



14th Biennial Convention // 2017

**ONTARIO FEDERATION
OF LABOUR
POLICY
RESOLUTIONS**

2007-2015



**Policy Resolutions 2007 – 2015
Ontario Federation of Labour
Convention 2017
November 20 – 24, 2017**



// OFL OFFICERS



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

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Convention
14th Biennial Convention //

ONTARIO FEDERATION OF LABOUR POLICY RESOLUTIONS

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// WELCOME TO OUR AFFILIATES:

Thank you for being part of the Federation! We look forward to working together to create fairness for all Ontarians.

NOTE:

RESOLUTIONS DEBATED AND ADOPTED

All resolutions debated and adopted at the 2007, 2009, 2011, 2013 and 2015. OFL Conventions are printed herein and listed by subject - see the Table of Contents.

Resolution numbers are identified with #. The first number denotes the adopted resolution. In cases where there exists more than one number, it denotes a resolution covered by the adopted resolution. This is followed by the year the resolution was adopted.

“E” – refers to an emergency resolution

“S” – refers to a substitute resolution

“C” – refers to a composite resolution

“EB” – refers to a Executive Board resolution

Only the resolution wording after “Be it resolved that ...” has been included.

RESOLUTIONS COVERED BY POLICY DOCUMENTS

A further group of resolutions were covered by policy documents. The number of resolutions covered by policy documents has expanded throughout 2007 to 2015 as policy issues became more central to convention debates. For further reference, the policy documents for the 2007, 2009, 2011, 2013 and 2015. OFL Conventions are listed on the following pages by document number and title.

The resolutions that these policy documents covered are listed below by number.

For the 2007, 2009, 2011, 2013 and 2015 OFL Conventions, the policy documents are available on our website at www.ofl.ca.

OFL 9th BIENNIAL CONVENTION

2007

POLICY DOCUMENTS

THE FIGHT FOR GOOD JOBS

Resolutions:

PUBLIC SERVICES

Resolutions:

RIGHTS

Resolutions:

OFL ACTION PLAN

Resolutions: 5, 13, 22, 35, 43, 44, 46, 47, 59, 61, 62, 65, 66, 71

OFL 10th BIENNIAL CONVENTION

2009 POLICY DOCUMENTS

GOOD JOBS

Resolutions:

PUBLIC SERVICES

Resolutions:

RIGHTS

Resolutions:

OFL ACTION PLAN

Resolutions: 14, 15, 19, 20, 32, 33, 34, 55, 56, 65, 66, 67, 68, 96

OFL 11th BIENNIAL CONVENTION

2011

POLICY DOCUMENTS

THE POWER OF DIVERSITY IN THE 21ST CENTURY

Resolutions: 48, 58

PREVENT, PROTECT, COMPENSATE FOR THE NEXT GENERATION

Resolutions:

RETIREMENT SECURITY AND THE FIGHT FOR THE FUTURE

Resolutions: 68

TOWARD A COMMON FRONT AGAINST AUSTERITY

Resolutions: 1, 9, 17, 31, 53, 70, 71

I. LABOUR AND LABOUR POLICY

Card Check Certification

The OFL work with the CLC, local labour councils, community allies and all unions in Ontario to create a powerful campaign to win the restoration of card based certification, and to help secure the dedicated resourced needed to effectively mobilize in workplaces and communities across Ontario to achieve this crucial goal.

#1 2007

Union Privilege – It Pays to Belong

The Ontario Federation of Labour develop and coordinate a Union Privilege Program which would provide all affiliated members with reduced costs for consumables and services by promoting through our organized employers to provide reduced costs for all union affiliated members, and therefore ensuring that our employers remain profitable and our members remain employed in jobs worth fighting for. The OFL and its affiliates encourage the Canadian Labour Congress to promote Union Privilege Programs across Canada.

#2 2007

Union Privilege – It Pays to Belong

The Ontario Federation of Labour develop a feasibility study and actively pursue a Union Privilege Program which would provide all affiliated members with reduced costs for consumables and services by promoting through our organized employers to provide reduced rates for all union affiliated members, and therefore ensuring that our employers remain profitable and our members remain employed in jobs worth fighting for; The OFL and its affiliates encourage the Canadian Labour Congress to promote Union Privilege Programs across Canada.

#3,4 2007

Card Check Certification

The Ontario Federation of Labour and its affiliates call upon the Ontario Government to immediately amend the Ontario *Labour Relations Act* to provide for a card based union certification process for all workers in the province.

#6 2007

Card Based Certification

The Ontario Federation of Labour and its affiliates call upon the Ontario Government to immediately amend the Ontario *Labour Relations Act* to provide for a card based union certification process for all workers in the province, excluding any petitions.

#7 2007

Bargaining Rights for Agricultural Workers

The Ontario Federation of Labour and its affiliates lobby the Ontario government to extend to agricultural workers the right to join a union and bargain collectively under the Ontario *Labour Relations Act*.

#8 2007

Seasonal Rate of Pay for Agricultural Workers

That the Ontario Federation of Labour through the Canadian Labour Congress lobby the Federal Government to enforce the provisions of Canada's Seasonal Agricultural Workers Program (CSAWP) that state migrant farm workers receive the same rate of pay as the provincial seasonal average wage rate.

#9 2007

Migrant Workers Housing

That the Ontario Federation of Labour through the Canadian Labour Congress lobby the Federal Government to ban the practice of housing migrant workers above or adjacent to greenhouses in recognition of the dangers associated with living in buildings housing chemicals, fertilizers, boilers, industrial fans and/or heaters. The OFL through the CLC lobby the Federal Government, to immediately put in place an inspection and enforcement program to inspect all migrant worker housing prior to and following their occupancy, and to terminate employers from CSAWP who are found to be in non-compliance with standards for adequate housing.

#10 2007

Low Skilled Workers Programs

That the OFL through the CLC lobby the Federal Government to consolidate all foreign workers brought to Canada to work in agriculture under the SAWP program.

#11 2007

Organize the Unorganized

This Ontario Federation of Labour calls on all our affiliates to sign on to the policy of "organize the unorganized" not the already organized, and that the Ontario Federation of Labour and its affiliates lay out an organizing campaign for Ontario.

#12 2007

Bargaining Rights for College Part-Time Workers

- The OFL support OPSEU in its current organizing drive for all part-time college workers in Ontario;
- The OFL support OPSEU's bid for a province-wide bargaining structure to represent workers at all colleges as per the current bargaining structure for full-time OPSEU members in the colleges.

#14 2007

ILO Complaint

The Federation and its affiliates call upon the Ontario government to respond to the ILO inquiry and allow agricultural workers the right to organize and bargain collectively.

#3 2009

Sleep with the Right People

The Federation endorse UNITE HERE's campaign and encourage the affiliates to sign the *Sleep With the Right People* pledge, to direct affiliates to check on the status of potential hotel disputes at

<http://www.unitehere.org> and to consider allowing union hotel workers to welcome events when staying at a union hotel.

#4 2009

Hotels Workers Rising 2010 Support

The Federation lends its full endorsement and support to the Hotel Workers Rising campaign.

#5 2009

Telecommunications

The OFL will work with the ONDP in an effort to make amendments to their Buy Ontario Job Protection campaign. The amendments would include a new Employ Ontario component. The intent of the campaign will be to ensure that utility companies whose income is derived from Ontario rate payers be required to employ persons from Ontario.

#6 2009

Severance Pay

The OFL launch an immediate lobbying campaign in order to effect legislative changes where employers are required to set aside, in a separate fund, severance and termination pay money. These legislative changes would include a method of holding Company directors legally and financially responsible for non-payment. This campaign would include OLRB changes which would expedite complaints of non-payment.

#7 2009

Ontario Government Student Workers

Ontario's government should adhere at least to the same standards it applies to the private sector. The OFL and its affiliates lobby the Ontario government to amend the *Employment Standards Act* so the government cannot skirt its own law.

#8 2009

Part-Time College Workers

The OFL demand that the MOL immediately count the votes and announce the results. The OFL launch a campaign should the MOL not order the count.

#9 2009

Support for Collective Bargaining for Artists

The Ontario Federation of Labour call on the Government of Ontario to introduce legislation that will provide for:

- recognition for the legal status of artists' organizations;
- acknowledgement of the legal status and enforceability of existing agreements; and
- support for, and promotion of, national bargaining within the context of provincial jurisdiction.

#10 2009

Anti-Scab Legislation

The Ontario Federation of Labour will demand that the Liberal government of Ontario introduce and pass legislation to ban the use of replacement workers during a strike. During the USW 6500 strike in

Sudbury VALE-INCO has chosen to continue mining and milling with the use of replacement workers. Using replacement workers puts these workers at risk. Using replacement workers will lengthen the strike unnecessarily. There is strong support for the NDP's proposed anti-scab legislation that was recently defeated in the Ontario legislature.

C #12 2009

Union Busting

The Ontario Federation of Labour publicly condemns the actions of the Council (College Appointments and Compensation Council) for this unprovoked attack (breaking off talks with OPSEU faculty negotiators on November 12, 2009). The OFL demand Premier McGuinty and TCU Minister Malloy direct College negotiators to get back to the table and negotiate in good faith.

#E-1 2009

Collective Bargaining / Back to Work Legislation

The OFL will:

1. Condemn the use of back to work legislation.
2. Assist the Canadian Union of Postal Workers in their campaign to restore their right to free collective bargaining.
3. Work with affiliates to oppose the use of back to work legislation.
4. Work with affiliates to oppose elected officials who vote in favour of back to work legislation.

#1 2011

Employer Attacks on Benefits and Sick Leave

The OFL will continue to:

1. Encourage affiliates to resist attacks on their benefits and sick leave; and
2. Support affiliates who are fighting to maintain their benefits and sick leave.

#2 2011

Collective Bargaining for All

The OFL will:

- Work to reform discriminatory labour laws to ensure all workers have barrier-free access to join a union;
- Work with the CLC, local labour councils, community allies and all unions in Ontario to create a powerful campaign to win basic organizing rights including card-check certification, and help secure the dedicated resources needed to effectively mobilize in workplaces and communities across Ontario to achieve this crucial goal; and
- Work with labour affiliates to develop educational material on the benefits of unionization for women, racialized people, youth, new immigrants and workers with disabilities.

#70 2011

Anti-Scab Legislation

The OFL will:

- Increase the fight against the use of replacement workers, and continue to lobby MPP's to restore the ban on the use of such workers;
- Seek data from the Ontario Ministry of Labour & affiliates on the use of scabs; and

- Work with affiliates to mobilize & educate Ontarians on the importance of banning replacement workers.

#71 2011

Ratification of ILO Convention 81 – Labour Inspection Convention, 1947

The OFL and its affiliates will lobby the federal and provincial governments to ratify ILO Convention 81 – Labour Inspection.

#10 2011

Recruitment Agencies

The OFL and its affiliates will implement a campaign calling on the provincial government to provide legislative protection for foreign workers by prohibiting the payment of fees to offshore recruiters and by creating a Canadian recruitment agency registry that requires agencies to post a performance bond or face financial penalties for worker abuse.

#12 2011

Ratification of ILO Convention 129 – Labour Inspection (Agriculture) Convention, 1969

The OFL and its affiliates will lobby the federal and provincial governments to ratify ILO Convention 129 – Labour (Agriculture) Inspection.

#13 2011

Protecting Workers' Rights

The OFL convene an emergency meeting of all Ontario unions to ensure that labour's campaign to defeat this threat measures up to the magnitude of the challenge. The meeting would take stock of efforts to date and address the following questions:

1. Has the unfolding attack been made a top priority of labour and all its components?
2. Have union leaders, activists, members and staff been engaged at every level?
3. Have adequate resources been devoted to defeating the attack?
4. What must be done to ensure that all of labour is working together, in co-operation with its allies, in a powerful, coordinated campaign to defend workers' rights?

#37 2013

Resist the Assault on Workers Rights

The OFL will:

- Mobilize affiliates to resist this onslaught by all means necessary.
- Work with Common Front, and all potential community allies, to defend and extend the interests of Canada's working class.
- Urgently organize province-wide community actions to galvanize support, including a major mobilization at Queen's Park within three months.

#39 2013

Protection for dependent contractors and non-union workers

The Ontario Federation of Labour lobby the provincial government to change legislation ensuring that dependent contractors qualify for the same benefits as employees.

The Ontario Federation of Labour work with affiliates to organize a campaign to ensure that workers eligible to organize and bargain collectively meet the criteria for vacation and holiday and other applicable benefits.

#40 2013

Bill C-4

The OFL will:

- Work with PSAC to organize against the passing of Bill C-4.
- Oppose the Harper government's attempt to force a biased interest arbitration system on public service workers.
- Call on opposition MPs to work together against Bill C-4 and its limitations on workers' rights.

#41 2013

Protect Seniority Rights

The OFL shall oppose any legislation or campaign to limit seniority rights in job competition and placement.

#42 2013

Promoting Paid Family Leave

The OFL urge all affiliates and their members to lobby and educate their elected representatives at all levels on the importance of promoting Work and Family Balance and need for Paid Family Leave under the Employment Standards Act.

The OFL encourage its affiliates to commit to negotiating Paid Family Leave Language.

#43 2013

Collective Bargaining Rights of Legal Aid Lawyers

Legal Aid Ontario and the Ministry of Labour be lobbied to grant Legal Aid lawyers:

Secure collective bargaining rights, similar to rights already recognized for Crown Attorneys.

Freedom of association, as guaranteed in the Charter of Rights and Freedoms.

Protection from discrimination based on race or gender.

#44 2013

Protect Child Performers

The OFL will:

- Support provincial legislation that recognizes the potential vulnerabilities of child performers and provides suitable protections for all children working in the live and recorded entertainment industry.
- Demand legislation include provisions on tutoring, income protection, parental supervision, hours of work, and health and safety.

#45 2013

H.J. Heinz Company

The OFL will:

- Call on the provincial government to take whatever action is necessary to support continued production at the facility, including working with UFCW Canada to ensure that these jobs remain good-paying unionized jobs, and ensuring that Heinz fulfils all of its responsibilities to its employees including meeting its pension and severance obligations.
- Call on the federal government to reform existing foreign investment legislation and introduce a new approach to investment that puts the wellbeing of Canadian workers and their communities ahead of corporate greed.

E - #3 2013

Emergency Resolution on the New Ellis Don Bill

The OFL will take whatever steps are necessary to ensure that the Ontario Liberal Government withdraws schedule 12 of Bill 144 which would strip away legal collective bargaining rights with Ellis Don Construction from the Ontario Sheet Metal Workers Conference and from IBEW Local 586.

E - #4 2015

Fighting Back Against Austerity

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.

#21 2015

Workers Rights Campaign

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.

#22 2015

First Collective Agreement Legislation – Combining of Bargaining Units

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.

EB, C - #24 2015

Dependent Contractor Status

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.

EB - #26 2015

Minimum Wage/Living Wage

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.

#27 2015

Retail Scheduling Task Force

The OFL will 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.

EB, C - #29 2015

Take A Break

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.

EB - #30 2015

II. ECONOMIC POLICY

Outsourcing

The OFL formally oppose, wherever possible, the outsourcing and off-shoring of Ontario jobs. The OFL will pressure the Ontario government to have the various regulatory arms of government responsible for different sectors, including human rights, adopt policies which would prevent the outsourcing of Ontario jobs.

#13 2009

Economic Downturn

The Federation fight any attempt to put the burden of this crisis onto workers' shoulders and continue the important work of defending jobs and safeguarding the rights and entitlements of union members in these tough times. The Federation redouble its effort to protect workers' jobs and incomes, and to set Ontario on the path to a sustainable recovery that has jobs growth and security for working families at its centre.

#16 2009

Economic Crisis

The Ontario Federation of Labour shall vigorously campaign for the implementation of *Labour's Plan to Deal with the Economic Crisis* as adopted by the Canadian Labour Congress which calls for:

- A massive infrastructure program;
- Improved pensions including increased Old Age Security;
- Greater access to Employment Insurance and training;
- Direct support for industries such as forestry, auto, cultural industries, environmental technology, and renewable energy;
- Expanded public services such as healthcare, post-secondary education, child care, home care, long-term care for the elderly and a national Pharmacare program.

Public investment and ownership is necessary to promote the economic security of working people. Capitalism has failed to provide environmentally sustainable economic development.

#17 2009

More Canada on Canadian TV

The Ontario Federation of Labour calls on the Canadian Radio-Television Telecommunications Commission to uphold the spirit of the *Broadcasting Act* and demand that broadcasters be subject to expenditure and programming requirements for Canadian drama as a condition of their license renewal.

#23 2009

Public Post Offices and Canadian Postal Service Charter

The OFL will write a letter to Steven Fletcher, the Minister responsible for Canada Post and ask that he:

1. Instruct Canada Post to maintain and improve our network of public post offices; and
2. Consult with the public, their elected representatives, postal unions and other major stakeholders to dramatically improve the Canadian Postal Service Charter, including developing a reasonable, uniform and democratic process for making changes to the retail and delivery network.

#14 2011

Plant Closure Legislation

The Ontario Federation of Labour make the fight for stronger, more effective plant closure legislation an urgent priority and highlight it in its 2011 Action plan.

#15 2011

Fair Taxes

The OFL will:

- Mount a campaign for fair taxation at all levels of government focusing on eroding tax fairness, regressive tax loopholes and progressive tax reform
- Work to provide support to allies, including progressive advocacy organizations like Canadians for Tax Fairness

#17 2011

Canadian Steel for Canadian Ships

The OFL call upon its federal counterpart, the CLC, to demand that the federal government establish a procurement policy calling for the use of Canadian steel and other local raw materials.

#19 2011

Establishing a Labour Market Partners Forum

A Labour Market Partners Forum be struck at the provincial level that brings together business, government and labour on a regular basis to discuss, debate, research and advise on public policy.

#95 2013

Living Wage for Education Workers

The OFL will urge all education employers to become living wage employers.

#99 2013

Fix Employment Insurance

The OFL work with the CLC to reverse recent cuts to EI and improve EI benefits by reducing qualifying hours, increasing duration to at least 50 weeks, providing benefits to workers in approved training; increasing EI benefits to at least 60% of earnings and raising the maximum benefit.

#100 2013

Demanding Disclosure of the Canada-EU Comprehensive Economic Trade Agreement (CETA)

The OFL will:

- Demand that the Ontario government widen the discussion about the impacts of this trade agreement in Ontario and provide opportunities for public input.
- Work with the CLC to demand public disclosure of the full text of the agreement by the federal government to provide Parliament and the broader public an opportunity to review, change and ultimately reject the agreement.

#104 2013

Privatization and Deregulation

The Ontario Federation of Labour will continue to oppose all forms of privatization and deregulation of

public services.
#105 2013

Public Private Partnerships (P3s)

The OFL will:

- Support affiliates to take action against all attempts by the provincial and municipal governments to privatize public services, especially through public private partnerships (P3s).
- Support community mobilizations against P3s.
- Educate the public about the dangers and costs of P3s.
- Lobby the provincial government to stop privatizing public services through P3s.
- Work through the CLC to push the federal government to stop tying municipal infrastructure funding to P3s.

#106 2013

Campaign to Raise Corporate Taxes

The OFL will:

- Campaign to significantly raise corporate tax rates, restore the capital tax, and for a progressive tax system based on ability to pay. This will generate revenues for health, education, social programs, putting people's needs before corporate profits.
- Work with coalition allies, this campaign will include town hall meetings and media events around Ontario.
- Corporate taxation will also form an important part of a major mass action before the next budget.
- Canvass affiliates to provide resources for an advertising campaign targeting corporate tax offenders.

#108 2013

Demand a Jobs Strategy

The OFL will:

- Organize town hall meetings and media conferences from one end of this province to the other demanding a true jobs strategy from government.
- Work with community allies, will build a GOOD JOBS conference to create wide ranging community and labour consensus on a jobs strategy focused on full employment and good jobs in service and manufacturing industries, including the public sector.
- Include the demand for a full employment job strategy in a spring mass action.
- Work with the CLC to demand the federal government also build full employment.

#112 2013

Promoting Licensed Taxi Services in Ontario

The OFL, on behalf of Ontario's taxi workers, commit to engage provincial MPPs and municipal representatives, to seek policy solutions discouraging the use of 'bandit' cab operations

The OFL will dissuade staff, member locals, and delegates from using unlicensed taxi services.

E - #1 2015

Save the Steel Industry

The OFL:

- Calls on the Governments of Canada and Ontario to ensure that U.S. Steel and Essar Steel have the financing required to survive current challenges and ensure viability going forward.
- Calls on both Governments to create an action plan for the steel industry and all manufacturing sectors which would ensure the viability of these critical industries.

EB, E - #2 2015

Fighting Austerity on the Frontline in North Bay

The OFL will work with the labour council to support workers in North Bay at Ontario Northland, Nipissing University and the hospital, who are fighting to keep good jobs in their community. The OFL will join workers in North Bay who are on the frontline of the fight against austerity by calling on Wynne's government to stop the cuts and restore funding for healthcare, education and transportation.

EB, E - #6 2015

Economic Development

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.

#77 2015

Keep Hydro Public

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;
- 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.

C #80 2015

Revenue Tools

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;
- 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.

#81 2015

III. GLOBALIZATION / FREE TRADE

Stop Toxic Imports

The Ontario Federation of Labour and its affiliates vigorously encourage all members to fax, write, and email Prime Minister Stephen Harper to terminate unfair trade policies that continue to destroy our manufacturing jobs, exploit foreign workers, and allow for toxic imports to harm Canadians.

E - #1 2007

Trade Agreements

The OFL will:

- Demand extensive public hearings on any trade agreements that impact our province and threaten our democracy.
- Call on MPPs to champion a bill establishing a democratic process for public consultation on all trade agreements.
- Demand that McGuinty freeze the current Ontario-Quebec trade agreement and participating in negotiations with the European Union, until Ontarians have had a chance to know the details of what is being discussed.
- Convene sessions with all affiliates to strategize and develop a broadly based public campaign with community partners on the dangers of trade deals and to promote ethical, local and democratic purchasing policies.

#25 2009

CETA

The OFL will:

- Campaign against the proposed trade agreement between Canada and the European Union;
- Support the Trade Justice Network (TJN) and provincial coalitions working against CETA;
- Work with the CLC and the NDP to encourage parliamentary opposition to CETA;
- Work with public Services International (PSI), European Trade Unions, civil society allies in Europe and progressive members of the European Parliament to oppose CETA;
- Lobby provincial government to oppose CETA and to be transparent about their CETA negotiation positions;
- Lobby the Federation of Canadian Municipalities, provincial municipal associations and local municipalities to seek permanent exemptions from CETA;

#20 2011

Provincial Mass Transit Canadian Content Rules

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.

EB - #83 2015

Federal Mass Transit Canadian Content Rules

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. EB - #84 2015

IV. ENVIRONMENT

Environment

The London and District Labour Council urge all affiliates to join and support Great Lakes United; The Ontario Federation of Labour adopts the same policy.

#15 2007

Control Pesticide

The OFL call on the provincial government to enact a province-wide pesticide use law.

#16 2007

Public Inquiry into Biederman Packaging Fire

The Ontario Federation of Labour lobby the provincial government for a public inquiry into the Biederman Packaging fire.

#17 2007

Reducing Our Carbon Footprint

The OFL takes concrete measures to track and reduce its environmental footprint by exploring new technologies to reduce travel (including video and web conferencing). The OFL Executive Board set realistic reduction targets based on an energy audit and provide a progress report to the next Convention. The OFL share best practices with affiliates to further assist in the reduction of greenhouse gas emissions.

#28 2009

Copenhagen

The OFL communicate to the Harper government before the Copenhagen meeting the Ontario Labour movement's expectation that Canada participate in a new global framework by agreeing to set meaningful medium and long term targets for absolute greenhouse gas emissions.

#29 2009

Climate Change and 350ppm Resolution

The OFL and its affiliates support the 350ppm target and assist other like-minded organizations such as 350.org with similar campaigns to raise awareness.

#21 2011

Energy and the Environment

The OFL will:

- Work with social movements and community organizations to strive for implementation of policies that put the energy industry under public ownership and control.
- Oppose new Tar Sands development, the Northern Gateway and other pipeline developments, such as the Enbridge Line 9 reversal and expansion, and all fracking of shale gas.

#115 2013

Environment

The OFL will:

- 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.
- 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.
- Encourage all affiliates to join the Climate Action Network of Canada.
- Endorse the Green Economy Network (greeneconomynet.ca) and encourage all affiliates to support its vision statement.

EB - #85 2015

Promoting investment in renewable energy

The OFL shall:

- 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
- Work with allies in environmental movements that seek the same outcome.

C #86 2015

Stop the Energy East Pipeline

The Ontario Federation of Labour will join the Campaign to Stop the Energy East pipeline.

#95 2015

V. WORKERS' COMPENSATION / DISABILITIES

Amend the *Workplace Safety and Insurance Act*

The Ontario government must act now by introducing amendments to the *Workplace Safety and Insurance Act*, retroactive to January 1, 2005 which will pay a survivor's pension to dependent spouses and children of injured workers who were receiving lifetime permanent partial disability benefits for the workplace injuries sustained before 1990 and were paid under the jurisdiction of the former *Workers' Compensation Act*.

#18 2007

June 1 Injured Workers Day

The Ontario Federation of Labour declare its support for making June 1 a Canada-wide day of action to intensify the struggle for justice for all injured workers and call upon the Canadian Labour Congress to do the same.

#19 2007

WSIB Discriminatory Practices

The Ontario Federation of Labour set aside human and financial resources to actively engage and lobby provincial and local politicians and all others deemed necessary for the purpose of investigating these inequities and to develop a fairer more equitable method of determining workers long term benefits and to help develop legislation that would eliminate the "whichever is less" method that is now being practiced by the Board regarding workers falling under policy 18-02-04.

#20 2007

ODRT

The Federation, along with the affiliates, develop a plan to encourage that all affiliates use the ODRT (Ontario Disability Response Team) and its training material and ensure that there is trained and qualified representation for their members in the area of WSIB.

#30 2009

End Private Vocational Rehabilitation

The Ontario Federation of Labour will support the campaign to end the private Labour market Re-entry (LMR) contracts, restoring public delivery of vocational rehabilitation services.

#31 2009

Injured Workers Day and the OFL Action Plan

The OFL highlight the need for Ontario-wide actions on Injured Workers Day in its 2011 Action Plan to facilitate intensified efforts to win needed changes to workers compensation systems and realize justice for injured workers across the province.

#22 2011

Extension of Medical Benefits

The OFL call on the Workplace Safety and Insurance Board (WSIB) to extend full medical benefits (drug plan, eye care, dental, etc.) to all survivors and dependents of workers who are killed or die as a result of their occupation. #23 2011

Industrial Workplace Accidents and the Police

The OFL will strongly encourage all Labour Councils in Ontario to begin discussions with the Police Services within their jurisdictions on adopting clear policies governing procedures for investigating industrial accidents, including farm accidents, similar to the Industrial Workplace Accidents policy of the Hamilton Police Service.

#71 2013

Meredith's Principles and Improving Workers' Compensation

The Ontario Federation of Labour and its affiliates will actively support efforts to improve the current workers' compensation system.

#75 2013

Deeming of Wages for Injured Workers

The OFL and its affiliates will demand that the practice of "deeming" be eliminated by the WSIB.

#78 2013

WSIB and Experience Rating

The OFL and its affiliates lobby the provincial government to end experience rating.

#80 2013

WSIB Awareness Training

The OFL lobby the provincial government for legislation which mandates mandatory WSIB awareness training for all workers in the province, and the training will be facilitated through the OFL ODRT.

#82 2013

WSIB Return to Work Training

The OFL strongly encourage affiliated unions to negotiate contract language modelled after the OFL's Return to Work language, they take efforts to negotiate WSIB training for all of their members, and this training be facilitated through the OFL ODRT Project.

#84 2013

Prescription Over-Ruled

The OFL and affiliates demand:

- Ontario's Ombudsman launch a formal investigation into the WSIB's treatment of medical advice. Particularly the way in which health care providers' professional advice is often not considered.
- WSIB eliminate the use of so-called "paper doctors" who render decisions about care without ever meeting the patient.
- WSIB give proper weight to opinions of doctors who know injured workers best – their own health care team.

EB, E - #7 2015

WSIB Office Protests

The OFL and affiliates encourage Labour Councils and ONIWG to hold demonstrations at all WSIB offices in Ontario on Monday December 14th at 11am in conjunction with the ONIWG demo at the MOL. We must raise our voices to demand justice for injured workers and demand treating physician's opinions are respected.

E - #8 2015

Workplace Safety and Insurance Board Benefit Policies

The OFL and its affiliates will 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.

#66 2015

Funding for the Office of the Worker Advisor

The OFL presses the provincial government to fund the OWA Reprisals Program with new funding and restore the cuts to the Workers' Compensation Program.

EB - #64 2015

VI. OCCUPATIONAL HEALTH & SAFETY

Work Refusal Reprisals

The Ontario Federation of Labour and its affiliates lobby the Ministry of Labour to initiate legislation giving inspectors the immediate authority to act on any reprisal against any worker who has enacted a work refusal.

#23 2007

Increase Funding to Workers Health and Safety Organizations

The OFL and affiliates lobby the government and the WSIB to increase funding and resources for these worker organizations.

#25 2007

Health and Safety

Worker Co-Chair of Joint Health and Safety Committee shall designate which approved Health & Safety agency delivers Certification training of the Worker members of the Joint Health and Safety Committee and employer to pay. The Ontario Federation of Labour lobby to have this embedded in Provincial Law.

#27 2007

Task Force on *Health and Safety Act* and *Labour Relations Act*

The OFL set monies aside for a Task Force, this Task Force will have a mandate to actively engage and lobby the Provincial Politicians and Local Politicians, and to put on a public educational awareness campaign to accomplish the goal of mandatory full credit course dedicated to the *OHS Act* and the *OLRA* in the first year of secondary education.

#28 2007

Health and Safety and “An Act or Threat of Violence”

The OFL will:

- Lobby the provincial government to have violence included as a critical injury in the *Occupational Health and Safety Act*, by amending the definition of Critical Injury to include “an act or threat of violence.”

#29 2007

Industry Specific Regulations for Agricultural Workers

The Ontario Federation and its affiliates call upon the Ontario Government to provide industry specific regulations for agricultural workers.

#30 2007

Expand OHCOW

The Ontario Federation of Labour lobby the Minister of Health and of Labour to establish an OHCOW office in Peterborough to provide services to Eastern Ontario communities suffering from occupational and environmental health hazards.

#31 2007

Health and Safety Training

The Ontario Federation of Labour lobby the provincial government to pass a regulation that all Joint Health and Safety Committee members receive the Workers Health and Safety Centre's Level 1 training, Level 2 Law and Level 2 Committees.

#32 2007

“Right to Know” Legislation for Hazardous Products

The Ontario Federation of Labour lobby the provincial government to pass provincial “Right to Know” legislation for all hazardous products used or manufactured in workplaces.

#33 2007

Ban Mining of Asbestos

The OFL and its affiliates call on all levels of government to immediately ban the mining of asbestos in Canada and the importation of asbestos and any product containing asbestos into Ontario and Canada; and that the proper just transition programs be implemented for any workers affected; The OFL send a resolution to the 2008 CLC convention banning the mining and/or use of asbestos in Canada

#34 2007

Mandating the Precautionary Principle for Worker Safety

The OFL Executive Board develop a strategic plan to have the precautionary principle – that employers must err on the side of caution when there is uncertainty – embedded in the *Occupational Health and Safety Act*, and adopted in all employer policies, government directions, legislation and regulations.

E-#3 2007

Resolution in Support of Transit Workers

The OFL and Affiliates promote and support Bill C-473 including encouraging individual members to contact their Members of Parliament in support of Bill C-473;

The OFL through the CLC also promote Bill C-473 by communicating and requesting the support of all other Labour Federations; The OFL through the CLC and Affiliates communicate to all Members of Parliament the importance of Bill C-473.

E-#4 2007

Technical Standards Safety Authority (TSSA)

The OFL supports and calls for the functions of the Technical Standards Safety Authority (TSSA) to be removed from the private sector and returned to the public sector.

#41 2009

Certification Training

This convention demands heightened enforcement of certification compliance and new standards requiring: a minimum of five days of training in Basic Certification; strictly regulated part II training; and annual renewal training. The OFL encourage all worker organizations to negotiate, preferably in collective agreements or JHSC Terms of Reference, use of Worker Health and Safety Centre training for all certification training and will send OFL affiliated locals model language suitable to achieve this.

#42 2009

H1N1

The Ontario Federation of Labour work with its affiliates and community allies in advocating for effective preparation towards pandemic planning, including H1N1. These precautions would include:

- Tackling hospital overcrowding by highlighting the risks the government is taking with the lack of surge capacity
- Urging government to take actions that continue to reflect the precautionary principle
- To maintain WSIB coverage for workers who can reasonably link their H1N1 and other pandemic exposure to duties in the workplace.

#44 2009

Pandemic Preparation

The OFL, affiliates and labour councils lobby the government to ensure that governments and employers are acting on the side of precaution in order to ensure that:

- The involvement of workplace joint health and safety committees in pandemic planning, worker protection and awareness
- The right to refuse unsafe work will prevail for health care workers when the appropriate direction, protocol, education and personal protective equipment is lacking.

#45 2009

A Walk to Remember Asbestos Victims

The Ontario Federation of Labour fully support A Walk to Remember Asbestos Victims and encourage the broadest possible participation in it.

#24 2011

Occupational Health & Safety Act

The OFL and its affiliates lobby to the Ministry of Labor to enforce the Occupational Health and Safety Act when called upon by its members.

The Ministry of Labor send its inspectors to the workplace when requested by a Certified Health and Safety Representative of the Unions.

That Certified Health and Safety Representatives of the Unions be allowed to call the MOL Inspectors in their areas directly and not be required to call the MOL Hot Line.

#25 2011

The Workers Health and Safety Centre

The OFL and affiliated unions continue to promote the Workers Health and Safety Centre by advocating and negotiating the use of its services at every opportunity including meetings, conferences, newsletters, mailings and electronic media.

#26 2011

Health and Safety Training Standard

The OFL continue to advocate for a standard that includes:

Classroom-based training rather than self-paced learning

- training that is long enough to allow for a variety of learning activities and to meet the needs of workers, including their learning style and literacy needs,
- training that is long enough to allow opportunities for “learning by doing” and problem-solving to enhance learning and retention,
- the use of instructors with practical workplace knowledge and comprehensive training in facilitation techniques

#27 2011

Inclusion of Workers Groups on Written Orders by Ministry

The OFL pressure the Minister of Labour to include the Workers Health and Safety Centre and the Occupational Health Clinics for Ontario Workers in any publications and media release and on any orders written by Ministry Inspectors that call for training and occupational health intervention.

#28 2011

Awareness of Changes to WSIA & OSHA

The OFL call on the Minister of Labour for bi-annual reviews of any changes to the Occupational Health and Safety Act through province wide consultations with stakeholders to determine their effectiveness and employer due diligence,

The OFL use their resources to raise awareness prior to any proposed changes to the Occupational Health and Safety Act or the Workplace Safety and Insurance Act or their implementation to promote solidarity, activism and strengthen Labour Councils across Ontario.

#29 2011

Workers’ Right to Choose Training Provider

The OFL insist that the Minister of Labour impart to workers the right to choose the training provider,

The OFL also insist that the Minister of Labour impart to workers the right to choose the provider of occupational testing and intervention.

#30 2011

Industry Specific Regulations for Agricultural Workers

The Ontario Federation of Labor and its affiliates will call upon the Ontario government to provide industry specific regulations for agricultural workers.

#31 2011

Violence, Harassment of LGBTQI Workers

The OFL will:

- Lobby and work with the Ministry of Labour (MOL) to ensure the government is acting and doing enough to protect all workers and holding perpetrators accountable for their actions.

- Lobby and work with the Workplace Safety and Insurance Board (WSIB) to ensure victims of this abuse are justly compensated for any disability resulting from this workplace violence and harassment.

#66 2013

Protective Reassignment

The Ontario Federation of Labour work with affiliates and Labour Councils for the adoption of protective reassignment legislation.

#67 2013

Workers Health and Safety Centres

The Ontario Federation of Labour and affiliated unions continue to promote the Workers Health and Safety Centre by advocating and negotiating the use of its services at every opportunity including meetings, conferences, newsletters, mailing and electronic media.

#68 2013

The Workers Health and Safety Centre

The OFL and affiliated unions continue to promote the Workers Health and Safety Centre by advocating and negotiating the use of its services at every opportunity including meetings, conferences, newsletters, mailings and electronic media.

#69 2013

Workplace Violence and Bullying

The Ontario Federation of Labour reaffirm its commitment to press the current government for a public education campaign concerning workplace psychological harassment and violence regulations in Ontario's Occupational Health and Safety Act.

#70 2013

Walk to Remember Asbestos Victims

The OFL reaffirm its full support for the Annual Walk to Remember Asbestos Victims and promote the broadest possible participation in it.

#72 2013

Health & Safety Protections for Unpaid Interns & Apprentices

The Ontario Government be called upon to extend Occupational Health and Safety Act protections to all unpaid interns and apprentices.

#73 2013

From Pain to Prevention

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. 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.

EB - #57 2015

Supporting the CSA Standard – Psychological Health and Safety in the Workplace

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.

EB - #58 2015

Nano-Materials

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.

EB - #59 2015

Asbestos in Buildings

The OFL and its affiliates call on the MOL to implement a zero-tolerance policy for violations of the regulation.

EB - #60 2015

Access to Information about Asbestos in Public Buildings

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.

EB - #61 2015

Mental Injury Tool for Ontario Workers

The OFL and its affiliates will 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.

#62 2015

Occupational Health and Safety Management Responsibility Statement

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.

EB - #63 2015

Violence and Harassment

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.

EB - #65 2015

Day of Respect at Work

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.

EB - #67 2015

Workplace Violence

The OFL will:

- Promote awareness of provincial workplace violence legislation and encourage member unions to lobby for better legislation.
- 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;
- Promote awareness of workers' rights respecting workplace violence and educate workers about their responsibility to report all incidents of workplace violence
- Develop a standard to evaluate employer-provided workplace risk assessments.

#68 2015

Working Alone

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.

The OFL, encourage the Workers' Health and Safety Centre to join in our efforts.

EB - #70 2015

VII. HEALTH CARE POLICY

Fiscal Advisory Committee Workshops

The OFL:

- Continue to convene the OFL FAC with provincial representation from all concerned affiliates; and
- Continue to fund and offer workshops for FAC union members and those union members training to be FAC participants.

#37 2007

Demanding Quality Patient Care in Hospitals

The Ontario Federation of Labour and its affiliates call upon the Ontario government to move swiftly to fund public home care, long term care and hospitals to meet the current realities of patient demographics and take action to eliminate hallway nursing.

#38 2007

Pharmacare

The Ontario Federation of Labour will support the campaign of the Canadian Health Coalition and the Canadian Labour Congress for Pharmacare – a national drug plan that would be publicly funded and administered, control costs, provide universal access and ensure the safe and appropriate use of drugs. The Federation of Labour calls for the establishment of a federal Crown Corporation to develop and produce safe prescription drugs;

#39 2007

Support Ontario Health Coalition

The OFL will work with the Ontario Health Coalition (OHC) to stop hospital cuts and the re-introduction of compulsory contracting out of home care, increase its support of the OHC. Because:

- The Liberal government is forcing major cuts in hospital services.
- Local communities are fighting these cuts tooth and nail.
- The government is bringing back compulsory contracting-out of home care, a system that has lowered standards and privatized care
- The Ontario Health Coalition (OHC) plays an understanding role uniting community and labour to fight for a fully comprehensive, universal, accessible and public health care system.

#46 2009

Stopping Cuts to Public Health Programs

The OFL with its affiliates mount a lobby of the provincial government for improved funding to turn back the cuts and ensure public health nursing programs are supported to prevent disease and promote health.

#47 2009

Local Health Integration Networks System

The Ontario Federation of Labour in cooperation with local communities fight to keep community hospitals under local control by lobbying the government to restore local hospital boards whose membership is elected by the local community.

#51 2009

Adequate Health Care Funding

The Ontario Federation of Labour lobby the government to ensure that there is adequate funding for all levels of public healthcare in Ontario.

#32 2011

Public Pharmacare

The OFL will:

- Provide leadership, working with community partners and through the CLC, to mount a public and lobby campaign to push for the next phase of Medicare in Canada - a publicly-funded and operated comprehensive pharmacare plan.

#34 2011

Canada Health Accord

The OFL will work with the CLC, affiliates, labour councils & social allies on a legislative, education & mobilizing campaign to:

- Lobby for changes to health care funding based on minimum standards of care through adequate staffing levels in preparation for the upcoming negotiations on the Canada Health Accord; and
- Lobby the federal & provincial governments to ensure the interests of Ontarians are addressed in the Canada Health Accord to be signed in 2014.

#72 2011

Pharmacare

The OFL with affiliates and allies will:

- Work to counter the current disinformation campaign on the sustainability of Medicare; and educate union members and public on the value of health care as part of our social wage;
- Work in support of a universal public drug plan (Pharmacare); and
- Urge the provincial government to implement a public universal drug plan (Pharmacare) to cover all Ontarians as part of a renewed Health Accord;
- Promote support for Pharmacare among its affiliates, their members and retirees.

#36 2011

Support for Ontario Health Coalition

The OFL and affiliates need to continue to support the Ontario Health Coalition with its in kind services and in addition increase their financial support in order to ensure the Coalition is able to maintain its current levels of service.

#38 2011

Personal Support Workers

Ontario Federation of Labour will:

- Bring together unions representing Personal Support Workers in home care to form a working group that will develop a campaign to advocate for a public, not-for-profit home care system based on national standards, consistent with the principles of the Canada Health Act.

- Ensure the campaign raises the profile and importance of home care, builds recognition and respect for Personal Support Workers as health care professionals requiring guaranteed hours of work, safe working conditions and decent pay and benefits.

#39 2011

Private Surgical and Diagnostic Clinics Emergency Resolution to the OFL

The OFL will:

- Work with the Ontario Health Coalition, Affiliates and Community Partners to do a door-to-door / union member-to-union member canvass to stop the provincial government from cutting our local public hospitals and transferring services to private clinics.
- Work with the OHC to hold referenda on this mass privatization across Ontario before the provincial election.

E-#2 2013

VIII. EDUCATION & TRAINING

Women's Advocacy and Research Funding Cuts

The OFL urge the CLC to coordinate a cohesive labour response to provide transitional funding to support four national women's organizations and further submit a resolution to the CLC convention.
#40 2007

Education, Quality and Accountability Office (EQAO) and the Cult of Testing

OFL call for an immediate suspension of EQAO testing and that it lobby that the money wasted on this testing be diverted to fixing the educational funding formula; The OFL lobby that the Ministry of Education return to a more student centred approach to education including the practice of sampling the provinces curriculum for quality and work to promote the creativity of Ontario's students, teachers and educational workers. The OFL work with parent groups, unions and other groups to oppose the damage caused by the cult of testing.
#41 2007

Cyberbullying

The OFL press the Ontario government to amend the *Education Act* to address cyberbullying, and to provide additional funding for training, curriculum resources, and additional staffing.
#42 2007

Task Force on *Health and Safety Act* and *Labour Relations Act*

The OFL set monies aside for a task force that will have a mandate to actively engage and lobby provincial and local politicians and establish a public educational awareness campaign with a goal of mandatory full-credit course dedicated to the OHS and OLRA in the first year of secondary school education.
#49 2007

Condemn Use of Socio-Economic Status to Compare Schools

The OFL condemn the provincial government for encouraging prejudice and discrimination by inviting the comparison of schools based on the socio-economic status of those in the school and further that the OFL express its concern to the Minister of education and urge affiliates to do likewise on behalf of their members.
#53 2009

Charter Schools

The OFL vehemently oppose any change in education funding which has the potential of enhancing or promoting the existence of charter or voucher schools.
#54 2009

Trades

The OFL will:

- Aggressively fight apprenticeship ratios being reduced to 1:1 by the provincial government from the current 3:1 (Journey person to Apprentice)

#41 2011

Ban “Credit Mill” Schools

The OFL demand that the Ontario government strictly regulate all credit granting institutions; withdraw certification from private schools engaged in “credit mill” practices and ban the owners from operation of any other credit granting schools in perpetuity.

#42 2011

Funding of Public Education

The OFL demand that the funding of education be increased annually on a per pupil basis by the annual adjustment in the CPI as a minimum; and that any new program or initiative be funded in excess of this funding, in order to preserve the high ranking and quality of public education in Ontario.

#43 2011

Protecting and Expanding the Labour Market Agreements and Labour Market Development Agreements

The OFL will:

- Work with the CLC to protect the federal funding currently dedicated to the Labour Market Agreements and the programs they are supporting.
- Work with the CLC to increase federal funding for the LMA and LMDAs to expand and improve the programs they support.

#145 2013

Support Labour Education in Schools

The OFL establish a working group with educators to create digital labour-focused curriculum resources to support teachers in Ontario. These resources will align with many overall and specific expectations in the Ontario Curriculum. These cross-curricular supports should include lesson plans, assessment tools, information, and resource links to support the priorities of labour in Ontario.

#149 2013

Labour Studies

The OFL will lobby the provincial government to increase labour studies education in Ontario curriculum.

#150 2013

Adult Education

The OFL lobby the provincial government to more equitably fund Adult Education in Ontario schools.

#151 2013

IX. INTERNATIONAL AFFAIRS

Oppression of the Teachers' Union in Oaxaca, Mexico

The OFL, through the CLC, demand that the Oaxaca and Mexican governments release all trade union and other activists who have been detained and that these same governments investigate all of the assassinations committed and that all those responsible be brought to justice. The OFL, through the CLC, demand that these governments immediately begin negotiations with Section 22 of SNTE Oaxaca and quickly find a solution to the teacher union conflict in Oaxaca.

#50 2007

Trade Union Rights Violations in Ethiopia

The OFL work with the Canadian Labour Congress to make a representation to External Affairs Canada to press the Ethiopian Government to cease all actions interfering in the internal affairs of the ETA and other trade unions.

#51 2007

Troops Out of Afghanistan

The OFL will:

1. Educate, mobilize workers to oppose the Canadian military intervention in Afghanistan;
2. Build a solidarity campaign with Afghani workers, social justice and women's organizations; and
3. Join with the CLC and other labour and civil organizations to pressure the Canadian government to end the military occupation in Afghanistan and support Canadian soldiers to prevent forced engagement in this unjust war.

#53 2007

Withdraw Canadian Troops from Afghanistan

The Ontario Federation of Labour call for the immediate withdrawal of Canadian troops from Afghanistan.

#55 2007

Oppose the Security and Prosperity Partnership (SPP)

The Ontario Federation of Labour, through the CLC, vigorously oppose this outrageous assault on the democratic process and fight it and other similar attempts to force the corporate agenda on the working class – through political action at every possible opportunity.

#56 2007

Oppose No Fly Lists

The Ontario Federation of Labour, through the CLC, opposes the adoption of no-fly lists which have been abused in the past and which can be used against labour and progressive activists who run afoul of the wealthy and powerful establishment of this country.

#57 2007

Gaza

The Ontario Federation of Labour call on the federal government to:

- Publicly call for a permanent ceasefire in Gaza
- Publicly call on Israel to immediately lift the blockade against the people of Gaza
- Demand an international fact-finding mission to investigate all violations of international law and human rights law committed in Gaza between December 27, 2008 and January 18, 2009.

Ensure that all bilateral Canada-Israel agreements are modified to contain binding mechanisms which entail automatic abrogation in the case of violations of international law and humanitarian law.

#57 2009

Colombia

The OFL/CLC will immediately contact the federal Conservatives and Liberals demanding that they not engage in the FTA and that they condemn the actions against activists in Colombia.

E-2 2009

Prioritizing Peace and Disarmament

The OFL will:

- Endorse the “Peace and Prosperity not War and Austerity” campaign of the Canadian Peace Alliance.
- Oppose increased military spending and demands instead, fuller funding for social programs benefiting Canadians.
- Increase assistance to peace and anti-war groups.

#133 2013

Boycott Products Produced on Occupied Territories

The OFL supports the International boycott of all settlement products, encourages its affiliates to do likewise, joins with BDS advocates (where appropriate), and engages in specific boycott campaigns.

#134 2013

Justice for Palestinian Prisoners

The important issue of the human rights of Palestinians held in Israeli jails receive the support of the OFL.

#135 2013

Palestine

The OFL will:

- Demand that the so-called security wall be dismantled.
- Demand that Israel immediately withdraw from the occupied territories in accordance with UN resolutions.
- Demand that the Canadian Government increase humanitarian aid to Palestinians.
- Support the international campaign of boycott, divestment, and sanctions.

#136 2013

Russian Anti-LGBTQI Legislation

The OFL will exert immediate and continued pressure on the Canadian Government to use all diplomatic

measures at its disposal bilaterally (and multilaterally at the UN) up to and including the withdrawal of the Canadian Ambassador from Moscow until the anti-LGBTQI laws are repealed.

#137 2013

Free Chelsea Manning

The OFL support the demand for freedom for Chelsea Manning and call upon the CLC to do the same.

#138 2013

Hands Off Syria! No to War!

The OFL will demand the Canadian government to:

- Oppose the illegal US drive to war on Syria.
- Support the UN call for a peaceful political solution negotiated in accord with the UN Charter and international law.
- Provide aid to Syrian Refugees.

#139 2013

Oppose the US War on Syria

The OFL will demand that the Canadian government:

- Oppose the US drive to war on Syria.
- Support the UN call for a peaceful political solution, negotiated in accord with the UN charter and international law.
- Provide aid to Syrian refugees.

#140 2013

Support Bangladeshi Garment Workers

The OFL will:

- Publicly call upon the Gap, Asda/Walmart and other companies who manufacture goods in Bangladesh to sign the comprehensive, legally binding and life-saving Bangladesh Safety Accord.
- Work with international groups to support workers' rights, health and safety and decent wages for workers in every country that exports to Canada.

#142 2013

X. POLITICAL ACTION

Build for the 2010 Municipal and School Board Elections

The OFL work with its affiliates and the CLC to support the development of local labour-community coalitions to work on behalf of progressive issues and candidates in the 2010 municipal and trustee elections.

#59 2009

Coalition Against Cut-backs

The OFL will:

- Commit to working with affiliates and community partners to fight fiercely against any and all attempts to balance Ontario's budget on the backs of working people
- Educate affiliates and the general public on the root causes of the recession – tax cuts, globalization, deregulation and free trade – and its impact on workers
- Launch a pre-emptive campaign against cuts to public services in Ontario in the face of recently announced government deficits
- Work with affiliates and community partners to identify and support innovative new solutions that create a socially and environmentally sustainable economy in Ontario
- Lobby government to adequately fund accessible and public post-secondary education and training in Ontario that will provide opportunities so that all Ontarians can participate in this new economy.

#60 2009

Civil Disobedience Training

The Federation offer education and training in the tools provided by dignified civil disobedience to enable our movement to galvanize popular opinion and to rise to the occasion of this moment.

#61 2009

Political Action

The Ontario Federation of Labour's Political Action Committee work to encourage unions to affiliate with the Ontario NDP to influence ONDP's platform for working families. The Ontario Federation of Labour's Political Action Committee develop a program to encourage affiliated union members to actively participate in Ontario NDP riding associations to ensure labour voices are heard at all levels of the ONDP.

#62 2009

Defend Free Collective Bargaining and the Right to Strike

The OFL:

- Convene affiliates to organize a Common Front in Ontario to mobilize and unite mass public resistance
- Organize the unemployed
- Demand a Labour Bill of Rights to enshrine the right to strike.

#63 2009

Training for Non-Violent Civil Disobedience

The Ontario Federation of Labour endorse and actively promote a campaign of non-violent civil disobedience aimed at reversing austerity budgets and anti-workers legislation at all levels of government.

The Ontario Federation of Labour create a training workshop and widely offer such workshops on the why, purpose of, and how to of non-violent civil disobedience. To be offered no later than August of 2012.

That affiliated locals attend workshops and work within their locals to teach members about the importance of civil disobedience.

#46 2011

Political Action Voice and Vote

The OFL will:

- Develop a Women's Vote Campaign to mobilize women to actively participate in the next provincial election. Campaign components will include:
 - Train the trainer workshop modeled on the successful 2009 Ontario Federation of Labour Women Vote Campaign.
 - Action plan that would access women in the workplace and communities to talk about the impact of political decisions on women's lives.
 - Issues sheets which include action demands.

#50 2013

Organizing

The OFL will:

- Recommit to making organizing a central focus of its public and political advocacy efforts; and
- Lobby with respective affiliates to all levels of government to remove legislative barriers to unionization.

#40 2015

Bill C-51

The OFL will:

- Protect the rights and freedoms of all people by demanding Bill C-51 be repealed;
- Organize a joint campaign with the CLC and community allies, including faith groups, to repeal Bill C-51;
- 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.

#42 2015

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

The OFL will work with the CLC in calling for the immediate repeal of Bill C-377.

#43 2015

Defend Canada Post

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.

EB - #45 2015

XI. SOCIAL POLICY

Fund Downloaded Municipal Services

The OFL work with affiliates to continue to pressure the provincial government to properly fund services delivered at the municipal level that were downloaded to them like social services, transit and housing.

#60 2007

Universal Public Post Office

The Ontario Federation of Labour support universal, public postal service and oppose post office closures and the privatization or deregulation of Canada Post.

#64 2007

Child Care

The OFL will:

- 1) Support affiliates, coalition partners and parents to lobby for a Canada-wide early learning childhood education and care system that:
 - Is public/non-profit, quality, inclusive, accessible, affordable and includes adequate compensation to Quebec;
 - Provides children 0-12 years with optimal environments that support their development;
 - Provides the child care workforce with good wages, benefits and working conditions;
- 2) Make child care a priority as we build toward 2015;
- 3) Support anti-privatization campaigns to oppose any growth and work to stop funding to private, for-profit child care companies.

#48 2011

Social Services

The OFL will bring affiliates and coalition partners together to support a broad social service sector integrated campaign to stem the impact of coming radical reforms in several sectors including child welfare, not-for-profit community agencies, municipal and community-based child care, and social assistance/welfare on service quality, service accessibility and not-for-profit delivery and on the workers' working conditions.

#50 2011

Social Assistance Eligibility and Labour Disputes

The OFL lobby to change the legislation surrounding income and labour disputes for Social Assistance eligibility.

#51 2011

Postal Banking

The OFL will:

- Lobby the federal government and opposition parties to establish banking and other financial services at Canada Post.
- Engage with the public about the need for service expansion at Canada Post.
- Oppose attempts to deregulate or privatize Canada Post

#125 2013

Universal Public Postal Service

The Ontario Federation of Labour will continue to support universal public postal service and oppose post office closures and the privatization or deregulation of Canada Post.

#126 2013

Canadian Postal Charter

The OFL support open, transparent and democratic public input in the upcoming Canadian Postal Charter Review with representation from the OFL, to focus on revenue generation, not service cuts, and to ensure a moratorium of post office closures in small and rural communities.

#127 2013

Halt the Downsizing

The OFL opposes plans Canada Post Corporation may have to downsize and downgrade the post office and support consultation with the public and others, to improve the Canadian Postal Service Charter so as to develop a process for making changes to the retail and delivery network.

#128 2013

HIV/AIDS

The OFL will:

- Work to end the stigmatization of people with HIV/AIDS.
- Continue to work to support funding for HIV/AIDS treatment and prevention, locally, nationally and globally.

#130 2013

Remittances

The Ontario Federation of Labour will lobby the federally government to impose a regulatory framework on international money transfers that ensures a maximum charge of 5% and transparency in the process.

#132 2013

Universal Childcare System

The OFL will:

- 1) Demand the Government of Ontario take immediate action to:
 - Invest in the expansion of a public, not-for-profit, and universal childcare system for children ages 0-12.
 - Demand a moratorium on new licensing of corporate for-profit multinational childcare companies.
 - Create a system of accountability and licensing measures to ensure that children are safe and in enriched early learning and care environments.
 - Ensure childcare workers are compensated fairly for their valuable work.
 - Address accessibility for families by immediately reducing childcare fees and investing in universal a universal system without compromising quality.

- Work with affiliates, coalition partners and childcare allies to create a strong voice for a progressive universal childcare system in Ontario.
- Work with the CLC to create a universal childcare system across the country.

S-#160 2013

XII. INTERNAL AFFAIRS

Pakistan Emergency Rule

The OFL, working through the CLC, call for the immediate release of imprisoned trade union, civil society, and opposition leaders, the immediate end of emergency rule in Pakistan, and the restoration of democracy, media rights, the constitution, and the rule of law; the OFL call for Canada to unequivocally condemn the military government and institute tough sanctions.

E - #2 2007

This historic 50th convention of the OFL send a clear message to all employers that labour will not give up the right to strike or the right to democratic representation in our unions and our workplaces; The OFL and its affiliates re-affirm the rights of workers to withdraw their labour and the rights of worker for full and democratic participation in their unions and workplaces.

E - #5 2007

Real Unions

The OFL calls on all affiliates and the CLC to support the December 4th demonstration against CLAC's attack on union rights; We use our resources to fight employer sponsored unions such as CLAC in all workplaces in Ontario and Canada.

E - #7 2007

Raiding

The Federation and the leaders of all affiliates sign a declaration agreeing not to raid or liberate other legitimate unionized workers and to concentrate their efforts on organizing the unorganized.

#69 2009

Terminology – Workers of Colour

The OFL Executive Board recommends that the term “visible minority” be replaced with “workers of colour” and that affiliates be encouraged to use this recommended term.

#97 2009

Honoring Jack Layton

The OFL establish a committee to:

- Create a unique physical memorial to honor the memory of Jack Layton and
- Develop a new and ongoing grant, award, bursary or project (could be in the form of labour support, expertise or resources) in Jack's name to recognize and support innovative initiatives designed to benefit working people.

#78 2011

Olivia Chow Child Care Champion Award

The Ontario Federation of Labour establish a biennial award called the Olivia Chow Child Care Champion Award and bestow it upon a child care advocate that has made a significant contribution to the advancement of child care.

#52 2011

Support Canadian Culture

The OFL will:

- Hire union labour to make their video and radio productions.
- Promote Ontario's film and television industry, and support investment in arts and culture.

#153 2013

Online Calendar Maintenance

The OFL will maintain and promote an online calendar of labour events, rallies, protests, and pickets as submitted by affiliated and non-affiliated unions and Labour's partners.

#154 2013

Promote Union Made Vehicles

The OFL will:

- Encourage its Executive Board and Council, officers, and staff to set an example by purchasing UNION MADE vehicles.
- Ask all its affiliated unions to do the same.
- Promote Canadian made, union made vehicles.

#155 2013

XIII. HUMAN RIGHTS / WOMEN'S RIGHTS

Funding Support for National Women's Group

The OFL urge the CLC to coordinate a vigorous response to include requesting affiliates to provide transitional financial support to the four national women's organizations and further that the OFL submit a resolution to the CLC convention urging their leadership on a fight back campaign.

#68 2007

Labour Day Pay Equity Events

The OFL working with labour councils and affiliated unions coordinate Labour Day events across the province to increase public awareness and education on the pay gap and press the Ontario government to support, strengthen and revitalize pay equity enforcement.

#69 2007

Labour Day Pay Equity Events

The OFL work with labour councils and affiliated unions to coordinate Labour Day events across the province to increase public awareness of the pay gap and to press the Ontario government to support, strengthen and revitalize pay equity enforcement.

#72 2007

Transitional Funding Support for Women's Groups

The OFL urge the CLC to coordinate and lead an immediate and vigorous fight back campaign against the cuts, including requesting affiliates to provide transitional financial support for these four women's organizations, and also submit a resolution to the CLC convention calling for this;

The OFL continue its support for provincial women's organizations, including the need to secure ongoing financial viability.

#73 2007

Campaign to Confront and Educate on Homophobia, Transphobia and Heterosexism

The OFL, with its affiliates and the LGBT community launch a province wide campaign to educate and confront homophobia, transphobia and heterosexism for the May 17th National Day Against Homophobia 2008 and continuing through regional Pride events.

C - #1 2007

Solidarity and Pride Educational Kit

The OFL, with its affiliates and the LGBT community resolve to develop/produce a kit for collective bargaining committees and for educational purposes of rank and file members in order to combat homophobia and heterosexism and transphobia.

#77 2007

Solidarity and Pride Conference

The OFL, with its affiliates and the LGBT community sponsor a Solidarity and Pride conference organized by the OFL for the spring of 2009.

#78 2007

Support Equal Pay Coalition

The OFL will support the Equal Pay Coalition's framework for Action and the Coalition's current campaign to improve enforcement of the (*Pay Equity Act*), including more funding for the Pay Equity Commission to do an effective job of education and ensuring compliance, and it will work with EPC on key challenges to improve women's access to pay equity.

#74 covers 75, 76, 77 and 83 2009

Pay Equity

The OFL will help build support among affiliates to support each other in such legal challenges and to carry out a public education campaign to raise awareness about the importance of enforcing pay equity rights for workers in mostly female jobs.

#78 covers 79, 80 and 81 2009

Mohamed Harkat

The Ontario Federation of Labour call upon the Minister of Public Safety and the Minister of Immigration for:

- The immediate and unconditional release of Mohamed Harkat
- An end to all proceedings against all people currently held under security certificates
- The right to fair and open trials for all people currently held under Security Certificates.

#82 2009

Employment Equity

The OFL will:

- Educate affiliates on the critical importance of employment equity
- Work with affiliates to set goals and develop strategies to ensure that workplaces reflect the demographics of the community
- Develop an ongoing network of affiliates and community partners that will advance employment equity practices throughout Ontario
- Develop and distribute employment equity resources to affiliates
- Provide training and support to ensure resources find their way into all workplaces and are being utilized
- Work with affiliates to adopt a unified position on employment equity that can then be proposed as legislation.

#84 2009

Employment Equity

The Ontario Federation of Labour (OFL) develop an Employment Equity Educational Guide to be distributed to all OFL affiliates to train and educate Employment Equity Committees and their advocates.

#85 2009

Solidarity & Pride

The Federation reschedules the OFL Solidarity & Pride conference, originally supposed to take place May 22-24, 2009 but cancelled due to a low number of registrations.

#87 2009

Core Principles on Migrant Workers and Immigration

The OFL adopt the following as core principles in the area of migration and immigration:

- The Canadian Government must prioritize nation building and immediate immigration over temporary worker programs such that migrant workers entering Canada have immediate permanent residency status along with their immediate family if they so choose
- Implement a moratorium on deportations of non-status workers and their families until their individual cases are adjudicated through a transparent and impartial appeal process
- Implement a fair and transparent model for recognition and assessment of international credentials
- Eliminate mobility restrictions for housing migrant workers with regard to limiting migrant workers to a particular employer
- Ensure migrant workers have full access to all applicable employment and labour legislation.

C - #89 2009

Freedom for Mumia Abu-Jamal

The OFL reaffirm its support of Mumia Abu-Jamal and step up its efforts to win his freedom.

#54 2011

Cyber Bullying and Harassment

The OFL will develop a policy to address cyber bullying in our workplaces and

The OFL will work to develop workshop/training materials to be provided to our affiliates.

#55 2011

Unions & Women Leadership

The OFL hold a “Women’s Leadership Summit” in 2012 to celebrate and reflect the rich diversity of women in leadership roles within the labour movement.

The OFL develop tools to support women into future leadership roles.

#56 2011

Pay Equity

The OFL will:

Work with affiliated unions and community partners to mobilize for legislative reform to include measures under Ontario’s Pay equity act to address and remedy race based wage discrimination.

#58 2011

Day of Pink and Anti-Bullying

The OFL support and promote Ontario-wide action during the national anti-bullying day, the Day of Pink, April 13th (dayofpink.org). The OFL promote training and promotional materials that oppose homophobic and transphobic bullying in the workplaces of all Ontarians; and the OFL support the expansion of bullying prevention initiatives and anti-homophobia education programs in schools and call for the provision of safe and inclusive school environments for all students, with a particular focus on addressing the needs and concerns of LGBTQ students.

#76 2011

Restore Funding to Settlement Agencies

The OFL and its affiliates through the Canadian Labour Congress will lobby the federal government to restore funding to immigration service and settlement organizations.

#61 2011

Campaign for Immigration Rather Than Migrant Worker Exploitation

The OFL and affiliates work with the CLC and community partners to put pressure on the federal government to scale back the TFWP, establish stronger requirements for temporary work permits, implement stronger punitive measures for employer abuse of the TFWP, provide migrant workers with opportunities for permanent residency and demand a return to a robust national policy of permanent immigration.

#2 2013

Support Migrant Workers' Rights

The OFL will work with all its affiliates to implement a plan of action to:

- Have the Ontario legislature pass the OFL Migrant Workers' Bill of Rights.
- Have the Ontario legislature allow migrant agricultural workers to unionize.
- Develop an organizing plan to defend the civil and labour rights of temporary foreign workers.
- Press the Canadian government to ratify the International Covenant on the Protection of the Rights of all Migrant Workers; and the International Convention Concerning Decent work for Domestic Workers.

#3 2013

Migrant Worker Access to Employment Insurance

The OFL call on the Harper Government to immediately reinstate the right of all workers who contribute to EI to have equal access to the Parental and Compassionate Benefits of the program.

#5 2013

2014 World Pride

The OFL will:

- Ensure a significant and visible union presence at World Pride 2014 in Toronto;
- Collaborate with CLC, Toronto York Labour Council on OFL to a sponsor;
- Promote a labour agenda during World Pride via a two-day working-class rights conference in association with or adjacent to the World Pride Human Rights Conference of June 25-27, 2014.

S - #156 2013

Solidarity and Pride Educational Kit

The OFL, with its affiliates and the LGBTQ community, will develop/produce a kit for collective bargaining committees and for educational purposes of rank and file members in order to combat homophobia, heterosexism and transphobia.

#10 2013

Blood Donations

The OFL lobby Canadian Blood Services to bring its donor's guidelines and screening practices within the scope of science and end the systemic discrimination against men who engage in sexual activity with other men.

#11 2013

Roots of Violence Involving Youth

The OFL support a youth policy framework and a neighbourhood capacity and empowerment focus to strengthen communities through initiatives such as school as hubs, supporting resident engagement and stable long-term funding for agencies that serve peoples of color.

#15 2013

Employment and Training for Youth of Colour

The OFL work in tandem with the racialized communities to develop feasible social infrastructures and employment training mechanisms necessary to facilitate effective job search and job attainment strategies for racialized youth like access to apprenticeships and good jobs in the public and private sectors.

#16 2013

Resolution to Re-enact Employment Equity Act/Legislation

The OFL together with CLC lobby the provincial and the federal governments to re-enact and strengthen the employment equity legislation and establish an *Employment Equity Secretariat* fully mandated and adequately resourced in order to implement a mandatory and comprehensive employment equity program in Ontario and across Canada. This lobby initiative commences right after the completion of the 2013 OFL Convention.

S - #157 2013

Support for People of Colour

The OFL work with community organizations who deliver services to peoples of colour to dismantle any inequities in a coordinated long-standing fashion for the betterment of individuals, families, the community and wider society as a whole.

The OFL work with these specific communities across Ontario strategically focusing on positive economic well being, education, employment, health, housing, justice, safety and political engagement and social inclusion to ensure that they have access to safe and healthy places to live and work.

#19 2013

Poverty in Racialized Aboriginal Communities

The OFL lobby all levels of government to address and end the worsening racial inequities that lead to poverty.

#21 2013

Accessibility for Ontarians with Disabilities Act Alliance Support

The OFL supports the *Accessibility for Ontarians with Disabilities Act* Alliance's actions and requests to receive all information and updates regarding the implementation and enforcement without burdening

this voluntary organization with any additional costs to accessing public information.

#23 2013

Idle No More

The Ontario Federation of Labour will support the Idle No More movement.

#24 2013

Leonard Peltier

The Ontario Federation of Labour will continue to support freedom for Leonard Peltier in the form of an immediate grant of parole or Executive Clemency.

#25 2013

National Aboriginal Day

The OFL will:

Lobby the Ontario Government to enact June 21, National Aboriginal Day, as a statutory holiday; and Encourage affiliates to bargain for June 21, National Aboriginal Day as a statutory holiday; and Celebrate and will encourage affiliates to celebrate June 21, National Aboriginal Day.

#26 2013

“Duty to Consult” with the Aboriginal Community

The Ontario Federation of Labour renew its commitment to educate union members and communities on this country’s true history of colonialism and dispossession by organizing and mobilizing in solidarity with Aboriginal peoples in their struggles for respect, peace and friendship based on real justice and equality.

The Ontario Federation of Labour demand that our governments uphold their “Duty to Consult” obligations under their treaty relationship with Aboriginal peoples.

#27 2013

Sustainable Funding for the Aboriginal Community

The OFL lobbies the Federal Government to:

- Lift the 2% cap on annual increases to Aboriginal Affairs core programs (in place since 1996),
- Reverse the 15% or \$1.2 billion cut to the 2015-16 Aboriginal Affairs budget (reported by Curry and Thompson, by the Globe & Mail April 5, 2013),
- Increase Federal funding for Aboriginal housing, potable water, primary and secondary education, child and family services, health and social programs, and other basic needs to a level that attains equality in the provision of government services between Aboriginal and non-Aboriginal people in Canada, and
- Uphold our country’s duties and obligations as Treaty people.

#28 2013

Sisters in Spirit Solidarity Actions

The OFL will:

- Continue OFL support for a national inquiry into the missing and murdered Aboriginal women and girls.

- Mobilize labour support for February 14 a national day of Women's Memorial Marches for murdered and missing women in Canada.
- Mobilize labour support for October 4 national Sisters in Spirit Vigils.

#29 2013

Pay Equity

The Ontario Federation of Labour will:

- Work with affiliates, Ontario's Equal Pay Coalition and other progressive forces to reinvigorate a campaign around Pay Equity for women in Ontario.
- Endorse April Equal Pay Day.
- The campaign includes a public relations component to support a lobby of government to fully fund its obligations on Pay Equity.
- Co-sponsor with the Ontario Equal Pay Coalition a conference to develop a strategic plan on actions needed to close Ontario's wage gap.

#33 2013

One Billion Rising Campaign

The OFL will:

- Endorse ONE BILLION RISING campaign – an international day of action to end violence against women and girls taking place in Canada on March 8, 2014.
- Develop an action tool kit to be distributed to affiliated locals and labour councils.
- Co-ordinate with labour councils for province wide actions.

#35 2013

Women in Leadership

The OFL hold a women's leadership summit in 2015 to promote and reflect the rich diversity of sisters in the labour movement.

#36 2013

Black Lives Matter

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

#1 2015

Racial Profiling

The OFL will:

- Oppose the policy and practices of carding and racial profiling carried out by law enforcement agencies in Canada;
- 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.

C - #2 2015

Discrimination of Syrian Refugee Claimants

The OFL condemn the Trudeau government's plan to arbitrarily restrict Syrian refugee claimants on the basis of gender and family status.

EB, E - #5 2015

Equity Focused Action Plan

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.

C - #6 2015

Protect Minority Rights

The OFL will:

- 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.

#7 2015

Crimes Motivated by Homophobia and Transphobia

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.

#8 2015

Protection from Normalizing Surgery to a Child's Reproductive Organs

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.

EB - #9 2015

Solidarity and Pride

The OFL will:

- 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
- Convene a cost-neutral Pride and Solidarity conference or series of regional conferences during 2017;

#10 2015

Workers of Colour

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;

#11 2015

Violence Against Women

The OFL will host a VAW conference for Women of Colour;
EB - #12 2015

Income Inequality

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.

#13 2015

Equity in Leadership

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.

#14 2015

Reinvigorating Sisters in Spirit Solidarity Actions

The OFL will:

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

#15 2015

Pay Equity Transparency and Compliance

The OFL urges the Government of Ontario, to review the OPEA and revise as needed, in particular to include:

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

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.

The OFL urges the Government of Ontario, to set goals for closing the gender wage gap in Ontario.

EB - #16 2015

Violence Against Women

The OFL will:

- Develop a Violence Against Women education and bargaining module;
- Develop contract language and programs on domestic violence, modeled on UNIFOR's women's advocates' modules;
- Support CLC/Western University's research project on domestic/workplace violence;
- With the CLC, campaign for a Federal inquiry into missing and murdered Aboriginal women and girls;
- With the CLC, pressure the Canadian government to meet the UN's call for a national action plan;
- Link Violence Against Women to neoliberal austerity, union-busting and the social/economic/political marginalization of women.

#17 2015

Women in Leadership

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.

EB - #18 2015

Pay Equity

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.

The OFL will work with the Equal Pay Coalition to hold a symposium to develop a strategic plan on actions needed to close Ontario's wage gap.

EB - #19 2015

Employment Equity

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

The OFL will 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.

EB - #20 2015

XIV. PENSION POLICY

Pensions

The OFL through the CLC call for the doubling of Canada Pension Plan benefits so that all pensioners will be able to retire and live in dignity.

#90 2009

CPP

The OFL work on all fronts to campaign for an improved private system and an expanded CPP.

#91 2009

Pension Fund Investment

The OFL develop a Responsible Contractor policy for use by affiliates and labour councils that could be used by affiliates to require pension funds that own real estate to only contract building service organizations that pay fair wages, good working conditions and remain neutral in any union drive.

The OFL work with the Canadian Labour Congress when possible to develop workshops that would help union trustees to pass policies at pension funds that would require all pension fund managers to make public their proxy-voting policies and records and to make sure that statements are required of investment policies and practices of the pension fund investment have included environmental, labour, ethical, human rights and social considerations.

#93 2009

Protecting Pensions

The OFL will:

- Publicly campaign to defend defined benefit pension plans as the best way to ensure workers' retirement income security.
- Work with affiliates to mobilize the full support of the OFL for any workers forced onto picket lines to defend their pensions.
- Lobby the Ontario Liberal government to reject PRPPs.
- Resist any attempt to legislate away defined benefit pension plans for any public sector workers.
- Continue the campaign to increase the Canada Pension Plan, Old Age Security and the guaranteed Income Supplement, returning the age for OAS eligibility to 65.

#143 2013

Protect Steel Industry Pensions and Benefits

The OFL:

- Calls on the Government of Ontario to create a fund to fully finance the post-retirement health care benefits of the retirees of Stelco and U.S. Steel, and other steel industry retirees if required.
- Calls on Governments to work together to protect and promote defined benefit pension plans and to ensure retirement security and benefits for all Ontario workers.

E - #3 2015

XV. TECHNOLOGY & WORKPLACE CHANGE

Copyright Legislation

The OFL support the adoption of strong copyright legislation which is urgently needed to protect jobs in Canada's film and television industry.

The OFL initiate a campaign aimed at educating its affiliates regarding the destructive effects of digital theft.

#62 2011

XVI. ABORIGINAL RIGHTS

XVII. YOUNG WORKERS

Protecting Collective Bargaining Gains for the Next Generation

The OFL will:

- Work with affiliates to build capacity and public support to turn the tide in collective bargaining back to the historic norm of making gains for all workers.
- Highlight the need for inter-generational solidarity to ensure young workers do not become the first generation to have a lower standard of living than their parents.
- Educate the public about the negative impact on all workers of two-tiered working conditions and support any affiliate in their resistance to concessionary bargaining demands.

#86 2013

Young Worker Engagement Summit

The OFL host a special summit with young worker representatives, activists and servicing staff of affiliates to share best practices and develop strategies for better engaging young workers within the union movement.

#87 2013

Resolution to Launch Campaign About Impact of Austerity on Youth10

The OFL partner with student and youth groups to produce educational materials directed at youth about the negative impacts of austerity and develop a campaign to challenge the generational warfare of the neoliberal agenda.

#88 2013

Campaign on Job Creation and Youth Employment

The OFL work with youth and student groups, affiliates and community partners to launch a campaign to reshape public policy around protecting the future of work for the next generation of workers by placing an emphasis on job creation, access to education and adequate protection for young workers.

#89 2013

Protections for Unpaid Interns

The Ontario Government be called upon to extend Employment Standards Act protections to legal unpaid interns, pro-actively investigate unpaid internships, increase fines for illegal internships and publicly report infractions and penalties.

Secondary and post-secondary education institutions be prohibited from including unpaid internships in course requirements unless the position has an explicit educational component and the employer is not using unpaid internships to displace paid employment.

#93 2013

Resolution to Support We Are PowerShift

The OFL will:

- Endorse and support PowerShift through partnership, in kind support, promotion and active involvement in this youth-led climate justice movement.
- Reach out to the PowerShift steering committee to investigate the possibility of hosting a regional conference in Ontario.

#94 2013

Campaign for Universal, Public Post-Secondary Education

The OFL will:

- Lobby the provincial government to eliminate tuition fees and any other user fees for post-secondary education through progressive fee reductions and corresponding increases in government funding for colleges and universities that are fair and transparent.
- Call upon affiliates to oppose the privatization of education within their communities.
- Denounce forced specialization within post-secondary institutions and performance-based funding.

S-#158 2013

Young Worker Engagement Summit

The OFL shall 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.

#72 2015

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

The OFL will:

- Ensure that the “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;
- Approach the Canadian Federation of Students to launch this campaign jointly; and
- Members of Provincial Parliament be lobbied for better legislation regarding internship protections for interns and co-op

#73 2015

Opposition to “Net Tuition”

The OFL shall write a letter 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.

#74 2015

Support for the CFS-Ontario “Education is a Right” Campaign

The OFL aims to:

- Endorse and support the Canadian Federation of Students’ “Education is a Right” campaign;
- Develop media, social media and outreach strategy to bolster affiliate, local and member participation in the campaign.

#75 2015

Student & Union Representation at Carleton University

The OFL responds with a letter be written to the Carleton University Board of Governors condemning the proposed Bylaw changes as an attack on student and labour representation.

#76 2015

XVIII. CONSTITUTION

OFL Injured Workers Vice-President

OFL Executive Board will pay for one (1) representative of ONIWG to attend the Executive Council of the OFL.

#EB 2011

Article 6: OFL Constitution - Duties of the President

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.

#1 2015

Article 7: OFL Constitution - Duties of the Secretary Treasurer

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.

#2 2015

Executive Committee Part 1 (New)

Insert a new Article 10 of the constitution to establish an Executive Committee which shall state in 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.

#3 2015

Executive Committee Part 2 (New)

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.

#4 2015

Executive Committee Part 3 (New)

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.

#5 2015

Article 9: OFL Constitution – Executive Board

Amend Article 9, Section 4(c) by deleting Section 4(c) (ii) concerning binding contracts

Amend Article 9 Section 4(c) by deleting Section 4(c) (vi) concerning reimbursement of expenses

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.

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.

#6 2015

Ontario Common Front – Amendment to Article 10

One seat shall be created on the OFL Executive Council for the Ontario Common Front chairperson by amending Article 10.

#7 2015



14th OFL Biennial Convention November 20-24, 2017

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

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