

WORKER OWNERSHIP REPORT DROP!

Description

The Canadian Centre for Policy Alternatives (CCPA-BC) issued a new comprehensive list of policy recommendations on worker ownership for municipal, provincial, and federal governments. These 15 recommendations centre on 4 core pillars:

1. Clearer legislative frameworks for employee-owned firms
2. Tax and public policy incentives
3. Public capital and access to financing
4. Supporting, incubating, and awareness-building institutions

The report details clear action governments of all levels can take to create an enabling framework for community and worker ownership through policy, funding, and focus.

In Canada, most might take for granted that th people have a say (via t democratic process) on how we are governed.

However, wh you think about

We then spend most of ou
hours embedded in
DEEPLY UNDEMOCRA
institutions:

OUR WORKPLA



So... **ISN'T IT TIME WE O**
OUR WORKPLAC

What's going o

Right now, the federal government is tabling legislation that will create **a new Employee Ownership Trust legal structure**.







This would enable the conversion of owned firms to employee-owned bu **without an out-of-pocket cost to**

But this is just a small step in the rig

Expanding democratic ownership in Canada: policy options recognizes the founding of the Union Cooperative Initiative by a coalition of organizations and the Alliance for Cooperative Development as new regional efforts laying the groundwork for scaling community and worker ownership.

Our growing network of union cooperatives is working. Our cooperatives have provided sustaining and live wage work and community to over 130 precarious gig workers from across Metro Vancouver. **Here are two of our union cooperators in action:**

Gigi Mercado, a freelance artisan, was laid off from her work in the cleaning sector when the pandemic first hit. Gigi starting a fabric mask making initiative out of her closet in her East Vancouver apartment to pay for her medication costs.

Through the UCI, Gigi helped launch SCOOP, the Stitchers Cooperative, with a group of 25 other IATSE and freelance sewing professionals who had lost their work due to theatre closures.



The Gigi mask making initiative provided over $100,000 in living wage flexible work to members, a crucial lifeline and community during the height of the pandemic.

Jack is another precarious worker who joined the UCI Network. Jack, a certified personal trainer, was jumping between precarious jobs at private gyms. Mandatory unpaid overtime, free consulting work, and abusive bosses are the industry norm.

Jack finally landed in the at-home fitness industry through a gig-work platform-style company. The dream of independent practice was quickly shattered by a company that charged Jack and other trainers a long list of fees on top of their â€œcommission.â€• Demands for free work and unpaid new client onboarding were required.

The owner of the company openly bragged to investors that it was a legalized version of a pyramid scheme. Jack was barely making above minimum wage with additional time costs of travel between clients and maintaining a vehicle.





Through the UCI, and the help of allied labour lawyers working pro bono, Jack was supported to leave the company and launch the community fitness cooperative in Burnaby

In the first 6 months of operations, **Jack saw and over $8000 increase in his take home pay. Jack and other trainers are set to see their wages climb from an average $35,000 to $45,000 to $70,000 to $90,000 per year.**

Jack shares that his favourite part of working through the cooperative and UCI network is the community and support it provides.

Jack and Gigiâ€™s stories are shared permission

Ok but,

Does it work

YES!

The evidence suggests
owned firms have **pro**
survival rates that ar
better than conventi

Other benefits include:

greate

reduced inequality

higher comp

greater job satisfaction

greater independence & financial health for workers

WHY NOW?

As we find ourselves in an era of **high ine**
stagnant productivity, **growing polariz**
out-of-control concentration of wealth
hands of a few, the question of ***'why shou***
working people be the owners and benef
the fruits of their labour?' becomes timel
necessary.



Your boss is retiring!

Even if you'll never get to!

PLUS...

With an imminen
of succession a
business owner
right to push for
—yet possible—
make democra
ownership a re
Canada.



So it is time to ask ourselves,

WHY SHOULD
DEMOCRACY STO
THE WORKPLAC

EXPANDING
DEMOCRATI
EMPLOYEE OWNERSHIP
IN CANADA:
POLICY OPT

READ THE RESEARCH PAPER
policyalternatives.ca/employee-o

Read the full report at https://policyalternatives.ca/employee-ownership

Category

1. Campaigns
2. Community
3. Cooperatives
4. Unions

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