

**CUPE
Ontario Convention
2013**



**50 YEARS OF BUILDING
A BETTER ONTARIO**

**50 ANS À BÂTIR UN
ONTARIO MEILLEUR**

**Standing for Fairness
Fighting for Justice**



Action Plan

**to Stop the Attacks on
Public Services and
Build a Better Ontario**

Final Action Plan

**passed at the
CUPE Ontario Convention
on June 1st, 2013**

ACTION PLAN 2013

2013 Action Plan

Introduction

Notes.....

The services Ontarians rely on, the communities we live in, are under attack. Austerity reigns at Queen's Park, and in municipalities across the province. That means cut-backs to critical public services, and these cuts have helped fuel inequality between the super-rich and the rest of us—now higher than at any time since the Great Depression.

At the same time, we are under direct attack as a union: The federal and provincial Conservatives are looking to implement U.S.-style anti-union legislation (so-called “right to work” laws). Our brothers and sisters in the postal and airline sectors had their right to strike arbitrarily removed by the Federal Minister of Labour, and the Provincial government has already legislated away our collective bargaining rights once.

But we can defeat austerity.

So much of what we rely on, those things presently under attack, were won through hard work and struggle by current and previous generations of Canadian Union of Public Employee (CUPE) members.

Social programs, public services, public health care, public education, old age security, health and safety protections, public water, community services, collective bargaining, unions—all achieved over the past fifty years because people came together and fought for a more democratic and just future for themselves and their neighbours.

We can build on this strong base to continue our mobilization, not only to defend what we have today, and to win back the ground lost in the last two decades, but to move us forward.

Our economy does not have to serve the interests of corporations at the expense of people. We can and will build a vibrant public sector that can sustain our communities.

1. Meeting the Attack Head-On: Building the Base of our Union

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The current attack on union members and the working class is focused and unrelenting. This means we need new tools to respond. CUPE has achieved so much in the past fifty years because of our ability to successfully mobilize our members and our communities. But this new era requires an even greater commitment. It requires a whole new scale of mobilization and a major offensive to preserve the rights of workers, and the gains enjoyed by every sector of our society as a result of union victories.

In other words, they've upped their game. Now we need to up ours.

We are proud of the gains we have made in collective bargaining throughout our history—gains for our members, and for the communities they serve. Our advocacy has expanded and improved public services across Ontario. Today we are faced with both legislative and political threats to those public services and to our rights to engage in free collective bargaining.

In October, 2012 CUPE members voted unanimously to start an urgent campaign to inform members and the public of the benefits that our unions provide for all of us through political advocacy and free collective bargaining. Our campaign is now moving into a new phase that places increased emphasis on direct member-to- member communications.

The message we aim to deliver to CUPE members is a simple one. Collective bargaining works. The gains made through bargaining benefit all Canadians. The 40-hour work week, parental leave, vacations, health and safety laws are now commonplace thanks to union members. Unions help create fairness and speak up for the rights of all Canadian workers. But our ability to do our job is being threatened by Liberal and Conservative legislation. You can help protect your rights by getting involved in your union. The first step is to sign your CUPE pledge card. Someone from your Local will be talking to you about the threat to our collective bargaining rights and asking you to sign a pledge card. The pledge shows that CUPE members support the rights and freedoms of democratic trade unions—and we will resist any attempts to take those rights away from us!

More than just delivering this message or signing pledge cards, this campaign seeks to achieve a higher level of member engagement and mobilization than ever before. To meet the present attack we need to bring the full force of our organization to

bear. We need to talk to every single CUPE member and hear what they have to say about how we can make our union stronger, together. We need to marshal every single CUPE member in defense of public services and free collective bargaining. And that's exactly what we plan to do.

CUPE Ontario will build the base of our union as a way to strengthen the fight against austerity. We will:

1. Roll-out an ambitious province-wide campaign to Stand up for Fairness and defend against the attack on our unions by:
 - Building increased member identification with their union through a program of one-on-one member-to-member conversations;
 - Informing member opinion about the benefits of their union, the political and legislative threat to effective union representation and the means to counter those threats;
 - Using pledge card sign-ups to assist in building capacity to communicate, engage and mobilize;
 - Local stewards will be an essential resource in this ongoing work. Having face-to-face conversations with every member—and following-up on those conversations—will only be possible with the active involvement of all existing stewards, and the recruitment and development of new ones;
2. Integrate this mobilizing campaign into existing preparations for upcoming bargaining, and into existing campaigns, to ensure we have the strongest possible position in negotiations with our employers and with the government. We must take advantage of every opportunity to get inactive CUPE members involved in their union;
3. CUPE Ontario education committee work with Union Development to integrate a basic 30-minute “What is political action and why is it important?” module into all union education courses;
4. Reaffirm CUPE’s stand against bargaining contract concessions, including two-tiering, as the crucial means to defend public services and jobs and block the downward slide for other workers. Move all necessary resources to support any local union(s) whose bargaining threatens to become concessionary. Maintaining and raising the bar helps others make gains;

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5. Encourage Locals to develop solidarity pacts with each other, within CUPE and across our unions that facilitate mutual-aid whenever either Local is in crisis. Commitments could include establishing flying squads, sponsor a striker, picket-line support, direct action, or other acts of solidarity;
6. Lobby all Members of Provincial Parliament (MPP's) and challenge them to change their position on austerity, unfair arbitration changes and anti-union measures. Mount an aggressive campaign against any attempts to legislate away our bargaining rights or undermine fair and independent contract arbitration by working closely with other unions, labour bodies and communities/community groups to gear up for, and carry out, workplace actions including direct actions and work stoppages as necessary to force back this unprecedented attack on our unions;
7. Work to implement the national strategic directions document on organizing wall to wall through sectors and committees;
8. Re-energize the push to implement a strategy to organize home care workers and personal support workers;
9. Target contracted-out and outsourced CUPE jobs for concerted strategic organizing to defend unionization and public provision of services, and to bring work back to CUPE;
10. Continue public education, including multimedia components, to help raise the profile of public services and workers' rights in our communities;
11. Affiliate more locals to CUPE Ontario and to District Councils to help build our base in Ontario and ultimately our political strength. Support small Locals in participating fully in every aspect of the union;
12. Work with airline locals to integrate their campaigns with CUPE Ontario and develop the best ways to ensure recognition of their role in the Ontario Division;
13. Support locals to get home email addresses, home addresses and phone numbers of members and retirees and to share that contact information with CUPE Ontario as a way to better inform, educate and mobilize our members during strikes, lockouts and major political campaigns;
14. Use technology to provide more opportunities for participation and feedback from members
15. Coordinate support for locals through sector committees to bargain language that includes paid time off for our union activists;

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16. Support the Health and Safety and Injured Workers educational and mentorship campaign as a way to strengthen health and safety committees in every local across Ontario to help make workplaces safer and recruit health and safety representatives to be mentors;
17. Publically campaign to defend defined benefit pension plans as the best way to ensure workers' retirement income security. Fight for workers' control over their pensions and their pension assets, including any pooled pension arrangements. Campaign to improve the Canada Pension Plan (CPP) and other universal entitlements;
18. The Executive Board consider at the next strategic planning retreat how best to have a broader discussion with the leadership and membership of our union about electoral politics;
19. Work to elect a pro-worker government in the upcoming Provincial election. Make the defeat of any political party that supports "right to work" laws a top political priority;
20. Build the capacity of our unions to engage our members in elections. Take a proactive approach to recruit, train and support CUPE members running as New Democratic Party (NDP)/or pro-worker candidates. Follow-up with all candidates supported by CUPE to ensure accountability. Help ensure key topics of public policy aren't left out of the public election debate, including privatization, public delivery of public services and supporting Ontario's most vulnerable citizens;
21. We will be critical about any party that doesn't advance policy consistent with protecting public services and good jobs;
22. Training module for young workers by young workers to highlight the benefits of being a unionized member. The module will spend time comparing the Collective Agreement (CA) provisions and benefits to the Employment Standard Act (ESA) as a way to highlight the direct benefits of being a unionized member;
23. Work with the Young Workers Committee to develop an orientation 'tool kit' for young workers including educational materials about CUPE and the labour movement. Develop and implement an outreach strategy to ensure the distribution of the tool kit to all locals;
24. Campaign for proper health & safety enforcement, and against all forms of workplace violence, to promote safe and healthy workplaces for all workers;

25. Campaign against the privatization of workers' compensation including restrictions to eligibility and roll-backs in compensation provided through the Workplace Safety and Insurance Board (WSIB) and for the expansion of fair workplace injury coverage for all workers;
26. Campaign against recent changes to EI including restrictions to eligibility and claw-backs of past compensation provided through EI. Work with Municipal and School Board sectors to defend the employment insurance system from this attack;
27. Identify negotiating Employment Insurance (EI) top-ups for members on pregnancy, compassionate and parental leaves as a bargaining issue in all sectors;
28. Reinvigorate campaign against workplace violence in order to strengthen Bill 168, and force the government to enforce the spirit of the legislation in order to protect workers from violence and harassment in the workplace
29. Develop comprehensive orientation kit for new CUPE members, and a plan for implementation across all Locals;

2. Defending Services, Defending Communities

Successful resistance to the present attack on collective bargaining, public services, and on our unions' very right to exist depends on building alliances with others. CUPE members feel the impact of cutbacks as service providers, and as users. We are constantly being forced to do more with less, and we witness firsthand the devastation that results from underfunding, reduced services and closures. Being on the frontlines of austerity means CUPE members are uniquely situated to help build an inclusive and diverse movement to oppose cutbacks and defend public services.

The forces pushing austerity portray unionized workers as being concerned only with ourselves. They use our relative advantage against us to suggest that money used to pay our salaries and benefits could be used to improve service delivery instead. Countering this misinformation requires that we act in the collective interest of our communities, not merely for our members. We must demonstrate that the way forward is to lift up those who are struggling, not drag down those who have union protection.

Organizing non-union workers—including casual workers—into CUPE is an essential part of demonstrating to the public that CUPE Ontario is fighting to improve working conditions and living standards for everyone, not just our own members. Being proactive in building solid links with community groups and other allies increases our capacity to respond to crises and consolidates CUPE's strength, which is our relationship as front-line workers with communities;

Reaching out to our community partners, finding new allies and building relationships with them and listening to what our allies need from us will help foster the trust and solidarity we all need to resist austerity.

CUPE Ontario will work with others to build a powerful resistance movement to defend quality public services. We will:

1. Conduct an aggressive lobby of Ontario MPPs, with our District Councils, Sector Committees and Equality Committees, on the impacts of the austerity budget through the summer months at constituency offices;
2. Continue to lobby and pressure all parties to promote the rights and concerns of CUPE members and our allies;
3. Work with labour allies, coalitions and community partners to engage the public against cuts to public services and jobs, against privatization, and to develop an alternative vision for government revenue generation and economic growth.
4. Support members, locals and sector committees to participate in public hearings and make deputations at all levels of government to defend public services;
5. Work with social justice community allies including the Ontario Coalition Against Poverty (OCAP), the Workers' Action Centre and Colour of Poverty to force the government to invest in a comprehensive income security and anti-poverty agenda that includes raising social assistance rates and the minimum wage and expanding WSIB coverage. Promote the merits and benefits of unionization with allies to strengthen and lift workers out of poverty;
6. Continue our campaign to ensure retirement income security for all Ontarians, advocating for an increase to the Canada

¹ Presently Agricultural workers do not have the right to form a union to bargain collectively. Card check certification allows workers to form a union by getting a majority of the workforce to sign union cards. Presently, only construction workers have this right—all other workers must sign cards and then have a vote, usually in their place of work, under the boss' nose. The potential for intimidation is heightened in such an environment. Card check certification allows workers to decide whether or not to join a union in confidence and privacy on their own terms.

Pension Plan (CPP), Old Age Security (OAS) and the Guaranteed Income Supplement (GIS). Step up efforts to ensure all CUPE members have an adequate income and access to a pension plan;

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7. Campaign for fair taxation and an increase to corporate taxes, so the corporate sector can pay its fair share; the campaign shall include organizing a lobby day at Queen's Park;
8. Support living wage campaigns, such as those organized by the Workers Action Centre, to ensure workers rights are upheld and all workers receive a fair livable wage. Work with temp worker organizations to fight against exploitation by temp agencies, and for the extension of union and other labour rights to temp agency workers;
9. Fight to strengthen free collective bargaining in Ontario and enlist community allies in a campaign against attacks to fairness in the arbitration process;
10. Work with the Ontario Federation of Labour (OFL) and other labour allies to lobby the government to expand the right to organize a union to all workers, and to expand card check certification reintroduce anti-scab legislation and make other progressive labour law reforms; ¹
11. Oppose the expansion of trade deals such as Comprehensive Economic and Trade Agreement (CETA) that have a negative impact on workers and communities, and work to lobby municipal and provincial governments and institutions to pass motions against the implementation of CETA;
12. Campaign to protect public services from privatization in all its forms (including contracting-out, Public-Private Partnerships (P3s), Alternative Service Delivery/Provision, Social Impact Bonds) and in all sectors;
13. Establish council watches and other early-warning systems against privatization. Develop system to collect and document all instances of contracting-out (or threats) and other forms of privatization from all Locals and CUPE staff to facilitate preemptive or rapid-response campaigns to defend public jobs and services;
14. Support the Idle No More (INM) movement in opposing Bill C-45, the federal omnibus budget bill, along with the federal government's unchecked environmental destruction by significantly and visibly participating in local INM actions, in-kind and financial assistance to local INM events as required and rapidly promoting local INM actions through social media and word of mouth.

15. Deepen the political education of the membership, through lobbying, coordinated/centralized bargaining, and sector campaigns, to make the links between the government's austerity budget, the impact on jobs and services, and the role of all members and locals in ensuring our ability to effectively engage the broader public in building alternatives to austerity;
16. Work to create a climate of public opinion and political will that challenges Ontario to commit to an investment of long-term sustainable funding in a public social services system;
17. Push for paid sick leave for all workers under the Employment Standards Act (ESA). Currently ESA provides a maximum of 10 unpaid days per year;
18. Work with the Canadian Labour Congress (CLC) and on the "Municipalities Matter" campaign to ensure that municipal elections address the importance of public infrastructure, municipal revenues, local procurement, fair wages and working conditions and environmental sustainability;
19. Promote all members' participation in Labour Day to showcase the value of public services while also highlighting the important role of public sector workers;
20. Expand outreach to participate in annual Carnival celebrations, and support the use of funds raised during Carnival to go back into Toronto's Afro-Caribbean community;
21. Promote affiliation and activism from all Locals within labour councils and the Ontario Federation of Labour (OFL) as part of building a united movement in defense of working-people, unions, and quality public services;
22. Actively reach-out to retirees and encourage their continued participation in the union, to ensure that we don't lose their valuable perspectives in CUPE and in the labour movement;
23. Campaign to improve protections and rights for casual workers, who are disproportionately women, poor and racialized workers;
24. Campaign to defend the rights of migrant, temporary and non-status workers who are our brothers and sisters and are among the most precarious and exploited workers in the country;
25. Push for provincial pharmacare plan;

26. Campaign to pressure provincial government, municipal governments and school boards to stabilize childcare funding and prevent further closures of community-based, non-profit child care centres, which are resulting from the implementation of full-day kindergarten. Educate CUPE members about the nature of the crisis and work to involve members from all sectors in the childcare campaign;

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3. Equality - Building an Inclusive and Diverse Movement

Public services like community centres, childcare and so many others are the great equalizer in Canada, and in Ontario. For the great majority of Canadians, the benefit they receive from public services is equivalent to half their private income or more. This is especially true for equity-seeking groups, who are especially likely to be marginalized by our capitalist economic system.

Increasing inequality has become a hallmark of Ontario in recent years. Our unions represent the last best hope of reversing that trend and leading the fight for social justice. All actions in this document are designed to improve equality – in our union, in our workplaces, in our communities and in the province. Attacks against decent public sector jobs are also attacks on equity-seeking groups. The public sector is a source of good jobs, pensions and benefits for members of equality seeking groups, in part because public sector employers have been forced to put in place employment equity programs. Austerity threatens all of these measures, and is the reason we must put human rights and equality at the centre of our work.

CUPE Ontario will work to achieve gains for all equality seekers. We will:

1. Step up efforts to educate locals to put concrete employment equity language into their bargaining proposals as the next phase of the Employment Equity campaign. Promote CAs that have good employment equity language. Employment equity benefits all workers, not just equity-seeking groups;
2. Continue the work done to examine the representation of members from equality seeking groups in various roles in our Union;

3. Step up efforts to educate all activists in human rights issues to build solidarity across our unions against all forms of inequality because this fight is a shared responsibility for all workers. Emphasize connections between the barriers experienced by women, persons with disabilities, Lesbian, Gay, Bisexual, Transgender and Queer (LGBTQ), racialized, Aboriginal and young people (inter-sectionality), and an analysis of the impact of right wing “austerity” agendas that have a greater impact on those who already face barriers;
4. Mobilize to double the attendance at Human Rights and Women’s Conferences in order to build activism and knowledge amongst the membership on equality issues;
5. Work with the Aboriginal Council to educate and mobilize our members to stand in solidarity with Aboriginal peoples on issues such as safe drinking water, protection of traditional territories and the environment, and sovereignty, and to celebrate National Aboriginal History month in June, and participate in National Aboriginal Day on June 21st;
6. Organize CUPE retirees and existing members to actively implement mentorship programs for young workers, to grow their participation in CUPE and build the capacity of the next generation of union leaders;
7. Develop an outreach program to engage young people from equity seeking groups and communities to educate them about collective bargaining for the future, mobilization outreach, organizing, and to engage them in the labour movement;
8. Campaign through the Workers with Disabilities Committee to assist locals with education and enforcement of the Accessibility for Ontarians with Disabilities Act (AODA) and lobby for improvements to the Ontario Disability Support Program (ODSP);
9. Advocate for better hiring practices for persons with disabilities (internally and externally) with the Workers With Disabilities Committee so individuals with disabilities are not forced to live in poverty;
10. Campaign against ongoing gender inequality, under the leadership of the Women’s Committee, with our labour allies and women’s groups, to fight for pay equity, public universal child care, access to women’s health resources and other women’s issues;

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11. Work to broaden our participation in Lesbian, Gay, Bisexual, Transgender and Queer (LGBTQ) pride events across the province and to strengthen LGBTQ organizing against bullying and for transgender human rights in part through the promotion of the pride in our work website ~ www.prideinourwork.ca;
12. Work with HCWCC and Pink Triangle committee to develop a campaign to promote the health care rights of Lesbian Gay Bi-sexual Transgendered and Queer (LGBTQ) people, including expanding access to accessible health care for transgendered people;
13. Work with the Racial Justice Committee to strengthen the partnership with the Colour of Poverty and organize an awareness campaign about the link between racialized people, poverty and the casualization of work and police racial- and class-profiling; ²
14. Educate members on workers struggles and human rights issues to build solidarity across our Unions against all forms of inequality locally and internationally because this fight is a shared responsibility;
15. As part of the upcoming strategic planning session the executive board will examine ways of strengthening communication between equality committees and the board to ensure that all voices are being heard;
16. Work with union development to more fully offer or make available anti-oppression, anti-racist training with a working-class analysis;

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² Profiling includes any action undertaken for reasons of safety, security or public protection that relies on stereotypes about race, colour, ethnicity, ancestry, religion, place of origin or class rather than on reasonable suspicion, to single out an individual for greater scrutiny or different treatment.

4. Sectoral Strategies

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HEALTH CARE

Actions:

1. Work with the Ontario Council of Hospital Unions (OCHU) to oppose the removal of services from hospitals;
2. Work with OCHU to reduce HAIs by increasing hospital bed and cleaning capacity;
3. Continue campaigning for a minimum standard of care (4 hours), an increase in long term care beds and an end to the expansion of private-for-profit homes;
4. Work with the HCWCC to develop and implement a plan of action, working with CUPE National, to immediately address the issues LTC Locals face in length of time for bargaining outcomes related to arbitration awards, including addressing the need for additional nominees and researchers;"
5. Develop a comprehensive campaign highlighting the importance of homecare as a cornerstone of the public health care system, better working conditions, wages and benefits for homecare workers and to demand an accountable, stable, not for profit publicly delivered home care system;
6. Work with the HCWCC to develop a minimum hours of care standard to ensure quality of care for clients and guaranteed hours of work for home care workers;
7. Work with OCHU to campaign for healthy, local, freshly prepared food in hospital kitchens;
8. Work with our union partners to stop the proposed Personal Support Worker Registry that will include a mandatory registration requirement, an unclear removal process, the promotion of privatization, and no independent oversight. Work to ensure the full protection of Personal Support Workers in any registry established and continue to keep the membership informed and active on this issue;
9. Work with all parts of CUPE to develop a transparent, membership-driven, multi-year plan to explore, develop and implement centralized bargaining structures in the long-term care sector;

10. Work with OCHU to inform and mobilize the membership to organize a series of escalating militant workplace and community events and actions with a view to mounting a vigorous and passionate defense of our public health care system;
11. Work with OCHU and in cooperation with the Ontario Health Coalition and other health care allies to organize and mobilize communities across Ontario against the Liberals' health system changes including privatization, service cuts, layoffs and closures of community and rural hospitals;
12. Intensify efforts at Queen's Park to complement the impact on the minority government of membership mobilization while also targeting the most electorally vulnerable Liberal MPPs in their ridings through a series of regional demonstrations;
13. Develop a comprehensive strategy to address the federal health accords;
14. Work with OCHU to defend health care workers' right to choose whether to get the flu shot. Direct concern about hospital acquired infections away from blaming front-line workers and towards achieving safe staffing and occupancy levels;"
15. Campaign to stop the establishment of a regulatory college for paramedics;

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MUNICIPALITIES

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Actions:

1. Support Ontario Municipal Employees Coordinating Committee's (OMECC) "Mobilize to 2014" campaign which includes working with locals to do the following:
2. Work to hold elected Councilors/officials to account through the development of joint union/community coalitions and Council Watches;
3. Organize training and workshops, in conjunction with Union Development, to strengthen members skills to lobby, fight privatization, and build coalitions;
4. Assist with a mapping of municipalities to determine the current political climate, Council decision making bodies and to identify opportunities and officials to lobby;
5. Build and strengthen the relationship with CUPE District Councils where they exist, and in areas where there is no Council bring CUPE locals together to collaborate on campaigns and community events;
6. Identify suitable candidates to run and support in the 2014 Municipal elections;
7. Identify areas throughout Ontario that require active on-the-ground anti-privatization/P3 (Public-Private Partnership) campaigns and provide support;
8. Promote the role of Library workers in our communities and educate the public as to the importance of their role/ work and contributions to their communities;

SCHOOL BOARDS

ACTIONS:

1. Continue to pursue the Charter Challenge against Bill 115 to ensure such legislation is never introduced again;
2. Insist on the full and consistent implementation of the Memorandum of Understanding through collective action;
3. Continue to work towards a provincial benefits plan for education workers;
4. Work with locals, trustees, parent groups and others to lobby the government to fix the faulty funding formula for school boards and to reduce the increasing dependence on corporations to equip schools;
5. Build an effective mobilizing plan to be ready for the 2014 School Board Elections that includes identifying suitable candidates - this should include assessing the performance of labour-endorsed trustees in the 2010 elections;
6. Mobilize and organize to stop contracting out and privatization of education services and fight against the elimination of jobs;
7. Mount a vigorous campaign against the contracting out of early childhood education programs. Work with CUPE's community child care workers to advocate for an early learning and child care system that is integrated into the school system and provides quality public child care for all age-groups;
8. Mobilize in the community with allies to stop school closures and defend community schools;
9. Support and advance the Ontario School Board Coordinating Committee's (OSBCC) central and coordinated bargaining strategy;
10. With the OSBCC, work on a campaign to highlight the valuable work provided by all support staff classifications in the school board system;
11. Campaign to standardize protocols and best practices across the province to deal with workplace violence as it pertains to Educational Assistants and other education support workers;

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SOCIAL SERVICES

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Actions:

1. Build relationships and solidarity across the social services sub-sectors on a geographical/regional basis, developing the capacity of the sector to take action to resist attacks on services and jobs on a geographical basis;
2. Continue to develop positive relationships with community organizations, coalition partners, service users, family members of supported individuals, and people impacted by growing inequality and cuts to services. Build relationships of solidarity and opportunities for joint action to defend services and good public sector jobs;
3. Make the links between cuts across social services sub-sectors wherever possible, building towards a cross-sector campaign to defend community social services leading up to the 2014 provincial budget;
4. Work to ensure that developing activists is a core objective of campaign activities and that campaign activities are designed in such a way as to create opportunities to develop activists;
5. Work with activists to increase the engagement of locals and members in the political action activities of the sector, including the sub-sector lobby campaigns, and the campaign to resist legislative attacks on free collective bargaining and workers' rights;
6. Educate and mobilize members who are experiencing a lack of confidence to bargain fair collective agreements due to fear of layoffs and job loss. This will include education about concessionary bargaining and engaging locals in political action campaigns and coordinated bargaining strategies and building relationships among activists in the sector;
7. Campaign around potential cross-sectoral mergers in child welfare, including possible representation votes, and the introduction of shared services;
8. Campaign to restore core, stable funding and reject any cuts to services resulting from the expansion of individualized funding models or other forms of privatization;

9. Work with labour partners such as the Ontario Federation of Labour and coalition partners such as the Ontario Coalition for Better Child Care (OCBCC) to advocate for a universal, public, not-for-profit child care system and an end to for-profit childcare expansion;
10. Prepare for and respond to a download of the Ontario Disability Support Program (ODSP), and protect specialized programs supporting persons with disabilities. Mobilize within CUPE and our allies to stop cuts to mandatory benefits;

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UNIVERSITIES

Actions:

1. Develop a coordinated bargaining campaign and strategy – “WTF”, “Where’s The Funding”. Continue with funding research, including capital budgets and existing P3 agreements on campuses, develop a course of action for investigating university funding;
2. Campaign to eliminate tuition fees for post-secondary education;
3. Work to develop a provincial discussion table with the government, universities and our affiliates on campuses to: identify inefficiencies in university operating budgets, ensure financial accountability and to achieve sustainability;
4. Work to develop a provincial discussion table including universities, our campus affiliates who are pension plan contributors and plan administrators to develop a cooperative approach to finding solutions to sustain pensions;
5. Work with our locals and coalition partners to review government restructuring, post-secondary education funding, user/tuition fees, privatization, and bargaining structures to develop a common front to fight chronic underfunding and make universities accountable for the public funding they receive and to ensure sustainable quality education.

6. Develop a comprehensive campaign to fight the privatization on university campuses;
7. Work to promote legislated changes to funding and representation structures on university Boards of Governors;
8. Establish a direct action strategy for campuses and communities with universities including a schedule of public information events;
9. Coordinate provincial action including a common notice to bargain; seven coordinated proposals with arguments for each sub-sector, and a fight back against no compensation.
10. We will engage in common disclosure requests, local endorsed solidarity pacts, voluntary solidarity funds and bargaining support teams including flying squads protest action;
11. Campaign for funding transparency and accountability in post-secondary education;
12. Work with other sectors to develop CUPE-wide campaign to defend the rights of food service workers;
13. Develop campaign to defend the rights of sessional and contract faculty;

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Resolutions passed as part of the Action Plan

Resolution No. 2

Submitted by the Executive Board

CUPE Ontario will:

Consistent with the National Executive Board Resolution of March 2013, re-affirm our union's opposition to all concessions.

Re-commit to no concessions in collective bargaining, including any form of two-tier agreements.

Work through all sector committees, and with all part of CUPE National, to fully implement the National Policy to Defend Free Collective Bargaining and Fight Concessions.

Commit the full weight of our union's resources, including advocating for more assistance from CUPE National, to mount a more comprehensive member-driven defense of collective agreements, and to strengthen the solidarity between all locals and CUPE Councils far in advance, to assist any CUPE local facing demands for concessions in bargaining.

Resolution No. 7

Submitted by Locals 1979, 2204, 4600 and Ottawa CUPE District Council

CUPE Ontario will:

Work with CUPE National and members from CUPE provincial and national committees and local CUPE leadership to develop training programs and tools to support local leaders to engage members in the fight against the right-wing attack on workers' rights, on public programs and services, on our communities and on democracy.

Make leadership training and book-off priorities over the coming year to ensure we are able to build the knowledge and capacity of the local leadership to engage the full diversity of our membership to take on this fight.

Resolution No. 9

Submitted by the Human Rights Committee

CUPE Ontario will:

Provide support and resources to:

- Develop an orientation “tool kit” for young and new members including educational materials about CUPE and the labour movement as a whole.
- Implement an outreach strategy to ensure the distribution of the orientation “tool kit” to all locals.

Work with the CUPE Ontario Young Workers Committee throughout the development and outreach phase.

Resolution No. 11

Submitted by the Executive Board

CUPE Ontario will:

Undertake membership mobilization with the goal of engaging every member in every workplace across Ontario, to build an activist base and mobilize membership.

Launch a province-wide initiative to train and organize local unions, to carry out one-on-one membership education about the immediate threats facing workers, and get each member to sign a pledge to work collectively through their union to defend public services, collective bargaining and union rights.

Work with locals to prioritize the collection and updating of member and retiree contact information and promote and continue to build an up-to-date CUPE Ontario membership contact list for the sustained contact and mobilization of our membership.

Continue the public education campaign with multimedia components to help raise the profile of the value of public services and rights in our communities.

Resolution No. 25**Submitted by the Aboriginal Council**

CUPE Ontario will:

Strongly oppose Bill C-45, which contains amendments to the Navigable Waters Protection Act and the Fisheries Act and Bill C-38, which will mean significant changes to Canada's environmental legislation protecting fisheries, lands and resources.

Resolution No. 26**Submitted by the Aboriginal Council and Women's Committee**

CUPE Ontario will:

Support the Idle No More (INM) movement in opposing Bill C-45, the federal omnibus budget bill, along with the federal government's unchecked environmental destruction.

Energetically promote INM with CUPE locals and District Councils by means of significant and visible participation in local INM actions:

- via in-kind and financial assistance to local INM events as required.
- by rapidly promoting local INM actions through social media, word of mouth and a prominent cupe.on.ca homepage link.

Resolution No. 27**Submitted by the Executive Board**

CUPE Ontario will:

Re-affirm our support for Aboriginal and First Peoples' demands for fairness, justice and respect, including the grass-roots mobilization that the Idle No More Movement represents.

Work through our Aboriginal Council to share with all our members the absolute and clear parallels between our defense of union and workers' rights, and the attacks currently being waged against us, with the defense of Aboriginal and First Nations rights and the attacks being waged against Aboriginal and First Nations peoples in Canada.

Support, publicize, attend and otherwise provide assistance to Idle No More events that take place in Ontario.

Resolution No. 35**Submitted by SSWCC**

CUPE Ontario will:

Continue to support the Raise the Rates campaign working with the Ontario Coalition Against Poverty.

Continue to reach out to CUPE locals and other labour organizations to support the Raise the Rates campaign for endorsements, participation and financial donations to the Ontario Coalition Against Poverty and the provincial partners engaged in the campaign.

Resolution No. 40

Submitted by the Executive Board

CUPE Ontario will:

Publically campaign to defend defined benefit pension plans as the best way to ensure workers' retirement income security.

Defend against any attempt to convert our defined benefit pension plans to target benefit or defined contribution plans.

Take all necessary steps, including legal action if necessary, to prevent legislative interference in the governance of our pension plans and negotiated and bargained pension arrangements.

Fight for workers' control over their pensions and their pension assets, including any pooled pension arrangements.

Continue our campaign to ensure retirement income security for all Ontarians, advocating for an increase to the Canada Pension Plan, Old Age Security and the Guaranteed Income Supplement.

Resolution No. 49

Submitted by the Executive Board

CUPE Ontario will:

Vigorously defend the financial security of our union against any attempt by any government to legislate it away.

Continue to carry out a massive membership and public education campaign to expose the disastrous consequences of Conservative Tim Hudak's proposals to attack collective agreement union security clauses, and to control how unions spend their dues.

Work closely with other unions and labour bodies to gear up for, and carry out, workplace actions and work stoppages as necessary to force back this unprecedented attack on unions that puts at risk the very existence of unions and, therefore, the existence of all worker rights.

Resolution No. 62
Submitted by OCHU

CUPE Ontario will:

Make the defeat of any political party (such as the Progressive Conservatives) that supports Right to Work laws its top political priority in the period before the next election.

In close consultation with local unions, develop a comprehensive mass mobilizing strategy that will make it impossible to implement Right to Work laws should such a party be elected.

Include in this strategy all needed actions up to and including (if necessary) the coordinated withdrawal of our services.

Resolution No. 64 covering 63
Submitted by OUWCC

CUPE Ontario will:

Work with the Canadian Labour Congress, the Ontario Federation of Labour and District and CUPE Councils to develop a campaign to combat the Tory Rand formula elimination.

Educate by developing leadership training (train the trainers) so locals can ensure a consistent labour message from all Unions.

Ensure resources to provide campaign and support materials.

Motivate by partnering with locals, boards, and stakeholders to develop ads and media productions for use in distributing to commercials, psa, social media, letters etc.

Mobilize our communities with city wide meetings, solidarity conferences and an Action Plan.

Resolution No. 69**Submitted by HCWCC**

CUPE Ontario will:

Work with the HCWCC to revitalize and resource a comprehensive member, community and labour Standards of Care Campaign to ensure that a minimum of 3.5 hours of hands-on care per resident in long term care per day is provided.

Resolution No. 70**Submitted by OCHU**

CUPE Ontario will:

Support the Ontario Council of Hospital Unions in its campaign to:

- Promote public hospital services and oppose cuts to hospital beds and services in every community.
- Promote more and better access to hospital beds and services.
- Promote public hospitals as hubs for community health care, hubs which provide a range of services including acute care, complex continuing care, rehabilitation, out-patient care, day surgeries, and primary care.

Resolution No. 71

Submitted by OCHU

CUPE Ontario will:

Work with CUPE National, the HCWCC, OCHU/CUPE and the Ontario Health Coalition (OHC) to build a broad-based campaign for a strong federal role in health care and a new Health Accord that includes:

- Stable and sufficient federal funding, including – at minimum – the 6 per cent (6%) escalator.
- Enforcement of the *Canada Health Act* and closing of gaps in monitoring and reporting.
- A national continuing care program, covering long-term care facilities, home and community care.
- A national strategy to reduce healthcare associated infections.
- A national pharmacare program.
- New and expanded community health centres.

Train and support members to lobby and mobilize for actions.