

**THE ONTARIO**

**WE**

**WANT**  
ONTARIO FEDERATION OF LABOUR  
CONVENTION 2015

13<sup>TH</sup> BIENNIAL CONVENTION  
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OFL CONVENTION 2015

**POLICY  
RESOLUTIONS**



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# I. Human Rights

## 1. Black Lives Matter

Submitted by Durham Region Labour Council; Toronto & York Region Labour Council

The OFL will work with and support the Black Lives Matter movement.

Because the Black Lives Matter movement has emerged due to disturbing evidence that society throughout the world appear to value the lives and dignity of black citizens less than others;

Because labour's principles of equity and justice seek to achieve a society that values all lives equally; and

Because the Black community is organizing to tackle the racism experienced far too often in everyday life, and deserves the full support of the entire labour movement and all Canadians.

## 2. Racial Profiling

Submitted by CUPW Toronto

- Racial profiling by law enforcement agencies is an invasion of privacy, a form of discrimination, and a violation of Canadian Charter of rights;
- These practices put racialized people, Muslims, Aboriginal people and others at a risk of unnecessary questioning, detention, harassment and violence;
- The policies and practices of racial profiling contribute to a culture of fear and threaten our communities, work places, and the labour movement and our solidarity as workers.

Be it resolved that:

1. The Ontario Federation of Labour (OFL) oppose the policy and practices of carding and racial profiling carried out by law enforcement agencies in Canada;
2. The OFL call upon the Canadian Labour Congress (CLC), the Coalition of Black Trade Unionists (CBTU) and other community groups and organizations to join with civil society organizations in demanding an end to carding and racial profiling.

### **3. Opposition to Police Carding and Racial Profiling**

Submitted by COPE Local 343; Durham Region Labour Council

Whereas black and brown youth, immigrants and racialized people in general are disproportionately targeted and criminalized by law enforcement and are far more frequently subjected to random identification checks and body searches; and

Whereas racial profiling and carding practices have been adopted, formally or informally, by police forces across Ontario; therefore

Be it resolved that the OFL write to the Ontario Associations of Chiefs of Police to formally condemn any policies or practices that rely on racial profiling, including but not limited to the use of random identity checks and personal searches without presenting the individual with information about their rights under the law; and

Be it further resolved that the OFL write a letter to Ontario Premier Kathleen Wynne calling for a province-wide policy prohibiting the use of carding and racial profiling in police forces across Ontario.

### **4. Carding**

Submitted by CUPW Toronto

Whereas the most persons so stopped have not committed a crime nor are they about to commit a crime, are not under arrest nor are they being investigated in relation to a specific crime;

Whereas the police do not tell them why they have been stopped nor their right to walk away as provided under the *Canadian Charter of Rights and Freedoms*, are not provided with a record of the interaction; and

Whereas the *Toronto Star* research reports the incidence of "carding" of Black and Brown teens and adult men is disproportionately high in relation to their population or in relation to other population segments;

Be it therefore resolved that the Ontario Federation of Labour (OFL) hereby register their unqualified opposition to the practice of "carding", racial profiling and racism in all its forms by the Toronto Police and other law enforcement agencies, and demands that the practice be discontinued.

## 5. Equity

Submitted by Toronto & York Region Labour Council; Durham Region Labour Council

The OFL will work with affiliates, federations and community allies to build a strong practice of equity and inclusion at all levels of the labour movement in Canada, and request every affiliate to commit to developing a comprehensive approach outlined in the Leaders Guide to Equity published by the Toronto & York Region Labour Council.

Because the labour movement recognizes the need for a strong commitment challenging racism and discrimination in any form, and

Because the changing reality of Canadian society means that our unions must endeavour to reflect the full diversity of the workforce if we are to be effective in advocacy, representation or organizing, and

Because the practice of equity and inclusion requires a tremendous commitment by those at every level of leadership to constantly learn, to reach out to members who may feel disengaged, to mentor and to be willing to share power.

## 6. Equity Focused Action Plan

Submitted by CUPE Ontario

The OFL will:

With the affiliates, develop and implement an equity focused action plan and strategy that will ensure and promote inclusivity, assist in identifying and eliminating discrimination, biases and barriers so that full participation in the workplace, unions, society and the broader community can be achieved for all equity seeking groups.

Because:

- The Canadian Labour movement embraces the fundamental values around equity, equality, human rights, diversity, accommodation and fairness.
- Ontario is Canada's most diverse province.
- The labour movement recognizes our province's growing diversity as a strength.
- The OFL and its affiliates know that achieving equity is a shared responsibility.

## **7. Protect Minority Rights**

Submitted by Ontario English Catholic Teachers' Association

The OFL will:

1. Oppose any legislation, political party or movement, or campaign that seeks to abridge or limit any minority right that is protected under the Ontario Human Rights Code, the Charter of Rights and Freedoms, or the Constitution of Canada.

Because:

- Recent government tactics have demonstrated that the politics of division and intolerance have no place in Canada.
- Vile tactics such as those that were employed by the Harper government were used to divert public attention away from issues such as unacceptable levels of unemployment, especially amongst our youth, increasing income inequality, and precariously low wages.

## **8. Crimes Motivated by Homophobia and Transphobia**

Submitted by OSSTF; CUPE Local 1281

The OFL will:

Urge the Canadian government in conjunction with the CLC and with ILGA, the International LGBTI Association, to fight against crimes motivated by homophobia and transphobia and to define incitement to violence on grounds of sexual orientation or gender identity and expression as a criminal offence.

Because:

Hate crimes directed toward Canada's lesbian, bisexual, trans, intersex, queer identified and Two Spirited persons are a serious problem within Canada;

Victims of sexual orientation motivated hate crime tend to be young with 50% under age 25;

Statistics Canada reports hate crimes motivated by sexual orientation increased by 10% representing 18% of all hate crimes in Canada;

LGBT and Two-Spirited Aboriginal youth are two times more likely to face assault than heterosexual Aboriginal youth; and

Unlike other minority groups, trans Canadians do not have protections under Charter of Rights and Freedoms nor is gender identity and expression protected in the Canadian Human Rights Act.

## **9. Protection from Normalizing Surgery to a Child's Reproductive Organs**

Submitted by OSSTF

The OFL will call on the Ontario Government to introduce legislation similar to that of Malta and Australia so as to ensure every child's right to protection of their developing autonomy and from the altering of their genitalia.

Because a parent's decision to surgically adjust a child's reproductive organs is known to lead to serious physiological and psychological problems later in a child's life;

Because the UN Declaration of the Rights of the Child (to which Canada is a signatory) calls on all countries to protect minors from surgery that is not about health-function and which interferes with the right to protection of their developing autonomy; and

Because early "normalizing" surgery of intersex minors interferes with this right.

## **10. Solidarity and Pride**

Submitted by OSSTF; COPE Local 343; CUPE Local 1281

The OFL will:

1. In conjunction with the CLC and the TYRLC, reserve a marching location at the head of the labour section at the annual Pride Parade in Toronto; and
2. Convene a cost-neutral Pride and Solidarity conference or series of regional conferences during 2017;

Because:

- Workplace violence and discrimination based on homophobia, bi and transphobia have not been eradicated;
- There are huge OFL outreach and promotional opportunities at Ontario's flagship Pride festival in Toronto which draws over 1 million Ontario voters; and
- Long-established human and trade union rights are under attack and unions must accelerate our outreach and collaboration with other sectors of the local and global movement for justice.

## **11. Workers of Colour**

Submitted by IAMAW Local Lodges 103, 717T, 1120, 1295, 1975. 2323, 2922

The OFL will host Black Votes/Voices Matter workshops in the next election period to build more capacity in communities of colour and to increase their involvement in political action;

Because we need to ensure that our members have the tools to prepare themselves to raise their voices and to speak and be heard on the issues workers of colour face on a daily basis.

## **II. Women's Rights**

### **12. Violence Against Women**

Submitted by IMAAW Local Lodges 103, 717T, 1120, 1295, 1975, 2323, 2922

The OFL will host a VAW conference for Women of Colour;

Because the labour movement recognizes the needs and experiences of our members are diverse, and we need to ensure that Women of Colour have an opportunity to be heard and to be part of the solution in dealing with violence against women.

### **13. Income Inequality**

Submitted by CUPE Ontario

The OFL will:

Continue to support grass roots coalitions and allies working on the Raise the Rates campaign, Minimum Wage campaign and Gender Pay Gap campaign.

Highlight the intersectionality of these issues with a working class analysis and anti-oppression lens as income inequality disproportionately impacts equity seekers.

Lobby the government to address income inequality in a meaningful way by increasing social assistance rates to allow for the unemployed and under-employed to secure safe, stable housing and eat nutritious food, raise minimum wage and index to inflation and close loop holes for those currently impacted by reduced hourly rates for specific work, and provide funding for agencies to meet pay equity obligations in female dominated job classifications.

Because:

- Grass roots campaigns are building momentum and organizing, however, without linking the three campaigns under the umbrella of income inequality, the government will continue to divide, conquer and delay.

## **14. Equity in Leadership**

Submitted by USW-TWU Local 1944; Unite Here Local 75

Whereas the increased participation of women in the workforce is one of the most significant social trends in the past 30 years;

Whereas the employment rate for women 15 to 64 in Ontario is over 50% and they make up over 40% of the workforce;

Whereas women are one of the major catalysts of influence for progress, change and positive decision making in their workplaces and communities; and

Whereas women recognize the importance of equality through positive and collective civic engagement resulting in fair and just labour and human rights for all; now

Therefore be it resolved that the OFL and its Affiliates encourage, promote and support women from all equity seeking groups in attaining and sustaining leadership and activist roles at all levels both within the labour movement and society to ensure goals of equality and fairness are met in a transparent and accountable manner.

## **15. Reinvigorating Sisters in Spirit Solidarity Actions**

Submitted by Ontario English Catholic Teachers' Association

The OFL will:

1. Continue to support the call for a national inquiry into missing and murdered Aboriginal women and girls; and
2. Mobilize labour to support February 14 as a national day of Women's Memorial Marches for murdered and missing women in Canada.
3. Mobilize labour support for October 4 national Sisters in Spirit Vigils.

Because:

- A national inquiry will help identify the root cause of this horrific tragedy
- Almost 1,200 Aboriginal women have disappeared and been murdered in the past 35 years.
- While Aboriginal women make up only 4.3 percent of Canada's female population, they make up 10 percent of all missing females and 16% of the female homicides.
- Vigils provide an opportunity to educate the public on issues, and build solidarity with other social justice groups.

## **16. Pay Equity Transparency and Compliance**

Submitted by CUPE Local 2484

Whereas Ontario women's wages are 74% of men's and the latest Statistics Canada Report shows the gap has widened since 2009, and will continue to widen without government intervention, and

The Ontario Pay Equity Act was enacted in 1988 and there have been no significant changes to it since then to better enable gender economic parity,

Be it resolved that the OFL urges the Government of Ontario, to review the OPEA and revise as needed, in particular to include:

- a) Regular reviews of the act with implementation of the recommendations from the reviews,
- b) Pay transparency through regular disclosure of incomes,
- c) Sectorial approaches where appropriate.

Further be it resolved that the OFL urges the Government of Ontario, to establish a method of reporting for all Ontario employers to facilitate compliance and transparency of employee compensation.

Further be it resolved that the OFL urges the Government of Ontario, to set goals for closing the gender wage gap in Ontario.

## **17. Violence Against Women**

Submitted by CUPE Local 79

Whereas women in Canada experience at least one incident of physical/sexual violence daily, every six days a woman is killed by her intimate partner and over 600 Aboriginal women have gone missing or been murdered;

Whereas good jobs, public services and affordable housing enable women to leave unhealthy and/or violent relationships;

Whereas women need enforcement of existing health and safety laws;

Therefore, be it resolved the OFL will develop a Violence Against Women education and bargaining module;

Therefore, be it further resolved the OFL will develop contract language and programs on domestic violence, modeled on UNIFOR's women's advocates' modules;

Therefore, be it further resolved the OFL support CLC/Western University's research project on domestic/workplace violence;

Therefore, be it further resolved the OFL with the CLC, campaign for a Federal inquiry into missing and murdered Aboriginal women and girls;

Therefore be it further resolved the OFL with the CLC, pressure the Canadian government to meet the UN's call for a national action plan;

Therefore be it further resolved the OFL link Violence Against Women to neoliberal austerity, union-busting and the social/economic/political marginalization of women.

## **18. Women in Leadership**

Submitted by IMAAW Local Lodges 103, 717T, 1120, 1295, 1975, 2323, 2922

The OFL will hold a Women's leadership summit within the next two years to promote and reflect the rich diversity of sisters in the movement;

Because the OFL is committed to organizing and mobilizing to remove barriers to women joining unions and to promote women's full participation within unions; and

The labour movement has long held the belief that union leadership must reflect our membership; and

The majority of union members are women and in increasing numbers women of colour.

## **19. Pay Equity**

Submitted by IMAAW Local Lodges 103, 717T, 1120, 1295, 1975, 2323, 2922

The OFL will work with affiliates, Ontario's Equal Pay Coalition and other progressive forces to reinvigorate a campaign around Pay Equity for women in Ontario; and

Work with the Equal Pay Coalition to hold a symposium to develop a strategic plan on actions needed to close Ontario's wage gap;

Because Women still earn less than men for work of equal value; and

Many Union members are being denied their legal right to have systemic pay discrimination addressed because of a lack of provincial government funding.

## **20. Employment Equity**

Submitted by IAMAW Local Lodges 103, 717T, 1120, 1295, 1975, 2323, 2922

The OFL will lobby the provincial government to re-enact employment equity legislation and establish an effective employment equity secretariat; and

Convene a meeting of the heads of unions to develop a strategic plan to eliminate the disparities in employment, pay, benefits and conditions of work among Ontario workers;

Because persistent occupational segregation and unemployment along with streaming in our school system continues to exist for all designated groups;

Because the wage gap continues to grow and is not recognized for all designated groups.

### **III. Workers' Rights and Labour Policy**

#### **21. Fighting Back Against Austerity**

Submitted by CUPE Ontario

The OFL will:

Raise financial and other support from affiliates for a fight back against austerity similar in force to the movement that shut down the Progressive Conservatives' so-called Common Sense Revolution.

Build a powerful coalition provincially and regionally to mobilize support for government action to address the crisis of low pay, bad jobs, workplace injuries, poverty, affordable housing, transportation and other critical issues facing the working class.

Lead coordinated escalated actions to move the Wynne Government off of its austerity program.

Because:

- The OFL is re-established as a force that fights on behalf of Ontario's entire working class, including both union and non-union workers, injured workers, the unemployed and retirees.
- The OFL must do even more in the coming years to organize a broad-based militant response to the Ontario government's failed austerity program.

#### **22. Workers Rights Campaign**

Submitted by Durham Region Labour Council, Toronto & York Region Labour Council

The OFL will continue to work with the CLC, affiliates and labour councils to achieve over one million conversations with union members across Ontario about the value of unions in the workplace and in society.

Because the threat to Canada's labour movement is very real and immediate, fuelled by the determination of corporate Canada and conservative politicians to weaken unions, divide our members, and implement a low-wage agenda wherever possible, and

Because years of anti-union messaging has eroded the prestige of labour in the public eye, and the understanding of collective action in the views of many union members.

### **23. First Collective Agreement Legislation**

Submitted by UFCW Local 206

Whereas getting a first collective agreement is a major hurdle when dealing with a newly organized workplace;

Whereas employers will use delay tactics in negotiating first collective agreements in an attempt to weaken the union; and

Whereas legislation in the past allowed new workplaces the opportunity to be granted the same collective agreement as another workplace with the same employer like a Loblaws;

Therefore be it resolved the OFL lobby the Ontario government on first collective agreement legislation with consideration to corporations with multiple locations.

### **24. First Collective Agreement Legislation – Combining of Bargaining Units**

Submitted by UFCW Local 1000A

Whereas employers will use delay tactics in negotiating first collective agreements in an attempt to weaken the newly certified bargaining unit;

Whereas these workers are at greater risk until a first collective agreement is in place; and

Whereas legislation in the past permitted newly certified workplaces the opportunity to be granted the same collective agreement as another workplace with the same corporate employer;

Therefore be it resolved the OFL lobby the Ontario government to amend the OLRA to provide for the "combining of bargaining units" upon application by either the union or the employer that similar to that which Bill 40 provided in the past for first collective agreement legislation where a collective agreement is already in place for the same employer and certified trade union but covering other workplace location(s) upon application by either the union or the employer that the certification applies to.

## **25. Temporary Agencies**

Submitted by Toronto & York Region Labour Council; Durham Region Labour Council

The OFL will work with affiliates and community allies to develop a long-term strategy to confront and restrict the use of temporary agencies and temporary status employees, as well as other forms of precarious employment, in every sector of the economy.

Because the explosion of temporary agencies has become a defining feature of work in recent years, with many companies now filling their workforce needs with temps instead of steady employees, and

Because agency workers lose a large percentage of their incomes that are directed to the agencies instead of their pay cheques, and have no legal attachment to the real employer, while companies avoid obligations to workers legitimate rights such as health and safety or collective bargaining.

## **26. Dependent Contractor Status**

Submitted by Toronto & York Region Labour Council; Durham Region Labour Council

The OFL will work with labour, community groups and other interested parties to pressure applicable levels of governments to amend the various Employment Standards Acts, Labour Codes, Workers Compensation Acts and other legislation to include dependent contractors in the definition of employees.

Because a significant number of employers choose to mis-classify their workers as dependent or independent contractors in order to avoid paying taxes and in some cases even minimum wage.

Because by mis-classifying workers as dependent and independent contractors employers are permitted to forgo payments to Canada Pension Plan, Employment Insurance, statutory holidays, vacation pay and Workers Compensation Premiums, which denies those workers of these important benefits and governments of needed tax revenues.

## **27. Minimum Wage/Living Wage**

Submitted by Toronto & York Region Labour Council; Durham Region Labour Council

The OFL will work with affiliates, labour councils and community allies including the CCPA to support on-going campaigns in every region to raise the minimum wage above the poverty line, and to establish Living Wage policies for contracted work by public institutions and large employers.

Because government poverty reduction programs ignore the essential fact that poverty relates directly to low wages and precarious work, and

Because far too many Canadians work full time yet are still in poverty, many employed by huge multinational corporations such as Wal-Mart or McDonalds, or contractors working for cities, school boards, colleges, universities and hospitals, and

Because the phrase “a job should lift you out of poverty, not keep you in it” is a powerful rebuke to the market fundamentalism favoured by corporate Canada, and shows labour to be on the side of every working Canadian.

## **28. Retail Scheduling Task Force**

Submitted by UFCW Local 206

Whereas the Changing Workplaces Review may not give the issue of scheduling standards the full attention it deserves;

Whereas the majority of jobs being created are precarious and part-time jobs;

Whereas finding scheduling standards that are beneficial across the board is a matter that requires careful consideration;

Therefore be it resolved the OFL lobby the Ontario government on the creation of a tri-partite task-force for the review of scheduling in the retail sector, and investigation of viable scheduling standards.

## **29. Retail Scheduling Task Force**

Submitted by UFCW Local 1000A

Whereas the Ontario Government Changing Workplaces Review may not give the issue of scheduling standards the full attention it deserves;

Whereas the majority of jobs being created are precarious and part-time jobs;

Whereas increasing minimum wage with corresponding scheduling standards can help lift workers out of precarious jobs;

Whereas finding scheduling standards that are beneficial across the board is a matter that requires careful consideration;

Therefore be it resolved the OFL lobby the Ontario government on the creation of a tri-partite task-force made up of representatives of both unions and employers from the retail sector for the review of scheduling in the retail sector, and investigation of viable scheduling standards that include minimum notice period of work schedule, that such schedules not be changed without the worker's agreement, a minimum ratio of hours scheduled to full-time and part-time hours; and limitations to availability requirements by employers without corresponding guarantee of hours.

### **30. Take A Break**

Submitted by CUPE Local 79

Whereas workload has become a major health risk for many workers as employers cut staff and increase work responsibilities;

Whereas increased workloads result in increased health issues and tension between union members;

Whereas to respond to work demands and ensure client care, many workers do not take their negotiated coffee or lunch breaks and work for free past the end of their scheduled shifts and then do not put in for straight time or overtime as negotiated in collective agreements;

Whereas working through breaks and providing other work “for free” justifies employers’ refusal to provide full staffing complements in the eyes of management;

Whereas by taking negotiated breaks and insisting on compensation for extra hours worked, members promote workplace safety and require employers to provide sufficient staffing levels;

Therefore be it resolved that the OFL, with the CLC, will develop a national coordinated campaign with educational materials to encourage union members to take their negotiated breaks at work.

### **31. Continued Support for the Fight for \$15 & Fairness**

Submitted by Durham Region Labour Council

Whereas workers' movements in other jurisdictions have won \$15 minimum wages, paid sick days, fairer scheduling, and measures to improve work, while also fighting to join unions;

Whereas the Ontario government is currently reviewing employment and labour laws;

Whereas workers have a unique opportunity to link the struggles of union and non-union workers in a united working class movement for decent work; therefore

Be it resolved that the Ontario Federation of Labour continue to build, mobilize and support the Fight for \$15 & Fairness campaign including, but not limited to, the following demands:

- a legislated, indexed minimum wage of at least \$15/hour;
- equal pay for workers regardless of their status as full-time, part-time, temporary, age, gender, student status or area of work;
- adequate hours;
- paid sick days;
- proper enforcement of the laws;
- measures to make it easier for workers to join and keep their unions.

### **32. Fight for \$15 and Fairness**

Submitted by Kingston and District Labour Council

Whereas workers' movements have won \$15 minimum wages, paid sick days, fairer scheduling and measures to improve work while fighting to join unions;

Whereas the Ontario government is currently reviewing employment and labour laws; and

Whereas workers have an opportunity to link the struggles of union and non-union workers in a united working class movement for decent work; therefore

Be it resolved that the OFL continue to build, mobilize and support the Fight for \$15 and Fairness campaign including but not limited to a legislated indexed minimum wage of \$15, equal pay for workers regardless of their status as full-time part-time, temporary, their age, gender, student status or area of work, and measures to make it easier to join or to keep their union.

### **33. \$15 Minimum Wage**

Submitted by Ontario English Catholic Teachers' Association

The OFL will:

1. Endorse and support a Campaign to Raise the Minimum Wage to \$15 per hour.
2. Engage in lobbying the government of Ontario to raise the minimum wage to \$15 per hour.

Because:

- Labour advocates for the betterment of the lives of workers both unionized and non-unionized.
- Working people should not live in poverty and everyone deserves a decent wage.
- The cost of living has increased resulting in minimum wage earners' purchasing power being eroded.
- A single person currently working a 35 hour week for minimum wage lives more than 17% below the poverty line.
- A \$15 per hour minimum wage would lift a single person currently working a 35 hour week for minimum wage 10% above the poverty line.

### **34. Continued Support for the Fight for \$15.00 & Fairness**

Submitted by UNIFOR Local 414

WHEREAS workers' movements in other jurisdictions have won \$15.00 minimum wages, paid sick days, fairer scheduling, & measures to improve work, while also fighting to join unions;

WHEREAS the Ontario government is currently reviewing employment & labour laws;

WHEREAS workers have a unique opportunity to link the struggles of union & non-union workers in a united working class movement for decent work;

THEREFORE BE IT RESOLVED that the Ontario Federation of Labour continue to build, mobilize and support the Fight for \$15.00 & Fairness campaign including, but not limited to, the following demands:

- a legislated, indexed minimum wage of at least \$15.00/hour;
- equal pay for workers regardless of their status as full-time, part-time or temporary, their age, gender, student status or area of work;
- adequate hours;
- paid sick days;
- proper enforcement of the laws;
- measures to make it easier for workers to join and keep their unions.

### **35. Continued Support for the Fight for \$15 & Fairness**

Submitted by CUPE Local 1281

The OFL will:

1. Continue to build, mobilize and support the Fight for \$15 & Fairness campaign, including, but not limited to, the following demands:
  - A legislated, indexed minimum wage of at least \$15/hour for all workers;
  - Equal pay for workers regardless of their status as full-time, part-time or temporary, their age, gender, student status or area of work;
  - Adequate hours;
  - Paid sick days;
  - Proper enforcement of the laws;
  - Measures to make it easier for workers to join-and keep-their unions.

Because:

Workers in other jurisdictions have won \$15 minimum wages, paid sick days, fairer scheduling & measures to improve work, while also fighting to join unions.

The Ontario government is reviewing all employment & labour laws. We have an opportunity for union & non-union workers to link their issues to build a united working class movement for decent work.

### **36. Labour Law/Employment Standards Act**

Submitted by UFCW Locals 206 and 1000A

Whereas the “Changing Workplace Review” provides an opportunity to make major improvements in Labour Law and Employment Standards in Ontario. Winning new organizing rights including card-check would make a real difference in protecting union standards and reversing the decline of union density. But such gains will not be won without a campaign that matches our effort to defeat Right-to-Work in Ontario, and

Whereas all affiliate leaders, activists, members and staff need to be engaged in this effort, and

Whereas the Changing Workplace Review needs to be made a priority for the Ontario Labour movement.

Therefore be it resolved the OFL will convene an emergency meeting of all affiliates to ensure that labour’s campaign to win new rights at work measures up to the magnitude of the challenge.

### **37. Labour Law/Employment Standards Act**

Submitted by Toronto & York Region Labour Council; Durham Region Labour Council; ETFO; OECTA; OSSTF; IAMAW Local Lodges 103, 717T, 1120, 1295, 1975, 2323, 2922

The OFL will convene an emergency meeting of all Ontario unions to ensure that labour’s campaign to win new rights at work measures up to the magnitude of the challenge. The meeting would address the following questions:

1. How will the issue of Labour Law/ESA reform be made a top priority of labour and all its components?
2. How can union leaders, activists, members and staff be engaged at every level?
3. How can we ensure that adequate resources are devoted to this effort?

Because the Changing Workplace Review provides a unique opportunity to make major improvements in Labour Law and Employment Standards in Ontario. Winning new organizing rights including card-check would make a real difference in protecting union standards and reversing the decline of union density. But such gains will not be won without a campaign that matches our effort to defeat Right-to-Work in Ontario.

### **38. Card-Check Certification**

Submitted by UFCW Locals 206 and 1000A

Whereas the level of unionization among Canadian workers is spiralling downwards, and workers need unions to protect their rights and raise standards in every sector of the economy, and

Whereas employers use the time before a mandatory workplace vote to instil a climate of fear and intimidation which effectively denies workers their democratic rights, and

Whereas the United Nations Declaration on Human Rights clearly spells out the right to have a union as a fundamental human right.

Therefore be it resolved the OFL co-ordinate a province wide campaign to restore card-check certification as the standard process for workers to achieve unionization in every sector. This campaign will involve affiliates, labour councils and community allies, with the dedicated resources needed to effectively mobilize in workplaces and communities to attain this crucial goal.

### **39. Card-Check Certification**

Submitted by Toronto & York Region Labour Council; Durham Region Labour Council; ETFO; OECTA; OSSTF; IAMAW Local Lodges 103, 717T, 1120, 1295, 1975, 2323, 2922

The OFL will co-ordinate a province wide campaign to restore card-check certification as the standard process for workers to achieve unionization in every province and territory in Canada. This campaign will involve affiliates, labour councils and community allies, with the dedicated resources needed to effectively mobilize in workplaces and communities to attain this crucial goal.

Because the level of unionization among Canadian workers is spiralling downwards, and workers need unions to protect their rights and raise standards in every sector of the economy, and

Because employers use the time before a mandatory workplace vote to instil a climate of fear and intimidation which effectively denies workers their democratic rights, and

Because the United Nations Declaration on Human Rights clearly spells out the right to have a union as a fundamental human right.

## **IV. Political Action and Organizing**

### **40. Organizing**

Submitted by IFPTE Local 160

Whereas Union density continues to decrease in Canada by 25% in the past 35 years;

Whereas Labour laws in Canada have been degraded at all levels of government as a result of the rise of the neo-liberal movement;

Whereas High levels of union density improve the economy, the standard of living of working families and the general health of the society we live in; and

Whereas The Society of Energy Professionals, IFPTE Local 160 has spent almost 3 years and significant resources to organize public sector lawyers at Legal Aid Ontario, and these efforts continue to be stymied by legislative restrictions and anti-union sentiment;

Therefore be it resolved that the OFL recommit to making organizing a central focus of its public and political advocacy efforts; and

Be it further resolved that the OFL and its affiliates will lobby all levels of government to remove legislative barriers to unionization.

#### **41. Repeal Bill C-51, Anti-Terrorism Act**

Submitted by Durham Region Labour Council; Kingston and District Labour Council; COPE Local 343

Whereas the Harper Conservatives passed a dangerous bill known as Bill C-51, *Anti-Terrorism Act*, with the support of the Liberals, that undermines the fundamental rights and freedoms of all Canadians; and

Whereas Bill C-51 has been broadly criticized by civil liberty groups for allowing Canadians to be arrested on the mere suspicion of future criminal activity, allowing the Minister of Public Safety to add Canadians to a “no-fly list” with illusory rights of judicial review, creating a new speech-related criminal offence of “promoting” or “advocating” terrorism and giving CSIS and the RCMP unprecedented powers to intervene in peaceful protests that are deemed “unlawful”; therefore

Therefore be it resolved that the OFL condemn Bill C-51 and write an open letter to the Prime Minister to call for the repeal of this Act; and

Therefore be it further resolved that the OFL work with local community coalitions to raise awareness and oppose Bill C-51.

## **42. Bill C-51**

### Submitted by CUPE Local 79

Whereas Bill C-51 demonstrates little regard for judicial oversight while attacking civil and democratic rights;

Whereas Canada already has tools for dealing with terrorism and does not need expanded surveillance powers;

Whereas Bill C-51 could label any protest or picket line participant a terrorist;

Whereas any national security shortcomings are not from legislative inadequacies – they are the product of the Harper government's cuts, which created overworked and underfunded police and security services;

Whereas Bill C-51 threatens societal freedom and openness;

Therefore be it resolved that the OFL will protect the rights and freedoms of all people by demanding Bill C-51 be repealed;

Therefore be it further resolved that the OFL will organize a joint campaign with the CLC and community allies, including faith groups, to repeal Bill C-51;

Therefore be it further resolved that the OFL will demand the Prime Minister establish a public process to assess, before any similar legislation is presented to Parliament, whether powers exercised under proposed legislation respect the safety and entrenched rights of people.

#### **43. Repeal Bill C-377 – An Act to Amend the Income Tax Act (Requirements for Labour Organizations)**

Submitted by Durham Region Labour Council; Kingston and District Labour Council; COPE Local 343

Whereas unions make their finances available to their union members and Bill C-377 would impose harsh fines of up to \$25,000 per year;

Whereas the bill calls for a disproportionate number of disclosures in comparison to MPs, Senators, Public Companies, or Crown Corporations;

Whereas the Parliamentary Budget Office and the Canada Revenue Agency have both released costing analysis showing that the government will have to spend nearly \$20 million to set up a tracking system and millions a year in the implementation of the reporting system; and

Whereas this bill is part of a larger anti-democratic agenda (Bill C-51 and back to work legislation) that threatens the labour movement's democratic right to fight for its members through political action and by exercising their right to strike; therefore

Be it resolved that the OFL work with the CLC in calling for the immediate repeal of Bill C-377.

#### **44. Privatization**

Submitted by Toronto & York Region Labour Council; Durham Region Labour Council

The OFL will lead a campaign to oppose and defeat the privatization of public services and assets in Ontario, working with affiliates and community organizations across the province;

Because during the last provincial election, the Ontario Liberals said almost nothing about privatizing Hydro One, but now they plan to sell 60% ownership of this core public utility to private interests;

Because all of the new transit projects in greater Toronto are P3's – so-called Public Private Partnerships - in which all the vehicle and station maintenance is privatized for 30 years;

Because most new hospitals and other healthcare services are also subject to P3 contracts.

## **45. Defend Canada Post**

Submitted by Toronto & York Region Labour Council; Durham Region Labour Council

The OFL will work with the CLC and the Postal Workers and community groups to support the major campaign to defeat the attacks on Canada's postal service and safeguard door-to-door delivery, and will call for expanded services to strengthen the financial viability of Canada Post;

Because Canada Post Corporation is a publicly owned utility that is currently being under-utilized;

Because Canada Post CEO Chopra has outlined a plan to scrap door-to-door delivery, increase the cost of stamps, and cut thousands of letter carrier jobs, which will negatively impact people across the country, particularly seniors and the disabled; and

Because CUPW has formulated an alternative business plan for Canada Post based on successful models in Europe that include postal banking and financial services.

## **46. Ontario Common Front**

Submitted by Toronto & York Region Labour Council; Durham Region Labour Council

The OFL will:

1. Expand support for labour community coalitions which build and mobilize public resistance to the austerity agenda by providing dedicated resources to the Ontario Common Front.
2. Continue to build the alliance between equity-seeking communities and workplace struggles.
3. Continue to build the alliance between community organizations and community groups and labour.

Because fighting austerity and the rise of conservative values requires a united mobilization of Ontario's labour, social justice and equity-seeking movements.

Because the OFL must remain on the offensive if we are to continue advancing a vision in the interests of working class Ontarians and effectively capturing the public imagination.

#### **47. Ontario Common Front**

Submitted by CUPE Local 2484

Whereas the OFL convention in 2011 passed a motion calling for the creation of an Ontario Common Front (OCF) to combat austerity and growing inequality;

Whereas the OCF was formally launched in 2012, as part of the OFLs "We Are Ontario" campaign;

Whereas the OCF has grown into a strong coalition of over 90 labour and community partners that have sponsored numerous mass mobilizations, general assemblies and groundbreaking research;

Whereas the OCF has become a model for similar coalitions in Ontario and other parts of Canada; and

Whereas the work of the OCF, as a major program of the OFL, has been accomplished largely on a volunteer basis without any source of funds;

Therefore be it resolved, that the OFL set aside a designated amount of funds on an annual basis to assist the work of the OCF.

#### **48. Mobilization Day**

Submitted by CUPE Local 79

Whereas increased face to face meetings with our members will encourage membership engagement and build our unions;

Whereas convention has not been utilized effectively enough as an organizing space for the issues that are priorities for our members;

Whereas the current convention agenda does not encourage delegates to be activated during the order of the day except as speakers on resolutions and not all delegates are comfortable engaging in public speaking;

Whereas using one day as a Mobilization Day would be an efficient and cost-effective use of the gathering together of union members and leaders to prepare ourselves for the challenges posed by our employers and right-wing politicians;

Therefore be it resolved that the OFL will ensure the agenda for the 2017 Convention provides one day of convention as a mobilization day for delegates to do strategic planning on resolutions passed at convention.

## V. Constitution

### 49. Article 6: OFL Constitution - Duties of the President

Submitted by IAMAW Local Lodges 103, 717T, 2323, 2922; IFPTE Local 160; OECTA; UFCW Locals 206, 1000A; UNIFOR Locals 333, 2002; USW Locals 5296, 6200, 6500, 6946, 9393, 9740, 13292, 13571

Be it resolved to amend Article 6 of the Constitution to add the following after the second full sentence of Section 1:

*The President shall appoint Directors and any staff engaged in the carrying out of Federation affairs, subject to the approval of the Executive Committee concerning budget allocation for staff.*

### 50. Article 7: OFL Constitution - Duties of the Secretary Treasurer

Submitted by IAMAW Local Lodges 103, 717T, 2323, 2922; IFPTE Local 160; OECTA; UFCW Locals 206, 1000A; UNIFOR Locals 333, 2002; USW Locals 5296, 6200, 6500, 6946, 9393, 9740, 13292, 13571

Be it resolved to amend Article 7 of the Constitution to replace Section 9 with the following:

*Section 9: The Secretary Treasurer shall appoint administrative and support staff subject to the approval of the Executive Committee concerning budget allocation for staff.*

## **51. Executive Committee Part 1 (New)**

Submitted by IAMAW Local Lodges 103, 717T, 2323, 2922; IFPTE Local 160; OECTA; UFCW Locals 206, 1000A; UNIFOR Locals 333, 2002; USW Locals 5296, 6200, 6946, 9393, 9740, 13292, 13571

Be it resolved to insert a new Article 10 of the constitution to establish an Executive Committee which shall state in Section 1:

*Section 1. The Executive Committee shall consist of:*

- a. The President, Secretary Treasurer and the Executive Vice President.*
- b. 8 Vice-Presidents designated from the four largest private sector unions and four largest public sector unions.*
- c. Two Vice-Presidents, at least one of whom must be a woman, elected by and from the equity vice-presidents on the Executive Board.*
- d. One Vice-President elected by the members of the Executive Board from an affiliate which is not otherwise represented on the Executive Committee.*
- e. The Vice President from the largest building and construction trades union, unless a Building Trades representative is a VP according to 1.a or 1.b.*

## **52. Executive Committee Part 1 (New)**

### **Submitted by UFCW Local 1000A**

Be it resolved to insert a new Article 10 of the constitution to establish an Executive Committee which shall state in Section 1:

*Section 1. The Executive Committee shall consist of:*

- a. The President, Secretary Treasurer and the Executive Vice President.*
- b. 8 Vice-Presidents designated from the four largest private sector unions and four largest public sector unions, at least half of whom must be women.*
- c. Two Vice-Presidents, at least one of whom must be a woman, elected by and from the equity vice-presidents on the Executive Board.*
- d. One Vice-President elected by the members of the Executive Board from an affiliate which is not otherwise represented on the Executive Committee.*
- e. The Vice President from the largest building and construction trades union, unless a Building Trades representative is a VP according to 1.a or 1.b.*

## **53. Executive Committee Part 2 (New)**

Submitted by IAMAW Local Lodges 103, 717T, 2323, 2922; IFPTE Local 160; OECTA; UFCW Locals 206, 1000A; UNIFOR Locals 333, 2002; USW Locals 5296, 6200, 6500, 6946, 9393, 9740, 13292, 13571

Be it resolved to insert a new Article 10 of the Constitution to establish an Executive Committee which shall state in Section 1, following Section 1(a) – Section 1(e):

- f) One representative from a Labour Council to be elected by the Labour Council delegates on Executive Council.*
- g) No more than 2 of the Vice Presidents and Labour Council Representative on the Executive Committee shall be members of the same affiliate.*
- h) All members of the Executive Committee must be members of the Executive Board.*

#### **54. Executive Committee Part 3 (New)**

Submitted by IAMAW Local Lodges 103, 717T, 2323, 2922; IFPTE Local 160; OECTA; UFCW Locals 206, 1000A; UNIFOR Locals 333, 2002; USW Locals 5296, 6200, 6500, 6946, 9393, 9740, 13292, 13571

Be it resolved to insert a new Article 10 of the constitution to establish an Executive Committee which shall state in Sections 2, 3 and 4:

*Section 2. The Executive Committee shall meet at least four times a year.*

*Section 3. The Executive Committee is responsible for the administration and activities of the Federation.*

*The duties of the Executive Committee shall include:*

- a) Oversight of the implementation of OFL policies and procedures.*
- b) Review and approval of all expenditures of the Federation.*
- c) Recommendations to the Executive Board concerning policies, adoption of annual budgets and approval of financial statements.*
- d) Approval of collective bargaining settlements with OFL staff and terms and compensation for excluded staff.*

*Section 4. All decisions made by the Executive Committee shall be subject to the approval of the Executive Board.*

## **55. Article 9: OFL Constitution - Executive Board**

Submitted by IAMAW Local Lodges 103, 717T, 2323, 2922; IFPTE Local 160; OECTA; UFCW Locals 206, 1000A; UNIFOR Locals 333, 2002; USW Locals 5296, 6200, 6500, 6946, 9393, 9740, 13292, 13571

Be it resolved to amend Article 9, Section 4(c) by deleting Section 4(c) (ii) concerning binding contracts, and

Be it further resolved to amend Article 9 Section 4(c) by deleting Section 4(c) (vi) concerning reimbursement of expenses, and

Be it further resolved to amend Article 9 Section 4(c) by inserting a new Section 4(c) (ii) to state:

*Section 4(c) (ii): To approve an annual budget proposed by the Executive Committee.*

Be it further resolved to amend Article 9, Section 4 by inserting a new part (d) to state:

*(d) The Executive Board shall make recommendations to the Executive Council concerning campaigns and activities of the Federation.*

## **56. Ontario Common Front – Amendment to Article 10**

Submitted by CUPE Local 2484

Whereas the Ontario Common Front (OCF) is a major program of the OFL that brings together over 90 labour and community partners;

Whereas the OCF has been actively addressing issues of austerity and inequality in Ontario and working through the OFL to sponsor mass mobilizations, general assemblies, information networks, public education tools and ground breaking research;

Whereas the OFL is actively looking to become a more inclusive organization; and

Whereas the OFL Executive Council brings together labour and social partners;

Be it resolved that one seat shall be created on the OFL Executive Council for the Ontario Common Front chairperson by amending Article 10.

## **VI. Health and Safety & Workers' Compensation**

### **57. From Pain to Prevention**

Submitted by UNIFOR Local 112

Whereas Musculoskeletal Disorders (MSDs) are causing widespread suffering amongst our members and may be costing the Ontario economy about \$20 billion each year; and

Whereas this suffering can be prevented by bringing ergonomic solutions to the workplace;

Therefore be it resolved that the Ontario Federation of Labour, with its affiliates, aggressively pursue all avenues to win new regulations to protect workers from overexertion and exposure to dangerous musculoskeletal stresses, and

Be it further resolved that the OFL and its affiliates encourage local unions and worker representatives on joint health and safety committees to take ergonomic training from the Workers Health and Safety Centre (WHSC) and use the MSD prevention tools developed by Occupational Health Clinics for Ontario Workers (OHCOW) to improve workplace conditions.

### **58. Supporting the CSA Standard – Psychological Health and Safety in the Workplace**

Submitted by UFCW Locals 206 and 1000A; USW Local 9393

Whereas protecting the psychological health and safety of workers is just as important as protecting workers from physical injury and illness;

Whereas bullying, harassment and abuse in the workplace can result in physical illness and lasting mental illness;

Whereas the Canadian Standards Association worked with the Mental Health Commission of Canada to develop the CSA standard on Psychological health and safety in the workplace with input from labour;

Whereas this standard establishes criteria for a psychologically safe system of work;

Therefore be it resolved that the OFL and its affiliates lobby the Ministry of Labour to have this standard accepted as a code of practice under the Occupational Health and Safety Act and that the MOL enforce the code of practice.

## **59. Nano-Materials**

Submitted by OSSTF; UFCW Locals 206, 1000A; USW Local 9393

Whereas nano-technology is advancing faster than our understanding of its long term health and environmental consequences;

Whereas these engineered nano-materials have chemical, mechanical, electrical and biological properties which are unique and very different from the properties of the same substance existing as a dust particle;

Whereas this uniqueness also means that many of the occupational and environmental standards currently in place are meaningless for these engineered nano-materials;

Whereas much more research is needed before these engineered nano-materials should be allowed to be released on a massive scale on an unsuspecting public and an unprotected environment.

Therefore be it resolved that the OFL and its affiliates call on the Ontario government to regulate these materials separately from other toxic substances with the Precautionary Principle as the guiding principle.

## **60. Asbestos in Buildings**

Submitted by OSSTF; USW Locals 1005, 9393

Whereas products containing asbestos remain in many workplaces placing workers at risk of exposure;

Whereas vermiculite insulation contaminated with asbestos can be found in many public buildings such as schools, hospitals, arenas where workers and the public are at risk of exposure:

Whereas recent research has found that exposure to asbestos creates a higher risk of mesothelioma and lung cancer than previously thought, and;

Whereas the Ontario Ministry of Labour (MOL) has not been adequately enforcing the Asbestos on Construction Projects and in Buildings and Repair Operations regulation;

Therefore be it resolved that the OFL and its affiliates call on the MOL to implement a zero tolerance policy for violations of the regulation.

## **61. Access to Information about Asbestos in Public Buildings**

Submitted by OSSTF; UFCW Local 206, 1000A; USW Locals 1005, 9393

Whereas asbestos is a deadly carcinogen;

Whereas asbestos in various forms can be found in many public buildings risking exposure to the public and the workers employed in those buildings;

Whereas section eight of the Asbestos on Construction Projects and in Buildings and Repair Operations regulation requires owners of buildings containing asbestos to maintain detailed records about the asbestos;

Whereas the public should have the right to know about asbestos in public buildings;

Therefore be it resolved that the OFL and its affiliates call on the government to amend this regulation to require the information in section eight of the regulation for public buildings be posted online and fully accessible to the public.

## **62. Mental Injury Tool for Ontario Workers**

Submitted by OSSTF; USW Local 9393

Whereas workplace factors such as bullying, harassment, threats of violence, excessive work loads, etc can cause mental health problems in workers;

Whereas these pressures take their toll on workers' health, but are difficult to address because they do not fit into traditional health and safety categories;

Whereas some unions joined with the Occupational Health Clinics for Ontario Workers, University of Waterloo researchers, representatives from the Office of the Worker Adviser, and the Workers Health and Safety Centre to fill this gap.

Whereas this group created a Mental Injury Tool (MIT) to assist workers to gather the information they need to act in their workplaces to improve their work environment and protect their mental health;

Therefore be it resolved that the OFL and its affiliates work to raise awareness of the factors impacting the mental health of workers and promote the use of MIT to start improving mental health in the workplace.

### **63. Occupational Health and Safety Management Responsibility Statement**

Submitted by OSSTF; USW Local 9393

Whereas senior management in the public sector are some of the worst offenders for refusing to recognize the application of the Occupational Health and Safety Act in their workplaces;

Whereas these organizations are receiving public funds to operate and a failure to live up to their health and safety responsibilities results in injury and illness in the workers and additional costs for the organization including fines from Ministry of Labour prosecutions all paid for with public funds:

Whereas good health and safety policies, programs and practices will reduce work related injuries and illnesses and related costs;

Therefore be it resolved that the OFL and affiliates lobby the Ontario government to require the CEO or equivalent head of the organization receiving public funds to sign a statement that their policies, programs and practices meet or exceed the legislated requirements with personal penalties if they fail to live up to the statement.

### **64. Funding for the Office of the Worker Advisor**

Submitted by UFCW Locals 206, 1000A; USW Local 9393;

Whereas, the Tony Dean Panel on Health and Safety recommended that the Office of the Worker Advisor be given a new mandate to represent non-union workers who suffer reprisal for exercising their rights under the OHS Act;

And whereas the legitimate expectation was that this new role would be properly funded;

And whereas the incoming reprisals caseload to OWA jumped from 400 to over 1000 in the just three years of operation;

And whereas the 2014 increase in reprisals staffing for OWA was funded by taking resources away from the OWA's original workers' compensation mandate, at a time of unprecedented backlogs at the Workplace Safety and Insurance Appeals Tribunal;

Therefore be it resolved that this federation press the provincial government to fund the OWA Reprisals Program with new funding and restore the cuts to the Workers' Compensation Program.

## **65. Violence and Harassment**

Submitted by IAMAW Local Lodges 103, 717T, 1120, 1295, 1975, 2323, 2922

The OFL will conduct a summit on Sexual Violence and Harassment within the next 2 years in order to develop and promote recommendations to amend the current legislation to more effectively protect workers;

Because the current legislation does not protect or provide a safe workplace for workers;

Because first responders need specific training to deal with rape and sexual assaults-they are there to gather evidence not make judgments;

Because victims are being relocated while the alleged harasser remains in their position, and

Because there needs to be stronger obligations for employers in the Occupational Health and Safety Act.

## **66. Workplace Safety and Insurance Board Benefit Policies**

Submitted by IAMAW Local 2323; UFCW Locals 206, 1000A; USW Local 1005; Workers United Canada Council

Whereas the Workplace Safety and Insurance Board (WSIB) passed new benefit policies in November 2014;

Whereas these policies make it more difficult for injured workers to get the compensation they deserve to support them and their families through their injuries;

Whereas these policies undermine fundamental and longstanding principles of workers' compensation law, principles that protect workers who were vulnerable to injury;

Whereas the WSIB has reduced or ended many injured workers' compensation improperly because of alleged "pre-existing conditions";

Whereas injured workers must be compensated for their lost wages and impairment; and

Whereas the WSIB is using these policies to reduce its unfunded liability on the backs of injured workers;

Therefore be it resolved that the OFL and its affiliates lobby both the Workplace Safety and Insurance Board and the Minister of Labour to abandon the new benefit policies and focus instead on restoring fairness to Ontario's workers' compensation system.

## **67. Day of Respect at Work**

Submitted by CUPE Local 79

Whereas there has been a marked increase in the number of physical and verbal assaults on employees at their workplaces;

Whereas one assault is one too many;

Whereas employers are not taking this issue seriously enough to eliminate assaults at work;

Whereas marking the Day of Respect at our workplaces would identify issues and promote solutions;

Whereas, like the Day of Mourning, a Day of Respect can be part of an overall campaign that highlights workplace injuries and fatalities without suggesting we don't need safe workplaces every day;

Whereas it would help focus our efforts to educate the public on the conditions our members often face at work when we do our jobs.

Therefore be it resolved that the OFL will establish a Day of Respect at Work to educate union members, our employers and the public about the increase of assaults at work as part of an overall campaign to ensure safe workplaces.

## **68. Workplace Violence**

Submitted by CUPE Local 79

Whereas these measures will help JHSCs reduce the frequency and severity of workplace violence;

Whereas workplace violence has impacts on victims, their families, witnesses, those accused of violence, and on the organization;

Whereas by definition, workplace violence creates unhealthy work environments;

Whereas too many employees avoid their responsibilities under the various health and safety acts and consequences for employers with workers affected by workplace violence are insufficient.

Therefore be it resolved that the OFL will promote awareness of provincial workplace violence legislation and encourage member unions to lobby for better legislation.

Therefore be it further resolved that the OFL will encourage members to contact elected officials at all levels of government and demand greater ramifications for employers violating anti-violence provisions, relevant statutes and bylaws;

Therefore be it further resolved that the OFL will promote awareness of workers' rights respecting workplace violence and educate workers about their responsibility to report all incidents of workplace violence;

Therefore be it further resolved that the OFL will develop a standard to evaluate employer-provided workplace risk assessments.

## **69. Take Action on the ODRT**

Submitted by CUPE Local 129

Whereas the Occupational Disability Response Team (ODRT) has been a vital source of Workplace Insurance and Disability Prevention Training in Ontario for over 25 years;

Whereas funding for this program is under threat;

Whereas ODRT has trained well over 25,000 workers and their advocates; and

Whereas ODRT has had a demonstrable impact on the system and has worked collaboratively with system partners to improve the system;

Therefore be it resolved that the OFL continue to lobby the Minister of Labour and the WSIB to restore the funding for the ODRT;

Be it further resolved that the OFL develop a plan in cooperation with affiliate unions to ensure that the ODRT can become self-sustaining.

## **70. Working Alone**

Submitted by Lindsay & District Labour Council

Whereas the consequences of working alone presents an increase in the potential of harm or delayed response to harm or injury;

Whereas it is recognized workers who work in jobs which places them at significant vulnerability because they are alone; and

Whereas Ontario's existing OH&S legislation is not currently able to respond to the nuances of workers made vulnerable by being made to work alone;

Be it resolved that the OFL, its affiliates and Councils insist that Ontario's OH&SA be amended to prevent situations where workers are made vulnerable by being made to work alone.

Be it further resolved that the OFL, encourage the Workers' Health and Safety Centre to join in our efforts.

## **71. ONIWG Funding**

Submitted by USW Local 5481

Whereas the Ontario Network Injured Worker Groups (ONIWG) is in need of stable funding;

Whereas this funding is to be used for advocacy so the injured workers get the compensation they deserve;

Whereas the WSIB has reduced or ended many injured workers' compensation improperly because of alleged "pre-existing conditions" and other bad policies;

Whereas to focus on changing the laws and WSIB policies on restoring fairness to Ontario's workers' compensation system;

Whereas this government is allowing the WSIB by using these policies to reduce its unfunded liability on the backs of injured workers; and

Whereas ONIWG receives no government funding and solely relies on donations from the unions and private donations; ONIWG is finding it harder to get its message out with no secured funding;

Therefore be it resolved that the OFL and its affiliates make arrangements to donate to the ONIWG one cent per member per month for a total of 12 cents per member per year.

## VII. Youth and Young Workers

### 72. Young Worker Engagement Summit

Submitted by COPE Local 343; Durham Region Labour Council; IAMAW Local 2323; Kingston and District Labour Council

Whereas young people are very active in mobilizing around social, economic and climate justice but young workers are notoriously under-represented throughout the ranks of their unions and in activism within their unions;

Whereas engaging young workers within their unions is an important step towards making unions more inviting to young workers and building the labour movement as a whole;

Whereas many bargaining table negotiations will have the greatest impact on new workers and future workers;

Whereas the priorities, perspectives, concerns and leadership of young workers must be represented within their unions; therefore

Be it resolved that the OFL host a special summit that invites young workers to share best practices and allow the space for self-organization in the development of strategies for better engaging young workers within the union movement.

### **73. “Know Your Rights” Campaign for Young Workers, Interns and Co-Op Students**

Submitted by COPE Local 343; Durham Region Labour Council

Whereas the Employment Standards Act does not apply to individuals who perform work under a program approved by a college of applied arts and technology or a university for academic credit, allowing for legal unpaid internships, and leaving students vulnerable to exploitation;

Whereas interns and co-op students are still covered under the Occupational Health and Safety Act and the Ontario Human Rights Code but lack of knowledge of those rights is a significant barrier; therefore

Be it resolved that the OFL’s “Know Your Rights” campaign for youth and young workers be updated to include the rights of students completing internships, co-ops and other placement programs;

Be it further resolved that the Canadian Federation of Students be approached to launch this campaign jointly; and

Be it further resolved that Members of Provincial Parliament be lobbied for better legislation regarding internship protections for interns and co-op

## **74. Opposition to “Net Tuition”**

Submitted by COPE Local 343; Durham Region Labour Council

Whereas the Council of Ontario Universities has begun promoting bogus concept of “net tuition” in order to mask the actual cost of higher education;

Whereas “net tuition” is a concept that distinguishes between the up-front tuition fees charged by a university and the actual fees paid by the average student after scholarships, grants, and student loans are taken into account;

Whereas the concept of “net tuition” ignores the realities of students who do not qualify for financial assistance and disguises the fact that universities often use student financial aid to justify tuition fee increases; and

Whereas tuition fees and student debt in Ontario are higher than any other province or territory;

Therefore be it resolved that a letter be written to the Council of Ontario Universities objecting to the use and marketing of the concept of “net tuition,” and calling for the reduction of tuition fees and student debt.

## **75. Support for the CFS-Ontario “Education is a Right” Campaign**

Submitted by COPE Local 343; Durham Region Labour Council

Whereas per student funding for Ontario colleges and universities is lower than almost any other jurisdiction in North America;

Whereas the Government of Ontario is pushing regressive changes to the province’s funding formula for colleges and universities that could give unprecedented government and corporate influence over the academic mission of universities through “outcomes-based funding”; and

Whereas the Canadian Federation of Students-Ontario launched a campaign to increase funding for higher education, drop tuition fees and reduce student debt with a Student Day of Action on October 7, 2015 and they are building momentum for a sustained “Education is a Right” campaign in 2016; therefore

Be it resolved that OFL endorse and support the Canadian Federation of Students’ “Education is a Right” campaign; and

Be it further resolved that a media, social media and outreach strategy be developed to bolster affiliate, local and member participation in the campaign.

## **76. Student & Union Representation at Carleton University**

Submitted by Durham Region Labour Council

Whereas Carleton University is considering bylaw changes that would bar representatives of campus student and labour unions from being eligible to sit on the institutional Board of Governors;

Whereas student and labour union executives are the legitimate and democratic representatives of key university stakeholders, are accountable to their constituencies, and have the resources and knowledge to effectively represent students, faculty, and staff at the Board level;

Whereas a survey of thirteen universities across Ontario shows that these proposed restrictions are highly unusual; and

Whereas Carleton University is also proposing to restrict access to the Board of Governors by banning all members of the Carleton community from observing “open meetings” without explicit invitation from the Secretary.

Therefore be it resolved that a letter be written to the Carleton University Board of Governors condemning the proposed Bylaw changes as an attack on student and labour representation.

## VIII. Economic and Trade Policy

### 77. Economic Development

Submitted by CUPE Ontario

The OFL will:

Develop a comprehensive economic strategy that includes the following:

- fighting to preserve and expand public services and public sector employment as a necessary part of a fair and just economic strategy.
- fighting against all forms of privatization.
- fighting to protect jobs, pensions and benefits against attacks from employers.
- fighting against trade deals that lead to the loss of jobs and downward pressure on wages.
- fight to ensure that good jobs are available for all, and that the entire working class benefits from economic development.

Because:

- Developing the kind of economy that benefits workers will require a fight against governments and business that have been attacking workers for years.
- It is only through mobilizing our members to take action to create a new kind of economy that we can ever achieve any form of economic justice.

## **78. Keeping Hydro Public in Ontario**

Submitted by CUPE Local One

The OFL will work with allies to stop the sale of Hydro One and further privatization of local electrical utilities;

Engage in a long-term political campaign to elect a provincial government in 2018 that is opposed to the sale of public assets, and will reinstate full public ownership and control of Hydro One.

Because Hydro privatization will result in higher rates and loss of public control while emboldening Bay Street and hurting communities.

"Asset recycling" or selling public assets such as Hydro One is a transfer of wealth from the public to private investors who continue to aggressively target public assets and public services for profit.

A chorus of voices across Ontario, including unions, community organizations and municipalities, has called on the province to Keep Hydro Public.

The Ontario Liberals are privatizing 60% of Hydro One despite strong public opinion against the plan.

## **79. Resolution against Privatization of Ontario's Hydro One**

Submitted by UNIFOR Local 222

Whereas the privatization of Hydro One will lead to higher electricity prices for Ontario's citizens and businesses; and

Whereas Hydro One belongs to the people of Ontario and does not need to be sold in order to have value; and

Whereas in exchange for a one-time lump sum, Ontario would lose hundreds of millions of dollars a year in hydro revenues forever; and

Whereas this privatization plan includes the amalgamation of local electrical utilities, which means loss of local control and income for municipalities in Ontario; and

Whereas the Ontario Liberals did not run on a platform to sell Hydro One and have no mandate to privatize it;

Therefore Be It Resolved that the Ontario Federation of Labour call upon the Wynne Government to stop the sale of Hydro One and call upon our local Municipalities to put forward motions to stop the sale of Hydro One.

## **80. Keep Hydro Public**

Submitted by CUPE Local 79

Whereas selling 60% of Hydro One would funnel 60% of Hydro One's annual revenue to private shareholders, entailing a net loss to provincial coffers of \$338.8 million per year;

Whereas Ontario's Auditor General, Ombudsman, and Information and Privacy Commissioner have raised concerns about accountability and transparency;

Whereas the legislation allowing Hydro One privatization facilitates privatization of local hydro utilities across the province;

Whereas loss of revenue will constrict funding for the physical and social infrastructure necessary to foster good jobs and vibrant communities for future generations;

Therefore be it resolved that the OFL will continue and expand the "Keep Hydro Public" campaign, including by developing educational materials for unions and the general public to inform about hydro privatization's hidden costs, lack of transparency and loss of revenue;

Therefore be it further resolved that the OFL will campaign for the provincial government to respect the autonomy and local decision-making powers of local distribution companies by not forcing these companies into mergers or sales.

## **81. Revenue Tools**

### Submitted by CUPE Local 79

Whereas Canadian cities and towns face financial pressures and can no longer sustain services primarily through property tax revenues;

Whereas municipalities have millions of dollars of untapped revenue, estimated by the CCPA to be more than \$600 million for the City of Toronto alone;

Whereas without sustainable revenues, municipalities underfund public services and the workers who deliver them;

Whereas across the country, municipal workers are forced into strikes/being locked out with attacks on wages, benefits and pensions;

Therefore be it resolved that the OFL will develop a campaign, using CUPE National's municipal toolkit, *Building better communities: A fair funding toolkit for Canada's cities and towns* and involving both labour and community allies, to convince municipalities to invest in physical and social infrastructure by expanding their revenue tools;

Therefore be it further resolved that the OFL will use the campaign to convince senior levels of government to provide municipalities sustainable funding for physical and social infrastructure and the authority to implement alternate revenue tools.

## **82. Public Services**

Submitted by IFPTE Local 160

Whereas public services are a necessity that provide affordable, sustainable and universally accessible services to Ontarians;

Whereas the planning and provision of public services requires a rigorous, evidence based process open to public scrutiny to ensure proper services are provided while managing the cost to citizens;

Whereas properly balanced service reliability, environmental sustainability and costs are key and fundamental economic drivers to support good, middle class jobs that help communities thrive; and

Whereas public service providers play an instrumental role in their communities;

Therefore be it resolved that the OFL will call on governments to promote public ownership and operation of public service assets; and

That the OFL to lobby for legislation to support such public ownership and encourage affiliates and community-based allies to support campaigns to maintain public ownership of these services including the provision of appropriate resources to implement campaigns in Ontario.

## **83. Provincial Mass Transit Canadian Content Rules**

Submitted by UNIFOR Local 1075

Whereas manufacturing is a vital source of good paying jobs;

Whereas all of Canada's major trade partners have significant domestic content rules for mass transit projects;

Whereas the current Canadian Content rules in Ontario of 25% are weak by comparison;

Whereas mass transit projects in Ontario are funded in part by the provincial government; and

Whereas all workers efforts should be considered equal;

Therefore be it resolved that the OFL lobby the provincial government to adopt 60% Canadian Content rules, based on person hours of work, for all mass transit projects funded in part or whole by the provincial government.

#### **84. Federal Mass Transit Canadian Content Rules**

Submitted by UNIFOR Local 1075

Whereas manufacturing is a vital source of good paying jobs;

Whereas all of Canada's major trade partners have significant domestic content rules for mass transit projects;

Whereas the absence of Canadian Content rules nationally puts Canadian workers at a disadvantage;

Whereas mass transit projects in Canada are funded in part by the federal government; and

Whereas all workers efforts should be considered equal;

Therefore be it resolved that the OFL, work with the CLC, to lobby the federal government to adopt 60% Canadian Content rules, based on person hours of work, for all mass transit projects funded in part or whole by the federal government.

## **IX. Environment**

### **85. OSSTF/FEESO Environmental Motions**

Submitted by OSST/FEESO

Be it resolved that the OFL encourage all affiliates to endorse the Leap Manifesto program for fighting greenhouse gas emissions and transitioning to an economy based on green renewable sources of energy;

Be it further resolved that the OFL encourage all affiliates to develop a political action plan to engage their members in the fight for an economy based on green renewable sources of energy;

Be it further resolved that the OFL encourage all affiliates to join the Climate Action Network of Canada; and

Be it further resolved that the OFL endorse the Green Economy Network ([greeneconomynet.ca](http://greeneconomynet.ca)) and encourage all affiliates to support its vision statement.

### **86. Promoting investment in renewable energy**

Submitted by COPE Local 343; Durham Region Labour Council;

Whereas current small investments to renewable energy have already resulted in more people being employed in the green energy sector as opposed to employment in work related to the tar sands;

Whereas a commitment to renewable energy would create not only sustainable jobs, but also a sustainable planet; and

Whereas working people in Canada depend on a healthy environment and climate change is an immediate threat to working people around the world and in Canada; therefore

Be it resolved that the OFL lobby government to call for a significant and continuing investment in publicly owned and operated renewable energy, such as solar, wind and thermal power; and

Be it further resolved that the OFL work with allies in environmental movements that seek the same outcome.

## **87. Promoting investment in renewable energy**

Submitted by Kingston and District Labour Council

Whereas current small investments to renewable energy have already resulted in more people being employed in the green energy sector as opposed to employment in work related to the tar sands;

Whereas a commitment to renewable energy would create not only sustainable jobs, but also a sustainable planet; and

Whereas working people in Canada depend on a healthy environment and climate change is an immediate threat to working people around the world and in Canada; therefore

Be it resolved that the OFL promote investing in renewable energy and work with allies in environmental movements that seek the same outcome.

## **X. Social Policy**

### **88. Repeal the Bill C-24, Strengthening Canadian Citizenship Act**

Submitted by COPE Local 343; Durham Region Labour Council; Kingston and District Labour Council

Whereas on May 29, 2015 the Canadian Senate adopted the *Strengthening Canadian Citizenship Act* through which citizenship of Canadians can be revoked from dual nationals convicted of terrorism, treason and high treason, and/or spying for foreign governments while allowing Canadian citizens who were born in Canada and have no other citizenship to remain in the country even when convicted of the same crimes;

Whereas Canadian citizenship has always been permanent, whether by birth or by naturalization, and it is protected by the *Charter of Rights and Freedoms*; and

Whereas this Act creates second class citizens in Canada and perpetuates racism and Islamophobic stereotypes by stripping rights from particular communities;

Therefore be it resolved that the OFL work with the CLC to condemn Bill C-24 and write an open letter to the Prime Minister to call for the repeal of this Act; and

Be it further resolved affiliates be encouraged to do the same.

## **89. Public Education**

Submitted by Toronto & York Region Labour Council; Durham Region Labour Council

The OFL will vigorously press for:

1. funding of school boards which is based on the needs of their students;
2. local education taxation powers be reinstated to school board trustees;
3. equitable and affordable education from early childhood through adult education;
4. well-repaired schools that are the hubs of their communities with funding for appropriate staff and the capital to maintain safe, well-maintained schools;
5. sufficient staffing and resources guaranteed to meet the requirements of all special needs students and their families;
6. funding for classroom resources which meet the needs of a quality education; and
7. teaching of the "whole child" by replacing standardized testing with teaching skills such as critical thinking that lead to life-long learning.

Because presently, Ontario spends the lowest rate in Canada on education;

Because a quality public education is the right of every Ontarian; and

Because ensuring a healthy democracy requires an educated electorate.

## **90. Challenging Privatization**

Submitted by CUPE Ontario

The OFL will:

Work with allies to challenge all forms of privatization such as public-private partnerships (P3s) and more recently, re-packaged forms of privatization such as asset recycling, or the sale of public assets, and social impact bonds.

Educate union members and community allies about the disastrous effects of privatization and its key role in furthering the austerity agenda.

Demand investment in public services and infrastructure to respond to the growing needs of all residents in Ontario.

Because:

- Governments continue to push privatization plans despite mounting evidence that discredits claims of efficiency or cost-savings.
- These re-named privatization methods intensify the attack on public services and infrastructure, hurting communities and workers, while creating more profit for private investors and corporations.

## **91. \$10 a Day Child Care Campaign**

Submitted by Ontario English Catholic Teachers' Association

The OFL will:

1. Endorse the Ontario Coalition for Better Child Care (OCBCC) demand for \$10 per day child care.
2. Work with affiliated unions and labour councils to build support for regulated, affordable, high quality child care in each local community.

Because:

- Licensed child care in Ontario costs upwards of \$50-70 per day, per child.
- There are only licensed spaces for 1 in 5 of Ontario's children.
- In many areas, there are long waiting lists for a child care subsidy.
- We know that child care is good for children, families, and our economy.

## **92. Health and Physical Education Curriculum of the Ministry of Education in the Province of Ontario**

Submitted by Ontario English Catholic Teachers' Association

The OFL will:

Endorse the revised Health and Physical Education Curriculum to be used in all publicly funded schools in the Province of Ontario.

Publicly declare that the revised Health and Physical Education Curriculum affirms the OFL's long standing belief that concise education in the areas of mental health, sexual violence and internet exploitation will enable the future workers in Ontario to make healthy, choices regarding their own well-being, and the well-being of others.

Acknowledge that the revised Health and Physical Education Curriculum fully supports the OFL and its affiliate Unions' demand for the promotion of mental and physical health for all workers in the Province of Ontario.

Because:

A safe and healthy work environment is built on a safe and healthy educational environment. This Curriculum gives students the tools to recognize exploitation and subjugation in all its forms, and to voice their opposition to both wherever they arise.

### **93. Support for Child Care Workers**

Submitted by CUPE Local 2484

Whereas low unionization rates makes it difficult to protect and advance decent wages, benefits and working conditions in the sector;

Whereas fragmentation in funding and delivery of child care services makes it difficult to find systemic approaches to address chronic funding shortfalls, low wages, benefits and poor working conditions; and

Whereas privatization of municipal child care programs means the elimination of wage and benefit benchmarks in the sector;

Be it resolved that the OFL will:

1. Continue to support its coalition partner, Ontario Coalition for Better Child Care (OCBCC);
2. Work closely with the OCBCC and all trade unions in Ontario that represent child care workers to devise organizing and bargaining strategies in the sector, especially those that protect publically delivered childcare; and
3. Continue to support and work closely with Child Care Advocacy Association of Canada (CCAAC).

#### **94. Support for Better Child Care**

Submitted by CUPE Local 2484

Whereas the newly elected liberal government has publicly stated that they will invest in a childcare system;

Whereas the provincial government needs the funding to make essential improvements to their child care systems; and

Whereas OFL members and their families will be negatively impacted by the lack of child care spaces and facilities in need of improvements;

Be it resolved that the OFL will:

1. Pressure the provincial government to increase funding for childcare only in the non-profit and publically delivered system and to continue all wage grants for non profit, and publically operated childcare programs;
2. Actively support and take part in childcare campaigns spearheaded by the CCAAC and OCBCC for a not-for-profit national Child Care program and provincial child care advocacy initiatives; and
3. Lobby the provincial and federal governments to move quickly to establish a provincial childcare model to establish a system of quality, affordable early childhood education and care.



**POLICY RESOLUTIONS: OFL CONVENTION 2015**

**13<sup>th</sup> OFL Biennial Convention • November 23-27, 2015 • Ontario Federation of Labour (OFL)**

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

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