipulated according to government-organized work studies.
 3. Job postings to be open to both male and female employees.
 4. Prohibition of sex discrimination by job classification.
 5. Scrupulous adherence to the Employment Standards Act in regard to equal pay.
 6. Job security through seniority rights including tenure from contract to contract.
 7. Protection against deterioration of working conditions.
 - B. Existing contracts: The Ontario Government should pay a supplement to the present sub-contractors so that the wages and fringe benefits (where practicable) are equal to those of workers employed directly by the Government. This supplement should be paid only on the stipulation that it be passed directly to the worker in the form of wages and fringe benefits.

Attending for OCSW: Cathy Morrison
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