



WANT
ONTARIO FEDERATION OF LABOUR
CONVENTION 2015

AGENDA

13TH BIENNIAL CONVENTION
TORONTO • NOVEMBER 23-27, 2015



PRE-CONVENTION EVENTS

	EVENT	TIME	ROOM
SAT Nov. 21	Workers of Colour Assembly	9:00 a.m. to 4:00 p.m.	Civic Ballroom North
	Young Workers' Assembly	10:30 a.m. to 5:00 p.m.	Simcoe/Dufferin
SUN Nov. 22	Young Workers' Assembly	9:00 a.m. to 11:00 a.m.	Simcoe/Dufferin
	New Delegate Orientation / Accessibilities Orientation	4:00 p.m.	Simcoe/Dufferin

CAUCUSES & CIRCLE

	EVENT	TIME	ROOM
MON Nov. 23	Lesbian, Gay, Bisexual, Transgender & Queer (LGBTQ)	12:45 p.m.	Huron
	Women's	6:00 p.m.	Sheraton Hall "E"
WED Nov. 25	Aboriginal Circle (all are welcome)	7:00 p.m.	Sheraton Hall C

ELECTION CAUCUSES

	EVENT	TIME	ROOM
SUN Nov. 22	Labour Councils	7:30 p.m.	Dominion Ballroom South
MON Nov. 23	Smaller Affiliates	5:00 p.m.	Civic Ballroom North
TUE Nov. 24	Persons With a Disability	12:00 p.m.	Sheraton Hall "C"
	Aboriginal Persons	5:00 p.m.	V.I.P. Room
	Lesbian, Gay, Bisexual, Transgender & Queer (LGBTQ)	6:30 p.m.	Huron
WED Nov. 25	Workers of Colour	5:30 p.m.	Civic Ballroom North
	Young Workers	6:30 p.m.	Wentworth

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

EQUALITY STATEMENT

The Ontario Federation of Labour is committed to providing a positive environment at all Federation activities and ensuring that all individuals are treated with respect and dignity.

Union solidarity is based on the belief that all peoples are equal and deserve respect. Words, actions or conduct which are racist, sexist, homophobic or transphobic divide us. Discrimination on the basis of disability, age, religion, language and ethnic origin also divides us. Mutual respect must be the basis of interaction among trade unionists in addition to cooperation and understanding. Any behaviour that embarrasses, humiliates, excludes or intimidates a fellow union member prevents us from working together and will not be tolerated nor condoned.

Harassment and/or bullying are an expression of perceived power and superiority by the harasser(s) over another person, usually for reasons over which the victim has little or no control: sex, race, age, creed, colour, marital status, sexual orientation, gender identity/expression, disability, political or religious affiliation or place of national origin. These are prohibited grounds under the *Ontario Human Rights Code*.

Harrassment

Harassment can be defined as any unwelcome action by any person whether verbal, psychological or physical, on a single or repeated basis which humiliates, insults or degrades. “Unwelcome” or “unwanted” in this context means any action which the harasser knows or ought to reasonably know is not desired by the victim of the harassment.

Bullying

Bullying can be defined as unwanted conduct, comments, actions or gestures that affect a person’s dignity, psychological or physical health and well-being.

Bullying may result from the actions of one individual towards another, or from the behavior of a group. It is the abuse of perceived power that degrades, threatens and/or intimidates.

Trade union principles prohibit us from infringing on the human rights of others and oblige us to stand together to protect rights when others are attacked or victimized.

The OFL considers harassment and bullying of any kind a serious offence. Complaints of harassment at activities of the OFL will be investigated. A substantial complaint could result in the removal of the harasser from the event. A letter outlining the reasons for the removal will also be sent to the appropriate affiliate.



ALLERGY ALERT

Increasingly, workers are sensitized to chemicals in the environment.

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

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

NOTE: All OFL events are strictly non-smoking.



**SIGN UP FOR CONVENTION EMAIL UPDATES BY
TEXTING THE WORD "OFL" TO 647-496-5602**

RESOLUTION AND COMPLAINT PROCEDURE

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

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

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

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

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

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



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MONDAY • NOV. 23

9:30 a.m.

Convention Convenes
Aboriginal Opening: **Wanda Whitebird & Joanne Webb**
Song: Bread & Roses
Song: Solidarity Forever

9:45 a.m.

Welcome: **John Cartwright**, President, Toronto & York Region Labour Council
Greeting: **Kayann Drummond & Brigida Ruiz**, UNITE HERE Local 75

10:15 a.m.

Report of Credentials Committee
Report of Resolutions Committee

10:55 a.m.

Convention Video
President's Report

12:00 Noon

Adjourn for Lunch

1:30 p.m.

Reconvene
Resolutions Committee

2:00 p.m.

Human Rights Forum
Moderator: **Desmond Cole**, Journalist
Guest Speakers:

- **Jessica Burnie**, OSSTF
- **Pam Dogra**, ETFO
- **Ausma Malik**, TDSB
- **Elaine White**, Unifor

Keynote: **Terry Melvin**, President, Coalition of Black Trade Unionists (CBTU)

Resolutions Committee

5:00 p.m.

Adjourn



Share convention photos at [Facebook.com/OFLabour](https://www.facebook.com/OFLabour)
Download photos from [Flickr.com/OntarioFedLabour](https://www.flickr.com/OntarioFedLabour)
Instagram your photos using the hashtag **#OFLabour**

TUESDAY • NOV. 24

9:30 a.m.

Convention Convenes
Report of the Credentials Committee
Report of the Resolutions Committee

10:15 a.m.

Order of the Day:
Nomination & Election of OFL Officers

11:30 a.m.

Guest Speaker: **Hassan Yussuff**, President,
Canadian Labour Congress

12:00 Noon

Adjourn for Lunch

1:30 p.m.

Reconvene
Resolutions Committee

2:30 p.m.

Women's Forum
Guest Speaker: **Lynn Marie Smith**, Author,
Speaker and Activist
Resolutions Committee

4:30 p.m.

December 6th Memorial Tribute:
National Day of Remembrance & Action on
Violence Against Women

5:00 p.m.

Adjourn



LIKE @OFLabour ON FACEBOOK!

Post content, share updates, tag photos.

WEDNESDAY • NOV. 25

9:00 a.m.

Convention Convenes
Report of the Credentials Committee
Report of the Resolutions Committee
Report of the Constitution Committee

9:30 a.m.

Resolutions Committee

Guest Speaker: **Thomas Mulcair**, Leader of the
New Democratic Party of Canada

10:30 a.m.

Action Plan: The Ontario We Want
Resolutions Committee

11:30 a.m.

Adjourn for **Fight for \$15 and Fairness** Rally
(Queen's Park - University Ave. & College St.)
Lunch

1:30 p.m.

Reconvene
Guest Speaker: **Natalie Mehra**, Ontario Common
Front / Ontario Health Coalition

Action Plan, Discussion & Resolutions

2:30 p.m.

Keynote Speaker: **Dennis Edney**, QC, Canadian
Defence Lawyer Representing Omar Khadr

3:00 p.m.

Constitution Committee

4:00 p.m.

Order of the Day: Strike Appeals

5:00 p.m.

Adjourn



FOLLOW @OFLabour ON TWITTER!

Tweet using the hashtag: **#OntarioWeWant**

THURSDAY • NOV. 26

9:00 a.m.

Convention Convenes
Report of the Credentials Committee
Report of the Resolutions Committee

Order of the Day:
Swearing in of the OFL Officers

9:30 a.m.

Health & Safety / Workers' Compensation Forum
Guest Speakers: **Sherree Backus**, UFCW 175

- **Nancy Hutchison**, OFL Secretary-Treasurer
- **Shawn Rouse**, Unifor 1106
- **Dr. Giorgio Ilacqua**, Registered Psychologist
- **Catherine Fenech**, Ontario Network of Injured Workers' Groups (ONIWG)

Resolutions Committee

12:00 Noon

Adjourn for **Justice for Injured Workers Rally**
(WSIB Office - 200 Front St. West)
Lunch

2:00 p.m.

Reconvene
Young Worker's Forum: Fight for \$15 and Fairness
Moderator: **Brynne Sinclair-Waters**, CUPE 1281
Guest Speakers:

- **Rabia Syed**, Workers United
- **Joshua Borja**, Workers United/Winnipeg Tim Hortons Union Drive
- **Deena Ladd**, Workers' Action Centre
- **Vemelyn Feliciano**, UNITE HERE Local 75
- **Dan Janssen**, IAMAW LL2323/Toronto Airport Workers' Council
- **Antonios Kourteridis**, Unifor 2002/Toronto Airport Workers' Council

Resolutions Committee

4:00 p.m.

Adjourn

6:00 p.m.

Special Ticketed Event:
Reception at 6:00 p.m. in the foyer of the Grand Ballroom
Followed at 7:00 p.m. by Second Biennial Cliff Pilkey Awards Dinner & Dance

FRIDAY • NOV. 27

9:00 a.m.

Convention Convenes
Report of the Credentials Committee
Report of the Resolutions Committee

9:30 a.m.

Resolutions Committee

10:30 a.m.

Order of the Day

11:30 p.m.

Aboriginal Closing: **Joanne Webb**

12:00 Noon

Convention Adjourns

Next Convention:

***OFL 14th Biennial Convention
November 20-24, 2017***

60th Anniversary of the OFL



ALERGY ALERT
Please don't wear scents!



***SIGN UP FOR CONVENTION EMAIL UPDATES BY
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A CONVENTION OF ACTIVISM!

Help promote the OFL's two big convention rallies by sharing these events on Facebook:

<http://bit.ly/fightfor15rally>

**RALLY
NOV. 25**

**FIGHT
FOR \$15 &
FAIRNESS**

FAIRNESS = A UNION + PAY EQUITY + BAN SCABS + NO CONTRACT FLIPPING

MARCH @ 11:30: SHERATON HOTEL, 123 QUEEN ST W
RALLY @ NOON: QUEEN'S PARK, TORONTO

ONTARIO FEDERATION OF LABOUR

<http://bit.ly/WSIBrally>

Justice for Injured Workers

Rally on Thur. Nov. 26

NOON: Sheraton Centre Toronto Hotel
(123 Queen St W), followed by a march
12:30 P.M.: Protest at the WSIB Office
(200 Front St W) to demand justice



ONTARIO FEDERATION OF LABOUR

or Tweet them, using the hashtag **#OntarioWeWant**



This document was proudly produced with unionized labour.