

# Action Plan - Final

CUPE Ontario Convention 2015



**SOLIDARITY**  
AGAINST AUSTERITY

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CONTRE L'AUSTÉRITÉ



# Action Plan 2015 – Final

## *Solidarity Against Austerity*

1. The past year has brought to light many devastating truths in Ontario after consecutive years of austerity measures being implemented by the provincial and federal government. One of the most alarming is that although CUPE Ontario, the Labour movement and everyday Ontarians won the battle against Tim Hudak's Progressive Conservatives gaining power in the last provincial election, our fight against austerity remains just as important as ever. In the first full year of Premier Wynne's Liberal government, we have seen a wolf in sheep's clothing, a faux liberal borrowing from Hudak's discarded playbook of white papers. Premier Wynne's core politics have betrayed her and austerity embodies her supposed "activist-centre government". CUPE Ontario, Locals and members must take on the majority Liberal government as we did Hudak and the Conservatives.
2. At its most simplistic, austerity is supposed to be about reducing government budget deficits. However, this language masks the true cost of austerity. Austerity is felt everywhere in CUPE and in our communities through attacks on workers, cuts to public services, dismantling of social infrastructure, and the systematic lowering of our expectations. Meanwhile, austerity has enabled corporations and Bay Street investors to privatize profits and socialize losses. It accelerates the race to the bottom.
3. This right wing ideology of austerity has captured our politics – it's a vicious ideology that puts profit over people. Market governments and their private-sector cronies have formed a tight-knit community of kingmakers, running the government like a profit-seeking company in which they are the controlling shareholders. These groups make bigger and riskier bets, leveraging their political connections to push any problems onto the government's balance sheet. Rather than stand up to these interests, this government has decided to place corporate problems on the backs of the broader public sector by slashing the services that Ontarians rely on and freezing the wages of those who provide these services.
4. Success against austerity is essential to creating a system so that it works for all Ontarians and not just the powerful elite who make the rules or those who can pay to change them. The effects of austerity are felt in distinct ways across our workplaces and communities, and have led to many fightback campaigns. At the same time, it is important to combine our efforts to defeat the austerity ideology and promote an alternative vision for an equitable and just society.
5. As part of our fight against austerity, CUPE Ontario will work with our members and all our allies to shift our political language to replace the use of "middle class" with "working class" to more appropriately identify ourselves.

## Rejecting Austerity

6. While many of today's political parties govern through the prism of austerity, the chorus of voices who have rejected it has now reached fever pitch. Academics, journalists and think tanks, of all stripes, have now come to understand what is patently obvious at the kitchen tables of all working class Ontarians – austerity is self-defeating. Austerity places the public sector in its cross hairs, even though public sector workers are a bellwether of success in the broader working class. As the International Monetary Fund (IMF) noted in March 2015:

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[W]e find strong evidence that lower unionization is associated with an increase in top income shares in advanced economies during the period 1980–2010. Historically, unions have played an important role in the introduction of fundamental social and labor rights. Conversely, the weakening of unions can lead to less redistribution and higher net income inequality.<sup>1</sup> – IMF, *Power from the People*

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7. The statistics bear this worry out - the unfortunate reality is, during the Liberal government's tenure real wages have gone down for all Ontarians. From 2006-2012 median employment income has gone down by -1.70%. This has been particularly hard felt by public sector workers. Since July 2012, the average annual negotiated wage increase across Ontario's provincial public sector has been 0.6% compared to Ontario's private sector which has seen growth of 2.0%. This is unsustainable and unfair.

## Corporatization of the Public Sector

8. While our economy has been stalled in a motionless recovery, we know the path forward is built on the restoration of wages and investment in public, social and physical infrastructure. A broader question remains as to how large the public sector should be and how it should be paid for.

### **CUPE Ontario will:**

9. Organize to stop the transfer of public dollars to private corporations through costly and disastrous privatization schemes including public-private partnerships.

## Public Investment that Pays for Itself

10. Politicians often talk about the trade-offs of doing one action over another – also known as the opportunity cost. While opportunity costs hold true in many circumstances (e.g. should you invest more in option A or option B), our current economic climate has created a rare

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<sup>1</sup> <https://www.imf.org/external/pubs/ft/fandd/2015/03/pdf/jaumotte.pdf>

opportunity for Ontario to have both option A and option B – the government can strengthen the economy and its balance sheet at the same time. In fact, even the IMF has provided an explanation on how this can happen:

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[I]n countries with infrastructure needs, the time is right for an infrastructure push: borrowing costs are low and demand is weak in advanced economies, and there are infrastructure bottlenecks in many emerging markets and developing economies. Debt-financed projects could have large output effects without increasing the debt-to-GDP ratio.<sup>2</sup> – IMF, World Economic Outlook 2014

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**CUPE Ontario will:**

11. Organize to defend good, stable jobs that provide income security and boost local economies.
12. Campaign against the growth of precarious labour which widens social inequality and creates increased pressure on underfunded social programs.
13. Support investment in vital public services through public borrowing to generate sustainable economic growth that supports the needs of communities and reduces government debt-to-GDP.
14. Continue to work with allies and central labour bodies to form a common front to bargain with the Wynne government, and coordinate our efforts such that we can withdraw our labour together.

## Hydro One – Short-sighted Sale of Income Generating Assets to Pay for Investments

15. While CUPE Ontario has long been calling for investment in the public sector, the Liberal government has unfortunately decided to go about this in the worst way imaginable – asset recycling. It is a new term that re-packages the discredited idea of privatization and puts it on a never-ending treadmill. In other words, asset recycling accelerates the transfer of publicly owned assets to private investors.
16. Specifically, in the 2014 budget the government established an expert panel to fabricate a rationale to sell provincial assets, including Hydro One. This panel's final recommendation said that the government should sell a 60% stake in Hydro One – one of the three largest revenue-

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<sup>2</sup> <http://www.imf.org/external/pubs/ft/weo/2014/02/pdf/c3.pdf>

generating assets the government owns. The intellectual gymnastics required to concoct this 'business case' read like a text book example of politically motivated decision-based fact making, instead of fact-based decision making. Of the estimated \$9 billion generated from this sale, \$4 billion would be allocated to infrastructure, which would equal 3% of the total proposed 10-year \$130 billion infrastructure plan the government has put forth. It is frightening to think of what else the government expects to sell to pay for the other 97% of their plan. This liquidation of our collective assets is equivalent to taking out a pay day loan – yes we will receive short term cash, but with dire long term consequence.

17. Interestingly, this current Liberal plan stands in stark contrast to what the Liberal party believed in 2002. Then, Liberal Minister of Education Liz Sandals believed that “students in rural and northern Ontario lose if the province privatizes[d] Hydro One” and “that the profits, which private investors will expect from Hydro One, will drive up the price of electricity”. The hypocrisy of a government now in power is astounding.
18. The people of Ontario are not fooled and this decision is facing wide spread opposition from all walks of life. CUPE Ontario has launched a campaign to fight hydro privatization in Ontario in response to the government’s plans to sell 60% of Hydro One as well as facilitate the further privatization of Local Distribution Companies (LDCs) as part of the budget bill – Bill 91.
19. Selling such a vital public asset would be an historic transfer of wealth from the public to private investors who will expect a high rate of return and could compromise service to increase their profit margins with disastrous results such as black-outs and brown-outs. It is also a short-sighted decision that would result in higher electricity rates, loss of public control to possible foreign ownership, and the loss of billions in revenue for future generations. Ontarians fought for public power over a 100 years ago and it is time for us to fight once again to re-establish public power, and fight for access to public electricity as a basic human need. For CUPE members, this means intensified austerity and a harder bargaining climate as growing electricity costs put further pressure on government budgets at the provincial and municipal level.

**CUPE Ontario will:**

20. Put political pressure on the Premier and the majority Liberal Government in Ontario to reverse their decision to sell Hydro One and further privatize local electrical utilities.
21. Continue our campaign to mount growing public opposition and broadcast our message, along with labour and community allies, against further privatization of our electricity system.
22. Engage CUPE members in lobbying MPPs, municipal councillors, and school board trustees, build internal strength to raise public awareness, and generate visible public opposition to hydro privatization through public meetings and demonstrations.
23. Support local control and decision-making for local electrical utilities to meet the needs of our communities and residents.
24. Continue to assert our vision for responsible ways of building and investing in public infrastructure, as well as strongly promote the social and economic value of public power.

## P3s – Zombie Ideas That Need To Die

25. The government’s preferred method of delivering this infrastructure will almost certainly be through an “Alternative Finance and Procurement” model. This doublespeak is known more commonly as “Public-Private-Partnerships” or P3s. It is remarkable that this government continues to profess an idolatry to the false god of P3s even after the most recent Auditor General annual report. The report berated the track record of these partnerships – noting that:

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[Costs] were estimated to be nearly \$8 billion higher under the Alternative Financing and Procurement (AFP) approach than they were estimated to have been if the projects had been delivered by the public sector.<sup>3</sup> – Auditor General of Ontario

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26. The government claims these projects were justified based on the idea of transferring risk to the private sector. However, the Auditor General found no evidence or empirical data of this transfer.
27. Unfortunately, when the government is not pushing for P3s, it pushes for equally terrible ideas such as asset recycling (i.e. privatization on a treadmill) or Social Impact Bonds (SIBs).

### **CUPE Ontario will:**

28. Support the organizing of a conference on anti-privatization and contracting-out that can enable different sectors to come together to strategize and mount coordinated actions.
29. Fight against all forms of privatization, new and old.
30. Let no privatization proceed without a response.

## Size of the Public Sector

31. These types of investments highlight a long standing disagreement between the left and the right on the size and growth of the public sector. There are those who believe the government has no role to play in addressing inequality and socio-economic growth. In contrast to a view that leaves socio-economic problems to charities and do-gooders, we believe in a strong public sector that is able to meet the needs of all people and invests in a society that equitably supports the collective good. Historically, these needs have been relegated to ‘goods’ that the private sector would not provide – national defense, disease control, etc. However, as our economy has changed, the public sector has successfully increased its involvement in other areas such as education, health care, and retirement. Undoubtedly the private sector could

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<sup>3</sup> [http://www.auditor.on.ca/en/news\\_en/14\\_newsreleases/2014news\\_3.05.pdf](http://www.auditor.on.ca/en/news_en/14_newsreleases/2014news_3.05.pdf)

provide these goods, however experience has shown that the public sector is a better and more equitable provider. Government involvement in these areas makes our lives more secure, more productive and fair.

32. Austerity has had far reaching effects in terms of cuts to services that are vital to our collective wellbeing.

**CUPE Ontario will:**

33. Continue to allocate resources through the Raise the Rates campaign budget to raise public awareness and build power on the ground province wide through strategic work with the Ontario Coalition Against Poverty and provincial partners across Ontario through the Raise the Rates campaign, and continue to build relationships of solidarity between service providers and service users so we can collectively raise social assistance rates to pre-Harris levels.
34. Advocate for the growth and long-term expansion of public services to respond to the needs of a knowledge-based economy.
35. Continue to support for an expanded universal, defined benefit public pension system so people can retire with dignity and security as our aging population and life expectancy both continue to rise.
36. Demand proper funding for investment in public healthcare that can support the needs of Ontarians.
37. Support public health care investment to address and prevent mental health issues and implement the recommendations of the Mental Health Working Group through the Health and Safety Committee.
38. Advocate for a National Pharmacare Plan.
39. Through the Raise the Rates campaign, continue to demand an increase in social assistance rates to support the most vulnerable residents of Ontario including low-income families with children, oppose workfare schemes, and work to restore the Community Start Up and Maintenance Benefit, the erosion of the special diet, the claw back of Basic Needs for children and the reduction of assistance by a thousand small cuts that are dismantling social assistance in Ontario.
40. Lobby the provincial government to impose limits of bloated salaries of public administrators.

## Labour Law Reform

41. Work with other unions and labour bodies to lobby the provincial government to institute labour law reform which includes anti-scab legislation, protections from temporary agencies, protecting card-based certification and the right to organize, as well as successor rights.



## Fair Taxation

42. A robust public sector requires that we pay for our needs through taxation. Unfortunately since 2009, the provincial government has cut corporate taxes, costing government coffers \$2.3 billion dollars each year. This substantial sum means that since 2009 \$13.8 billion dollars has not been spent on public investment that Ontarians demand. Investments in education, health, and infrastructure have all taken a back seat to corporate tax cuts. This adds to the already vast sum of \$650 billion of hoarded “dead money” famously articulated by the Bank of Canada. While corporate profits are at record highs, investments in the public good are noticeably absent, and more and more good paying jobs are being shipped overseas to cheaper wage markets due to corporate driven trade agreements such as TPP, CETA, NAFTA, etc.
43. While this government has recently raised income taxes for those making over \$150,000 a year, more will have to be raised from those who can afford it. The moral and economic case against growing inequality means that those who have done exceedingly well in this neo-liberal system will need to contribute to those who have not. There is additional capacity for this to occur as the IMF believes that:

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[S]cope seems to exist in many advanced economies to raise more revenue from the top of the income distribution (and in some cases meet a nontrivial share of adjustment needs), if so desired. In principle, taxes on wealth also offer significant revenue potential at relatively low efficiency costs.”<sup>4</sup>- IMF Fiscal Monitor Taxing Times.

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### **CUPE Ontario will:**

44. Advocate for fair, progressive taxation which closes tax shelters and enables stable revenue streams to invest in the public services Ontarians deserve.
45. Continue to demand that corporations pay their fair share in taxes and that the corporate tax rate be restored to 2009 levels of 14%.

## Federal Election

46. While the above issues and fights will play out provincially over the near and medium term, an equally important battle is on the horizon at the federal level. After nine long years, the opportunity to remove the Conservative government from power is in front of us. During the
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<sup>4</sup> <http://www.imf.org/external/pubs/ft/fm/2013/02/pdf/fm1302.pdf>

last federal election the Conservatives won 54.22% of the seats with only 39.62% of the votes, making this “one of the least legitimate majorities in Canadian history”<sup>5</sup> according to Fair Vote Canada.

47. Under the Conservatives watch we have seen unprecedented attacks on the working class while most are still reeling from the effects from emerging post-recession ‘recovery’. Social programs have been slashed, hurting the most vulnerable in society. Incredibly, this government has used Employment Insurance funds to balance their books, while those on the ‘friends and family Conservative discount’ have received billions in tax cuts to corporations, the wealthy, and other pocket lining schemes such as income splitting. Fear mongering has become part of the Conservative playbook, including the recent fear mongering Bill C51. Attacks on unions are no less ferocious with legislation such as C-377 and C-525 attempting to undermine labours’ ability to function.
48. The recent election in Alberta highlights that perseverance can produce positive results. After 43 years of right wing domination, a new light has appeared for Albertans. Similarly, the upcoming federal election provides us with an opportunity for change.
49. Over the next five months we must mobilize, train, and engage our members and fight for a government that puts people over profits. One that knows that public services are at the heart of a vibrant society and economy. One that wants to build up the working class instead of taking every opportunity to tear them down. One that understands that need for an expanded Canada Pension Plan (CPP) and returning the eligibility age of Old Age Security (OAS) back to 65. One that fights for a stronger minimum wage and universal childcare. One that actively defends a strong public healthcare system.

The time is now and we must act to secure our future.

**CUPE Ontario will:**

50. Continue to apply focused election campaign activities for maximum effect in promoting critical issues and electing worker friendly politicians and a government that understand the importance of public services.
51. Campaign against Stephen Harper and the Conservative party’s anti-worker agenda.
52. Campaign for the rights of temporary foreign workers.
53. Increase the scope of campaign training to build up the body of CUPE Ontario members with strong election campaign skills with the intent of increasing the political involvement of CUPE

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<sup>5</sup> <http://theyee.ca/Blogs/TheHook/Election-Central/2011/05/03/FairAnalysis/>

members at the riding association level of the 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.

54. Ensure that we defend federally regulated workers such as CUPE airline workers; demand a National Childcare Program, and advocate for adequate funding for Statistics Canada to ensure we have access to usable census data.
55. Continue to educate our members on the importance of getting involved in electoral politics including canvassing, supporting and voting for NDP MPs in Ontario, and highlight the direct impact of electoral success on our bargaining climate. Encourage locals to discuss affiliation to the NDP.
56. Ensure that a newly elected Federal NDP government would strongly and consistently represent the interests of the working class as well as protect workers' rights and 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.
57. Promote and support worker friendly candidates from equality seeking groups and communities and mobilize for a strong turnout from equality seekers.
58. Through the Women's Committee, organize women canvassers and support high turnout from women voters.
59. Ensure that electoral work is clearly linked to the issue-based campaigns undertaken at the direction of our members.
60. Continue to demand an end to colonial violence against Aboriginal people by recognizing the historical marginalization of indigenous communities and demand systemic change.
61. Continue to mobilize members after the federal election to keep the new government accountable and to create the political space for the government to implement legislation that benefits the working class, including the key priorities that we identify leading up to the election.
62. Promote and mobilize support for a federal electoral representation system (such as proportional representation) that is fairer and accurately reflects the will of the majority of the electorate.

## Building Our Capacities

63. A guiding principle behind all of our actions should include building working class capacities and an active membership base. We must beat back austerity and fight to create a society that is free of oppression and economic/political/social injustices. Historically, gains made by workers have come through militancy. A mobilized working class that challenges the power of the business class has led to our rights to join unions and collectively bargain. Our collective power has been behind the creation of the publically funded health care and education systems. In fact, all of the public services that benefit people have come through the power of workers' activism.

64. Last October delegates to an emergency CUPE Ontario leadership meeting committed to a plan that included mobilizing members in our communities to plan actions that would build support for a political agenda that benefits the entire working class.

**CUPE Ontario will:**

65. Implement the resolution passed at the emergency leadership meeting held in October 2014.

66. Continue to work with District Councils to develop and implement plans of action in their communities.

67. Help coordinate those activities to maximize their impact on a province-wide basis.

68. Work with District Councils and committees of CUPE Ontario to build alliances with other social movements and organizations of the working class to continue to build our capacity to fight against austerity, and fight for a more just society.

69. Create a plan with escalating action up to and including the call for a general strike in collaboration with the rest of the labour movement and community allies, and seize strategic political opportunities where militant disruption will have maximum impact in stopping the austerity agenda throughout our sectors including hydro privatization.

70. As part of building our capacity, evaluate membership engagement of all campaigns and encourage locals to provide data on the level of membership engagement in order to measure our success.

71. Build further capacity by adding member education and political action components at CUPE Ontario conventions.

72. Call on CUPE National to support organizing unrepresented precarious workers, including wall-to-wall organizing in existing CUPE workplaces and education around the emerging union-busting trend of “Right to Work” Legislation in the United States.

73. Work with CUPE locals and District Councils to develop and engage Retiree Councils and continue to mobilize retirees

74. Explore new ways of coordinating bargaining (such as the Quebec model of “common front” bargaining to take on negotiating with the Kathleen Wynne government.

75. Continue to be vigilant in regards to any attempt to introduce anti-worker legislation such as “Right to Work.”

76. CUPE Ontario’s Restructuring Committee will continue its work to evaluate the language used in our constitution around the Executive Board composition including Table Officers and Executive Committee, to ensure consistency with the results of the restructuring report at convention 2015.

## Stand Up For Fairness

77. The Stand up for fairness project has had a significant impact on the work of CUPE Ontario and was an instrumental part of our provincial election success in stopping Hudak. The project will

carry on with the work of building power through increased member engagement and building local capacity so that we can more effectively respond to attacks on public services and advocate for good jobs.

**CUPE Ontario will:**

78. Continue to develop the Stand up for Fairness method as a tool to organize and activate members.
79. Continue to work with locals, sectors and committees to identify, recruit and train communicators to build our capacity for direct, member to member conversations.
80. Continue to refresh materials with an emphasis in 2015 on the political ramifications of the federal election and the increased privatization threats (Hydro) emanating from the provincial government.
81. Continue to promote the Fairness organizing method as a tool for locals to undertake bargaining mobilization.
82. Continue to build a strong database so we can better coordinate and communicate at a province wide level.
83. Continue to explore new ways of engaging members by broadening our outreach methods and launch a CUPE Ontario smartphone app for campaign support.
84. Develop strategies to engage precariously employed CUPE members and members who do not have regular hours or a regular work location.

## Equality

**CUPE Ontario will:**

85. Continue to highlight the disproportionate effects of the austerity agenda, cuts to public services, the attack on workers' rights and wages, growing income inequality and the degradation of our environment on equality seekers, particularly those with intersecting equality issues.
86. Work with all levels of our union to continue to raise the profile of equality issues within the workplace and our communities, improve the representation of equality seeking workers and remove barriers to union participation.
87. Support the integration of an equality lens in CUPE's federal election mobilizing, and working to encourage strong voter turnout from equality-seeking communities.
88. 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.

89. Continue to support the Racial Justice Committee in their community outreach work through Carnival, and other such events, as well as work in coalition with other community and cultural groups to promote the importance of CUPE's fight for worker and human rights.
90. Work with allies to ensure we can address and prevent sexual violence in our workplaces and unions.
91. Continue to build on our efforts to broaden CUPE members' participation in Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ) Pride events across the province and highlight the labour movement's role in fighting for LGBTQ rights.
92. Support the call for a public inquiry for missing and murdered Aboriginal women, girls and trans people through the leadership of the Aboriginal Council, Women's Committee and in collaboration with community allies like No More Silence.
93. Campaign through the Workers with Disabilities Committee to distribute resource binders on the Accessibility for Ontarians with Disabilities Act (AODA) and lobby for improvements to the Ontario Disability Support Program.
94. Continue to campaign against ongoing gender inequality, under the leadership of the Women's Committee, with our labour and community allies, to fight for pay equity, public universal childcare, access to women's health resources and other women's issues.
95. Continue to campaign against the gender pay gap which further marginalizes Aboriginal women, women of colour, women with disabilities, LGBTQ women and women experiencing intersecting oppression.
96. Continue to address precarious working conditions that disproportionately affect workers of colour by actively supporting the 15 and Fairness provincial campaign to raise the minimum wage and improve employment standards.
97. Through the International Solidarity Committee and Racial Justice Committee, continue to work with Migrant Workers Alliance for Change and other allies to end arbitrary limits on migrant workers such as the 4 and 4 rule and demand full status to live and work in Canada.
98. As part of our international solidarity work, support the international working class by maintaining an anti-war stance and continuing to oppose the military occupation of Palestine as is consistent with our policy.
99. Through the Racial Justice Committee CUPE Ontario will support the "Black Lives Matter" movement.
100. Through the Racial Justice Committee demand an end to all forms of racial profiling such as police carding and unreasonable search, as well as encourage CUPE locals, District Councils, sectors and equality committees of CUPE Ontario to ally with community coalitions, networks and groups fighting attacks on racialized people.

101. Through the Young Workers Committee encourage locals to send at least one young worker to CUPE Ontario's and CUPE National's conventions to support the growth of young workers activism.
102. Support the organizing of a young workers' conference, encourage locals to facilitate attendance from young workers and provide member book-off support to maximize turnout and planning the conference with CUPE Ontario staff.
103. Support and resource sex workers' struggle for human and labour rights, condemn the criminalization of sex workers, support their labour organizations and harm reduction programs and support legal sex workers in accessing their labour rights.
104. Boycott the 2015 Pan-Am Games to oppose the redirection of already limited public resources to support the games and stand in solidarity with our LGBTQ brothers and sisters who have leaders that oppress LGBTQ people in their countries.
105. Develop a list of alternative strike duties that extend beyond ablest expectations around picket duty for locals to have as a resource in their strike planning with CUPE National.
106. Continue to encourage CUPE National to strengthen employment equity and representation of our diverse membership including aboriginal workers in our staff complement.

## Health Care

### **CUPE Ontario will:**

107. Through the Ontario Council of Hospital Unions (OCHU) and the Health Care Workers' Coordinating Committee (HCWCC), CUPE Ontario will continue to demand that all levels of government support accessible and properly funded public health care for all, as well as call for the renewal of the Health Accord Support the HCWCC and the Ontario Municipal Employees Coordinating Committee (OMECC) in organizing a full day forum to bring together frontline public health workers around issues that affect them.
108. Commit resources to mount a comprehensive campaign to address the escalating violence in long term care homes.

## Hospitals

### **CUPE Ontario will:**

109. Support the campaigns, in the communities and provincially, to fight cutbacks and privatization of hospital clinical and support services, organized by OCHU.
110. Support the OCHU campaign to demand the Ontario government increase funding for Ontario hospitals.
111. Support the OCHU campaign to end gender inequality in wages in the hospital sector.
112. Strongly encourage activists to attend the rally for adequate funding of healthcare services in Haliburton on June 5.

## Long Term Care

### **CUPE Ontario will:**

113. Build on the Time to Care campaign to get a minimum standard of care of four hours based on acuity levels as the law in Ontario and work to get a “Time to Care Bill” passed by the provincial government.
114. Continue to offer skills-building mobilization training to activate members across the province to take action and build broader public support for the campaign.
115. Continue to lobby MPPs to support the “Time to Care Bill” through meetings and local actions involving residents, family members and community organizations.
116. Organize a week of action across the province to coincide with Senior’s Month starting June 7 to build on-the-ground support for the campaign in various communities.
117. Build and mobilize for a coordinated provincial day of action on October 1 involving members and allies, coinciding with International Older Person’s Day.

## Home Care

### **CUPE Ontario will:**

118. Continue to raise awareness of funding shortfalls to Community Care Access Centres (CCACs) and cuts to home care by generating media that profiles the personal stories of the growing number of Ontario residents unable to access the care they need.
119. Continue to monitor and oppose cuts and growing privatization of home care that would threaten existing public providers as well as divert more work away from CCACs, the last island of public home care and reasonable working conditions.
120. Build on our success in raising the personal support worker wage by \$4.50, and push back against the subsequent reduction in work hours.

## Municipal

### **CUPE Ontario will:**

121. Engage municipal locals in the fight against the privatization of Hydro One and Local Distribution Companies and lobby municipalities to call on the province to keep Hydro One and local utilities public.
122. Support CUPE municipal locals’ efforts to oppose the privatization of municipal services, including the privatization of Toronto’s solid waste collection which could accelerate the privatization trend across the province.
123. Strengthen the Ontario Municipal Employees’ Coordinating Committee’s (OMECC) area-level presence through area meetings and develop area networks to set in place the conditions necessary to begin coordinated bargaining, in order to respond to the various attacks from municipal employers.



124. Through OMECC's area representatives, support local Council Watch efforts and establish relationships with municipal councillors elected in 2014.
125. Continue to support the library workers' campaign to grow capacity within the sub-sector and highlight the value of libraries in Ontario's communities.
126. Through the CUPE Ambulance Committee of Ontario (CACO), lobby MPPs to help pass Bill 2, an act that amends the Workplace Safety and Insurance Act, eliminating barriers that prevent paramedics and other first-responders with post-traumatic stress disorder from receiving benefits.
127. Support CACO's efforts to develop membership capacity, positively profile paramedic services and publicly establish paramedics as the most appropriate emergency medical responders.

## School Board

### **CUPE Ontario will:**

128. Raise community awareness of the critical importance of the work our members do and build community allies in order to build support for bargaining.
129. Engage with community allies to fight school closures.
130. Continue to work with community allies who support the concept of schools being community hubs.
131. Expose flaws in the funding formula and lobby with allies for a full and public review of the funding of education.
132. Aggressively fight any attempt to contract out our members' work.
133. Ensure the government prioritizes the work of our members in funding and budget planning.
134. Coordinate membership activities to maximize the effect of our efforts and mobilize members to engage in locally planned activities.
135. Continue to lobby CUPE National for sustained funding for Provincial Bargaining.
136. Continue to make the issue of Violence in the Workplace an issue that is visible with the objective of eliminating it.
137. Lobby the federal government to fix Employment Insurance for school board workers.

## Social Services

### **CUPE Ontario will:**

138. Develop sectoral and cross-sectoral political action to pressure the government to increase funding to social services, including childcare.
139. Strengthen networks with locals and members through strategic and coordinated outreach to fight against cuts to programs and services.

140. Coordinate with CUPE Ontario Equality Committees to build capacity in equality work and work with the Equal Pay Coalition to close the gender pay gap.
141. Continue to develop member capacity and resource coordinated provincial campaigns on important public services such as childcare.
142. Continue to pressure the provincial government to fix or replace the Social Assistance Management System (SAMS) and the roll out of Child Protection Information Network (CPIN) in child welfare – both programs that are failing recipients and injuring workers.

## University

### **CUPE Ontario will:**

143. Mount a comprehensive campaign and develop a sector wide strategy for coordinated bargaining in 2016. Bargaining demands include 2019 common expiry date, job security, workload protection and fair compensation.
144. Develop a comprehensive government strategy that demands the provincial government provide adequate, reliable and predictable public funding to universities. This must ensure that the funding formula for Ontario universities supports good jobs and high quality public education for all students across the province.
145. Aggressively lobby the provincial government to replace individual Acts to incorporate that govern postsecondary institutions, with one piece of legislation governing all postsecondary institutions. This Acts must include provisions to ensure the boards of governors at each institution have seats for workers and community members.
146. Mobilize to make access to Postsecondary Education a federal election issue, demanding the creation of a Postsecondary Education Act that calls on federal government to provide transfer payments to the provincial governments that are specifically dedicated to postsecondary education with clear provisions for accountability.
147. Continue the province wide tour of WTF – Where’s the Funding which exposes the lack of transparency about the use of public funding, investigates and maps the privatization happening on our campuses and is a tool for the locals to use in bargaining.
148. Create and implement a campaign for sessional/contract faculty that exposes the precariousness of their work and offers solutions and strategies to the government and at the bargaining table.
149. Engage Food Services Workers to develop a campaign “Feeding bodies and Minds” that addresses the challenges faced by these workers in our sector.

150. Work in coalition with the Canadian Federation of Students on a campaign for International Students that addresses the outrageous tuition fees and the cost of private health care that they face.
151. Provide leadership on obtaining a sector wide defined benefit pension plan that would be accessible to all workers, including sessionals, contract faculty, part-timers and casuals.
152. Enhance our coalition work with the Canadian Federation of Students (CFS) and the Ontario Confederation of University Faculty Associations (OCUFA).
153. Engage with postsecondary workers through the National Postsecondary Task Force to promote the need of a Postsecondary Act in this country and develop an awareness campaign promoting the value of postsecondary education and that it is a social good that must be accessible to all.
154. Support public tuition-free post-secondary education in Canada, enable worker and student control of university boards of governors, impose limits on university administrators' already-bloated salaries, and work with the ONDP to help campaign for these changes.

