



NOVA SCOTIA NEEDS A RAISE!

We are here today at an outlet of Tim Horton's to show our solidarity with Tim's workers in Ontario, to point out that Nova Scotia has the lowest minimum wage in the entire country, to call for a \$15 minimum wage here and to say that fast food workers need a union..

As many people know, Ontario recently changed its minimum wage to \$14 with a further increase to \$15 in 2019. Even though a group of 53

Canadian economists weighed in to support the raise, the business lobby responded with a vicious counter-campaign.

And Tim Hortons immediately began to eliminate workers' paid breaks, reduce access to basic drug and dental benefits, eliminate uniform and drink allowances, and even cut employees' hours of work.

This is outrageous coming from a wildly profitable multinational corporation.

- In 2016, Tim Hortons generated US\$3.00 billion in revenue for its parent company Restaurant Brands International (RBI).
- That same year RBI CEO Daniel Schwartz pocketed \$6,173,993 in wages, stock options and other perks.
- An additional US\$350 million in profits were given out to shareholders

Some say that the decision to take it out on workers belongs to individual franchise owners. However:

- The Tim Hortons corporation dictates virtually every detail of the franchise-owner's business practice.
- It even stipulates the required net worth (at least \$1.5 million) of any potential franchise owner.
- As the supplier of Tim Hortons products, the corporation sets the price of everything from sugar to its pre-cooked donuts.

It's clear the parent corporation has the power to fully restore workers' wages, benefits and working conditions.

The move to a \$15 minimum wage has begun in Ontario, Alberta, and British Columbia. The campaign is also active in other provinces.

Meanwhile, Nova Scotia is a paradise for employers like Tim's and a hell for workers at the lowest end of the economic spectrum.

- **NOVA SCOTIA, AT \$10.85, HAS THE LOWEST MINIMUM WAGE IN THE ENTIRE COUNTRY.**
- Nova Scotia allows employers to pay "inexperienced" employees \$0.50 less than that
- Nova Scotia has among the weakest labour standards regulation in the country.
- Nova Scotia has among the most anti-union regulatory regimes in the country.
- Over the past 30 years, while overall prosperity in Nova Scotia increased by about 70%, the real (after-inflation) median wage of Nova Scotians decreased by 5%.

Nova Scotia is a low wage ghetto and that's the way the government and business want it. But this is unbelievably shortsighted. Keeping labour costs low discourages employers from investing in worker training and research and development. It drives good workers out of the province. It promotes lazy capital, which is the bane of Nova Scotia's economic existence.

Nova Scotia should follow the lead of other provinces and move toward a \$15 minimum wage.

What you can do:

- Demand that Tim Horton's (<http://www.timhortons.com/ca/en/about/contact.php>) take whatever steps are necessary to ensure that it and its franchise owners respect the spirit of the new Ontario laws.
- Write to the Premier Stephen McNeil (premier@novascotia.ca) and insist that Nova Scotia review improve all of its current labour law, just as Ontario did (<https://www.labour.gov.on.ca/english/about/workplace/index.php>)

- **If you're a fast-food worker, join a union.** Nothing else will do more to provide you with a modicum of fairness in the workplace. The Nova Scotia Federation of Labour (<http://nslabour.ca/join-a-union/>) can point you in the right direction (*NB: Rights at Work is not allied to the Federation of Labour*).

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