

EMPLOYMENT & VULNERABLE POPULATIONS: SUPPORTING CLIENTS ... A THREE PART SERIES

October 25, November 1 and November 8

(register for one session or for all!)



*The Connecting Ottawa 2022 Conference series is designed to help front-line social service and legal workers supporting clients with communication barriers and other vulnerabilities to identify and address common employment issues in the workplace and specifically those related to low-income and gig workers. Registration is **FREE** but pre-registration is required.*

October 25: 10:30 a.m. – 12:00 noon



Unsafe workplaces and low pay: The law and health and safety issues faced by low-income workers

Presented by: Connecting Ottawa and CLEO Connect
(as part of the program for [Access to Justice Week Ontario](#))

Speaker: Chetan Muram, Staff Lawyer, Workers Health and Safety Legal Clinic
ASL Translation provided, CPD Hours under review

Registration link:

<https://outreach.cleo.on.ca/civicrm/?civiwp=CiviCRM&q=civicrm%2Fevent%2Finfo&reset=1&id=319>.

(see page 2 for further details on the session)

November 1: 11:00 a.m. – 12:00 noon



Frequently asked Employment Law Questions Part 1: Employment contracts, cash payment and penalties, overtime, sick leave and harassment

Speaker: Jaime Lefebvre, Employment Lawyer, Jewitt McLuckie

Registration link: https://us02web.zoom.us/webinar/register/WN_4dJztqsT96WT_YV-J2Vag

(see page 2 for further details on the session)

November 8: 11:00 a.m. – 12:00 noon



Frequently asked Employment Law Questions Part 2: Vacation, termination and references, recruitment, work permits, injury, accommodation

Speaker: John No, Staff Lawyer, Parkdale Community Legal Services

Registration link: https://us02web.zoom.us/webinar/register/WN_w-RBgPQQCaGtxTfGp1M-A

(see page 2 for further details on the session)

Unsafe workplaces: The law and health and safety issues faced by low-income workers

Presented in conjunction with CLEO Connect

October 25, 10:30 a.m. – noon

Session focus: Indigenous Peoples, singles aged 45-64, persons with disabilities, single parents (most of whom are women), seniors, recent immigrants, Black individuals and individuals from other racialized communities, 2SLGBTQIA (in particular trans) individuals and people with significant health issues are disproportionately over-represented living below the low-income cut-off in Ontario and over-represented in low-paying jobs. Working in public facing service jobs, support occupations, in-home care and service, food service, seasonal and temporary labour, and the gig economy, many of these individuals face unique health and safety challenges in their workplaces and are often unaware of their rights. This session will discuss the unique health and safety issues being faced by gig and low-wage employees, their rights, and what recourse is available under current employment law.

Speaker information: Chetan Muram is a Staff Lawyer at the Workers' Health and Safety Legal Clinic, where he represents low-income clients with respect to occupational health and safety, human rights and workers' compensation matters, and advocates for workplace legal reforms. He is involved in health and human rights initiatives outside of the clinic system, serving on the Board of Directors of the Alliance for South Asian AIDS Prevention and previously serving as President of the Global Health and Human Rights Working Group at the University of Toronto Faculty of Law.

Register: <https://outreach.cleo.on.ca/civcrm/?civiwp=CiviCRM&q=civcrm%2Fevent%2Finfo&reset=1&id=319>

Frequently Asked Employment Law Questions Part 1

November 1, 11:00 a.m. – noon

This session will answer the following questions:

1. What are my rights if I don't have an employment contract?
2. My employer pays me both in cash and by cheque. Is this legal?
3. My employer asks me to work overtime but doesn't pay me anything extra for this work? Is that legal and what can I do about it?
4. What kind of information am I obligated to provide if my employer asks for medical documentation?
5. My boss touches me and my other female coworkers inappropriately. What can I do to make him stop?
6. Is an employer allowed to ask for Canadian experience when considering prospective employees?
7. My employer is requiring me to work from the office even though I can do the work remotely. Do I have a choice in the matter?
8. My employer is asking me to pay for faulty work or missing cash/property. Do I have to pay?

Speaker information: Jaime Lefebvre is a Labour and Employment lawyer with a diverse background and work experience. She has been a member of the Canadian Armed Forces Primary Reserves since 1993 and continues to serve part-time. She worked at the Community Legal Services of Ottawa practicing Immigration and Refugee law as well as other aspects of poverty law. She joined Jewitt McLuckie as an associate in February 2020 where her practice focuses on labour and employment law.

Register:

https://us02web.zoom.us/webinar/register/WN_4dJzttqsT96WT_YV-J2Vag

Frequently Asked Employment Law Questions Part 2

November 8, 11:00 a.m. – noon

This session will answer the following questions:

1. I am only entitled to two weeks' vacation. Can I request unpaid vacation without being fired?
2. I was terminated from my job. What are my rights?
3. My employer refuses to give me a letter of reference even though I was a very good employee. What should I do?
4. A recruiter or an employment agency is asking me to pay in exchange for finding me a job (or my employer is making me reimburse them for my air fare or LMIA fee)? What can I do?
5. My working permit is tied to one employer, and the employer is not paying me for all the hours I worked. What can I do?
6. I don't think my workplace is safe, and I worry about injuring myself. Can I refuse unsafe work?
7. My employer wants to pay me as an independent contractor. What are the implications of this?
8. I need accommodation for my beliefs. What are my employer's obligations?

Speaker information: John No is a staff lawyer at Parkdale Community Legal Services (PCLS). After articling with a union, John worked for Community Advocacy & Legal Centre in Belleville, Ontario, where he helped the Centre expand its employment law services. In 2011, John joined PCLS as its Workers' Rights Division staff lawyer. As an extension of his role as a staff lawyer, he is also an adjunct professor at Osgoode Hall Law School. His main practice areas are wrongful dismissals, employment standards, Occupational & Health Safety Act, employment insurance, and human rights

Register:

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Questions? email us at info@connectingottawa.com

Connecting Ottawa is generously funded by the Law Foundation of Ontario