



We All Need Paid Sick Days Now!

BECAUSE:

- Eleven months into a global pandemic that has killed thousands, no government in Canada has legislated adequate, employer-paid sick days; and
- The Canada Recovery Sickness Benefit is temporary, inaccessible and not of use for the crucial first few days of an illness;
- Had paid sick day legislation been in place before the global pandemic, lives would have been saved because infection rates would have been reduced; and
- The lack of legislated paid sick days has especially hurt Black, Indigenous, workers of colour and women workers who are over-represented in frontline jobs, with low pay, few benefits, and without the ability to work from home,

THEREFORE, THE OPSEU GREATER TORONTO AREA COUNCIL WILL:

Support the Decent Work and Health Network call for seven (7) permanent, paid sick days for all workers and an additional fourteen (14) days during public health outbreaks;

Endorse the principles outlined by the Decent Work and Health Network:

- **Universal:** Available to all workers regardless of workplace size, type of work, or immigration status. Legislated, with no exemptions.
- **Paid:** Fully paid to ensure workers are not financially penalized for following public health advice.
- **Adequate:** At least seven (7) paid sick days provided on a permanent basis, with an additional 14 paid sick days during public health emergencies.
- **Permanent:** Available during the COVID-19 pandemic and beyond.
- **Accessible:** No barriers to access. Prohibit employers from requiring sick notes; ensure no disruption of income or unnecessary applications; and provide sufficiently flexible leave that reflects the reality of workers' lives, healthcare needs, and caregiving responsibilities.

Oppose further public subsidies for corporations like Amazon, Walmart, and Loblaws that are profiting from the pandemic and who should be implementing employer-paid sick days and raising wages;

Actively lobby provincial and federal government representatives to introduce and pass paid sick days legislation;

Host phone zap and/or other similar actions that encourage members to be involved in campaigning for paid sick days

Encourage all Area Council Delegates to pass similar motions within their own Locals.

Passed unanimously at the February 2021 GTAC Delegates meeting