

OUR FUTURE OUR FIGHT

VISION DOCUMENT



**ONTARIO
FEDERATION OF
LABOUR**



ONTARIO
FEDERATION OF
LABOUR

15 Gervais Drive, Suite 202
Toronto, Ontario,
M3C 1Y8
416 441 8306
convention@ofl.ca

ONTARIO FEDERATION
OF LABOUR
VISION
DOCUMENT //

2021

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

CONTENTS

01 //	Preamble
03 //	A just recovery
06 //	Justice for workers
10 //	Healthy and safe workplaces
13 //	Equity, racial justice, and real reconciliation
17 //	Universal, accessible, and well-funded public services
23 //	Climate justice and a livable planet
26 //	Conclusion



It's been a tough two years for Ontario workers.

Since the first lockdown in March 2020, the COVID-19 pandemic has disrupted all aspects of our lives, and none more so than our conditions of work: when, where, and how we work—or whether we work at all. In the last 20 months, our world has been turned upside down.

COVID's impact has been devastating. Nearly ten thousand Ontarians have died from the virus or related illnesses, including people who caught it at work.

While corporations have raked in billions in profit, workers have faced growing uncertainty, precarity, mental health stress, and exposure to COVID in the workplace. Some of us have suffered temporary lay-offs or permanent job losses. Many of us who got sick couldn't afford to take time off. Front-line workers, especially in health care and long-term care, worked punishing hours, with few or inadequate health protections, and in an environment where lives are at stake: theirs and the people they care for.

None of us has been untouched by the pandemic, but the hardest hit have been women, workers of colour, migrant workers, people with disabilities, and members of other equity-seeking groups.

And to make things worse, we have endured all of this under a provincial government that continues to put the needs of businesses ahead of the public's health and well-being. Without a doubt, the COVID death toll in Ontario is higher because of these backwards priorities.

When we say Doug Ford makes us sick, we mean it literally.

For many working people, including those who lost loved ones or co-workers to preventable COVID deaths, getting rid of this rotten government has become a life-or-death matter.

This isn't the only lesson we learned from the pandemic.

We saw how COVID exposed the deep inequities of our economic system, and made them much worse.

We saw how Doug Ford's government, both before the pandemic and at its height, put profit before people and ignored the science to keep us safe.

We saw how the longstanding demands of the labour movement—for decent work, safe working conditions, and well-funded public services—could have saved lives and dramatically minimized the impact of the pandemic, but only if governments had implemented them instead of ignoring them for years.

We were reminded of the value of the work we do every single day, that the economy can't function without us, and that the workers we rely on most—those who feed us, care for us, and look after us when we're sick—are often the ones with the least support, the lowest pay, and the worst conditions.

And we realized that, even in the most difficult circumstances, from lockdowns to stay-at-home orders, workers will always have the ability to fight back, to defend their jobs and communities, and even win our demands.

Indeed, it was actions taken by the entirety of the labour movement, both unionized and non-unionized workers, that helped us win additional supports and protections during the pandemic, even in the face of reluctant or obstinate governments.

We only won these things because workers fought for them.

This is our most important lesson. That it's up to us, the workers of Ontario, to decide what kind of world we want for our children and for future generations. And that no one but us is going to fight for it.

It's our future, our fight.

But to win this fight, and the future we deserve, we need to build a united working-class movement that connects all struggles and campaigns across Ontario. We need to educate and mobilize each other, our co-workers, and the people in our communities. And we need to advance a vision that inspires all of us to fight. That vision includes:

- › A just recovery
- › Justice for workers
- › Healthy and safe workplaces
- › Equity, racial justice, and real reconciliation
- › Universal, accessible, and well-funded public services
- › Climate justice and a livable planet

Together, these six themes cover the most urgent demands that Ontario workers have raised in the recent history of the labour movement, as well as new demands that have emerged in the course of the pandemic.

Working people need a just recovery—not only from COVID, but also from a system that has put our livelihoods, our lives, and our planet at risk.

This is the vision that inspires **Our future, our fight**—a bold, progressive, and ambitious campaign to win the Ontario we need. In the pages that follow, we develop that vision in more detail, to remind ourselves of what we're fighting for and what's at stake for future generations.

In the Action Plan, we propose a province-wide mobilization strategy with the explicit goal of defeating Doug Ford's anti-worker government and electing a workers-first government led by the New Democratic Party.

Built on a series of escalating local and regional actions that encourage the involvement of rank-and-file workers, the plan aims to unite union members and community members across multiple struggles for economic, social, racial, and climate justice—and in the process, to build momentum for our movement to continue well past the election, no matter who wins.

With a provincial election rapidly approaching, we don't have a moment to lose.

The fight for our future starts now.

A JUST RECOVERY

The 16th Biennial Convention of the Ontario Federation of Labour will be unlike any other in the history of our movement.

Instead of gathering in one big room where we would sit alongside our fellow delegates, we will attend the Convention in isolation from one another, on our home or work computers.

Instead of lining up at the mics to make speeches from the floor, we will use the raise hand function to get on a virtual speakers' list, and try to remember to unmute ourselves when it's our turn to speak.

Instead of voting with delegates' cards held high in the air, we will click a yes or no button or perhaps give a thumbs-up signal to our cameras.

Instead of shouting "solidarity" or "hear, hear" in response to a moving speech by a delegate, or giving a standing ovation to a great guest speaker, we will click on the reactions button to choose a heart or the clapping hands emoji.

And instead of mingling with each other, seeing old friends, and making new ones during breaks and at the end of each day, we will have to be content with text messages and group chats and, if we're not too Zoomed out, perhaps an online social call in the evening.

But one thing won't change.

No matter the circumstances, and despite the challenges of the pandemic, we will still find a way to meet and do the hard work of the labour movement.

Indeed, it is what we have always done throughout our history whenever workers faced a crisis, from the banning of strikes during periods of war, to the repression of our civil liberties during moments of unrest, to natural disasters and other health pandemics, to crushing defeats at the ballot box: as a resilient and unrelenting force for justice, the labour movement has always fought back, not only for workers, but also for all of society.

And this is exactly what we did when COVID hit.

Instead of retreating, backing down, or walking away, we stood our ground in every fight that was underway against the harmful and regressive policies of the Doug Ford government.

And we opened new fronts, as Ford botched the government's response to COVID and made the pandemic worse, and as new struggles emerged in the movements for social, racial, and climate justice.

We discovered new ways of meeting, organizing, and demonstrating. We led meetings of hundreds of people online, from all across Ontario, and helped activists and communities stay connected. We painted our demands on our vehicles, in addition to placards and banners, and printed our union logos on facemasks and hand sanitizer, in addition to t-shirts and toques. We joined virtual picket lines and sent solidarity selfies to striking workers all across the country.

And throughout it all, we continued to go to work—whether remotely, in person, or on the front lines—and defended our collective agreements and negotiated new contracts.

In the wake of the racist police murder of George Floyd in Minneapolis, and the tragic death of Regis Korchinski-Paquet in Toronto, we hit the streets in socially distanced marches all over Ontario. When farm workers died during a COVID outbreak in Niagara, we joined a caravan to St. Catharine's to demand status for migrant workers. When Haudenosaunee Land Defenders led a land reclamation of unceded Six Nations territory at 1492 Land Back Lane, we showed up in person to show our solidarity. In the middle of a stay-at-home order, we defended the right to assemble and led a car cavalcade around Queen's Park during the vote on the *Stay Home If You Are Sick Act*.

And in countless other actions in towns and cities across Ontario, the labour movement was there to keep the fight going, like we always have and always will.

As we grapple with the impact of a fourth wave, and prepare for the possibility of more to come, we can't afford to leave our futures in the hands of an anti-worker government that puts profit before people.

Ontario workers must be front and centre in the discussions, debates, and decisions about how to emerge from the pandemic and bring COVID under control. We will not let Doug Ford's Conservatives, or the corporations they pander to, do it on our backs.

We need more than just a recovery, we need a just recovery. That means:

- › Opposing anti-Asian racism and other forms of racism, discrimination, xenophobia, and hate that target racialized and newcomer communities in response to the pandemic
- › Protecting the right of all Ontario workers to a healthy and safe workplace through access to vaccines, rapid testing, and other key precautionary measures
- › Implementing a comprehensive immunization strategy based on the framework developed by workers and their representatives—in consultation with scientists, medical experts, and public health officials—in the OFL's "Follow the Science, Enforce the Law, Protect Workers" [toolkit](#), including:
 - Providing enhanced and sufficient ventilation, including government-mandated and funded assessments and upgrades for all essential public institutions
 - Ensuring strong Ministry enforcement of the *Occupational Health and Safety Act*
 - Conducting frequent hazard assessments that consider all forms of transmission and variants
 - Providing adequate and highest-level Personal Protective Equipment (PPE), including direct, appropriate respiratory protection for all workers
 - Reviewing transmission infection and control measures, before and after outbreaks
 - Conducting proper, immediate exposure investigations that include contact tracing
 - Engaging workers, joint committees, and unions in a genuine consultation process
 - Paying workers fair and swift compensation, including paid time to receive vaccinations and to recover from any side effects, and paid sick leave when symptomatic or when isolating
- › Addressing government's failure to follow the precautionary principle when it comes to recognizing airborne transmission of COVID-19 and implementing the necessary hierarchy of controls
- › Promoting vaccination and other public health measures in multilingual, culturally sensitive, and inclusive information campaigns in consultation with local communities and their representatives

- › Assessing, accounting for, and responding to the disproportionate impact of the pandemic on women, workers of colour, migrant workers, people with disabilities, and members of other equity-seeking groups
- › Legislating a minimum of 10 job-protected, employer-paid emergency leave days per year for all workers, plus 14 additional paid days during public health outbreaks
- › Preventing employers from requesting doctors' notes to access paid sick days
- › Making pandemic pay permanent and expanding its eligibility
- › Ensuring that all public services, especially health care and long-term care, have extra capacity, including adequate staffing levels and properly maintained resources such as ventilators and PPE, to handle surges in demand during pandemics or other emergencies
- › Ending staff shortages among front-line workers in health care and long-term care and developing a long-term strategy to train, recruit, and retain front-line workers
- › Legislating at least four hours of hands-on care per resident per day in every long-term care facility in Ontario
- › Imposing a moratorium on home evictions for the duration of the pandemic
- › Opposing violent police evictions of park-based encampments
- › Reducing class sizes, as required during the pandemic, while maintaining adequate levels of staffing and educational support in primary and secondary schools
- › Ensuring that all post-secondary institutions enforce smaller in-person class sizes, including social distancing, and campaigning for full vaccinations for all staff and students attending in-person classes, including all students living in campus residences
- › Providing family status accommodation to workers who have child care and/or elder care requirements while working remotely and/or while their usual supports are unavailable

As we grapple with the impact of a fourth wave, and prepare for the possibility of more to come, we can't afford to leave our futures in the hands of an anti-worker government that puts profit before people.



JUSTICE FOR WORKERS

Most of us will spend a third of our lives at work. Our conditions of work—how much we get paid, how many hours we work, whether we have access to benefits, how much we contribute to a pension, and so on—are the single largest factor in determining our quality of life.

That's why the working class, from its earliest moments, has always fought to improve conditions of work: from the fight for an eight-hour day, to the fight for the mandatory collection of union dues, to the fight for paid maternity leave. In most cases, workers had to go on strike for long periods of time to win these demands.

Our victories were never handed to us on a silver platter by bosses or the government. We had to organize and fight to win them ourselves.

It's how we won then, and how we'll win again.

The Ontario Federation of Labour, along with all our affiliates, is part of this long and proud history of fighting for justice for workers. Unfortunately, that fight is far from over.

In recent decades, union density has steadily declined in every major industrial country, as corporations scramble to boost profits at the expense of workers, and as corporate-friendly governments make it harder for workers to protect themselves against greater rates of exploitation.

In Ontario, just over 27% of the workforce is unionized, the lowest unionization rate in all of Canada, except for Alberta. The national average is almost a third, at 31.3%.

The drive for profit at all costs is what explains government's reluctance or outright refusal to take measures that would make life easier or more affordable for workers, that would raise revenue to provide the public services we need, that would outlaw the business practices destroying the planet, or that would keep the public healthy and safe during a global pandemic.

When you hear a politician say, “we need to think about the economy,” they're not talking about the economic well-being of workers or our communities, they're talking about the corporate bottom-line.

They're talking about profit.

Since Doug Ford's election in 2018, Ontario workers know this story all too well.

One of Ford's first acts in office was to introduce back-to-work legislation, ending a lawful strike and opening the door to more attacks on collective bargaining rights. Within a year, his

government imposed an effective wage cut on public sector workers, with its draconian and unconstitutional Bill 124, by restricting compensation increases to 1% a year for the following three years, well below the rate of inflation, and expanded government interference in public sector bargaining.

But Ford's attacks went well beyond unionized workers. Only months after his election, Ford targeted hard-won decent work laws, cancelling the scheduled \$15 minimum wage, eliminating two paid sick days, repealing equal pay for equal work, and making it harder for workers to access union protections.

These attacks hit non-unionized workers the hardest, especially women, workers of colour, migrant workers, people with disabilities, and members of other equity-seeking groups.

By the time the pandemic hit in early 2020, workers had fewer workplace and health protections to keep themselves and the wider public safe from COVID-19.

In other words, Ford's actions guaranteed that the impact of the pandemic was much worse than it had to be.

Despite countless calls from scientists, medical experts, public health officials, and the labour movement, Ford repeatedly refused to implement measures that could have limited the spread of the virus, saved lives, and accelerated a recovery, such as permanent paid sick days and priority access to the vaccine for front-line workers.

At times, the public's anger at Ford's inaction and incompetence boiled over. Ford responded with half-measures and crocodile tears. Ontario workers won't soon forget the consequences of these decisions for our families and our communities.

With our lives and livelihoods at stake, we simply can't afford another four years of a Doug Ford government.

We were right to fight for justice for workers, both before and during the pandemic. Our longstanding demands for decent work, safe working conditions, and justice at work were vindicated by everything COVID exposed. Imagine how many lives could have been saved if workers had access to paid sick days when they needed it, or if front-line workers had the protections they needed when exposed to the virus.

As we fight for a just recovery from COVID, we must also fight for a just recovery from an economic system and a government that continues to put profit ahead of workers, public health, and our communities.

We need justice for workers. That means:

- › Introducing a \$20 minimum wage and removing all exemptions for students, liquor servers, farm workers, and other workers
- › Ensuring that job-protected paid leave covers survivors of domestic and/or sexual violence, without the need for disclosure
- › Restoring and expanding equal pay for equal work standards, with greater enforcement and no loopholes, regardless of gender, racialization, immigration status, or status as part-time, contract, or temporary agency workers
- › Restoring and expanding fair scheduling laws that would guarantee workers a minimum number of hours per week, additional hours for existing workers, and sufficient notice of work schedules
- › Requiring employers to provide pay transparency so workers can enforce equal pay and help fight gender- and race-based wage discrimination
- › Strengthening protections for temporary agency workers, including making companies responsible for agency workers' injuries, working conditions, and collective bargaining

- › Ensuring all temporary agency workers are hired directly by the client company after three months of work and providing protections against being terminated before the three-month deadline if another temporary worker is hired to do the same work
- › Dismissing the so-called Ontario Workforce Recovery Advisory Committee and rejecting any of its proposals to amend labour legislation
- › Implementing the [Gig Workers' Bill of Rights](#) and ending the misclassification of gig workers
- › Guaranteeing that all workers, including migrant, undocumented, and gig workers, are covered under the *Employment Standards Act (ESA)* or the *Labour Relations Act (LRA)*, with no loopholes or exemptions
- › Providing permanent residency status upon arrival for all new migrant workers and permanent residency status for all migrant and undocumented workers already here
- › Ensuring job protection against unjust dismissal for workers who stand up for their rights at work, including during union drives and the certification process
- › Moving to a sectoral bargaining model in recognition of the reality that collective bargaining no longer only occurs between one union and one employer within an individual workplace
- › Removing barriers for non-unionized workers to unionize their workplaces and providing access to workplace information when a union is engaged in an organizing drive
- › Extending card-based certification to all sectors
- › Making it easier to certify a union across franchises and sub-contractors
- › Empowering workers to hold all employers accountable when they have contravened the *LRA*
- › Providing automatic access to first-contract arbitration in all cases
- › Extending successor rights to all contracted services, including the protection of wages, benefits, seniority rights, and union coverage, and ending contract flipping
- › Guaranteeing the right of employees to return to work following a lawful strike or lockout, without the threat of reprisal
- › Legislating robust anti-scab laws
- › Repealing Bills 124 and 195 and ending government interference in the collective bargaining process, including the use of back-to-work legislation, replacement workers, and legislated maximums on bargained working conditions and forms of compensation
- › Highlighting workers' rights, consumer protection, and tax compliance in all new and emerging business models
- › Increasing access to meaningful paid work-integrated learning opportunities for students
- › Strengthening benefit security for existing pension plan members and expanding coverage to the millions without any employer pension plan
- › Promoting defined benefit pension plans over all other retirement schemes
- › Prioritizing workers' wages, severance pay, and pension funds over all other creditors in the case of bankruptcy
- › Increasing pension insurance coverage to reflect inflationary pressures
- › Ensuring members have a voice when significant changes are made to pension plan funding

GIG WORKERS' BILL OF RIGHTS:

- › A worker is a worker: Full employment rights with no carve-outs from minimum wage, sick leave, vacation pay, and other minimum employment standards.
- › Payment for *all* hours of work: Paid time from when workers sign in until they sign out of the app with a clear and concise breakdown of how pay is calculated.
- › Compensation for necessary work related expenses to ensure gig workers' *real* wages are not reduced below the minimum wage.
- › Full and equal access to regulated benefits programs like Employment Insurance (EI), Canada Pension Plan (CPP), and injury compensation (WSIB).
- › Data transparency: Access to all data collected and how the algorithm affects workers, including any forms of discipline.
- › Make all work count: Gig work must count towards Permanent Residency applications.
- › Put onus on employers to prove that workers are not employees, instead of workers proving that they are not independent contractors. Enshrine the predictable and purposive ABC test for employment status.
- › Recognize gig workers' right to form a union, with the union they choose, to have a collective voice at work.
- › Workers must have the right to negotiate for livable wages and benefits with their employer. Real, worker-led sectoral bargaining to enable meaningful collective bargaining to raise industry standards.
- › An end to arbitrary deactivations. The guarantee of fair compensation for glitches: Just cause protection against deactivation, access to a clear and free process, and enforcement mechanisms for minimum standards. Compensation for technical issues on the platform's end.

BILL OF RIGHTS

All work counts

Hours of work must count towards Permanent Residency applications

Employee status

By Default

It should be on the employer to prove otherwise, with a clear appeal

Right to form a union

The right to organize with the union that we believe should be a collective voice at work

The right to negotiate

Real worker-led collective bargaining for wages, benefits and other conditions

No arbitrary

deactivations,

compensation

for app glitches

Just cause protection against deactivation (removal), clear process and

enforcement mechanisms and workers should get the full amount of their wages

Sign on to support

HEALTHY AND SAFE WORKPLACES

Justice for workers must include the right to a healthy and safe workplace.

Workers fought long and hard for the health and safety standards that employers must legally uphold in all Ontario workplaces. But too many employers see health and safety as a threat to their bottom line and either try to evade protections or lobby the government to weaken or eliminate them altogether.

Workers end up paying the price. Sometimes it's a life-changing injury that leaves them with a permanent disability. Other times it's an occupational disease that makes them sick. On far too many occasions, it's something that costs them their life.

Our urgent task is to protect and improve the health and safety of all Ontario workers.

Even more critically, we must *prevent* workers from being injured, poisoned, or killed on the job. We must ensure the precautionary principle is upheld.

And when it isn't, we must fight to ensure workers or their loved ones are made whole through compensation, while knowing that no amount of money will ever right these wrongs.

April 28 is the annual National Day of Mourning, or Workers' Memorial Day, when we remember workers who have suffered from work-related disability, disease, and death. This past year, we demanded "Doug Ford, do your job so workers don't die doing theirs" and called on the government to implement life-saving measures it has continued ignore.

In 2018, the number of workplace-related deaths was 228. In 2019, it was 190.

In 2020, the number jumped to 324. For the labour movement, one death is too many.

Predictably, Doug Ford's approach to health and safety has been to give employers a break.

In the construction trades, where unionized workers are leaders in health and safety practices, Ford has opened the door for non-unionized companies to bid on and build public infrastructure projects. As soon as Ford took office, enforcement of Ontario's compulsory certification of licensed trades ground to a halt. That's three years of zero provincial oversight.



In long-term care, Ford has dramatically loosened oversight. In 2018, his government effectively eliminated proactive resident quality inspections. In previous years, more than 650 inspections were conducted annually. Under Ford's dangerous reign, a mere nine took place in 2019, just 1.4% of the total.

And that was before the pandemic struck.

Just two months into the first lockdown, Ford's government responded to a critical shortage of PPE by proposing that workers in congregate care settings use cloth masks instead, a completely inadequate method to protect respiratory health. The main reason for the shortage was the government's failure to maintain the PPE stockpiles that had been created in response to the SARS Commission.

It was a preview of the negligence and incompetence that would come to define Ford's failed pandemic response.

Time and time again, Ford failed to provide workers with adequate, permanent paid sick leave, which led to massive outbreaks in precarious workplaces and many deaths.

His Ministry of Labour found over 15,000 COVID-19 infractions, and yet stopped work only 24 times from January to April 2021—during the third and worst wave Ontario experienced.

On April 28, 2021, Auditor General Bonnie Lysyk released a damning report on the state of long-term care. It reported that 13 of 15 long-term care homes with the highest number of resident deaths were for-profit entities. Lysyk revealed alarming staff ratios, such as one nurse to 99 residents and one personal support worker to 30 residents—in numerous cases, forcing workers to transfer between positive COVID-19 units and non-COVID-19 units.

Throughout the pandemic, workers have continued to fight for improved and expanded access to a workers' compensation system when they are injured, poisoned, or killed. Shamefully, nearly one quarter of Ontario workers have no such protection. For workers who do, the Workplace Safety and Insurance Board (WSIB) has prioritized its own cost reductions at their expense. Just months after Ford's election, the WSIB slashed employer premiums by nearly 30 percent, following a 10 percent cut in previous years. By 2019, they announced another 17 percent reduction.

In recent weeks, Ford's government announced plans allowing the WSIB to hand over billions of its surplus to employers and further reduce their premiums, instead of supporting the injured workers who need it, nearly half of whom live in poverty.

These decisions affect workers' health and sometimes cost them their lives.

Among those who suffered workplace-related COVID deaths were health care workers, long-term care workers, and migrant farm workers, while additional workplace deaths were recorded amongst other crucial front-line workers. In September 2019, another temporary agency worker died at Fiera Foods in North York, the fifth death since 1999 at the company or one of its affiliates. Twenty-two workplace deaths took place at construction sites in 2020, seven of them in December alone. In July 2021, a residential counsellor was murdered at work in a supportive living home.

We mourn and remember these workers, and all others who suffered work-related injury, disease, or death in Ontario. At the same time, we fight like hell for the living.

We need justice at work. That means:

- › Opposing any and all forms of discrimination and/or harassment in the workplace, including on *Ontario Human Rights Code*-based grounds
- › Lobbying government to include psychosocial hazards in the *Occupational Health and Safety Act*
- › Ensuring that labour-governed organizations are prioritized and properly funded, including the Workers Health and Safety Centre, Occupational Health Clinics for Ontario Workers, and Prevention Link
- › Introducing the precautionary principle approach for all new substances, processes, or job designs in the workplace
- › Ensuring that health and safety training, as well as disability prevention training, remains delivered by workers for workers in classroom settings
- › Increasing the frequency and scope of pre-emptive workplace inspections (in-person) by the Ministry of Labour, Training and Skills Development
- › Implementing a zero-tolerance policy for toxic and lethal substances, including asbestos, in workplaces and ensuring strong enforcement
- › Implementing the full recommendations of the independent review conducted by Dr. Paul Demers into the work-relatedness of cancer (Jan. 2020), the Expert Advisory Panel on Occupational Health and Safety (Dec. 2010), and the SARS Commission (Dec. 2006)
- › Demanding universal workers' compensation for every worker in Ontario
- › Ensuring that any WSIB surplus is directed to injured workers, and not handed over to employers
- › Expanding the definition of occupational diseases so workers are treated fairly and without discrimination
- › Abolishing the unfair practice of deeming at the WSIB
- › Requiring employer criminal negligence to become a routine part of every workplace death investigation
- › Holding employers accountable for the health and safety of their workers and prosecuting negligent employers for killing workers
- › Making companies that use temporary agencies financially responsible under the WSIB for workplace deaths and injuries
- › Expanding the requirement for a mandatory inquest into a workplace-based death from construction and mining to all other sectors, including agriculture

EQUITY, RACIAL JUSTICE, AND REAL RECONCILIATION

The fight for equity must be at the heart of everything the labour movement does.

As workers, we have a shared interest in defending our working conditions, protecting public services, and ensuring a sustainable future for our families and communities. It is our common experience of going to work everyday in exchange for wages or a salary that makes us part of the working class.

But we don't all experience "class" in the same way. For many of us, our day-to-day lives, including our experiences in the workplace, are shaped by the painful realities of various and multiple forms of oppression: sexism, misogyny, racism, bigotry, xenophobia, Islamophobia, anti-Semitism, homophobia, transphobia, ableism, ageism, and so on.

These ideas exist, flourish, and reinforce each other within bigger systems of oppression: white supremacy, settler-colonialism, right-wing populism, imperialism, fascism, and others.

And they are the means by which the 1%—the tiny class of people in whose hands most of the world's wealth and power are concentrated—manage to divide us against one another, despite our common interests and shared experiences. It's why workers lack economic and political power, although we vastly outnumber the people who make decisions on our behalf.

Doug Ford is well aware of this divide-and-conquer strategy. If Ontario workers are going to defeat his agenda, we will need to mount a unite-and-fight response.

His attacks on equity have taken many forms, from withdrawing funding for the resettlement of asylum seekers in Ontario, to prohibiting Legal Aid Ontario funding for immigration and refugee cases, to under-resourcing and understaffing the Immigration and Refugee Board and the Human Rights Tribunal of Ontario.

Weeks after his election, Ford cancelled Ontario's modernized health and physical education curriculum, reverting back to the 1998 curriculum, and halted the development of Indigenous-focused education. In response, tens of thousands of high school students led a historic walkout across the province, forcing him to back down. Nevertheless, Ford disbanded expert committees tasked with ending violence against women and combating anti-Black racism, anti-Indigenous racism, Islamophobia, and anti-Semitism. And he failed to implement the recommendations of Justice Tulloch's Independent Street Checks Review, which could have eliminated carding in Ontario.

Ford's systematic dismantling of decent work laws was also an attack on equity, as BIPOC (Black, Indigenous, People of Colour) workers, especially women, are disproportionately represented in low-wage, non-union, and precarious work in Ontario, and would have benefited more than any other group of workers from the \$15 minimum wage, fairer scheduling, equal pay for equal work, and access to union protections.

In this light, it was critical for the labour movement to understand that the fight for decent work was also a fight for racial justice, and vice-versa.

And just as the pandemic exposed the deep economic inequities of the system, it also exposed its racism and sexism: racialized, Indigenous, migrant, and low-wage workers—many of them women—disproportionately occupy jobs with no access to paid sick days and with greater exposure to the virus. Just six months after the first lockdown, racialized communities made up 83% of all COVID infections in Toronto. Black people, who represent just nine percent of the city's total population, accounted for 21% of infections.

On top of greater infection rates and less access to health care and vaccines, racialized communities also faced an increase in hate crimes, especially people of Asian descent, and the baseless blame for spreading the virus.

In reality, it was structural racism, the lack of decent work and paid sick days, and Ford's negligence and incompetence that made racialized communities more vulnerable to COVID's impact than other groups.

Beyond the pandemic, the broader fight against racism exploded. On May 25, 2020, the world watched in horror the racist police murder of George Floyd, whose death was captured in a seven-minute video. Protests erupted globally under the banner of #BlackLivesMatter. Suddenly, another pandemic was visible: systemic anti-Black racism.

The following year, we learned the painful truth—what Indigenous communities have been trying to tell us for years—about the existence of mass, unmarked graves of Indigenous children at former residential school sites in Tk'emlúps te Secwépemc, Brandon, Cowessess, Kootenay, and Penelakut Island, while investigations were launched at nearly 20 more locations. Tens of thousands joined protests against the continuing genocide of Indigenous peoples in Canada.

On June 6, 2021, four members of a Muslim family in London, Ontario were killed in a terror attack motivated by Islamophobia and anti-Muslim hatred. Thousands attended a vigil at London Muslim Mosque two days later, with outpourings of grief across the entire country.

In response to these and other racist acts of violence, the labour movement must continue to show its solidarity, mobilize and educate its members, and support communities and organizations that have long been leading the fight for racial justice.

And we must do the same for all movements and struggles against oppression, both within our workplaces and in our communities.

None of us are free until all of us are free.

We need equity, racial justice, and real reconciliation. That means:

- › Promoting justice and equity by repairing historic, discontinuing current, and preventing future oppression of Indigenous communities, Black communities, communities of colour, migrant communities, immigrants and refugees, deindustrialized communities, depopulated rural communities, as well as other affected communities and groups
- › Agitating for a whole-of-government approach that is equity-focused and intersectional: anti-colonialist, anti-racist, feminist, anti-ableist, anti-ageist, and 2SLGBTQI+ inclusive
- › Challenging sexism, misogyny, racism, bigotry, xenophobia, Islamophobia, anti-Semitism, homophobia, transphobia, ableism, ageism, as well as bigger systems of oppression such as white supremacy, settler-colonialism, right-wing populism, imperialism, fascism, and others
- › Eliminating systemic anti-Indigenous and anti-Black racism, Islamophobia, and anti-Semitism, including from government bodies, departments, agencies, etc. such as school boards, children's aid societies, the workforce, and decision-making structures
- › Ending police killings of Black and Indigenous people and communities
- › Defunding police institutions and services, redirecting funds allocated to overfunded police budgets towards public services, especially social and mental health supports, in the communities
- › Developing and implementing alternatives to police services, including decriminalization, disarmament, demilitarization, and other abolition strategies
- › Supporting and funding community-driven and -led solutions to community safety and well-being
- › Abolishing the discriminatory practice of racial profiling, such as police carding
- › Strengthening and expanding the scope and mandate of the Anti-Racism Directorate
- › Adopting the 94 recommendations of the Truth and Reconciliation Commission
- › Recognizing September 30, the National Day for Truth and Reconciliation, as a statutory holiday in Ontario
- › Demanding immediate action on prosperity for all Indigenous peoples, including, but not limited to, access to clean water, housing, and food security
- › Ensuring that the National Inquiry into Missing and Murdered Indigenous Women and Girls reflects and supports the needs of Indigenous communities
- › Ensuring the full implementation of all demands of the [final report](#) of the National Inquiry into Missing and Murdered Indigenous Women and Girls
- › Funding local and regional initiatives that support meaningful processes of reconciliation and decolonization, especially within education, health care, and other public services

**None
of us
are
free
until
all of
us are
free.**

- › Demanding permanent resident status and family unity for all current migrants and refugees, as well as landed status on arrival for those in the future
- › Establishing Ontario as a sanctuary province for those with precarious status and who have been harmed by policies of exclusion
- › Closing the wage gap through funding, enforcing, and expanding pay equity and employment equity legislation
- › Demanding an economic justice strategy that promotes women's meaningful participation in the workforce, recognizes the care penalty imposed in female-dominated employment, and improves access to public services and programs, such as child care
- › Ending violence against women through a comprehensive action framework that focuses on prevention, supports, and services
- › Breaking down barriers for workers with accommodations and facilitating the integration of people with disabilities into every aspect of the workplace and society
- › Establishing the Disability Rights Secretariat
- › Eliminating homophobia and transphobia and making it safe for people to live authentically
- › Ensuring that 2SLGBTQI+ people have access to appropriate and timely health care options that are friendly and competent and meet their respective needs
- › Addressing the prevalence of suicide attempts among 2SLGBTQI+ youth through increased supports, such as mental health services, housing, and other supports
- › Ending violence against Trans peoples, including those who identify through an intersectional lens
- › Restoring general funding for all Legal Aid Ontario services and improving access
- › Removing restrictions on Legal Aid Ontario funding for immigration and refugee cases
- › Filling all adjudicator vacancies and expanding the number of adjudicators, especially BIPOC adjudicators, at the Human Rights Tribunal of Ontario
- › Providing sufficient resources to eliminate the backlog of cases at the Immigration and Refugee Board and the Human Rights Tribunal of Ontario



UNIVERSAL, ACCESSIBLE, AND WELL-FUNDED PUBLIC SERVICES

When everybody has access to the public services they need, all of us benefit.

When people who are sick get treated quickly and effectively, they miss less time at work and don't spread infection.

When seniors in long-term care get quality care and support, their children and families have less stress and anxiety and are more productive at work.

When children get safe and supportive public education from Kindergarten to Grade 12, they have greater opportunities and skills for lifelong learning.

When students are able to attend college or university without amassing crushing debt, they start families sooner and have more resources to buy a home or a car.

When workers get the training and education they need, they have better job security and generate greater tax revenue.

When parents have access to universal, affordable, and high-quality child care, they have more employment options and the peace of mind their children are in good hands.

When unhoused people have access to stable and secure housing, they have better health and employment outcomes and rely less on other public services.

In study after study, in country after country, research shows that universal, accessible, and well-funded public services create greater health, employment, and prosperity for everyone.

In other words, good public services help us achieve equality and a more equitable society.

But despite these obvious benefits, including the long-term savings they generate for governments, public services in Ontario and across Canada have been under attack for years. The same trend is visible in almost every other industrialized country around the world.

The decision to cut public services is not accidental. It's all about priorities.

Just as the unrelenting drive to profit has led to a decades-long assault on workers' rights and unions, the same economic pressures have made most governments either reluctant or outright opposed to making corporations and the rich pay their fair share in taxes.

So instead of raising taxes on those who should (and easily could) pay more, governments give them tax breaks and exemptions, leaving the rest of us with far less revenue to fund our public services. As a result, the quality declines and access decreases—and confidence in the public system erodes.

For some governments, including Doug Ford's Conservatives, the deliberate underfunding of public services becomes the pretext to privatize them. Privatization means that, instead of providing services to meet our public needs, they are bought and sold to make profit for private corporations.

Privatization is another way corporations try to boost profits: by creating new markets to buy and sell a product or service where the opportunity didn't exist before. Governments don't just privatize for the sake of it—they do it to reward their big business buddies who want to make a buck off our health care, education, and other needs.

In Ontario, decades of spending cuts, chronic underfunding, and privatization have brought our public services to the brink.

Before the pandemic, Ontario already had the lowest program spending per person of any province in Canada. Not surprisingly, Ontario also had the highest inequality in the country. These facts are not unrelated.

The people most hurt by cuts to public services are women, workers of colour, people with disabilities, and members of other equity-seeking groups.

In his first budget, Ford cut or froze spending in almost every ministry and department, planned nearly \$4 billion in tax cuts for businesses over six years, and cancelled a modest tax increase on high-income earners. By 2019, his government had rammed through a chaotic mega-merger of numerous regional and specialized health care providers, undermining the rights of unionized workers and opening the door to more privatization. His government also slashed half a billion dollars from Ontario's health insurance plan, leaving many critical tests and procedures uncovered.

By the time the pandemic hit, our public services were already stretched to the limit. This meant we were less prepared to fight COVID, and more vulnerable to its effects.

In other words, Ford's cuts cost lives.

Ontario has 2.2 beds per 1,000 people, the lowest of all the provinces. The national average is 3.2. The number of available beds at any given time is one way of measuring the capacity of our health care system. So too are staffing levels and the availability of services and procedures across regions.

Where there have been long-term cuts, the system gets overwhelmed more quickly. Health care workers end up working non-stop





shifts, to the point of burn-out, and in conditions where they lack adequate PPE and other protections, and face increased exposure to the virus.

The situation in Ontario's long-term care sector is even worse, where over 3,800 people have died of COVID, including 13 workers. In Ontario, the majority of long-term care homes—about 60%—is run by private, for-profit companies. The remaining facilities are either non-profit or public (run by municipalities).

Throughout the course of the pandemic, public long-term care homes had the lowest rates of COVID death, whereas private facilities had the highest. Where profit comes before people, these deadly results are entirely predictable.

While Ford's refusal to regulate long-term care made the impact of COVID worse, the crisis in the sector can trace its roots to Mike Harris's Conservative right-wing government in the 1990s, which tore up the minimum standard of care passed by the previous New Democratic government.

At the end of April 2021, Ontario's Auditor General, Bonnie Lysyk, slammed Ford's government in a scathing report that cited persistent overcrowding, poor Ministry oversight, and severe staff shortages—all longstanding concerns of long-term care workers and the labour movement—for the acute crisis in the sector. The government's own Long-Term Care Commission echoed these same concerns in its damning June 2021 report.

Deregulation doesn't just hurt residents, it hurts the workers who care for them. Low wages, few benefits, and part-time hours meant more workers had to take jobs in multiple workplaces, increasing their exposure to the virus. The lack of paid sick days made it impossible for long-term care workers to take time off when they showed symptoms of COVID or got sick.

In education, Ford's cuts led to lower spending per student, while class sizes increased for grades four to 12 in Ontario. As the fourth wave got underway, Ford botched the safe return to in-person learning by ignoring the concerns of education workers for robust vaccination, proper ventilation, and other health and safety measures.

At the post-secondary level, Ford transformed grants for low-income students into loans, even retroactively, and cancelled the six-month interest-free period on student loans. And while Ford introduced a ten-percent reduction in tuition fees, he failed to fund it properly. His so-called *Student Choice Initiative*, an attempt to undermine the democratic funding of student unions in Ontario, was beaten back by students—twice—in the courts.

But Ford's greatest attack on Ontario's post-secondary system came in the middle of the pandemic, when his government failed to prevent the financial insolvency of Laurentian University, allowing a pro-creditor restructuring plan that laid off hundreds of faculty and staff, gutted collective agreements, eliminated 69 undergraduate and graduate programs (including Indigenous and francophone programming offered at no other institution), and sent economic shock waves through the entire region.

Ford's abandonment of a publicly funded university is unprecedented in Ontario history and will have devastating consequences for years to come in communities throughout Northern Ontario.

In Ford's Ontario, child care is the most expensive in Canada, across all age groups. His consistent approach has been to embrace deregulation, funneling more public funds to for-profit providers and relaxing restrictions on the number of children in home child care at any given time.

The pandemic only exacerbated the lack of quality, affordable child care in Ontario, especially during lockdowns when schools were closed. Most parents still had to work—whether in their workplace or from home—with little to no supports for child care while school-age children required care or supervision.

Housing is another issue made worse by the pandemic. In the absence of a federal or provincial affordable housing strategy, most workers were already struggling to pay sky-rocketing rents or save enough to buy their own home. Many have faced eviction during COVID as a result of lost income or employment.

Ford's response was a brief freeze on the enforcement of evictions, but it ended in June. Forcing vulnerable people out of their homes only fuels the spread of the virus and undermines every other public health measure meant to contain the pandemic.

Making matters worse, Ford had already cut in half a scheduled three-percent increase to social assistance rates and eliminated half the funding for Ontario's Poverty Reduction Strategy.



**Good public
services help
us achieve
equality
and a more
equitable
society.**

In the context of across-the-board cuts to all public services, and against the backdrop of the pandemic's devastation, mental health and addiction have become even more urgent issues for working people in Ontario. The opioid crisis, for example, continues to worsen under Ford, especially in Northern Ontario and in rural communities with unequal access to mental health and addiction services and infrastructure.

Even before the pandemic, Ford's attacks on our public services, on the workers who provide them, and on everyone who uses them put all of Ontario at risk.

As we struggle to contain the fourth wave, and brace ourselves for more to come, we know that public services do more than keep us healthy and safe. They save lives.

We need universal, accessible, and well-funded public services. That means:

- › Ensuring that big corporations and the rich pay their fair share of taxes, including taxes that remain unpaid or on undeclared or hidden revenue
- › Establishing, investing in, and improving access to publicly delivered universal services and programs—such as health care, mental health care, pharma care, dental care, eye and vision care, child care, long-term care, housing, elementary and secondary education, post-secondary education, social and community services, and public pensions—for all residents of Ontario
- › Providing public services in an inclusive and equitable manner and centering equity concerns in the design, delivery, and expansion of services
- › Stopping the privatization of our public services and assets, including Crown corporations, as well as our health care, education, child care, infrastructure systems, and any other service or program
- › Guaranteeing professional-level wages for all public sector workers
- › Increasing annual hospital funding to protect and expand service levels and rebuild capacity, including a greater availability of beds in regular care and Intensive Care Units
- › Ending staff shortages among front-line workers in health care and long-term care and developing a long-term strategy to train, recruit, and retain front-line workers
- › Ensuring that all work in health care and long-term care is decent work, with full-time employment, job security, and access to paid sick days, benefits, pensions, and a livable wage, with the recently instituted temporary \$3 Personal Support Worker pay increase made permanent and extended to all health care workers
- › Legislating at least four hours of hands-on care per resident per day in every long-term care facility in Ontario
- › Restoring province-wide standards of care in long-term care, funding them properly, and implementing them by legislation in the *Time to Care Act*
- › Making all long-term care public and not-for-profit
- › Expanding access to home care for seniors living at home
- › Declaring the opioid crisis a public health emergency
- › Ensuring universal access to mental health, addiction, treatment consumption, and overdose prevention services and infrastructure and investing in harm reduction strategies
- › Imposing a moratorium on evictions for the duration of the pandemic
- › Creating a comprehensive provincial social housing program that treats housing as a public utility

- › Implementing a comprehensive housing strategy that provides housing for unhoused people and secures housing for people in precarious accommodation
- › Creating non-profit, affordable (capped at \$10 a day) child care spaces, as well as ending the licensing of new for-profit child care centres
- › Providing enhanced and sufficient ventilation, including government-mandated and funded assessments and upgrades, for primary and secondary schools and all essential public institutions
- › Reducing class sizes, as required during the pandemic and according to best practices in non-pandemic circumstances, while maintaining adequate levels of staffing and educational support in schools
- › Increasing supports for students with special education needs in primary and secondary schools
- › Exempting public institutions, including colleges and universities, from the *Companies' Creditors Arrangement Act (CCAA)*, federal legislation designed to guide private-sector companies through insolvency
- › Restoring funding to Laurentian University to rehire laid-off faculty and staff and reverse all cuts to undergraduate and graduate programs
- › Eliminating tuition fees for all post-secondary students and ensuring that the overall cost of post-secondary education is publicly funded
- › Implementing a system of non-repayable grants to fund students' cost of living while enrolled in college or university
- › Cancelling all student debt
- › Increasing social assistance rates and Ontario Disability Support Payment (ODSP) to well above the poverty line
- › Implementing a comprehensive poverty reduction strategy that ensures food and housing security, access to education and job training, employment opportunities, and other supports
- › Expanding access to social assistance for all persons regardless of their immigration status and providing supports with dignity, care, and respect
- › Providing funding to provincial, regional, and municipal agencies, departments, programs, etc. that provide the public with increased access to community centres, recreational centres, sports and leisure activities, cultural centres, museums and galleries, libraries, and the Arts

CLIMATE JUSTICE AND A LIVABLE PLANET

Our planet is burning.

And not just in a figurative sense, it is actually on fire. In recent months, devastating wildfires have raged out of control in California and the Pacific Northwest; in British Columbia, Alberta, and Ontario; and in Greece, Turkey, and the south of France.

Unprecedented heatwaves are now the norm in regions more accustomed to cool or moderate weather. The result is prolonged drought, bone-dry conditions, failing crops, the disappearance of grasslands and forests, and a long and dangerous fire season.

In British Columbia, two whole communities—Lytton and Monte Lake—were completely wiped out in a matter of hours. Every home, building, and vehicle was burnt to a crisp, while residents fled to neighbouring communities where they still faced evacuation warnings.

Every year, the Earth's temperature continues to rise. The six warmest years on record have all been since 2015, with 2016 and 2020 tying for the hottest years ever.

At the same time, other parts of the planet have been affected by record rainfall and dangerous flooding. In Germany, Belgium, and the Netherlands, entire communities were destroyed by floods that washed away roads, bridges, buildings, and cars, moving tons of soil and debris across the landscape. In southern China, the worst floods in decades have displaced almost hundreds of thousands of people and killed dozens.

On August 9, 2021, the Intergovernmental Panel on Climate Change issued its starkest warning yet. Very little time remains to limit warming to 1.5 or 2 degrees Celsius. We could soon pass the tipping point, and face a future where parts of the planet are no longer inhabitable.

In Ontario, Doug Ford's policies are hurtling us to a climate disaster.

Not long after taking office, Ford eliminated Ontario's cap-and-trade program, cancelled nearly 800 green energy contracts, and launched a campaign against federal climate initiatives. His government also cut the 50 Million Tree Program, slashed funding for flood protection, and floated the possibility of cancelling Ontario's Blue Box recycling program. Thanks to Ford, businesses are no longer required to report publicly their use or production of toxic substances.

Just as the labour movement has asserted its right to be part of the discussions, debates, and decisions about ending the pandemic, so too must workers be part of the response to climate change.

Indeed, it has been workers themselves, including those in extractive industries, who have come up with some of the most bold, ambitious, and transformative proposals to address climate change and create sustainable green economies.

For workers in high-carbon jobs, we need a just transition to low-carbon alternatives that preserves wages, benefits, and collective agreements, and gives workers the chance to put their skills and training towards practical climate solutions or acquire new skills and training in other sectors.

A just transition must also include a labour-led and government-backed strategy to transform existing

low-carbon jobs—jobs in sectors that generate little to no carbon emissions, such as caregivers for children and seniors, disability support workers, domestic workers and cleaners, and education and health workers—into well-paying jobs with reasonable hours, decent benefits, and guaranteed access to union protections.

Most workers in existing low-carbon jobs are women, workers of colour, and members of other equity-seeking groups. When we include decent work in climate justice solutions, we are also supporting the fight for gender and racial justice.

Another critical equity consideration is the need to centre the fight for Indigenous sovereignty in all climate justice solutions: ensuring that Indigenous peoples have full control over their communities, their land, and how they use it. In recent years, the labour movement has deepened its relationship with Indigenous peoples in Ontario and across Turtle Island, who have been leading climate struggles for many years.

This powerful alliance has the potential to build an even stronger movement for climate justice, and to stop the wholesale exploitation and destruction of our environment by governments, corporations, and developers.

Workers have more than just organizing experience to bring to this alliance. They have the social weight of the entire labour movement and the ability to negotiate climate justice solutions in their collective agreements.

Although we take it for granted today that equity issues are workplace issues, it wasn't always like this. Workers—especially women, workers of colour, people with disabilities, and members of other equity-seeking groups—had to fight for years to ensure equity was taken seriously. Their success has helped entrench equity as a key bargaining issue for workers.

We could do the same today for climate justice issues, and help reframe many of our most common bargaining demands as ways to fight the climate crisis.



Doug Ford and his corporate backers have demonstrated their inability to be part of a climate justice solution. Their approach, like it is to public services, is to push deregulation, privatization, and for-profit models. By contrast, workers—and the planet—need public, not-for-profit solutions, including a public green energy strategy for the province, that addresses the needs of workers, our communities, and the environment, all in harmony with each other.

We need climate justice and a livable planet. That means:

- › Securing for all people clean air and water, climate and community resiliency, healthy food, access to nature, and a sustainable environment
- › Improving the public's access to provincial parks and other publicly-managed green spaces
- › Achieving net-zero greenhouse gas emissions through a fair and just transition for all communities and workers, with meaningful community input from communities and labour
- › Demanding that governments play the central role in leading a fair and just transition of the economy and ensure that corporations, for-profit bodies, and the private sector adhere to all climate-related legislation, policies, practices, etc.
- › Creating millions of decent, high-wage jobs and transforming low-carbon jobs into good jobs, while expanding low-carbon sectors
- › Ensuring that climate justice solutions respect and support Indigenous sovereignty, racial and gender justice, and other equity concerns
- › Developing public, not-for-profit green energy solutions
- › Improving, repairing, and expanding infrastructure that provides climate justice solutions, such as building mass transit systems within and between cities and regions and creating high-quality affordable housing near places of work
- › Supporting divestment and meaningful green investment strategies regarding the responsible management of pension funds
- › Restoring environmental regulations, policies, reporting mechanisms, etc. that have been eliminated or weakened by the Ford government
- › Holding big corporate polluters responsible for their actions
- › Imposing bigger fines and greater penalties for corporate and business practices that harm the environment

CONCLUSION

Our future, our fight: these two things are related.

The vision we have developed in these pages is both a diagnosis of the problems, issues, and concerns that Ontario workers and their families face after almost four years of a Doug Ford Conservative government *and* a prescription of what we need to turn things around, stop the attacks on our communities and our standards of living, and create a sustainable future for all of us.

This is not a wish-list. Our demands are not only urgently needed, but are also completely winnable.

But only if we organize to fight for them.

In the first two years of Ford's regime, we knew what we were up against. His attacks came fast and early, although the resistance of our movements no doubt tempered them. But workers, our families, and our communities still felt the pain.

And then COVID hit. The pandemic taught us many lessons and confirmed things we already knew to be true: that Doug Ford is a threat to the health, safety, and well-being of all Ontarians.

With almost 10,000 COVID deaths, the pandemic also reminded us of the stakes.

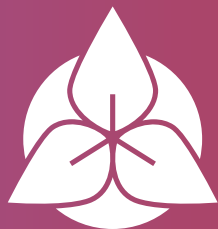
Let us be inspired by our vision of what's needed and of what's possible.

Let us be inspired by what we've already done to fight back.

And let us share that inspiration with our co-workers, our families, and people in our communities to be part of the fight to make that vision—our future—a reality.

**Our future, our fight:
let's get started!**





**ONTARIO
FEDERATION OF
LABOUR**

15 Gervais Drive, Suite 202 Toronto, Ontario, M3C 1Y8 | 416 441 8306 | convention@ofl.ca