Organizing for Justice for Dollarama workers

Immigrant Workers Centre
Temporary Agency Workers Association

January 2021
The Immigrant Workers Centre first organized with Agency Workers in warehouses and food processing.

Immigrants are overrepresented in low-wage dangerous work through temporary agencies.

The IWC created ATTAP to help temp workers identify their issues and organize collectively for justice.
Agency worker

Job assignment

User company

Contract subject to social insurance contributions

Employee placement contract

Employer = Staffing agency
Justice For All Agency Workers

Campaign 2011–2018

Bill 176

• 500 agency workers sent cards to end precarious work
• Dollarama Workers presented in the National Assembly
• Agency workers through ATTAP won two victories
• All temporary agencies must register with the ministry of Labour
• Equal pay for equal work
• Co-responsibility between agencies and employers
JUSTICE FOR DOLLARAMA WORKERS

Networth of the Rossy family 2.52 billion

Salary of warehouse workers $13.50/h
The large majority of workers, at 74%, are men.

A plurality come from African countries (38.2%).

The largest single proportion (31%) are from Haiti.

The two largest groups (Nigerians and Haitians) are also the two most numerous groups arriving as refugee claimants in 2017 and 2018 in Québec.
Job Characteristics of warehouse workers

- 38.1% of surveyed workers have been employed in their workplaces by temp agencies for over a year—nearly half have been there for under a year.
- The large majority of workers (78.6%) work full-time.
- The most common hourly wage is between 12 and 15 dollars (56.2%).
- Almost 10% of workers are paid under the minimum wage.
- Approximately two thirds (65.7%) are receiving less than $15. The large majority works full-time between 35 and 40 hours per week (almost 60%). A significant proportion (16.5%) works more than full-time.
Annual sales of Dollarama in Canada from 2013 to 2020
(in billion Canadian dollars)
Sensibilisation droits
Santé Sécurité au pandémie Covid-19
The Immigrant Workers Centre organizes two press conferences with Dollarama workers to call for better Personnel Protection Equipment.

We help to file complaints at the CNESST in the beginning of April.

Dollarama decides to give masks.

We also help to file unjust dismissal complaints with two workers.
(Montréal) Une soixantaine d'employés de Dollarama et de sympathisants ont manifesté samedi à Montréal pour réclamer des meilleures mesures de santé et de sécurité afin de lutter contre la COVID-19.

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MICHEL SABA
LA PRESSE CANADIENNE

Derrière les murs de ses entrepôts et de son centre de distribution, le détaillant qui se contente du strict minimum et viole même parfois la loi, a allégué Mostafa Hamoui, du Centre des travailleurs et travailleuses immigrants, l'organisateur de la manifestation.
JULY 7\textsuperscript{TH} ARTISTS SUPPORT 150 Artists sign open letter for better conditions
August 20th Rally for Dollarama Workers
What we have won/Qoui Nous Gagnons

• Masks for All workers
• Covid premiums continued until August 2nd
• Covid Premiums now extended until January 30th
• Allies–CSN/STTP/Artistes/SumofUs
• Media–Radio Canada/La Presse/Global/ CTW
ROSSY
VOTRE FAMILLE VAUT
2,5 MILLIARDS$.
Pourquoi ne pas payer 2 $/h en prime salariale aux travailleurs·euses qui gagnent le salaire minimum ?

#Payez2DollarsDePrime

JUSTICE ET SÉCURITÉ AVANT LES PROFITS POUR
LES TRAVAILLEURS/EUSES DE DOLLARAMA.
Our Demands

Permanent and stable work
Minimum of $15 an hour for all Dollarama workers
Improved health and safety conditions