Labour Ministry Decision: Uber Breaking Employment Law

A new ruling from an Ontario Ministry of Labour officer confirms that our path toward worker rights for app-based gig workers is through directly taking on misclassification. The ruling finds Uber Eats workers to be employees and orders Uber to meet minimum employment standards.

For far too long, gig workers have had to take it into our own hands to challenge our employer and win the basic rights that we've been denied. In a recent decision by the Ontario Ministry of Labour's Employment Standards Officer, our employer Uber Canada has been ordered to cease contravening Ontario's Employment Standards Act (ESA).

The order was made after a detailed three-month investigation, responding to an ESA claim by Gig Workers United CUPW. This order comes as no surprise to Ontario gig workers – it validates what we've been demanding since the beginning of our organizing. The order requires a guarantee of minimum wage for *all* hours worked – from when we sign in until we sign out of the app; no unauthorized deductions; vacation pay and overtime pay; and an end to termination without notice. As clearly stated by workers in the Gig Workers Bill of Rights, this is the path to make gig work decent work.

We are unwilling to accept carve-outs – pay for 'engaged time' only, for instance, or second-tier status, representation, and rights. We've gone through the channels available to contest our misclassification and this victory supports what workers know: misclassification is the root of the injustices we face every day. The solution has been here the whole time; enforcement of the existing employment standards with full and equal rights for gig workers.

Gig Workers United calls on the current Ontario government and Labour Minister Monte McNaughton to do the right thing, stand on the right side of history and end misclassification NOW.

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