

ONTARIO FEDERATION OF LABOUR

2011 CONVENTION

TORONTO, ONTARIO • NOVEMBER 21-25, 2011



AGENDA



DEFENDING THE
NEXT GENERATION
GOOD JOBS
PUBLIC SERVICES
SECURE PENSIONS
STRONG
COMMUNITIES



ONTARIO
FEDERATION OF
LABOUR

COPE343

**NEW DELEGATE ORIENTATION
ACCESSIBILITY ORIENTATION**

Sunday, November 20, 2011
4:00 p.m. – 5:30 p.m.
(Simcoe/Dufferin Room)

WOMEN'S FORUM

Monday, November 21, 2011
7:30 p.m. – 9:00 p.m.
(Civic Ballroom)

HUMAN RIGHTS FORUM

Tuesday, November 22, 2011
7:30 p.m. – 9:00 p.m.
(Civic Ballroom)

YOUNG WORKERS FORUM

Wednesday, November 23, 2011
7:00 p.m. – 8:30 p.m.
(Civic Ballroom North)

ABORIGINAL CIRCLE FORUM

Thursday, November 24, 2011
4:45 p.m. – 6:45 p.m.
(City Hall Room)

SOCIAL AND DANCE

Thursday, November 24, 2011
8:00 p.m. – Midnight
(Dominion Ballroom)

Election Caucuses

	CAUCUS	TIME	MEETING ROOM
Sunday November 20, 2011	Labour Councils	7:30 p.m.	Civic Ballroom North
Monday November 21, 2011	Smaller Affiliates	5:00 p.m.	Dominion Ballroom South
Tuesday November 22, 2011	Persons with Disabilities	12:30 p.m.	Sheraton Hall B
	Aboriginal Persons	5:00 p.m.	VIP
	Gay Lesbian Bisexual & Trans-identified	6:30 p.m.	Huron
Wednesday November 23, 2011	Workers of Colour	5:00 p.m.	Windsor
	Workers Under 30	6:00 p.m.	Wentworth

Election Caucuses are for the purpose of electing representatives to the OFL Executive Board (see OFL Constitution Article V Sections 1.1 and 1.2), and they are open to self-identified members of the particular designated group who are convention delegates.

Allergy Alert

Increasingly, workers are becoming sensitized to chemicals in the environment.

For many workers, being exposed to perfumes and other strong scents can pose a serious health risk.

In the interest of the health and safety of the sisters and brothers whose health may suffer from these exposures, we ask that convention delegates refrain from the use of scented products such as perfume and aftershave while in attendance at the convention.

Equality Statement

The Ontario Federation of Labour endeavours to provide a harassment free environment at all Federation activities.

Mutual respect must be the basis of interaction among trade unionists in addition to cooperation and understanding. The OFL will neither tolerate nor condone behaviour that is likely to undermine the dignity or self-esteem of an individual, or create an intimidating, hostile or offensive environment.

Harassment is not a joke. It creates feelings of uneasiness, humiliation and discomfort.

It is an expression of perceived power and superiority by the harasser(s) over another person, usually for reasons over which the victim has little or no control: sex, race, age, creed, colour, marital status, sexual orientation, gender identity, expression, disability, political or religious affiliation, or place of national origin.

Harassment can be defined as any unwelcome action by any person, whether verbal or physical, on a single or repeated basis, which humiliates, insults or degrades.

“Unwelcome” or “unwanted” in this context means any action which the harasser knows or ought reasonably to know is not desired by the victim of the harassment.

Prohibited grounds under the Ontario Human Rights Code include: race, sex, age, marital status, sexual orientation, and disability.

For the purpose of this policy, racial and sexual harassment is defined as follows:

1. Racial Harassment

Unwanted comments, racist statements, slurs, jokes, racist graffiti and literature including articles, pictures and posters.

2. Sexual Harassment

Any unwanted attention of a sexual nature such as remarks about appearance or personal life, offensive written or visual actions like graffiti or degrading pictures, physical contact of any kind, or sexual demands.

There are two principles which are fundamental to the trade union movement: human rights and solidarity. Harassment strikes at the heart of both. As trade unionists we must work to protect rights, not take them away.

Trade union principles prohibit us from infringing on the human rights of others, and oblige us to stand with them to protect rights when others attack them. The Federation considers harassment of any kind a serious offence. Complaints of harassment at activities of the Federation will be investigated. A substantiated complaint could result in the removal of the harasser from the event. A letter outlining the reasons for the removal will also be sent to the appropriate affiliate.

Resolution and Complaint Procedure

A person who believes that he or she is a victim of harassment on any grounds prohibited under the Human rights Code should take immediate remedial action.

Make it clear that you do not welcome the attention or offensive behaviour, either on your own (verbally or in writing), or via a third party. Warn him or her that if the behaviour continues, you will pursue the matter. (It may be that the individual is unaware that the behaviour is offensive).

If the inappropriate behaviour persists, approach one of the designated representatives and ask him or her to act on your behalf.

The designated representative (with or without the complainant present) will advise the OFL Staff in charge of the problem.

The OFL Staff (or her designate) will separately interview the complainant and the alleged harasser (and witnesses if there are any). If the problem cannot be resolved informally, the complainant will be asked to put the complaint in writing.

The written complaint will then be submitted to a meeting of the OFL Staff and the OFL Officer in charge. The complaint will be evaluated and investigated. If it is determined that the respondent's conduct has fallen within the definition of harassment under the Human Rights Code, appropriate disciplinary action will be taken which includes, but is not limited to, an apology, reprimand and expulsion. The principal officers of affiliated unions to which the parties are members shall be advised of all particulars.

To access the Resolution and Complaint Procedure, please contact OFL Staff through the OFL convention office located on the concourse level.

Monday, November 21, 2011

9:30 a.m.	Aboriginal Opening Bread & Roses Solidarity Forever
10:00 a.m.	Convention Convenes Welcome John Cartwright, President Toronto & York Region Labour Council Greetings from UNITE-HERE Local 75 President's Address Report of Credentials Committee Report of Resolutions Committee Report of Constitution Committee
12:00 Noon	Adjourn for Lunch
1:30 p.m.	Reconvene Report of the Resolutions Committee
2:00 p.m.	Guest Speaker Chief Donny Morris Kitchenuhmaykoosib Inninuwug (KI) First Nation
2:15 p.m.	Policy Paper: Prevent, Protect, Compensate for the Next Generation
4:00 p.m.	Report of the Resolutions Committee
5:00 p.m.	Adjourn

Tuesday, November 22, 2011

9:30 a.m.

Convention Convenes

Report of Credentials Committee
Report of Resolutions Committee

10:15 a.m.

Order of the Day
Nomination and Election of Officers

11:30 a.m.

Guest Speaker
Ken Georgetti, President
Canadian Labour Congress

12:00 Noon

Adjourn for Lunch

1:30 p.m.

Reconvene
Report of Resolutions Committee

2:00 p.m.

Guest Speaker
Terry Melvin, Secretary-Treasurer
New York State AFL-CIO

2:30 p.m.

Policy Paper:
The Power of Diversity in the 21st Century

4:00 p.m.

Report of the Resolutions Committee

5:00 p.m.

Adjourn

Wednesday, November 23, 2011

9:00 a.m.	Convention Convenes Report of Credentials Committee Report of Resolutions Committee
9:30 a.m.	Panel: Organizing for the Next Generation: Workers Speak Out
10:15 a.m.	Policy Paper: Toward a Common Front Against Austerity
11:45 a.m.	Lynn Williams "One Day Longer" Book Launch
12:00 Noon	Adjourn for Lunch
1:30 p.m.	Reconvene Report of Resolutions Committee
2:15 p.m.	Guest Speaker Stephen Lewis
3:00 p.m.	The Bob Borch Human Rights Award Shannen's Dream Coalition
3:30 p.m.	Order of the Day Strike Appeals
4:15 p.m.	Report of the Resolutions Committee
5:00 p.m.	Adjourn

Thursday, November 24, 2011

9:00 a.m.	Convention Convenes Report of Credentials Committee
9:15 a.m.	Guest Speaker Andrea Horwath, Leader Ontario's New Democratic Party
10:00 a.m.	Order of the Day Swearing in of Officers
10:30 a.m.	Report of Resolutions Committee
11:30 a.m.	Demonstration Occupy Bay Street

2:00 p.m.	Reconvene Report of Resolutions Committee
2:30 p.m.	Jack Layton Memorial Video Olivia Chow, MP Trinity-Spadina
3:00 p.m.	Policy Paper: Retirement Security
4:45 p.m.	Adjourn
8:00 p.m.	Social and Dance

Friday, November 25, 2011

9:30 a.m.	Convention Convenes Report of Resolutions Committee December 6 Memorial Tribute Awards <ul style="list-style-type: none">• Cultural Award• Young Worker Award• OFL-ODRT Activist Award Aboriginal Closing
12:00 Noon	Convention Adjourns

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