



Holiday Hours

Closed:

December 24th (noon)
to January 4, 2010

Only urgent calls will be addressed
throughout the holiday season.

Seulement les
appels urgents
vont être
retournés
pendant les
fêtes.

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www.bilinguallegalclinic.com

Winter 2009 *l'hiver*

Mots de la Directrice

Clinique juridique bilingue Windsor-Essex Bilingual Legal Clinic

En cette saison de l'année nous sommes vraiment touchés par les gens qui n'ont pas beaucoup à célébrer surtout pendant les fêtes de Noël. Mais la Clinique juridique bilingue et son équipe n'oublie pas ces gens en particulier car ils sont nos clients de chaque jour. Nous les écoutons et essayons de les aider sans cesse à obtenir les bénéfices dont ils ont grandement besoin. De plus, nous avons augmenté les services juridiques dans les autres domaines surtout dans les cas d'immigration.

We have accomplished much since last Christmas and we have plans for exciting projects in the New Year. On March 2, 2010 we are going to have a forum for francophone newcomers to help them understand the legal system in Canada, especially in the areas that touch them most directly. We have received funding from Legal Aid Ontario for this event. J'aimerais souligner que nous planifions un forum pour les nouveaux arrivants qui aura lieu le 2 mars 2010. Ce forum sera basé sur les droits de la personne et d'autres sujets légaux qui touchent la vie de nos immigrants francophones.

De plus, j'aimerais souligner que nous faisons une grande différence dans la vie de nos travailleurs migrants. Me Judy Aikman-Springer est maintenant en charge des cas de femmes exploitées par leur patron qui les amènent d'outre-mer. Elle négocie avec Immigration Canada pour obtenir une prorogation de délai afin qu'elles puissent rester au Canada jusqu'à la fin de leur permis de travail.

Nous prenons l'occasion de vous souhaiter, à vous et à vos chers, nos meilleurs vœux pour les fêtes. We are all delighted to wish you all the best for the holiday season. Bonne lecture.

Jessie Iwasin

Directrice générale



Windsor-Essex Bilingual Legal Clinic
 Clinique juridique bilingue

FORUM : LES
 NOUVEAUX ARRIVANTS

LE 2 MARS 2010

9h30—15h00 *L'inscription: 9h00*

SÉANCE PLÉNIÈRE:

- Système juridique au Canada
- Droit de la personne
- L'immigration

LES ATELIERS:

- Droit de la famille
 - ▶ incluant les services à l'enfance
- Droit pénal
 - ▶ jeunes contrevenants
 - ▶ violence conjugale
- Droit de l'emploi
 - ▶ normes d'emploi
 - ▶ droit de la personne

Funded by Legal Aid Ontario/
 Financé par Aide juridique Ontario



All Saints Anglican Church

330 City Hall Square West,
 Windsor (Ontario)

Dîner sera servi

RSVP au (519)253-3526 poste 0 avant le 23 février 2010
 595, rue Tecumseh est, porte #3, Windsor (Ontario) N8X 2S1

In from the cold



The Downtown Mission
 United Church

664 Victoria Avenue, Windsor

Hours: Mon-Fri 8:30-3:00 ■ Weekends: 11:00-2:00

(519)973-5573

The
Sanctuary
*Open to all who seek
 sanctuary from the elements*



**If you need to get out of the cold
 We provide:**

- a safe warm place of sanctuary
- compassionate non-judgemental staff
- Both Men & Women are welcome

What To Expect:

- We ask only your name and age.
 no I.D. required
- We don't share your name with
 any government department
 i.e. welfare, disability

Open Door

*You are welcome even if you are
 suspended by the Mission or by
 other agencies*

Phone: 519-973-7670 (after 10:30 pm)

(519)973-7670 (after 10:30 p.m.)

In need of assistance ?



Help is available.

Amherstburg Food Bank 68 Murray Street, Amherstburg	(519)736-5471
Downtown Mission Windsor 664 Victoria Avenue, Windsor	(519)973-5573
Drouillard Place Emergency Aid and Christmas Assistance Program 1102 Drouillard Road,	(519)253-1076
Goodfellows Windsor Lakeshore; LaSalle; Tecumseh; Windsor 401 Park Street West, Windsor	(519)252-2739
Kingsville Community Food Bank 3B Main Street East, Kingsville	(519)733-8591
Lakeshore Community Services 571 Notre Dame Street, Unit B, Belle	(519)728-1435
Salvation Army and Ministerial Food Bank 88 Settrington St., Leamington	(519)326-0319

Eligibility requirement and registration may be necessary so please call ahead.

For a more detailed list, please dial 211 or visit 211 on-line.



As the economic downturn continues to have a negative impact on the employment scene in Windsor and Essex county, many people are losing their jobs and many workers who are still employed or beginning new employment feel stressed and anxious due to the perception that any employment today may be precarious. In this climate it is important to know your rights and obligations in the workplace and to be aware of what legal protection exists for Ontario workers.

Several laws exist to protect the rights of Ontario workers. The [Employment Standards Act](#) establishes the responsibilities of employers and the conditions of work which should prevail in the workplace, such as how many hours a worker should be asked to work in a week, the minimum wage, overtime and vacation pay.

If a worker suffers an injury while working, he may be entitled to compensation under the [Workers Safety and Insurance Act](#), if his employer is covered by that legislation. He may be entitled to lost wages, health care benefits and retraining.

The [Ontario Human Rights Code](#) prohibits discrimination and harassment in the workplace on the basis of a number of factors such as gender, disability, race, ethnicity, religion.

The [Employment Insurance Act](#) provides for benefits to be paid to workers who lose their employment through no fault of their own. Workers need to have been employed for a certain minimum number of hours to qualify, and they will not be eligible for benefits if they quit their employment without just cause or are fired for misconduct.

These are just a few of the laws and legal principles which govern the workplace. At the Bilingual Legal Clinic we are often called on to help people facing difficult situations in the workplace where their legal rights are at stake.

Judy Aikman-Springer

Staff Lawyer

Beware when hosting a Christmas party... you may be liable

Every year my wife and I host a gathering of friends to celebrate Christmas at our house. We start preparing for this gathering weeks in advance by making sure that we have plenty of food, wine and spirits. My wife is responsible for the food while I am responsible for the beverages. I want to be a good host so I carry a full stock of alcoholic beverages for my friends to enjoy. I am sure that gatherings such as this are repeated throughout Windsor and Essex County but are the hosts liable for injuries caused by drunken guests.

In 2006, the Supreme Court of Canada ruled that a social host where alcohol is served is not under a duty of care to the members of the public who may be injured by a guest's action unless the host's conduct implicates him or her in the creation or exacerbation of the risk. In other words, the Court said that for the host to be liable to 3rd parties, they must do something more than just serve alcohol. For example, if a social host knows the person drove to the party and is intending to drive home, yet the social host serves him more alcohol even though the person is drunk, then the social host may be liable for injuries caused by the drunken guest.



- ☛ Serve plenty of food and late night snacks;
- ☛ Refrain from drinking alcoholic beverages;
- ☛ Take your guests' car keys;
- ☛ Plan for designated drivers or call a cab; or
- ☛ Have an alcohol free party;

My wife and I enjoy entertaining our friends over the holidays, and as hosts we will ensure safety first.

Have a safe and happy holiday.



Kevin J. Pinsonneault,

Staff Lawyer