

Motion: Request to Provincial and Federal Governments for Paid Sick Leave for Workers

WHEREAS the Province of Ontario declared a second State of Emergency on January 12, 2021;

AND WHEREAS The Region of Peel and the City of Mississauga have been in lockdown since November 23, 2020 and, as of January 12, 2021, Peel Region has an incidence rate of 261.0 cases per 100,000 population and a test positivity rate of 13.7%;

AND WHEREAS the City of Mississauga, as of January 12, 2021, has an incidence rate of 199.1 cases per 100,000 population and a test positivity rate of 10.5%;

AND WHEREAS public health officials recognize that workplaces are a significant source of COVID-19 transmission across Ontario with 8700 of the province's COVID-19 cases coming from workplaces.

AND WHEREAS in Peel, as of January 13, 2021, there were 193 workplace outbreaks and 1,334 total workplace cases;

AND WHEREAS as of January 13, 2021, Mississauga has seen 113 workplace outbreaks, with Mississauga residents making up 593 of the workplace cases;

AND WHEREAS it is predominantly workers in precarious employment who are most likely to not have access to paid sick days, including low-income workers (only 10 per cent of Canadian low-wage earners have access to paid sick leave through their employer), essential workers, contract and agency workers, those who cannot work remotely, and many health-care workers;

AND WHEREAS many of these workers simply cannot afford to take time off work and are forced to choose between a paycheque and putting food on the table;

AND WHEREAS the federal government has established the Canada Recovery Sickness Benefit (CRSB) which provides support to eligible employed and self-employed individuals who are unable to work because they are sick with COVID-19 or may be sick with COVID-19, or need to self-isolate due to COVID-19, or have an underlying health condition that puts them at greater risk of getting COVID-19;

AND WHEREAS the CRSB is only limited to \$450 (after taxes are withheld) for a one-week period and the employed or self-employed individual must apply again to receive a second week of benefits and that only a total of two weeks of benefits are available, which is a barrier for a worker who is sick and needs to isolate for a longer period of time;

AND WHEREAS the administration involved in applying for the CRSB is cumbersome and time consuming;

AND WHEREAS the amount provided is inadequate to meet the needs when faced with the high cost of living in the Greater Toronto and Hamilton Area (GTHA);

AND WHEREAS the Ontario government through Bill 186, Employment Standards Amendment Act (Infectious Disease Emergencies), 2020, created job protected infectious disease emergency leave so that an employee cannot be threatened, fired or penalized in any other way because the employee took or plans on taking an infectious disease emergency leave for COVID-19;

AND WHEREAS there is current no funding associated with the leave outlined in Bill 186;

AND WHEREAS , the lack of paid sick days, financial/income supports, and sick leave protection are known barriers to compliance to COVID-19 control measures, including testing and self-isolation, due to the fear of income-loss and financial hardship;

AND WHEREAS the Council of the Region of Peel passed a motion on December 10, 2020 calling upon the federal and provincial governments to enact adequate paid sick leave policies to slow the spread of COVID-19;

THEREFORE BE IT RESOLVED that

1. The Mayor of Mississauga, on behalf of City Council, write to the Prime Minister of Canada and Premier of Ontario to request that the federal and provincial governments implement and fund the necessary policies and programs to provide adequate paid sick day benefits to ensure accessible and timely income/financial supports in order to remove barriers facing precariously employed Peel residents, which will allow them to get tested, self-isolate and follow necessary COVID-19 control measures without fear of income-loss and financial hardship;
2. A copy of this resolution be sent to all Mississauga-area MPs and MPPs for their awareness and active support;
3. A copy of this resolution be sent to all GTHA municipalities, as well as the Association of Municipalities of Ontario (AMO) and the Federation of Canadian Municipalities (FCM).

A handwritten signature in black ink that reads "Bonnie Crombie". The signature is written in a cursive, flowing style.