



CUPE ONTARIO ACTION PLAN

2006 Report Card

2007 Plan



Agenda for Change



ACTION PLAN

2006 REPORT CARD

For CUPE Ontario, a number of political successes have worked to create winning conditions at bargaining tables across the province. Our focus in 2006 was to clearly link big picture politics with bargaining, because so many issues at negotiating tables have arisen from political decision-making that's led to underfunding, restructuring and contracting out of public services.

The 2006 Action Plan called for continued mobilization of members and campaigns to aggressively push back the Liberal government's privatization agenda and advocate for funding and action on a number of issues affecting our sectors. Three years into Dalton McGuinty's term, it was evident that this government was not moving to adequately reverse the many crises that the Harris-Eves Tory government had wrought.

By last summer, over 31 hospital P3 projects, or what the Liberals called Alternative Financing and Procurement (AFPs), had been announced. With the advent of Local Health Integration Networks (LHINs), the Ontario government proceeded with restructuring or "privatization", potentially opening the door to market pricing for health services. CUPE Ontario and the Ontario Health Coalition continued to fight these projects in every town across the province.

McGuinty had yet to fix the faulty funding formula for school boards, leading to chronic underfunding of school operations and short-changing our school support staff, resulting in job losses and impossible bargaining conditions for improving wages, benefits and working conditions. Along with a campaign aimed at improving Educational Assistants' working conditions, CUPE Ontario worked with locals and national staff to leverage local bargaining, and the potential for labour unrest, into a running campaign to get the faulty funding formula fixed. There was also a real focus on getting those school board trustees who support our issues elected.

The Liberals' privatization agenda, combined with downloading of services to municipalities, was leading many elected officials at the local government level to consider more P3 projects and contracting out. In response, CUPE Ontario, through its area offices and district councils, planned a massive mobilization of locals and their members to identify and get out the vote for labour-friendly candidates in municipal elections.

On the social services front, the government had yet to adequately reverse the deep cuts made by the Harris government to social services to meet today's demands for services—in ACL, children's aid, community services and municipal social services delivery. And, having promised \$300 million in childcare funding during his election campaign, the McGuinty government broke yet another promise, pledging only \$25 million this past spring for that sector. In response, CUPE Ontario and locals pursued coordinated bargaining strategies and joint campaigns with employers to address these government funding issues.

From the university perspective, the Liberals broke a key promise and took the freeze off tuition fees, so that once again working families had to face the almost impossible costs of getting a university degree. Students and CUPE Ontario members were not about to let the government off the hook, and pursued massive mobilization as part of a national day of action.

On the Equality front, CUPE Ontario continued its mobilization of members on human rights issues with the largest contingent at our National conference pushing for results that are long overdue.

CUPE Ontario’s planned activities for 2006, combined with opportunities that arose along the way, propelled CUPE Ontario, our locals and our partners to a number of successes.

What we said we would do	Results
<p>Health Care- Privatization Campaign to stop privatization of health care:</p> <ul style="list-style-type: none"> • Tour mobile exhibit • Support Ontario Health Coalition community plebiscites • Work with OFL • CUPE and two other unions continue court challenge for P3 hospital financial disclosure 	<ul style="list-style-type: none"> • Put mobile exhibit on the road • CUPE and other unions win court challenge- financial disclosure shows private hospital costs millions more than a public hospital • Over 80,000 Ontario residents vote in 5 plebiscites; 90% vote against P3 hospitals
<p>Health Care- Long Term Care Campaign to push Liberals to include minimum standard of care in Bill 140 Long Term Care Act:</p> <ul style="list-style-type: none"> • Radio ads • Deputations • Media conferences • MPP lobbying, info pickets 	<p>Major victory: CUPE jobs are protected. Provincial government reverses policy- it will not privatize hospital patient services in future</p> <ul style="list-style-type: none"> • Record number of members gave deputations at public hearings • Widespread media coverage quotes frontline workers on appalling conditions in home • Members engage in MPP lobbying and information pickets <p>Major victory: for first time in 12 years, government agrees to establish staffing and care standards</p>

LHINS

Rally opposition to LHINs, closures, privatization:

- Hold a LHINs conference for members
- Hold community meetings
- Meet with LHINs CEOs

- Set up a CUPE Ontario LHINs reference group with representatives from all sectors affected by LHINs
- Formed a common front coalition with other health care unions
- Special LHINs conference results in draft action plan for future health care restructuring
- Arranged meetings between CEOs of LHINs, membership and elected leaders
- Mobilized members to protect collective agreements; track LHINs
- Made LHINs a municipal and provincial election campaign issue; campaign will continue into provincial election
- Sponsored provincial speaking tour with former UK Health Minister Frank Dobson

Major victory: gained widespread media coverage that health care 'market' does not work

Municipal

Mobilize members to support and vote for labour-friendly candidates:

- Work with District Councils, area offices and political action network in each local

Locals across the province wage major anti-privatization campaign

- 20 CUPE members run as candidates; 8 are elected (7 councillors, 1 school trustee)
- Unprecedented member involvement in elections

Major victory: 49.5% of all CUPE-endorsed candidates are elected in communities across Ontario

Major victory: members win successes against P3s in municipal services including arenas, water treatment *and* contracting-in services like garbage collection

School Boards

Press Liberals to fix faulty funding formula:

- Campaign to increase hours of work for all Educational Assistants (EAs)
- Put workload and prep time on local tables

- Launched Fair Funding NOW campaign

Major victory: members agreed to fund campaign by contributing to special levee

- With CUPE 1483, ran radio ads in GTA calling for more funding

<p>Campaign on Educational Assistants issues including hours of work, violence and workloads</p>	<ul style="list-style-type: none"> • Held first-ever joint conference with Ontario Secondary School Teachers Federation (OSSTF) on support staff issues • Forced the government to set up SWAG (Support Workers Advisory Group) • Resources identified to continue the campaign on support staff funding into the provincial election period • Government put on notice: campaign will carry on though provincial election <p>Major victory: successful strikes held in CUPE 4222 and 218, plus tough bargaining with 1483, result in substantial gains at bargaining table</p> <ul style="list-style-type: none"> • EA survey on work hours, violence and workloads completed by 4,000 members • Government to hold focussed consultations with CUPE and others on special education <p>Major victory: hours of work for EAs increased in several collective agreements</p>
<p>Social Services Continued support for campaigns for child care investment and ending the claw-back of National Child Benefit Supplement</p> <p>Form a coalition with employers to address underfunding of community social service agencies</p> <p>Provide support for coordinated bargaining as a tool to pressure government</p>	<ul style="list-style-type: none"> • Liberal government announces funding changes to end Child Benefit Supplement claw-back in 5 years • Liberal government pledges \$25 million for child care; far short of \$300 million election promise <p>Major victory: Community Social Services Campaign launches June 5, 2007 at Queen’s Park</p> <ul style="list-style-type: none"> • Campaign Includes research, media and lobbying of MPPs, key opinion leaders, agency boards, public • ACL sector steps up campaign with employers <p>Major victory: CUPE Ontario, together with OPSEU, force Liberal government to allocate \$200 million for developmental services over 4 years</p>

<p>Universities</p> <p>Work in coalition with Ontario Federation of Students to fight tuition fee increases</p> <p>Fight privatization and commercialization of campuses</p>	<ul style="list-style-type: none"> • Bus shelter ads placed in 4 cities to promote National Day of Action to Reduce Tuition Fees • Major victory: CUPE Ontario, in coalition with CFS, mobilized thousands of activists across the province for the National Day of Action to Reduce Tuition Fees • Successfully linked tuition fees as user fees in media • Supported locals at rallies and forums to stop possible job loss and increased privatization • Released Campus Health and Safety Checkup, revealing huge problems of deferred maintenance
<p>Equality</p> <p>Promote equality workshops; prioritize training and use of member organizers from equality-seeking groups</p>	<p>Major victories:</p> <ul style="list-style-type: none"> • Launched first of 4 Anti-Racism Forums in 2007 • Ongoing support of Ontario Women's Task Force • New Convention Accessibility Committee is formed and their recommendations are implemented • New Aboriginal Council of CUPE Ontario is established • Ontario delegation at first National Human Rights Conference is instrumental in the creation and adoption of the Vancouver Declaration for Human Rights
<p>Pensions</p> <p>Build greater participation in OMERS structures; campaign for same supplementals process as fire, police</p>	<p>Major victories:</p> <ul style="list-style-type: none"> • Won autonomy of the OMERS pension plan from government and bureaucrats • Won proportional representation for CUPE on the OMERS Sponsors Corporation • Forced government to bring in separate legislation to handle systemic discrimination in OMERS plan • Won the right to locally bargain supplemental pension plans

	<ul style="list-style-type: none"> • CUPE Ontario wins right to proceed with OMERS lawsuit – the first stage is done • Expanded CUPE Ontario Pensions Committee so that all plans are represented and can coordinate with one another • Criteria developed for selecting CUPE reps on OMERS boards, committees
<p>Strengthening Our Union Increase communication and coordination between sectors</p> <p>Prepare organizing plans for all sectors, including universities, child care and unorganized homecare workers</p> <p>Continue education, mobilization and building profile for our members' work in communities</p>	<ul style="list-style-type: none"> • Joint jurisdictional committee set up, which is coordinating strategies, sharing information • Working group established to propose harmonized bylaws for all sectors • Working with the sectors, elected leadership presented organizing plans to CUPE National for implementation • Major Victory: Over 1,000 members educated at two CUPE Ontario schools • Major Victory: Established Bev Smale Scholarship Fund to assist more members to access training • Held leadership meetings prior to municipal and school board elections • Established regional leadership meetings to support District Councils and the ongoing work of CUPE Ontario • More print, radio and TV coverage of CUPE Ontario members gained than ever before

CUPE ONTARIO 2007 ACTION PLAN

The campaigns, events and victories of the past year have brought into sharp focus the battles that CUPE Ontario must pursue on behalf of its members in 2007. Building political clout, and leveraging local bargaining and labour unrest into province-wide campaigns directed at the government, are the best ways for CUPE Ontario and its locals to change the political decision-making needed to support and adequately fund public services.

As union members, when we take political action, we control our destiny. Taking political action is the best way to support our efforts at the bargaining table. And it's the best way to push government to reinvest in public services and build the kind of communities that we all want, need and deserve.

Our critical path for 2007 remains focussed on fighting the government's privatization agenda and its underfunding of public services. CUPE Ontario's Draft Action Plan is very much tied to the coming provincial election in October. Our efforts to reverse privatization and the deep cuts to public services are directed at both the Liberal and Conservative parties, because both have exhibited a shameful and dismal record on these fronts. Our critical path is focussed on the following:

- *In the Health Care sector, we will continue to mobilize members around the number one privatization issue, which is LHINs. We must resist any attempt by Local Health Integration Networks to introduce and create a health care market that leads to privatization. CUPE Ontario will maintain a state of preparedness, up to and including political strike activity and province-wide action, in the event that any LHINs moves to merge, transfer, close or privatize a service in any community in Ontario – using the model with our campaign around the planned closure of the Joint Nipissing Hospital Laundry Services.*
- *In the School Board sector, there are a number of locals set to go to the bargaining table in August. We will work closely with them. Together we will be ready to strike and be ready to escalate our province-wide Fair Funding NOW campaign. We will serve notice to Dalton McGuinty that he'd better fix the school funding formula or he'll pay the price at the polls in October.*
- *In the Municipal sector, we will work with locals that elected CUPE- endorsed candidates to hold those elected officials accountable. We will work with labour- friendly candidates to fight privatization, and to build municipal services and infrastructure. We will also work with municipal locals to force increased funding from the provincial and federal levels of government for municipalities across the province.*

- *In Social Services sector, we have waited too long for the Liberals to reverse the deep cuts made to social services by the Harris-Eves government. We will continue campaigns to restore core, stable funding, reject any cuts to services resulting from individualized funding models, and continue to challenge privatization initiatives such as Jobs Now and competitive bidding. The Liberals will get the message loud and clear that social services will not be delivered on the backs of underpaid, undervalued and overworked front-line workers. We will continue building our coordinated bargaining models to help to force changes in government policy and funding.*
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- *In the University sector, we will continue to educate our members and the public that tuition fees are user fees and therefore a form of privatization. Privatization occurring on campuses is costing us all in terms of contracted out work, lost jobs and pricing post secondary education out of the reach of workers and their families. The underfunding of universities that began with the Tories continues with the Liberals. Working families must have the right to an affordable university education and we're going to put that on the provincial election agenda of all parties this fall.*
- *Too many of our members are living and retiring in poverty. CUPE Ontario takes seriously its responsibility to make sure that all its members receive fair wages and a real pension. Our action plan is ambitious but we want to lead CUPE by example. Within 6 years, we will work towards ensuring that every CUPE member earns at least \$15 an hour. We will also work towards achieving a pension for every member within that same period of time. Our members deserve no less.*

There are other commitments in our action plan, including a series of commitments to lift up low-wage workers, support and actively work on environmental issues, and wage a campaign to end violence in the workplace. But underlying every plan and every action that CUPE Ontario will take in 2007, is a commitment to build strength in our union. And that strength must come from all members of our union.

Our decisions, our strategies, our education, our voices - they must all be formed by the full diversity of our membership. We'll work to achieve equality representation on CUPE Ontario committees, amongst our leadership, and in our political actions. We will re-energize every sector's commitment to negotiate concrete employment equity language. And, as an employer, CUPE Ontario will lead by example to support a concrete plan for CUPE National so that the hiring practices of our union are open and transparent.

That is why we start CUPE Ontario's 2007 Action Plan with measures to put equality front and centre in our union, both in Ontario and at the National level.

A. PUT EQUALITY FRONT AND CENTRE IN OUR UNION

Ensure that all equality-seeking groups are represented on our committees, amongst our leadership and in our political action - both in CUPE Ontario and CUPE National through the following measures:

- Formulate an integrated equality agenda for CUPE Ontario
- Support the work done by CUPE Ontario's Women's Committee toward the outcomes of the National Women's Task Force
- Promote the inclusion of language that protects transgendered worker's rights in collective agreements in all sectors
- Re-energize sector commitment to negotiate employment equity language, including an employment equity plan for CUPE National, so that hiring practices are open and transparent
- Support the Rainbow Committee's Anti-Racism forums, Human Rights and Women's conferences, in order to build activism and knowledge among membership on Equality issues
- Build on Convention Access Committee work to ensure CUPE Ontario events are barrier-free
- Pressure government to implement the recommendations of the Gillian Hadley inquest on making harassment a hazard under the Occupational Health and Safety Act
- Stand in solidarity on Aboriginal justice issues
- Work with our organizing branch, Aboriginal Council and leadership of First Nations Peoples in Ontario to develop successful organizing strategies for Aboriginal workers
- Examine the Saskatchewan model for integrating Aboriginal peoples into public service jobs
- Work through our Aboriginal Council to educate and mobilize our members to stand in solidarity with Aboriginal peoples on issues like land claims
- Mentor young workers in CUPE Ontario and encourage the increased education of young workers
- With the Young Workers Committee, work to build participation in education for Young CUPE members, increase young members participation overall, and build participation in the "Solidarity Works" program

B. SUPPORTING OUR SECTORS



Political Campaigns

- Make 3.5 hours of care per day for long-term care residents a provincial election issue; ensure accountability of public money in all homes
- Seek accountability of public money in all long-term care facilities including non-profit and for-profit homes

- Continue to reinforce the dignity of seniors and others in long-term care facilities and demand an end to wait-lists for these service
- Campaign with the Ontario Health Coalition to oppose health care privatization and a health care market that leads to privatization, mergers, transfers or closure of health services
- Maintain a state of preparedness, up to and including strike activity, and take province-wide political action, in the event that any LHINs moves to merge, transfer, close or privatize a service in any community

Bargaining

- Continue to coordinate bargaining with long term care locals, including bargaining in private sector “chains” operating homes in Ontario
- Examine ways to coordinate long-term care homes outside chains

Organizing

- Work through the Provincial Priority and Planning Committee and with the Organizing Branch to fully resource and implement a comprehensive campaign to organize all workers in every CUPE Hospital and Health Care facility (wall-to-wall organizing)
- Implement the plan developed by the Ontario Priority and Planning Committee to organize Home Care Workers

Municipal:

Political Campaigns

- Work with locals to hold labour-friendly elected officials accountable to their elected platform, and develop suitable candidates for the next municipal and school board elections
- Work closely with anti-privatization campaigns to ensure that drinking water remains publicly controlled
- Actively oppose provincial underfunding of programs downloaded to municipalities, and ensure that local municipal services remain adequately funded and delivered at the local level regardless of the funding source
- Make clear the connection between escalating hydro costs for public services like hospitals, schools and universities as a result of privatization
- Recommit to the campaign to fight the privatization of all electric power production in Ontario and make the fight for public power a central component of the provincial election campaign
- Build on the example of municipal locals who have negotiated with their employers to provide sweatshop-free uniforms for all workers

Bargaining

- Provide locals with information on recent developments in bargaining, relevant legislation and regulations, including enabling the sharing of information across individual bargaining tables

Organizing

- Work through the Provincial Priority and Planning Committee and with the Organizing Branch to fully resource and implement a comprehensive campaign to organize all workers in every CUPE Municipal workplace in Ontario (wall-to-wall organizing)



School Boards:

Political Campaigns

- Work with locals, trustees, parent groups and other unions on our Campaign for Fair Funding to press the government to fix the faulty funding formula
- Campaign for funding to address the overwork and violence experienced by Educational Assistants resulting from the faulty funding formula
- Continue to investigate the possibility of creating a provincial benefit plan for support staff in the school board sector

Bargaining

- Use sectoral bargaining coordination to fight funding shortfalls and combat workloads for support staff, leading into the provincial election

Organizing

- Establish a task force to look into setting up seats on each jurisdictional committee and examine equality structures
- Work through the Provincial Priority and Planning Committee and with the Organizing Branch to fully resource and implement a comprehensive campaign to organize every worker in every CUPE School Board in Ontario (wall-to-wall organizing)



Social Services:

Political Campaigns

- Use the provincial election as a vehicle to secure better funding for social services and raise awareness of social services' role in building strong communities
- Continue campaigns to address funding issues such as underfunding, the move back to a charitable model, the move away from core stable funding to short term project funding and the introduction and expansion of individualized funding models and any resulting cuts to services - campaigns such as the ACL "We Make it Possible" campaign, Community Agency "Join Hands" campaign and Childcare "CODE Blue" Campaign

- Participate in political action/mobilization against LHINs-initiated restructuring
- Respond to government’s transformation agenda, ongoing restructuring and attempts to privatize services
- Work with coalition partners on campaigns such as “Code Blue”, “We Make It Possible” and “Join Hands” as a way to advance the sectoral goals
- Lobby for changes to Employment Standards Act so that our members who work in social housing have coverage and are treated fairly
- Continue political lobbying to get promised \$200M funding for ACLs flowing now

Bargaining

- Support sectoral coordinated bargaining efforts, including Children's Aid Societies, Multi Service Agencies and the Association for Community Living Workers
- Encourage locals to bargain language to respond to the impact on workers and services as a result of underfunding and transformation/restructuring including job security threats, increased work-load, workers stress/burnout, deskilling, violence in the workplace and moves to individualized funding models

Support the exploration of, and pilot projects for, improved bargaining models in childcare and shelters/hostels

Organizing

- Continue to support the efforts of the “Ontario Childcare Council” to build strength in the childcare sub-sector throughout the province
- Work through the Provincial Priority and Planning Committee and with the Organizing Branch to fully resource and implement a comprehensive campaign to organize all workers in every CUPE Social Service workplace in Ontario (wall-to-wall organizing)



Political Campaigns

- Work in coalition with Staff and Faculty Unions, the Canadian Federation of Students and other campus allies, to fight for increased public funding to improve working and studying conditions, and fight privatization and commercialization of post-secondary education
- Mobilize for participation in the Ontario provincial election by developing a political action strategy to build confidence among members that being active will make a difference (book-offs, resources for member-involved campaigns)
- Educate CUPE Ontario members, students and community members about the various forms of privatization occurring on our campuses, including the contracting out of work and the increase use of user fees such as tuition fees

Bargaining

- Pursue coordinated bargaining with 14 bargaining units in 2007 and 22 units in 2008 on issues including job security, casualization of work, pension coverage and improvements, maintaining and improving benefits and wage improvements
- Continue efforts to enhance the coordination of bargaining, including lining up the end dates of collective agreements across the country in cooperation with all CUPE post secondary locals
- Examine ways of coordinating on pension issues with the objective of ensuring pensions for all post secondary education workers
- Enhance our communication strategy and explore new ways of coordinating in the sector

Organizing

- Continue to raise our profile in universities across the province and work specifically to organize food service workers and staff associations
- Work through the Provincial Priority and Planning Committee and with the Organizing Department to fully resource and implement a comprehensive campaign to organize every worker on every campus including casualized, part time and contracted out services (wall-to-wall organizing)

C. POLITICAL ACTION

Elections:

- Work with District Councils, develop election materials and mobilize members to support public services and oppose privatization in the lead-up and into the provincial election
- Seek a mandate from members to request phone numbers and postal codes to facilitate direct contact with members as part of mobilizing activities just prior to elections
- Work with CUPE National to fully implement its campaign for the federal election that is likely to be called this year
- Make proportional representation a central part of our provincial election campaign, and oppose strategic voting
- Support the NDP's \$10 Minimum Wage Now campaign
- Actively participate and support October's 'Vote Out Poverty' rally to highlight economic security issues during the provincial election campaign

Lift up low-wage workers

Ensure that all our members receive fair wages and a real pension so that none must live and retire in poverty, by undertaking the following:

- Within 6 years, work towards ensuring that every CUPE member earns at least \$15 an hour (in today's dollars)

- Focus organizing on female-dominated and racialized workplaces like childcare, community agencies and homecare, and amongst part-time workers across all sectors. Make this a CUPE priority
- Work with jurisdictional and sub-jurisdictional committees to encourage all locals to organize all workers, particularly part-time, casual and relief workers and bargain improvements to bring these workers to parity with full-time workers.
- Obtain funding from CUPE National to create and resource sectoral bargaining councils
- Bring together unions representing homecare workers to discuss organizing a campaign to lift up wages and conditions in that sector
- Work to strengthen OSDP so that those with disabilities are not forced to live in poverty, and continue to campaign to “raise the rates” for social assistance for those in poverty
- Continue the campaign with CUPE National to reinstate full funding for pay equity legislation in the province of Ontario and incorporate pay equity funding as an election issue

P3s and Privatization

- Continue to lobby against investment of our pension funds in public-private partnerships
- Continue to make the fight against privatization and contracting out a priority in every sector by:
 - working in coalition with labour and community groups across Ontario
 - campaigning and educating locals on how to bring work back in-house
 - supporting coalitions like the Ontario Health Coalition
- Use the CUPE Ontario P3 mobile exhibit on to heighten community awareness of the problems with privatization, leading up to the provincial election

Environment

- Support the call for an Environmental Task Force within CUPE Ontario to determine how we move forward on environmental issues, engage activists and decrease our environmental footprint
- Support the call for an environmental study on the closure of the Joint Nipissing Hospital Laundry
- Ensure that environmental issues relating to power generation such as clean coal, clean generation and renewable energy, and increased and effective conservation, are central to the work of the environmental task force
- In CUPE Ontario’s environmental work, incorporate an analysis of the impact of climate change on workers

International Solidarity

- Continue a variety of membership education initiatives on the connection between international issues, globalization and our members’ jobs here in Ontario
- Actively participate in, and support, the Health Care Workers Exchange – a project bringing health care workers together across the Americas to preserve public health care

- Share information and be involved in CUPE National’s campaign with OXFAM to support and encourage public services internationally
- Continue solidarity efforts with workers, their unions and grassroots organizations in Cuba, Mexico, Central and South America, Iran, Palestine and the Middle East, and South Africa by sharing information with CUPE Ontario members on issues and encouraging political action around support here in Canada
- Continue to work in coalition with community organizations and other union activists on a variety of struggles including work for status for all, against the war in Afghanistan, Iraq, Darfur, violent repression in Oaxaca, Mexico, Haiti, Colombia and Palestine.

Inner City Kids

- Develop and participate in programs to enhance job prospects and educational opportunities for inner city kids at risk

Any work on the issue of kids at risk must be province-wide and must include working closely with, community members, in addition to employers

D. STRENGTHENING OUR UNION

Health and Safety/Anti-Violence /Injured Workers Advocacy

- Mount a campaign to raise awareness that violence is not part of the job. Include in the campaign: legislated change, employer responsibility and worker education
- Work with each sector to promote the importance of Occupational Health & Safety and its connection to advocacy for Injured Workers
- Work to strengthen Health & Safety Committees in every local, including small locals, across the province by developing and making widely available educational materials and fact sheets and by encouraging union education on Occupational Health & Safety
- Support the establishment of a CUPE Injured Workers Advocacy Network in Ontario

Pensions

- Continue the campaign to provide CUPE Ontario with the same approval process for supplementals as police and fire in OMERS pension plan
- Coordinate between all the pension plans within and outside our union to establish anti-P3 investment policies

- Within 6 years, work towards achieving a pension for every CUPE member Work inside our union, and through provincial and national union organizations, to establish anti-P3 investment policies in all pension plans
- Call for and campaign to achieve ethical investment in all pension plans

CUPE Ontario - Agenda for change

- Given that regions best know their needs and how to match resources against those needs, submit a resolution to CUPE National creating a “Building Strong Community-Based Councils” budget line, to resource locals at the regional level
- Negotiate a new fair financial arrangement within the CUPE structure that provides access to surplus dollars generated by Ontario after our obligations to other regions and national services have been met. Ensure that this new financial arrangement:
 - Sufficiently enlarges campaign resources so that CUPE Ontario can fight for our 220,000 members with paid advertising as needed, legal challenges, member book-offs and materials;
 - Provides for Ontario to reach at least the national average in terms of ratio of staff to members within 2 years; and
 - Provides full-time coordinators and researchers for all sectors within CUPE Ontario
- Develop and wage a campaign for an ‘Agenda for Change’ at the 2007 CUPE National Convention.
- Make part of the ‘Agenda for Change’ the issue of decision-making and representation for Ontario on the National Executive Board
- Work with Ontario locals to encourage them to send every delegate to which they are entitled to the 2007 CUPE National Convention
- Work together as a province, as other provinces do, to change CUPE for the better