

#10for10 Toolkit

10 Minutes of Action for 10 Paid Sick Days and Safer Workplaces for All!

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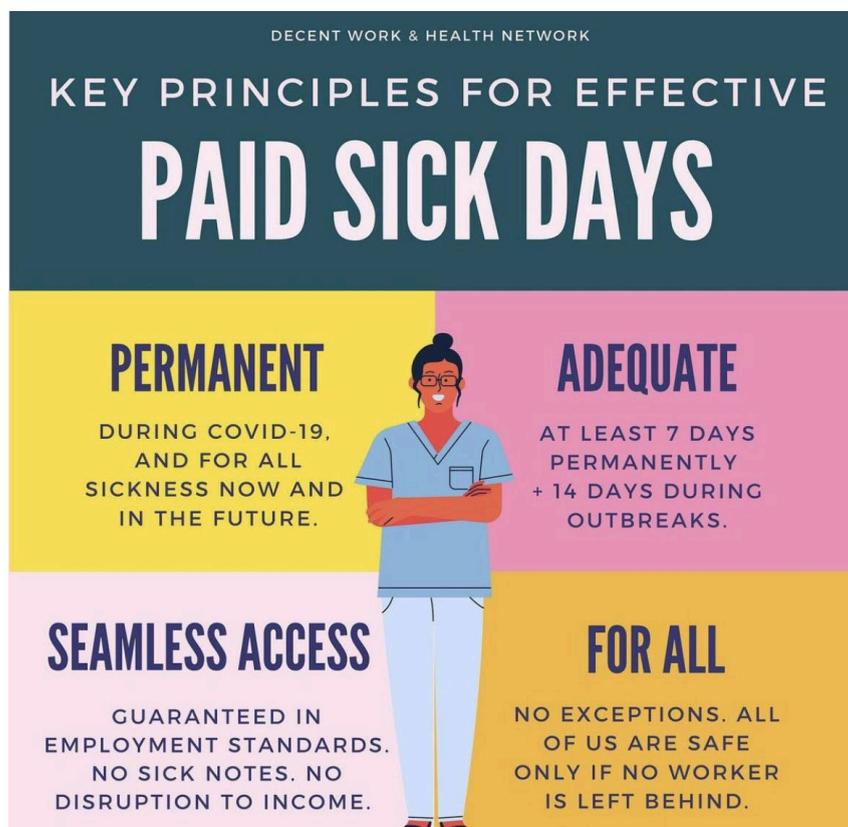
1. Why April 28th?

In Canada April 28th each year is the National Day of Mourning in Canada. On this day we remember all of the workers who have lost their lives or suffered injuries on the job. This year we will also be remembering all those who have died of COVID-19 and complications and demand changes that can protect workers.

2. What are the demands?

For any paid sick leave program to be fair and effective, it needs to meet these criteria:

- 10 paid sick days
- Employer paid
- Permanent
- Accessible- no need for a note, seamless access
- For all: no exceptions



3. Why do we need paid sick days?

- Many essential workers are minimum wage earners without paid sick days
- Without paid sick days, workers have to dig into their savings (if they have any) or risk not being able to pay rent to take time off, this may be hard to justify if they have very few or mild symptoms.
- Health experts tell us that paid sick days will help reduce the spread of COVID-19
 - Ontario Medical Association-
<https://www.oma.org/newsroom/news/2020/dec/ontarios-doctors-call-for-paid-sick-days/>
 - <https://www.healthaffairs.org/doi/full/10.1377/hlthaff.2020.00863>
 - https://d3n8a8pro7vnmx.cloudfront.net/dwhn/pages/135/attachments/original/1604082294/DWHN_BeforeItsTooLate.pdf?1604082294

4. Action ideas

- A long coordinated workforce moment of silence on April 28th
- Reading out the names of workers who have died from COVID in your region
- Coordinated break time where co-workers take action: call MPP's, hang a banner, etc
- Emergency workforce health and safety meeting
- Exercise your rights under the *Occupational Health and Safety Act (OSHA)*:
 - The Right to Participate such as through joint health and safety committee involvements,
 - The Right to Know about the hazards they do and might face, and
 - The Right to Refuse unsafe work.
 - Watch this [video](#); Health and Safety at Work: Your Three Rights.
- Look to use tools within one's collective agreement where possible
- Wear black
- Wear buttons
- Laying wreaths at a workplaces where we have lost people
- Banners outside large workplaces
- Print and post or hold up these [signs](#)
- Phone and email ZAPS: Call 10 conservative MPP's from work (see info on this below!)
- [Zoom or Teams background image](#)
- Share on social media: selfie / social media campaign that has people holding up their 10 fingers (both hands). Could write 10 on each hand. Use the hashtags #10for10 and #PaidSickDays
- **For education workers:** Legislation was enacted such that all schools, school boards, universities and others are required to lower the flags to half-mast, as per the

[Workers Day of Mourning Act](#). It is assumed that the day will be recognized as a national day in each school. A minute silence for your class would be appropriate.

- Incorporate Day of Mourning into your curriculum. (Defining moment in history class, poem in English class, calculate lives lost and discuss importance of math results in determining public policy)

4. How to plan an action

- 1) *What is a workplace action:* a workplace action is you and your co-workers strategizing and planning how you can take up an action at work as part of the fight for paid sick days and safer workplaces for all.
- 2) How to do this:
 - Talk to your co-workers: Try to find folks from different departments and on different shifts- it's important to have buy-in from a majority of your co-workers!
 - Discuss with your team what action your workplace would like to take. Things to consider:
 - What would be most impactful
 - What will your coworkers go for and be excited about - if they have done an action before, it may be a good idea to start with a lower risk action,
 - How well organized is your workplace
 - The day of action is April 28- what is realistic for you to get done before then? Remember that the fight does not end on the 28, you can see this as a first step in building power in your workplace.
 - 10min action means different things for different workplaces
 - What are the potential consequences of the action and can you keep your coworkers safe
 - If you are in a union, check your Collective Agreement and talk to your union.
 - Register your action so we can coordinate and support each other
 - Majority participation: With your team figure, out how you will get all your coworkers on board! Effective and powerful actions are those that include the majority of your workforce.
 - Ensure you have a rep from every department
 - Divvy up your workplace so that each member of your team is responsible for a group of your coworkers- being responsible for them means making sure you talk to them about the plan and keep following up with them to make sure they are on board!
 - This may require creating a whatsapp or signal chat with all the workers you are responsible for.

- If you are going into work, you can make posters or print some of the visuals already created.
- You may want to create a facebook event for your workplace.
- Reminder- if people will be disciplined for taking this workplace action please keep it secretive. Facebook event is more for if you're all wearing a black shirt not for work stoppage.
- Follow up follow up follow up!!!! We all have so much going on, make sure to continuously remind folks of the action and reconfirm that they are participating.
- Assign roles for the day: Make sure you have assigned roles ahead of time so no one person is left holding the bag. Roles include things like: spokespeople, banner or sign holders, people to do chants, people to lay wreaths, people to motivate with co-workers on floor to encourage them to join, emergency decision makers (3 or 5), liaisons with management, media spokesperson
- Make your action public: as you begin to carry out your action, make sure you send a message out publicly to let the world know that you are taking action! Use #10for10 and #PaidSickDays *See Sample media posts below
- Stick to your plan: make sure you stick to the plan that you all decided on and remember that the fight does not end on April 28th! We build strength one step at a time.
- Debrief as a group: Make sure to debrief the action with your co-workers -what worked, what didn't, what could you do differently next time

5. How to do a phone or email zap

Phone and email zaps are a great low risk way of getting your coworkers and friends involved! We know that Doug Ford and his conservative ministers are under a lot of pressure right now! Even if you are in a non- conservative riding, it is important for Liberal and NDP politicians to know that this is where they should be pushing.

It is very easy to procrastinate doing a phone call or two and then forget. Try to organize a time where you can all make the call together over zoom or arrange a way for people to confirm that they have made their calls and a way to follow up.

When recruiting people to your phone and email zap empower them to succeed. Make sure they feel motivated, excited, and that what they're doing will make a difference. Tell them why this is important and what's at stake. Give them a phone or email script so it's easy.

Follow up follow up follow up! Make sure that calls actually get made!

Who to call

Let's call elected representatives to demand paid sick days now!

- Health Minister Christine Elliott: 416-327-4300
- Long-term care Minister Merrilee Fullerton: 613-599-3000
- Education Minister Stephen Lecce: 416-325-2600
- Premier Doug Ford: 416-325-1941 or 416-745-2859
- Labour Minister Monte McNaughton: 416-326-7600
- Premier Doug Ford: 416-325-1941 (Premier's office) and/or 416-745-2859 (Constituency office)
- Your OWN Conservative MPP: [click here](#), scroll down, and enter your postal code: <https://www.ola.org/en/members>

Potential Phone Scripts

Hello _____,

My name is _____ and I live in your riding.

I am calling to demand 10 employer paid sick days for all workers across the province.

Medical experts have been saying for months that this is the way to slow the spread of COVID-19.

It is cruel that you are thanking essential workers but not giving them the proper protection to stay safe.

Will you do the right thing and implement 10 employer paid sick days now to save lives?!

6. Some online resources and related actions

https://www.15andfairness.org/paid_sick_days_for_all

<https://www.progresstoronto.ca/paid-sick-days-not-police>

<https://www.leadnow.ca/sick-days-ON/>

7. How to talk to your coworkers about an action

The below information is pulled from the excellent *[An Organizing Conversation](#)* by Labor Notes.

7.1 Discover The Issues

Yes, you know the issue, but how does it affect them? Especially with more risky actions, people are more likely to commit if they feel personally connected to the issue.

- How have they been affected by COVID?
- Do they know anyone who is an essential worker?
- How do they feel about Doug Ford?

7.2 Agitate

Once you discover why they are upset, give them permission to be upset. Ask follow up questions.

- Is this okay with you?
- Who is hurting the most right now?
- What would you like to see done?

7.3 Lay the Blame

Remind them that Doug Ford is letting workers dye to make his rich friends richer.

- Why do you think we are not following medical advice?
- Who is benefitting?
- Why is this happening?

7.4 Make a Plan to Win

Tell them there's hope, tell them that you can collectively come together. Try to pose everything as a question so they can come to the conclusion themselves.

- Have you seen Ford change direction on anything before? (Autism, Green belt, policing during lock down, closing parks)
- What do you think has pushed him to change course?
- Who does Doug Ford care about? Who does he listen to? (try to get them thinking about business)
- What power do we have?
- Some of us are thinking about doing an action at work? Do you think that would get his attention?
- Lay out the plan but keep asking them questions- you need their buy in!

7.5 Get a Commitment

A clear answer to if they will be participating.

- Do you want to see change?
- Can we count on you to be at the action?

7.6 Inoculate And Re-commit

What are the risks and how will overcome them.

- What do you think management will do when we take this action?
- What could be some of the results of us doing this- positive and negative?
- How will we protect each other?
- Do you think it's worth the risk if we can win paid sick days?

7.7 Set A Follow-up Plan

People will always want to avoid conflict. Keep following up with them to make sure they do what they say they will do.

- Do you want to go to the action together?

- Who will you bring with you? When can I confirm that you've talked to them and they are coming? Set an actual date and time.
- *Call them the night before to check in that they are still coming/ or wearing black, or whatever it is you need them to do.

8. Why we will win

- Ford is feeling the pressure and we need to keep the heat on: he has succumbed to pressure in the past around Green Belt, Autism Funding, Police powers during stay at home orders.
- We are expecting him to make an announcement with some sort of sick days in an effort to appease us. We will not take off the pressure until we have 10 employer funded permanent sick days.