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Why fill out this survey?

The Workers' Action Centre (WAC) and Parkdale Community Legal Services (PCLS) work with people in low-wage jobs who have problems at work. We are working to improve wages and working conditions in Ontario. To help do this, we are asking workers to participate in this survey. We will use the information from this survey to show what is happening in our workplaces and how to make things better.

CONFIDENTIAL – your name will not appear on this survey. You will remain unknown. Everything you say will be confidential. If you have any questions about the survey, call Mary Gellatly at 416-531-2411 ext 246.

The survey will take about 5 -10 minutes to complete.

A) We would like to know a little about your current work.

1 (a) Please describe the conditions in your current main job (the job you spend most time at if more than one job). If you are unemployed, please let us know about your last job.

What is your rate of pay:

- | | |
|---|--|
| <input type="checkbox"/> Less than \$10.25 per hour | <input type="checkbox"/> Above \$22.50 per hour |
| <input type="checkbox"/> \$10.25 /hour – minimum wage | <input type="checkbox"/> if not paid by the hour, describe how you are paid: _____ |
| <input type="checkbox"/> \$10.26 to 12.50 per hour | _____ |
| <input type="checkbox"/> \$12.51 to \$18.50 per hour | |
| <input type="checkbox"/> \$18.51 to \$22.50 per hour | |

(b)What benefits are provided in your job?

- paid sick days
- health benefits (like dental and drug benefits)
- pension or RRSP
- None of the above

(c) What kind of work do you do? (for example, factory, restaurant, cleaner)?

d) How many jobs are you working at now? _____ jobs. (0 if unemployed).

e) How many hours a week do you work in total? _____

2) Over the past year, have you been asked to pay a fee to get work?

- Don't know
 - No
 - Yes. How much was the fee? \$_____
- Was the fee asked for by a temp agency? Yes No

Explanation: like a fee for registering or getting work from a temp agency. We don't mean a fee paying for job search, resume or permanent job placement.

B) Now we would like to know about the conditions you have faced in work over the past 5 years. Please only describe work that you have done in Ontario.

3) What type of work have you been doing over the past 5 years? Please check all boxes that apply.

- | | |
|---|---|
| <input type="checkbox"/> Permanent work | <input type="checkbox"/> Part-time work |
| <input type="checkbox"/> Contract or temporary work | <input type="checkbox"/> Full-time work |
| <input type="checkbox"/> Temporary agency work | <input type="checkbox"/> Work as an independent contractor or self-employed |
| <input type="checkbox"/> Casual / on-call work | |

4) Over the past 5 years, have you ever had problems getting all the wages owed to you when you:

Please check boxes all that apply.

- | | |
|--|---|
| <input type="checkbox"/> Worked hours that I didn't get paid for | <input type="checkbox"/> Was fired and didn't get termination pay |
| <input type="checkbox"/> Worked before or after my scheduled shift without pay | <input type="checkbox"/> None of the above |
| <input type="checkbox"/> Worked overtime at regular wages (no premium pay) | <input type="checkbox"/> Other situation, please describe: _____ |
| <input type="checkbox"/> Worked overtime with no pay | _____ |
| <input type="checkbox"/> Didn't get my wages owing when the job ended | |

5) Over the past 5 years, have you ever had trouble getting your vacation pay?

- Don't know
- Never Rarely Sometimes Often Always

*Explanation: two weeks **paid** time off each year **or** vacation pay of 4% on each paycheque **and** two weeks unpaid*

6) Over the past 5 years, have you had public holidays off with pay?

- Don't know
- Yes
- No, If no, do you work on public holidays?
 - No
 - Yes, if yes,

Did you get paid premium pay for working on a public holiday [pay at time and a half of your regular pay and holiday pay]

- Yes
- No
- Don't Know

*Explanation: 9 public holidays a year that workers should get off with public holiday pay **or** be paid regular pay and have another day off with public holiday pay. Public holidays are: Christmas, Boxing Day, New Year's Day, Family Day, Easter, Victoria Day, Canada Day, Labour Day, Thanksgiving)*

7) Over the past 5 years, have you ever worked more than 44 hours in a week at your job?

- Don't know
- No
- Yes,

If yes, do you get paid overtime pay – pay at time and a half - (or paid time off instead) when you work overtime?

- Never
- Rarely
- Sometimes
- Often
- Always

Explanation: most workers on salary should also get overtime pay. Managers and some job types like lawyers don't get overtime.

8) Over the past 5 years, have you ever been fired or laid off and not received termination pay or termination notice?

- Yes
- No
- Don't know

Explanation: workers should get 1 week of notice of termination for each year worked when laid off or fired without cause. If no notice is give, workers should get 1 week pay for each year up to a maximum of 8 years.

9) Over the past 5 years, have you ever experienced any of the following?

- Paycheque that bounced
- Pay that is late
- Wages in cash (not paycheque)
- No pay stub or information about deductions from your pay
- None of the above

10) (a) Over the past 5 years, have you ever had money taken off your pay (not including mandatory deductions such as EI, CPP, benefits, tax, union dues?)

- Don't know
 - No
 - Yes. Please describe what the money was deducted for: _____
-

(b) Did you sign an agreement with your boss to deduct the money from your pay?

- Yes No

11) Over the past 5 years, have you had any problems at work?

- Don't know
- No
- Yes. **If yes, what did you do about your problem?** *Please check all boxes that apply.*

- | | |
|---|--|
| <input type="checkbox"/> Did nothing | <input type="checkbox"/> Took my boss to Small Claims Court to get my unpaid wages |
| <input type="checkbox"/> Talked to co-workers | <input type="checkbox"/> I'm in a union and the union helped me |
| <input type="checkbox"/> Talked to family and friends | <input type="checkbox"/> I'm in a union but the union did not help me |
| <input type="checkbox"/> Asked my boss to pay me what I was owed | <input type="checkbox"/> Other; describe: _____ |
| <input type="checkbox"/> Went with co-workers to my boss to ask for unpaid wages | _____ |
| <input type="checkbox"/> Filed a complaint against my boss for unpaid wages at the Ministry of Labour | _____ |

12) a) Have you been owed money from your employer over the past five years?

- Don't know
- No
- Yes.

b) If yes, were you successful in getting your unpaid wages?

- No
 - Yes, If yes, How did you get the unpaid wages? Please describe: _____
-

c) if yes, how did your problems with unpaid wages affect you? Please check all boxes that apply.

- | | |
|--|--|
| <input type="checkbox"/> Had to borrow money | <input type="checkbox"/> Did not affect me |
| <input type="checkbox"/> Went into debt | <input type="checkbox"/> Used personal savings |
| <input type="checkbox"/> Had to use my credit card | <input type="checkbox"/> Other? _____ |
| <input type="checkbox"/> Couldn't afford to pay my bills | _____ |

13) Do you know where you would go to get help if you had a problem at work?

Don't know

Yes - please describe briefly where you go and what you would have to do:

14) What do you think the government should do to make sure that employers follow minimum employment rights? Check all that apply

fine or penalize bosses for unpaid wages and other violations

inspect our workplaces to make sure employers are following the law

give workers information and help to make a complaint against bosses for unpaid wages

educate employers about their legal responsibilities to workers

educate workers about our workplace rights.

Anything else? _____

15) Is there anything else you want to say? _____

Thank you for completing the survey!

Date survey filled in: _____

Name of person interviewing participant (not person answering survey): _____

City where interview took place: _____

If you have any questions about this survey, call Mary Gellatly at Parkdale Community Legal Services 416-531-2411 ext 246 or gellatlm@lao.on.ca

Please send survey to:

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You may also **fax** the survey to the Workers' Action Centre at **416-533-0107**