

Action Plan



BE BRAVE



BE BOLD



Be Bold, Be Brave

2017 CUPE Ontario Action Plan - FINAL

1. CUPE members are being squeezed at the bargaining table and beyond. Working class people face wage stagnation, precarious jobs, ever-evolving methods and models of privatization, and underfunding of public services. The cost of living is going up and adjusting for inflation, the average worker is making less now than they were ten years ago. The public services our members provide and collectively owned public assets are being aggressively pursued by the capitalist class for private profit.
2. This wealth transfer is supported by four decades of neoliberal restructuring – dismantling social programs, marketization, deregulation, reducing public spending and weakening democratic accountability. The government is no longer merely doing the bidding of corporations and private profiteers; they are actively collaborating in mutually beneficial projects like the sale of Hydro One by the Wynne Government.
3. While corporations and the rich have clearly benefitted from this, working class people are struggling to keep up with rapidly increasing costs like housing, transit and tuition. The resulting insecurity has laid the ground for a growing resentment towards the 1%. At least some of this sentiment has been channelled into racist, misogynist, right-wing populism by Trump style politicians like federal Conservative leadership candidate Kellie Leitch.
4. At the same time, we are also living in a time of renewed resistance. Hundreds of thousands of protestors around the world took to the streets this year. While Trump ascended to power, millions were also energized by the socialist platforms advanced by Bernie Sanders and Jeremy Corbyn. Clearly there is an appetite for these ideas to take root and fundamentally transform what is politically possible. We can indeed push back against corporate greed and instead advance social, economic and environmental justice.
5. Labour and social movements have important roles in bringing about this transformation. Our political struggles as working class people, Indigenous, Black and non-Black racialized people, women, people with disabilities, LGBTQ+ people, Muslims, Jewish people, refugees and migrants are connected. Together we can Be Bold, Be Brave in our demands and actions. By raising expectations of what is possible, we can gain real ground from this moment of resistance.
6. We can push back against the employer's concessions and two-tier bargaining, negotiate gains, invest in public services that meet our collective needs, support progressive taxation in all three levels of government, strengthen the social safety net, and create retirement

security for all. Fixes from the private sector or half-hearted, band-aid measures will not take us there. Let us organize strategically to harness the full power of our entire membership, and together, create mass movements for social change. Let us Be Bold, Be Brave.

Strikes and Bargaining Power

7. While our members are striving to fight for gains, they are often fighting back concessions in the form of wage freezes, erosion of previously negotiated benefits, and the contracting out of our jobs. This is made worse by the slow bleeding of public services at our workplaces across sectors in Ontario. Over the last twelve months, our members have been fighting back with an unprecedented level of strikes and lockouts.
8. Overall demands that increase precarity, two-tier proposals, aggressive bargaining from employers for concessions, problematic funding allocations from all levels of government, and attacks on free collective bargaining are becoming more commonplace. They want to pit worker against worker, whether it is public sector versus private sector, or baby boomers versus young workers. If we do not accept their concessions, employers then try to placate us and tell us we will need to accept two-tier agreements. They want us to find our security on the backs of the next generation of the working class. Our resistance is met with their threats to take away our right to strike or essential services legislation.
9. Even with this ever-increasing pressure we have managed to negotiate fair collective agreements without being pressured to take concessions. But our history of successful bargaining has also meant that many of our members have not been on strike in their working lives. They may be unaware of our history in mobilizing and organizing, and how our militancy led to these gains; instead they view our gains as an assumed part of the process. Austerity has fundamentally changed this.
10. As our employers are getting more coordinated, we also need to work together using methods like coordinated bargaining, monitoring trends in sectors, as well as strategic bargaining against privatization and contracting out. It is important that we not only focus on raising the floor for all workers, but that our bargaining goals also tie into changing inequality.
11. Towards this end, in 2016 the CUPE National Executive Board (NEB) reaffirmed our policy to “resist any demands for concessions or two-tier contract provisions, and to defend our right to free collective bargaining, including our right to strike.”

CUPE Ontario will:

12. Implement the NEB's policy in Ontario and ensure that all parts of the union can more effectively collaborate on strike support and building members' bargaining power.
13. Continue to provide sector-based, political, strategic, campaign support to create a fair bargaining climate. This also means a focused effort to support CUPE Ontario members who are bargaining in sectors without the right to strike.
14. Continue to support our members to organize in their own workplaces to build a culture of solidarity based on the Stand Up for Fairness model's member-to-member engagement.
15. We must challenge ourselves to increase our collective capacity, through all parts of CUPE in Ontario, to ramp up our strike support. CUPE Ontario will support the work of Solidarity Flying Squads in communities, organized without CUPE District Councils, that can work with the CUPE Ontario Executive Board, Labour Councils, other unions and community allies. We will share additional strike-winning campaign strategies including digital tactics, deepening our community ties, work to rule, and championing the services we provide. This can be promoted at CUPE Ontario events such as the Political Action conference or additional events such as a Strike Action conference.
16. Work with CUPE National to integrate plans for organizing new members. Growing our union is a key component of fighting back concessions and building bargaining power. We will grow CUPE union density by focusing on precarious workers, and organize wall-to-wall within workplaces to broaden the scope of bargaining units. We will call for the full support of sector organizing plans that build our capacity to ensure quality public services, strengthen our union, and follow our work if we have been unsuccessful in keeping it in house.
17. Encourage CUPE National to increase the staff complement to ensure that locals have access to stable and consistent National staff representatives. Our representatives should work with their locals to expand capacity of elected officials and membership. This will send a strong signal to employers that our locals are well resourced during bargaining.

Fighting Privatization

18. The main role of government is to maintain a strong public sector that can provide quality social and physical infrastructure for all, in a fair, sustainable and democratically accountable way. As a result of its losses during the 2008 financial crisis, private sector consultants, such as KPMG and Deloitte, have continued to aggressively market "solutions" for providing this collective infrastructure. These methods come under a

variety of different banners: wholesale privatization, the sale of public assets, public-private-partnerships (P3s), municipal divestment towards not-for-profit delivery, increased demands and “studies” that call for contracting out of our work, shared services, commissioning, alternative financing and procurement (AFP), as well as social impact bonds (SIBs).

19. Pretending the government needs the help of the private sector to build infrastructure and run its programs, is disingenuous at best and corrupt at worst. It is a transfer of public wealth to the pockets of the billionaire class and their cronies. It is clear that privatization is guided solely by profit and results in cuts to the wages and benefits of workers, reduction in quality of service, loss of equitable access to service, and harmful environmental impacts.
20. The sale of Hydro One in Ontario is the largest privatization in this country’s history and CUPE Ontario has worked with allies to build and amplify sustained opposition from across the province. This fight and our union’s lawsuit against the Premier and Ministers of Finance and Energy, has helped escalate our profile as a union that champions public good and maintains principled opposition to privatization.
21. As a result of this work from us and our allies, Wynne and her advisors have scrambled to respond with an ill-advised rebate plan that has not won them much support. Only 12% of Ontarians approve the job Premier Wynne is doing, which is a historic low for any Premier in Canada. A significant part of her failure is tied to hydro privatization, which we have highlighted repeatedly in communities across Ontario through grassroots mobilization, demonstrations, town halls, canvassing, leafleting and local advertising.
22. Another facet of hydro privatization has taken place in municipalities through the sale of Local Distribution Companies (LDCs). CUPE Ontario and its coalition partners have supported campaigns, notably in Toronto, Peterborough, Guelph, and Wasaga Beach, to keep the local utilities public. While some of these battles still rage and we have not won in each place we have mounted a campaign, there is no doubt that CUPE Ontario’s work with others has ensured that, for now, both Toronto and Guelph Hydro will stay public.
23. Toronto’s privatization plans tend to work as templates for other municipal employers. The coalition work of CUPE locals and allies helped shift Toronto’s city councillors’ support and reverse Mayor Tory’s original position, keeping Toronto Hydro, Solid Waste Collection, and the Toronto Parking Authority public. This push back against Tory’s privatization agenda bolsters public services and helps solidify union power in Toronto and can provide models for other municipalities.

24. Our union continues to wage fights in many communities, like in Windsor against the contracting out of custodial work in municipal long term care, and in Sudbury against a proposal to contract out laundry services to name just a few. And we successfully campaigned in North Bay with the Ontario Health Coalition to make sure Cassellholme stayed a public municipal long term care home in that community.
25. Budget cuts and systemic underfunding continue to accelerate or set the stage for privatization in all CUPE's sectors. In CUPE Ontario we know that this ongoing push to privatization has a disproportionate impact on equality seeking workers in our union and across our communities. Our members are undertaking action to fight for real funding increases to hospitals, social service agencies, municipal services, universities as well as schools as part of our plan to fight the privatization of services on which we all rely.

CUPE Ontario will:

26. Continue to campaign against hydro privatization in the lead up to the 2018 provincial election. Using our campaign, lawsuit, and pre-election mobilization, we will keep applying pressure on the Ontario Liberals, as well as municipalities through the Association of Municipalities of Ontario (AMO). And we must ensure that the real agenda and the role of the Conservatives in pushing the privatizing of our hydro system is never forgotten.
27. Continue to monitor the potential sale of other LDCs and work with local activists to set up campaigns with allies based on existing models and materials.
28. In accordance with past direction and resolutions in Ontario, support nationalization efforts to control the commanding heights of our economy.
29. Building on the work of contracting in waste collection and water treatment services in Ottawa and Port Moody, food services in the University of Toronto, saving Cassellholme Long Term Care in North Bay, as well as remunicipalization efforts in Thunder Bay, support campaigns to contract in all privatized work. We will celebrate victories and share successful strategies and tactics.
30. Monitor the promotion of all frameworks that remove or reduce public investment in public services, and build campaigns to oppose them in conjunction with allies.
31. Working through our sectors, establish a system to monitor and fight against any proposed or planned contracting out of the services our members provide, while we work hard to support efforts to bring back in-house services that had been historically lost through contracting out.

32. Continue to support all other forms of anti-privatization campaigns and organizer training being organized under the guidance of sector leadership.
33. Continue to support and advocate for resources with CUPE National to enact the organizing of new member's plans that have been written by all sectors in Ontario as a key way to play offense against privatization threats. This includes measures to enhance and build an ongoing organizing culture across CUPE.
34. Continue to make the link between privatization and poverty, and promote the 15 & Fairness/Make it Fair campaigns as part of our anti-privatization work. Removing the private sector's ability to dramatically slash workers' wages will have an impact in making privatization less attractive to those who are only motivated by profit.

Fair Taxes, Public Services and Good Jobs

35. Far too often, we talk about taxes and public services in isolation, as though they were different from one another or not related to one another, instead of as a natural pair. It has been the plan of those on the right of the political spectrum to have us all overlook the basic point that taxes pay for public services. Discussing taxes or public services separately worsens the public narrative on this question. Instead, we need to re-establish that they are two sides of the same coin, and talk about taxes and public services together. Working with our community allies and other unions, we will encourage the ONDP to support fair taxation.
36. Some politicians and commentators purposefully muddy the issue. The right wing, and those on Bay Street have been campaigning for more than 30 years against taxes. As a result, the belief that "we" pay too much in taxes is shared by many in our society. Of course, this ongoing campaign against taxes always completely ignores what taxes pay for - the public services that we all use and value day in and day out. And as a union we understand that tax cuts have only served to support the growing inequality in our communities, and have resulted in profitable banks and corporations paying the lowest level of taxes they have paid since the 1930s. The social safety net and the large set of benefits we all receive when in need are made possible through fair progressive taxation. Our opponents want us to forget that we *all* use public services, both directly and indirectly.
37. The vast majority of public money is spent on things that we value, like healthcare, social services and education. Lowering tax rates means less revenue, which creates a structural problem of paying for public services. What we need is to increase public revenue to pay for the demand for more public services with fair and progressive taxation.

38. Corporate and high income earners have been successful in rigging the system in their favour resulting in them not paying their fair share. Through a massive reduction in rates, an increase in boutique tax credits, and vast loopholes, the tax system is inherently unfair and is in desperate need of an overhaul. While these are important concerns that are the foundation of the revenue problems of governments at the provincial and federal level that we must continue to voice, we cannot stop the conversation there.
39. We need to mobilize our members and their communities to campaign and lobby for progressive taxation at all three levels of government. Those who can afford to pay more, and ought to pay more in taxes, like the wealthy, profitable banks and corporations, must pay their fair share. But beyond this important and essential advocacy, we need to help all our members feel proud to pay taxes themselves. “Tax” is not a four-letter word. We must work to view the taxes we pay as a form of care for one another in a society based on solidarity. This is a direct counter to an individualist worldview pushed by capitalism.
40. According to Economist Hugh Mackenzie and Statistician Richard Shillington, “for the vast majority of Canada’s population, public services are, to put it bluntly, the best deal they are ever going to get. Looking at Canadians in median income households, their benefit from public services amounts to \$41,000—equivalent to roughly 63% of their total income.”¹ Raising taxes on high income earners and corporations will help to increase government revenues and create more resources to fund services on which we all rely. But we cannot allow ourselves to feel as though the contributions we all make don’t matter – they do -- a great deal. The kind of society we all advocate for, that we all want for ourselves and our children, with enhanced public services, increased public ownership, more supports in our communities require a larger public sector. It will require additional spending and this requires more from those of us who are able to contribute.
41. The government recently announced that it has balanced its budget for the first time since the financial crisis. To be clear, they could achieve this “balance” by counting the revenue from the sale of 30% of Hydro One against their spending. To make matters worse, for years now, the Liberal Government has campaigned on the fact that Ontario brings in and spends the least amount of money per capita than any other government in Canada. It speaks volumes that this government is proud of this fact rather than being ashamed. Meanwhile the conservatives have pivoted from complaints over the deficit, to complaints over the debt, and continue their demands for austerity.
42. Austerity measures come with very real human costs. Underfunding and understaffing has huge detrimental effects both to the public and to the people providing those services. This is the direct opposite of the province we advocate to have and we must highlight the interconnectivity between taxes, public funding, good jobs, and how cuts and austerity

¹ Mackenzie, Hugh, and Richard Shillington. "Canada's Quiet Bargain: The benefits of public spending." (2009).

have increased violence in communities, homes and workplaces, as well as decent standards and their enforcement. Austerity is inflicting untold damage on future generations. Unfortunately, this is ignored by a government that campaigns on a “balanced budget”, and is desperate for re-election.

CUPE Ontario will:

43. Demand for an increase in funding for universal public services such as healthcare, education at all levels, social services, infrastructure, and childcare.
44. Continue our campaign pressuring the government to increase taxes on corporations, high income earners, and others who can afford it, to pay their fair share of taxes that help to fund the public services that are universally provided.
45. Work with our allies such as Canadians for Tax Fairness to push for tax reform that increases the progressivity of the tax system, expands the tax base, eliminates boutique tax credits, and closes tax shelters and tax loopholes.
46. Demand that any additional cost to the broader public sector associated with the cap and trade initiative, include dedicated funding that is separate from wage compensation and other funding to enhance services in communities.
47. Continue to push for progressive legislative reform through the “Make it Fair” campaign and the Changing Workplaces Review. Both the Labour Relations Act and the Employment Standard Act must be updated to address the unfair challenges that have lead to making unionization more difficult and has lead to dramatic increases in precarious work.
48. Continue to work with CUPE National to demand that the federal Liberal government drop Federal Bill C-27, *An Act to Amend the Pension Benefits Standards Act, 1985*. This bill allows federally-regulated employers to retroactively change a defined benefit pension promise into insecure “target benefits” by pressuring workers and retirees into surrendering benefit promises they have already earned. Canadians deserve to retire with security.
49. Work with our sectors to build pension knowledge and advocacy capacity within our membership, through educational opportunities and campaigns to defend defined benefit pension plans including advocacy for more of our members to have access to a workplace pension plan.
50. Continue to campaign to allow locals and CUPE as a sponsor in general to negotiate on a plan by plan basis for stacking of benefits with the expansion of the Canadian Pension Plan (CPP).

51. Continue to work with CUPE National to defend workers against any trade deals that jeopardize good jobs with decent pay, fair working conditions and collective workplace rights.
52. Through our Health & Safety Committee, working with our sectors, to mount a campaign to mobilize our members against rising violence in our work places. Continue to advocate for worker protection against violence at work, and unfair employer reprisals for organizing or for demanding justice at work. All our efforts must place prominently the reality that women, immigrants, and racialized workers are over-represented in many jobs where violence has been increasing and has unfortunately become far too normalized.
53. Develop a plan on how best to fight the negative impact of technological change, such as fragmentation of work, on our member's jobs.

Fighting Poverty and Raising Expectations

54. Labour unions have historically played an important role in reducing poverty. These days, dramatically lower union density in the private sector, while maintaining much higher union density in the public sector, and worker demographic changes, means that the broader public sector plays an even larger role in anti-poverty efforts.
55. Within our union, 68% of our members are female and 15% are racialized workers.² The intersection of marginalization, labour, and poverty means that CUPE Ontario and the broader public sector can speak to these issues from the informed vantage point of the lived experience of our members.
56. This is not only the right thing to do morally and based on our collective values, it is also an important strategic goal in order to create an optimal bargaining climate. When the floor is raised for all, we create strong minimum standards for decent lives and livelihoods. This directly allows our members to build on these minimum expectations, and make fair demands at the bargaining table and beyond. This is how we build a fairer society for ourselves and others, and how we raise expectations.
57. The status quo of deepening poverty and growing insecurity results in our members being labelled "lucky" by some, for having good, unionized jobs, and will continue to create division based politics that leads to a race to the bottom.
58. Poverty is not a natural fixture of society. Instead it is the result of the choices around whom and what are deemed worthy of care. Low social assistance rates, an inadequate

² CUPE Membership Survey: Results For Equality. 2016. Web. 17 Apr. 2017.

minimum wage, and precarious work are all the result of the choices made by those with power. Their 'fake progressive' fixes, like the new Basic Income pilot project are diversionary tactics. We currently have a system which can work, but unfortunately it is severely underfunded. There is no mystery to what a successful, progressive anti-poverty plan looks like. It includes strong social infrastructure and liveable minimum standards.

CUPE Ontario will:

59. Demand that the government stop the stalling tactics of never-ending consultations and instead, follow up with meaningful action in breaking the cycle of poverty.
60. Fight the financialization and marketization of social, health and education programs. Call on the government to reinvest and strengthen the network of public supports, and redirect rewards being provided to corporations and their shareholders into under-funded social programs.
61. Continue to work on the Raise the Rates campaign, including allocating money to the campaign to support its activities. Work with the Ontario Coalition Against Poverty (OCAP) and other allies to continue the struggle to raise social assistance rates to levels that will raise people out of poverty.
62. Strongly push back against the Ontario Basic Income pilot that will do little to address the spectrum of issues that contribute to poverty. This must include educating our members and communities about why this proposal misses the mark and won't help to end poverty at all. Instead, continue to demand immediate changes to social assistance including increasing the benefit amount, greater funding for front-line caseworkers, increasing asset limits and increasing the earnings exemption to \$500.
63. Demand that the government take immediate steps to address the crisis of unaffordable housing in Ontario and acknowledge that housing is a right. As part of this work, continue to campaign with allies like OCAP for additional shelter spaces and subsidized, transitional housing to provide concrete supports that can address homelessness.
64. Continue to emphasize that a broad and effective anti-poverty plan will require an immediate \$15 minimum wage and legislative changes to the Employment Standards Act (ESA), which must include extending paid sick leave to all workers and providing paid leave to workers who experience domestic and sexual violence.
65. Until the legislated mandatory minimum wage reaches a sufficient level, we will continue our paralleled push for a community and family based living wage that allows for a decent quality of life.

66. Support injured workers from being forced into poverty due to being denied of their benefits.
67. Continue to work with CUPE National to demand the federal government establish a national prescription drug program that will provide universal, public first-dollar coverage for essential drugs on a national formulary, bulk purchasing, evidence-based drug evaluation and prescribing, and stricter controls on drug-company marketing.
68. Given the competing proposals for an Ontario Pharmacare program, ensure CUPE members are engaged in the next Ontario election on issues that will end poverty including the creation of the most expansive and universal prescription drug program possible coming out of the next election.

Building Political Power

69. Building our power includes political action of various kinds in addition to continuing strong collective bargaining. We must fight for and with social movements and community unionism that advance the needs of all.
70. One of the ways in which we engage politics as a union is through participation in elections. The next provincial election is only twelve months away and it will be the Ontario Liberals' 15th year in government. The last several years of austerity have been causing immense damage to our members and our communities.
71. There is a level of outrage and contempt towards the Wynne Government because of hydro privatization, health care cuts, and gas plant scandals. The negative effects of corrupt and inept decisions by the Premier have been experienced by Ontario residents across the political spectrum as well as expanding the rural/urban divide. It is time to channel this simmering dissent into an electoral outcome that will support the interests of the working class.
72. The Ontario Conservative Party, led by Patrick Brown, are no friends of the working class. Last election, the Conservatives campaigned on cutting 100,000 jobs in the public service. The Tories were the origin of the sale of Hydro and other public assets like Highway 407, as well as being the architects of deep cuts to social assistance the results of which people still suffer under today. They care about issues on Bay Street, not the everyday important issues, services and concerns we all deal with.
73. The only party that has put forward a progressive agenda is the Ontario NDP (ONDP). We must push them to more readily and clearly support our vision for funding strong public services and supporting progressive taxation. Additionally, we must demand that the

ONDP promote progressive measures that target the corporate class as well as concrete actions to combat the rising tide of racism and misogyny. To realize these goals, the ONDP must build support in all ridings in our province. We will encourage the ONDP to create a more comprehensive, province-wide electoral strategy.

74. Alongside building electoral engagement, we must continue to work with rank and file members, local executive committees, sector committees, CUPE district councils, and community allies to build grassroots capacity to hold any elected government accountable.

CUPE Ontario will:

75. Mobilize our members to get involved in the upcoming provincial and municipal elections and start preparing for member to member engagement on turning out votes.
76. Continue to coordinate CUPE's involvement in the provincial election in a way that adjusts for the Liberals' recent changes to the electoral financing laws that limit union spending.
77. Continue to facilitate political and activist training at CUPE Ontario events including our Political Action Conference.
78. Work with CUPE National to promote a working class agenda during the federal NDP leadership debate and the subsequent federal election.
79. Continue to build an engaged and inclusive union by taking our union to the members. The way to engage more people, and especially those who are underrepresented, is to reach out to them in person and talk to them through one-on-one conversations. What we have called "Stand Up for Fairness" is just good old fashioned internal organizing, and it is needed now more than ever. We will share successful member-to-member organizing campaigns and strategies.
80. Continue to work with allies towards organizing increasingly militant actions. In these extraordinary times, we must learn from our history of mass mobilization and militancy. That means we must continue to organize and mobilize for all kinds of action up to and including a general strike as tools to show Bay Street and those on the right of the political spectrum that we won't stand by and watch as they continue to make decisions that damage our communities, our members, our families and our future.

Environmental Justice

CUPE Ontario will:

81. Continue to demand environmental justice which includes comprehensive and effective measures to combat climate change. Continue to campaign against privatization of public assets such as Hydro One to ensure that public ownership can continue to be a lever for environmental justice.
82. Continue to support a Just Transition which will require that any workers in industries affected by climate change will have resources available to aid in a transition to a good sustainable job. A Just Transition ensures that workers in industries that are affected by climate change policies will be given the resources necessary to find good jobs in other workplaces. This includes reinvigorating our work on the longstanding labour demand that we have full employment.
83. Continue to encourage our sectors to integrate environmental justice into all their work. We need to highlight that green jobs are public sector jobs. These jobs produce no carbon emissions and are the jobs of the future.
84. Continue to work with the Aboriginal Council to demand that the province respond to the campaign led by the Grassy Narrows First Nation to immediately clean up the river.
85. Continue to work with the Aboriginal Council and Indigenous allies to campaign against resource extraction motivated by corporate greed.
86. Continue to support Indigenous-led pipeline resistance movements and oppose corporate resource extraction, which is a form of colonial violence.
87. Continue the work of our Environmental Working Group for an additional year. This group will act as a focal point for CUPE Ontario's environmental demands and will continue its work implementing the Leap Manifesto which CUPE Ontario adopted at its convention in 2016.
88. Using the Stand Up for Fairness model of member to member organizing, apply the knowledge and work experiences of our members to profile and promote the green jobs that we perform.

Fighting for Equality

CUPE Ontario will:

89. Through our policies, practices and political organizing, maintain opposition to the disproportionate effects of privatization and underfunding of public services on Black, Indigenous and non-Black workers of colour, LGBTQ workers and workers with disabilities, young workers, as well as women facing intersecting equality issues.
90. Continue to build on the democratic expansion of CUPE Ontario Executive Board's equality seats, and increase the union participation of all by removing barriers and fighting racism, sexism, ableism, homophobia and transphobia at all levels of CUPE, our workplaces and our communities.
91. Continue to work with our allies such as Black Lives Matter and No One Is Illegal to call on appropriate levels of government to create Sanctuary City and Sanctuary Province policies so all undocumented people, migrants and refugees can access all public services without fear of reprisals.
92. Continue to work with our allies to call for an end to border imperialism and connect working class issues to migration caused by imperialism, war-based violence, and environmental degradation in the global south. Support our locals in getting more involved in anti-war organizing so that together, with global allies, we can help revive a strong anti-war movement.
93. Participate in mass movements that can support anti-racist and feminist public discourse in the lead-up to the 2018 provincial election, and discredit xenophobia, neo-fascism, white supremacy, Islamophobia and anti-Semitism in our political culture.
94. Continue to stand in solidarity with Muslims and all those facing violence in our communities and ensure all public institutions commit to providing a safe environment free from all forms of discrimination and violence to all users and providers of public services.
95. Stand in solidarity with Indigenous communities fighting colonial violence and multi-generational, community trauma caused by residential schools, continued lack of social support and even the most basic public services for indigenous communities including access to drinking water, and foundational systemic racism that pervades all social and political institutions.

96. Through the Aboriginal Council, continue to support and integrate the Truth and Reconciliation Commission of Canada's 94 Calls to Action.
97. Build on the Aboriginal Council's work to call for a public inquiry for missing and murdered indigenous women, girls and two-spirit folks by ensuring political accountability and increased awareness of the social and economic issues faced by indigenous women.
98. Continue to stand in solidarity to the Black Lives Matter movement and highlight anti-Black racism and anti-Black violence including police carding.
99. Lobby the provincial government for appropriate funding for the Ontario Anti-Racism Directorate.
100. Continue to support Bill 26, the *Domestic and Sexual Violence Workplace Leave, Accommodation and Training Act* to give survivors up to 10 days of paid leave, or more paid leave as needed, when they experience sexual violence, as well as create mandatory workplace training on domestic and sexual violence. Should Bill 26 not pass, CUPE Ontario will continue to build on this advocacy and lobby all levels of government for these provisions to be put in place.
101. Encourage CUPE locals to negotiate the above provisions as laid out in Bill 26 into our collective agreements.
102. Work with Union Development to develop an education module on sexual violence as a union issue, which can be offered at CUPE events and made available to CUPE members at their own locals.
103. Support the CUPE Ontario Sexual Assault Policy Working Group's work to provide locals with support such as information toolkits and templates for alternative, survivor-centric processes for seeking redress for sexual violence in union spaces, if survivors choose not to go to the police.
104. Call for an end to violence against Black Trans women and other racialized LGBTQ+ workers who face violence in their communities and at work.
105. 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.

106. 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 racial justice in workplaces and communities.
107. Continue to campaign through the Workers with Disabilities Committee to continue internal education on disability issues and push for increased accessibility and supportive legal frameworks.
108. Continue to work across all levels of our union as well as with allies at the Equal Pay Coalition to address the gender wage gap, with an understanding of the additionally intersecting, marginalized experience of Indigenous, Black, racialized and LGBTQ women.
109. Continue to work across all levels of our union as well as with allies at the Ontario Coalition for Better Child Care to campaign for public universal child care, which includes an affordable fee scale; decent work for educators; and limiting for-profit child care.
110. Campaign to eliminate the “care penalty” encountered by workers providing front-line human services. Demand that governments develop concrete plans to end the devaluation of care-based work.
111. Through the International Solidarity Committee and Racial Justice Committee, continue to work with Migrant Workers Alliance for Change, the Caregivers’ Action Centre, and other allies to end arbitrary limits on migrant workers and demand full status to live and work in Canada.
112. Continue to support sex workers’ struggle for human and labour rights, condemn the criminalization of sex workers, and support their labour organizations and harm reduction programs.
113. Continue to encourage CUPE National to strengthen employment equity and representation of our diverse membership including aboriginal workers in hiring and promotion within CUPE.
114. Continue to call on employers and on the Ontario government to provide gender-inclusive washrooms in public places and in workplaces;
115. Continue to work with the Pink Triangle Committee to advocate for broader and more inclusive sex-education programs in public schools, with an emphasis on education around non-traditional families, non-traditional relationships and non-traditional gender and sexual identities.

116. Work with CUPE National to create and implement a plan for training and supporting equity seeking members to join the staff complement. Review the hiring criteria with a lens of equity, anti-oppression and inclusion. This recognizes that often equity seekers are over represented in precarious jobs that prevent them from skill-building opportunities.
117. Change the guidelines for local assistance to sector conferences under the financial assistance clause by removing the second sentence “Assistance will not be available if the local is otherwise sending a delegate.”
118. Seriously engage with the scientific literature on the effects of industrialized animal agriculture on climate change and ecological degradation, and commit to moving towards socially and environmentally sustainable consumption.

Home Care

Through the leadership of the Ontario Council of Hospital Unions (OCHU) and the Health Care Workers’ Coordinating Committee (HCWCC), **CUPE Ontario will:**

119. Continue to work with allies like the Ontario Health Coalition (OHC), regional community organizations, key constituent groups and other unions to highlight the harm of a rapidly privatizing, underfunded, “patch-work” healthcare system, and show that demand exists for a properly funded public system.
120. Respond to the significant restructuring of healthcare in Ontario including changes to the Community Care Access Centres (CCACs) and Local Health Integration Networks through the Ministry for Health’s ‘Patients First’ strategy.
121. Demand full-time employment, equitable income, benefits, pensions and fair working conditions for home care Personal Support Workers (PSWs), a group of exploited front-line workers who are often immigrant women of colour, working under stressful, precarious conditions.
122. Release a report of the experience of home care PSWs and those receiving care in the community and conduct a media tour with experts to press the province into instituting guaranteed hours of work.
123. Through a public campaign and internal mobilization, defend the interests of our members working in Community Care Access Centres, where restructuring is taking place.

Hospitals

Through the leadership of the Ontario Council of Hospital Unions (OCHU) and the Health Care Workers' Coordinating Committee (HCWCC), **CUPE Ontario will:**

124. Fill and send two buses to each of the June 8 (Sudbury) and October 27 (Ottawa) rallies organized by OCHU to press the government to increase funding for hospitals and long term care.
125. Support OCHU's demand that all healthcare facilities should be funded for their real cost increases, which must include the impact of aging, population growth, utilization and medical inflation (drugs, medical technologies etc.).
126. Support OCHU and HCWCC's campaign to end violence against healthcare staff, including the demands that funding and staffing for Ontario hospitals and long term care facilities increase to the Canadian average.
127. Support OCHU's amendment to the federal criminal code to criminalize violence against healthcare workers, as was recently adopted by the state of New York.
128. Support healthcare workers to have the same rights to refuse unsafe work as other workers in the public sector.
129. Support the demand for adequate compensation and payment for health and psychological services for workers who are the victims of violence.

Long Term Care

Through the leadership of the Ontario Council of Hospital Unions (OCHU) and the Health Care Workers' Coordinating Committee (HCWCC), **CUPE Ontario will:**

130. Demand that the Liberal Government address the escalating resident-on-resident violence in Long Term Care Homes, and provide seniors with the care they require by passing into law the "Time to Care Bill" (Bill 33) which calls for a 4-hour, legislated, daily, hands-on care standard for Long Term Care residents. More front line staff are urgently needed in Long Term Care facilities.

131. Build upon and escalate the HCWCC's Time to Care campaign by releasing a report in communities across Ontario demonstrating how the underfunding of long term care is hurting residents in our facilities.
132. Organize town hall meetings in communities and rallies outside of long term care workplaces in support of this campaign.
133. Work with the University of Stirling to conduct focus groups of our members about violence in long term care and help to release the study in the spring of 2018.
134. Organize a lobby at Queen's Park in support of the Time to Care Bill.
135. Analyze the changes the province has made to the resident classification system and their impact on workloads and resident care.

Libraries

CUPE Ontario will:

136. Continue to campaign for internal capacity-building, member engagement, increased coordination and strengthened solidarity amongst library workers to fight the growth of precarious, part-time work with no benefits or pensions in this sub-sector.
137. Continue to support striking library workers, library workers newly organized into CUPE, and build solidarity networks across the province.
138. Continue to grow the library worker postcard campaign to raise the profile of library workers through positive, visible community actions with the goal to pressure municipal politicians to invest in libraries as community-building institutions across Ontario.
139. Continue to monitor and respond to potential privatization or other threats like staff-less libraries that will harm quality services and good jobs.

Municipalities

Through the leadership of the Ontario Municipal Employees' Coordinating Committee (OMECC), **CUPE Ontario will:**

140. Continue to engage municipal locals in the fight against hydro privatization at both provincial and municipal levels.

141. Support additional learning opportunities for municipal workers and allies to support the creation of progressive revenue tools to maintain and grow quality public services and good jobs.
142. Strengthen OMECC's area-level presence by building area networks that can regularly meet and work together to create Council Watch, get involved in the 2018 municipal election, respond to privatization and concession bargaining threats.
143. Through OMECC and the HCWCC, continue to build on the success of the Cassellholme campaign to prevent municipal divestment from long term care facilities.
144. Continue to build on our success in bringing back in previously contracted-out municipal services, and champion additional remunicipalization efforts using models successfully used by our locals.

Paramedic Services

CUPE Ontario will:

145. Build on the CUPE Ambulance Committee of Ontario's (CACO) internal awareness campaign through brochures, campaign video and media releases to highlight the life-saving emergency services provided by paramedics and communications officers as specially-trained, emergency healthcare professionals.
146. Continue to work with allies such as OPSEU to lobby the government and campaign for public safety and emergency care from appropriately trained Paramedic Services workers, and stop the incursion of the Ontario Professional Fire Fighters Association (OPFFA) into paramedic services.
147. Ensure that provincial and municipal levels of government support the expansion of community paramedicine programs that have shown results and gained public support.
148. Continue to oppose a regulatory college for paramedics.

Public Health

Through the leadership of the Ontario Municipal Employees' Coordinating Committee (OMECC) and the Health Care Workers' Coordinating Committee (HCWCC), **CUPE Ontario will:**

149. Build on the previous Public Health forums jointly organized by HCWCC and OMECC, strengthen our Public Health Working Group to mobilize underfunding of Public Health Units in Ontario.
150. Initiate a public campaign and internal mobilization to bring awareness of the importance of prevention-based health care and the vital programs and services offered in our communities by front line public health workers.

School Boards

Through the leadership of the Ontario School Board Coordinating Committee (OSBCC), **CUPE Ontario will:**

151. Continue to raise community awareness of the critical importance of our members' work, and build community allies to build support for bargaining.
152. Build on our work with community allies to fight school closures and further build the concept of schools being community hubs. Work with Union Development and CUPE National to expand union education in order to proactively equip locals with the ability to respond quickly to closures.
153. Expose flaws in the funding formula and lobby with allies for a full and public review of the funding of education.
154. Continue to aggressively fight any attempt to contract out our members' work.
155. Continue to advocate for funding for the work of our members during government budget planning and consultations.
156. Coordinate membership activities to maximize our efforts, and mobilize members to engage in locally planned activities.
157. Continue to lobby CUPE National for sustained funding for Provincial Bargaining.
158. Fight for improvements to the central bargaining process that will maximize our bargaining power.
159. Continue to make the issue of violence in the workplace visible, and provide a template for members to report violence including more than lost-time injuries.
160. Lobby the federal government to fix Employment Insurance for school board workers.

161. Through CUPE National, train member organizers to help organize non-unionized workers in the school system.

Social Services

Through the leadership of the Social Services Workers' Coordinating Committee (SSWCC) **CUPE Ontario will:**

162. Build on the front line activism of CUPE's Social Services locals in the past 12 months to fight the cuts, program closures, higher workload affecting service delivery, and long waitlists for social services supports.
163. Working with allies, continue to monitor broad, sweeping legislative change, accreditation and regulation, pilot projects, surging violence in the workplace and rapidly introduced new technology, and the complex effects of all of these changes on the users of our services as well as our members in the five sub-sectors within Social Services.
164. Continue to campaign to close the gender wage gap, especially since the majority of members represented by the SSWCC are women who are in low-paid, precarious jobs.
165. Continue work with Ontario's Equal Pay Coalition (EPC) and other union allies to eliminate the gender pay gap by taking part in the gender wage gap consultations; encouraging locals' and members' participation in Equal Pay Day; and lobbying for a dedicated source of funding for pay equity adjustments for public sector workers.
166. Engage in coordinated political action and increase cross-sectoral political action that will pressure provincial, federal and municipal governments to increase funding tied to the expansion of public social services, introduce fair funding formulas, and implement key recommendations from Inquest and Auditors reports.
167. Continue to highlight how Ontario provides less per capita funding for all programs and services compared to any other province.
168. Strengthen relations with locals and members through outreach that includes greater opportunities for joint planning and strategizing via sector-wide conference calls and face-to-face meetings.
169. Continue to defend and advocate for union and workers' rights and services through local and coordinated provincial campaigns that engage, train, and develop CUPE members and allies in political action.

170. Continue to support participation in Ministry and Employer Association working groups to bring the workers voice to the discussion to address systemic issues with the goal of broad implementation.
171. Continue to support CUPE Ontario Equality Committees and integrate their work with SSWCC events and work plans, including CUPE Ontario's Aboriginal Council and Injured Workers and Occupational Health and Safety committees.

Universities

Through the leadership of the Ontario University Workers' Coordinating Committee (OUWCC), **CUPE Ontario will:**

172. Coordinate bargaining to ensure an end date of 2019 for the sector's collective agreements.
173. Develop outreach tools for solidarity actions for locals in a strike/lockout position.
174. Develop provincial bargaining strategies that include tactics such as sector-wide strikes.
175. Create resources to support coordinated bargaining including a map of collective agreement expiry dates and common language clauses.
176. Continue development on the database that includes who, where and when locals are in bargaining to better support coordination.
177. Strengthen and support the creation of Cross-Campus Alliances. Develop templates and distribute locally developed materials.
178. Develop educational materials for members on changes to PSE funding and impacts on working conditions.
179. Campaign on changes needed to Strategic Mandate Agreements.
180. Continue working with Canadian Federation of Students (CFS) and Ontario Confederation of University Faculty Associations (OCUFA) to build common campaigns on 2018 funding model priorities through Ontario University & Colleges Coalition (OUCC).

181. Develop a campaign with Indigenous community organizations on representative workforce and hiring on campuses.
182. Create workforce composition study language for coordinated bargaining.
183. Build support and strategy for instituting mandatory education on Canadian history specific to indigenous peoples at all Ontario public universities.
184. Work with the Health and Safety committee to address issues within current legislation, work with Cross Campus Alliances to collect and centralize university policies, and develop materials to navigate and improve campus policies to prevent sexual violence.
185. Strengthen pensions by continuing the campaign to expand CPP, expanding coverage of the workplace pension plans, and defending Defined Benefit pension plans.
186. Continue to coordinate and provide leadership for CUPE's members' interests in the development of a Jointly Sponsored Pension Plan (JSPP) across the province for the university sector.
187. Work with MPPs Fife and Sattler and the ONDP to promote the petition on changing workplace laws to protect precarious workers.

CUPE ONTARIO CONVENTION 2017

