



**WE ARE THE SOLUTION**

***CUPE Ontario***  
***May 2009 Convention***  
***ACTION PLAN***

**2008 Report Card**

## DRAFT ACTION PLAN 2009

### **INTRODUCTION**

In this spiralling economic crisis, CUPE Ontario and our sector committees will work with locals to coordinate bargaining and to implement the Action Plan that emerged from the Coordinated Bargaining Conference. We will force the Government of Ontario to “invest in people” because we know that we – the people of Ontario – are the solution. Timely investment in publicly-funded social infrastructure – child care, health care, education, municipal and social services – creates strong communities and stimulates the economy. It is no coincidence that CUPE members provide all these services. Invest in us and see Ontario become a better place for us all to live and work! The real solution to Ontario’s woes lies in the economic and social security of all Ontarians, not in bailing out corporations and banks. As a first step, CUPE Ontario will hold a multi-sector conference open to the membership in 2010 to enable sectors and locals to participate in furthering the goal of coordinated bargaining. This multi-sector conference will also be our chance to coordinate our efforts in advance of the 2011 Provincial Election when we will also continue our support for proportional representation.

The format for the Action Plan is different this year: we begin with the five broad and key directions for the economic and social recovery of Ontario. This is followed by detailed information on sector-specific initiatives and campaigns that will also come up for debate and discussion.

What follows are CUPE Ontario’s Five Key Directions for Economic and Social Recovery:

- 1. Resist Attacks on Public Services and Fight Privatization through Campaigns and Collective Bargaining**
- 2. Revitalize Income Security and Anti-Poverty Measures**
- 3. Defend Human Rights Locally and Internationally**
- 4. Build an Economically and Socially Sustainable Future for All**
- 5. Increase Capacity within CUPE**

## **1. Resist Attacks on Public Services and Fight Privatization through Campaigns and Collective Bargaining**

Tory Leadership front-runner Tim Hudak talks about renegotiating collective agreements and freezing public sector wages. The Liberals are not talking about how they are planning to recover the \$18 billion in deficit spending that they have announced, but we know that “rationalization” will come to us in the next two years. We cannot afford to see this economic crisis as merely a private sector recession: manufacturing jobs in Ontario are union jobs with good salaries and benefits. When they are lost, Ontario suffers. *We* suffer because private sector salaries generate the taxes that pay for public sector jobs. We are dependent upon each other. CUPE members see the pain of job losses in neighbourhoods and communities; CUPE members who provide front line services to the public every day see the consequences of this recession in the increased need for their services.

This attack on workers’ hard-won collective agreements will come to the public sector: our next rounds of bargaining will be harder because employers will use the weakness of the economy to attack workers everywhere. The strikes in Windsor illustrate this: that Mayor is using Windsor’s economic meltdown to go after benefits CUPE members won’t be able to access for the next 30 years! The message to public sector workers is that we should be grateful to have a job when so many are unemployed. We cannot and will not accept this.

Now is the time for us to challenge the push by governments and corporations to privatize, contract out, restructure and downsize public services in all CUPE sectors. We will do this by developing province-wide campaigns to protect public services, by using sector research strategically to develop policy positions that protect the public provision of services and by lobbying governments to keep services public and by enhancing our government relations capacity.

We need to start fighting back against this attack on public services: the working people of Ontario did not create this recession. We will work with CUPE National to fully support the National Executive Board’s adopted plan to fight concessions and defend free collective bargaining. Concession bargaining is not a strategy that CUPE members can accept. We do not aspire to the lowest common denominator: we will not accept a future where all jobs are precarious, all wages are low and all collective agreements can be opened at any time to bail out irresponsible employers at the behest of right-wing politicians. CUPE Ontario members will fight for a future where our collective agreements will have raised the bar for all workers on job security, wages, and pensions and benefits.

## **2. Revitalize Income Security and Anti-Poverty Measures**

The Ontario Association of Food Banks estimates that “an additional 474, 368 Ontarians will be driven into poverty in the next two years.” Some of these will be CUPE members who will see their jobs threatened and their hours cut; others will be people who desperately need the services provided by CUPE members. One-in-six children in Ontario live in poverty – and at least one-third of them have working parents. Poverty rates for children in Aboriginal, racialized, new immigrant and single mother-led families are at least double this rate. Food bank usage has gone up 13 per cent in the past year, with the fastest growth in communities such as Kenora and Windsor, which have been devastated by industrial sector job losses.

Work has become increasingly precarious for CUPE members, and indeed, for all workers in Ontario as good-paying, full-time union jobs are lost and are replaced by poorly paid, casual and non-union work which means that Ontario is seeing an increase in the number of the working poor. CUPE Ontario members recognize that, while poverty is tragic for the individuals who face it, it is a disaster for communities and for Ontario. CUPE Ontario will work with CUPE National and the Organizing Branch specifically to push back by organizing workplaces. Union organization, historically, has resulted in healthy and sustainable economies, which benefit both those organized and their communities. In a time of economic uncertainty, union organization is the most meaningful income security and anti-poverty measure that can be offered.

Income transfers – funds that go to raising minimum wages to “living wage standards” for all workers, to ensuring that all workers have equal access to services, for shoring up social assistance rates, for topping up underfunded pension plans, and to stabilize commitments for social programs that support low-income Ontarians – these are both good social policy and sound economic policy. In a recession, this is particularly important because it means that money is being transferred to people who have no choice but to spend it in their local communities. We support the Canadian Labour Congress’ Employment Insurance (EI) Campaign. It is not acceptable that only 44 per cent of Canada’s unemployed qualify for EI benefits. It is not acceptable that there are different qualifying rules nor is it fair that the average Ontario EI claim is \$4,600 less than similar claims elsewhere in Canada. This will help stabilize local economies that have been hit hard by the recession. This will protect public services and CUPE jobs.

CUPE Ontario will continue to partner with community and labour movement allies and their campaigns such as the Ontario Federation of Labour’s Drive 2 Work Caravan. We will work with social justice organizations to force the government to invest in income security and anti-poverty measures as part of its commitment to stimulate the economy and to help individuals and communities recover.

### **3. *Defend Human Rights Locally and Internationally***

In everything CUPE Ontario does, the principle of equality will be at the front and centre of our efforts. Worker's rights are human rights, as are the rights of equality-seeking groups, and CUPE Ontario will defend human rights vigorously. CUPE members from Aboriginal and racialized communities, young workers, workers with disabilities, lesbian, gay, bisexual and transgender (LGBT) workers, women and other equality-seeking groups are often hit first and hardest in times of economic crisis. Their jobs are the most precarious, their wages are the lowest and their access to pensions and benefits is often non-existent. CUPE Ontario will work with sector committees and locals to change this reality.

Workers over 65 are being discriminated against on the basis of their age because employers do not want to pay Workplace Safety and Insurance Board (WSIB) premiums for them; workers with disabilities are being discriminated against because employers are unwilling to make the accommodations necessary for them; women are finding that jobs evaporate while they are on maternity leave; Aboriginal and racialized workers are facing increasing hostility and discrimination based on race and colour; young workers are finding it harder to enter into the full-time workforce; and even with hard-won legal rights, many of our LGBT members face workplace violence, harassment and discrimination, sometimes even from other members. Such discrimination is wrong and it is short-sighted because it means that we do not benefit from the experiences and insights of these members. Our Equality Statement reminds us that, to be truly successful as a labour union, we must all work against the prejudices that divide us as workers. CUPE Ontario will work to ensure the social and economic equality of all. Equality-seeking group rights and protections cannot only be left to legislative change – they must be bargained and fought for in each local to prevent their erosion through legislative change and to work towards strengthening them at the legislative level.

It is through CUPE's work with international partners such as UNISON, Britain's biggest public sector trade union, that we have been able to oppose public-private partnerships (P3s) so consistently. CUPE Ontario's International Solidarity work makes the connections between the lives and working conditions of people in other parts of the world: in this age of free trade, deregulation and globalization, we are all fighting for the same human dignity. CUPE Ontario's commitment to defending the rights of all workers – locally and internationally – means that we will continue our local struggles through bargaining, collective action, public and political campaigns. We will work with our National Union to take up nation-wide political and legal campaigns on these issues because we understand that human rights are not rights that stop at provincial, or even national, borders.

#### **4. Build an Economically and Socially Sustainable Future for All**

While CUPE members did not cause this recession, we will take this opportunity to work with progressive economists, labour and community allies and the New Democratic Party (NDP) to come up with a sustainable way forward for Ontario. The collapse of capitalism, as we know it, has made one thing crystal clear: the market cannot – and will not – regulate itself. As much as this is a moment of crisis, it is also a moment of great opportunity. Now that the right-wing ideologies of deregulation and free trade, paired with privatization and globalization, have demonstrated what havoc they can cause, it is up to the progressive coalitions of the left to champion alternative strategies for us *all*.

CUPE Ontario will work toward creating a sustainable growth plan that creates jobs and ensures public investment. We will take action to combat the risk of wage deflation and reverse decades of increasing inequality for Ontario residents who have not been privileged. This is the time for far-reaching action on climate change: we need to build sustainable communities that offer greener, more inclusive solutions for economic recovery. As much as the collapse of the auto industries is a disaster, it is also an opportunity to renew our industrial sector by focusing on the creation of new green jobs. Protecting the environment can be an effective way to produce economic growth, promote job creation in the public sector, and even reduce poverty.

Now is also the time for a new international regulatory framework to regulate the global economy, especially large banks and corporations. The solution to this financial crisis is to not further increase tax cuts for large corporations. Now, more than ever, it is important for Ontario and for every city and every town and every municipality, to build and bolster public services – the work that CUPE members do is more important than ever before because more people than ever before are relying upon our work for their survival. CUPE Ontario will work with Aboriginal activists, as well as CUPE and community activists, on issues of environmental and social sustainability in their local communities.

## **5. Increase Capacity within CUPE**

We need a multi-pronged approach to building capacity among CUPE members and locals. This means providing them with the skills and tools they require to lead us through the challenges of the faltering economy. We also need to maximize the capacity of CUPE Ontario's leadership and governing bodies as well as strengthening relations within the union, for we all know CUPE works best when we work together.

### ***Building Capacity in CUPE Locals***

Locals operate at different levels and a review is necessary to determine what level of support locals require in order to assist with their capacity-building. This support could come in the form of education, political action training, campaign development, media skills or the provision of other necessary resources. Our locals must have the capacity to support each other in these difficult times and be able to respond effectively to attacks on our collective agreements.

We must reaffirm our commitment to keeping public services public and to saying no to concessions by establishing solidarity pacts between local unions. We must fortify our long-term associations with coalition partners and community groups. We need to engage in more common front approaches with other labour unions in order to mount effective challenges to the attacks on the public sector and on public sector workers.

### ***Building the Capacity of CUPE Ontario Leaders and the Organization***

Investing in CUPE Ontario leaders and activists, specifically the activists of tomorrow, is the necessary step to building the next generation of union leaders and strengthening CUPE.

CUPE Ontario's Executive Board should establish a more inclusive and consensual process for decision-making. A committee of CUPE Ontario's Executive Board members shall review CUPE Ontario's structure and make recommendations on how to build capacity throughout our various structures and use our resources in the most effective way possible. The committee shall make recommendations to the Executive Board and report back to the next Convention.

It is critical for CUPE Ontario to sustain a working relationship with the Ontario Regional Office and CUPE National. We will continue the work that has begun to ensure ongoing communication and relations with the administrative function of the union because our members are best served when everyone is working together.

## Putting Equality Front and Centre in our Union

CUPE Ontario will continue working to bring equality to all levels of our union, i.e. on our committees, within our leadership and in our political action work – both in CUPE Ontario and CUPE National – through the following measures:

- Continue to work with CUPE National to achieve open and transparent hiring practices and an Employment Equity plan for the union
- Lead by example and establish and implement an Employment Equity hiring policy within CUPE Ontario Re-energize every sector's commitment to bargain for concrete Employment Equity language in their collective agreements. Identify other language relevant to Employment Equity principles, e.g. child care, over 65 benefits
- Undertake discussion with the Ontario Federation of Labour (OFL) and other allies to develop a campaign on attaining Employment Equity legislation, bargaining Employment Equity plans into collective agreements and the removal of barriers to the entrance of equity-seekers into the building and other skilled trades
- Pay Equity continues to be a major concern across all sectors. CUPE Ontario will continue campaigning with CUPE National and the Equal Pay Coalition to force the government to meet its legal and moral obligations on this front
- Develop and launch a campaign with the Women's Committee to raise awareness about the history and context of the December 6 Montreal massacre and the ongoing world-wide problem of violence against women
- Support the work of CUPE Ontario's Aboriginal Council in developing a strategy to negotiate Representative Partnership Agreements (RPAs) with the government to ensure equal employment opportunities for Aboriginal workers
- Work to broaden our participation in lesbian, gay, bisexual and transgender (LGBT) Pride events across the province and to strengthen LGBT organizing in our workplaces
- Continue to support the work of LBGT community partners such as Equality for Gays and Lesbians Everywhere (EGALE) Canada and the Trans Human Rights Campaign
- Support the development of a screen and checklist to monitor the implementation of the Vancouver Declaration
- Continue support for and participation in the Colour of Poverty Campaign
- Continue to build on the accessibility checklist for use by convention and conference organizers, including ongoing on-site inspections and reports of event facilities (in the form of a Disability Resource Guide)
- With the CUPE Ontario Young Workers Committee, work to achieve an internal Internship Program and expanded apprenticeship and training opportunities for CUPE young workers in Ontario



- Work with the Human Rights Committee to develop a broad campaign to provide employment, apprenticeship and/or internship opportunities for young workers in workplaces where CUPE is present so as to give working class youth, especially equity-seekers, a chance to break through systemic employment barriers
- Work with activists, locals, and the Injured Workers and Workers with Disabilities Committees to amend the Workplace Safety and Insurance Act to provide coverage for all workers and to restore public delivery of all Workplace Safety and Insurance Board (WSIB) programs
- Work with CUPE National to undertake a legal challenge over the discrimination being faced by workers over 65 whose employers refuse to pay their benefit premiums or external benefit coverage
- Continue to support Human Rights and Women’s Conferences in order to build activism and knowledge among membership on Equality issues
- Continue to support the work of our International Solidarity Committee on a variety of struggles such as No One is Illegal, finding peaceful solutions to issues in war-torn countries and the clarion call for ethical/moral business/government partnerships, practices and investments at home and abroad
- Through our International Solidarity Committee, continue with a variety of membership education initiatives and solidarity actions with workers worldwide
- Continue to work with CUPE National’s Organizing Branch to develop successful organizing strategies for racialized, Aboriginal, women and new-immigrant workers
- With other labour allies, begin a lobby to institute mandatory Employment Equity plans as a condition for the issuing of infrastructure project funding
- Continue our efforts from the Agenda for Change and work to achieve a pension plan for all CUPE members

## **SUPPORTING OUR SECTORS**

### **Health Care:**

#### ***Political Action***

- Intensify the province-wide political action campaign to win 3.5 hours of hands-on care per resident per day that is enforceable through regulation
- Demand government accountability on misspending of nursing and personal care dollars in Long-Term Care Homes
- Vigorously campaign with the Ontario Council of Hospital Unions (OCHU) and with the Ontario Health Coalition (OHC) to force the Ontario Liberal government to protect local hospital services
- Campaign to stop the erosion of emergency medical services through the diversion of paramedical resources to firefighting services

- Continue to oppose any health care privatization, price-based funding, the removal of non-acute care services from hospitals and regional restructuring through the Local Health Integration Networks (LHINs) – or other measures – that result in services being moved out of communities, cuts to programs, and job loss by organizing and mobilizing the community
- Build on the work underway with community and labour groups to stop competitive bidding in home care and build a public, not-for-profit system
- Continue to work with community coalitions like the OHC and labour allies to keep health care public, fight public-private partnership (P3) hospitals, and stop the expansion of market competition

### ***Bargaining Action***

- Call on all parts of CUPE to work together to develop a transparent, membership-driven, multi-year plan to support the coordination of bargaining in the long-term care sector that includes:
  - o A special one-day meeting of Long-Term Care Homes to discuss coordinated bargaining and the priorities for the sector
  - o Develop a communication strategy so that all locals understand the goals and priorities for bargaining
  - o Find ways to offer special assistance to locals bargaining first collective agreements
  - o A province-wide public campaign strategy to support the goals identified as part of bargaining coordination
  - o Exploring models to centralize bargaining in the sector

### ***Organizing Action***

- Work within the Health Care Sector and in cooperation with CUPE National to develop wall-to-wall organizing plans and capacity in all CUPE health care workplaces
- Work with CUPE National to finalize and operationalize – through a 2009-2010 pilot project – a new provincial organizing strategy for home care workers and personal support workers (PSWs)

### **School Boards:**

#### ***Political/Bargaining Action***

CUPE Ontario and the Ontario School Board Coordinating Committee (OSBCC) will continue to meld political and collective agreement bargaining. We will do this by utilizing the provincial framework agreement negotiated in 2008 and the ensuing school board support worker task

forces and advisory groups such as the Support Staff Workers Advisory Group (SWAG) as the basis to develop sector-wide strategies leading into the Provincial Discussion Table (PDT) negotiations in 2011.

Key areas of focus include:

- Developing a model for central bargaining in the sector
- Lobbying the province to:
  - o Resource and enact a task force to look at standardizing job descriptions for all maintenance and trades workers in the School Board Sector
  - o Establish provincial wage rates to the industry standards identified in the private sector for school board trades staff
  - o Create opportunities for training and apprenticeships – with full pay and benefits – for CUPE School Board Sector trades members
  - o Call on CUPE National to undertake a review of the current long-term disability plans throughout the province to allow the OSBCC to investigate the development of a provincial template
- Lobby the Ontario Provincial government to be included as an equal partner in the planning and allocating of Labour Market Agreement (LMA) funds for workplace literacy programs

***Organizing Action:***

- CUPE Ontario and the OSBCC will work with the CUPE National Organizing Branch to develop a multi-year plan to organize all Early Childhood Educators (ECEs) working in school boards across the province

**Social Services:**

***Political Actions:***

The economic recession means more Ontario families and individuals need support from social service agencies such as housing, meal programs, job training, programs for children, youth, families and seniors.

CUPE Ontario, working with the Social Service Workers Coordinating Committee (SSWCC), will develop a province-wide campaign to highlight the importance of social services during the economic downturn that includes:

- Building a community social services public awareness campaign that will put pressure on all three levels of government to recognize and adequately fund the sector in order to address long-standing funding challenges

- Lobbying the provincial government for adequate funding to Children’s Aid Societies (CASs) to ensure that there are adequate services to meet the needs of the community
- We will work with CUPE National to:
  - o Build the developmental service campaign “We Make It Possible”
  - o Work in coalitions to fight for universal, not-for-profit, accessible, child care through campaigns such as “It’s Time for Public Child Care”; “Jump UP For Public Child Care” and “Stop the Cuts to Child Care”
  - o Develop a campaign to address the crisis within the Children’s Mental Health delivery system due to years of government neglect
  - o Fight to enhance funding and improve funding practices for community agencies
  - o Fight for positive reform of Benefits and Social Assistance legislation and delivery
  - o Support and advocate for the necessary resources for legal representation and for local leadership representation at the upcoming Coroner’s Inquest, in effect, representing all its members in the Social Service Sector
  - o Support the need for research, development and presentation of recommendations for positive systemic change(s) to prevent further such tragedies in the future

***Bargaining Actions:***

- Continue to develop Provincial bargaining coordination strategies in the Association for Community Living (ACL) and CAS Sectors and explore models for central bargaining
- Develop a Pilot Project Coordinated Bargaining Campaign in the community-based social services

Further develop a coordinated strategy for all workers to secure a pension plan and benefits

***Organizing Actions:***

- Work closely with the Ontario Coalition for Better Child Care (OCBCC) and other trade unions in Ontario that represent child care workers to devise organizing and bargaining strategies in the sector
- Continue to work closely with CUPE National and the SSWCC on:
  - o The child care organizing and bargaining campaign to increase unionization and promote coordination and centralized bargaining structures in Ontario

- o Develop a wall-to-wall organizing plan and capacity in all CUPE developmental services and child protection workplaces
- o Implement a work plan to unionize the many unorganized social service workplaces
- As part of a provincial campaign in the Municipal Social Service Sector, identify non-union municipal social service workers and develop organizing strategies to represent them in a CUPE bargaining unit

### **Universities:**

#### ***Political Action***

- With our members and coalition partners on and off campus, continue to fight against the increased privatization/commercialization of our universities and colleges
- With these same partners, develop an education/mobilization campaign to highlight the various forms of privatization, contracting out and casualization of work that is now occurring on all campuses and the continued chronic underfunding of the sector by all levels of government
- Continue to campaign against the use of user fees such as tuition fees and develop a coordinated response to institutional and governmental reliance on increasing fees 4 to 5 per cent a year
- Continue to fight against the University Health Insurance Plan (UHIP), different de-regulated tuition fees and other discriminatory fees that are imposed on international students
- Continue to lobby the Federal and Provincial government to fund and resource post-secondary education adequately so as to make it accessible and available to all: free public post-secondary education is the goal of CUPE's work on this file
- Organize against legislative attacks on workers engaged in free collective bargaining – for example, when CUPE 3903 was legislated back to work
- Continue to defend the right to free speech, to freely assemble, to rally and protest on all university and college campuses and work to ensure that the rights of activists and whistleblowers are protected

#### ***Bargaining***

- Build upon the successful mobilization/communication strategy of the last two years by continuing to utilize the campus tour campaigns to promote the benefits of coordinated bargaining and to support locals in bargaining

- Lobby CUPE National to recognize Trade Certification in the job evaluation process
- Identify and implement a sector wide plan to ensure pensions, benefits and job security
- Prioritize negotiation of secure defined benefit pension plans for all sector workers
- Continue discussions with the Ministry of Training, Colleges and Universities (MTCU) to identify key CUPE University Sector issues and to develop a process to further a move to a Provincial Discussion Table (PDT)

### ***Organizing***

- Continue to raise our profile in universities across the province and work specifically to organize food service workers and staff associations
- Continue to work within the sector to develop wall-to-wall organizing plans and capacity in all CUPE workplaces

### **Municipalities:**

#### ***Political Action***

- Working through the Ontario Municipal Employees Coordinating Committee (OMECC), build on the success of Phase 1 of the province-wide anti-privatization/public-private partnership (P3)/contracting out campaign by implementing local fight back campaigns in every municipality threatened by or currently experiencing such
- Campaign against the adoption by municipal councils of the P3 model for municipal infrastructure projects funded through economic stimulus programs from the federal and provincial governments
- Continue to identify areas throughout Ontario that require active on the ground anti-privatization/P3/contracting out campaigns, such as the installation of smart meters by contractors
- Build a campaign to keep municipal electrical utilities and their subsidiaries publicly-owned and operated
- Pressure the Ontario government to promote the development of renewable generation by publicly-owned and operated utilities
- Campaign against the restriction of municipal authority in inter-provincial trade agreements such as the proposed Ontario-Quebec Economic Partnership Agreement
- Convene a provincial library workers conference in the coming year

- Continue to build on the successful partnership begun with coalitions and community groups such as the Council of Canadians to pressure governments at all levels to institute a bottled water ban in all public buildings and at all public events
- Begin now to build an effective mobilizing plan to be ready for the 2010 Municipal Elections. This should include assessing the performance of labour-endorsed candidates in the 2006 elections

### ***Bargaining***

- Continue to coordinate common bargaining language on contracting out/contracting in, job security, work of the bargaining unit
- Provide locals with information about recent developments in bargaining and relevant legislation and regulations
- Continue bargaining for a living wage for all municipal employees and for universal Ontario Municipal Employees Retirement System (OMERS) coverage

### ***Organizing***

- Work within the sector to develop wall-to-wall organizing plans and capacity in all CUPE workplaces

**DRAFT**  
**2008 CUPE Ontario Action Plan**  
**CUPE: The Power That Makes Change**  
**Report Card**

The CUPE Ontario 2008 Action Plan set out a roadmap for collective action using sectoral strategies to mobilize to:

- fight privatization and protect public services
- defend workers' rights
- enhance bargaining clout through sectoral coordination
- challenge government policies that fuel economic and social inequality
- advance equality in all facets of CUPE
- show leadership in the broader labour movement to unify labour and protect jobs

Many of the actions of the ambitious 2008 plan will continue as key planks of the 2009 Action Plan – Invest in People: We are the Solution.

To carry out the Action Plan goals approved by Convention delegates in May 2008, CUPE Ontario launched political and bargaining campaigns in all sectors and advanced equality by:

- ◇ Defending public health care, fighting new public-private partnership (P3) hospitals and keeping health services and small community hospitals open in local communities with the Ontario Health Coalition (OHC) and other health care unions
- ◇ Touring the province with experts to document on video and audio the real life stories from home care workers and clients about service quality under a competitive bidding home care system, and making the findings public to continue to push for public, not-for-profit home care
- ◇ Continuing to demand a regulated care standard for nursing home residents by amassing research on staffing levels to show why a legislated 3.5 hour a day hands on care standard is needed to improve the quality of care and releasing the findings to the media
- ◇ Representing CUPE Long-Term Care Sector members at a provincial table, developing a new staffing level tool and working with other health care unions to respond to the problems with this process
- ◇ Organizing a special meeting for long-term care locals to further advance the campaign for a minimum 3.5 hour care standard



- ◇ Developing a new model for home care organizing with CUPE National and exploring a council of unions with other health care unions to represent personal support workers (PSWs)
- ◇ Working with sectoral committees to develop provincial communication and political strategies to support central and coordinated bargaining in all sectors
- ◇ Presentations to legislative committees, provincial consultations, cabinet ministers and senior ministerial staff to ensure new legislation and regulations strengthen public services and protect workers' rights
- ◇ Expanding our government relations capacity to lobby the provincial government for funding, bargaining and benefit and pension models that support sectoral coordination initiatives
- ◇ Melding political action and bargaining strategy to lay the groundwork for sectoral provincial agreements similar to the School Board Sector's successful provincial framework agreement in 2008
- ◇ Organizing the first ever CUPE Ontario Coordinated Bargaining Conference and the first provincial Skilled Trades Conference
- ◇ Opposing new regulatory Colleges like the College of Trades
- ◇ Organizing a province-wide campaign with the Council of Canadians to ensure that drinking water is safe, accessible, and publicly delivered
- ◇ Opposing the expansion of the Trade, Investment and Labour Mobility Agreement (TILMA) publicly through media conferences and other actions
- ◇ Using innovative approaches like 'Rock for Public Services' to highlight the importance of quality public services in strengthening communities
- ◇ Succeeded in campaigning for the Ontario Occupational Health and Safety Act amendments to include violence and harassment in the Act
- ◇ Utilizing the opportunities afforded by CUPE strikes to highlight the realities affecting all CUPE members in a sector. For example, using the CUPE 3903 strike to highlight the chronic underfunding of post-secondary education in the province and publicizing employers' use of the economic recession to demand concessions from workers as with the CUPE 543 and 82 municipal workers' strike
- ◇ Supporting public, green alternative power generation and fighting P3s and unsustainable energy projects like the Durham incinerator
- ◇ Continuing to decrease CUPE Ontario's environmental footprint by organizing eco-friendly conferences and activities

- ◇ Working with the CUPE Ontario's Convention Access Committee to make division events barrier-free, the Workers with Disabilities Committee audited venues
- ◇ Building activism and knowledge on equality issues, including social and economic inequality
- ◇ Organizing a ground-breaking conference focused on violence against women
- ◇ Protecting existing workers' rights like the right to strike by opposing back-to-work legislation
- ◇ Continuing solidarity actions with workers worldwide to fight privatization of public services globally
- ◇ Using CUPE Ontario's position on the Ontario Municipal Employees Retirement System (OMERS) board to aggressively represent CUPE members' issues and hold OMERS decision-makers accountable
- ◇ Highlighting the benefits of affiliation to CUPE Ontario and increasing the number of CUPE locals affiliated
- ◇ Developing an improved relationship with the provincial New Democratic Party (NDP) and the Party's new Leader
- ◇ Developing an anti-privatization tool kit for municipal locals and regional education workshops as part of a provincial strategy to increase the sector's efforts to fight P3s, contracting out and alternative service delivery models
- ◇ Laying the groundwork for increased bargaining coordination in the Municipal Sector by developing common collective agreement language
- ◇ Successfully completing the first provincial framework agreement for more than 50,000 CUPE school board support staff that resulted in significant gains for CUPE members in the sector
- ◇ Beginning the process of operationalizing the school board provincial agreement through several new provincial support worker advisory groups and task forces resulting from the agreement that will continue for the next three years until the 2012 contract expiry date
- ◇ In cooperation with Social Service, School Board and Municipal Sectors, developing a consensus position on a new model for all-day early learning and care for a submission to the provincial advisor
- ◇ Using existing campaigns in social services to highlight the importance of community-based social services, child care and other programs as poverty fighters
- ◇ In cooperation with community-based income security groups, advocating for improved supports for families on social assistance and called for the re-instatement of benefits like the back-to-school and winter clothing allowances

- ◇ Continuing to expand contact with provincial ministerial staff to ensure program funding for Children's Aid Society (CAS), developmental services is maintained in order to support bargaining coordination
- ◇ With the Ontario Coalition for Better Child Care (OCBCC), continuing to call for increased access to public affordable child care and organized media conferences with economic experts to highlight affordable child care as a labour issue
- ◇ Continuing to advocate for improved access to a university education and an end to user fees including tuition
- ◇ Expanding outreach in the lesbian, bisexual, gay, and transgender (LBGT) communities by attending Pride events in Toronto, Peterborough and London
- ◇ Participating in events such as Caribana with a strong message about CUPE Ontario's commitment to racial justice
- ◇ Participating in Aboriginal Day events in Toronto, Hamilton and Thunder Bay
- ◇ Conducting a successful Women's Conference that culminated with the election of new leadership for the Women's Committee
- ◇ Following the Women's Conference, held a special meeting of the newly-elected Women's Committee to discuss and plan their participation in CUPE Ontario's anti-privatization campaigns
- ◇ Training new activists to provide Ombuds support at conferences and conventions

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