

Hon. Doug Ford Premier of Ontario

By email: [premier@ontario.ca](mailto:premier@ontario.ca)

**RE: Non-profit sector calling on Premier Ford to institute adequate, permanent paid sick days**

May 5, 2021

Dear Premier Ford,

We are writing to you as a concerned collective of not-for-profits across Ontario regarding your government's response in this third wave of the COVID-19 pandemic. As organizations that serve hundreds of thousands of Ontarians, many of whom face systemic oppressions such as poverty and racism, we feel it is a critical moment to sound the alarm.

We acknowledge that working to end and mitigate the effects of a viral, airborne threat is no small feat for any government. We welcome interventions such as the rollout of vaccines in communities across Ontario, and recent efforts to target hotspots. The latest modeling from Ontario's COVID-19 Science Advisory table calls for targeted interventions among essential workers. While limited interventions have been offered to these workers in recent weeks, the responses fall well short of adequate.

Protections such as uninterrupted access to vaccines and paid sick days to ensure workers who are sick are not forced to go to work have not been made available. The failure to provide the most vulnerable workers with the support they need harms communities that already face structural inequities and systemic violence.

The recently announced paid sick days stopgap for the federal program – giving employers up to \$200 per day to cover off three paid sick days for individuals who need to isolate following a COVID test or to get vaccinated – will not go far enough to support essential workers. Workers need at least 10 paid sick days so that if they are ill, they can safely isolate and prevent the spread of infection.

Long wait times and complicated online booking for hotspot areas are also problematic: Essential workers need flexibility and easy access to booking appointments because they are not in front of a computer all day. These workers are at assembly lines or in child care settings, busy risking their lives in order to keep the economy moving. For many essential workers, the opportunity to get a vaccine at a pop-up site requires standing in line for hours in inclement weather. This is not equitable access.

**The lives of essential workers must be valued as much as our society values their labour.**

We are also concerned that the advice delivered by the experts at the provincial Science Table is not being acted upon with enough anticipation of the threats ahead. Sweeping late afternoon announcements and knee-jerk decisions erode public trust. One such example is the decree granting additional police powers on April 16 leading to more stop and frisk and predictable racial profiling, regardless of many local forces' official refusal to enforce. Your apology and retraction of the order days later was the right move, but the damage was already done.

Local municipalities should not have to enact public health orders to halt the operations of unsafe workplaces – that order should come from provincial leadership.

Ontarians were heartbroken to hear of the death of 13-year-old Emily Victoria Viega, the daughter of a warehouse worker who succumbed to COVID in her bed at home in Brampton. This death was preventable. Many of the community members we work with and serve face heightened challenges – pandemics upon pandemics – and the failure of policy makers to support them is resulting in much harm and long-term suffering.

We recognize that governing during a pandemic is arduous, never-ending and difficult on many levels. But if we do not keep the lives and contributions of essential workers as the core focus of this crisis response, it will only lead to greater devastation. Black, racialized, newcomer, and migrant workers – many of whom are women – deserve good labour market conditions and protection from COVID-19. We need safer workplaces, a stronger social safety net and equity-responsive policies that work.

In short, we urge the provincial government to take immediate action to:

- 1) Implement the recommendations of the COVID-19 Science Advisory Table;
- 2) Institute 10 permanent, employer paid sick days for all workers in Ontario; and,
- 3) Establish an Equity Advisory Table and take concrete steps to apply an equity lens to all pandemic-related policy decisions.

Thank you for considering our concerns. We welcome the opportunity to provide ongoing input and our assistance to ensure pandemic responses support those who have been most impacted. We would be happy to discuss our sectors' perspectives with you further.

Signed,

**519  
Abrigo Centre  
Access Alliance Multicultural Health and Community Services  
Advocacy Centre for Tenants Ontario**

**Agincourt Community Services Association**  
**Aids Committee of Toronto (ACT)**  
**Applegrove Community Complex**  
**Armagh**  
**Aura Freedom**  
**Barbra Schlifer Commemorative Clinic**  
**Birchmount Bluffs Neighbourhood Centre**  
**Black Legal Action Centre**  
**caterToronto**  
**CAYR Community Connections (York Region)**  
**Chinese & Southeast Asian Legal Clinic**  
**Community Legal Clinic - Brant, Haldimand, Norfolk**  
**Daily Bread Food Bank**  
**Davenport Perth Neighbourhood and Community Health Centre**  
**Downsview CLS**  
**Durham Community Legal Clinic & Access to Justice Hub**  
**Eastview Neighbourhood Community Centre**  
**Elizabeth Fry Toronto**  
**Ernestine's Women's Shelter**  
**Family Service Toronto**  
**Focus for Ethnic Women, Waterloo region inc.**  
**FoodShare Toronto**  
**Haldimand & Norfolk Women's Services**  
**Humaniti**  
**Immigrant Women's National Network**  
**Income Security Advocacy Centre**  
**Injured Workers Community Legal Clinic**  
**Interval House**  
**Interval House of Ottawa Maison Interval d'Ottawa**  
**Jane/Finch Centre**  
**KCWA Family and Social Services**  
**Kingston Interval House**  
**Kinna-aweya Legal Clinic**  
**Lake Country Community Legal Clinic**  
**Lennox and Addington Interval House**  
**Mississauga Community Legal Services**  
**Neighbourhood Legal Services**  
**Newcomer Students' Association**  
**Niagara Community Legal Clinic**  
**North York Community House**  
**ODSP Action Coalition**  
**Ontario ACORN**  
**Ontario Association of Interval & Transition Houses (OAITH)**  
**Ontario Campaign 2000**

**Ontario Coalition for Better Child Care (OCBCC)**  
**Ontario Council of Agencies Serving Immigrants (OCASI)**  
**Ontario Nonprofit Network (ONN)**  
**Platform**  
**Positive Living Niagara**  
**Preevanda K. Sapru, Barrister and Solicitor**  
**Progress Toronto**  
**Ralph Thornton Community Centre**  
**Renfrew County Child Poverty Action Network (CPAN)**  
**Scadding Court Community Centre**  
**Sistering**  
**Social Planning Network of Ontario**  
**South Asian Legal Clinic of Ontario (SALCO)**  
**South Asian Women Centre**  
**Sudbury Community Legal Clinic/Clinique juridique communautaire de Sudbury**  
**The Clinic of Guelph and Wellington County**  
**The Neighbourhood Group**  
**The Parkdale Activity – Recreation Centre**  
**The People’s Pantry**  
**Toronto Neighborhood Centres**  
**Victim Services of Durham Region**  
**Western Ottawa Community Resource Centre**  
**West Scarborough Community Legal Services**  
**Willowdale Community Legal Services**  
**Woman Abuse Council of Toronto (WomanACT)**  
**Women and HIV / AIDS Initiative (Ontario)**  
**Women’s Habitat of Etobicoke**  
**Workers’ Action Centre**  
**Working Women Community Centre**  
**YW Kitchener-Waterloo**  
**YWCA Cambridge**  
**YWCA Durham**  
**YWCA Sudbury**  
**YWCA Toronto**

CC:

Hon. Christine Elliott, Minister of Health

Hon. Monte McNaughton, Minister of Labour, Training and Skills Development

Hon. Jill Dunlop, Associate Minister of Children and Women's Issues