

Report Card



BE BRAVE



BE BOLD



CUPE Ontario 2016 REPORT CARD

Fighting Austerity and Privatization	
Action called for:	Action taken:
<p>Fight against the transfer of public wealth to private businesses, and the transfer of public services to not-for-profits. This will include campaigns against the sell-off of public assets, contracting out of public sector jobs, and all other forms of privatization.</p>	<p>Opposing the privatization of public services was a top priority for CUPE Ontario in 2016. Our union is a highly visible force against the privatization of Hydro One. We launched a ground breaking misfeasance suit against the Premier, we were part of high profile anti-privatization actions across the province and we have been a mainstay of the Keep Hydro Public coalition. CUPE Ontario's anti-privatization campaigning won a major victory this year in North Bay when we finally pushed the local council to reverse plans to privatize Cassellholme. CUPE Ontario was a critical partner in the community battle against the sell-off of the municipal electrical utility PDI in Peterborough. We supported Local 543's very tough battle to stop the contracting out of long term care caretaking jobs in Windsor. Local 416 worked with community and labour allies to stop the privatization of Toronto garbage pickup in its tracks.</p>
<p>Identify where social impact bonds and other forms of social finance are being proposed and work with locals and the Social Service Workers Coordinating Committee (SSWCC) to develop plans of action to stop these destructive measures.</p>	<p>CUPE Ontario attended the Ontario Municipal Social Services Association one day forum on Social Impact Bonds in Ontario, including a presentation in the new Social Impact Bond Division that has been established by the Province. At that time the application process had closed and the SIB division was short-listing proposals. The SSWCC reviewed the employers and programs who had made applications and no CUPE workplaces were impacted. However, it became clear from the experience of other provinces that the United Way and Credit Union had played a key role in the implementation of SIBs. CUPE Ontario wrote letters to both the Credit Union Association of Ontario, and United Way Ontario, communicating very clearly our opposition to SIB's in Ontario, and received confirmation letters from both organizations that</p>

	they would not be engaging in SIBS in Ontario.
Work with sectoral committees and locals to identify cases of privatization and contracting out in our workplaces, and develop ongoing strategies to stop privatization at the local level. Local executives and rank-and-file activists will need to play a primary role in identifying risks of privatization.	North Bay Cassellholme LTC, Toronto solid waste, Toronto Hydro, University of Guelph Custodial services are just a few of the anti-privatization battles CUPE members have waged and won. OCHU and the Ontario Health Coalition (OHC) are campaigning to prevent hospital clinical services including diagnostic services from being privatized or closed. These campaigns feature town hall meetings, rallies, bus convoys to the legislature, polling, advertising and lawn sign campaigns. Additional campaigns to stop the privatization of cleaning services, food services, and linen services are also underway.
Develop regional and sectoral Emergency Response Teams that can do the work of fighting privatization on the ground. Stopping privatization can only happen with the engagement, activism and militancy of locals and the rank-and-file membership. Stopping privatization must also include educating the public and promoting popular resistance.	We have worked with District Council Presidents to build this capacity. There is still much work to do. CUPE Councils are the best way on the ground in communities for our locals to connect and support each other.

Hydro Privatization	
Action called for:	Action taken:
Campaign to halt the sale of Hydro One so that it can be restored to full public ownership.	In 2016, we launched 8 community events in target Liberal ridings and held 2 successful province-wide demonstrations.
Continue to apply targeted political pressure to Liberal MPPs in their ridings to hold them politically accountable for the disastrous consequences of selling our hydro system.	In addition to community events, CUPE has launched a lawsuit against the Premier, Minister Sousa and Minister Thilbeault and we have received a lot of public support for these efforts.
Create visible opposition on the ground to help voters point the finger of responsibility directly at their local Liberal MPP by name.	Local teams of volunteers and activists leafleted and canvassed in Liberal ridings. Print advertising, visible billboards, and earned local media all pointed the finger at the local Liberal MPP.

Build on municipal opposition to hydro privatization and fight for public, municipal ownership and operation of Local Distribution Companies (LDCs) by targeting municipal politicians.	We supported and resourced campaigns in Toronto, Peterborough, Wassaga Beach, and prevented hydro privatization in Toronto and Guelph. We continue to monitor other areas.
Build on our internal organizing strategy to increase members' capacity for local campaigns on this and other anti-privatization campaigns.	Through a full-time booked off member organizer, we held three regional CUPE leadership meetings in advance of each public event to gather and rally our members to take action.
Build the Keep Hydro Public coalition to expand the network of organizations working with us, and encourage coalition partners to help fund the campaign.	We have continued to support the Keep Hydro Public coalition and continue to work with a growing list of allies.
Seize the potential of the Keep Hydro Public campaign's on-the-ground activity and community links to organize against other forms of privatization.	The move from the Liberals to offer a "rebate" as well as Wynne's dwindling poll numbers are two indications that this privatization agenda has been discredited. Our campaign has certainly played a role in this.

Fair Taxation	
Action called for:	Action taken:
Continue to demand that the provincial government restore corporate income tax rates to at least the level of 14% that they were at in 2009.	We have continued to demand, particularly in all our interventions around the provincial budget including our formal Pre-Budget Submission and in our appearances at Queen's Park before the Standing Committee on Finance and Economics, that Ontario increase the corporate tax rate, restoring it, at least, to the 2009 level of 14%.
Demand fair taxation that closes tax shelters, and compels payment from corporate tax cheats who use offshore companies to avoid paying taxes.	In every presentation to government, every budget brief, in public statements, press releases, media conferences, and when our officers are speaking in communities, the issues of tax fairness are always on the agenda.
Push for the creation of revenue-generating tools such as progressive municipal taxes that can help fund municipal and school board services.	CUPE Ontario has consistently pushed the province to support the expansion of public services by adopting measures to increase the provincial revenue stream. We have fought for an increase in the corporate tax rate and opposed the misguided use of provincial revenues to fund tax cuts. We are working with OMECC and with the NDP at Queen's

	Park to plan our fight for new/expanded municipal revenue tools, especially outside of Toronto.
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Increasing the Role of the Public Sector

Action called for:	Action taken:
Advocate for the growth and long-term expansion of the public sector. This will include not only protecting the assets that are currently owned by the province, but expanding public ownership, including revenue generating assets.	CUPE Ontario’s TIME-TO-CARE Campaign to win a legislated minimum care standard of an average of four hours daily hands-on care, per resident, in long term care has been a powerful example of CUPE Ontario’s ongoing work to expand public services in Ontario. Those efforts will continue as we work to build all party political support for Bill 33, the TIME TO CARE Bill which we worked with NDP health critic France Gelinas to bring forward at Queen’s Park.
Demand that all public services and social programs be delivered on the basis of universality.	We were a leading voice against the ORPP – the proposed Ontario Retirement Pension Plan that Kathleen Wynne had proposed precisely because it was not a universal plan. In supporting parent coalitions for children with autism we have publically called for a universal and expanded system of supports rather than individual pay outs to families to purchase supports for their kids. All of the advocacy we do with the Ontario Coalition for Better Childcare is all premised on the creation of universal, public, affordable childcare system. These are just a few examples – but the principle of universality is at the heart of all of our advocacy for public services.
Demand an expansion of universal public health care, including funding to make up for years of budget freezes and expansion of services covered under the public system. Demand that a universal public Pharmacare plan and a universal public Dental plan be part of the expansion of health care. Fight for publicly funded, owned and operated infrastructure projects, and insist that the government give up its deficit-phobia. We are nowhere near a debt crisis, ¹ and interest rates are	OCHU and CUPE Ontario have worked together on this file – on all of the issues of cuts to funding for hospitals in particular. OCHU has done an incredible job leading this work, and at every step of the way, with campaign resources, promoting and attending rallies, with meetings with government, CUPE Ontario supports them.

¹ No Crisis on the Horizon: Ontario Debt 1990 – 2015, Canadian Centre for Policy Alternatives, January 2016.

at historic lows, which makes public borrowing much more affordable.	
Support the Health and Safety Committee in its work on implementing the recommendations of the Mental Health Working Group, and in demanding that more public resources be allocated to support people who experience mental illness, and develop public programs for mental health care and mental illness prevention.	The Mental Health Matters campaign developed by the Injured Workers Committee continues to raise awareness of this issue in the workplace and call for more resources to support those who suffer.
Develop strategies to address violence in the workplace across all sectors in CUPE.	CUPE sectors have been developing sector specific anti-violence campaigns and now the Health and Safety Committee is putting together a multi-sector campaign.
Join the Canadian Union of Postal Workers in demanding a publicly owned postal banking service.	CUPE Ontario has taken a public position in support of this and advertises that position on every piece of mail we send out.

Fighting Poverty and Income Inequality	
Action called for:	Action taken:
Aggressively defend and fight to expand all public services provided to support recipients. Under no circumstances can we accept a model for a Basic Income that leads to reductions in the vitally important services that are delivered, or that results in our members losing jobs.	In a series of government relations meetings and submissions to the Basic Income Consultations as well as a mobilization with anti-poverty groups, and engaging members who work in social assistance delivery, created a strong presence during the province-wide government consultations including disruptions and interventions demanding an immediate increase to social assistance rates as an alternative vision to a Basic Income program.
Work with the SSWCC to develop a comprehensive vision of what a socially progressive anti-poverty plan would look like, and actively campaign against any Basic Income project that fails to live up to that progressive vision.	Developed a series of demands jointly with labour on what a progressive vision of a broader anti-poverty plan including: <ul style="list-style-type: none"> • Raising social assistance rates above the poverty line. • Removing barriers to paid employment. • Investment in more high impact interactions with front line workers for case planning time and supports. • Creating conditions for decent work.

	<ul style="list-style-type: none"> • Implementation of a \$15 minimum wage. • Aiming for full employment. • Supporting universal publicly-delivered social welfare programs. <p>Closing the gender wage gap by implementing the Equal Pay Coalition recommendations which address systemic issues.</p>
<p>Provide resources to locals so members can have extensive knowledge about the different models of a Basic Income plan, and so they can develop the skills to fight against the kinds of proposals that are promoted by right wingers like Liberals and Conservatives.</p>	<p>Upon the announcement of the province-wide consultations hosted by the government, distributed a briefing paper and consultation guide with principles and analysis to put forward a counter narrative to engage participants in a bolder vision of social assistance reform, rather than the narrow vision of basic income presented by the government.</p>
<p>Work with local leadership, sectoral committees, District Councils, and rank-and-file activists to pressure the government to design a comprehensive anti-poverty plan based on universal and expanded public services, full-employment, incomes and social assistance rates high enough to raise everyone out of poverty, and increases to corporate taxation to redistribute wealth.</p>	<p>In a multi-pronged approach supported a public debate on Basic Income in Toronto working with coalition partners, as well as materials for broad distribution. By engaging in debate at conferences and conventions we put forward a bold progressive vision of social assistance reform, as well as analysis and bulletins to communicate with members and allies.</p>
<p>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 and other allies to continue the struggle to raise social assistance rates to levels that will raise people out of poverty. Through this work, and through these alliances we will build a strong social movement union that can contribute to building broader working class power.</p>	<p>In working with the Raise the Rates Coalition and labour allies proposed a counter narrative to the Basic Income Pilot with a Maximum Income Pilot Program to re-distribute wealth in Ontario with a progressive vision to eliminate income inequality.</p>
<p>Engage with our allies in the labour movement and other coalition partners and progressive organizations to join the fight for true economic and social justice by fighting for full employment and real poverty elimination strategies, including providing concrete support to the \$15 and Fairness Campaign, and the OFL's Make it Fair campaign.</p>	<p>In all communications, briefs and submissions the connection between broader campaigns and the intersectionality with social assistance reform were highlighted including \$15 and Fairness, Make it Fair campaign, closing the Gender Pay Gap, and the Raise the Rates campaign.</p>

Building Our Base and Building a Working Class Movement

Action called for:	Action taken:
Encourage all locals to affiliate to CUPE Ontario and to District Councils, so that all structures of CUPE can work together with allies to develop strategic plans for fighting back.	This work is ongoing. Extra resources have been put towards helping District Councils in need. Our affiliation kit has been updated and we have executive board members attending local meetings to promote the work of CUPE Ontario.
Assist locals and District Councils in developing local and community based committees of rank-and-file activists capable of responding to attacks wherever and whenever they occur. We need boots on the ground across the province to mount a strong defense of public services and quality jobs, and to fight for a different world.	The dramatic increase in strikes over the last year has meant increased coordination between CUPE Ontario and District Councils to identify activists, encourage and facilitate picket line and other member support.
Ensure that activist training is provided to rank-and-file members. Engage rank and file members in a range of political activities, including lobbies, rallies, and building ties with allies who share our values.	An activist training workshop for activists identified through the District Councils will be held in June of 2017.
Build mentoring teams for health and safety and injured workers.	This work is ongoing through the Health & Safety and Injured Workers Committees mentoring workshops.
Call on CUPE National to urgently dedicate more resources to organizing non-unionized workers across the province, and to develop concrete plans for organizing precarious workers. This will include assigning more organizing staff to Ontario.	CUPE Ontario continues to play a leading role in working with our National Union to change the culture around organizing in CUPE. We have developed comprehensive organizing plans with each of our sectors and are working to achieve the resources to implement them.
Work with Sector Committees and assist CUPE National in training member organizers and develop comprehensive sector-specific organizing plans including a coordinated plan to organize home care workers, and wall-to-wall organizing in existing CUPE workplaces.	This work is ongoing, with a number of Sector Committees completing member organizer training and all sectors working with the CUPE National Organizing departments to complete sector-specific organizing plans.
Work with CUPE National and the Equality Committees of CUPE Ontario to develop strategies for organizing workplaces where equity seekers are employed.	Organizing new members must have an equality lens applied and CUPE Ontario continues to advocate for enhanced resources for representative member organizers to work to bring more workers into our union.
Call on CUPE National to provide additional servicing	Resolution to Convention 2017 calling for CUPE

<p>representatives to support newly organized bargaining units, and also address the increasing workload of existing staff. Increases to staffing levels must also include creating additional legal capacity.</p>	<p>National to correct the imbalance of staff and financial resources in our province</p>
<p>Explore new ways of coordinated bargaining (such as the Quebec model of “common front” bargaining) to take on negotiating with the Kathleen Wynne government.</p>	<p>Enhanced coordination in our municipal sector with regional coordination grows. We support strong coordination in LTC among locals that work for chains like Extendicare. We are rebooting coordination in social services in both development services and child welfare. Coordination in universities is paying off with good outcomes in recent rounds of bargaining and plans to enhance these efforts.</p>
<p>Lobby CUPE National to provide more resources to support coordinated bargaining, including more staff and campaign supports. This will include additional supports for new forms of central bargaining, like in school boards.</p>	<p>CUPE Ontario is constantly lobbying for additional resources for the work of sectors.</p>
<p>Building the base is a necessary precondition to engaging in the kind of militant action that will improve workers’ lives. Through the process of building the base, and developing strong coalitions with other unions, working class organizations, and other groups supportive of our goals we will engage in escalating actions that could culminate in a General Strike.</p>	<p>CUPE Ontario continues to build member engagement and militancy through training and education opportunities for members, including upcoming District council activist workshop and political action workshop. The formation of a strike support committee and significantly increased strike support activity through rallies, direct action and political outreach has also helped grow the militancy of our members. Our collaboration with community and labour movement allies continues to grow and has played a significant supporting role during our strikes.</p>
<p>Create a plan with escalating action, up to and including the call for a General Strike, in collaboration with the rest of the labour movement and community allies, and seize strategic political opportunities where militant disruption will have maximum impact in stopping the austerity agenda throughout our sectors, including hydro privatization.</p>	<p>Our union has been a leading voice calling for public mobilization and rallies to further the work of many of our campaigns. This is challenging given the belief by some that rallies are not as effective as they once were – but we will and must continue to use public mobilization as a key component to every campaign we mount.</p>

Changing Workplaces Review: Labour Law and Employment Standards Changes

Action called for:	Action taken:
Support and help finance the Ontario Federation of Labour's "Make it Fair" campaign. This will include encouraging locals and District Councils to endorse it, work with Labour Councils, and participate in all of its actions in order to promote changes to the Employment Standards Act and Labour Relations Act that benefit workers. Important changes include extending paid sick leave to all workers and providing paid leave to workers who experience domestic violence.	CUPE Ontario has been one of the biggest contributors and participants in the "Make it Fair" campaign. We have provided financial support, book-offs, lobbying help, rally support, got thousands of cards signed, made a presentation to the government and have presented on the issue at our sector and committee events.
Support and help finance the \$15 and Fairness campaign, and continue to work with the Workers Action Centre, and other allies in the fight for ESA reforms that protect all workers, and increase the minimum wage to at least \$15/hour.	CUPE Ontario continues to provide support and coordinate actions with \$15andfairness and the Workers Action Centre.
Campaign to support migrant workers, and support the inclusion of a Migrant Workers Bill of Rights in the ESA.	Part of our "Make it Fair" campaign work.
Fight for changes to the ESA that give increased protections to workers who gain employment through Temporary Employment Agencies.	Part of our "Make it Fair" campaign work.
Demand that the government extend the right to card check certification to all workers in Ontario.	Part of our "Make it fair" campaign work.
Demand that anti-scab legislation be included in the amended LRA, and stronger protections for first contract arbitration when unions request it.	Part of our "Make it fair" campaign work.

Pensions

Action called for:	Action taken:
Participate in the campaign to double the CPP on a universal basis, ensuring that it covers all workers in Canada.	CUPE Ontario's Pension Committee and OMERS Reference Group supported and participated in the CLC's CPP campaign, lobbying MPs in their constituencies and as part of the CLC's Ottawa Lobby day. While not a doubling, the historic

	agreement to expand the CPP by 33% announced in June of 2016 is the largest public pension expansion since the CPP was founded.
Continue to campaign to change the ORPP, to make it a universal defined benefit plan based entirely on the design of the existing CPP. The ultimate goal will be to fully integrate the ORPP into a fully expanded and universal CPP.	As a result CPP expansion, the Ontario Liberal's dropped their plan for a non-universal ORPP in June, 2016. CUPE Ontario played a lead role in advocating against the non-universal ORPP in favour of universal CPP expansion.
Fight within our existing pension plans to make sure that plan managers do not lobby for a two-tiered public pension system.	CUPE Ontario facilitated expert analysis of CPP expansions impact on CUPE pension plans and then organized meetings with senior staff and leadership at OMERS. Our work on this issue prevented any attempt to lobby for a two-tiered public pension system and ensure CPPs universal expansion.
Campaign to allow locals to negotiate, on a plan by plan basis, for stacking of benefits with the expansion of the public pension system.	Plan trustees continue to work, within their plans, for improved accrual rates below the YMPE, to ensure more stacking of CPP benefits.
Develop strategies to gain more control over the administration of our workplace pension plans to prevent them from contributing to the problem of privatization.	CUPE Ontario continues to support the efforts of OUWCC in examining the establishment of a Jointly-Sponsored Pension Plan for the university sector. CUPE Ontario, its OMERS Reference Group and CUPE Trustees at OMERS continue to advocate that our largest pension plan's investments do not exacerbate the push to privatization and contracting-out, which will ultimately hurt OMERS by reducing members in the pension plan.
Strongly encourage and support its network of CUPE pension trustees to campaign at their boards to expand defined benefit pension coverage to all part-time workers and to eliminate any barriers which exist within pension plans that discourage part-time enrolment.	CUPE Ontario continues to work, through its Pension Committee and OMERS Reference Group, for the expansion of pension coverage for part-time workers. CUPE Trustees at OMERS have advocated for the mandatory coverage of part-timers in plan design changes that have yet to be adopted. CUPE Pension Trustees on other plans, like HOOPP, continue to advance the sign up of part-time members into their plans.

Political Action	
Action called for:	Action taken:
Hold a political action conference in November 2016, in keeping with the resolution passed at the 2015 convention. At the conference we will be discussing, in detail, all of the different ways that CUPE and its members engage in political action, including electoral politics, lobbying, building a social movement union and coalition building with other working class organizations, direct action, and what it takes to build for a mass movement to demand and achieve change.	Due to time and participation constraints this event will be held in 2017 and is being organized by our political action committee.
Develop strategies to engage in electoral politics that prioritizes an agenda that benefits all workers, and which develops our members' skills to do the work of electoral campaigning, including running for office.	CUPE Ontario has used by-elections to highlight an agenda that supports public services and opposes privatization. Our members have developed campaign skills through work on NDP campaigns while pushing our pro-worker agenda.
Encourage our members to engage in the upcoming by-election in Scarborough-Rouge River. We can use the by-election as an opportunity to prioritize issues that are important to CUPE members, including the sell-off of Hydro one and other privatization schemes.	CUPE Ontario members took part in canvassing and other campaign activities. CUPE Ontario also used the by-election to continue to make Hydro-privatization a major issue.
Work with CUPE National to pressure the Federal Liberal government to implement progressive policies that benefit all workers.	CUPE Ontario takes part in all CUPE National initiatives and campaigns to advocate for progressive pro-worker policies.
Work with locals, District Councils and the Union Development Department to help develop the capacities of rank-and-file members to engage in all forms of political action, from developing local political action committees, to lobbying MPPs, from developing coalitions with allied organizations to engaging in strategic direct action.	An activist training workshop for members identified through the District Councils will be held in June of 2017.
Ensure that all of our political action is done in a way that promotes involvement by members all equity seeking groups, and makes equality a central component of all of our political work.	The vast majority of our political action resources are spent mobilizing members and putting boots on the ground. Every campaign must include a member engagement component.

Taking The Leap – Environment	
Action called for:	Action taken:
Work with the rest of the labour movement and allies to demand comprehensive and effective measures be taken by governments to combat global warming and climate change.	This work is just beginning through our environment working group and that committee of members will continue to fully engage on these issues.
Demand that any plans for environmental justice respect Aboriginal treaty rights, and learn from the work that Aboriginal communities have done to protect “rivers, coasts, forests and lands from out-of-control industrial activity.” ²	Ongoing work through our aboriginal council is underway.
Demand that government action on the environment include plans for a Just Transition for communities and for workers. 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 long-standing labour demand that we have full employment.	This work is beginning through our environment working group and will continue into the coming years.
Work with our allies to develop comprehensive and concrete proposals for what Just Transition policies and programs would look like, in order to protect workers who will transition from work in the high-carbon economy, to jobs in low-carbon sectors.	This work is beginning through our environment working group and will continue into the coming years
Fight to ensure that governments adequately fund public sector workplaces for all of the costs of implementing cap-and-trade and other programs, so that the cost of environmental action does not come out of spending on services or by cutting jobs. This is also part of the Just Transition.	Use Pre-budget submission and budget response to highlight the need for government to fund the cost of implementing cap-and-trade in the public sector.
Demand that public investments in new environmentally sound infrastructure projects be done through the public sector, and not through wasteful P3s or other forms of Alternative Financing and Procurement.	CUPE Ontario through its lobby and budgeting submissions continues to call for all new investments and infrastructure to be publically funded and not set up as P3s.
Vigorously oppose trade agreements such as the Trans Pacific Partnership (TPP). The TPP will create conditions for further environmental destruction by	With CUPE National taking the lead, our union has opposed the TTP and all other Trade deals that will

² The Leap Manifesto.

the prevention of green procurement. It will also worsen the privatization of public assets, exacerbate the crisis of poverty on a world-wide scale, increase drug costs, and reinforce anti-democratic decision making.	negatively impact workers and communities.
Demand that new renewable energy production projects be based on public ownership and democratic control of electricity.	Use our Keep Hydro Campaign to highlight the need for a public, green energy generation and distribution.
Help locals develop Environmental Committees to promote environmental justice in their workplaces, their communities, and across the province.	The CUPE Ontario committee will be expanding its role to provide support for locals where needed.
Strike an Environmental Working Group of three people to provide advice to the Executive Board, and liaise with the National Environment Committee and social justice partners on all the issues related to shifting our economy. This will include a review of CUPE Ontario's consumer practices in relation to local environmental sustainability.	The committee has been struck and has already started its work. The National Committee members have been appointed to ensure a link between the two groups.

Fighting for Equality	
Action called for:	Action taken:
Through our policies, practices and political organizing, maintain opposition to the disproportionate effects of privatization and underfunding of public services on black, indigenous and workers of colour, LGBTQ workers and workers with disabilities, as well as women facing intersecting equality issues.	All of our writing and work incorporates an equity lens and this includes the disproportionate impacts on marginalized groups. We have highlighted this while lobbying with government and in written submissions.
Work with all levels of our union to ensure that equality work receives adequate resources and supports, including providing sufficient staff support to equality committees.	We have secured an additional staff person assigned to equality in the region as well as increased campaign support for equality work.
Building on the democratic expansion of CUPE Ontario Executive Board's equality seats, develop education, training and policy development to increase the union participation of equality seekers by removing barriers and fighting racism, sexism, ableism, homophobia and transphobia at all levels	Through staffing, campaigns, training and direct participation, CUPE Ontario takes into account the strong skills and value that members from equality seeking groups bring to our work and we ensure all areas of our work reflect the diversity of our union.

of CUPE, our workplaces and our communities.	
Call on all levels of government to invest in broadening access to public services for undocumented people, migrants and refugees so that they can access services without fear of reprisals.	CUPE Ontario continues to call on government to broaden access to public services and has joined allies to call for sanctuary cities and to make Ontario a sanctuary province.
Stand in solidarity with indigenous communities fighting colonial violence and multi-generational, community trauma caused by residential schools, continued lack of social supports and even the most basic public services for indigenous communities, and foundational systemic racism that pervades all social and political institutions.	The Aboriginal Council continues to highlight the plight of Indigenous peoples through “blanket exercise” training. We have also given direct support to the fight to clean up the water system in Grassy Narrows and are taking part in this year’s “Water Walk” event highlighting the need for access to clean water.
Support all of the Truth and Reconciliation Commission of Canada’s 94 Calls to Action to redress the legacy of residential schools, beginning with the Aboriginal Council’s campaign to demand anti-colonial curriculum in our education system, developed by working closely with indigenous communities.	CUPE Ontario’s Aboriginal Council continues to lead on this file, include a petition card campaign and a meeting with the Minister of Indigenous Affairs. The Council has also been networking with allies to coordinate responses and take part in community events.
Stand in solidarity with the Black Lives Matter movement by mobilizing our members and other allies in the labour movement to oppose systemic anti-black racism and anti-black violence through policing.	CUPE Ontario has supported Black Lives Matter in both public statements and with financial support. The RJC has collected and will continue to increase the list of members’ names who will volunteer to be on the "Flying Squad Group".
Demand that the province fully eliminate the racist, anti-black police practice of carding, including the deletion of all previously recorded data, consistent implementation amongst different police boards, and concrete disciplinary measures for officers who continue to card.	Through the leadership of the Racial Justice Committee CUPE Ontario has made clear our opposition to the police practice of “carding”.
Work with our members and allies to push for an immediate review of the Special Investigations Unit in close consultation with black communities and families victimized by police violence.	We continue to support the efforts of Black Lives Matter and are a leading support to the Coalition of Black Trade Unionists who are leading on these issues.
Work with allies to ensure we can address and prevent sexual violence and victim-blaming in our workplaces, unions, and communities.	A Sexual Violence Policy working group has been established at CUPE Ontario and is looking at ways to provide support to locals and victims from point of first disclosure.

<p>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.</p>	<p>CUPE Ontario involvement in Pride activities across Ontario continues to increase year after year and locals are becoming more engaged in their communities. We are seeing increased requests for pride activity support across the province.</p>
<p>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.</p>	<p>CUPE Ontario, through the Racial Justice Committee, continues to provide support to community and other groups promoting racial justice and continues to make our involvement in Carnival a priority.</p>
<p>Build on the Aboriginal Council's work to call for a public inquiry for missing and murdered indigenous women and girls by ensuring political accountability and increased awareness of the social and economic issues faced by indigenous women.</p>	<p>The Aboriginal Council conducted a successful petition card campaign around this issue and is monitoring the development of an Inquiry as promised by the federal government.</p>
<p>Campaign through the Workers with Disabilities Committee to continue internal education on disability issues and push for increased accessibility and supportive legal frameworks.</p>	<p>The development of a Workers with Disabilities resource binder for CUPE locals has been completed and will be distributed at convention.</p>
<p>Continue to work within CUPE structures such as the Women's Committee and sector committees, as well as labour and community allies, campaign against ongoing gender inequality, fight for pay equity, public universal childcare, access to women's health resources and other women's issues, with an understanding of the additionally marginalized experience of racialized and LGBTQ women.</p>	<p>CUPE Ontario through the SSWCC, HCWCC and the Women's Committee continues to make these issues a priority and provides ongoing support to the Equal Pay Coalition and Ontario Coalition for Better Childcare.</p>
<p>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.</p>	<p>Highlighted as a top priority in CUPE Ontario's submission and deputations to the Changing Workplace Review.</p>
<p>Continue to campaign against the gender pay gap which further marginalizes indigenous women, women of colour, women with disabilities, LGBTQ women and women experiencing intersecting oppression. This will be done, in part, through our responses to the Gender Pay Gap review being</p>	<p>The SSWCC has taken the lead on this item highlighting the issue at CUPE and other events with the "Gender Pay Gap Bakeshop" and with extensive ongoing lobbying of the government. CUPE Ontario's SSWCC Chair is now one of the labour representatives on the Ministry of Labour's Gender</p>

conducted by the government.	Wage Gap Working Group, which was established after the review.
Continue to address precarious working conditions that disproportionately affect workers of colour and young workers, and actively support the 15 and Fairness provincial campaign to raise the minimum wage and improve employment standards.	Committee members have been engaged in Lobbying MPP's regarding the Changing Workplaces Review and the \$15 and Fairness Campaign trained Young Workers in engaging with the public regarding the campaign.
Through the International Solidarity Committee and Racial Justice Committee, continue to work with Migrant Workers Alliance for Change and other allies to end arbitrary limits on migrant workers and demand full status to live and work in Canada.	CUPE Ontario has proudly supported efforts by Migrant Worker Organizers and have donated resources to many efforts to directly assist individual workers in difficult situations. We continue through the Make it Fair campaign to advocate for legal changes needed to bring justice for migrant workers
As part of our international solidarity work, support the international working class by maintaining an anti-war stance and continuing to oppose the military occupation of Palestine as is consistent with our policy.	International Solidarity Committee put out a statement and worked with allies to oppose an anti-BDS Motion in the Ontario Legislature.
Through the Young Workers Committee encourage locals to send at least one young worker to CUPE Ontario's and CUPE National's conventions to support the growth of young workers activism.	The Young Worker Committee continues to engage with locals executives on a one on one basis to encourage participation of Young Workers at Convention and conferences.
Encourage locals to facilitate attendance of young workers at the 2016 CUPE Ontario Young Workers Conference and provide member book-off support to maximize turnout and planning the conference with CUPE Ontario staff.	The inaugural Young Worker conference held in October of last year was a tremendous success as we had many young workers attend from all across Ontario and increased the skills of participants in outreach, organizing and engagement on a number of issues important to the committee.
Support and resource sex workers' struggle for human and labour rights, condemn the criminalization of sex workers, support their labour organizations and harm reduction programs and support legal sex workers in accessing their labour rights.	This year, CUPE Ontario supported efforts at the Toronto Labour council to endorse resolutions and actions to stand in solidarity and support sex worker organizing. We also supported resolutions at the CLC on this important topic.
Continue to encourage CUPE National to strengthen employment equity and representation of our diverse membership including aboriginal workers in hiring and promotion within CUPE.	Our 2nd VP is working on the Employment Equity Committee at CUPE national pushing for more inclusive and diverse hiring practices
Call on employers and on the Ontario government	CUPE Ontario has called on the provincial

to provide gender-neutral washrooms in public places and in workplaces;	government to do this and has put this policy in place at its events.
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.	Through our School Board committee we have supported curriculum changes that reflect the diversity of families that introduce and support better understanding around gender identity, and have participated in Day of Pink activities.

Home Care	
Action called for:	Action taken:
With the Ontario Council of Hospital Unions, continue to work with allies like the Ontario Health Coalition, regional community organizations, key constituent groups and other unions to highlight the harms of a rapidly privatizing, underfunded, “patch-work” healthcare system, and show that demand exists for a properly funded public system.	Through organizations like the Ontario Health Coalition, CUPE and its members have participated in rallies around the lack of hospital funding, the rocking chair tour highlighting the need for 4 hours of care in Long Term Care and a public ‘Stop Hospital Cuts’ referendum. Members also participated in a national lobby day with the Canadian Health Coalition to push for a renewed Health Accord and National Drug Plan for all. All of these actions have allowed for us to highlight the crisis that our health care system faces due to the chronic lack of underfunding.
Through the Health Care Workers Coordinating Committee (HCWCC), and with the Ontario Council of Hospital Unions, continue to campaign for investment in a public home care system that can meet the needs of our aging population and its care providers, and as a vital part of the functioning of our communities and economy.	A campaign for increased investment highlighting the workers in the homecare system and the vital work they do for all Ontarians in need of homecare. In Toronto we rallied around one of our locals who faced possible cuts, calling on the Minister of Health to stand behind their promises and fix the underfunding of homecare.
With the Ontario Council of Hospital Unions, respond to the significant restructuring of healthcare in Ontario including changes to the Community Care Access Centres (CCACs) and other areas of healthcare to ensure proper care for Ontarians relying on home care and fair wages and working conditions for workers.	The Ministry of Health’s ‘Patient First’ document that set the directive for the merger of CCACs and LHINs raises the threat of further privatization. The HCWCC has met with the minister to make clear our concerns around privatization as well as the need to protect our members’ jobs, working conditions and collective agreements. The meetings have resulted in Collective Agreements being respected and the unionizing of the previously non-unionized LHIN employees. Work continues to fight against

	privatization.
With the Ontario Council of Hospital Unions, demand justice, equitable income and fair working conditions for home care Personal Support Workers (PSWs), a group of vulnerable front-line workers who are mostly immigrant women of colour working under stressful, precarious conditions.	With the Ontario Council of Hospital Unions, CUPE Ontario/HCWCC drafted an organizing plan to place priority on trying to increase representation within the home care sector, particularly of PSW's to help improve their working conditions and provide them with representation and a voice.
With the Ontario Council of Hospital Unions, based on surveys collected and focus groups held featuring the experience of home care PSWs and those receiving care in the community, release a report and conduct a media tour with specialists to pressure the province into instituting guaranteed hours of work.	Surveys and focus groups continue to be held in order to explore work related issues and reach out to and hear from our workers who work in particularly precarious conditions; after which a campaign to highlight the report and hold media conferences will follow.
With the Ontario Council of Hospital Unions, through a public campaign and internal mobilization, defend the interests of our members working in Community Care Access Centres, where drastic government restructuring is expected.	Representatives of CUPE staff and elected leaders have met regularly with the Ministry of Health in regards to their restructuring of CCAC's into the LHIN's in order to defend the interests of workers and that of a publicly funded, publicly delivered health care system. Work will continue as the Minister endeavours to do further changes through their "Patients First" initiatives that speaks to increased changes within the health care sector, as well as potentially other sectors.

Hospitals	
Action called for:	Action taken:
Analyze the changes the province has made to the resident classification system and their impact on workloads and resident care.	Working together, CUPE and its HCWCC and OCHU have done the analysis and prepared a report, which was released for the first time in April 2017, which highlights the impact that underfunding and the transfer of hospital patients without staff resources have had on long term care and which calls for increased funding and staffing in response to the rising level of resident acuity. This report will be released with local data, in communities across Ontario in the months ahead.

<p>Call for the immediate reinstatement of Sue McIntyre, RPN, who was fired for speaking about violence at a CUPE conference in January.</p>	<p>Have called repeatedly and publicly for Sue McIntyre's reinstatement. There have been 13 days of arbitration hearings in North Bay as we fight to get her reinstated to work. Sue has been working on CUPE campaigns full-time since the day she was fired.</p>
<p>Support the campaign of the Ontario Council of Hospital Unions/CUPE 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.</p>	<p>In partnership with the University of Stirling, OCHU has conducted 12 focus group of acute care hospital staff and 6 focus groups of long term care staff about their experiences with violence. These studies will be published in an international journal of occupational health and safety in 2017 and 2018 and in a book in 2019. OCHU has done a video of members' experiences with violence and a short book outlining the impact of these assaults on our members. CUPE Ontario has supported getting members to the 4 major rallies OCHU has held over the last 12 months to push the government for increased funding and staffing in hospitals and long term care. The next rallies are planned for June 8 in Sudbury and October 27 in Ottawa. Rallies are also planned for Durham in February and in Toronto in May, 2018.</p>
<p>Support the legislation drafted by the Ontario Council of Hospital Unions/CUPE to protect healthcare workers from violence, as was recently adopted by New York State.</p>	<p>Draft legislation has been produced. An MPPs breakfast briefing is planned to seek all party support in Ontario for this amendment. CUPE has agreed to support the amendment nationally. Other unions have agreed to support this amendment. The campaign is beginning. A national lobby strategy is being developed.</p>
<p>Support healthcare workers to have the same rights to refuse unsafe work as other workers in the public sector.</p>	<p>CUPE Ontario and OCHU have called on the provincial government to enable healthcare staff to have the same rights to refuse dangerous and unsafe work as any other public sector worker.</p>
<p>Support the demand for adequate compensation and payment for health and psychological services for workers who are the victims of violence.</p>	<p>OCHU took injured worker Scott Sharpe on a tour of Ontario in May 2017 to highlight the impact that violent assault has on the victim. Counselling and other services are increasingly difficult to secure from WSIB after a violent assault, although PTSD is a common outcome. OCHU is calling for a major reform of the WSIB, which has delivered rebates to employers by cutting claims to legitimately injured workers, including the victims of violence. The 10-year plan of the WSIB indicates that an increasing</p>

	number of claims will have to be rejected to meet the goals of cutting costs for the employers.
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Libraries	
Action called for:	Action taken:
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.	Have opposed staff-less libraries and pushed back against privatization and contracting out which undermines good jobs for workers and adds to the precarious nature of the job. Continued to outreach to members, support strikes, and speak out against precarious work in the sector.
Continue the library worker postcard campaign to raise the profile of library workers through positive, visible community actions with the goal of pressure municipal politicians to invest in libraries as community-building institutions across Ontario.	Used the postcard campaign to proactively highlight the importance of libraries in communities. Raised the flag to warn against staff-less libraries and other threats.

Long Term Care	
Action called for:	Action taken:
Working with the Ontario Council of Hospital Unions, demand that the Liberal Government stop ignoring 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”, which call for a 4-hour legislated daily care standard for Long Term Care residents. More front line staff are urgently needed in Long Term Care homes.	Long Term Care workers engaged in an intensive lobby of MPPs and was successful in having Bill 188, The Time to Care Act, introduced by the NDP as a Private Members Bill. The Bill passed first reading. Due to prorogation, the Bill was lost, but due to the incredible work of our members, the NDP reintroduced the Bill as Bill 33 almost immediately, including a press conference held jointly with NDP, CUPE and the Advocacy Committee of Family Councils. The new Bill also passed first reading.
Working with the Ontario Council of Hospital Unions, build on HCWCC’s active Time to Care campaign, its Mobilization Training and ongoing campaign activity which has yielded a high level of grassroots, member-led activity and strengthened ties with community allies across the province, resulting in broad public impact.	HCWCC and OHCU continue to support and encourage member driven campaign activity that highlights the campaign issues, educates the public and pressures MPP’s to support Bill 33.

<p>Working with the Ontario Council of Hospital Unions, further engage successful tactics such as rallies to respond to job cuts at long term care homes, media conferences, lobbies in target ridings as well as Queen’s Park, the “Make it Blue Day” social media campaign, a June Week of Action, and other local organizing actions with creative features that will further engage the public, culminating in a large Queen’s Park event on October 4, 2016 coinciding with International Older Person’s Day.</p>	<p>We have continued to use a diversity of tactics to highlight the campaign issues and drive the lobbying efforts forward. Such events have included workplace rallies, Queen’s Park lobby days with members and allies, 4th of the month “Make it Blue Day”, lunch time rallies, and Resident Ice Cream days. We have also continued to support our allies in their campaign efforts, like participating in the Ontario Health Coalitions Rocking Chair Tour.</p>
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<h2 style="background-color: #4b0082; color: white; padding: 5px;">Municipalities</h2>	
<h3 style="background-color: #d8bfd8; padding: 5px;">Action called for:</h3>	<h3 style="background-color: #d8bfd8; padding: 5px;">Action taken:</h3>
<p>Continue to engage municipal locals in the fight against hydro privatization at both provincial and municipal levels.</p>	<p>Municipal locals have continued to rally at Liberal MPP offices and support the lawsuit against the Liberal Government.</p>
<p>Strengthen the Ontario Municipal Employees’ Coordinating Committee’s (OMECC) area-level presence by building area networks that can regularly meet and work together to respond to privatization and concessionary bargaining threats from municipal employers.</p>	<p>OMECC members have contacted locals within their area (10 areas across the province). The Committee has made initial phone contact and held area meetings at the 2017 OMECC Conference. The committee has begun to establish a list of bargaining issues, collective agreement expiry dates, discussion on contracting out, WSIB, etc. The committee will continue to engage locals in mobilization and will hold area meetings by the end of 2017. The committee has had an information session with CUPE Organizing to look where we can organize. These are the first steps taken with organizing training being planned for a future date. The committee has reached out to area locals for their support during the various municipal strikes that have happened to support the picket lines.</p>
<p>Work with local presidents towards internal mobilization that can build capacity and create the conditions required for coordinated bargaining.</p>	<p>OMECC has begun initial discussions to coordinated bargaining at area meetings. The committee will continue this work with locals in their areas.</p>
<p>Support municipal locals in lobbying and “council watch” efforts to support and maintain strong public services, and bring previously contracted-out services back into the jurisdiction of the municipality.</p>	<p>OMECC is working to map locals participating in council watches and discuss their importance with locals. More proactive assistance to locals, particularly regarding successes in contracting-in services, is being planned.</p>

<p>Develop strong fight-back campaigns against all forms of privatization.</p>	<p>The committee is developing a campaign on progressive Revenue Tools for municipalities. It is in its early stages and will allow locals to understand progressive taxation methods that could be used at the municipal level. Discussion started at the 2017 OMECC conference on this topic and will be reviewed, along with area meeting feedback, to develop future strategies.</p>
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<h2>Paramedic Services</h2>	
<h3>Action called for:</h3> <th data-bbox="821 541 1541 630"> <h3>Action taken:</h3> </th>	<h3>Action taken:</h3>
<p>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.</p>	<p>Continued to work through the CACO conferences, caucuses and breakouts at other CUPE events, and continued to engage in a positive media relations campaign to highlight the importance of our work.</p>
<p>Continue to campaign for public safety and emergency care from appropriately trained workers by pressuring the provincial government and municipalities to stop the incursion of the Ontario Professional Fire Fighters Association (OPFFA) into paramedic services.</p>	<p>Working with key allies including OPSEU on a campaign against OPFFA's harmful proposals. Successfully pushed back against the worst portions of their proposals based on our lobbying and government relations work, including a Lobby Day at Queen's Park.</p>
<p>Ensure that provincial and municipal levels of government support the expansion of community paramedicine programs that have shown results and gained public support.</p>	<p>We continue to highlight the community effects of having paramedicine programs.</p>
<p>Continue to oppose a regulatory college for paramedics.</p>	<p>This continues to be part of our position amongst our membership and at external events.</p>

Public Health	
Action called for:	Action taken:
Build on the inaugural Public Health forum jointly organized by HCWCC and OMECC, strengthen our Public Health Working Group to mobilize against a new funding formula by the government resulting in flat-line budgets for most Public Health Units in Ontario.	HCWCC and OMECC continue to work on entrenching a Public Health Working Group and moving the work forward.
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.	Work continues on building a campaign strategy and understanding of the membership and workplace issues.

School Boards	
Action called for:	Action taken:
Raise community awareness of the critical importance of our members' work, and build community allies in order to build support for bargaining.	Developed "CUPE: MAKING SCHOOLS WORK" billboards, developed career leaflets which promote the work we do in schools and to promote our work as a career choice for young people. Working with People for Education to ensure our work is visible in their research. Working with allies to fight for equity and standing with them to fight Islamophobia and racism in school boards.
Engage with community allies to fight school closures.	We have been working with the Ontario Alliance Against School Closures at a provincial level and community groups locally to fight school closures.
Continue to work with community allies who support the concept of schools being community hubs.	Promoting school hubs (including childcare and parenting centres) as a means of keeping schools open.
Expose flaws in the funding formula and lobby with allies for a full and public review of the funding of education.	Developed a campaign to fight for improved funding for education. Working with the Canadian Centre for Policy Alternatives on identifying flaws in the funding formula. Building alliances with groups such

	as "Fix our Schools" and the Ontario Autism Coalition for improved funding for maintenance and special education.
Aggressively fight any attempt to contract out our members' work.	Extended Job Protection/Protected Complement language for another 2 years. Identified and are learning from successful campaigns (such as in 416) to fight outsourcing our work.
Ensure the government prioritizes the work of our members in funding and budget planning.	Negotiated, in extension talks, funds which must be spent on increasing the number of CUPE staff in schools.
Coordinate membership activities to maximize our efforts, and mobilize members to engage in locally planned activities.	Working with Councils on activist and member mobilization training.
Continue to lobby CUPE National for sustained funding for Provincial Bargaining.	Lobbying CUPE National to provide adequate and fair support for the creation of the OSBCC Bargaining Council.
Fight for improvements to the central bargaining process that will maximize our bargaining power.	Lobbied government for improvements to central bargaining process and fought Bill 92 which made central bargaining mandatory for CUPE locals.
Continue to make the issue of violence in the workplace visible, with the objective of eliminating it.	Working through a Provincial Health and Safety Working Group to address the issue of violence against our members at work. Developing a training module focussed on prevention of violence and injury to be paid for by the provincial government.
Lobby the federal government to fix Employment Insurance for school board workers.	CUPE Ontario joined CUPE National in their efforts for changes to EI.
Through CUPE National, train member organizers to help organize non-unionized workers in the school system.	Member organizers have been trained and locals have identified organizing opportunities. One new bargaining unit so far.

Social Services	
Action called for:	Action taken:
Continue to lobby MPPs and apply pressure to the Employer Association to call for the immediate	The Social Services sector used a number of lobbying strategies including face to face meetings with MPP's during 2 CAS focused Lobby Days at the

<p>implementation of the Ontario Auditor’s Report recommendations that could remedy the crisis in the child welfare system that has been intentionally created through austerity measures.</p>	<p>legislature. Lobby meetings in Constituency offices and with senior policy staff from Ministry of Community & Social Services, Ministry of Children & Youth Services and Ministry of Education have been held in the last 12 months. Submissions were made on Bill 89, the Basic Income Pilot Program and Child Care Modernization as well as meetings with the Employer Associations and the Office of the Provincial Advocate for Children and Youth.</p>
<p>Engage in coordinated political action and increase cross-sectoral efforts that will pressure provincial, federal and municipal governments to increase funding to social services, including childcare and developmental services.</p>	<p>The Social Services sector developed a tool-kit for locals and members to fight back against cuts to programs and services. This included an internal mobilization strategy as well as working in coalition with the community to increase political pressure to maintain programs and services. Additions were made to the tool-kit for advance planning for bargaining and mobilization, researching your employer, and political engagement. A post card campaign to increase funding to developmental services, as well as a petition, were used to create public support for funding in tough rounds of bargaining. As well an internal violence awareness campaign with a long term goal of connecting working conditions to chronic underfunding of the sector.</p>
<p>Strengthen relations with locals and members, and develop members into activists and leaders, through internal mobilizing efforts towards joint planning and strategizing on central issues such as pay equity and the gender wage gap.</p>	<p>The SSWCC has increased our communication reach by specializing communications through bulletins by sub-sectors and hosting conference calls and telephone town halls. We have been working toward our goal of extending our reach into the rank and file membership as well as ongoing communication with leadership of CUPE locals within the sector.</p>
<p>Continue to work with CUPE Ontario Equality Committees to integrate an equality lens into all Social Service Workers Coordinating Committee (SSWCC) campaigns.</p>	<p>With the first year of the CUPE Ontario Equality Chairs on the Executive Board and the SSWCC Equity and Inclusion representative, we have built on our equality work as a sector. We held a very successful equality forum at our 2017 Conference. There is always more equality work to do, and weaving it into every piece of our sector work is our priority.</p>
<p>Continue to 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 local’s and members’ participating in Equal Pay Day, continuing the</p>	<p>The Gender Pay Gap Bake Shop launched at Convention in 2016 was used at many community events, consultations, and conferences as a tool to increase awareness of the gender pay gap, the “care-penalty”, and the Recipe to close the gender pay gap. The SSWCC now has a clear link with the</p>

<p>strategic use of the successful pop-up gender pay gap bake shop, and lobbying for a dedicated source of funding for pay equity adjustments for public sector workers.</p>	<p>Equal Pay Coalition for developing strategy and actions and is also represented on the Ministry of Labour Gender Pay Gap Working Group. As we escalate our actions it is a clear priority of the sector to intensify our reach to all locals to ensure Pay Equity Maintenance plans are in place and being abided by, and demanding funding from the Provincial Government to fund pay equity obligations as a separate line item.</p>
<p>Build on campaign activity responding to the failed systems SAMS and CPIN instituted by the province with far-reaching negative implications for workers and service recipients in the community.</p>	<p>CUPE Ontario demanded labour appointed seats on both SAMS and CPIN working groups with the Ministry to bring forward an unfiltered front-line perspective to try to improve these two programs. We were successful with both requests with the Ministry of Community & Social Services as well as the Ministry of Children & Youth Services. Engagement continues with members through regular bulletins, as well as weaving in the flaws of the technology into all government submissions and press releases pertaining to the sub-sectors.</p>

<h2 style="text-align: left; margin: 0;">Universities</h2>	
<h3 style="margin: 0;">Action called for:</h3>	<h3 style="margin: 0;">Action taken:</h3>
<p>Develop and implement a Good Jobs campaign that aggressively fights privatization, casualization, and contracting-out on university campuses. Jobs that pay fair wages and provide decent working conditions must be maintained and the numbers of those positions increased.</p>	<p>Developed campus specific custodial campaign that highlighted the skill set and contributions to the university community. Continued campaigns that exposes the negative impact of contracting out university services and increases precarious academic work. Stopped the contracting out of 39 custodial positions and turned precarious work (temp contracts) in to regular full time positions at the University of Guelph.</p>
<p>Demand the provincial government provide adequate, multi-year, reliable and predictable public funding to universities, as well as firm regulation of administrative size and compensation that guarantees that the majority of funding goes to research, teaching, maintenance and service work. This funding formula for Ontario universities must support good jobs and quality public education fall all students across the province.</p>	<p>Continued to meet and lobby with provincial government on funding issues. Working with allies, to respond to the government's funding formula review that is advocating further marketization and corporatization of post-secondary education.</p>
<p>Push the provincial government to replace</p>	<p>Continue to work with our locals and communities</p>

<p>individual Acts to Incorporate that govern post-secondary institutions with one piece of legislation governing all post-secondary institutions. This Act must include provisions to ensure the governing councils at each institution have seats for workers, students and community members.</p>	<p>to build awareness of the Acts to Incorporate and their impact regarding governance. Attended and made presentations to Board of Governors meetings. Supported members to run for Board of Governors and Senates of our institutions.</p>
<p>Coordinate with the National Post-Secondary Task Force to put access to Post-Secondary Education on the federal government’s agenda. Include the demand for the creation of a Post-Secondary Education Act that calls on the federal government to provide transfer payments that are dedicated to post-secondary education to the provinces. Such payments should be tied to clear provisions for accountability.</p>	<p>Continued the work with the National Post Secondary Task force to advocate with all political parties for the creation of a post secondary act that calls on the federal government to provide transfer payments.</p>
<p>Continue to develop and implement our campaigns, both provincially and nationally, that promote the social and economic value of post-secondary education and that it is a social good that must be accessible to all.</p>	<p>Continue to work with the Post Secondary Task Force to update and rewrite the booklet “Our Choices, Our Future”.</p>
<p>Resource a comprehensive campaign that develops a sector-wide coordinated bargaining strategy with specific goals for academic workers and support workers bargaining in 2016 and 2017. Common bargaining demands include a 2019 common expiry date, job security, workload protection and fair compensation.</p>	<p>Developed coordinated language on priorities and adopted, at the OUWCC Conference our Bargaining slogan – NO CONCESSIONS, ONLY GAINS. This spring, academic locals at Brock, Guelph and Carleton not only fought off concessions but made gains in negotiation, as did support staff at Guelph with a historic agreement that contracted-in work.</p>
<p>Continue to provide leadership on obtaining a sector wide defined benefit pension plan that would be accessible to all workers, including sessionals/contract faculty, part-timers and casuals.</p>	<p>Continued to provide leadership during the design phase and now participating with the University Pension Plan build stage with Queens, University of Toronto and University of Guelph.</p>
<p>In collaboration with the Canadian Federation of Students (CFS) develop a campaign that addresses the outrageous tuition fees and the cost of private health care (UHIP) that International Students encounter in our post-secondary education system.</p>	<p>Worked with Canadian Federation of Students (CFS) at the provincial and institutional level on tuition fee campaigns. Developed materials and participated in the CFS National Day of Action.</p>
<p>Enhance our coalition work with the Canadian Federation of Students (CFS), Ontario Confederation of University Faculty Associations (OCUFA), Public Service Alliance of Canada (PSAC), Ontario Public</p>	<p>Continued to enhance and develop our coalition work and capacity with the Canadian Federation of Students (CFS), Ontario Confederation of University Faculty Associations (OCUFA), Public Service Alliance of Canada (PSAC), Ontario Public Service</p>

Service Employees Union (OPSEU), United Steel Workers (USW), Ontario Secondary School Teachers Federation (OSSTF) through the Ontario University and Colleges Coalition (OUCC) that presents a common front for public post-secondary education.	Employees Union (OPSEU), United Steel Workers (USW), Ontario Secondary School Teachers Federation (OSSTF) through the Ontario University and Colleges Coalition (OUCC). The coalition commissioned the Canadian Centre for Policy Alternatives to produce a report on precarious workers in the post secondary sector.
Provide research and develop collective agreement language and educational material to address the wage inequalities on campuses between workers and management.	Provided research and developed collective agreement language and educational material to help expose the wage inequalities on our campuses.
Develop sub-sector specific strategies and goals for recognizing and eliminating the gender wage gap in post-secondary education.	Working with CUPE Ontario's Women's committee to develop strategies for the sector.
Continue to demand free and accessible post-secondary education.	Continuing to pass resolutions at the CLC, OFL and institutions calling for tuition fee and post secondary act. Working with labour movement to develop policy.
Support the work of Black Lives Matter to expose the systemic racism in post-secondary education including adopting their recommendations for reform.	Working to have Institutions complete reviews of their policies and procedures to expose systemic racism in the post secondary system – both at the student and staff level.
Collaborate with the Aboriginal Council to ensure that the Truth and Reconciliation Commission recommendations for post-secondary education are enacted.	Have submitted a resolution and developing a campaign about indigenous studies at Post Secondary institutions.
Collaborate with the Canadian Federation of Students to lobby the federal government to fulfill their commitment to First Nations learners by increasing funding to the Post-Secondary Student Support Program.	Have submitted a resolution to CUPE National and the CLC calling for the increase funding to Post Secondary student support programs for First Nations Learners.
Lobby CUPE National to resource a comprehensive organizing campaign that provides for mapping of each campus, member book offs, staff support, and progressive and updated campaign material.	Ongoing development of an organizing strategy that is sector specific. Held a member organizer training session that included "following the work" strategies.
Organize submissions to the National Strike Pay Task Force that details the need for action on changes to the Strike Pay Regulations to protect young and precarious workers.	Committee sent a delegation to present to the task force outlining the need for strike pay from day 1 and needed changes such as number of hours per day and access to participation for members with different abilities.

CUPE ONTARIO CONVENTION 2017

