



14TH BIENNIAL CONVENTION // 2017

**ONTARIO FEDERATION
OF LABOUR
ACTION
PLAN 18/19**

OFL CONVENTION 2017



**power
ON**



// **ONTARIO FEDERATION OF LABOUR
CONVENTION 2017
NOVEMBER 20 – 24, 2017**

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The Ontario Federation of Labour represents 54 unions and one million workers. It is Canada's largest provincial labour federation.

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2017
14TH BIENNIAL OFL CONVENTION

ONTARIO FEDERATION OF LABOUR **ACTION PLAN 18/19**

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POWER ON

**THERE IS HOPE:
THE FUTURE IS
PROGRESSIVE.**

We are living through a rough spot in history.

We are witnessing a rise in precarious employment, a rise in hate, a rise in income inequality, a rise in the privatization of our public services, a fall in trade union density. The list goes on.

What we are witnessing is a reflection of systematic failures in our society that is revealed wherever we are willing to look – in our workplaces, in our homes, in our communities. The list goes on.

History, however, reminds us that cynicism is both disempowering and often wrong. The civil rights movement, the feminist movement, and the movement for marriage equality all began at moments when very little seemed possible.

We must remember that working people will continue to **Power ON**.

The working class cannot and should not underestimate their power. They fuel Ontario with their ability to shape economic, social, and political outcomes. Recent events at home and around the world have confirmed that a weakened working class does not just hurt those who are losing ground; it hurts everyone by compromising our society's potential. Emerging movements and organizations show us, however, that working people are now facing an opportunity for renewal. Solidarity has taken on a renewed importance and our work as progressives requires a new urgency.

We must also remember that our movement will continue to **Power ON** the working class and our advocacy efforts.

Every just and progressive policy we have won in this country has been led by or supported by unions – with our collective power bolstered from our collaboration with community partners. Together, we have a long history of improving the lives of workers. We have fought and won many of the rights enjoyed by all workers today – including the minimum wage, overtime pay, workplace safety standards, maternity and parental leave, vacation pay, and protection from discrimination and harassment. The labour movement has also been the first line of defence against social injustice. Our focus extends beyond the gains that can be made at the bargaining table to also include progress that we can make for society as a whole. Our work has never been about tinkering around the edges; it has always been about disrupting oppressive systems.

In the face of adversity, we must remember that the working people and the labour movement fuel progress.

We provide hope that one day, our collective vision of inclusivity, equity, and shared prosperity will be realized.

Together, let's Power ON!

POWER ON THE WORKING CLASS

1.1 RAISING THE STANDARD OF DECENT WORK

**AS ACTIVISTS, WE
HAVE AN OPPORTUNITY
TO FUNDAMENTALLY
CHANGE THE MANNER
IN WHICH ONTARIANS
WORK AND LIVE.**

2017 marked a historic victory for workers across the province.

After 20 years of woefully outdated labour and employment laws, the Government of Ontario introduced the *Fair Workplaces, Better Jobs Act*. This was a result of many hard-fought struggles and the collective voice of millions demanding immediate action to modernize the *Employment Standards Act (ESA)* and the *Labour Relations Act (LRA)* – with the labour movement and our community partners leading the charge.

Since the launch of the *Make It Fair* campaign in 2016 – a key mandate emerging from the 2015 OFL convention – significant gains have been made in the world of work. After lobbying more than 100 MPPs, delivering 23,500 signed postcards on decent work, rallying with 5000 concerned Ontarians, and training over 500 volunteers across the province, we made powerful strides towards a fairer, more equitable Ontario. The *Fair Workplaces, Better Jobs Act* includes progress towards implementing a \$15 general minimum wage; mandating equal pay for equal work for temp agency and part-time workers; introducing improved scheduling practices; expanding just cause protection for unionized workers; providing an additional paid week of vacation after five years with the same employer; extending personal emergency leave to all workers; facilitating workers' right to join a union when an employer contravenes labour laws; and removing the restriction for workers to return to work after a strike.

There is still more work to be done in the months and years ahead.

We must continue to be engaged in a collective effort to raise the standard of work across the province – particularly in light of the upcoming municipal, provincial, and federal elections.

ACTION 1:

Intensify pressure, led by the Make It Fair campaign, on all political parties and politicians to reform the ESA and LRA by continuing to educate our members, elected officials, and the public on the importance of our demands (see below), particularly for marginalized peoples, and to mobilize support alongside the Fight for \$15 & Fairness campaign.

ACTION 2:

Convene a conference by June 2018, with affiliates and labour councils, to chart out a collective vision and path forward that best aligns upcoming bargaining strategies to the Fight for \$15 & Fairness campaign and ensures collective bargaining agreements bargain above legislative standards.

ACTION 3:

Strike a task force to produce a comprehensive strategy that will outline how the labour movement can exercise and maximize the new rights afforded to workers under the Fair Workplaces, Better Jobs Act – including developing organizing strategies for non-unionized workers, particularly in the private sector; organizing to scale; and undertaking strategic organizing drives.

LABOUR RELATIONS

Under the Canadian Charter of Rights and Freedoms, every Canadian is afforded the right to associate and pursue collective workplace goals. In other words, everyone has the right to access unionization, the right to organize, the right to engage in meaningful collective bargaining, and the right to strike. The LRA, however, fall short of upholding these fundamental rights and freedoms.

We must continue to work towards increasing access to unionization for all Ontario workers and strengthen protections for unionized workers.

EXCLUSIONS

Currently, several occupations including licensed professionals (e.g., members of the architectural, dental, land surveying, legal, or medical profession), agricultural, horticultural, and domestic workers are exempt from the LRA. Given that the Supreme Court of Canada has ruled that “freedom of association ... stands as an independent right with independent content, essential to the development and maintenance of the vibrant civil society upon which our democracy rests,”ⁱ it follows that excluding workers from accessing their fundamental freedom to associate meaningfully in pursuit of collective workplace goals is unjustifiable.

ACTION 4:

Champion, through the OFL’s Make It Fair campaign, to remove all current occupational exclusions, including licensed professionals as well as domestic, agricultural, and horticultural workers.

BROADER-BASED BARGAINING

Given that collective bargaining constitutes a fundamental aspect of Canadian society which “enhances the human dignity, liberty, and autonomy of workers by giving them the opportunity to influence the establishment of workplace rules and thereby gain some control over a major aspect of their lives, namely their work”,ⁱⁱ the collective bargaining process must evolve to address the fissured workplace. It is important to extend meaningful access to collective bargaining for workers – particularly for vulnerable workers, including franchise workers, who have historically been underrepresented by unions in areas of the economy that have been traditionally difficult to organize.

ACTION 5:

Demand, through the OFL’s Make It Fair campaign, to consolidate bargaining rights at multiple locations of the same employer to multiple locations of the same franchisor.

WORKPLACE INFORMATION

Currently, Ontario workers seeking to form unions have no right to employee information until their organizing campaign results in the filing of an application for certification. The *Fair Workplaces, Better Jobs Act* makes significant improvements in this respect by providing access to workplace information (i.e., employee names, phone numbers, and personal email addresses) – provided that unions can demonstrate membership evidence for 20 per cent of workers in a bargaining unit that the labour board determines can be appropriate for collective bargaining. The ability to access needed information, however, remains limited. To strengthen workers’ right to organize, greater information is required.

ACTION 6:

Advocate, through the OFL’s Make It Fair campaign, to increase access to workplace information by including employees’ mailing addresses, job classification, employment status, and an organizational chart.

CARD-BASED CERTIFICATION

A fundamental element in the collective bargaining process is how workers can express their interest to freely associate with others for the meaningful pursuit of collective workplace goals – in other words, the manner in which a union is certified. The current two-step mandatory vote system fails to recognize that from the first show of support to when the ballots are cast, the situation can drastically change. With this certification process, employers have a sizeable opportunity to interfere with workers’ choices – to engage in threats and intimidation. Although employer opposition and misconduct can be overt (e.g., illegal terminations), in many cases it is subtle but no less effective. Conversely, card-based certification recognizes that when a worker signs a union card, they are expressing their desire to join a union. Given that the Supreme Court of Canada has recognized that “the function of collective bargaining is not served by a process which undermines employees’ rights to choose what is in their interest and how they should pursue those interests”,ⁱⁱⁱ all Ontario workers – with no exceptions – deserve the same protection of their constitutional right to unionize.

ACTION 7:

Demand, through the OFL’s Make It Fair campaign, the repeal of the mandatory vote system and a return to card-based certification in all sectors in Ontario.

FIRST CONTRACT ARBITRATION

In principle, all workers are guaranteed the right to associate for the purposes of meaningful collective bargaining. In reality, this right remains limited as a result of the barriers to establishing a first collective agreement. Employers often delay reaching a first collective agreement in an effort to weaken the resolve of newly organized workers. Inevitably, workers grow frustrated with lengthy delays while their working conditions worsen. This undermines their right to access meaningful collective bargaining.

ACTION 8:

Advocate, through the OFL’s Make It Fair campaign, to provide automatic access to first agreement arbitration.

SUCCESSORSHIP RIGHTS

Ontario employers in the private and public sector are bound by successorship rights legislation when a business or a portion thereof is sold. This, however, is not the case for employers who sub-contract services. This includes building services (e.g., security, cleaning, and food services), home care (e.g., housekeeping and personal support services), and contracted school bus services – among others. This means unionized contract workers often lose both their collective agreement and their bargaining rights if the service contract covering their worksite changes hands. This is the case even if the new contract provider hires the same employees to perform the same work in the same location. It should not matter whether workers are employed in a publicly or privately funded contracted service – all workers deserve protections against contract flipping.

ACTION 9:

Champion, through the OFL's Make It Fair campaign, to extend successorship rights to all contracted services.

REPLACEMENT WORKERS

It is important to understand that it is not often that workers exercise their right to strike. They do so, however, when they feel that they are not being heard by their employers and that the conditions under which they are working are unfair. The law should not undermine workers who are fighting for decent work and exercising their constitutional right to withdraw their labour. The failure to place restrictions on the use of replacement workers in such circumstances can reduce the willingness or ability of both parties to engage in meaningful and effective collective bargaining. More importantly, the Supreme Court of Canada has established that the right to exercise economic sanctions is an important part of the collective bargaining process. A union's primary economic sanction (i.e., the right to strike) is effectively negated by allowing employers to use replacement workers.

ACTION 10:

Push, through the OFL's Make It Fair campaign, to prohibit the use of replacement workers during strikes and lockouts.

EMPLOYMENT STANDARDS

The labour movement stands up for the rights of all workers – both unionized and non-unionized – in this province. We know that the standard of work in Ontario fails to reflect the transformative change occurring in the labour market. The dramatic restructuring of workplaces has shifted the distribution of risks, costs, benefits, and power between employers and employees, leaving many workers in precarious situations. As it stands, the ESA, which is meant to establish the minimum terms and conditions of employment for all workplaces across Ontario, fails to adequately protect workers in the workplace.

We must continue to work with our community partners, including the *Fight for \$15 & Fairness* campaign, to raise the bar for decent work for all workers through the *Fair Workplaces, Better Jobs Act* and beyond that legislation.

DEPENDENT CONTRACTORS

The changing nature of work has created a spectrum of different workers – ranging from traditional employees (i.e., those completely protected by the ESA) to so-called independent contractors (i.e., those outside of the ESA's protections). In between these two classes, lies dependent contractors, who experience complete or near complete exclusivity of the ESA. The LRA rightly protects these workers; the ESA should too.

ACTION 11:

Advocate, through the OFL's Make It Fair campaign, to extend ESA coverage to dependent contractors.

EQUAL PAY FOR EQUAL WORK

Although the *Fair Workplaces, Better Jobs Act* contains language that acknowledges the fundamental principle that workers who are doing similar work should be paid the same – a significant step forward for all equity-seeking workers – it provides very limited protection. The law creates an incentive for employers to establish or maintain minor differences between jobs performed by temp agency and part-time workers in an effort to maintain pay differences. This weak language must be made stronger.

ACTION 12:

Champion, through the OFL's Make It Fair campaign, to strengthen equal pay for equal work legislation.

MINIMUM WAGE

Ontario workers triumphed in 2017. The *Fair Workplaces, Better Jobs Act* enshrined the intent to implement a \$15 general minimum wage by 2019. Not all Ontario workers, however, will benefit. Female liquor servers, who represent nearly 75 per cent of liquor servers, and students will continue to receive a lower minimum wage. No one should work full-time and still live in poverty.

ACTION 13:

Push, through the OFL's Make It Fair campaign, to eliminate exemptions to the minimum wage, including for liquor servers and students.

JUST CAUSE PROTECTION

Extending just cause protection to all Ontario workers will provide them with greater job security because they will be safeguarded against arbitrary and unfair terminations. Also, it is only when workers feel secure in their employment, will they feel safe enough to ensure that their employer is complying with other minimum standards. Just cause protection is an indispensable part of the goal to ensuring better enforcement of the ESA.

ACTION 14:

Advocate, through the OFL's Make It Fair campaign, to provide for unjust dismissal protection in the ESA after a worker has been employed for three months with the same employer.

PERSONAL EMERGENCY LEAVE

No one is immune from getting sick. Taking time off when sick is known to speed up recovery, deter further illness, and reduce overall health care costs. People should not be forced into a position where they must either compromise their own health and the welfare of others, or risk losing wages. Workers not only require the right to take time off when sick, but that leave must also be paid to make it a viable option.

ACTION 15:

Demand, through the OFL's Make It Fair campaign, to provide workers with seven paid personal emergency leave days.

For a complete list of demands that the OFL will continue to champion, please refer to our 2017 submission on the Fair Workplaces, Better Jobs Act.

RELEVANT RESOLUTION(S) COVERED BY THE ACTION PLAN: 1, 2, 3, 4

1.2 PROPELLING YOUNG WORKERS HIGHER

The hope that the next generation will be better off than the last is no longer a given. Young people in Ontario, and around the world, are facing unprecedented economic and social conditions.

More young workers today find themselves in precarious and insecure work than a generation ago. They are underemployed, trying to make ends meet in a 'survival job'. These jobs are often part-time and temporary – paying lower wages, offering fewer workplace benefits, and lacking on-the-job training. We know that the reality is starker for equity-seeking youth.

There are those that believe the youth in this country should get used to job churn (i.e., moving from job to job to job) because that is their new reality. We know better. Job churn should not be confused with insecure work.

For many workers, precarious work does not mean jumping from job to job.

It means getting paid less because of your age. In fact, Ontario is currently the only province in the country with a lower minimum wage for students.

It means not knowing how many hours they are going to be working next week. In fact, in 2016 nearly 460,000 Ontario youth were working part-time. One in five of them were working part-time because they had no other choice.^{iv}

It means unpaid internships are the only kind of internship they can find. In fact, there are about 100,000 unpaid and unregulated internships in Ontario each year.^v

It means balancing multiple jobs to make ends meet. In fact, in 2016, **70,000 youth in Ontario held multiple jobs.**^{vi}

It means not having any protections from a union. We know that youth who are unionized enjoy better benefits, workplace conditions, and pay – about **27 per cent more** – than non-unionized youth under the age of 25.^{vii}

Young people are also facing higher housing and tuition costs than previous generations and taking on larger debt levels to pay for their education. In fact, undergraduate and graduate students in Ontario pay the highest university tuition fees in the country.

Together these factors dampen their incomes and their prospects, blunting their ability to start businesses, purchase big ticket items such as homes and cars, and embark upon traditional milestones such as beginning a family.

It is incumbent upon all of us to ensure that we leave this province better for the next generation.

**WE KNOW THAT
ONTARIO'S BEST
FUTURE LIES WITH
A GENERATION
OF YOUNG PEOPLE
THAT CAN CREATE
A PROSPEROUS AND
EQUITABLE SOCIETY.**

ACTION 16:

Organize a series of student- and labour-led canvasses for the upcoming provincial election across Ontario – in an effort to foster our relationship with student unions and organizations, like the Canadian Federation of Students in Ontario, and bring issues like post-secondary education and decent work to the forefront.

ACTION 17:

Defend public education by demanding the elimination of tuition fees for all post-secondary students and the removal of interest on existing student loans.

ACTION 18:

Advocate that all students can access meaningful and paid work-integrated learning opportunities.

ACTION 19:

Develop an equity-based program with affiliates to promote ongoing leadership succession planning in the labour movement that is inclusive of young workers and members of other equity-seeking groups.

RELEVANT RESOLUTION(S) COVERED BY THE ACTION PLAN: 5

1.3 RECONCILING NEW TRENDS

We are living in an age defined by technology and its advances. It has changed the way we socialize, the way we educate, the way we consume products and services, and most importantly, the way we work.

This is not the first time that workers have feared technological change will affect their jobs and lives. And, it will not be the last time.

Every industrial revolution has involved major shifts of labour. In every case, transformation has been accompanied by jobs in new sectors and fields.

We should not, however, be complacent.

We must work to significantly enhance the quality and quantity of jobs as well as foster inclusive labour markets and societies.

This is ultimately about class power.

We know that poor wage growth and rising inequality have shifted economic power away from low- and moderate-wage workers.

While many people, for instance, laud the gig economy as providing them with the flexibility and freedom to earn what they want, when they want, it comes at a significant cost.

In their attempt to develop affordable and convenient on-demand goods and services, intermediary platforms – such as Uber, Doordash, and Airbnb – have prioritized the values of entrepreneurship, innovation, and technology over workers' rights, consumer protection, and tax compliance. Not only does this business model threaten to dismantle entire sectors, but it also adds to the broader corporate attack on labour protections, fair taxation, regulatory systems, and the future of decent work.

We must support policies that create good jobs and increase wages because we know that a deskilled workforce is a precarious workforce. These are likely the same measures needed to ensure that workers potentially displaced by automation have good jobs to transition into.

We must also support policies that promote fair regulations for unlicensed, short-term transactions, related to consumer protection, economic growth, equity, labour, social security, tax compliance, and training.

The future of work is at stake.

ACTION 20:

Launch a Know Your Rights campaign to educate members on the new gains made under the Fair Workplaces, Better Jobs Act and what improvements are required to make decent work a reality throughout Ontario.

ACTION 21:

Organize a summit, with affiliates, labour councils, and community partners, to discuss the challenges of increasing automation as well as labour movement's response to technological change and the world of work.

ACTION 22:

Develop a fulsome strategy, in collaboration with affiliates, labour councils, and community allies, that supports fair regulations for unlicensed, short-term transactions, including in the transportation, retail, accommodation, service and labour, and financial sectors.

RELEVANT RESOLUTION(S) COVERED BY THE ACTION PLAN: 8, 9

1.4 MARCHING FOR WOMEN'S EQUALITY

In 2017, more than a million people gathered in cities across the world for the **Women's March** to demonstrate our solidarity and push for social justice for the most marginalized and oppressed among us.

We marched to turn our fear into power – to drive a powerful intersectional, spiritual movement of movements.

We marched to find courage – to stand up and fight back for any woman who is attacked for her race, religion, immigration status, sexual orientation, or how she looks.

We marched to bring more women into the renaissance – to take the energy of this march and use it to set fires of resistance everywhere.

We marched because women continue to face significant inequalities in the workplace, including discriminatory pay and employment practices.

Female workers in this province earn approximately 68 cents for every dollar that a man earns. This gap is even wider for Indigenous, racialized, and immigrant women as well as women with disabilities.^{viii}

Female workers are more likely than men to have insecure jobs. In fact, women denote two-thirds of part-time workers in Ontario and are overrepresented in the 20 lowest-paid occupations, including cashiers, restaurant servers, food counter attendants, and child care providers.^{ix}

Female workers also represent over 60 per cent of the 1.7 million Ontarians who earn at or near the minimum wage.^x

We know that unions promote economic empowerment for women. Barriers to unionization therefore place female workers at a strong disadvantage. The evidence shows that Ontario women who are unionized enjoy better benefits, workplace conditions, and pay – **nearly \$8 more per hour** – than non-unionized women.^{xi} When the laws make it easier for women to join and keep a union, the result is a real and measurable benefit for women and for society overall.

We also know that for female workers, the lack of access to affordable, high quality child care is a significant barrier to entering the workforce. With its availability, women are more likely to work, stay employed, and hold better jobs – all of which contribute to narrowing the gender wage gap. With every public dollar invested in child care, the Ontario economy gains nearly \$2.50 due to increases in working hours and wages of women.^{xii}

We know that when women succeed, we all succeed.

It is unacceptable that public policies and laws continue to entrench women's pay inequality.

VIOLENCE AGAINST WOMEN

Women continue to be the target of violence in homes, workplaces, educational institutions, and elsewhere.

Every year, far too many women in Canada are killed by men – many of whom are current or former partners.

Every year, tens of thousands of women and their children must flee their homes fearing for their lives.

We also recognize that racialized, Indigenous, LGBTQ+, and immigrant women, as well as women with disabilities, experience higher rates of all forms of violence in our society. We continue to be committed to working alongside our locals, labour councils, and women's organizations to ensure the voices of women facing intersecting equality issues are heard.

Although we sometimes think of violence against women, including domestic and/or sexual violence, as a private family problem, the effects are inevitably carried to the workplace. Like other struggles for health and safety and for equality, violence affects the lives of workers both on and off the job.

No woman should have to choose between her safety and her job. Violence against women goes to work every day, and the labour movement is committed to making it easier for a survivor of violence to escape it without losing her financial stability or her job.

ACTION 23:

Convene a Gender Pay Gap Symposium in Spring 2018 – with affiliates, labour councils, and community partners, such as the Equal Pay Coalition – to bring forward solutions that close the gender wage gap; to champion funding, enforcing, and expanding pay equity and employment equity legislation; and to mobilize the labour movement on Equal Pay Day.

ACTION 24:

Renew pressure on the federal government, in partnership with the CLC, to reintroduce federal pay equity legislation.

**AS ACTIVISTS WHO
HAVE BEEN FIGHTING
FOR WOMEN'S
EQUALITY AND SAFETY
FOR DECADES, THE
PACE OF CHANGE
REMAINS FAR TOO
SLOW AT TIMES.**

**BUT WE MUST
MARCH ON.**

ACTION 25:

Demand an economic justice strategy that promotes women’s meaningful participation in the workforce, particularly in non-traditional fields of employment; recognizes the care penalty imposed on women in female-dominated employment for its labour market value rather than traditional women’s work; and improves access to education and training, child care, and other services so women can better balance work and family responsibilities.

ACTION 26:

Champion, alongside the Ontario Coalition for Better Child Care, the right of all children to access a universal, publicly funded, high-quality, and affordable child care system as well as the use of public dollars to expand child care in the public and non-profit sectors.

ACTION 27:

Advocate, along with affiliates, labour councils, and women’s organizations, that all levels of government develop a comprehensive action framework to end violence against women in all forms with a focus on prevention, supports, and services – including ramping up pressure to increase funding for women’s shelters.

ACTION 28:

Collaborate with affiliates to distribute best practices, such as the OFL’s Domestic Violence Goes to Work Everyday: A Bargaining Guide, to bolster equity wins at the bargaining table including for domestic and/or sexual violence.

ACTION 29:

Champion, through the OFL’s Make It Fair campaign, to create a paid leave for survivors of domestic and/or sexual violence.

ACTION 30:

Support the national inquiry into missing and murdered Indigenous women and girls as well as ensure that the process reflects and supports the needs of Indigenous women, girls, and their communities.

ACTION 31:

Convene a women’s leadership summit in 2018 to discuss women’s issues using an intersectional lens, including increasing the number of women in decision-making roles and cross-sectional mobilizing.

RELEVANT RESOLUTION(S) COVERED BY THE ACTION PLAN: 11

1.5 PROMOTING INDIGENOUS WORKERS' RIGHTS

**WE SHARE A
COLLECTIVE
RESPONSIBILITY
TO WALK THE
PATH TOWARDS
RECONCILIATION.**

2017 marked 150 years of Confederation in Canada.

As we strive towards creating a society that is based on inclusiveness, equity, and shared prosperity over the next 150 years, we must also take the time to reflect and learn from our history – one that is rooted in colonialism and the cultural genocide of **First Nations, Inuit, and Métis people**.

This includes the multi-generational trauma of residential schools and the Sixties Scoop; contamination of drinking waters; murdered and missing Indigenous women and girls; and systemic discrimination in health, education, and other services. To create just relationships between Indigenous and non-Indigenous peoples that are mutually respectful of Indigenous knowledge and sovereignty, we must recognize that non-Indigenous peoples in Canada continue to benefit from exploitative relationships with Indigenous populations.

This means taking the time to engage with Indigenous peoples and organizations to better understand how we can work together to build a society that works for everyone. It also means continuing to be advocates of Indigenous justice by extending our solidarity efforts and taking guidance from Indigenous communities on how we can push for meaningful changes aimed at empowering Canada's First Nations, Inuit, and Métis peoples.

ACTION 32:

Secure justice for all Indigenous peoples by demanding, in partnership with the CLC, that the 94 recommendations outlined by the Truth and Reconciliation Commission be adopted in their entirety, including proclaiming June 21st as a statutory holiday to demonstrate our respect for Indigenous cultures in Canada.

ACTION 33:

Host a provincial roundtable, led by the OFL's Aboriginal Circle, to identify the labour movement's role in realizing the recommendations outlined by the Truth and Reconciliation Commission.

ACTION 34:

Advocate, in partnership with the CLC, immediate action to ensure prosperity for all Indigenous peoples including, but not limited to, access to clean water, shelter, and food security.

ACTION 35:

Convene meetings with the Officers, Executive Board, the Chiefs of Ontario, and the Métis Nation of Ontario to advocate for Indigenous peoples' basic human rights, including access to clean water and high-quality education, as well as the recommendations outlined by the Truth and Reconciliation Commission.

ACTION 36:

Encourage affiliates and labour councils to advocate and campaign for the rights of children impacted by the residential school system, the Sixties Scoop, the Millennium Scoop, and current child welfare practices.

ACTION 37:

Take a leadership role in educating the labour movement on the residential school system and the attempted cultural genocide of Indigenous peoples in Canada and internationally.

ACTION 38:

Push governments to acknowledge and act on their fiduciary responsibility to restore Indigenous peoples and their families to a state of health and wholeness.

ACTION 39:

Support Indigenous organizations and grassroots activism in their efforts to promote healing and reconciliation and encourage affiliates to do similarly.

RELEVANT RESOLUTION(S) COVERED BY THE ACTION PLAN: 13, 14

1.6 EMPOWERING WORKERS OF COLOUR

**WE KNOW THAT
INSECURE WORK
REMAINS AT THE CORE
OF RACIAL INEQUALITY
IN ONTARIO.**

In 2016, after years of pressure from the labour movement and our allies, including the Colour of Poverty – Colour of Change, the Government of Ontario established the **Anti-Racism Directorate**.

Despite the vast inroads we have made on equity issues, we have not achieved equality. Instead, in our workplaces and elsewhere, systemic racism continues. It has become an institutionalized feature of society, creating barriers to racialized workers and families in every community.

Racism is a working class issue. Racism benefits the wealthy and powerful. For centuries, racism has been used to generate significant profits through the perpetuation of job ghettos and differential wage levels and working conditions.

Although workers of colour have slightly higher levels of labour market participation, they experience higher levels of unemployment and underemployment, are often bypassed for jobs or promotions, and earn a lower income than non-racialized Canadians. **In fact, Canadians of colour earn 81 cents for every dollar paid to non-racialized Canadians.**^{xiii}

This wage gap is even wider for Indigenous and workers of colour that are female, have accessibility issues, and/or are recent newcomers. Unsurprisingly, these labour market inequities lead to higher poverty rates, greater health risks, lower quality housing, and more frequent contact with the justice system. We need decent work in Ontario to ensure that everyone has fair and equitable opportunities in the labour market; to cultivate a culture of equity and inclusion in all Ontario workplaces; and to dismantle the barriers that prevent the full and equal participation of all racialized workers.

We also know that racism, Islamophobia, anti-Semitism and all forms of prejudice, hate, and discrimination – be it individual, cultural, or systemic – divide our communities and undermine our collective struggle for equality, inclusiveness, and social justice.

Together, we must eliminate this barrier to equality.

ACTION 40:

Advocate that the Anti-Racism Directorate work alongside the Ministry of Labour in applying equity lens on employment conditions in Ontario and tackle the economic and employment disparities facing racialized workers in Ontario.

ACTION 41:

Demand to establish the Anti-Racism Secretariat as well as the Equity in Employment Secretariat, which is fully mandated and adequately resourced to ensure the implementation of mandatory and comprehensive employment equity legislation and programs.

ACTION 42:

Mobilize the labour movement – alongside allies such as Black Lives Matter and the Colour of Poverty – Colour of Change – to oppose systemic racism and violence targeted towards Indigenous, Black, Islamic, and Semitic communities through policing; to advocate for the full elimination of the practice of carding; and to push for an immediate review of the Special Investigations Unit in close consultation with impacted communities and families.

ACTION 43:

Fight for equity and challenge racism by building relationships with community organizations and coalitions, including Black Lives Matter, the Coalition of Black Trade Unionists, No One Is Illegal, and the National Council of Canadian Muslims.

1.7 STRENGTHENING THE RIGHTS OF WORKERS REQUIRING ACCOMMODATION

TOGETHER,
WE MUST FIGHT
FOR INCLUSION.

Around the world, over a billion people are living with some form of disability.^{xiv}

Far too many of them face economic, political, and social exclusion.

The reality of living with a disability is that these individuals are more likely to be excluded from entering the workforce and are further at risk of living below the poverty line.

Opportunities must be created for people with disabilities to develop their own capacities, and they must be supported in setting their own priorities. Real empowerment will require the government to invest in people – in jobs, health, transportation, education, and social protections. Our advocacy on these issues must continue.

The labour movement has long recognized that promoting an understanding of disability issues and mobilizing support for the dignity, rights, and well-being of persons of all abilities is a worker's issue, a labour issue, and a social justice issue.

ACTION 44:

Renew our commitment to breaking down barriers that workers with accommodations face and integrating persons with disabilities into every aspect of the workplace and society – including within our own structures.

ACTION 45:

Campaign on the education of disability issues and push for increased accessibility and supportive legal frameworks, including encouraging the employment of persons with disabilities in every workplace in Ontario.

ACTION 46:

Advocate to establish the Disability Rights Secretariat.

ACTION 47:

Call for continued funding for Prevention Link – the OFL's disability prevention at work program that assists vulnerable workers, including injured workers.

1.8 ADVOCATING FOR LGBTQ+ WORKERS

Love is love.

The labour movement has played a fundamental role in this country by becoming a leader on LGBTQ+ equality rights – both in terms of bargaining equality measures (e.g., same sex benefits and pensions as well as anti-harassment, and anti-discrimination language) and pushing forward progressive legislative change through public protest, campaigns, court challenges, and advocacy work.

There is, however, more that needs to be done to realize full social equality for the LGBTQ+ community.

NOBODY SHOULD BE MADE TO FEEL UNSAFE BECAUSE OF WHO THEY ARE OR WHO THEY LOVE.

LGBTQ+ workers and their families continue to experience oppression and discrimination. In fact, transgender, gender variant, and two spirit people experience disproportionate unemployment levels, harassment and discrimination at work, and limited access to health and public services.

Together, we must continue to build workplaces and communities that are safe and inclusive as well as challenge hate, violence, and discrimination.

ACTION 48:

Call for an end to violence against Trans peoples, particularly those that identify through an intersectional lens, and other racialized LGBTQ+ workers who face violence in their communities and at work.

ACTION 49:

Support marchers and allies as well as build on our efforts to broaden and emphasize the importance of the labour movement's continued participation in Pride events across the province.

ACTION 50:

Advocate, in partnership with the CLC, that all provincial governments amend their human rights codes by including provisions that protect individuals from discrimination on the basis of gender identity and gender expression.

ACTION 51:

Encourage organizations who are trans exclusionary (i.e., discriminating against trans and non-binary individuals or groups) to change their practices.

ACTION 52:

Develop a plan with affiliates and allies to address LGBTQ+ youth homelessness.

RELEVANT RESOLUTION(S) COVERED BY THE ACTION PLAN: 20

1.9 PROMOTING SAFE AND HEALTHY WORKPLACES

No worker should leave for work in the morning and never come back.

No family should receive the call that their loved one is not coming home.

No workplace should live with the loss of a co-worker – particularly in the case where an employer could have prevented it.

Thousands of loved ones die or are seriously injured on the job every year – whether it is from an industrial accident or from chemicals or other toxins in the workplace.

We know that unions bargain for health and safety rules to prevent such tragedies.

We stand up for workers and provide the protections needed to feel secure in reporting incidents and workplace hazards. In fact, the labour movement recently

**WE MUST CONTINUE
TO DEMAND JUSTICE
AND SAFE WORKING
CONDITIONS FOR
ALL WORKERS –
PARTICULARLY FOR OUR
MOST VULNERABLE
WORKERS.**

secured a ban on the use of asbestos – a leading cause of workplace-related death in Canada.

We also pursue laws to protect workers and make sure those laws are enforced. In fact, the labour movement has successfully pushed for laws in Canada that now hold managers and corporate directors responsible for failing to protect the lives and safety of workers and can hold the employer criminally responsible for the injury or death of a worker.

These are important steps, but we know that deaths or injuries in the workplace will not stop unless employers realize that there will be serious personal consequences if they put workers' lives in the line of danger. Employers should not be able to treat workers – particularly temporary and migrant workers – as a disposable commodity and relegate them to the most precarious and dangerous work. We know that temp agency workers face greater risk of injury and are more likely to be exposed to dangerous working conditions than permanent employees. The reality is even starker for migrant workers.

No prison term or financial penalty can bring back the workers who died or undo the serious injury incurred, but we hope that the threat of jail time will force employers to see accident prevention as an occupational priority.

ACTION 53:

Demand workers' safety, through the OFL's Kill a Worker, Go to Jail campaign, until criminal negligence by the employer is a routine part of the investigation for every workplace death and negligent employers are jailed for killing workers.

ACTION 54:

Urge the government to implement a zero-tolerance policy for asbestos-related violations in building regulations as well as to mandate that information related to the type of asbestos-containing material and its location in public buildings be posted online and made publicly accessible.

ACTION 55:

Advocate a mandatory accreditation program that collaborates with workers and exceeds the minimum standards required to make meaningful improvements for workers' health and safety.

ACTION 56:

Champion, through the OFL's Make It Fair campaign, to strengthen protections for temp agency workers through stronger equal pay for equal work legislation; the conversion of temp agency workers to permanent workers of the client company after a total of three months; and the determination of client companies as the employer for legal purposes.

ACTION 57:

Advocate, through the OFL's Make It Fair campaign, to strengthen protections for migrant workers through the introduction of an Ontario Migrant Workers' Bill of Rights – which includes legislative changes that will establish a registration and

licensing system for employers and recruiters; provide the financial and human resources needed for proactive enforcement; ensure that human and labour rights are protected; and close loopholes on return-to-work policies.

1.10 DEFENDING INJURED WORKERS

**PRECARIOUS WORK
MEANS UNSAFE WORK.**

It only takes a split second for a worker to become injured, permanently disabled, and/or ill from work. One fall. One twist. One cut.

When workers are injured on the job, they have a right to full compensation; a right to be treated with dignity and respect; and a right to be provided with needed support.

In Ontario, these rights are being violated.

Not every worker in this province is covered by a workers' compensation system. For those that do have coverage, the *Workplace Safety and Insurance Board* (WSIB) is focused on reducing its own costs on the backs of injured workers. They are unconcerned by the thousands of workers who are driven into poverty and desperation when their benefits are slashed.

But, we are.

Across the board, Ontario's austerity agenda is making workers more disposable and is eroding fairness in the workplace. We are seeing a surge of insecure and low-wage jobs. With so many workers in vulnerable and precarious positions, we cannot afford to be silent in the face of a workers' compensation system that is more concerned with its own bottom line than with protecting the well-being of injured workers.

Workers deserve a fair and just compensation system.

ACTION 58:

Endorse the Cover Me WSIB campaign and encourage affiliates to demand universal workers' compensation for every worker in Ontario.

ACTION 59:

Demand that the WSIB abolish its unfair practice of deeming; return to a system that only affects benefits in cases where a pre-existing impairment affected the worker before their workplace injury; and craft a clear policy that prioritizes and respects the evidence put forward by the medical professionals who know injured workers best.

ACTION 60:

Push both the WSIB and government to ensure that workers suffering from mental stress are treated fairly and without discrimination and recognize that such measures should be retroactive.

ACTION 61:

Advocate both the WSIB and government to eliminate experience ratings in all of its forms and ensure that health and safety is included in setting employer premiums.

RELEVANT RESOLUTION(S) COVERED BY THE ACTION PLAN: 26, 27, 28, 31, 36

1.11 STRENGTH- ENING RETIREMENT SECURITY

**WE NEED TO ENSURE
THAT PEOPLE ENJOY AN
EQUIVALENT STANDARD
OF LIVING AND THE
SAME QUALITY OF LIFE
DURING RETIREMENT.**

Every working Ontarian deserves to retire with dignity.

Today, Ontario falls short of this goal.

Fewer and fewer Ontarians enjoy full-time, secure work with good wages and benefits. Instead, part-time, temporary, and casual forms of work have become increasingly common. The reality is that a significant portion of Ontarians find themselves with very few – if any – benefits, such as a workplace pension plan. In fact, nearly **55 per cent of those in standard employment had a pension plan** in 2011 – compared to slightly more than **15 per cent of those in non-standard employment.**^{xv}

The labour movement has fought long and hard to ensure that governments recognize their duty to create greater retirement security for all Canadians. We know that two-thirds of Ontario workers do not have a workplace pension plan and are forced to rely on the Canada Pension Plan (CPP) and personal savings when they retire. In 2016, with the announcement of an enhanced CPP, we secured a major win for workers across the country.

But, our work is far from over.

Over the past several years, workers have seen unprecedented attacks on their defined benefit workplace pension plans. Under the guise of austerity, employers are increasingly attacking pensions – proposing massive benefit cuts or an outright conversion to target benefit or defined contribution plans. We know that these other plans do not offer the traditional secure defined benefits and shift the bulk of risk from employers to workers.

We also know that pensions are deferred wages. Diverting, withholding, or seizing those funds should be illegal.

With the ongoing review of pension funding and pension insurance rules for defined benefit and target benefit plans in Ontario, we must protect today's workers and tomorrow's retirees.

Canadians deserve retirements that are both decent and secure. We need to be smart about both objectives with the resources that we have. That means decent pensions, proper funding, and a strong Pension Benefits Guarantee Fund.

ACTION 62:

Champion the importance of having a decent and secure retirement for all Ontarians, including for those who currently do not have a pension.

ACTION 63:

Undertake a campaign, in partnership with the CLC, that promotes defined benefit plans over target benefit plans and other retirement schemes, including equipping affiliates and their members with strategies that defend defined benefit pension plans from employer and government attacks.

ACTION 64:

Advocate changes to the solvency funding framework for target benefit and defined benefit plans that strengthen retirement security for all Ontario workers.

ACTION 65:

Demand, along with the CLC, that workers' wages, severance pay, and pension funds take priority over all other creditors in the case of employers entering court protection or declaring bankruptcy.

ACTION 66:

Enhance continued collaboration with retiree organizations, such as the Canadian Federation of Pensioners, to effectively amplify political pressure that strengthens retirement security for all Ontario workers.

ACTION 67:

Support affiliates in building and extending retirees' committees and networks in local unions by providing informational materials.

ACTION 68:

Call on the federal and provincial governments to create LGBTQ+ inclusive environments, particularly for seniors in long-term care, where people can live their authentic lives without fear.

RELEVANT RESOLUTION(S) COVERED BY THE ACTION PLAN: 38, 39, 40, 41, 42, 44

POWER ON OUR MOVEMENT

2.1 ENGAGING OUR MEMBERSHIP

**MOVEMENTS CAN
CHANGE THE WORLD.**

We know that an attack on organizations of the working class requires a wider response.

Building a strong union movement means broadening the fight beyond the specific demands of unionized workers to reflect and advocate for class solidarity and social justice across all spectrums.

We must fight for the social good. This includes struggles to defeat poverty, to provide quality and affordable housing and child care for all, to build a fair economy, and to advocate for human rights.

We must assert our role as key players in struggles for social change – in both the workplace and broader society. The future of unionized workers is tied directly to the interests of the entire working class and the communities in which we live and work.

We must also find ways for members to bring their activism into the union, encouraging them to use the union as a vehicle for social justice work.

Being part of a union is an awesome power.

We must work to cultivate our collective strength.

ACTION 69:

Develop tools for affiliates and labour councils by partnering with community organizations, such as the Institute for Change Leaders, to provide trainings and materials on engaging members with one-on-one conversations, identifying activists in their memberships, developing rank-and-file leaders, and navigating electoral and campaign politics.

ACTION 70:

Organize a conference in preparation for the provincial election by showcasing and discussing different membership engagement practices and strategies within the labour movement.

2.2 STRENGTH- ENING THE LINES OF SOLIDARITY

**AT THE CORE OF
UNIONIZATION LIES THE
IDEA OF SOLIDARITY
AND COLLECTIVE
ACTION.**

**ONLY BY STANDING
TOGETHER – SHOULDER
TO SHOULDER – CAN WE
AFFECT
POSITIVE CHANGE.**

Strikes and lockouts reveal something fundamental about the world – that the working class is foundational to how the economy operates.

Deciding to go on strike is one of the strongest actions workers can take in an economy that is otherwise stacked against them.

It is also one of the hardest.

Taking a stand at the bargaining table and go out on strike is one of the most significant ways that workers can act in solidarity with each other and make gains for themselves, their co-workers, and future generations of workers.

In other cases, workers are forced to go on strike to stop demands for concessions that will set them back years.

Workers also face being locked out of their workplace, by an employer attempting to break the spirit of the workforce and lower their expectation of fairness and respect at work.

When workers make the serious decision to withdraw their labour and go on strike, it is often at a great personal cost to themselves and their families.

Even though it may not seem like we have a direct stake in their fight, we do.

Striking and locked out workers are not just taking a stand for themselves. Their wins become all of our wins – unionized and non-unionized employees alike.

It is essential that as a labour movement, we support workers involved in a labour dispute – whether they are striking or locked out.

A unified movement.

ACTION 71:

Take a leadership role in bringing together union and labour council representatives to ensure that the labour movement is aware of the issues facing striking and locked out workers and to determine how to best help them win their fight.

ACTION 72:

Encourage members of the labour movement to use unionized services, such as unionized hotels and meeting spaces, wherever possible.

ACTION 73:

Bring new focus to supporting the work of labour councils across the province by educating affiliates about their role, supporting their campaigns, and encouraging full affiliation to them.

RELEVANT RESOLUTION(S) COVERED BY THE ACTION PLAN: 49

2.3 EXPANDING THE MAKE-UP OF LABOUR AND CHANGING OUR PRACTICES

**AS A MOVEMENT THAT
ADVOCATES FOR THE
FULL INCLUSION OF
ALL PEOPLES, IT IS
INCUMBENT UPON US TO
LEAD BY EXAMPLE.**

Diversity is Ontario's strength.

Women, racialized people, Indigenous peoples, LGBTQ+ persons, and people requiring accommodation bring different perspectives and approaches, which can result in a more inclusive and effective movement.

We must make a concerted effort to cultivate a culture and a climate of empowerment that sees a leadership reflective of our membership's diversity. Given the current unbalanced opportunities for advancement and for representation in important decision-making, we must encourage complete equity in our trade union leadership.

At the same time, the labour movement must also make organizing inroads into many sectors of the economy where marginalized workers are employed in far greater numbers.

We know that we are at our best when all of our voices are reflected, and our collective voice represents a drive towards equity and inclusion.

ACTION 74:

Expand the labour movement's objective of inclusiveness by continuing to view our actions through an equity lens.

ACTION 75:

Post resources that affiliates and the CLC have developed on bargaining equity, such as a collective bargain equity audit checklist and model language.

ACTION 76:

Encourage the labour movement to develop and implement Trans inclusive policies and to use gender neutral language at its events, in documents, and policies as well as clarify that positions reserved for women be open to all members who identify as women.

ACTION 77:

Host a one-day symposium to share best practices on collective agreement provisions that protect workers from discrimination on the basis of race, colour, religion, sexual orientation, gender identity and gender expression, age, and mental and physical ability as well as encourage affiliates to negotiate such collective agreement provisions.

ACTION 78:

Create space and give voice within the labour movement to the many diverse equity-seeking communities who are marginalized by establishing more accessible and meaningful opportunities for mentorship, leadership, and training.

ACTION 79:

Develop and deploy an annual monitoring mechanism to measure our inclusiveness outcomes.

ACTION 80:

Encourage the labour movement to create, adopt, or update action plans that include guidelines for:

- // Identifying and eliminating existing systemic barriers which prevent the full participation of underrepresented, equity-seeking groups;
- // Developing equity and diversity education that reviews all courses and curricula for race, gender, sexual orientation, disability and class biases;
- // Conducting equity research; and
- // Measuring outcomes.

ACTION 81:

Advocate for a culture of consent at all of the labour movement's events and educate members on its importance by developing informational materials.

RELEVANT RESOLUTION(S) COVERED BY THE ACTION PLAN: 50, 51, 52, 53

2.4 ORGANIZING THE UNOR- GANIZED

**MOVEMENTS ARE
POWERED BY PEOPLE,
AND THERE IS
POWER IN NUMBERS.**

**ORGANIZING IS A
PATHWAY TO BUILDING
A STRONGER MOVEMENT.**

The reality is that the changing economy and government policies have contributed to a growing power imbalance between management and organized workers. It has also left millions of workers without the power of a union to represent them.

Ontario has the second lowest rate of trade union density in the country – with the rate in the private sector falling to 14 per cent.^{xiv}

Low trade density is not just a concern for private sector unions.

The shrinking presence of unions has fostered conditions where right-wing politicians and employers feel more confident in attempting to position non-unionized workers against unionized workers.

We know that every time a union secures better pay, better benefits, and/or better working conditions for its members, it helps raise the standard of work across the board. It makes it that much easier for other unionized and non-unionized workers to obtain similar rights.

Together, we are raising the bar for decent work.

Not everyone, who wants to, can join a union. In industries, like fast food, hotel, retail, and home care, where workers tend to be female and/or racialized and in part-time or temporary jobs, there is little bargaining strength.

If we want to provide these workers with an option to join a union – their constitutional right – we must look at different types of models and strategies that allow for stronger standards and protections.

Organizing the unorganized means we tackle precarity head on.

ACTION 82:

Demand, through the OFL's Make It Fair campaign, to make it easier to join unions through stronger laws, regulations, and policies.

ACTION 83:

Amplify non-unionized workers' voices and demonstrate the value of unions by collaborating with community allies in campaigns and outreach.

ACTION 84:

Host an annual organizing summit with affiliates and labour councils to review organizing opportunities and issues as well as increase awareness of different, novel types of global and local strategies, models, and campaigns to organize non-unionized workers.

RELEVANT RESOLUTION(S) COVERED BY THE ACTION PLAN: 54

2.5 BUILDING ALLIES

BUILDING OUR MOVEMENT MEANS BUILDING LINKS.

To create long-lasting societal changes that level the playing field for working people, we must foster and uphold meaningful partnerships with allies.

Too often, we perceive inequality solely through a class lens and fail to adequately incorporate a more diverse view of oppression and disparity. We must work alongside a broader group of progressive voices and forces – in partnership with those who identify race, gender, sexual orientation, and identity as the primary loci of oppression in our society.

We have seen the outcomes that arise when community and labour leaders come together. Our collective interests advanced by aligning our agendas for change.

We have begun to build dynamic partnerships and broad networks, but there is still much work to do. We must magnify and duplicate our efforts to expand our strength, power, and influence.

Building on the success of the *Ontario Common Front*, which has grown into an alliance of diverse community and labour organizations from across Ontario, we will continue to draw inspiration from other labour-community coalitions that have strengthened social movements and mobilizations. These partnerships have changed Ontario for the better.

We must continue to help build power in local communities. We must create the foundational relationships and networks needed to deliver on policy and political wins, while delivering material improvements for people.

Together, community and labour hold tremendous potential for creating transformative change. We must harness this power.

ACTION 85:

Reimagine labour's commitment to building a diverse and broad coalition – building on the success of our partnership with the Fight for \$15 and Fairness campaign and the Ontario Common Front – by identifying ways in which we can involve and collaborate with allies in the OFL's committees and campaigns.

ACTION 86:

Strengthen the infrastructure of progressive organizations, including think tanks, foundations, media outlets, and training and education centres across the province to help coordinate our messages and build our capacity.

ACTION 87:

Assist labour councils across the province in deepening relationships with local groups that can effectively channel our grassroots power.

POWER ON OUR ADVOCACY EFFORTS

3.1 PROMOTING PEACE AND INCLUSION

**THE GOOD NEWS IS
THAT WORKING
PEOPLE ARE MORE
DETERMINED THAN
THEY HAVE BEEN IN
GENERATIONS TO MAKE
THEIR VOICES HEARD.**

History has shown that when people lose hope, they sometimes turn to right-wing ideologies.

Around the world, including in Ontario, the working class is struggling to make ends meet. This has resulted in growing resentment towards the one per cent with some of this sentiment channelled into racist, misogynist, xenophobic, and right-wing populism.

The 2016 U.S. presidential election result was a stark reminder of the widespread disenfranchisement felt by a significant portion of the working class. From Trump's election, to Brexit, to the anti-establishment right-wingers in France and Austria, working people – who have seen their concerns for the future ignored – feel like they are being heard for the first time in a long time and have responded with their support.

We are living in a time of renewed resistance. Hundreds of thousands of protestors around the world have taken to the streets to fundamentally transform what is politically possible. By raising expectations of what is possible, we can gain real ground from this moment of resistance.

Organized resistance remains our best chance at defending democracy and confronting state power.

Now, more than ever, the voice of the labour movement and progressive groups is a necessary beacon of hope for working people, their families, and their communities as they struggle to achieve social justice in a new political climate.

We must continue to push back against corporate greed and to advance social and economic justice. Labour and social movements have important roles in bringing about this transformation.

The recent event in Charlottesville, Virginia shows us that the progress we thought we had made is as fragile as many in the social movements, including *Black Lives Matter* and other anti-fascist organizations, had been warning all along. We still have a very long way to go.

There is a role for each of us to play in forming a resistance to hate – in our workplaces, unions, homes, and communities.

We cannot allow the politics of fear and division to prevail.

We cannot afford to stay silent. The future of our society is at stake.

We must also recognize that these issues are not isolated to the U.S.

Despite our self-image as tolerant people, prejudice and discrimination are a real feature of Canadian history – beginning with the treatment of Indigenous peoples

WE MUST NOT BE DIVIDED BUT INSTEAD, WE MUST STAND FIRM AGAINST THE REALITIES OF WHITE SUPREMACY, ISLAMOPHOBIA, ANTI-SEMITISM, ANTI-BLACK RACISM, AND RACISM IN ALL ITS FORMS.

and continuing throughout. At different times, hatred has been aimed at different communities including Irish Catholic, Eastern European, Japanese, Jewish, Italian, South Asian, African, and Muslim peoples.

In recent times, Canada has seen the murder of six worshippers at the *Centre Culturel Islamique de Québec*, the vandalism of mosques and synagogues in Toronto and Montréal, and the disruption of First Nations events in Halifax by a supremacist group.

These kinds of acts are unacceptable and despicable.

They will, however, not make us more closed, more fearful, or more distrustful. In the face of such violence, we must reaffirm our openness, our love for each other, and our determination to build a better future together.

Ontario's labour movement will continue to actively fight against racism, hate, and injustice.

Unless it is challenged, hatred will continue to grow.

ACTION 88:

Amplify continued support for those organizations and movements fighting back and organizing against fascism and oppression as well as urge affiliates and labour councils to take equally strong stances and actions against fascism and oppressive ideologies.

ACTION 89:

Lead by example and encourage all affiliates, labour councils, and community partners to actively participate in, and provide support to, community-based actions against fascism, white supremacy, Islamophobia, anti-Semitism, and hatred in all its forms.

ACTION 90:

Urge workers across the province, alongside OFL affiliates, labour councils, and community organizations, to actively stand against fascism, racism, bigotry, misogyny, and xenophobia in all its forms and participate in upcoming rallies for peace and inclusion.

ACTION 91:

Demand that all levels of government act with urgency to develop collaborative approaches that address hate and neutralize the impacts white supremacists and racists have on our communities.

ACTION 92:

Launch an extensive campaign – working with affiliates, labour councils, community organizations, and faith groups – to challenge fascism, Islamophobia, anti-Semitism, anti-Black racism, and racism in all its forms and to build a powerful movement for an inclusive and equitable society.

ACTION 93:

Urge affiliates and local unions to adopt a Charter for Inclusive Workplaces and Communities and educate members on Islamophobia, anti-Semitism, anti-Black racism, and racism in all its forms.

ACTION 94:

Take a leadership role, working with labour councils and affiliates, in creating a rapid response network via social and other electronic media that can counter organized expressions of hate.

ACTION 95:

Conduct webinars for members that speak to mobilizing against hate and countering fascism.

ACTION 96:

Collaborate with the CLC, affiliates, labour councils, and community allies to build a sanctuary movement to defend immigrants, refugees, and undocumented workers in Ontario, Canada, and the U.S. against deportation and discrimination.

ACTION 97:

Advocate to establish Ontario as a sanctuary for those workers and families deported and treated negatively by policies of exclusion.

RELEVANT RESOLUTION(S) COVERED BY THE ACTION PLAN: 55, 57, 59

3.2 FIGHTING FOR A GREEN ECONOMY

**TIME IS RUNNING
OUT TO TAKE STEPS
TO KEEP OUR PLANET
INHABITABLE.**

Today's children, and their children, are the ones who will live with the consequences of climate change – with the consequences of our actions. It is a reality that they have inherited.

If we want to sustain the planet for future generations, we must examine how we live our daily lives and the impact we have on the environment. What we consume and produce, where we live, how we move from place to place, and how we spend our time – these factors contribute to our personal and collective carbon footprint.

We know that climate change is not simply an environmental issue. It is linked to people, their communities as well as local and broader economies.

It is a threat to human security.

More and more, we are seeing extreme weather events impacting our food sources, straining our physical infrastructures, and placing our health at risk.

We need to tackle climate change with fairness and equality. Not all communities and peoples are impacted equally. We know that those who suffer the most from climate change have the least control over their surroundings. Environmental

**WE CAN MAKE
CLIMATE ACTION
A DRIVER FOR
SUSTAINABLE
ECONOMIC GROWTH
AND SOCIAL PROGRESS.**

racism is real. Racialized people live in closer proximity to environmental burdens, such as polluting industries and waste disposal sites, than non-racial people.

We know that a just transition towards a low carbon economy is possible, but we must ensure that such a shift sustains decent jobs and livelihoods for all. We need to support workers in carbon-intensive industries when their jobs are being changed or eliminated. Workers need a voice in decision-making and in retraining. They also need income bridging and unemployment benefits as well as community investment in the creation of good green jobs.

We cannot afford to wait any longer to take action.

ACTION 98:

Develop a comprehensive strategy with affiliates, labour councils, and environmental organizations that minimizes our collective carbon footprint; addresses issues of climate justice and environmental inequities, including environmental racism; and delivers a green economic development strategy that leverages the potential ensuing job growth in the future.

ACTION 99:

Collaborate with affiliates, labour councils, environmental organizations, and other allies to achieve the creation of one million climate jobs and to work towards a low-to-zero carbon economy.

ACTION 100:

Demand the mandatory implementation of joint environment committees in the workplace with meaningful roles for workplace environmental representatives as well as support affiliates that are seeking collective agreement language for the establishment of such committees by sharing best practices.

ACTION 101:

Advocate that climate change programs are delivered in a manner that also produces additional social and economic community benefits.

ACTION 102:

Strike a task force that travels to communities across Ontario to evaluate the impact of transitioning towards sustainable green jobs and the green economy.

ACTION 103:

Champion a just transition to green jobs and supports for communities impacted by climate change.

ACTION 104:

Provide informational material for Indigenous activists and their allies who are struggling to defend the stability of the planet.

RELEVANT RESOLUTION(S) COVERED BY THE ACTION PLAN: 60, 62, 63, 64

3.3 STANDING UP FOR PUBLIC SERVICES

**WE BELIEVE IN THE
IMPORTANCE OF
COLLECTIVE ACTION FOR
THE COLLECTIVE GOOD.**

Decades of a neoliberal economic program in Ontario – characterized by deregulating Bay Street, expanding unfair trade and investment deals, undermining workers’ rights, and retrenching welfare state programs and public services – has led to pronounced inequality and an inability of government to effectively respond to current societal challenges.

In fact, it has been used to justify austerity and the chronic underfunding of public services as well as to set the stage for – or even accelerate – privatization.

We understand that private ownership leads to a reduced role for government and diminishes its ability to uphold the public good (e.g., making essential services affordable, accessible, available to everyone). Government has the responsibility to prioritize the interests of the collective and the vulnerable.

Once that responsibility has been renounced, it becomes increasingly difficult to ensure that those values are reflected in decision-making.

The privatization of Hydro One and the LCBO are prime examples.

We have heard that the sale of Hydro One will lead to up to \$500 million per year in lost income for the province – an amount that is expected to increase over time.^{xvii} This means that half a billion dollars will not be invested in our schools, hospitals, roads, and other infrastructure projects each year. More importantly, under full public ownership, Hydro One was mandated to act in the best interest of the public, including undertaking important environmental conservation and climate change initiatives. Now, a privatized Hydro One has a fiduciary obligation to seek the highest profits for its shareholders, prioritizing the interests of a select few over that of the collective.

Over the last few years, the government has begun taking steps towards selling wine and beer in Ontario grocery stores. With a significant amount of alcohol now being sold outside of the LCBO, upcoming sales – and the government’s profits – are expected to be negatively impacted. This means that there will be less money for the government to pay for public services; reduced social responsibility in terms of the sale of alcohol; and higher health and social costs with the increased availability of alcohol.

We know that the ongoing push for privatization has a disproportionate impact on equity-seeking workers in the labour movement and across our communities. The role of public investment and the delivery of public services is fundamental to building an equitable and prosperous society.

POVERTY

We must eradicate poverty in our lifetime. The lives of far too many people are on the line.

The reality is that people receiving benefits from Ontario’s social assistance programs are living in a greater depth of poverty now than a generation ago.

**EVERYONE DESERVES
TO LIVE IN DIGNITY.**

For women, racialized people, new immigrants, Indigenous persons, LGBTQ+ people, and people requiring accommodations, their reality is much starker.

While there is no singular measure that will eliminate poverty in Ontario, there is much to be done.

Dimensions of poverty extend beyond inadequate income to include insufficient access to housing, education, health care, employment opportunities, and public programs and services; lack of political influence; and social exclusion. The fight for robust labour and employment standards, a meaningful strategy to create decent jobs, a \$15 minimum wage for everyone, gender parity, and strong social infrastructure must continue.

ACTION 105:

Build and amplify sustained opposition to the privatization of public assets in the provincial sector, including Hydro One, Ontario Lottery and Gaming, the Liquor Control Board of Ontario as well as Ontario's health care, education, and infrastructure systems, by raising awareness – within and external to the labour movement – of its negative impacts, including its role in furthering the austerity agenda.

ACTION 106:

Magnify continued opposition, in partnership with the CLC, to the privatization of public assets in the federal sector, including the airport and infrastructure systems.

ACTION 107:

Demand real funding increases to public services, including in health care, home care, (post-secondary) education, and social services.

ACTION 108:

Champion the public delivery and investment in universal social programs to increase and strengthen access to our social infrastructure (e.g., child care, pharma care, and post-secondary education).

ACTION 109:

Bolster the call, in partnership with the CLC, to establish national programs for the delivery of universal and affordable child care, pharma care, and post-secondary education.

ACTION 110:

Build on continued efforts to support the Raise the Rates campaign, including echoing their call to increase social assistance rates to above the poverty line; expand access to social assistance for all persons regardless of immigration status; stop cuts to benefits and supports; reinstate the Community Start-Up and Maintenance benefit; provide accessible supports with dignity; and raise the minimum wage to \$15 per hour for all workers.

ACTION 111:

Undertake a child care initiative, in partnership with the Ontario Coalition for Better Child Care, that supports existing campaigns by calling for the delivery of a universal, publicly funded, non-profit, high-quality, fully inclusive, and affordable child care system; professional-level wages for all child care workers; and a moratorium on licensing new for-profit child care centres.

ACTION 112:

Launch a campaign – in partnership with the CLC, affiliates, labour councils, and community organizations – that calls for an immediate and comprehensive provincial social housing program that treats housing as a public utility and delivers it according to need; advocates for increased funding that emphasizes the importance of both capital projects and supportive services; and supports the implementation and development of a co-op housing strategy with adequate funding for new construction.

ACTION 113:

Advocate for strong progressive taxation to pay for public services and public infrastructure as well as promote, along with labour councils, fair revenue sources for municipalities from federal and provincial governments.

RELEVANT RESOLUTION(S) COVERED BY THE ACTION PLAN: 70, 79, 80, 91

3.4 ELECTING OUR GOVERNMENT

**WORKING PEOPLE
IN THIS COUNTRY
CANNOT AND SHOULD
NOT UNDERESTIMATE
THEIR POWER.**

The collective power of the trade union movement, and the bonds of solidarity it creates among working people, offers a promising building block for the upcoming provincial, municipal, and federal elections. An invigorated trade union movement can offer politicians much more than an electoral machine – it can offer a mass movement for change.

The stakes are much too high to sit idly by.

Ontarians will decide the next Premier of this province based on their ability to deliver the Ontario they want.

We know that decent work will be a ballot issue. Ontarians must identify the party that will make it easier to join and keep a union; lift employment standards higher; establish a strategy to cultivate the growth of decent jobs; protect injured workers; and advance mental health issues.

We know that worker justice will be a ballot issue. Ontarians must identify the party that will fight for the rights of women, people of colour, Indigenous peoples, LGBTQ+ persons; people requiring accommodation; climate change justice; and against racism and the rise of hate.

**DECADES OF LOST
GROUND FOR WORKERS'
RIGHTS AND WAGES
HAS LEFT OUR SOCIETY
VULNERABLE. THE
RECENT VICTORIES
FOR EMPLOYMENT AND
LABOUR LAWS ARE ONLY
A BEGINNING.**

We know that a stronger social security net will be a ballot issue. Ontarians must identify the party that will protect and expand pensions; establish a framework for universal and affordable child care, pharma care, post-secondary education, and housing; and implement anti-poverty measures.

We know that better public services will be a ballot issue. Ontarians must identify the party that will protect our public services; increase funding to our public services (e.g., health care, long-term care, education, infrastructure); and create and enhance progressive revenue sources (e.g., personal income tax, corporate tax).

The outcome of the 2018 provincial election will mean either regression or progression for workers and their families in this province.

We know where we need to concentrate our efforts going forward.

We must reconnect with workers who are struggling economically and whose legitimate concerns are not being addressed by our politicians.

We must prioritize political action that centres on winning gains for the most excluded in our society – including for those working under the most precarious conditions without a union and those unionized workers who face consistent pressure to concede more at the bargaining table.

We must make sure that workers know that their voices matter in the political arena – who gets elected, and what they do once they are in office is a reflection of our collective power.

ACTION 114:

Collaborate with affiliates and labour councils to determine ballot box issues – such as creating decent work and standing up for public services – and to co-ordinate activities for the upcoming provincial, municipal, and federal elections.

ACTION 115:

Develop a strategy to support unionized workers that are running for provincial, federal, and municipal elections.

ACTION 116:

Foster spaces to promote and encourage equity-seeking groups to get involved in politics – be it in front and behind the scenes.

ACTION 117:

Mobilize unionized and non-unionized workers, through the OFL's 2018 provincial election campaign – One Million Votes – to engage in the electoral process, raise election issues, and exercise their right to vote.

ACTION 118:

Produce and share information on the new election financing rules, outlining some of the possibilities of the labour movement's involvement in electoral politics going forward.

CONCLUSION

POWER ON

**THE LABOR MOVEMENT
IN ONTARIO IS
CONSTANTLY
REINVENTING ITSELF.
THIS HAS BEEN
CRUCIAL TO THE
EVOLUTION OF OUR
MOVEMENT'S POWER.**

Every so often, history gives us an opening to something new. We are now at another historical moment of rebirth.

All around us, we are seeing a steadily building explosion of new proposals and new experiments, new ideas and new activism – and most importantly – a new basis for hope.

Every generation is tasked with fighting hard to dig through the layers of oppression that weigh heavily on our backs. It is incumbent upon us to demonstrate that a unified and strong labour movement can help deliver the grounds for change – that are deep and far reaching.

The Ontario Federation of Labour will work to achieve the goals, priorities, and strategic directives outlined in its 2017 action plan by pursuing our collective vision for a progressive future.

**In the days, months, and years ahead, we will continue to
Power ON!**

SUMMARY OF ACTION ITEMS

PART 1

POWER ON THE WORKING CLASS

****PLEASE NOTE THAT
ANY SECTION OF
THE ACTION PLAN
MAY BE DEBATED
ON WEDNESDAY AND
THURSDAY.**

1.1 RAISING THE STANDARD OF DECENT WORK

TO BE DEBATED MONDAY AFTERNOON

ACTION 1:

Intensify pressure, led by the Make It Fair campaign, on all political parties and politicians to reform the ESA and LRA by continuing to educate our members, elected officials, and the public on the importance of our demands (see below), particularly for marginalized peoples, and to mobilize support alongside the Fight for \$15 & Fairness campaign.

ACTION 2:

Convene a conference by June 2018, with affiliates and labour councils, to chart out a collective vision and path forward that best aligns upcoming bargaining strategies to the Fight for \$15 & Fairness campaign and ensures collective bargaining agreements bargain above legislative standards.

ACTION 3:

Strike a task force to produce a comprehensive strategy that will outline how the labour movement can exercise and maximize the new rights afforded to workers under the Fair Workplaces, Better Jobs Act – including developing organizing strategies for non-unionized workers, particularly in the private sector; organizing to scale; and undertaking strategic organizing drives.

ACTION 4:

Champion, through the OFL's Make It Fair campaign, to remove all current occupational exclusions, including licensed professionals as well as domestic, agricultural, and horticultural workers.

ACTION 5:

Demand, through the OFL's Make It Fair campaign, to consolidate bargaining rights at multiple locations of the same employer to multiple locations of the same franchisor.

ACTION 6:

Advocate, through the OFL's Make It Fair campaign, to increase access to workplace information by including employees' mailing addresses, job classification, employment status, and an organizational chart.

ACTION 7:

Demand, through the OFL's Make It Fair campaign, the repeal of the mandatory vote system and a return to card-based certification in all sectors in Ontario.

ACTION 8:

Advocate, through the OFL's Make It Fair campaign, to provide automatic access to first agreement arbitration.

ACTION 9:

Champion, through the OFL's Make It Fair campaign, to extend successorship rights to all contracted services.

ACTION 10:

Push, through the OFL's Make It Fair campaign, to prohibit the use of replacement workers during strikes and lockouts.

ACTION 11:

Advocate, through the OFL's Make It Fair campaign, to extend ESA coverage to dependent contractors.

ACTION 12:

Champion, through the OFL's Make It Fair campaign, to strengthen equal pay for equal work legislation.

ACTION 13:

Push, through the OFL's Make It Fair campaign, to eliminate exemptions to the minimum wage, including for liquor servers and students.

ACTION 14:

Advocate, through the OFL's Make It Fair campaign, to provide for unjust dismissal protection in the ESA after a worker has been employed for three months with the same employer.

ACTION 15:

Demand, through the OFL's Make It Fair campaign, to provide workers with seven paid personal emergency leave days.

RELEVANT RESOLUTION(S) COVERED BY THE ACTION PLAN: 1, 2, 3, 4

**1.2
PROPELLING
YOUNG
WORKERS
HIGHER**

TO BE DEBATED MONDAY AFTERNOON

ACTION 16:

Organize a series of student- and labour-led canvasses for the upcoming provincial election across Ontario – in an effort to foster our relationship with student unions and organizations, like the Canadian Federation of

Students in Ontario, and bring issues like post-secondary education and decent work to the forefront.

ACTION 17:

Defend public education by demanding the elimination of tuition fees for all post-secondary students and the removal of interest on existing student loans.

ACTION 18:

Advocate that all students can access meaningful and paid work-integrated learning opportunities.

ACTION 19:

Develop an equity-based program with affiliates to promote ongoing leadership succession planning in the labour movement that is inclusive of young workers and members of other equity-seeking groups.

RELEVANT RESOLUTION(S) COVERED BY THE ACTION PLAN: 5

**1.3
RECONCILING
NEW
TRENDS**

TO BE DEBATED WEDNESDAY OR THURSDAY

ACTION 20:

Launch a Know Your Rights campaign to educate members on the new gains made under the Fair Workplaces, Better Jobs Act and what improvements are required to make decent work a reality throughout Ontario.

ACTION 21:

Organize a summit, with affiliates, labour councils, and community partners, to discuss the challenges of increasing automation as well as labour movement's response to technological change and the world of work.

ACTION 22:

Develop a fulsome strategy, in collaboration with affiliates, labour councils, and community allies, that supports fair regulations for unlicensed, short-term transactions, including in the transportation, retail, accommodation, service and labour, and financial sectors.

RELEVANT RESOLUTION(S) COVERED BY THE ACTION PLAN: 8, 9

**1.4
MARCHING
FOR WOMEN'S
EQUALITY**

TO BE DEBATED TUESDAY AFTERNOON

ACTION 23:

Convene a Gender Pay Gap Symposium in Spring 2018 – with affiliates, labour councils, and community partners, such as the Equal Pay Coalition –

to bring forward solutions that close the gender wage gap; to champion funding, enforcing, and expanding pay equity and employment equity legislation; and to mobilize the labour movement on Equal Pay Day.

ACTION 24:

Renew pressure on the federal government, in partnership with the CLC, to reintroduce federal pay equity legislation.

ACTION 25:

Demand an economic justice strategy that promotes women's meaningful participation in the workforce, particularly in non-traditional fields of employment; recognizes the care penalty imposed on women in female-dominated employment for its labour market value rather than traditional women's work; and improves access to education and training, child care, and other services so women can better balance work and family responsibilities.

ACTION 26:

Champion, alongside the Ontario Coalition for Better Child Care, the right of all children to access a universal, publicly funded, high-quality, and affordable child care system as well as the use of public dollars to expand child care in the public and non-profit sectors.

ACTION 27:

Advocate, along with affiliates, labour councils, and women's organizations, that all levels of government develop a comprehensive action framework to end violence against women in all forms with a focus on prevention, supports, and services – including ramping up pressure to increase funding for women's shelters.

ACTION 28:

Collaborate with affiliates to distribute best practices, such as the OFL's Domestic Violence Goes to Work Everyday: A Bargaining Guide, to bolster equity wins at the bargaining table including for domestic and/or sexual violence.

ACTION 29:

Champion, through the OFL's Make It Fair campaign, to create a paid leave for survivors of domestic and/or sexual violence.

ACTION 30:

Support the national inquiry into missing and murdered Indigenous women and girls as well as ensure that the process reflects and supports the needs of Indigenous women, girls, and their communities.

ACTION 31:

Convene a women's leadership summit in 2018 to discuss women's issues using an intersectional lens, including increasing the number of women in decision-making roles and cross-sectional mobilizing.

RELEVANT RESOLUTION(S) COVERED BY THE ACTION PLAN: 11

**1.5
PROMOTING
INDIGENOUS
WORKERS'
RIGHTS**

TO BE DEBATED WEDNESDAY MORNING

ACTION 32:

Secure justice for all Indigenous peoples by demanding, in partnership with the CLC, that the 94 recommendations outlined by the Truth and Reconciliation Commission be adopted in their entirety, including proclaiming June 21st as a statutory holiday to demonstrate our respect for Indigenous cultures in Canada.

ACTION 33:

Host a provincial roundtable, led by the OFL's Aboriginal Circle, to identify the labour movement's role in realizing the recommendations outlined by the Truth and Reconciliation Commission.

ACTION 34:

Advocate, in partnership with the CLC, immediate action to ensure prosperity for all Indigenous peoples including, but not limited to, access to clean water, shelter, and food security.

ACTION 35:

Convene meetings with the Officers, Executive Board, the Chiefs of Ontario, and the Métis Nation of Ontario to advocate for Indigenous peoples' basic human rights, including access to clean water and high-quality education, as well as the recommendations outlined by the Truth and Reconciliation Commission.

ACTION 36:

Encourage affiliates and labour councils to advocate and campaign for the rights of children impacted by the residential school system, the Sixties Scoop, the Millennium Scoop, and current child welfare practices.

ACTION 37:

Take a leadership role in educating the labour movement on the residential school system and the attempted cultural genocide of Indigenous peoples in Canada and internationally.

ACTION 38:

Push governments to acknowledge and act on their fiduciary responsibility to restore Indigenous peoples and their families to a state of health and wholeness.

ACTION 39:

Support Indigenous organizations and grassroots activism in their efforts to promote healing and reconciliation and encourage affiliates to do similarly.

RELEVANT RESOLUTION(S) COVERED BY THE ACTION PLAN: 13, 14

**1.6
EMPOWERING
WORKERS
OF COLOUR**

TO BE DEBATED WEDNESDAY MORNING

ACTION 40:

Advocate that the Anti-Racism Directorate work alongside the Ministry of Labour in applying equity lens on employment conditions in Ontario and tackle the economic and employment disparities facing racialized workers in Ontario.

ACTION 41:

Demand to establish the Anti-Racism Secretariat as well as the Equity in Employment Secretariat, which is fully mandated and adequately resourced to ensure the implementation of mandatory and comprehensive employment equity legislation and programs.

ACTION 42:

Mobilize the labour movement – alongside allies such as Black Lives Matter and the Colour of Poverty – Colour of Change – to oppose systemic racism and violence targeted towards Indigenous, Black, Islamic, and Semitic communities through policing; to advocate for the full elimination of the practice of carding; and to push for an immediate review of the Special Investigations Unit in close consultation with impacted communities and families.

ACTION 43:

Fight for equity and challenge racism by building relationships with community organizations and coalitions, including Black Lives Matter, the Coalition of Black Trade Unionists, No One Is Illegal, and the National Council of Canadian Muslims.

TO BE DEBATED WEDNESDAY MORNING

**1.7
STRENGTHENING
THE RIGHTS
OF WORKERS
REQUIRING
ACCOMMODATION**

ACTION 44:

Renew our commitment to breaking down barriers that workers with accommodations face and integrating persons with disabilities into every aspect of the workplace and society – including within our own structures.

ACTION 45:

Campaign on the education of disability issues and push for increased accessibility and supportive legal frameworks, including encouraging the employment of persons with disabilities in every workplace in Ontario.

ACTION 46:

Advocate to establish the Disability Rights Secretariat.

ACTION 47:

Call for continued funding for Prevention Link – the OFL’s disability prevention at work program that assists vulnerable workers, including injured workers.

**1.8
ADVOCATING
FOR LGBTQ+
WORKERS**

TO BE DEBATED WEDNESDAY MORNING

ACTION 48:

Call for an end to violence against Trans peoples, particularly those that identify through an intersectional lens, and other racialized LGBTQ+ workers who face violence in their communities and at work.

ACTION 49:

Support marchers and allies as well as build on our efforts to broaden and emphasize the importance of the labour movement’s continued participation in Pride events across the province.

ACTION 50:

Advocate, in partnership with the CLC, that all provincial governments amend their human rights codes by including provisions that protect individuals from discrimination on the basis of gender identity and gender expression.

ACTION 51:

Encourage organizations who are trans exclusionary (i.e., discriminating against trans and non-binary individuals or groups) to change their practices.

ACTION 52:

Develop a plan with affiliates and allies to address LGBTQ+ youth homelessness.

RELEVANT RESOLUTION(S) COVERED BY THE ACTION PLAN: 20

**1.9
PROMOTING
SAFE AND
HEALTHY
WORKPLACES**

TO BE DEBATED THURSDAY MORNING

ACTION 53:

Demand workers’ safety, through the OFL’s Kill a Worker, Go to Jail campaign, until criminal negligence by the employer is a routine part of the investigation for every workplace death and negligent employers are jailed for killing workers.

ACTION 54:

Urge the government to implement a zero-tolerance policy for asbestos-related violations in building regulations as well as to mandate that information related to the type of asbestos-containing material and its location in public buildings be posted online and made publicly accessible.

ACTION 55:

Advocate a mandatory accreditation program that collaborates with workers and exceeds the minimum standards required to make meaningful improvements for workers' health and safety.

ACTION 56:

Champion, through the OFL's Make It Fair campaign, to strengthen protections for temp agency workers through stronger equal pay for equal work legislation; the conversion of temp agency workers to permanent workers of the client company after a total of three months; and the determination of client companies as the employer for legal purposes.

ACTION 57:

Advocate, through the OFL's Make It Fair campaign, to strengthen protections for migrant workers through the introduction of an Ontario Migrant Workers' Bill of Rights – which includes legislative changes that will establish a registration and licensing system for employers and recruiters; provide the financial and human resources needed for proactive enforcement; ensure that human and labour rights are protected; and close loopholes on return-to-work policies.

**1.10
DEFENDING
INJURED
WORKERS**

TO BE DEBATED THURSDAY MORNING

ACTION 58:

Endorse the Cover Me WSIB campaign and encourage affiliates to demand universal workers' compensation for every worker in Ontario.

ACTION 59:

Demand that the WSIB abolish its unfair practice of deeming; return to a system that only affects benefits in cases where a pre-existing impairment affected the worker before their workplace injury; and craft a clear policy that prioritizes and respects the evidence put forward by the medical professionals who know injured workers best.

ACTION 60:

Push both the WSIB and government to ensure that workers suffering from mental stress are treated fairly and without discrimination and recognize that such measures should be retroactive.

ACTION 61:

Advocate both the WSIB and government to eliminate experience ratings in all of its forms and ensure that health and safety is included in setting employer premiums.

RELEVANT RESOLUTION(S) COVERED BY THE ACTION PLAN: 26, 27, 28, 31, 36

**1.11
STRENGTHENING
RETIREMENT
SECURITY**

TO BE DEBATED WEDNESDAY OR THURSDAY

ACTION 62:

Champion the importance of having a decent and secure retirement for all Ontarians, including for those who currently do not have a pension.

ACTION 63:

Undertake a campaign, in partnership with the CLC, that promotes defined benefit plans over target benefit plans and other retirement schemes, including equipping affiliates and their members with strategies that defend defined benefit pension plans from employer and government attacks.

ACTION 64:

Advocate changes to the solvency funding framework for target benefit and defined benefit plans that strengthen retirement security for all Ontario workers.

ACTION 65:

Demand, along with the CLC, that workers' wages, severance pay, and pension funds take priority over all other creditors in the case of employers entering court protection or declaring bankruptcy.

ACTION 66:

Enhance continued collaboration with retiree organizations, such as the Canadian Federation of Pensioners, to effectively amplify political pressure that strengthens retirement security for all Ontario workers.

ACTION 67:

Support affiliates in building and extending retirees' committees and networks in local unions by providing informational materials.

ACTION 68:

Call on the federal and provincial governments to create LGBTQ+ inclusive environments, particularly for seniors in long-term care, where people can live their authentic lives without fear.

RELEVANT RESOLUTION(S) COVERED BY THE ACTION PLAN: 38, 39, 40, 41, 42, 44

PART 2

POWER ON OUR MOVEMENT

2.2 STRENGTHENING THE LINES OF SOLIDARITY

2.1 ENGAGING OUR MEMBERSHIP

TO BE DEBATED WEDNESDAY OR THURSDAY

ACTION 69:

Develop tools for affiliates and labour councils by partnering with community organizations, such as the Institute for Change Leaders, to provide trainings and materials on engaging members with one-on-one conversations, identifying activists in their memberships, developing rank-and-file leaders, and navigating electoral and campaign politics.

ACTION 70:

Organize a conference in preparation for the provincial election by showcasing and discussing different membership engagement practices and strategies within the labour movement.

TO BE DEBATED WEDNESDAY OR THURSDAY

ACTION 71:

Take a leadership role in bringing together union and labour council representatives to ensure that the labour movement is aware of the issues facing striking and locked out workers and to determine how to best help them win their fight.

ACTION 72:

Encourage members of the labour movement to use unionized services, such as unionized hotels and meeting spaces, wherever possible.

ACTION 73:

Bring new focus to supporting the work of labour councils across the province by educating affiliates about their role, supporting their campaigns, and encouraging full affiliation to them.

RELEVANT RESOLUTION(S) COVERED BY THE ACTION PLAN: 49

****PLEASE NOTE THAT
ANY SECTION OF
THE ACTION PLAN
MAY BE DEBATED
ON WEDNESDAY AND
THURSDAY.**

**2.3
EXPANDING
THE MAKE-UP
OF LABOUR AND
CHANGING OUR
PRACTICES**

TO BE DEBATED WEDNESDAY OR THURSDAY

ACTION 74:

Expand the labour movement's objective of inclusiveness by continuing to view our actions through an equity lens.

ACTION 75:

Post resources that affiliates and the CLC have developed on bargaining equity, such as a collective bargain equity audit checklist and model language.

ACTION 76:

Encourage the labour movement to develop and implement Trans inclusive policies and to use gender neutral language at its events, in documents, and policies as well as clarify that positions reserved for women be open to all members who identify as women.

ACTION 77:

Host a one-day symposium to share best practices on collective agreement provisions that protect workers from discrimination on the basis of race, colour, religion, sexual orientation, gender identity and gender expression, age, and mental and physical ability as well as encourage affiliates to negotiate such collective agreement provisions.

ACTION 78:

Create space and give voice within the labour movement to the many diverse equity-seeking communities who are marginalized by establishing more accessible and meaningful opportunities for mentorship, leadership, and training.

ACTION 79:

Develop and deploy an annual monitoring mechanism to measure our inclusiveness outcomes.

ACTION 80:

Encourage the labour movement to create, adopt, or update action plans that include guidelines for:

- // Identifying and eliminating existing systemic barriers which prevent the full participation of underrepresented, equity-seeking groups;
- // Developing equity and diversity education that reviews all courses and curricula for race, gender, sexual orientation, disability and class biases;
- // Conducting equity research; and
- // Measuring outcomes.

ACTION 81:

Advocate for a culture of consent at all of the labour movement's events and educate members on its importance by developing informational materials.

RELEVANT RESOLUTION(S) COVERED BY THE ACTION PLAN: 50, 51, 52, 53

**2.4
ORGANIZING THE
UNORGANIZED**

TO BE DEBATED TUESDAY MORNING

ACTION 82:

Demand, through the OFL's Make It Fair campaign, to make it easier to join unions through stronger laws, regulations, and policies.

ACTION 83:

Amplify non-unionized workers' voices and demonstrate the value of unions by collaborating with community allies in campaigns and outreach.

ACTION 84:

Host an annual organizing summit with affiliates and labour councils to review organizing opportunities and issues as well as increase awareness of different, novel types of global and local strategies, models, and campaigns to organize non-unionized workers.

RELEVANT RESOLUTION(S) COVERED BY THE ACTION PLAN: 54

**2.5
BUILDING
ALLIES**

TO BE DEBATED WEDNESDAY OR THURSDAY

ACTION 85:

Reimagine labour's commitment to building a diverse and broad coalition – building on the success of our partnership with the Fight for \$15 and Fairness campaign and the Ontario Common Front – by identifying ways in which we can involve and collaborate with allies in the OFL's committees and campaigns.

ACTION 86:

Strengthen the infrastructure of progressive organizations, including think tanks, foundations, media outlets, and training and education centres across the province to help coordinate our messages and build our capacity.

ACTION 87:

Assist labour councils across the province in deepening relationships with local groups that can effectively channel our grassroots power.

PART 3

POWER ON OUR ADVOCACY EFFORTS

****PLEASE NOTE THAT
ANY SECTION OF
THE ACTION PLAN
MAY BE DEBATED
ON WEDNESDAY AND
THURSDAY.**

3.1 PROMOTING PEACE AND INCLUSION

TO BE DEBATED WEDNESDAY MORNING

ACTION 88:

Amplify continued support for those organizations and movements fighting back and organizing against fascism and oppression as well as urge affiliates and labour councils to take equally strong stances and actions against fascism and oppressive ideologies.

ACTION 89:

Lead by example and encourage all affiliates, labour councils, and community partners to actively participate in, and provide support to, community-based actions against fascism, white supremacy, Islamophobia, anti-Semitism, and hatred in all its forms.

ACTION 90:

Urge workers across the province, alongside OFL affiliates, labour councils, and community organizations, to actively stand against fascism, racism, bigotry, misogyny, and xenophobia in all its forms and participate in upcoming rallies for peace and inclusion.

ACTION 91:

Demand that all levels of government act with urgency to develop collaborative approaches that address hate and neutralize the impacts white supremacists and racists have on our communities.

ACTION 92:

Launch an extensive campaign – working with affiliates, labour councils, community organizations, and faith groups – to challenge fascism, Islamophobia, anti-Semitism, anti-Black racism, and racism in all its forms and to build a powerful movement for an inclusive and equitable society.

ACTION 93:

Urge affiliates and local unions to adopt a Charter for Inclusive Workplaces and Communities and educate members on Islamophobia, anti-Semitism, anti-Black racism, and racism in all its forms.

ACTION 94:

Take a leadership role, working with labour councils and affiliates, in creating a rapid response network via social and other electronic media that can counter organized expressions of hate.

ACTION 95:

Conduct webinars for members that speak to mobilizing against hate and countering fascism.

ACTION 96:

Collaborate with the CLC, affiliates, labour councils, and community allies to build a sanctuary movement to defend immigrants, refugees, and undocumented workers in Ontario, Canada, and the U.S. against deportation and discrimination.

ACTION 97:

Advocate to establish Ontario as a sanctuary for those workers and families deported and treated negatively by policies of exclusion.

RELEVANT RESOLUTION(S) COVERED BY THE ACTION PLAN: 55, 57, 59

**3.2
FIGHTING
FOR A GREEN
ECONOMY**

TO BE DEBATED WEDNESDAY OR THURSDAY

ACTION 98:

Develop a comprehensive strategy with affiliates, labour councils, and environmental organizations that minimizes our collective carbon footprint; addresses issues of climate justice and environmental inequities, including environmental racism; and delivers a green economic development strategy that leverages the potential ensuing job growth in the future.

ACTION 99:

Collaborate with affiliates, labour councils, environmental organizations, and other allies to achieve the creation of one million climate jobs and to work towards a low-to-zero carbon economy.

ACTION 100:

Demand the mandatory implementation of joint environment committees in the workplace with meaningful roles for workplace environmental representatives as well as support affiliates that are seeking collective agreement language for the establishment of such committees by sharing best practices.

ACTION 101:

Advocate that climate change programs are delivered in a manner that also produces additional social and economic community benefits.

ACTION 102:

Strike a task force that travels to communities across Ontario to evaluate the impact of transitioning towards sustainable green jobs and the green economy.

ACTION 103:

Champion a just transition to green jobs and supports for communities impacted by climate change.

ACTION 104:

Provide informational material for Indigenous activists and their allies who are struggling to defend the stability of the planet.

RELEVANT RESOLUTION(S) COVERED BY THE ACTION PLAN: 60, 62, 63, 64

**3.3
STANDING UP
FOR PUBLIC
SERVICES**

TO BE DEBATED WEDNESDAY OR THURSDAY

ACTION 105:

Build and amplify sustained opposition to the privatization of public assets in the provincial sector, including Hydro One, Ontario Lottery and Gaming, the Liquor Control Board of Ontario as well as Ontario's health care, education, and infrastructure systems, by raising awareness – within and external to the labour movement – of its negative impacts, including its role in furthering the austerity agenda.

ACTION 106:

Magnify continued opposition, in partnership with the CLC, to the privatization of public assets in the federal sector, including the airport and infrastructure systems.

ACTION 107:

Demand real funding increases to public services, including in health care, home care, (post-secondary) education, and social services.

ACTION 108:

Champion the public delivery and investment in universal social programs to increase and strengthen access to our social infrastructure (e.g., child care, pharma care, and post-secondary education).

ACTION 109:

Bolster the call, in partnership with the CLC, to establish national programs for the delivery of universal and affordable child care, pharma care, and post-secondary education.

ACTION 110:

Build on continued efforts to support the Raise the Rates campaign, including echoing their call to increase social assistance rates to above the poverty line; expand access to social assistance for all persons regardless of immigration status; stop cuts to benefits and supports; reinstate the Community Start-Up and Maintenance benefit; provide accessible supports with dignity; and raise the minimum wage to \$15 per hour for all workers.

ACTION 111:

Undertake a child care initiative, in partnership with the Ontario Coalition for Better Child Care, that supports existing campaigns by calling for the delivery

of a universal, publicly funded, non-profit, high-quality, fully inclusive, and affordable child care system; professional-level wages for all child care workers; and a moratorium on licensing new for-profit child care centres.

ACTION 112:

Launch a campaign – in partnership with the CLC, affiliates, labour councils, and community organizations – that calls for an immediate and comprehensive provincial social housing program that treats housing as a public utility and delivers it according to need; advocates for increased funding that emphasizes the importance of both capital projects and supportive services; and supports the implementation and development of a co-op housing strategy with adequate funding for new construction.

ACTION 113:

Advocate for strong progressive taxation to pay for public services and public infrastructure as well as promote, along with labour councils, fair revenue sources for municipalities from federal and provincial governments.

RELEVANT RESOLUTION(S) COVERED BY THE ACTION PLAN: 70, 79, 80, 91

**3.4
ELECTING
OUR
GOVERNMENT**

TO BE DEBATED WEDNESDAY OR THURSDAY

ACTION 114:

Collaborate with affiliates and labour councils to determine ballot box issues – such as creating decent work and standing up for public services – and to co-ordinate activities for the upcoming provincial, municipal, and federal elections.

ACTION 115:

Develop a strategy to support unionized workers that are running for provincial, federal, and municipal elections.

ACTION 116:

Foster spaces to promote and encourage equity-seeking groups to get involved in politics – be it in front and behind the scenes.

ACTION 117:

Mobilize unionized and non-unionized workers, through the OFL's 2018 provincial election campaign – One Million Votes – to engage in the electoral process, raise election issues, and exercise their right to vote.

ACTION 118:

Produce and share information on the new election financing rules, outlining some of the possibilities of the labour movement's involvement in electoral politics going forward.

ENDNOTES

- i. **2015.** Supreme Court of Canada. para. 49.
- ii. **2013.** Health Services. para. 82.
- iii. **2015.** Supreme Court of Canada. Mounted Police Association of Ontario v. Canada (Attorney General).
- iv. **2016.** Statistics Canada. CANSIM Table 282-0031.
- v. **2013.** Toronto Star. Unpaid Interns: No One is Keeping Track.
- vi. **2016.** Statistics Canada. CANSIM Table 282-0014.
- vii. **2014.** Canadian Labour Congress. Why Unions?
- viii. **2014.** M. Cornish. A Growing Concern Toronto: Canadian Centre for Policy Alternatives Gender Equality.
- ix. **2016.** Statistics Canada. CANSIM Table 282-0008.
- x. **2014.** Statistics Canada. CANSIM Table 281-0042.
- xi. **2014.** Canadian Labour Congress. Why Unions?
- xii. **2010.** Robert Fairholm and Jerome Davis. Early Learning and Care Impact Analysis. Centre for Spatial Economics.
- xiii. **2011.** Sheila Block and Grace-Edward Galabuzi. Canada's Colour Coded Labour Market: The Gap for Racialized Workers.
- xiv. **2016.** World Health Organization. Disability and Health.
- xv. **2016.** C. Michael Mitchell and the Honourable John C. Murray. Changing Workplaces Review: Special Advisors' Interim Report. p. 37
- xvi. **2015.** Statistics Canada. CANSIM Table 282-0078.
- xvii. **2015.** Financial Accountability Office. An Assessment of the Financial Impact of the Partial Sale of Hydro One. p. 1



OFL ACTION PLAN 18/19



**14TH BIENNIAL OFL CONVENTION
NOVEMBER 20-24, 2017**

**The Ontario Federation of Labour represents
54 Unions and one million workers.
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