

CUPE ONTARIO CONVENTION 2014



Final Action Plan
Passed at the
CUPE Ontario Convention
May 31st, 2014

ACTION PLAN 2014

2014 Action Plan - Building the power to Win

Understanding the bargaining and political climate

Since the recession, Ontario's austerity experiment has been a massive failure:

- The economy has not recovered;
- Unemployment remains stubbornly high; and
- More and more jobs are low wage, part-time and precarious in nature.

Instead of investing in our communities, the government has systematically reduced government revenues through corporate tax cuts and starved Ontario's public services through funding cuts.

Public services are the great social equalizer, capable of supporting all members of society, creating opportunities and enhancing communities in the most effective and efficient way.

Yet, through the hard economic times of the past several years, when thousands of people have been struggling to find stable, well-paid and decent jobs – the provincial government has chosen to cut the very services needed to get Ontario back on track. In fact, the provincial government brags about how Ontario has the lowest per capita program spending among Canadian provinces.

These devastating funding cuts, along with a continued pressure to privatize and contract out public services are also an attack on CUPE members. We've seen:

- Service cuts and program closures;
- Job loss across all sectors;
- Concession demands on an unprecedented scale; and
- Threats of two-tier agreements.

Political attacks go beyond cutting the important services CUPE members provide. The federal and provincial Conservatives are determined to destroy unions because we stand in the way of their low-wage, corporate agenda. They have legislated away our right to strike in some sectors; our ability to organize, bargain, and collect union dues; as well as limit how we can spend our resources. In most cases we have been able to fight back and win, but we must remain vigilant.

If Tim Hudak and the Conservatives win the next Ontario election, they have promised:

- 100,000 cuts to public sector jobs;
- Competitive bidding for ALL public services;

- Legislated wage freeze for all public sector workers;
- Forced two-tiered pension plans;
- Dismantling the fair interest arbitration process;
- Privatization of everything from public housing to transit;
- Privatization of WSIB; and
- Will likely introduce right-to-work legislation.

While we need to defend against the continued attacks on public services and our union, we also need to fight to ensure our children have access to good jobs and vibrant public services.

It's not good enough to say that we will fight the assaults on our communities and our union – we must win.

The road to prosperous and vibrant communities

While the Conservatives and some Liberals continue to try and scare voters about budget deficits, they completely ignore the other deficits that hurt Ontarians every day:

- Public investment deficit;
- Jobs deficit;
- Democratic deficit; and
- Opportunity deficit.

The current budget deficit is due to the Great Recession of 2008, and not the result of the government spending too much. The recession caused people to lose their jobs, which meant that the economy began to struggle. With fewer people working, tax revenues went down, unemployment went up and the need for temporary safety net benefits like employment insurance increased.

Though many people are still experiencing the impact of the recession, the economy is slowly moving in the right direction, which improves the government's budget outlook. As noted by Economist Hugh Mackenzie, "the deficit has declined to the point where it will dwindle away as the economy gradually resumes its long-term economic growth trend line."

It's time to address the real problems facing Ontarians.

CUPE Ontario will:

- a. Work to change the debate on the budget deficit by highlighting the more critical deficits facing our communities – public investment, jobs, opportunities and democracy;
- b. Lobby for fair taxation, including an increase in the corporate tax level, and the need to have adequate, long-term, stable funding for public services; and

- c. Staunchly fight against the strategy of cutting tax revenue that creates the need to cut services.

Building strong communities:

Confronting the public investment deficit

Since 2008, the evidence strongly demonstrates that austerity doesn't work. Around the world we have learned: When governments tighten their belts it hurts economic growth.

Public investments strengthen the services and supports needed for our communities to thrive. Public investments also ensure workers remain in the job market – keeping their skills current, keeping them contributing to tax revenue and spending in the local economy, and keeping them from having to rely on our precious social assistance programs.

Ontario's Liberal government now finds itself in an awkward position. Its austerity agenda has caused deep, self-inflicted wounds in the heart of our communities. The government's policies gutted public services and social programs at a time when people needed them most. They're now showing signs of shifting away from their austerity agenda, but it is unclear whether they fully recognize their mistakes, or if this new found respect for the working class is simply to buy votes in a tough political climate.

Unfortunately, when the government has recognized the need to invest in the economy, it has primarily turned to: Public-private partnerships (P3s); outright privatization; "Alternative Service Delivery" models; and more recently, through ill-conceived Social Impact Bonds that provide pay-for-performance incentives to private companies.

Using these mechanisms results in spending more money than necessary while producing worse results.

CUPE Ontario will:

- a. Continue to lobby all levels of government on the long-term, ongoing value of investing in not-for-profit, public services;
- b. Campaign against privatization, P3's, Alternative Service Delivery, and Social Impact Bonds;
- c. Work with governments who sincerely reject austerity, and instead provide public investments that are in dire need; and
- d. Work with community partners to build a strong movement of social unionism to hold governments accountable on issues of the working class.

Creating vibrant and prosperous communities:

Confronting the jobs deficit

Unlike the temporary budget deficit, unemployment is a serious long-term problem that all elected officials should be worrying about.

The loss of good paying, full-time jobs is not just bad for workers, it's bad for the health of our communities and local businesses, and if not rectified it will have long-term implications for our pensions.

The most efficient and direct way to create good well-paying jobs is for the government to invest in the public sector – the exact opposite of what the government has done.

Rather than meeting the needs of the community, the austerity agenda has only made the living standards worse for the majority of Ontarians, and turned many good full-time jobs into part-time and precarious work.

The erosion of full-time jobs is also creating a reduction in the ratio of workers contributing to pensions compared to the growing number of retirees needing to collect. Lack of action could lead to increased pressure to raise the age of eligibility for qualifying for benefits, reduce recipient payments, or hike contribution rates for those currently paying into the system. This could feed “pension envy” and hasten the already growing gap in intergenerational inequality. It would also put more pressure on defined benefit plans that are already the target of right-wing politicians like Tim Hudak.

Jobs currently being created barely keep up with the increase in population. The governments own long-term, twenty-year projections, highlights that one of the major factors causing the unemployment rate to go down is that people are becoming discouraged and fewer are looking for work. This is unacceptable – those who want to work should be able to find good full-time jobs and it remains the obligation of our governments to ensure this happens.

CUPE Ontario will:

- a. Campaign with other unions and allies, including lobby the government, to fulfill its role as a job creator and ensure opportunities for everyone looking for work;
- b. Initiate a public campaign which highlights the importance of good full-time jobs and the threat of precarious and part-time work;
- c. Work with all sector and equality committees to educate locals on the devastating impact of the increase of part-time and casual positions and the threat of two-tiered collective agreements. Without fighting to improve the conditions of all our members we will lose the collective power necessary to protect good jobs for those who still have them;
- d. Continue to educate our members about the threat of two-tiered pensions not only to future members but also to the ongoing viability of current pension plans;

- e. Continue to support the work of sectors in educating locals on the importance of bargaining concrete employment equity language into their collective agreements to ensure greater job opportunities for all;
- f. Continue to support community-based campaigns to raise Ontario's minimum wage with the goal of achieving \$18 an hour;
- g. Continue to support the Health and Safety Committee in their recruitment and mentoring efforts to increase the number of member Health and Safety Representatives throughout Ontario worksites to help make all workplaces safer for everyone. And promote the OFL "Kill a Worker Go to Jail" campaign;
- h. Continue to support our members and locals to increase the capacity and strength of our sector committees;
- i. Continue to campaign against restrictions to Employment Insurance (EI) eligibility and claw-backs of past compensation levels. Support the work of our Municipal and School Board sectors to defend against attacks to the EI system;
- j. Work with CUPE National, the Young Workers Committee, locals and the sector and equality committees to develop and implement an effective strategy to organize young workers. This should include engaging and educating young workers in the importance of unions to the creation and protection of good jobs for now and the future;
- k. Develop a new financial policy that clearly identifies and outlines a fair method for members reliant on multiple forms of precarious work, to fully participate as CUPE activists without suffering financial loss; and
- l. Support our brothers and sisters in the Canadian Union of Postal Workers in their campaign to stop the elimination of all door-to-door mail delivery.

Translating our voices into electoral power:

Confronting the democratic deficit

It is up to us to make sure that governments do not fail on their responsibilities to society. When we choose not to get involved in elections – standing on the sidelines while corporate interests use their money to amplify their voice – we give up our power to those whose interests are the opposite of ours.

We must collectively join forces as a counterbalance to those who want to privatize profits and socialize losses.

Political action goes beyond the ballot box. We must continue to ramp up our campaigns to defend services and make gains for the working class. But as workers, we ignore electoral politics at our peril. The governments elected have a direct impact on the level and quality of services we're able to provide and have a direct impact of the contracts we are able to bargain.

We must engage our members to see how all forms of political action are connected, and work from our principles as CUPE Ontario to mobilize more activists.

With a provincial election underway and municipal elections this fall, we must train, mobilize and engage our members to translate our beliefs into action. Everything that CUPE Ontario does must be viewed through that political lens.

CUPE Ontario will:

- a. Continue to apply focused election campaign activities for maximum effect in promoting critical issues and electing worker friendly politicians and governments that understand the importance of public services;
- b. Campaign against Tim Hudak and the Conservative Party's anti-worker agenda;
- c. Increase the scope of campaign training to build up the body of CUPE Ontario members with strong election campaign skills for the intent of increasing the political involvement of CUPE members at the riding association level of the Ontario NDP for the purpose of taking the Party back to its working class roots, and provide mentorship to develop CUPE candidates to run for office;
- d. Elect pro-worker candidates at all levels of government – School Board, Municipal, Provincial and Federal;
- e. Continue to educate our members on the importance of voting and its direct impact on our bargaining;
- f. Continue to build and maintain ongoing relationships with elected government officials for the purpose of promoting the importance of public services and the interests of CUPE members;
- g. Find CUPE members to run electorally to make sure that workers' voices are heard;
- h. Promote and support worker friendly candidates from equality seeking groups and communities;
- i. Ensure that electoral work is clearly linked to the issue-based campaigns undertaken at the direction of our members;
- j. Launch a province wide consultation to clarify how CUPE Ontario will engage in electoral politics, including the possibility of creating a new electoral party for workers;
- k. Identify alternatives to the first-past-the-post system that would better serve our membership; and
- l. Actively support a provincial campaign to achieve compulsory Ontario Workplace Safety and Insurance Board (WSIB) coverage for all workplaces.

Delivering an economy that works for all:

Confronting the opportunity deficit

For most people, the opportunities available today have declined significantly from those available just a generation ago.

Good full-time jobs are being replaced with low-wage, part-time and contract positions with little or no benefits or pensions. Thousands of people have to work two or three part-time jobs to keep a roof over their family's heads and have no time to spend with their family.

Students are graduating with record debts and few job prospects. Lack of pensions is forcing older workers to stay in their jobs longer, eliminating their opportunity to enjoy their well deserved retirement while closing off critical job opportunities for younger workers.

The Ontario government brags about spending less per capita on public services than any other province at a time when our communities need them the most. We cannot build a strong and healthy economy without ensuring opportunities for everyone to participate.

As we continue to fight for greater opportunities for all Ontarians, it is also important that we work to make sure all CUPE members have the opportunity to fully participate within our union.

The only way we can be successful in our fight to ensure a prosperous future for all Ontarians is to come together and work with community allies and other labour organizations to ensure the public understands what is at stake if our governments don't change course.

CUPE Ontario will:

- a. Publicly profile our members to promote the important work we do to support communities and build opportunities for Ontario to grow and thrive;
- b. Fight to maintain strong defined benefit pension plans for those who have them; support bargaining defined benefit pensions for those who do not yet have them; educate members to ensure they know the difference between defined benefit and defined contribution plans; and campaign for an increased CPP for all workers;
- c. Continue to support the university sector in their fight to eliminate post-secondary tuition;
- d. Support sectors in their work to convert the growing number of part-time positions into good full-time jobs;
- e. Continue to work with our community partners in the campaign to "Raise the Rates" for people dependent on Social Assistance and the Ontario Disability Support Program;
- f. Campaign against trade deals, such as CETA, that negatively affect society at large;
- g. Fight for temporary foreign workers' rights, including stopping their abuse in the Temporary Foreign Worker program and to help them attain a realistic path to citizenship;

- h. Lobby CUPE National to reject by-laws that don't provide equal access and opportunities to all dues paying members in good standing and identify existing by-laws that create barriers to participation;
- i. Conduct a formal review of the CUPE Ontario executive structure and its election processes to determine if it meets the needs of our diverse membership, using a fully inclusive and consultative process. Form a committee to conduct this review that includes the Executive Committee and a representative from the equity seeking and northern Ontario caucuses, to bring forth a proposal for restructuring to the next convention;
- j. Promote affiliation to CUPE Ontario, CUPE District Councils and to the Ontario Federation of Labour;
- k. Support the Trades Committee in their efforts to encourage locals to complete the CUPE On-Line Trades Survey; identify model bargaining language to share with sectors; establish a Trades area on the CUPE Ontario web site; work to ensure that all trades work being done in public institutions are being done by licensed trade workers; and supporting greater participation by CUPE trades members in OFL and CLC trades and apprenticeship activities;
- l. Work with the Young Workers Committee, District Councils, as well as all sector and Equality Committees to identify and develop effective mentorship opportunities for young members to help increase their participation in CUPE, with coalitions and in the broader labour movement;
- m. Actively engage our retirees as a source of wisdom and intergenerational history and to participate in CUPE Ontario's issue based campaigns;
- n. Better engage and support smaller locals, and provide a membership kit with clear information on the tools and resources available and how to access what they need; and
- o. Continue to work with injured workers groups to fight changes to WSIB claims criteria that make it harder to access benefits.

Winning is possible

Over the past year the union movement in Ontario has had some important victories:

- The Ontario government was forced to repeal Bill 115 and Premier McGuinty was forced to resign;
- The Ontario government was forced to back down on their plan to expand the effects of Bill 115 onto the rest of the public sector through the "Protecting Public Services Act";
- The Ontario government was forced to back down on their plans to restrict the arbitration process;
- The Ontario government was forced to back down on legislation that would have capped employer pension contributions;

- Despite massive pressure for across the board wage freezes, we were still able to bargain wage increases in some locals;
- The Liberals and Conservatives have lost all by-elections in ridings where unions have fought back against attacks to workers' rights; and
- Conservative Party leader Tim Hudak has been forced to rebrand his plans to gut unions in hopes that voters will think he's changed.

We continue to prove that if we come together, stand up for what's fair and reach out beyond our own locals we have the capacity to protect our communities, our jobs and our future.

Continuing to build strength from the base up

The ***Stand Up for Fairness project*** was conceived in response to the ever increasing political and legislative attacks on public services, union rights and collective bargaining. The aim is to increase the scale of member mobilization and build local power, by establishing ongoing, two-way, member-to-member conversations. Through this tool of member-to-member dialogue, information is shared, feedback received and relationships of trust are built.

In this way we will succeed in increasing the capacity of our locals and union and build a strong and powerful movement to effectively respond to the attacks on public services, good jobs and the quality of life in our communities.

CUPE Ontario will continue to move forward with the Stand Up for Fairness project.

We will:

- Continue to work with locals to identify, recruit and train communicators to build our capacity for direct, ongoing member-to-member conversations;
- Continue to increase member identification and build local power using member-to-member conversations;
- Continue to build a strong database of our membership to fully engage members and develop a broader base of activists to advance the mission of our union;
- Continue to use pledge card sign-ups as a tool to begin our member-to-member outreach plan and educate our members on why the work we do is so important;
- Refresh materials and look at adding new tools to ensure the project remains current and relevant to our locals' and members' needs;
- Place a greater emphasis on locals using ongoing member-to-member conversations to support bargaining and proactively prepare to fight back against threats like privatization and downloading;
- Emphasize the use of the Stand Up for Fairness approach as critical to raise member awareness of the importance of their participation in upcoming elections. And, make

sure all our members know the direct threat the Hudak and Conservative agenda poses to public services and workers' rights;

- h. Revise the communicator training course to provide concrete strategies and supports to address the needs of locals with numerous, geographically dispersed worksites, multi-employers, and high numbers of offsite workers;
- i. Use the Stand Up for Fairness method to build ongoing political action after the provincial election to change the political debate and expose the myth of the austerity agenda;
- j. Strive to ensure that 50 % of the courses offered at spring and fall schools teach member mobilization with the other 50 % focused on servicing; and
- k. Consider the possibility of shifting the Stand Up for Fairness campaign slogan to Fighting for fairness.

Equality – the foundation of all we do

Public services are the great equalizer: From community centres to schools, income supports to health care, libraries to snow removal – the work CUPE members perform every day make our communities fairer and more inclusive places to live.

For the majority of Canadians, the benefits they receive from public services equal at least half of their annual income. For those at the lower end of the income ladder the benefit is even greater.

Today, growing income inequality is the biggest threat to the future of our province. The result of a political agenda focused on replacing good jobs with part-time and precarious work and present levels of income inequality will only get worse unless we work together to turn things around.

While part-time and precarious work is becoming the new normal for more and more people in our communities, as well as within many CUPE bargaining units, those most affected tend to be people from equality-seeking communities. Current attacks on public services and bargaining rights make things worse.

Unions are the last line of defense against a political agenda only meant to benefit the elite few. If we are to succeed we must engage a broad movement built on respect, and human and equality rights.

CUPE Ontario will:

- a. Continue to educate all CUPE activists on the importance of human rights issues to building broad movement necessary to win against the growing attacks on working people and public services;
- b. Work with CUPE National to conduct research into the barriers to, and reasons behind the under representation of racialized, Aboriginal and other equity seeking workers in our union's activist base;

- c. Continue to support the Racial Justice Committee in their community outreach work through Carnival and work in coalition with other community and cultural groups to promote the importance of CUPE's fight for worker and human rights;
- d. Continue to mobilize members using the Stand Up for Fairness method of one-to-one conversations to increase attendance at the Human Rights, Racial Justice and Women's Conferences in order to build activism and knowledge on equality issues;
- e. Actively work to increase the membership within the Aboriginal Council and mobilize our members to stand in solidarity with Aboriginal peoples on issues such as missing and murdered Aboriginal women, safe drinking water, protection of traditional territories and the environment, and sovereignty;
- f. Continue to build on our success and work to broaden our participation in Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ) pride events across the province; celebrate World Pride by mobilizing a record turnout of CUPE members; and strengthen LGBTQ organizing against bullying;
- g. 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;
- h. Continue to 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 childcare, access to women's health resources and other women's issues;
- i. Encourage members at all levels of the organization and ensure all committee chairs participate in the anti-racism, anti-oppression training module to better help those chairing debate develop the skills necessary to address the impacts of hurtful and oppressive language; and
- j. Through the International Solidarity Committee identify international campaigns to build partnerships for global justice.

Defending services, good jobs and the future of our communities

The Health Care Sector will:

- a. Advocate for a public, not-for-profit home care system built on national standards, consistent with the principles of the Canada Health Act, that will provide for improved working conditions and guaranteed hours of work for home care workers and sufficient hours of care for patients;
- b. Support the campaigns of the Ontario Council of Hospital Unions/CUPE and the Ontario Health care Coalition:
 - Against cuts to beds, services and staff at Ontario's public hospitals;
 - Against the transfer of hospital procedures and surgeries to private clinics;

- Against public-partnership hospitals;
 - In workplace demonstrations for increased funding for Ontario's public hospitals and a halt to bed closures; and
 - To have Ontario's hospitals purchase food from local farmers and businesses and produce high quality and nutritious food, making sure all food is prepared on site.
- c. Campaign to secure in law, a four hour minimum standard of care for residents in Ontario long-term care facilities;
 - d. Build capacity for centralized and coordinated bargaining structures among long-term care locals to strengthen our bargaining power;
 - e. Actively lobby the Ontario government for a provincial pharmacare program;
 - f. Work within CUPE to address challenges faced by locals as a result of the length of time it takes for awards in the interest arbitration process;
 - g. Work with CUPE National to ensure that the Health Accord campaign continues into 2015 to make public health care a high profile issue in the next federal election;
 - h. Continue to fight against the PSW registry and expose it as a job pool of low paid workers for the private, for-profit sector;
 - i. Raise public awareness of the reality that Local Health Integration Networks (LHINs) are a redundant level of bureaucracy that are syphoning substantive resources out of direct health care services; and
 - j. Fight to improve access to health care for Aboriginal peoples, especially in the north.

The Municipal Sector will:

- a. Actively engage in the upcoming municipal elections to increase the number of mayors and councillors that understand the importance of public services and support our efforts to ensure they remain high-quality, public and not-for-profit;
- b. Continue to expand on the success of our Council Watch program to ensure elected councillors keep their commitments to supporting public services, identifying councillors who pose a threat to quality public services, and identify potential threats of cuts or privatization before it's too late to stop them;
- c. Promote the roles of all municipal workers in our communities and educate the public as to the importance of our work and contribution to our communities;
- d. Support our Library Locals in their proactive campaign to grow capacity within the sector and to promote the value libraries bring to every community;
- e. Lead an aggressive, pre-emptive campaign against all contracting out of municipal services and the proliferation of precarious and part-time work;
- f. Aggressively campaign against the development of new public-private partnerships for all municipal services;

- g. Find new ways to build our strength and capacity through bringing locals together to work on issues of common interest and exploring greater coordination in bargaining to leverage greater power; and
- h. Address the growing number of incidents of workplace violence in libraries.

The School Board Sector will:

- a. Mount a strong mobilization campaign to build member support and local capacity in advance of the upcoming round of bargaining;
- b. Continue to work together through bargaining to ensure greater consistency in collective agreements across the province;
- c. Campaign to standardize protocols and best practices across the province to deal with workplace violence as it pertains to Educational Assistants and other CUPE members affected by violence, bullying and harassment in schools and at off-site locations;
- d. Continue to campaign to stop contracting out and privatization of education services and fight against the elimination of jobs;
- e. Work at the community and political levels to expose the flaws in the government's austerity agenda to improve the bargaining climate;
- f. Actively engage in the upcoming provincial election to ensure that Tim Hudak and the Ontario Conservative Party do not get elected;
- g. Actively engage in the upcoming school board elections to increase the number of Trustees who understand the importance of our work and its necessity to our schools and families;
- h. Raise the profile of our work to ensure the public recognizes the critical importance of our work as distinct from teachers;
- i. Mobilize in the community with allies to stop school closures and defend community schools;
- j. Continue to 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;
- k. Continue to pursue the Charter Challenge against Bill 115 to ensure such legislation is never introduced again; and
- l. Work to ensure that CUPE members participate in all joint health and safety committees and fight any attempts to remove CUPE from such committees by whatever means necessary.

The Social Services Sector will:

- a. Develop coordinated province-wide political action to put pressure on the provincial government in the lead up to the Ontario budget to increase funding to social services;
- b. Identify ways to integrate the Stand Up for Fairness project into coordinated bargaining and political action campaigns;
- c. Coordinate with CUPE Ontario's equity-seeking committees to integrate an equality analysis and coordinated equality objectives into the campaign work;
- d. Continue to defend and advocate for union and workers' rights and services through local and coordinated provincial campaigns that engage CUPE members and allies in political action and which develop CUPE members as activists and leaders;
- e. 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; and
- f. Identify ways to develop and encourage Social Services Workers Coordinating Committee (SSWCC) members to become more active in the organizing work of the committee in between committee meetings.

The University Sector will:

- a. Build our strength and capacity through moving toward coordination in bargaining by working to achieve the common expiry date of 2016, along with common job security language, workload protection and benefit protection;
- b. Work local-by-local to gain support for our solidarity pact on coordinated bargaining;
- c. Engage in both the provincial and federal elections to build support for Bill C-265, Canada Post-Secondary Education Act that calls on the federal government to create transfer payments to the provincial governments that are specifically dedicated to post-secondary education with clear provisions for accountability.
- d. Engage in a lobby campaign at both the provincial and federal levels to build support for Bill C-265, Canada Post-Secondary Education Act that calls on the federal government to create transfer payments to the provincial governments that are specifically dedicated to post-secondary education with clear provisions for accountability.
- e. Work to achieve and maintain Defined Benefit Pensions for all university sector members;
- f. Work with locals to identify and fight-back against all campus specific privatization initiatives;
- g. Look for ways to build relationships with the Board of Governors to engage and influence their decisions around privatization;

- h. Lobby the provincial government to replace all individual acts of incorporation that govern the actions of each post-secondary institution, with one piece of legislation governing all post-secondary institutions that includes a provision to ensure the board of governors for each school includes a seat for both a worker and community member representing workers and students; and
- i. Fight the lack of transparency around university boards of governors through campaigns such as the Where's the Funding campaign.

June 14th, 2014

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