



If you have any questions about the City's Fair Wage Policy, visit our Web site at [www.toronto.ca/fairwage](http://www.toronto.ca/fairwage), or visit us at:  
Fair Wage Office  
City of Toronto  
18th floor west tower, City Hall  
Toronto, ON M5H 2N2

**Fair Wage Hotline:  
416-392-FAIR (3247)**

Fax: 416-392-0801  
E-mail: [fairwage@toronto.ca](mailto:fairwage@toronto.ca)

**All our dealings with you are strictly confidential**

We will not disclose which worker complained to the Fair Wage Office, so if you have a problem, call or drop in to see us.

**We're here, and we'll help!**



# Fair Wages are a Worker's Right

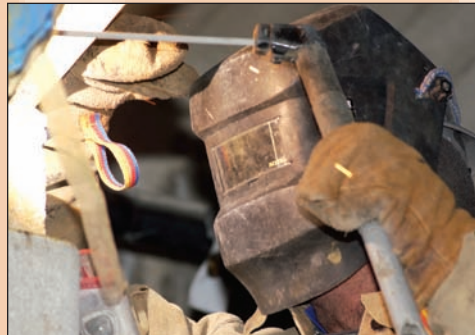


The Fair Wage Office was set up by Toronto City Council to make sure that you, as a worker for a company doing business with the City, are treated fairly in your workplace by setting standards that your employer must meet.

## It's the law!

Your employer must provide you with:

- A fair wage (based on the City's Fair Wage Schedule)
- Good working conditions (acceptable number of working hours and conditions of work)
- A benefit package (pension plan, medical insurance, apprenticeship training and vacation pay)
- An equal opportunity workplace (no discrimination because of your race, creed, colour, national origin, political or religious affiliation, sex, sexual orientation, age, marital status, family relationship or disability)



## The Fair Wage Office is working for YOU

To make sure your company doesn't break the rules, we pay occasional visits to the worksite to have a look around and chat with you and your co-workers. We also, from time to time, review your company's payroll.

## Unfair practices

If you feel you are being treated unfairly, report it to the Fair Wage Office immediately at 416-392-FAIR (3247). We have the right to take action.

If it is a matter of unfair wages, our office can hold back payment to your company equal to the amount you are owed. We then pay the money directly to you.

Contractors or sub-contractors in violation two separate instances over three years may be disqualified from conducting business with the City.

If the unfair treatment involves something other than wages, we can direct you to either the Human Rights Commission, or to the Employment Standards branch of the Ministry of Labour.

