

February 8th 2021

To: Premier Doug Ford
823 Albion Rd.
Etobicoke, ON M9V 1A3

Dear Premier Doug Ford,

We are eleven months into a global pandemic that has killed thousands and no level of government in Canada has legislated adequate employer-paid sick days – a policy action that is necessary in light of the Canada Recovery Sickness Benefit’s inherently temporary and inaccessible nature. If paid sick day legislation had been in place before the global pandemic, lives would have been saved as infection rates would have been reduced. The lack of legislated paid sick days has especially hurt Black, Indigenous, workers of colour and women workers who are over-represented in frontline jobs, with low pay, few benefits, and without the ability to work from home.

As President of CUPE 3906, I am writing to express our membership’s opposition to further public subsidies for corporations like Amazon, Walmart, and Loblaws that are profiting from the pandemic and who should be implementing employer-paid sick days and raising wages.

Moreover, our membership supports the Decent Work and Health Network call for seven (7) permanent, paid sick days for all workers and an additional fourteen (14) days during public health outbreaks. We endorse the following principles outlined by the Decent Work and Health Network and call on our government to implement these principles in paid sick day legislation immediately:

- **Universal:** Available to all workers regardless of workplace size, type of work, or immigration status. Legislated, with no exemptions.
- **Paid:** Fully paid to ensure workers are not financially penalized for following public health advice.
- **Adequate:** At least seven (7) paid sick days provided on a permanent basis, with an additional 14 paid sick days during public health emergencies.
- **Permanent:** Available during the COVID-19 pandemic and beyond.
- **Accessible:** No barriers to access. Prohibit employers from requiring sick notes; ensure no disruption of income or unnecessary applications; and provide sufficiently flexible leave that reflects the reality of workers’ lives, healthcare needs, and caregiving responsibilities.

Signed,

Sharoni Mitra
President of CUPE 3906
president@cupe3906.org

S. Mitra