

Memo # 18

To: OECTA Secondary Teachers

From: Michele MacDonald

Re: T4A Income slips from OTIP; Call to Action in support of Tim Hortons Workers;

1. Please be advised that, as per the current income tax provisions, the Basic Life and Accidental Death and Dismemberment (AD&D) benefits premiums which are paid by the OECTA ELHT on the member's behalf during the 2017 calendar year are a taxable benefit.

During the weeks of January 19-30 you will receive a communication from OTIP identifying that you will receive a T4A Income Tax statement for these taxable benefit premium amounts. OTIP, as the ELHT's third party provider, will be issuing the T4As directly to members and former members on behalf of the OECTA ELHT Benefit Trust. In the past the Basic Life and AD&D benefit premium amounts paid by a school board on the member's behalf would also have been reported as a taxable benefit but the amount would have been included on the T4 Income Tax Form from the school board. If you have questions about this matter, please contact OTIP Benefits Services directly at 1-866-783-6847.

2. The Canadian Labour Congress & the Ontario Federation of Labour in conjunction with Labour Councils and Unions across Canada are supporting a Canada-Wide Day of Action in Support of Tim Hortons workers on Friday, January 19, 2018. We are not calling for a boycott of Tim Hortons. Rather, we hope to pressure RBI Inc. (Restaurant Brands International) the parent company of Tim Hortons, to do the right thing, and reverse the decision to punish their workers for getting a mandated raise in pay.

You can show your support for Tim Hortons workers by:

1. Emailing Tim Hortons directly by visiting www.15andFairness.org
2. Calling Tim Hortons 905-845-6511
3. Social Media - Tweet @TimHortons and be sure to use hashtags: #TimHortons, #IstandWithTimHortonsWorkers, #15andFairness, #CLC, #OFL, #OECTA

The Day of Action has been scheduled for Friday, January 19 from 8-9 a.m. at the Tim Hortons at Essa & Fairview. Tell your retired colleagues to join us for the information picket.

PLEASE POST AND DISTRIBUTE TO ALL OECTA MEMBERS

We ♥ workers
at *Tim Hortons!*

The Fight for \$15 and Fairness and the Canadian Labour Congress support workers at Tim Hortons.

When Ontario's minimum wage increased to \$14 on January 1, 2018, Tim Hortons began to cut 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 billion** in revenue for its parent company Restaurant Brands International (RBI).
- That same year RBI CEO Daniel Schwartz pocketed **\$6,640,150** in salary, stock options and other perks.
- An additional **US \$350 million** in profits were given out to shareholders.

To join the Fight for \$15 and Fairness visit:
15andFairness.org



Canadian Labour Congress
Congrès du travail du Canada



ONTARIO
FEDERATION OF
LABOUR



TELL TIM HORTONS: Reverse the clawbacks on workers' wages & benefits!

- 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.

TAKE ACTION:

Email Tim Hortons: 15andFairness.org

Call Tim Hortons: 905-845-6511

Tweet @TimHortons

#IStandWithTimHortonsWorkers

#15andFairness #TimHortons

- The Ontario's new labour laws were intended to improve the wages and working conditions of employees – especially those at the lowest rungs of the income ladder.
- Demand that Restaurant Brands International (RBI) take whatever steps necessary to ensure that its company and Tim Hortons franchise owners respect the spirit of the new laws.