

WE ARE ONE: POWER PLAN

ACCOUNTABILITY UPDATE

February 2026



**ONTARIO
FEDERATION OF
LABOUR**





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MESSAGE FROM OFL PRESIDENT LAURA WALTON

In November 2025, delegates at the OFL convention unanimously passed our We Are One: Power Plan. The first of its kind for the Federation, this plan was built by workers, for workers — through worker input in surveys, on road tours, and directly from the floor of our convention.

Our Power Plan is not merely a wish list of actions workers want to take, but includes tangible, measurable goals with clear timelines to ensure that work is being moved forward. I am proud to share that benchmarks set for our first 60 days of our term have not only been met, but we have begun achieving goals set for the first six months.

We have begun to strike sector committees and hold meetings in the K-12 Education, Post-Secondary, Municipal, Healthcare, and Community Services sectors.

In recent weeks, I have been calling on the government for “Plans, not promises” for workers in Ontario. But we cannot call on the government to act in ways that we ourselves are not willing to do. I think you will find in this, our initial accountability update, that our focus at the Ontario Federation is on plans that deliver for workers what workers have been calling for:

- Fair Pay, Real Security
- Good Jobs, Strong Future
- Public Services that Work
- Safe Workplaces, Respect on the Job
- Education that Builds Power
- Building Power and Keeping Us Strong
- Political Arena & The Worker’s Party

The Power Plan is a worker’s plan. In the coming months, there will be opportunities in all corners of our province to participate in building power in your communities through this plan. I look forward to building that power with each of you.

In Solidarity,

LAURA WALTON

STRATEGIC POLITICAL PLANNING SESSION

DECEMBER 16–17, 2025

On December 16 and 17, 2025, OFL Officers, the General Secretary, and political staff convened for a strategic planning session facilitated by Dionne A. Falconer. Over two days, participants mapped the implementation of convention resolutions and aligned them with the OFL Power Plan. The session focused on establishing measurable priorities, coordinating political engagement across regions, and developing a clear roadmap for implementation. This work laid the foundation for structured and accountable regional power-building.

[Power Plan English \(click to view\)](#)

[Power Plan French \(click to view\)](#)

Sault Ste Marie Pilot Project

First Regional Power Site

December 17–21, 2025

Immediately following the planning session, OFL President Laura Walton, the Organizing and Special Projects Coordinator, and the Communications Director travelled to Sault Ste. Marie to launch the first regional Power Site under the Power Plan framework. The visit prioritized direct engagement with workers, labour councils, and community leaders, while gathering on the ground data to inform political education and organizing curriculum development.

Steelworkers were a primary focus due to layoffs at Algoma Steel. Meetings were held with workers and Ontario NDP Leader Marit Stiles to address the economic and social impacts facing the community. Site visits also included local schools, where OFL met with CUPE Local 16 education workers and OSSTF/FEESO teachers.

Engagement with the Sault Ste. Marie and District Labour Council provided an opportunity to report back on provincial priorities while gaining insight into the issues workers are raising locally. Additional union hall visits

included IUOE Local 793.

Community-based organizing was central to the pilot. The “Power in the Pub” session drew strong participation from ETFO, IUOE Local 793, Steelworkers, OSSTF/FEESO, PSAC/AFPC, CUPE, and the Sault Ste. Marie and District Labour Council. The “Sault-idarity on Ice” community skate brought families together and reinforced solidarity through an accessible public event.

Following the pilot, political staff reconvened to review the data and advance curriculum development for the “Good Trouble School North,” based on the priorities identified during the visit.



Sudbury Region

Second Regional Power Site

In Sudbury, OFL President Laura Walton participated in pre-budget consultations and conducted site visits, including attending the picket line at Laurentian University. A productive meeting was held with the Sudbury Labour Council to discuss the development of Good Trouble School North, planned to take place in Sault Ste. Marie. These engagements strengthened regional relationships and identified opportunities for continued expansion of the Power Plan framework.



Durham Region

Third Regional Power Site

An initial meeting was held with the Durham Labour Council to explore replicating the Sault Ste. Marie Good Trouble School model. Early stages of planning began for a regional “Building Power in the Pub” session and a community-based engagement event to further operationalize the Power Plan.

Upcoming Power Plan Phase I

Regional Power Sites

- > Kitchener
- > Hamilton
- > Thunder Bay
- > Ottawa
- > Niagara

Bad Boss Hotline Launch

Resolutions 69, 86, and 117

The Bad Boss Hotline microsite officially launched, supported by outreach materials and an initial distribution strategy. The initiative is designed to increase unionization efforts across the province while holding the provincial government accountable for barriers to organizing.

The Hotline includes an e-action urging workers to email Doug Ford, their local MPP, and the Minister of Labour to demand legislative and policy action to:

- Remove barriers that delay or discourage union certification
- Strengthen protections for workers organizing a union
- Crack down on employer interference and intimidation during organizing drives
- Recognize unionization as a primary worker protection tool

The initiative also provides value to affiliates by generating leads from workplaces currently organizing or expressing interest in organizing. Information gathered through actions on the Bad Boss Hotline may be shared with affiliates and the Ontario NDP in an anonymous manner to

strengthen campaigns and raise awareness of issues facing workers across the province.

The “Rate Your Employer” tool allows workers to anonymously share their workplace experiences. Submissions are reviewed to identify systemic trends, strengthening research capacity, lobbying efforts, and affiliate organizing strategies. For unionized workplaces, collected data can support collective bargaining preparation and member mobilization.

The Bad Boss Hotline also supports the OFL in expanding contact lists beyond traditional labour spaces. Contacts are tagged regionally and sectorally to strengthen targeting for future campaigns and organizing efforts.

The microsite provides robust resources, including referrals to legal clinics and organizations that support workers seeking to unionize. Workers are directed to information on:

- Filing a claim under Ontario’s *Employment Standards Act*
- Filing a workplace health and safety complaint
- Filing a WSIB claim
- Filing a WSIB exposure claim

Recent organizing victories are highlighted to demonstrate the power of unionization and reinforce momentum.



If you want better pay, dignity and respect in your workplace – join a union!

ONTARIO FEDERATION OF LABOUR
BAD BOSS HOTLINE

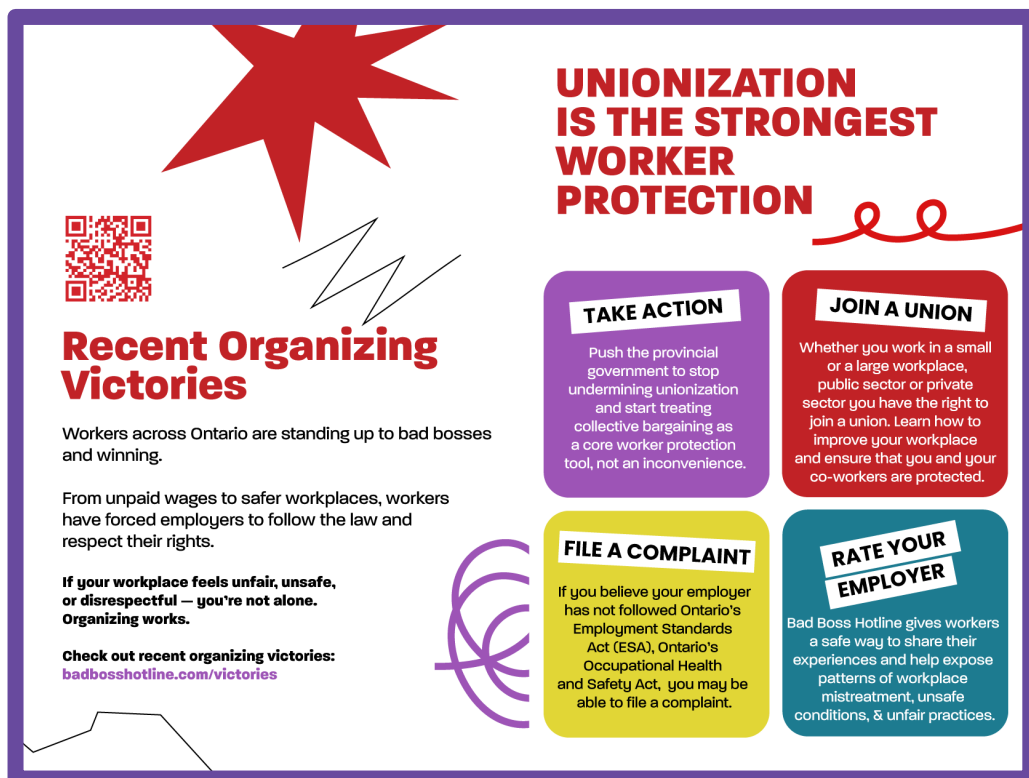
Don't let them win.
JOIN A UNION!

Bad boss?
Get back up!

Contact us
info@of.ca

@oflabour
@onfedlab

www.badbosshotline.com



UNIONIZATION IS THE STRONGEST WORKER PROTECTION

Recent Organizing Victories

Workers across Ontario are standing up to bad bosses and winning.

From unpaid wages to safer workplaces, workers have forced employers to follow the law and respect their rights.

If your workplace feels unfair, unsafe, or disrespectful – you're not alone. Organizing works.

Check out recent organizing victories:
badbosshotline.com/victories

TAKE ACTION
Push the provincial government to stop undermining unionization and start treating collective bargaining as a core worker protection tool, not an inconvenience.

JOIN A UNION
Whether you work in a small or a large workplace, public sector or private sector you have the right to join a union. Learn how to improve your workplace and ensure that you and your co-workers are protected.

FILE A COMPLAINT
If you believe your employer has not followed Ontario's Employment Standards Act (ESA), Ontario's Occupational Health and Safety Act, you may be able to file a complaint.

RATE YOUR EMPLOYER
Bad Boss Hotline gives workers a safe way to share their experiences and help expose patterns of workplace mistreatment, unsafe conditions, & unfair practices.

Solidarity Across Borders

OFL President Laura Walton met with Minnesota AFL-CIO President Bernie Burnham to discuss strategy and reaffirm our solidarity with the Minnesota AFL-CIO, its affiliated unions, and working people across the state in advance of their call to action marking the Day of Truth and Freedom - ICE Out of Minnesota, which took place on Friday, January 23, 2026.

Following the Day of Truth and Freedom, the OFL convened its Executive Board and Heads of Unions for a one-hour lunch meeting with Burnham and the President of the Minneapolis Regional Labour Federation on February 5, 2026.

Lessons learned from both engagements — including organizing strategy, political alignment, and rapid-response coordination — will be integrated into the Good Trouble School curriculum and made available at Regional Power Sites across Ontario.

