

DEMYSTIFYING FORD'S “WORKING FOR WORKERS ACT”: What it says vs. what it does to workers

ISSUE	WHAT IT SAYS	WHAT IT DOES	WHAT WORKERS NEED
ELECTRONIC MONITORING	Employers with 25 or more workers must create a written policy about how they electronically monitor workers, and provide policy to workers.	Does not limit an employer's ability to use information obtained, or allow workers to file a complaint.	Reasonable limits on e-monitoring, mechanisms to file complaints against invasive surveillance, and policies provided during the job interview process.
NALOXONE TRAINING	Requires certain sectors (e.g. construction) to provide naloxone kits and training to recognize and administer naloxone.	Allows certain employers to arbitrarily determine likelihood of overdose among workers.	Mandatory workplace policy and prevention plan, adequate training for workers tasked with administering naloxone, and mental health supports for all workers.
WSIB “SURPLUS” TO BUSINESSES	Made it possible for the Workplace Safety and Insurance Board (WSIB) to rebate “surplus” funds to businesses.	Stole at least 1.5 Billion dollars from workers and widows for workplace illnesses, injuries and death, to potentially unsafe employers.	Timely and fair compensation for injured and ill workers, and widows, without the burden of proof placed on them.

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PENALTIES FOR WORKPLACE INJURIES OR DEATHS	Increased penalties for employers, but only if circumstances meet new limited scope of ‘aggravating factors’.	Employers may face lesser penalties (fines and prosecutions) based on new criteria.	Consistent, preventative, rigorous enforcement of the OHSA instead of a narrow scope of determining factors.
GIG WORKERS	Workers to get written info on pay and tips, how work is assigned and how performance rating systems are used.	Excludes forms of gig work not mediated by a digital platform (e.g. freelance writers, web developers, coders).	Full legal recognition and rights as employees which also extends to temp agency workers.
RIGHT TO DISCONNECT	Supposed right to not engage in work-related communications.	Does not provide any new rights, protection or recourse for workers.	Policies with content created and implemented with worker participation.