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CONGRÈS 2026 CONVENTION

ACTION PLAN

AS ADOPTED AT THE 2026 CONVENTION

CUPE Ontario Action Plan 2026

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We are each other's harvest: we are each other's business:
we are each other's magnitude and bond.

- Gwendolyn Brooks

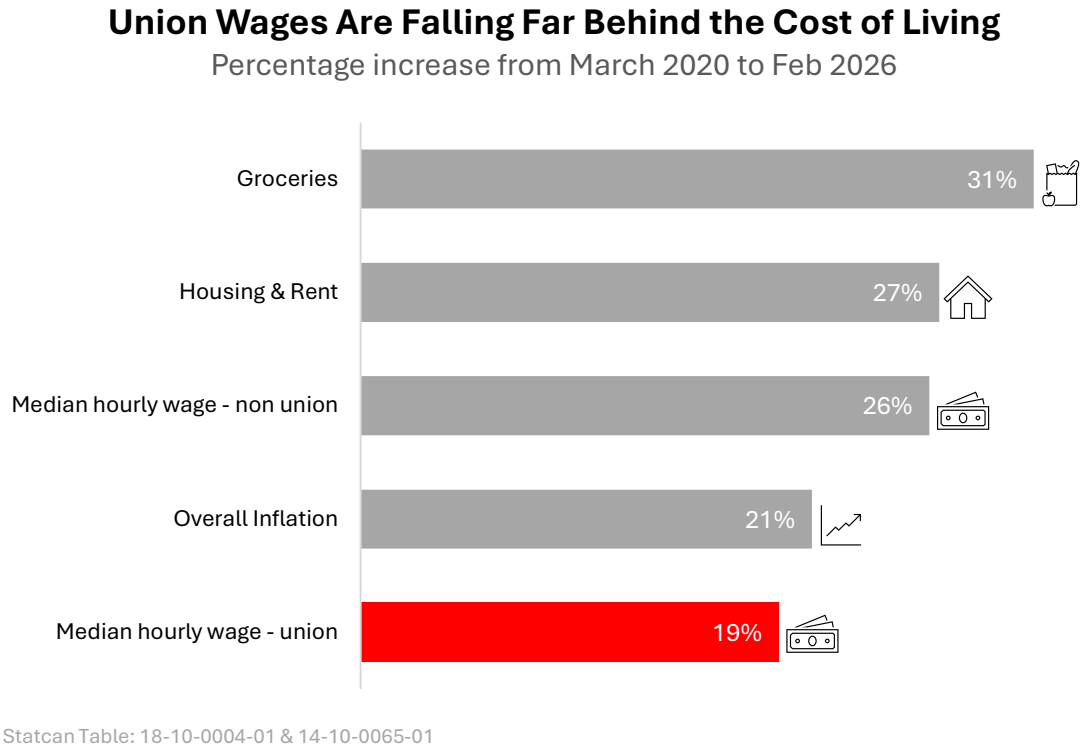
Solidarity as our discipline

1. We are living through a profoundly uncertain moment, caught at the intersection of relentless public service austerity, a renewed appetite for extravagant militarism, and a changing leadership landscape at CUPE Ontario. As we honour the legacy of radical, left-wing, worker-centred leadership that has anchored this union for the past two decades, we also recognize that while the terrain ahead continues to shift, our most formidable weapon remains clear and fundamental: solidarity.
2. We must be honest about what solidarity demands of us. It is not a magical combination of pure motive and predictably victorious outcomes. It is not a passive, feel-good sentiment, nor is it a spontaneous magic trick. Solidarity is a rigorous, hard-fought discipline. It is unconditional, built across differences and forged in the very real, often difficult conditions of our workplaces and communities. It is the only true defence that working and marginalized people have against entrenched, concentrated power.
3. History proves that solidarity is contagious. From our comrades in the airline sector showing their collective will by illegally striking just 10 months ago, to communities resisting mass deportations across North America, to nations across the globe standing up to the imperialistic empires, the mechanism for survival is universal. We will not allow the architects of our exploitation to define what acceptable resistance looks like. The corporate elite and their political allies will always demand that we admire the obedient while detesting those who dare to be defiant. But we are a union of the defiant. We stand with those who dare to fight, and those who dare to live. As the poet June Jordan once said, we “must become a menace to [our] enemies”.
4. Our vision for this union and the world is anchored in a simple, unyielding demand: people power, peace, and public services. Our movement is a continuous struggle to preserve the possibility of communal life, emancipation, and human flourishing. As we navigate the fights ahead, this struggle must have two necessary faces: mutual care and unyielding militancy. To survive, our union must be a profound site of mutual care for our members. Simultaneously, we must be completely fearless in disrupting the systems that put profit before people. These are not opposing forces; they are the exact same struggle. That unity is the real movement.

5. This Action Plan is our blueprint for that movement. Grounded in our radical roots, we move forward not with naive optimism, but with the disciplined, militant solidarity required to push back the ruling class, protect our communities, and build a world that works for us all.

The austerity crisis: Starving the public to feed the profiteers

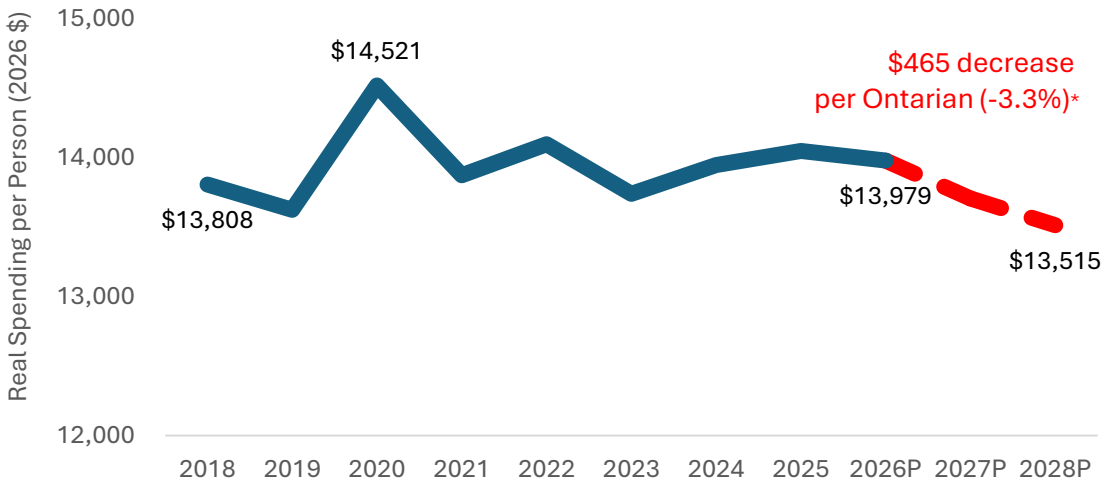
6. As we look at the conditions facing us, the cost-of-living crisis is at the top of most Ontarians' minds and the source of their deepest anxieties. But we must be clear: this crisis is not a natural economic downturn; it is a manufactured class war. Since the start of the pandemic, the cost of food has skyrocketed by 31 per cent, and housing costs have surged by 27 per cent. Meanwhile, union wages have only increased by 19 per cent. At the bargaining table, we face a fundamental resistance to the basic fact that one in five workers in this province provides public services and is barely getting by.



7. This cost-of-living crisis is violently compounded by severe public sector austerity. Cuts to public services are a double-edged sword: they devastate our communities that rely on them, while simultaneously attacking the livelihoods of the CUPE Ontario members who proudly provide those services. Based on the most recent provincial budget, after factoring for inflation and population growth,

overall public service spending is expected to decrease by 3.3 per cent, or $465 per Ontarian, over the next 24 months. By slashing public resources and social wages we all depend on, the Ford government is actively making the cost of living worse for working people.

Planned Program Spending per Ontarian Decreases $465 in the Next 24 Months



***$7.6 billion shortfall by 2028**
Note: Real $2026 (GDP Deflator). Healthcare component age-standardized to 2026 demographics using 2019 CIHI spending profiles.
Source: Ontario Public Accounts, Statistics Canada, CIHI, 2026 Budget

8. Faced with this engineered $465 shortfall, working people are left to fill the gap themselves. At the intersection of a cost-of-living crisis and public services not keeping up with need, many in Doug Ford's Ontario turn to debt as a last resort. The lowest earners are now forced to owe nearly six dollars for every single dollar they make just to keep their heads above water. Yet, while working people drown in debt, the cost of Doug Ford's top staff has skyrocketed by 11 per cent in the last year.

9. The crushing weight of this austerity has also forced over a million Ontarians to turn to food banks this past year—a staggering 13 per cent increase in a single year. Even more damning, one in three children in Ontario is currently experiencing food insecurity. This is a profound and shameful indictment of a system and government that prioritizes corporate profit over basic human survival.

10. Nowhere is this corporate greed more glaring than in housing. New data shows that 85,000 Ontarians are unhoused in 2025, an 8 per cent growth since the previous year. Astoundingly, while the unhoused population grows, more than

84,000 Ontario houses are hoarded by businesses and for-profit investors. In response to this crisis, the Ford government's cruelty shines through after accounting for inflation and population growth, the government has cut the homelessness program by 2.1 per cent over the next 12 months.

11. This cruelty extends across all public sectors. We are witnessing a coordinated Conservative war on the public good. In our public schools, this looks like the government overriding local democracy by putting school boards under provincial administration, decreasing the number of elected school board trustees, and increasing average class sizes. In our colleges and universities, years of deliberate cuts to provincial operating grants are starving institutions, while destructive changes to student loans mean that any financial growth in the sector is effectively being funded on the backs of students taking out massive, predatory loans. In our municipalities, we see aggressive attempts to force top-down amalgamations of certain regions to consolidate Conservative power. In social services, rates for Ontario Works (OW), Ontario Disability Support Program (ODSP) and developmental services funding remain shamefully well below what is needed to survive. And in health care, hospitals are operating in the red, forced to take out bank loans just to stay afloat while the province funnels public health money into private clinics.

12. This relentless underfunding of our public infrastructure also leaves our communities entirely exposed to the accelerating climate crisis. We must treat the accelerating climate crisis for what it is: a working-class emergency driven by the exact same limitless corporate greed that suppresses our wages. While Conservative governments pave over protected lands to enrich their developer friends, working-class communities are left to face the devastation of extreme weather without adequately funded public infrastructure. There are no jobs on a dead planet; our movement demands a worker-led just transition that builds a green, resilient, and fully unionized public sector.

13. Crucially, whether through environmental degradation or the slashing of these vital services, this coordinated war on the public sector is not race-neutral; it is a direct attack on equity-deserving communities. Historically, the public sector has provided one of the few reliable pathways to economic stability, pay equity, and union protection for Black, Indigenous, and racialized workers, as well as women and other marginalized groups. When the Ford government slashes these jobs, it is not simply tightening the budget—they are actively dismantling the economic bedrock of diverse communities. This destruction of secure, unionized livelihoods functions as a structural tool of capitalist exploitation, deliberately driving marginalized workers into precarious, low-wage private labour to maintain economic dominance. Ultimately, it is an act of economic violence that impoverishes these communities, leaving them vulnerable to the government's true priority: criminalization.

14. This agenda of criminalization lays bare the ultimate hypocrisy of Conservative austerity. We are told the cupboards are bare for public goods, but austerity is a myth; it is simply a calculated redirection of wealth from community care to state control. While Doug Ford deliberately starves our vital public services, he easily conjures up $4 billion to build 1,140 new jail beds at $3.5 million a bed. By prioritizing this massive expansion of the penal state, he is actively pushing Ontario down the road of the US carceral system—a dystopian model where a staggering one in three adults is shackled with a criminal record.
15. This obsession with punishment over the public good is not just a provincial issue; Ford is forcing it onto our local communities. Even as Ontario mayors sound the alarm over the crushing, soaring costs of law enforcement, the Premier explicitly protects police bloat. He has gone so far as to dictate that his undemocratic "Strong Mayor" and “Strong Chair” powers do not include the ability to limit police budget increases or veto police line-item estimates.
16. The message from this government is clear: they will always find limitless funds for cops and cages, while demanding devastating cuts to care and community. We reject this violent, right-wing vision entirely. We demand a fundamental shift in priorities, anchoring our fight in people power, peace, and public services.

CUPE Ontario will:

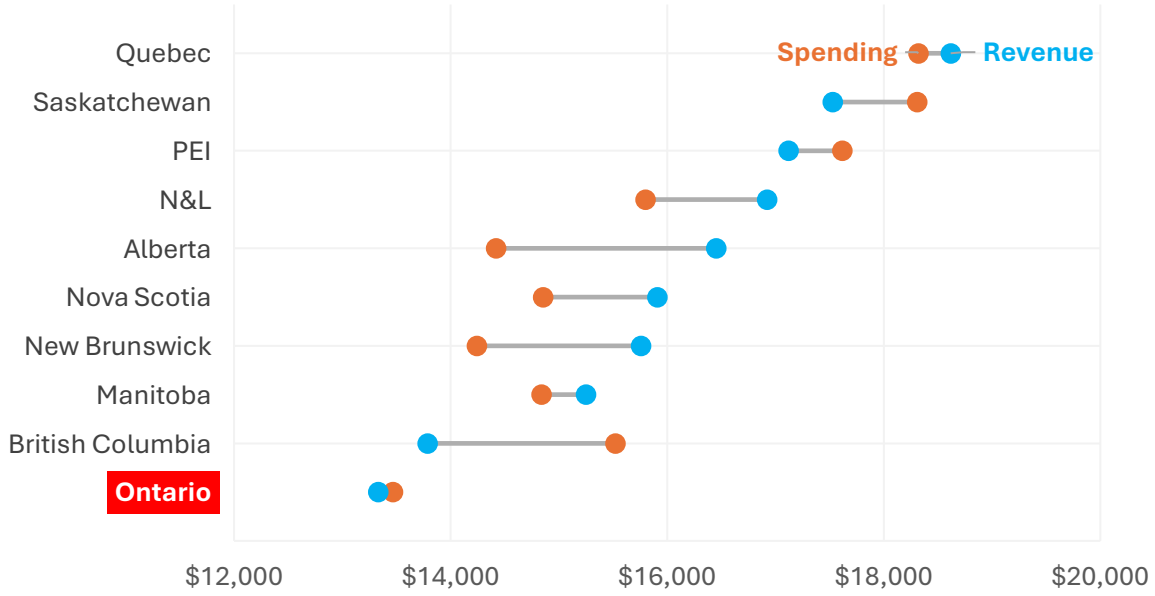
17. Refuse the lie of scarcity at the bargaining table, and work with CUPE National to arm Locals with the data needed to aggressively fight for wage increases that exceed inflation and recover lost ground.
18. Work with CUPE National to mount coordinated, province-wide bargaining and cross-sector mobilizing campaigns against the Conservative government's push to privatize essential resources, from our water and health care to our schools, social services and universities.
19. Unapologetically demand the redirection of bloated police and carceral budgets into the lifesaving public services that truly keep communities safe, including housing, health care, and education.
20. Actively remind the public that any funding gains in the public sector are the direct result of working-class militancy, remaining eternally vigilant against government schemes to funnel those public dollars into private corporate pockets.
21. Fight the vicious scapegoating and criminalization of the unhoused and people who use drugs, coordinating with community allies to demand the immediate funding and vast expansion of safe consumption sites and harm reduction services.

Reclaiming our wealth: Tax the rich and end the grift

22. Austerity is inherently tied to a lack of revenue, and the truth is that in Ontario, corporations and the rich have gorged themselves on decades of tax cuts, systematically hoarding the wealth that working people created. Today's tax rates for the highest income earners and multinational corporations are nowhere near as high as they once were, entrenching an inherently unfair and unequal system.

23. The statistical reality of this deliberate starvation is stark. As the data proves, Ontario is dead last in the entire country for both government revenue collected per person and program spending per person. We do not have a spending problem in this province; we have a severe, manufactured revenue problem. Doug Ford's government intentionally starves our public services because they refuse to collect the necessary revenue from the corporate class, who can afford to pay.

Program Spending and Total Revenue per Person, 2024



Source: Financial Accountability Office of Ontario

24. The Ford government is conducting its second tax review, and we must aggressively intervene. We cannot allow this review to become another vehicle for elite tax breaks; we must demand a fundamental overhaul to create a tax system that is truly fair and just. The math is undeniable. A mere 20 per cent surtax on the top 1 per cent of earners—those making over $313,100 a year—would reveal a massive $6.6 billion pool of untapped revenue.

25. Furthermore, we must confront the reality that corporations are continuously capturing an ever-larger share of our economic growth, outright refusing to pass those gains on as wages to the frontline workers who generate that growth.

26. Because these corporations have been exceedingly, obscenely profitable, we demand the implementation of a one-time windfall tax that reflects the massive excess profits Ontario corporations raked in between 2021 and 2023.

27. Instead of capturing this corporate wealth to fund the public good, the Conservative government is actively building the "Contractor State." Rather than investing in the public sector and the workers who sustain it, they outsource our public capacity to private, for-profit corporations at a massive premium. This deliberate hollowing out of the public service is not an efficiency measure; it is a direct transfer of public wealth into private, corporate hands.

28. This aggressive outsourcing goes hand in hand with the rapid deployment of Artificial Intelligence. We must recognize AI not as inevitable progress, but as the Contractor State's latest weapon of class warfare. Employers and right-wing governments are eagerly weaponizing AI to monitor our members, de-skill our labour, and automate away good union jobs under the false guise of cost-saving efficiency. We must fiercely bargain protections against algorithmic management to ensure that any technological shifts benefit workers and the public good, rather than just padding the pockets of private tech firms.



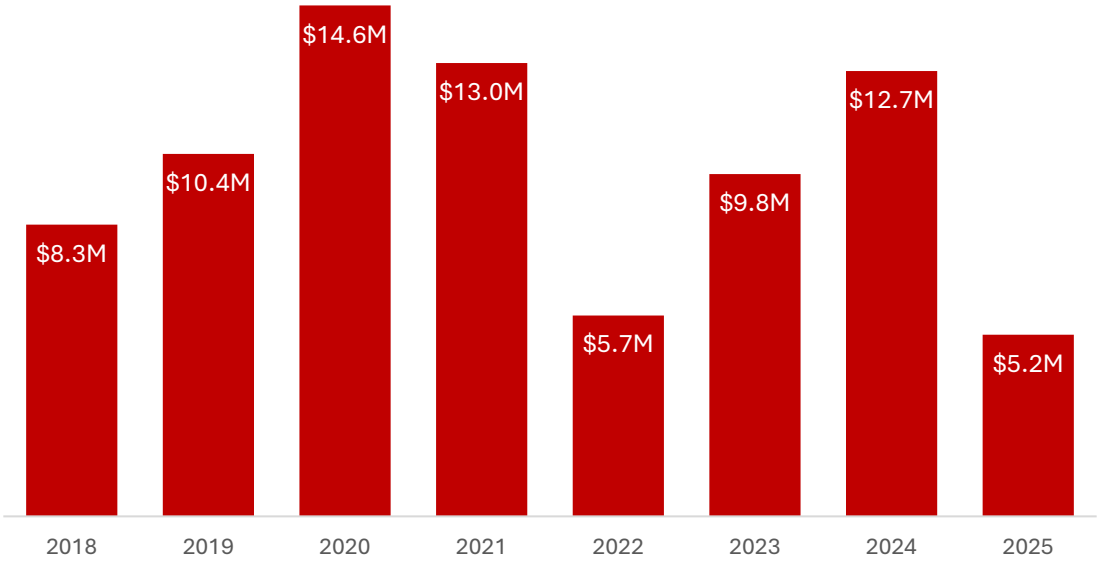
This society was not built by billionaires or corporate boards; it was built by the working class. As long as employment is tied exclusively to the profit margins of the elite, the vital work of caring for our communities will remain undone. We must reclaim our labour for the public good in Ontario.

29. While telling working people to tighten their belts, Doug Ford and his allies are unapologetically enriching themselves and their friends. Look at the blatant cronyism: the cost of the Premier's top staff on the Sunshine List grew by an astounding 11 per cent in 2025. Meanwhile, the public is left wondering why the Premier's own daughter received a 33.9 per cent raise last year, elevating her to the sixth-highest earner at the Runnymede Health Care Centre with a bloated salary of over $211,000. This is not fiscal responsibility; it is an outright grift.

30. The double standard of the capitalist justice system is staggering. Political commentor Hasan Piker said, “if you steal from the wealthy, you go to prison. If you steal from the poor, you become rich. There is only one direction where unlimited theft is legally tolerated, and that is wage theft.” Right here in Ontario, an estimated $80 million in unpaid wages has been stolen from workers since

2017. The government looks the other way because, under this system, corporate theft is treated as a standard business model.

Nearly $80 Million Stolen:
The Ongoing Crisis of Wage Theft in Ontario



Source: Ontario Ministry of Finance (CBC)

31. This is the true face of the Ford government's economic agenda: a massive, upward redistribution of wealth engineered through tax cuts, privatization, and unpunished corporate theft. We cannot simply negotiate with a system designed to exploit us; we must disrupt it. Reclaiming our wealth requires going on the offensive by demanding massive wealth taxes, dismantling the contractor state, and prosecuting corporate theft. We are not just asking for a fairer budget—we are fighting to dismantle the architecture of capitalist grift and return the wealth to the working class who built this province.

CUPE Ontario will:

32. Continue to campaign to radically overhaul the tax system, demanding a 20 per cent surtax on the top 1 per cent, a dedicated wealth tax, and a windfall tax on pandemic profiteers.
33. Continue our internal education campaign linking tax justice directly to public sector survival, while pushing the Ontario NDP to boldly champion legislation that dramatically hikes corporate tax rates and forces the ultra-rich to fund the public good.
34. Actively combat the "Contractor State" by fighting privatization at every level, demanding not only that outsourced work be brought permanently back in-house,

but aggressively expanding the commons by bringing historically private, for-profit services into the unionized public sector. Expose Conservative grift and cronyism, educating our members and the public on how the government restricts worker wages while handing massive raises to their political insiders and family members.

35. Demand strict government enforcement and severe penalties against corporate wage theft, fighting to recover the $60 million stolen from Ontario workers and ending the era of employer impunity.

36. Combat the corporate weaponization of Artificial Intelligence by demanding strict legislative protections against both algorithmic harms and the massive ecological drain of AI infrastructure. Work with CUPE National to provide member training to expose workplace surveillance and resource local campaigns to aggressively defend union jobs, public services, and our climate from Artificial Intelligence.

Proactive militancy: Our power on the ground

37. To protect this massive transfer of wealth to the corporate class, the Conservative government is actively engineering a democratic deficit. They are ramming legislation through committees to evade public scrutiny and passing sweeping, retroactive changes to the Freedom of Information and Protection of Privacy Act (FIPPA). By systematically hiding the records of the Premier, cabinet ministers, and political staff, they are shielding their backdoor deals from the public eye and dismantling our right to independent oversight. To ensure they never face the consequences of this secrecy, they have scrapped fixed election dates. This deliberate move weakens our democracy, allowing the Premier to manipulate the electoral timeline and call a snap election whenever it is most politically advantageous for his government.

38. This culture of secrecy provides cover for staggering financial grift. The Auditor General has already exposed the Premier’s signature Skills Development Fund as an unaccountable scheme that handed out hundreds of millions in public money to low-scoring, connected applicants. While starving the public services we rely on, they put taxpayers on the hook for a $9 million feasibility study for a fantasy Highway 401 tunnel and a $28.9 million luxury "gravy plane" for the Premier. This is the material reality of a government led by a Premier who proudly declared his "unwavering" support for Donald Trump’s economic policies.

39. We cannot defeat this corruption solely through polite lobbying; we must disrupt it in our workplaces and in the streets. Our fight for people power, peace, and public services requires us to recognize where the battle lines are drawn. The upcoming bargaining for the Ontario School Board Council of Unions (OSBCU) is one of the largest fights in Ontario. Doug Ford is still smarting from the sheer

force of 55,000 education workers who defied his draconian laws with an illegal strike. Let us be clear: the outcome of this upcoming OSBCU fight sets the pattern for everyone's collective future. The entire labour movement must treat this as our shared fight.

40. To win these monumental fights, solidarity requires the discipline of proactive working-class labour militancy. We cannot wait for the eleventh hour to figure out strike logistics. We must build comprehensive strike plans now. Locals must anticipate the necessity of a province-wide strike rather than scrambling to hold emergency meetings when a 30-day countdown begins. Preparation is the prerequisite for working-class power. We understand that all gains result from our relentless organizing and the credible threat of our collective action.

CUPE Ontario will:

41. Help all Locals to engage in immediate, proactive strike preparation, building the logistical and financial capacity to execute province-wide job action well before the expiration of collective agreements.
42. Mobilize the full weight and resources of our union in unbreakable solidarity with OSBCU education workers, recognizing their upcoming bargaining as the defining labour fight in the province.
43. Equip members and Local leaders with the organizing tools necessary to map their workplaces, identify their strategic chokepoints, and build the confidence to shut them down when employers refuse to bargain fairly.
44. Campaign aggressively against the Ford government's democratic rollbacks and mobilize public opposition to the gutting of FIPPA.
45. Continue to prioritize external organizing, bringing unorganized workers into our ranks to build working-class power and expand the fight for public services.

Places of resistance: reclaiming our communities

46. The era of municipal workers being shielded from provincial attacks is over. Today, the government relies on fiscal austerity by proxy. By tying critical infrastructure grants to mandated cuts to development charges, the province forces municipalities to subsidize developers on the backs of public service workers.
47. This squeeze is worsened by the provincial transfer to smaller municipalities through

Every workplace has a Strait of Hormuz. Our job is to find it, and if necessary, shut it down. Identifying and leveraging the strategic chokepoints of a system that works against us is how the working class flexes its true power.

the Ontario Municipal Partnership Fund (OMPF). Years of freezes mean inflation has slashed its real purchasing power by 20.5 per cent or $150 million since 2018. Starved of cash, local councils are looking to our wages to make up the difference.

48. Simultaneously, "Strong Mayor" and “Strong Chair” powers have turned city halls into political minefields. Empowering mayors to bypass democratic consensus and unilaterally fire senior staff strips away the professional guardrails of our workplaces. "Efficiency" is now just a smokescreen for outsourcing, leaving vital positions vacant, and suppressing wages.

49. This heavy-handed overreach perfectly mirrors the province’s recent assault on our education system. The Financial Accountability Office has stated that per-student funding will decrease by $812 next year compared to 2018. Rather than adequately funding the sector, the government blames the school board and its trustees. The government is aggressively centralizing control and limiting local democracy, including capping the number of school board trustees to a strict maximum of 12. This dictatorial approach effectively kneecaps boards' autonomy and their ability to do their jobs—ensuring our children are learning. At a time when schools are facing severe staffing cuts and massive budget shortfalls, our kids need real help supported by real provincial money. Instead, the government is doing the exact opposite: prioritizing political power grabs while continuing to chronically underfund the classrooms and education workers our communities rely on.

50. This means we must radically rethink our approach to the upcoming municipal and school board elections, explicitly recognizing that these races are not just the concern of municipal or education workers; they are critical battlegrounds for every CUPE member in every sector. When right-wing councils and boards suppress wages or privatize services, it sets a concessionary floor that emboldens every other employer in the province. We can no longer wait for political outcomes and decide how to react; we must actively take control of these democratic spaces and dictate the agenda. These elections are fundamental battlegrounds to fight against the anti-democratic nature of Conservative legislation. We must treat our local city halls and school boards as active "places of resistance." This requires running, supporting, and fiercely defending progressive candidates who are currently facing coordinated harassment from the far-right simply for standing up for equity, inclusion, and the public good.

CUPE Ontario will:

51. Launch a comprehensive, coordinated, province-wide electoral campaign for the upcoming municipal and school board elections—dedicating targeted political

training, robust organizing capacity, and direct member-to-member mobilization to elect progressive labour champions and take political control of our local communities.

52. Campaign aggressively to abolish anti-democratic "Strong Mayor" and “Strong Chair” powers, exposing them as authoritarian tools used to silence community opposition and force through privatization and austerity.

Peace grounded in justice: Our struggle knows no borders

53. Just as we recognize that the fight for public services cannot be contained to a single municipality, we must also recognize that it cannot be contained within a single border. We cannot defeat anti-worker governments at home without fighting the global imperialism that fuels them. The global war machine is a material enemy of the working class; every rocket fired is a direct theft from the public services, housing, and schools our communities desperately need. When billions are funnelled into the military-industrial complex, it is our members and our communities who are deliberately starved to pay the bill.

54. CUPE remains unapologetic in its demand for peace grounded in justice. We stand in unwavering solidarity with those resisting imperial dictates—from the people of Iran facing regional aggression to our uncompromising condemnation of the genocidal, apartheid Israeli regime. The struggle against occupation and colonial violence is inextricably linked to our own collective liberation.

55. Our internationalism extends to all those resisting state violence and colonial erasure, including the Kanak people of New Caledonia, the Indigenous peoples of West Papua, and the democratic resistance in Myanmar. We refuse to ignore the catastrophic conflicts in Sudan, the Democratic Republic of Congo, Haiti, Yemen, and Tigray—crises often sidelined by Western powers. Furthermore, we stand with the working classes of Cuba and Venezuela as they fight crushing, engineered economic blockades and sanctions designed to break their resolve.

56. Domestically, this global violence manifests as "border imperialism." We reject the cowardly capitulation to anti-migrant rhetoric by politicians who blame the displaced for the failures of the ruling class. Migrant workers are our comrades and our neighbours, displaced by global capital and exploited by the same corporate greed that suppresses all our wages. We must treat our borders, our city halls, and our school boards as unified places of resistance. There is no middle ground: we either stand for the global working class, or we let the war machine hollow out our future.

CUPE Ontario will:

57. Deepen member education on the inseparable link between domestic austerity and global imperialism, demonstrating how the bloated military-industrial complex directly steals funding from vital public services.

58. Reaffirm our unwavering solidarity with the Palestinian people, actively supporting anti-war community coalitions, student encampments, and campaigns demanding an immediate end to the genocide in Gaza and Canadian complicity in the arms trade.

59. Unapologetically oppose border imperialism and anti-immigrant scapegoating by fighting mass deportations and fiercely defending the rights, dignity, and pathways to permanent status for all migrant, refugee, and undocumented workers.

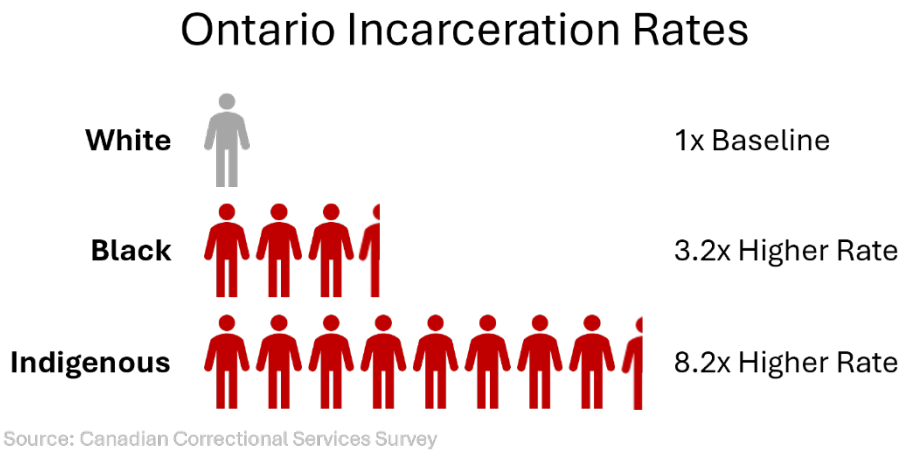
60. Stand shoulder-to-shoulder with migrant worker networks/groups by building coalitions and fiercely supporting their critical organizing, advocacy, and frontline work.

61. Issue bold, timely solidarity statements and mobilize support for nations and movements in the Global South and across the world resisting Western imperial dictates, blockades, and economic warfare.

Dismantling oppression: The root of capitalist power

62. The same forces that fund imperial violence abroad rely on the violent policing and systemic oppression of Black, Indigenous, and racialized working-class communities right here in Ontario. The escalating attacks on marginalized communities—from rising transphobia to anti-immigrant hate—are calculated distractions meant to divide the working class. Equity is class struggle. Human rights are workers' rights. As philosopher Charles Mills observed, whiteness is not really a colour at all, but a set of power relations designed to maintain economic and social dominance. Oppression is not a series of individual failings; it is a structural mechanism of exploitation designed to uphold capitalist power. To be truly anti-racist and anti-oppressive is to be anti-capitalist.

63. This exploitation requires the violent policing of marginalized bodies. In Ontario, Indigenous people are incarcerated at 8.2 times the rate of white adults, while Black adults are incarcerated at 3.2 times the rate of white adults. This state violence extends beyond prisons. Recent revelations exposed massive, covert RCMP and CSIS surveillance of Indigenous groups—a criminalization of Indigenous movements that continues daily under new agency names.



64. Doug Ford explicitly funds the carceral violence shown above to clear the way for corporate profit and environmental destruction. When you break down provincial spending per Indigenous person since this government took power, their true agenda is undeniable: funding directed toward mining has skyrocketed by 601 per cent, and funding for policing has surged by 769 per cent. The state literally funds the militarized extraction of Indigenous lands—fueling the climate crisis—while starving those same communities of clean water. Environmental racism ensures marginalized communities bear the brunt of capitalist pollution.

65. We also see this in the cynical weaponization of immigrants. Right-wing politicians stoke xenophobia to distract from their own failures, demonizing migrants—many of whom are displaced by the very climate disasters global capital created—while our economy relies entirely on their exploitation. We rely on migrant labour across Ontario, yet deny them basic dignity.

CUPE Ontario will:

66. Advance robust political education campaigns that frame racism, sexism, transphobia, and ableism not merely as social prejudices, but as calculated tools of exploitation used to divide and weaken the labour movement.

67. Actively combat the carceral state by demanding the defunding of police and prisons, advocating for the massive reinvestment of those funds into community-led, life-affirming public services to address the devastating over-incarceration of Black and Indigenous peoples.

68. Fiercely defend the 2SLGBTQIA+ community against the escalating tide of right-wing hate and legislative attacks across all spheres of society, utilizing our collective bargaining and political power to secure expansive protection, including but not limited to demanding comprehensive, gender-affirming care and safe, inclusive schools and workplaces.

69. Expose the hypocrisy of anti-immigrant rhetoric by highlighting the essential contributions of migrant workers—including climate refugees—while organizing relentlessly to ensure they receive fair wages, union protections, and permanent status.

70. Work with Union Education to train Locals on navigating Immigration, Refugees and Citizenship Canada (IRCC) processes, and fight to expedite any workplace grievances that jeopardize a member's immigration status.

71. Deepen our solidarity with Indigenous land defenders by unequivocally condemning ongoing CSIS and RCMP surveillance and actively campaigning against the Ford government's agenda that prioritizes mining and policing over the health, sovereignty, and basic human rights of Indigenous nations.

Liberation through solidarity

72. Ultimately, this Action Plan is fundamentally about agency. As we leave this convention, we must carry a clear understanding of our respective roles in the fights ahead. CUPE Ontario serves as the political wing of our movement—coordinating province-wide strategies, providing resources, and anchoring the radical traditions that define us. But the true engine of our power lies with the members. The indispensable work of organizing, agitating, and mobilizing happens on the ground: in the break rooms, in our communities, and on the picket lines.

73. We are navigating a brutal political storm, but we are far from powerless. Our task is twofold: we must fight to mitigate the destructive decisions being imposed on our communities today, while simultaneously building the massive working-class collective power needed for the fights of tomorrow. We must keep our eyes fixed on the shore as we weather this storm together, knowing that true progress requires both patience and uncompromising militancy.

74. As we take this fight back to our Locals, we must accept that our work is often challenging and messy. This is the necessary daily labour we undertake the moment we realize that our individual survival is bound to our collective strength. Grounded in our radical roots, we reject despair. Solidarity is born from the revelation that we are not the only people with dreams. Let that be our guiding principle. We leave this convention unified, energized, and ready to organize. Together, we will reclaim our wealth, defend our communities, and fight for a world defined by people power, peace, and public services.

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