



14th Biennial Convention // 2017

**ONTARIO FEDERATION
OF LABOUR
2017 POLICY
RESOLUTIONS**

2017

60 YEARS
1957
2017



**ONTARIO
FEDERATION OF
LABOUR**



2017 Policy Resolutions

**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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2017

14th Biennial OFL Convention

ONTARIO FEDERATION OF LABOUR 2017 POLICY RESOLUTIONS

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1.0 Power ON the Working Class

1.1 Raising the standard of decent work

1. **BARGAIN \$15 & FAIRNESS NOW!**

Submitted by CUPE Local 1281; CUPE Local 1979; CUPE Local 3906; IAMAW Local Lodge 2413; IAMAW Local Lodge 2323; UNITE HERE Local 75;

Whereas polling shows over 70% of Ontarians support at least a \$15 minimum wage and better working conditions.

Whereas almost 10% of union members earn less than \$15 an hour, and many do not have paid sick or emergency leave days or annual cost of living adjustments in their contracts.

Whereas UNITE HERE Local 75, CUPE 3261 and CUPE 1334 have all connected their bargaining strategies to the Fight for \$15 & Fairness, winning at least a \$15 minimum wage and other important contract improvements.

Whereas by getting ahead of the law and bargaining \$15 & Fairness, unions can garner public support and show unions are effective tools for improving wages and working conditions.

Be it resolved that, the OFL encourage affiliates to connect upcoming bargaining strategies to the Fight for \$15 & Fairness, to maximize gains for workers in this political moment and ensure union contracts stay ahead of changes in Bill 148.

(Word count: 147)

2. ORGANIZING FOR \$15 & FAIRNESS

Submitted by CUPE Local 1281; CUPE Local 1979; CUPE Local 3906; IAMAW Local Lodge 2413; IAMAW Local Lodge 2921; UNITE HERE Local 75; London and District Labour Council

Whereas:

- The election of Patrick Brown would put our legislative improvements at risk;
- The best way to secure workers' gains & push for more is to take action to turn legislative gains into concrete advances for workers;
- Strategic organizing drives can play a role in shaping public opinion before, during & after the June 2018 election;
- The more workers that win at least a \$15 minimum wage & better working conditions before Bill 148 is fully phased-in, the more likely we are to preserve – and extend – our legislative & collective bargaining advances;

Be it resolved that the OFL encourage affiliates to undertake strategic organizing drives to take advantage of measures in Bill 148 that make it easier for workers to join unions;

Be it further resolved that the OFL, in conjunction with its community partners, keep pushing for broader-based bargaining so that workers in smaller workplaces & precarious sectors have meaningful access to collective bargaining.

(Word count: 147)

3. ORGANIZING AFTER BILL 148

Submitted by Toronto & York Region Labour Council; Guelph and District Labour Council

The OFL will: establish a task force to develop a comprehensive strategy for the labour movement to immediately exercise the new rights afforded to workers under Bill 148. This would include “organizing to scale” in key sectors of the economy, successor rights, enforcement of equal pay provisions and rights of temp agency workers.

Because despite declining union density, few unions dedicate significant resources to organizing unrepresented workers, and most organizing takes place without engaging existing members or community allies, let alone other unions in the region, and

Because Bill 148 restores card-check in certain sectors, along with immediate certification remedies for employer misconduct, and it is incumbent on our movement to utilize this opportunity to restore union density in our traditional strongholds and reach out to the workforce of emerging sectors of the economy.

(Word count: 132)

4. KEEP FIGHTING FOR \$15 & FAIRNESS

Submitted by CUPE Local 1281; CUPE Local 1979; CUPE Local 3906; IAMAW Local Lodge 2113; IAMAW Local Lodge 2323; IAMAW Local Lodge 2921; UNITE HERE Local 75

To protect what we won in Bill 148 and build support for a bigger vision for labour law reform, the OFL will make the Fight for \$15 & Fairness a central issue before, during and after the June 2018 election.

Because:

- The \$15 minimum wage and other aspects of Bill 148 will not be fully phased-in until January 2019.
- The Ontario Chamber of Commerce and its affiliates like the Ontario Restaurant, Hotel & Motel Association; the Canadian Franchise Association; and temp agency lobbyists like ACSESS (the Association of Canadian Search, Employment & Staffing Services) will likely support candidates like Progressive Conservative Party leader Patrick Brown who oppose Bill 148 and other decent work measures.
- History here & elsewhere shows that progressive labour laws can be easily repealed.
- Women, racialized workers and other equity seeking groups have the most to lose if labour law reform is rolled back.

(Word count: 146)

1.2 Propelling young workers higher

5. SUCCESSION PLANNING

Submitted by CUPE Local 79

Whereas the OFL needs to support the development of leaders within our movement to respond to the challenges ahead;

Whereas the growth of precarious employment within our membership often restricts the amount of on the job training possibilities for new union leaders;

Whereas succession planning that supports new leadership development will ensure the ongoing health of Ontario's labour movement.

Therefore be it resolved that the OFL will develop an equity and inclusion program for affiliates to promote ongoing leadership succession planning that is inclusive of young workers and members of equity-seeking groups, to be presented to the 2019 OFL convention;

Therefore be it further resolved that the OFL will establish a training and mentoring program by reviewing successful practices within civil society organizations and other unions, including the Elementary Teachers' Federation of Ontario (ETFO).

(Word count: 122)

1.3 Reconciling new trends

6. ROBOTS, AUTOMATION, ARTIFICIAL INTELLIGENCE AND FAIR TAXATION

Submitted by CUPE Local 79

Whereas robots, automation and artificial intelligence are displacing an increasing number of workers in both the public and private sectors;

Whereas these technologies allow employers to avoid paying wages as well as avoid contributing to social programs such as employment insurance and the Canada Pension Plan;

Whereas Ontarians depend on social programs for well-being and for building an inclusive society;

Whereas workers who are displaced by robots, artificial intelligence or automation deserve access to publicly funded retraining.

Therefore be it resolved that the OFL will lobby the Provincial government to implement taxation schemes that fairly capture the profits generated by using robots, automation and artificial intelligence;

Therefore be it further resolved that the OFL will lobby the Provincial government to distribute funds received through such taxation to social programs and worker retraining opportunities and workforce development programs.

(Word count: 124)

7. TAX NEW TECHNOLOGIES

Submitted by Hamilton and District Labour Council

Whereas management consultancy McKinsey & Co predict that nearly half of the work now done by humans could be displaced by new technologies; and

Whereas driverless trucks, hamburger flipping robots and increasing automation are on the horizon; and

Whereas the incentive for automation & AI advances is to save money and increased profits for businesses; but it comes at a cost of reduced revenues for government for social services such as health care.

Be It Resolved That the OFL is committed to:

[1] Investigate the impact of new technologies on job loss and the impact on companies future corporate tax rates.

[2] Advocating that government revenues lost by displaced workers' salaries shall be compensated by an increased corporate tax rate.

[3] Advocating that the proposed taxation revenues generated by the new technologies corporate tax be used for government programs such as healthcare and social services.

(Word count: 139)

8. CONFERENCE ON TECHNOLOGICAL CHANGE

Submitted by CUPE Local 79

Whereas employers are using technological change as a pretext to drastically reduce the number of staff and technological change is fundamentally changing the delivery of public services;

Whereas employers have designed the delivery of some public services with few or no staff engaged in the provision of public services;

Whereas the labour movement has not had a conference on this issue and how it will impact union members since the beginnings of digitization;

Whereas unions need to update collective agreement language regarding technological change;

Whereas we need to mobilize union members and our public allies against the reality that the reduction of front-line and support staff due to technological change will negatively impact on the quality of services.

Therefore be it resolved that the OFL will organize a conference on technological change for union members to strategize how best to fight the negative impact of technological change on our members.

(Word count: 141)

9. PROTECTING GOOD JOBS AGAINST THE SHARING ECONOMY

Submitted by CUPE Local 79

Whereas in May 2016, Toronto's City Council, led by Mayor John Tory, legalized UberX operations in Toronto, launching a deregulation program that could be reproduced across the province;

Whereas sharing economy operators in hotel, transportation, food, and other industries exploit precarious, casual labour to make billions of dollars in annual revenues while aggressively attacking regulatory frameworks that were established to protect workers and consumers;

Whereas sharing economy deregulation will eliminate good jobs and increase casual, unreliable jobs;

Whereas in the face of sharing economy apps, the Labour Movement must develop strategies to protect jobs and prevent growing employment precarity;

Whereas the threats posed by companies using sharing platforms to promote deregulation and employment casualization demand a collective response.

Therefore be it resolved that the OFL will work with affiliates and community allies to develop a strategy to protect good jobs that are threatened by the growth of the sharing economy.

(Word count: 141)

1.4 Marching for women's equality

10. EQUAL PAY FOR EQUAL WORK

Submitted by Ontario Public Service Employees Union

WHEREAS Ontario's Bill 148 enshrines the principle of "equal pay for equal work"; and

WHEREAS it is discriminatory to pay part-time and temporary contract workers less than full-time permanent workers doing the same job; and

WHEREAS Bill 148 does not require employers to pay pro-rated benefits to workers in precarious jobs; and

WHEREAS Bill 148 fails to recognize that in many cases this allow employers to force full-time workers to pay for justice for precarious workers;

THEREFORE BE IT RESOLVED that the OFL seek changes to Bill 148, the Fair Workplaces, Better Jobs Act, including:

- **enshrining job status as a prohibited ground for discrimination under the Ontario Human Rights Code;**
- **expanding "equal pay for equal work" in the ESA to include benefits; and**
- **guaranteeing that no employee experiences any adverse employment effect as a result of an employer implementing equal pay for equal work.**

(Word count: 136)

11. CLOSING THE GENDER PAY GAP

Submitted by The Society of Energy Professionals, IFPTE Local 160

WHEREAS women in Ontario earn, on average, only 70 per cent of what men earn doing the same type of work; and

WHEREAS a recent study by the Canadian Centre for Policy Alternatives and OXFAM shows that this problem has been getting worse, rather than improving in recent years; and

WHEREAS the Ontario Government has introduced the Fair Workplaces, Better Jobs Act to begin to address the issues of equal pay for work of equal value for all types of workers.

THEREFORE, BE IT RESOLVED that the OFL subsidize an Equal Payday Event held prior to Equal Pay Day 2018, to discuss political actions to be taken to move us closer to achieving equal pay with no further delay.

(Word count: 112)

12. SUPPORT FOR SEX WORKERS

Submitted by COPE Local 343; CUPE Local 1281; Ontario Secondary School Teachers' Federation

WHEREAS laws around sex work introduced through Bill C-36 reproduced all of the same criminalizations that were addressed by the Supreme Court; and

WHEREAS the OFL should recognize and support the rights of sex workers and their efforts to attain equality, equity, workplace safety, labour rights and any other benefit provided to all other workers; and

WHEREAS full decriminalization of sex workers, clients and third parties provide an approach which is inclusive of sex workers and does not perpetuate state sanctioned violence or gross human rights violations; and

WHEREAS the OFL has long fought for social and legal supports for all workers, unionized or not.

THEREFORE BE IT RESOLVED that the OFL, with the CLC, in solidarity with sex workers and advocates, support and promote the full decriminalization of sex work, the repeal of laws around sex work introduced through Bill C-36, and support for sex workers in their struggle to organize and improve their working conditions.

(Word count: 149)

1.5 Promoting Indigenous workers' rights

13. MAKE NATIONAL INDIGENOUS DAY A STATUTORY HOLIDAY

Submitted by Ontario Public Service Employees Union

WHEREAS the historic oppression of Indigenous peoples on the territory now known as Canada is a source of shame for all Canadians; and

WHEREAS the legacy of residential schools, the "Sixties Scoop," and other government policies designed to assimilate Indigenous peoples must be addressed through reconciliation; and

WHEREAS June 21 has been recognized as National Indigenous Day; and

WHEREAS the Truth and Reconciliation Commission has recommended that National Indigenous Day be declared a statutory holiday; and

WHEREAS doing so would facilitate connections between Indigenous and non-Indigenous people, and be an opportunity to recognize and celebrate the unique heritage, cultures, and contributions of Indigenous peoples; and

WHEREAS the Northwest Territories and Yukon have recognized National Indigenous Day as a statutory holiday;

THEREFORE BE IT RESOLVED that the OFL support establishing June 21, National Indigenous Day, a statutory holiday in Ontario; and

BE IT FURTHER RESOLVED that the OFL communicate this support to the Premier, all MPPs, all affiliates, and the Chiefs of Ontario.

(Word count: 148)

14. SUPPORTING RECONCILIATION WITH INDIGENOUS PEOPLES

Submitted by: Ontario Public Service Employees Union

WHEREAS true reconciliation is more than apologies; and

WHEREAS all of us are responsible for building a respectful relationship with Indigenous peoples; and

WHEREAS Canadian governments are not living up to the promise of reconciliation in full partnership with Indigenous peoples; and

WHEREAS reconciliation requires immediate and concrete action and labour unions have a responsibility to hold governments accountable to fulfill their promises to Indigenous peoples;

THEREFORE BE IT RESOLVED that the OFL call upon governments in Canada to implement the 94 Calls to Action of the Truth and Reconciliation Commission in consultation with Indigenous Peoples; and

BE IT FURTHER RESOLVED that the OFL educate its members on the residential school system and the attempted cultural genocide of Indigenous peoples in Canada and internationally; and

BE IT FURTHER RESOLVED that the OFL support Indigenous organizations and grassroots activism to promote healing and reconciliation in Canada and internationally; and

BE IT FURTHER RESOLVED that the OFL encourage all of its affiliates to do the same.

(Word count: 144)

15. INDIGENOUS REPRESENTATIVE WORKFORCE

Submitted by Canadian Union of Postal Workers

Whereas the Indigenous communities have the highest unemployment rates and lowest employment statistics in Canada;

Whereas signed partnership agreement and representative workforce strategy in Saskatchewan has been successful in the recruitment and retainment of indigenous individuals;

Whereas there will be an enormous savings if we can take every opportunity to ensure that Indigenous Peoples have access to jobs and economic activity.

Therefore be it resolved the OFL encourage affiliates to allow for presentations of the representative workforce (RW) strategy and partnership agreements; and

Therefore, be it further resolved that the OFL assist in analyzing the benefits for respective affiliates or their locals in signing a partnership agreement and utilizing a RW strategy.

(Word count: 100)

1.6 Empowering workers of colour

16. BARRIER-FREE EMPLOYMENT PRACTICES

Submitted by Hamilton and District Labour Council; Ontario Secondary School Teachers' Federation

WHEREAS the OFL is on record for advocating and supporting barrier-free employment practices;

WHEREAS the OFL is on record stating that employers' workplaces should reflect the diversity of our communities;

WHEREAS there are some publicly funded institutions, boards and agencies who have not implemented barrier-free employment and promotion practices.

BE IT RESOLVED THAT the OFL is committed to:

[1] Advocate for fair, unbiased, harassment and barrier-free employment and promotion practices based upon the principle of employment equity in all private and public workplaces.

[2] Support legislation to enact fairness and equity in recruitment, hiring and promotion practices in all workplaces.

[3] Support amending Ontario laws, including the Ontario Human Rights Code, to ensure that there are no barriers for open and transparent hiring and promotion practices in all workplaces.

(Word count: 123)

1.8 Advocating for LGBTQ+ workers

17. INCLUDING LGBTQ COMMUNITIES IN THE CENSUS

Submitted by COPE Local 343; CUPE Local 1281; Ontario Secondary School Teachers' Federation

WHEREAS there has never been an official count of LGBTQ communities in Canada; and

WHEREAS data on communities is essential if we want to include LGBTQ communities in employment equity laws and policies; and

WHEREAS data on communities is important for the development of good public policies and programs.

THEREFORE BE IT RESOLVED that the OFL, with the CLC, lobby the federal government to include questions pertaining to the LGBTQ communities in the next census.

(Word count: 68)

18. ENDING THE BLOOD AND ORGAN DONATION BAN

Submitted by COPE Local 343; CUPE Local 1281

WHEREAS the Health Canada policy prohibiting gay men from donating organs is discriminatory and may result in an increase of the number of deaths relating to organ transplant shortages; and

WHEREAS the Health Canada policy prohibiting gay men from donating blood if they have had sex with a man in the past year is discriminatory because it implies that sex between two men is an inherently risky practice; and

WHEREAS every blood donation is now tested; and

WHEREAS Health Canada should be stopped from sexual orientation based discrimination.

THEREFORE BE IT RESOLVED that the OFL, with the CLC, will lobby Health Canada to abolish the discriminatory policy that bans gay men from donating blood and/or organs if they have had sex with a man in the past year.

(Word count: 120)

19. LGBTQ MENTAL HEALTH

Submitted by COPE Local 343; Canadian Union of Postal Workers; CUPE Local 1281

WHEREAS LGBTQ persons and communities are as diverse as the general Canadian population in their experiences of mental health; and

WHEREAS LGBTQ persons face higher risks for some mental health issues due to the effects of discrimination and the social determinants of health.

THEREFORE BE IT RESOLVED that the OFL will:

- **Increase awareness on broader social and legal context in which LGBTQ clients live**
- **Promote familiarity with the degree that internalized discrimination impacts health**
- **Promote understanding of social determinants of physical and mental health**
- **Promote family acceptance of LGBTQ adolescents and encourage them to connect with LGBTQ communities**
- **Promote appropriate equity training for suicide response and crisis intervention of LGBTQ clients, and gender of Trans clients is not misidentified**
- **Promote recognition that multiple marginalized communities face additional barriers to maintaining good mental health**
- **Increase familiarity with resources to support LGBT people at greatest risk for mental health**

(Word count: 141)

20. KEEPING THE POLITICS IN PRIDE

Submitted by COPE Local 343; CUPE Local 1281

WHEREAS on February 5, 1981 at 11 p.m. patrons of four bathhouses in downtown Toronto were assaulted by 200 police officers in a series of coordinated raids; and

WHEREAS the following evening, a midnight march starting at Yonge and Wellesley was organized to protest police brutality; and

WHEREAS politics in PRIDE, in its base form, is a question: who has the power?; and

WHEREAS a Pride sanitized of politics is one that stands for nothing and therefore fails at portraying the legitimate realities and truths of LGBTQ persons and communities; and

WHEREAS many LGBTQ persons and communities feel Pride is overpopulated and overinfluenced by corporations that many LGBTQ persons and communities feel misrepresented by.

THEREFORE BE IT RESOLVED that the OFL support Canadian PRIDE marchers, and allies, in recognizing and reaffirming that Politics is how we challenge that power and that they belong in PRIDE.

(Word count: 136)

21. BAN ON SUPPORTING TRANS EXCLUSIONARY ORGANIZATIONS

Submitted by COPE Local 343; CUPE Local 1281; Canadian Union of Postal Workers

WHEREAS Trans and non-binary folks experience discrimination and violence in society; and

WHEREAS the OFL and affiliates support their Trans and non-binary members; and

WHEREAS some organizations, even “progressive” one's, are Trans and non-binary exclusionary.

THEREFORE BE IT RESOLVED that the OFL will not support or donate money to organizations who discriminate against trans and non-binary folks or groups; and

THEREFORE BE IT FURTHER RESOLVED that the OFL will encourage organizations who are trans exclusionary to change their practices, and will encourage affiliates to donate their dollars to Trans inclusive organizations.

(Word count: 80)

22. HIV STIGMA

Submitted by COPE Local 343; Canadian Union of Postal Workers; CUPE 1281

WHEREAS HIV/AIDS related stigma can be described as a 'process of devaluation' of people either living with or associated with HIV/AIDS; and

WHEREAS because HIV stigma exists people often prefer to ignore their real or possible HIV status; and

WHEREAS negative attitudes about HIV creates a climate in which people become more afraid of the stigma and the resulting discrimination and marginalization associated with the disease than of the disease itself; and

WHEREAS prejudiced and stigmatizing thoughts frequently lead people to do, or not do, something that denies services or entitlements to another person, they may prevent health services being used by a person living with HIV/AIDS, or terminate their employment on the grounds of their HIV status.

THEREFORE BE IT RESOLVED that the OFL will tackle HIV stigma and discrimination through education in a number of settings including: education, faith based organizations, health care settings, legal systems, the media, parliamentarians and the workplace.

(Word count: 146)

1.9 Promoting safe and healthy workplaces

23. IMPROVE OCCUPATIONAL HEALTH AND SAFETY IN MENTAL HEALTH WORKPLACES

Submitted by Ontario Public Service Employees Union

WHEREAS workers in the mental health sector are facing increasing exposure to violent assaults inside their workplaces, and

WHEREAS decades of underfunding are overwhelming health care providers who are afraid not only for themselves but for the vulnerable patients they care for; and

WHEREAS workers have the right to be safe at work and have the right to be free from workplace assaults; and

WHEREAS if staff are not safe, patients are not safe;

THEREFORE BE IT RESOLVED that the OFL commit to fighting for improved occupational health and safety in mental health workplaces; and

BE IT FURTHER RESOLVED that the OFL demand that the Ontario government provide the necessary funding to ensure proper staffing levels and improved training and security measures; and

BE IT FURTHER RESOLVED that the OFL call for the Ontario government and the Ministry of Labour to implement the system-wide use of the Violence, Aggression and Responsive Behaviours Tools (VARB) for assessing security, conducting risk assessments, and assessing client behaviour.

(Word count: 148)

24. EDUCATION SECTOR REGULATION FOR THE OCCUPATIONAL HEALTH AND SAFETY ACT

Submitted by Ontario Secondary School Teachers' Federation

WHEREAS the frequency of incidents of workplace violence in the education sector continues to rise at an alarming rate;

WHEREAS the hazards of workplace violence in our sector have reached epidemic proportions and is unsafe for workers and unhealthy for students;

WHEREAS the current legislation in the Occupational Health and Safety Act and accompanying applicable regulations do not provide enough protection for education workers related to the hazards of workplace violence.

THEREFORE BE IT RESOLVED THAT the OFL, in solidarity with all affiliates, lobby the provincial government to create an education sector regulation under the Occupational Health and Safety Act in order to address the specific needs of all education workers in the province of Ontario.

(Word count: 109)

1.10 Defending injured workers

25. NO DEEMING RELATED TO MINIMUM WAGE INCREASES

Submitted by Unifor Local 222; USW Local 9548

Whereas the purpose of the Workplace Safety and Insurance Act (WSIA) is to provide fair compensation to injured workers;

Whereas the WSIB unjustly deems unemployed injured workers to be earning wages and deducts deemed wages from benefits;

Whereas the minimum wage is increasing to \$14.00 per hour in 2018, and \$15.00 per hour in 2019;

Whereas minimum wage increases increase the deemed wages of injured workers;

Whereas a WSIB Director described the reduction in WSIB benefits resulting from increases in the minimum wage as “an unintended negative consequence”;

Therefore be it resolved that the OFL and its affiliates lobby the government and the WSIB to prevent this “unintended negative consequence” by passing a Policy pursuant to subsection 53(3) of the WSIA, stating that when deemed earnings are being deducted from an injured worker’s benefits, that the injured worker’s pre-injury average earnings shall be increased by any increases in the minimum wage that have occurred since the accident.

(Word count: 148)

26. END DEEMING

Submitted by USW Local 9548

Whereas one of the WSIB's primary methods of cutting benefits to injured workers is through the practice of "deeming";

Whereas deeming means that the WSIB pretends an injured worker has a job that they do not in fact have, and then uses the phantom wages as an excuse to cut benefits;

Whereas injured workers who are deemed to have phantom jobs are left with little or no compensation benefits and are frequently forced into poverty;

Whereas the practice of deeming ignores the fact that people with disabilities often face stigma and discrimination in searching for employment;

Whereas the WSIB and the provincial government now refer to the "deeming" process as "determining," but have not changed the practice itself;

Be it resolved that the OFL and its affiliates will lobby the provincial government to introduce legislation that will base benefits on actual post-injury earnings and not on phantom earnings.

(Word count: 140)

27. RATE FRAMEWORK

Submitted by USW Local 9548

WHEREAS the WSIB uses an “experience rating” system to set employer premiums based on each employer’s claims costs;

WHEREAS claims cost is not an accurate measure of health and safety, and relying on it to set premiums encourages employers to engage in aggressive claims management, including claims suppression;

WHEREAS the WSIB’s proposed new rate framework expands and entrenches experience rating;

WHEREAS the WSIB had expressly promised the labour movement that it would include health and safety measures in the proposed rate framework, and has so far failed to honour that promise;

WHEREAS this is harmful to workers and is contrary to one of the founding principles of Ontario’s workers’ compensation system, which sought to create a non-adversarial system where employers would have no incentive to challenge or limit a worker’s compensation claim;

THEREFORE, BE IT RESOLVED that the OFL and its affiliates will lobby the WSIB and provincial government to eliminate experience rating in all its forms.

(Word count: 148)

28. WORK-RELATED STRESS AND WSIB POLICIES

Submitted by Unifor Local 222; USW Local 9548; Ontario Secondary School Teachers' Federation

Whereas thousands of Ontario workers suffer from work-related mental stress;

Whereas Ontario's Workers Compensation legislation and policies have long held workers suffering from mental stress to a more stringent standard than workers with other injuries;

Whereas the differential treatment of workers suffering from mental stress is discriminatory contrary to the Charter of Rights and Freedoms and the Human Rights Code;

Whereas this discrimination perpetuates stigma and stereotypes about mental illness;

Whereas recent amendments to the Workplace Safety and Insurance Act and proposed amendments to WSIB policies fail to address decades of discrimination against workers with mental stress and continue to unfairly restrict entitlement for mental stress;

Therefore be it resolved that the Ontario Federation of Labour and its affiliates lobby both the Workplace Safety and Insurance Board and the provincial government to:

- 1. Take measures to ensure that workers suffering from mental stress are treated fairly and without discrimination; and**
- 2. Ensure any such measures are fully retroactive.**

(Word count: 149)

29. OH&SA AMENDMENT

Submitted by Lindsay & District Labour Council

WHEREAS the consequences of working alone presents an increased the potential of harm or delayed response to harm or injury;

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

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

BE IT RESOLVED THAT the OFL, its affiliates and Councils and the Workers' Health and Safety Centre insist that Ontario's OH&SA be amended to prevent situations where workers are made vulnerable by being made to work alone.

(Word count: 94)

30. FAIRNESS FOR INJURED WORKERS MEANS: WORKERS' COMP IS A RIGHT

Submitted by CUPE Local 1281; Grey Bruce Labour Council; Guelph and District Labour Council; Hamilton and District Labour Council; OPSEU Local 525; Peterborough District Labour Council; USW Local 9548

Whereas over a century ago, workers in Ontario who were injured on the job gave up their right to sue their employers, in exchange for a just compensation system;

Whereas the WSIB has cut \$1,160,000,000 (billion) from injured worker benefits between 2009 and 2015;

Whereas 46% of injured workers with permanent disabilities are living at or near the poverty line being forced onto publicly-funded social assistance programs;

Whereas the Ontario Network of Injured Workers' Groups has launched the province-wide Workers' Comp is a Right campaign to call for a system that treats injured workers with dignity and respect;

Whereas the three demands of the Workers' Comp is a Right campaign are: No cuts based on phantom jobs!; Listen to injured workers' treating healthcare professionals!; and Stop cutting benefits based on "pre-existing conditions"!

Be it therefore resolved that the OFL and affiliates endorse and support the Workers' Comp is a Right campaign and its demands.

(Word count: 145)

31. BIAS IN PRE-EXISTING POLICY

Submitted by USW Local 9548

A pre-existing condition is a medical condition that was exhibiting no symptoms (asymptomatic), causing no impairment, and not requiring any medical treatment, prior to a workplace injury.

A pre-existing condition therefore had no impact whatsoever on an injured worker's ability to perform one's job.

Prior to 2014, Workplace Safety and Insurance Board Operational Policy 11-01-15 stated that an injured worker's entitlement was not limited due to an asymptomatic pre-existing condition.

The Workplace Safety and Insurance Appeals Tribunal has concluded that entitlement is not limited due to asymptomatic pre-existing conditions (see Decision 322/171, March 8, 2017).

In 2014, the WSIB adopted operational policies that have allowed for the limitation of entitlement due to asymptomatic pre-existing conditions.

Therefore, be it resolved that the OFL and its affiliates lobby the government and the WSIB to rescind the 2014 operational policies, and adopt operational policies confirming that entitlement will not be limited due to pre-existing conditions.

(Word count: 148)

32. REMOVAL OF APPEAL DEADLINES FROM WSIA

Submitted by USW Local 9548

In 1998 Bill 99 repealed the Workers' Compensation Act to replace it with the WSIA. Among many disastrous changes brought about by Bill 99, was the introduction of statutory appeal deadlines (30-day and 6 month).

Appeal deadlines create a complex mandatory process for parties to exercise their appeal rights. Consequently, many workers and representatives have missed appeal deadlines.

Missing an appeal deadline forfeits a party's appeal rights. For vulnerable injured workers, this can permanently bar access to vital compensation.

The process for requesting an extension is challenging, lengthy and without guarantees.

In recent years both the WSIB and Tribunal have become increasingly strict in their application of appeal deadlines which has further limited injured workers access to compensation.

Appeal deadlines benefit employers and the WSIB.

Therefore, be it resolved that the OFL and its affiliates lobby the government to reform the Workplace Safety and Insurance Act, 1997 (WSIA) to remove statutory appeal deadlines.

(Word count: 148)

33. WCB RESOLUTION: CALL FOR PUBLIC INQUIRY

Submitted by Peterborough District Labour Council; USW Local 9548

Whereas the purpose of the Workplace Safety and Insurance Act is to compensate injured workers based on the merits and justice of their cases;

Whereas the WSIB is violating the law by arbitrarily cutting compensation through adjudicative austerity measures;

Whereas the OFL published a report exposing the WSIB's failure to respect the advice of treating medical professionals;

Whereas a comprehensive review of WSIAT decisions (IAVGO's No Evidence Report) has determined that WSIB benefit denials are, routinely, not evidence-based;

Whereas Ron Ellis, first Chair of the Workers' Compensation Tribunal, has called for a Public Inquiry into the culture of pro-active denial at the WSIB; and

Whereas the WSIB has announced huge premiums cuts benefitting employers while workers remain excluded and destitute;

Therefore, be it resolved that the OFL and its affiliates lobby the government to commission a Public Inquiry into the WSIB's biased and unlawful adjudication.

(Word count: 135)

34. ACCESS TO THE OFFICE OF THE WORKER ADVISOR

Submitted by Unifor Local 222; USW Local 9548

Whereas 40,000+ Ontario workers filed lost time claims last year to the Workplace Safety and Insurance Board;

Whereas the Harris Conservatives took away workers and their survivors Universal access to services of the OWA making Ontario the only province in Canada to exercise this discrimination;

Whereas Union compensation representatives provide conclusive, expert service to members but many locals do not have adequate resources to service all members;

Whereas WSIB has little or no unfunded liability meaning there are no funding issues.

Therefore be it resolved the OFL with all affiliates lobby the Ontario government to ensure that Office of the Worker Adviser (OWA) is an essential service that should represent all injured workers in Ontario including members of unions and their survivors.

Therefore be it further resolved that this effort includes lobbying for significantly increased funding for the OWA.

(Word count: 126)

35. CREATING BETTER ACCESS TO INTENT TO OBJECT (ITO) FORMS

Submitted by Unifor Local 222; USW Local 9548

Whereas the purpose of the Workplace Safety and Insurance Act (WSIA) is to provide fair compensation to injured workers;

Whereas the introduction of statutory appeal deadlines in 1998 has imposed significant barriers to compensation;

Whereas injured workers must navigate a complex form-filing process to secure their right to appeal within the statutory time limit. This process requires an ITO form;

Whereas the WSIB provides employers with many online filing options, the WSIB does not provide online filing of the ITO;

Whereas the WSIB also does not attach ITOs to decisions;

Whereas the onus is on the worker to either access the ITO online to print then submit via fax or post, or call the WSIB to have one sent in the mail;

Therefore, be it resolved that the OFL and its affiliates lobby the WSIB to provide both online filing of the Intent to Object (ITO) and attach ITOs to all decisions further removing barriers to appeal rights.

(Word count: 148)

36. WSIB's WEIGHING OF MEDICAL EVIDENCE

Submitted by Unifor Local 222; USW Local 9548

Whereas one of the purposes of the Workplace Safety and Insurance Act is to facilitate return to work and recovery for injured workers;

Whereas the WSIB is required by law to base decisions on the available medical evidence;

Whereas the Prescription Over-Ruled document demonstrates a systemic issue regarding WSIB's practice of weighing medical evidence that does not accomplish those purposes;

Whereas this WSIB practice is also the subject of a pending lawsuit from a former WSIB Medical Consultant;

Whereas the actions of the WSIB overruling the treating health care providers has a drastic negative impact on injured workers' finances and physical as well as psychological well-being;

Therefore, be it resolved that the OFL and its affiliates lobby the government and the WSIB to cease the unnecessary referrals to external medical consultants, and instead direct their questions or concerns to the injured worker's primary health care provider.

(Word count: 137)

37. NEGATIVE CONSEQUENCES OF PRESUMPTIVE LEGISLATION

Submitted by USW Local 9548

Presumptive legislation was enacted to make it easier for workers to get compensation for occupational diseases, but it is too restrictive.

The intent was to shift the burden of proof away from workers having to prove exposures.

Relying on presumptive legislation fails to address the systemic problems with how occupational disease is handled by the WSIB.

These problems include: onerous burden of proof; legalized thresholds rather than guidelines; dismissing claimant's doctor's; over-emphasis on patients' medical history rather than work exposure factors; lack of resources to enable workers to support their claims.

Therefore, be it resolved that the OFL and its affiliates lobby the government to incorporate criteria allowing WSIB decision-makers to make fair decisions around occupational disease using all the tools at their disposal.

(Word count: 120)

1.11 Strengthening retirement security

38. PROTECTING WAGES, PENSIONS AND BENEFITS

Submitted by CUPE Local 79

Whereas more and more companies are re-structuring, going into bankruptcy, receivership, sale, moving the business outside the country, collapse or any other financial change;

Whereas as a result of these events the workers and pensioners receive minimal if any protection;

Whereas banks and shareholders should be listed as creditors after the workers and pensioners instead of before.

Therefore be it resolved that the OFL will lobby the Provincial government to change the necessary legislation to ensure that workers and pensioners will be at the top of the Creditors List so that their wages, pensions and benefits are protected in the event of bankruptcy, receivership, sale, collapse or any other financial change with their employer.

(Word count: 107)

39. EXPANDING RETIREES' NETWORKS

Submitted by CUPE Local 79

Whereas retirees provide a pool of former union members who know the struggles that unions endured to get the very benefits – such as pensions – that employers are trying to reduce or eliminate;

Whereas retirees can attend meetings and provide effective support to presentations by active union members;

Whereas retirees provide a proud and long history of past experiences and gained knowledge.

Therefore be it resolved that the OFL will work with affiliate locals across Ontario to build and extend retirees' networks;

Therefore be it further resolved that the OFL will encourage all affiliates to create a Retirees Committee within their locals, if they have not already done so;

Therefore be it further resolved that the OFL will ensure that all union retirees across Ontario can participate.

(Word count: 109)

40. DEFENDING DEFINED-BENEFIT PENSION PLANS

Submitted by CUPE Local 79

Whereas defined-benefit pensions are under attack from governments and from public and private employers alike;

Whereas Bill C-27 is the first stage of an all-out assault on defined-benefit plans and will lead provincial governments and employers to follow suit;

Whereas a strong pension campaign will show the labour movement's determination to ensure dignity in retirement;

Whereas the increasing prevalence of precarious work puts employer-funded pensions further out of reach for many workers.

Therefore be it resolved that the OFL will develop a robust campaign in defense of defined-benefit pension plans;

Therefore be it further resolved that the OFL will ensure the campaign includes training affiliates and their members on strategies for defending defined-benefit pension plans from employer and government attacks on defined-benefit plans, including Bill C-27;

Therefore be it further resolved that the OFL will work with Union retiree organizations to mobilize retirees, many of whom have many years' worth of advocacy skills and experience.

(Word count: 137)

41. BILL C-27

Submitted by Hamilton and District Labour Council

Whereas defined benefit [DB] workplace pension plans provide workers secure and predictable benefits in retirement; and

Whereas workers accrued pension benefits are deferred wages that workers have pre-paid in exchange for improved pension benefits; and

Whereas Bill C-27 will allow employers to induce workers to surrender their DB pension plans in exchange for unprotected target benefit [TB] pension plans; and

Whereas Bill C-27 will encourage employers in both the private and public sectors to intensify their attack on defined benefit pension plans.

Be It Resolved That the OFL will:

Work with the CLC to defeat Bill C-27, An Act to amend the Pension Benefits Standards Act, 1985.

Work with the CLC in launching a campaign to promote and expand the merits of workplace defined pension plans.

Work with affiliates in encouraging Ontario employers to install, maintain and enhance workplace defined benefit pension plans.

(Word count: 136)

42. STOP THE LEGALIZED THEFT OF WORKERS' PENSIONS

Submitted by Hamilton and District Labour Council

Whereas the Bankruptcy and Insolvency Act [BIA] and the Companies Creditors Arrangement Act [CCAA] give priority to investors, banks and parent companies over worker' pensions and benefits; and

Whereas during proceedings under the CCAA workers often lose jobs, severance payments, benefits and pensions while management receive huge bonuses.

Be It Resolved That the OFL endorse the Federal New Democratic Party's "End Pension Theft" campaign that seeks to ensure:

That all pension funding liabilities, pension payments, severance payments and health and post retirement benefits are protected by having secured creditor status during Bankruptcy and Insolvency Act, the Companies Creditors Arrangement Act and all other relevant acts and regulations proceedings.

Be It Further Resolved That the OFL forward the Federal New Democratic Party's proposed Private Members Bill to all Labour Councils, affiliates and affiliated bodies for information and endorsement.

(Word count: 128)

43. PRIORITY OF DEEMED TRUST AND DEBTOR-IN-POSSESSION

Submitted by Hamilton and District Labour Council

Whereas the Supreme Court ruling in Indalex overturned the Ontario Court of Appeals decision which ruled in favour of pensioners claims; and

Whereas the Supreme Court ruled that the doctrine of federal paramountcy applied giving priority to a DIP over that of the OPBA deemed trust provisions.

Be It Resolved That the OFL is committed to:

Opposing the doctrine of federal paramountcy, an order made in Companies Creditor Arrangement Act [CCAA] proceedings, giving super priority to DIP financing charges over the Ontario Pension Benefits Act [OPBA] deemed trust provisions.

Work with the CLC, in conjunction with legal and pension experts, to find ways to ensure that debtor-in-possession [DIP] financing charges do not have priority status over the OPBA deemed trust provisions.

Support future legislation that ensures priority status for deemed trust provisions in CCAA proceedings.

(Word count: 130)

44. SUPPORT FOR LGBTQ SENIORS

Submitted by COPE Local 343; CUPE Local 1281; Canadian Union of Postal Workers

WHEREAS LGBTQ seniors are afraid that they will have to go back in the closet as they enter into long term care situations as this is an unfortunate reality for LGBTQ persons and communities; and

WHEREAS when entering care, many LGBTQ seniors are afraid they will experience homophobia or discrimination because other residents or health care workers may not agree with their identity; and

WHEREAS Trans and HIV communities have unique long-term care requirements to be fulfilled; and

WHEREAS LGBTQ persons and communities want their identities to be respected.

THEREFORE BE IT RESOLVED that the OFL call on the Federal and Provincial/Territorial Governments to create LGBTQ inclusive environments, where people can live their authentic lives and enjoy their golden rainbow years.

(Word count: 114)

2.0 Power ON our Movement

2.1 Engaging our membership

45. CREATION OF LABOUR COUNCIL BUILDER AWARD

Submitted by CUPE Local 1281; Durham Region Labour Council; Elementary Teachers' Federation of Ontario; Guelph and District Labour Council; Unifor Local 222

Whereas Brother Jim Freeman of the Durham Region Labour Council was a tremendous builder of worker and community engagement on issues and campaigns of Labour Councils, The Ontario Federation of Labour and Canadian Labour Congress; and

Whereas Brother Jim Freeman was pivotal in providing support and encouragement for many Labour Councils throughout Canada; and

Whereas Brother Jim Freeman was a constant ally and promoter of young workers and union renewal, fostering a strong future of labour activists.

Therefore be it resolved that the OFL create an award called 'Labour Council Builder Award' in honour of the work that Brother Freeman dedicated to the Labour Movement through Labour Councils in Ontario and Canada. The award would be presented to an individual who demonstrates the spirit, ideals and goals of building strong Labour Councils in Ontario.

(Word count: 127)

46. SOCIAL STEWARDS NETWORK

Submitted by Canadian Union of Postal Workers

Whereas workers are increasingly exposed to pressures in the workplace;

Whereas these pressures are additional to those experienced outside work;

Whereas workers in workplaces are in the best position to detect signs of distress among their Sisters and Brothers at work;

Whereas a social stewards network is a union initiative and that its particularity resides in the fact that the helping relationship occurs between equals;

Be it resolved that the OFL encourage all affiliates to:

- **Implement social stewards networks into their respective structures;**
- **Negotiate collective agreement provisions that recognize social steward functions in workplaces;**
- **Negotiate collective agreement provisions that provide for specific book off time for social stewards.**

(Word count: 101)

2.2 Strengthening the lines of solidarity

47. HOTEL CONVERSION TO CONDOMINIUMS

Submitted by UNITE HERE Local 75

Whereas Unionized hotels provide good jobs and are critical to tourism.

Whereas hotels most often employ women.

Whereas hotels are under pressure to redevelop.

Whereas the OFL and its affiliates often use hotels for meetings and overnight accommodations.

Be it resolved that the OFL and its affiliates use unionized hotels and meeting space where needed.

Be it resolved that the OFL and its affiliates support the retention of employment space in Ontario's downtowns by lobbying local and Provincial governments to prevent the conversion of hotels to residential use.

Be it resolved that the OFL and its affiliates will support hotel workers in their fight to protect their jobs and industry.

(Word count: 97)

48. PROTECTING GOOD JOBS IN THE HOSPITALITY INDUSTRY AND AFFORDABLE HOUSING

Submitted by UNITE HERE Local 75

Whereas numerous reports have shown the extent to which Airbnb and other short-term rental companies use residential housing stock for commercial hotel operations;

Whereas Airbnb and other short-term rental companies have been shown to undermine already tight housing markets by reducing available and vacant housing stock;

Whereas Airbnb and other short-term rental companies have been shown to rely on precarious, part-time and non-unionized workers;

Be it resolved that OFL affiliated union locals will not reimburse expenses incurred for use of Airbnb and other such short-term rental services while travelling on union business and encourage members to patronize unionized hotels.

(Word count: 93)

49. LABOUR COUNCILS

Submitted by CUPE Local 1281; Toronto & York Region Labour Council; Guelph and District Labour Council

The OFL will bring new focus to supporting the work of Labour Councils across the province; by ensuring that all affiliate union staff and officers are educated about the role of Labour Councils, requesting that affiliate staff be assigned to assist in local Labour Council campaigns in their community, and encouraging full affiliation to Labour Councils.

Because Labour Councils are the basic expression of labour solidarity in our communities, uniting activists across sectors in common efforts to strengthen public services, defend our schools, promote decent jobs and fight for a better quality of life for all working people, and

Because too many unions allow their locals to opt in or out of affiliation, and few unions ensure that their staff support the efforts of Labour Councils, resulting in fewer resources being available to undertake the campaigns for our movement.

(Word count: 137)

2.3 Expanding the make-up of labour and changing our practices

50. NEGOTIATING TRANS INCLUSIVE COLLECTIVE AGREEMENTS

Submitted by COPE Local 343; CUPE Local 1281; Canadian Union of Postal Workers

WHEREAS workers who are transgender report experiencing employment discrimination; and

WHEREAS transphobia, violence against transgender people, and other related issues are an unacceptable norm in Canada; and

WHEREAS transphobia is related to but distinct from other forms of discrimination; and

WHEREAS unions have gained protections for their members through collective bargaining and through lobbying for legislation.

THEREFORE BE IT RESOLVED that the OFL encourage affiliates to negotiate collective agreement provisions that protect workers from discrimination on the basis of gender identity and gender expression; and, that the OFL call upon all provinces and territories to amend their human rights codes by including provisions that protect individuals from discrimination on the basis of gender identity and gender expression.

(Word count: 109)

51. GENDER NEUTRAL LANGUAGE

Submitted by COPE Local 343; CUPE Local 1281

WHEREAS transphobia, violence against Trans and non-binary persons, and other related issues are an unacceptable norm in Canada; and

WHEREAS unions are at the forefront of making positive social change, but our work is not finished yet; and

WHEREAS the language we use in the labour movement can contribute to transphobia unless we work to combat it; and

WHEREAS terms like “brother” and “sister” exclude some members; and

WHEREAS Canada’s unions support member’s rights to self-identify their gender;

THEREFORE BE IT RESOLVED that the OFL will commit to using gender neutral language at its events, and in its documents and policies by, for example referring to delegates at union events as delegates, or speakers; and by clarifying that positions reserved for women be open to all members who identify as women;

THEREFORE BE IT FURTHER RESOLVED that the OFL will encourage affiliates to develop and implement Trans inclusion policies, and to use similar gender neutral language.

(Word count: 142)

52. GENDER NEUTRAL LANGUAGE

Submitted by Canadian Union of Postal Workers

Whereas transphobia, violence against Trans* and non-binary persons, and other related issues are an unacceptable norm in Canada; and

Whereas language shapes our perspectives, can reinforce oppressive ideologies and fuel the othering of individuals/groups; and

Whereas unions have gained protections and helped move along social progress for their members through allyship, collective bargaining and through advocacy work performed by the movement.

Therefore be it resolved that the OFL review and modify its use of language in documents, policies and practices in an effort to move towards the use of gender neutral language; and

Therefore be it further resolved that the OFL encourage affiliates to review and modify their use of language in documents, policies and practices in an effort to move towards the use of gender neutral language.

(Word count: 116)

53. FOSTERING CONSENT CULTURE WITHIN THE LABOUR MOVEMENT

Submitted by COPE Local 343; Canadian Union of Postal Workers; CUPE Local 1281

WHEREAS the OFL has done extensive work related to equity, and domestic and gender based violence; and

WHEREAS the Labour movement is committed to equity in both ideology and practice; and

WHEREAS systemic oppression is a reality for marginalized folks (racialized, Indigenous, differently abled, LGBTQ, women/womyn, etc.); and

WHEREAS education and advocacy is a proven method to changing behaviours, practices and ideology.

THEREFORE BE IT RESOLVED that the OFL advocate for Consent Culture at all its events; and

THEREFORE BE IT FURTHER RESOLVED that Consent be promoted at any OFL event through educational material(s) and advocacy.

(Word count: 83)

2.4 Organizing the unorganized

54. ORGANIZING SUMMIT

Submitted by CUPE Local 79

Whereas there are still organizing opportunities among many sectors of the economy, including employers that have a mix of organized and non-organized workers;

Whereas employers are contracting out and outsourcing work and services previously performed by union members, with much of this workforce being excluded from existing unions and bargaining unit(s);

Whereas this would support current and ongoing efforts by Ontario's labour movement to increase union density.

Therefore be it resolved that the OFL will host an annual Organizing Summit to consult with Local union leadership and to review organizing opportunities and issues.

(Word count: 86)

3.0 Power ON our Advocacy Efforts

3.1 Promoting peace and inclusion

55. UNION SOLIDARITY AGAINST FASCISM

Submitted by COPE Local 343; CUPE Local 1281

WHEREAS fascism and oppression are on the rise and marginalized folks are increasingly being targeted;

WHEREAS fascism and other oppressive ideologies are being normalized under the guise of “free speech”;

WHEREAS emboldened by the current socio-political climate, fascists and Nazis are regularly congregating in public spaces; and

WHEREAS Labour has a long history of opposing oppressive ideologies and organizations.

THEREFORE BE IT RESOLVED that the OFL condemn fascism and oppressive ideologies as well as any organizations promoting these ideologies such as Soldiers of Odin, Storm Alliance, The Northern Guard, La Meute and Proud Boys;

THEREFORE BE IT FURTHER RESOLVED that the OFL support organizations and movements fighting backing against fascism and oppression; and

THEREFORE BE IT FURTHER RESOLVED that the OFL encourage affiliates to take strong stances against fascism and oppressive ideologies and support organizations and movements who are fighting back.

(Word count: 123)

56. LABOUR ROLE IN ANTI-FASCIST, ANTI-WHITE-SUPREMACY ORGANIZING

Submitted by CUPE Ontario

The OFL will:

Lead by example to encourage and support all affiliates in the Labour Movement, and our community coalition partners, to actively participate in and provide support to, community based actions against fascism, white supremacy, Islamophobia, anti-Semitism, and hatred in all its forms.

BECAUSE:

As workers we know that discrimination, racism, and hatred in any form are tools of those that seek to divide working people against each other, causing those in power to more easily control our collective future.

Many, many members in all affiliate unions are, in fact, the direct targets of those that spread hate, and our role in defending our members demands we understand the importance of protecting their rights beyond their workplace door.

The current climate of rising hate demands a strong and unequivocal response from the labour movement that makes clear our stand against fascism, white-supremacy, and hatred in all forms.

(Word count: 147)

57. CHALLENGING ISLAMOPHOBIA

Submitted by CUPE Local 1281; Toronto & York Region Labour Council; Guelph and District Labour Council

The OFL will: undertake an extensive campaign to challenge Islamophobia wherever it exists, working with affiliates, Muslim union members, community organizations and faith groups to build a powerful movement for an inclusive and equitable society, and

The OFL will: promote a “Charter for Inclusive Workplaces and Communities” for adoption by all local unions in the province, and help support education for union members on Islamophobia as part of ongoing commitment to challenge racism and discrimination in any form.

Because we have witnessed a significant spike in speech that is demeaning to Muslims, and a rise in hate crimes, and

Because the Labour movement has always been champions of civil liberties and freedoms, and we must stand in solidarity with a group of our brothers and sisters who are increasingly facing greater discrimination, in our commitment to help foster inclusive communities.

(Word count: 138)

58. SHUTTING DOWN HATE

Submitted by Hamilton and District Labour Council

Be it resolved that the Ontario Federation of Labour will:

- 1. Support anti-racist, anti-oppression, and equity seeking groups in Ontario organize against hate;**
- 2. Assist communities in shaping actions that will challenge hatred and division;**
- 3. Work with affiliates and labour councils to create a rapid response network via social and other electronic media that can counter organized expressions of hate on short notice;**
- 4. Work with affiliates and labour councils to help build anti-racism/anti-oppression movements in challenging hate at every level.**

(Word count: 79)

59. SUPPORT FOR THE SANCTUARY MOVEMENT

Submitted by CUPE Local 79

Whereas Donald Trump was elected on a promise to deport thousands of immigrants and undocumented workers in the USA;

Whereas Trump's policies will encourage racism, discrimination and division within workers;

Whereas these policies will encourage right-wing politicians and their supporters in Canada to deny the human rights of immigrants, refugees and undocumented workers in Canada;

Whereas many Canadian and US municipalities, churches and synagogues and other faith groups support the building of a new sanctuary movement.

Therefore be it resolved that the OFL will work with affiliates and community allies to build a Sanctuary movement to defend immigrants, refugees and undocumented workers, in Ontario, Canada and the United States of America against deportation and discrimination;

Therefore be it further resolved that the OFL will work to establish Ontario as a sanctuary for those workers and families deported and treated negatively by Trump policies of exclusion.

(Word count: 132)

3.2 Fighting for a green economy

60. CLIMATE ACTION

Submitted by CUPE Local 1281; Toronto & York Region Labour Council; Guelph and District Labour Council

The OFL will: develop a comprehensive program for the labour movement to provide real leadership around climate change, so that Ontario honour the goals of the Paris Agreement while ensuring effective just transition policies in place for workers and communities. The program will include strong advocacy for measures to limit greenhouse gas emissions, a role for workplace environmental reps and joint committees, and green economic development strategies to take advantage of the potential for massive job growth in the future.

Because Climate Change is the greatest threat to humankind and must be addressed by all Canadians as part of a global effort for survival.

Because extreme weather events, fires, flooding and melting in the north will have a profound effect on a growing number of communities, as well as creating millions of climate refugees with widespread loss of life, and political instability across the world.

(Word count: 143)

61. JOINT ENVIRONMENTAL COMMITTEES

Submitted by Canadian Union of Postal Workers

Whereas there is no crisis greater than the climate crisis;

Whereas workers know their work best and are the best suited to offer solutions to reduce the climatic impact of their work;

Whereas the labour movement has great experience in the improvement of workplaces through joint Health and Safety committees;

Whereas many countries now have various structures allowing joint employer-union environmental committees;

Therefore:

The Ontario Federation of Labour will:

- **Advocate with the various levels of government for mandatory joint environment committees in the workplace and at the company-level with a specific mandate to develop time bound targets to reduce GHG emissions;**
- **Support its affiliates as necessary should they choose to seek collective agreement language for the establishment of joint environmental committees.**

(Word count: 116)

62. ENVIRONMENT

Submitted by Canadian Union of Postal Workers

The Ontario Federation of Labour will continue to work with environment organizations such as the Green Economy Network (GEN), Adapting Canadian Work and Workplaces (ACW), Trade Unions for Energy Democracy (TUED), Blue Green Canada and others to achieve the creation of one million climate jobs and work toward a low-to-zero carbon economy.

Because urgent, transformative action is required to prevent catastrophic climate change.

Because the labour movement has a key role to play in initiating actions that will reduce greenhouse gas emissions at the workplace.

Because, according to the ILO, 80 percent of greenhouse gas emissions are produced at workplaces or through the work process.

(Word count: 102)

63. CLIMATE CHANGE AND COMMUNITY BENEFITS

Submitted by The Society of Energy Professionals, IFPTE Local 160

WHEREAS the Province of Ontario plans to invest between \$5-8 billion in climate action by the end of 2020.

WHEREAS these investments are key to ensuring a low carbon economy and society which is vital to prepare for climate change

WHEREAS people are concerned with finding decent work, better and affordable housing, reducing living expenses, improving health and other related community benefits.

WHEREAS other jurisdictions have successfully implemented programs that simultaneously reduce carbon emissions and create community benefits, such as employment opportunities for low income residents.

THEREFORE BE IT RESOLVED the OFL urges the Province of Ontario to make it a priority to deliver carbon reduction programs through its Climate Change Action Plan in ways that also create additional community benefits such as jobs, reduced living expenses, better housing and other benefits that support poverty reduction as well as economic and public health.

(Word count: 135)

64. SUPPORTING INDIGENOUS ACTIVISTS WHO ARE DEFENDING THE EARTH

Submitted by Canadian Union of Postal Workers

Whereas there are divisions within First Nations communities regarding economic development based on resource extraction projects and the protection of Mother Earth; and

Whereas it is not in the purview of non-Indigenous individuals or organizations to make determinations for First Peoples though the labour movement does have a history of aligning ourselves with progressive Indigenous movements; and

Whereas the labour movement has a clear position on climate change;

Therefore, be it resolved that the OFL offer support by whatever available means to Indigenous activists and their allies who are struggling to defend the stability of the planet.

Therefore, be it further resolved that the OFL offer in kind, material and/or financial support to Indigenous activists, organizations and their allies who support the same principles of the OFL climate change position.

(Word count: 118)

65. ENDORSE THE LEAP MANIFESTO

Submitted by Ontario Public Service Employees Union

WHEREAS the Leap Manifesto, endorsed by tens of thousands of Canadians, proposes a model of climate justice; and

WHEREAS social, economic and environmental issues are intertwined; and

WHEREAS private sector actions and unenforceable international declarations have maintained dependence on fossil fuels; and

WHEREAS democratically shared resources, respect for Indigenous rights, rebuilding of the public sphere, expansion of public transit, and affordable green-engineered housing are needed to counter dependence on non-renewable resources; and

WHEREAS democratic control of non-renewable power sources is essential; and

WHEREAS the Leap Manifesto provides an overarching narrative and goals that can lead the OFL to join forces with the climate justice movement; and

WHEREAS it is key that the OFL become a vehicle for lessening income inequality, providing well-paying green jobs, and addressing the climate disaster that faces us;

THEREFORE BE IT RESOLVED that the OFL endorse the Leap Manifesto; and

BE IT FURTHER RESOLVED that the OFL promote the vision of the Leap Manifesto.

(Word count: 143)

3.3 Standing up for public services

66. "WE OWN IT!" - MAKE PRIVATIZATION A MAJOR ELECTION ISSUE

Submitted by Ontario Public Service Employees Union

WHEREAS governments have privatized many public services and assets, including medical lab testing, ServiceOntario centres, developmental services, and parts of our electricity system; and

WHEREAS the provincial government has no mandate from voters to privatize public assets or services;

THEREFORE BE IT RESOLVED that the OFL with labour councils work to make privatization a campaign issue in next year's elections; and

BE IT FURTHER RESOLVED that the OFL endorse the "We Own It!" campaign to prevent pro-privatization candidates from getting elected in 2018; and

BE IT FURTHER RESOLVED that the OFL actively participate in the "We Own It!" initiative to have all 2018 candidates declare their position on privatization; and

BE IT FURTHER RESOLVED that the OFL call for moratorium on privatizations that have not undergone a public review; and

BE IT FURTHER RESOLVED that the OFL call on governments to disclose all privatized public services under their jurisdictions; and

BE IT FURTHER RESOLVED that the OFL call on the Ontario Government publish a list of all services currently privatized.

(Word count: 144)

67. PRIVATIZATION, THE FEDERAL INFRASTRUCTURE BANK, AND RENATIONALIZING HYDRO AND OTHER ASSETS

Submitted by CUPE Ontario

The OFL will:

Work with allies to challenge all forms of Privatization and call on the Ontario Government to

- **Immediately stop the privatization of all public services, including through alternative financing models, public-private partnerships, direct asset sales, social impact bonds, or any other form.**
- **Oppose the proposed federal infrastructure bank as the model to finance the federal governments obligations to fund infrastructure investments across the country.**
- **Buy back lost assets that were privatized and sold off without the permission of the people of Ontario, beginning with Hydro One.**
- **Educate union members about the disastrous effects of privatization and its role in furthering the austerity agenda.**

BECAUSE:

Public services are the “great equalizer” that ensure equal access to essential education, health care, water, etc. Privatization is a poison that syphons collective public resources away from government and serves to augment the already soaring profits of corporate interests.

(Word count: 145)

68. MAKE HYDRO PUBLIC AGAIN

Submitted by Ontario Public Service Employees Union

WHEREAS Ontario enjoyed nearly a century of stable hydro rates under public ownership of the utility; and

WHEREAS Ontario governments since the early 2000s have privatized key aspects of the province's hydro system; and

WHEREAS electricity rates have at least tripled since governments began privatizing the hydro system; and

WHEREAS privatization of the hydro system costs the province significant revenues every year (including hundreds of millions paid to the private owners of the cancelled gas plants, and the estimated \$300-\$500 million the province is foregoing from the partial sale of Hydro One; and

WHEREAS public opinion research consistently shows that a significant majority of Ontarians oppose hydro privatization;

THEREFORE BE IT RESOLVED the OFL, with labour councils, call on all provincial and municipal political candidates to declare their position on hydro privatization; and

BE IT FURTHER RESOLVED the OFL will encourage labour councils to not endorse any political party or candidate that doesn't commit to reversing hydro privatization, and restore public ownership.

(Word count: 149)

69. SELL CANNABIS THROUGH THE PUBLIC SYSTEM

Submitted by Ontario Public Service Employees Union

WHEREAS the federal government will legalize the commercial sale of recreational cannabis by July 1, 2018, and has assigned provincial governments to regulate cannabis sales; and

WHEREAS in Ontario, the provincial government has recognized the wisdom of selling cannabis through 150 LCBO-owned stores; and

WHEREAS the LCBO has proven experience in retailing a controlled substance; and

WHEREAS OPSEU has negotiated contract language that guarantees that the LCBO will voluntarily recognize OPSEU as the bargaining agent for employees who handle cannabis;

THEREFORE BE IT RESOLVED that the OFL will support the sale of cannabis through the LCBO, or an LCBO subsidiary; and

BE IT FURTHER RESOLVED that the OFL communicate this support to the Premier, the Minister of Finance, and the Attorney General of Ontario, as well as to all affiliates; and

BE IT FURTHER RESOLVED that the OFL call on the Government of Ontario to establish the 150 outlets before 2020, and thereafter add stores as needed to undercut the illicit market.

(Word count: 146)

70. REINVEST IN SOCIAL SERVICES

Submitted by Ontario Public Service Employees Union

WHEREAS the federal government has cut \$46 billion from social services transfers since 1996, and;

WHEREAS provincial underfunding has meant private sector involvement in social services; and

WHEREAS there is no provincial strategy to remedy the gender wage gap in the caring professions, poor working conditions in for-profit agencies, or precarious work in social services; and

WHEREAS the lack of comprehensive policies for publicly funded and delivered social services has produced a patchwork of services; and

WHEREAS Ontario's child poverty is at 18.8 per cent and 30 per cent for off-reserve Indigenous children; and

WHEREAS in Ontario there are 11,000 individuals with developmental disabilities on waitlists for residential services and 9,000 youth on waitlists for mental health treatment,

THEREFORE BE IT RESOLVED that the OFL call on the provincial government to:

- **dramatically increase funding for social services in the broader public sector;**
- **eliminate contracting out of services to for-profit agencies; and**
- **end all individualized funding models.**

(Word count: 146)

71. UNIVERSITY FUNDING

Submitted by Ontario Secondary School Teachers' Federation

WHEREAS university priorities starve funding from programs and services so that they are not able to meet the needs of students;

WHEREAS program funding for university is not stable year-over-year;

WHEREAS university funding is acquired and allocated without public oversight.

THEREFORE BE IT RESOLVED THAT the OFL lobby the provincial government to increase and stabilize university funding and create sufficient oversight to ensure transparency and accountability.

(Word count: 59)

72. FUND HOSPITALS TO MEET POPULATION NEED

Submitted by Ontario Public Service Employees Union

WHEREAS the 2017-18 Ontario budget was the first since 2007 to include above-inflation global funding increases for hospitals; and

WHEREAS to maintain existing services, experts say annual increases of five per cent are needed; and

WHEREAS the Auditor General reports many hospitals operating at more than 100 per cent capacity; and

WHEREAS Ontario's LHINs are driving a new wave of costly hospital restructuring; and

THEREFORE BE IT RESOLVED that the OFL fight to ensure that the provincial government eliminate real dollar hospital cuts; and

BE IT FURTHER RESOLVED that the OFL support the call for a safe occupancy level of 85 per cent maximum bed occupancy rate to improve patient experience during normal periods while providing a safe buffer during surge periods; and

BE IT FURTHER RESOLVED that the OFL continue to demand that Local Health Integration Networks (LHINs) be accountable to patients, the public, and the health care workforce, through meaningful consultations and by democratically electing LHIN boards of directors.

(Word count: 145)

73. HOSPITAL FUNDING

Submitted by Hamilton and District Labour Council

Whereas funding of hospitals in Ontario is consistently billions of dollars below the national average in several areas, including dollars on a per capital basis, the fewest number of beds per capital, and the fewest number of nurses per patient; and

Whereas the cuts to hospital services impacts the ability to maintain services in rural and northern hospitals and other essential community healthcare services throughout the province.

Be It Resolved That the Ontario Federation of Labour support efforts to close the gap, moving provincial hospital funding towards the national per capita average.

(Word count: 87)

74. CREATE A PUBLIC HOME CARE SYSTEM

Submitted by Ontario Public Service Employees Union

WHEREAS the contracting-out of home care services has privatized much of our universal health care system; and

WHEREAS this violates core principles of that system; and

WHEREAS privatized home care has reduced wages and increased precarious work; and

WHEREAS in 2015 Ontario's Auditor General reported that, under privatized delivery, 39 per cent of public dollars go to administration and profit, not care; and

WHEREAS contracting in will remove the costs associated with duplicate administration at privatized agencies; and

THEREFORE BE IT RESOLVED the OFL call for an end to contracting out and the creation of a fully public home care system; and

BE IT FURTHER RESOLVED all home care workers be brought in as direct service providers employed by the Local Health Integration Network (LHIN) and that the Ontario Ministry of Health and Long-Term Care explore options for the termination of all privatized contracts; and

BE IT FURTHER RESOLVED the OFL continue to demand improved LHIN accountability through meaningful consultations and democratically elected LHIN boards of directors.

(Word count: 150)

75. FUNDING FOR LEGAL AID SERVICES AND ACCESS TO JUSTICE FOR LOW-INCOME ONTARIANS

Submitted by The Society of Energy Professionals, IFPTE Local 160

WHEREAS equal access to justice is a fundamental cornerstone of Canadian democracy; and

WHEREAS the ability to exercise one's rights and freedoms, in accordance with the rule of law, should not be diminished by one's access to financial resources; and

WHEREAS Legal Aid Ontario has responded to funding constraints with an austerity program, rolling back services to low income Ontarians and leaving job vacancies among staff lawyers unfilled;

THEREFORE, BE IT RESOLVED that the OFL call on the Government of Ontario to provide the funding required to reverse these austerity measures and ensure the sustainability of funding for all current Legal Aid Ontario (LAO) programs;

THEREFORE, BE IT FURTHER RESOLVED that the OFL engage with the Province, the CLC, and civil society partners to call on the Federal government to restore funding for Provincial Legal Aid programs on a 50-50 cost-share basis.

(Word count: 137)

76. LGBTQ NEED FOR A NATIONAL PHARMACARE PROGRAM

Submitted by COPE Local 343; CUPE Local 1281; Canadian Union of Postal Workers

WHEREAS there are a number of effective anti-HIV drugs available that are being used in part by LGBTQ persons and communities - including those living with HIV in Canada today; and

WHEREAS many parts of LGBTQ communities, like Trans and non-binary persons and communities, have unique medical needs that could be better served by a National Pharmacare Program; and

WHEREAS a National Pharmacare Program could save \$7.3 billion (Dr. Hoskins – Ontario); and

WHEREAS each province and territory in Canada has a different program for subsidizing drug costs for their residents; and

WHEREAS Canada pays more for prescription drugs than other OECD countries.

THEREFORE BE IT RESOLVED that the OFL join in the call with the CLC for a National Pharmacare Program that would benefit LGBTQ persons and communities as well as the entire population.

(Word count: 125)

77. NATIONAL UNIVERSAL PHARMACARE

Submitted by CUPE Local 79

Whereas more and more working Ontarians do not have employer-paid drug, dental, paramedical and complementary medical plans;

Whereas many Canadians cannot afford the prescriptions they need;

Whereas the federal government is failing to provide sufficient federal funds to support prescription drug, dental, paramedical and complementary medical care across the country;

Whereas prescription drugs reduce the effects of disease and illnesses, and research has shown that dental health is a determinate of overall health;

Whereas paramedical and complementary medical services improve overall health outcomes while reducing reliance on prescription medication, reducing the overall cost of the health system.

Therefore be it resolved the OFL will lobby and advocate for universal pharmacare, dental, paramedical and complementary medicine programs;

Therefore be it further resolved the OFL will work with the CLC to achieve national universal pharmacare, dental, paramedical and complementary medicine programs;

Therefore be it further resolved the OFL will work with affiliates to implement training programs so rank and file members and retirees can assist in these goals.

(Word count: 149)

78. HOUSING IS A HUMAN RIGHT

Submitted by CUPE Local 1281; CUPE Local 3906; Ontario Secondary School Teachers' Federation; Toronto & York Region Labour Council; Durham Region Labour Council; Guelph and District Labour Council

The OFL will call on the Provincial Government to:

- **Immediately introduce a comprehensive provincial social housing program that treats housing as a public utility and delivers it according to need;**
- **Develop and implement an emergency plan to build new, publicly owned, social housing and retrofit existing units;**
- **Legislate real rent controls and roll backs for all renters;**
- **Provide regular, frequent and thorough building inspections for rental housing, and enforce stiff penalties for landlords who fail to comply;**
- **Legislate a ban on evictions and utility cut-off due to involuntary unemployment, including strikes, lockouts and layoffs.**

And the OFL will launch a campaign with Labour Councils and affiliates to mobilize workers to demand a provincial social housing program.

Because the right to adequate housing and shelter is a human right.

It is the responsibility of the labour movement to fight for decent wages and social conditions for all workers.

(Word count: 146)

79. SUPPORT FOR SOCIAL HOUSING

Submitted by CUPE Local 79

Whereas increasing income inequality, combined with rapidly rising housing costs, puts low-income Ontarians – including a growing number of working Ontarians – at risk of homelessness;

Whereas Premier Wynne has failed to deliver funds to support capital projects and for operating and program costs;

Whereas these operating costs include support for employment services, community development programs, and other tenant support programs that are essential to keeping residents housed;

Whereas a robust social housing sector, anchored by publicly owned and operated social housing, is essential for reducing the harmful social and health-related impacts of poverty and income inequality.

Therefore be it resolved that the OFL will advocate for increased federal and provincial funding to support the social housing sector, anchored by publicly owned and operated social housing;

Therefore be it further resolved that the OFL will ensure advocacy for increased funding that emphasizes the importance of both capital projects and the supportive services that are essential components of a successful social housing system.

(Word count: 147)

80. PROVINCIAL CO-OP HOUSING STRATEGY

Submitted by Hamilton and District Labour Council

Whereas co-op housing has been an effective strategy for providing affordable housing; and

Whereas the vast majority of Ontario co-op housing stock was built between 1960 and 1995 and little provincial funding has been provided for projects since the NDP administration of 1990-1995; and

Whereas co-ops are self sustaining and pay for themselves while providing the on-going benefit of sustainable, affordable housing options; and

Whereas the largest obstacle for the construction of new co-ops is the lack of provincial start-up funding;

Be It Resolved That the OFL supports the implementation and development of a co-op housing strategy with adequate funding for new construction as part of the development of affordable housing options in Ontario.

(Word count: 107)

81. SUPPORTING THE TIME TO CARE CAMPAIGN AND SECURING 4 HOURS OF CARE IN LONG TERM CARE

Submitted by CUPE Ontario

The OFL Will:

- **Work with affiliates to actively promote and engage in the Time to Care campaign to secure at least 4 hours of hands on care per resident per day in Long Term Care facilities.**
- **Aggressively lobby all levels of government to support passing a law that guarantees standards for seniors.**
- **Work with Labour Councils and affiliates to host community town hall meetings across the province to build a broader base of support for guaranteed hours for seniors.**
- **Organize a mass rally at queen's park in cooperation with coalition partners, students, family and senior groups calling on the government to enact a care standard for seniors.**

BECAUSE:

Since the Harris conservatives eliminated the care standard from law in the early '90s we have seen a rapid deterioration of the system; Ontario funds long term care at a lower rate than any other province; Our seniors need this support.

(Word count: 148)

82. CARE PER DAY GUARANTEE

Submitted by Hamilton and District Labour Council

Be It Resolved That the Ontario Federation of Labour urges the provincial government to change the Long-Term Care Homes Act to implement a legislated care standard of a minimum four [4] hours per resident each day and be adjusted for acuity level and case mix.

(Word count: 42)

83. AFFORDABLE CHILDCARE CAMPAIGN

Submitted by CUPE Local 79

Whereas all families have the right to affordable, accessible childcare;

Whereas Canadian families spend 22% of their income on childcare;

Whereas keeping childcare fees below 10% of family income substantially increases main caregivers' probability of full-time employment;

Whereas childcare fees in parts of Ontario are over \$1,000+/-month;

Whereas there are 15,317 children on Toronto's fee subsidy wait list;

Whereas employment insurance parental benefits are insufficient;

Whereas Early Childhood Educators rarely earn a professional-level wage and often don't make a living wage;

Whereas low wages should not be subsidizing childcare.

Therefore be it resolved that the OFL will develop a childcare campaign calling for:

- a. More access to childcare delivered by public and non-profit childcare centres;**
- b. Professional-level wages for all childcare workers;**
- c. A prohibition on new for-profit childcare centres; and**
- d. A commitment from the provincial government for \$500 million in capital funding for Year 1 of Ontario's child care expansion and \$300 million in ongoing operating funding.**

(Word count: 147)

84. CHILDCARE

Submitted by The Society of Energy Professionals, IFPTE Local 160

WHEREAS universal access to high quality childcare has been shown to be essential to both healthy child development and the ability of parents, particularly parents who are women, to participate in the labour force and civic life; and

WHEREAS childcare across Canada remains unaffordable, unavailable and inconsistent in quality; and

THEREFORE BE IT RESOLVED that the OFL continue to work with the CLC and others in the Canadian childcare community and redouble its efforts to ensure any future childcare program includes the following elements of universality in its design:

- **availability to all children and parents in Canada;**
- **public funding and guarantees of affordability for all;**
- **flexibility in its design to eliminate a range of social, ability-based, cultural, geographic, and other barriers to equitable access and participation;**
- **fair terms and conditions of employment (including fair wages, benefits and pensions) for Early Childhood Educators.**

(Word count: 136)

85. FAMILY CAREGIVERS

Submitted by Hamilton and District Labour Council

Whereas an estimated 8.1 million informal caregivers provide care to family, friends, and neighbours across Canada; and

Whereas more than a quarter of all adult Canadians provide care for a family or friend with otherwise unmet health needs.

Be It Resolved That the Ontario Federation of Labour urges the provincial government to recognize the tireless, invaluable, and often unrecognized efforts of informal caregivers to support and protect the most vulnerable individuals in our society, including elderly parents, persons with disabilities and children.

Be It Further Resolved That the Ontario Federation of Labour urges the provincial government to establish a family caregiver tax credit.

(Word count: 94)

86. SERVICE EXPANSION, CANADA POST

Submitted by Canadian Union of Postal Workers

Whereas Canada Post is a trusted national institution, with a physical and social infrastructure in communities large and small throughout the country;

Whereas many postal services are responding to falling letter mail volumes by diversifying into new services built upon the strengths of the postal service;

Therefore:

The Ontario Federation of Labour will, with the CLC:

- **Advocate for the expansion of services offered through Canada Post, such as a national check-in service program for seniors using carriers;**
- **Advocate for the implementation of community hubs at post offices throughout the country in order to provide basic public services, postal banking and improved communication services where such a need exists;**
- **Support the implementation of a nationwide system of Direct Current electric vehicle charging stations at select post offices in areas where access is otherwise lacking;**
- **Advocate for a Canada Post which continually experiments with innovation in the public interest.**

(Word count: 145)

87. PUBLIC POSTAL SERVICES

Submitted by Canadian Union of Postal Workers

The OFL, with the CLC, calls on the federal government to restore home mail delivery to everyone who lost it, and expand postal services, including postal banking.

Because, as part of a review of Canada Post, a parliamentary committee recommended:

1. the restoration of home mail delivery, but only for those who lost it as of the 2015 election call;
2. the maintenance of the moratorium on rural post office closures; and
3. the initiation of new services at Canada Post, including the possibility of delivering broadband Internet and improved cellular service to rural areas.

Because the review did not seriously consider postal banking even though thousands of rural towns and villages do not have a bank and nearly two million Canadians desperately need alternatives to payday lenders;

Because postal banking has the support of over 600 municipalities and close to two-thirds of Canadians.

(Word count: 141)

88. PROMOTE COMMUNITY POWER

Submitted by CUPE Local 1281; Toronto & York Region Labour Council; Guelph and District Labour Council

The OFL will work with the CLC, Canadian Union of Postal Workers and community groups to support the efforts to extend Canada’s postal service to include public banking and environmental leadership as a transition to a new role in our country, as outlined in the CUPW Delivering Community Power campaign

Because Canada Post Corporation is a publicly owned utility that is currently being under utilized, and CUPW has formulated an alternative business plan for Canada Post based on successful models in Europe that include postal banking and,

Because the CUPW vision goes further to include a true “just transition” to a key role for Canada Post in a greener economy that includes Canadian-made electric vehicles, solar power, and food security.

(Word count: 118)

89. BASIC INCOME

Submitted by CUPE Local 79

Whereas basic income schemes threaten employment, housing and other services that accompany income support programs;

Whereas basic income schemes subsidize low-wage employers and undermine efforts to raise the minimum wage;

Whereas most forms of basic income make things worse for some groups (particularly seniors) and create opportunity costs that threaten child care, health care, and other services;

Whereas basic income schemes will create an enormous loss of jobs, thereby increasing poverty.

Therefore be it resolved that the OFL will take a strong position against ‘basic income,’ ‘guaranteed income’ and comparable schemes that assign income below the poverty line and threaten critical services provided to people experiencing poverty;

Therefore be it further resolved that the OFL will develop analysis and educational materials critiquing basic income;

Therefore be it further resolved that the OFL will actively advocate against basic income schemes.

(Word count: 121)

90. NUTRITION NORTH

Submitted by Canadian Union of Postal Workers

Whereas some of the stores have used the money for other foods, profits and is not being used what it was designated for.

Whereas before there were some locations that people could order food directly from the city centers and pays the nominal rate for shipping if the store prices were too high.

Therefore, be it resolved the Ontario Federation of Labour, work with the CLC, lobby the government to change the Nutrition North Program to ensure that nutritious food gets to those who need it most. To bring back inspectors to continue checking what a grocery cart of food for a family of 4 would cost. To bring back the Food Mail Program to ensure that Nutritious food options are available.

(Word count: 116)

91. MUNICIPAL FUNDING

Submitted by CUPE Local 79

Whereas the Labour movement has historically recognized the importance of municipalities for achieving its goals, particularly through the Canadian Labour Congress' 'Municipalities Matter' campaign;

Whereas municipalities need access to fair revenue sources, including income tax, to provide services and play a role in reducing poverty and income inequality;

Whereas municipalities are seeking to implement regressive revenue tools such as road tolls in the absence of more progressive revenue sources such as a share of income tax;

Whereas the increasing reliance of municipalities on regressive user fees is an increasing burden on workers and their families.

Therefore be it resolved that the OFL, with the CLC and labour councils, will develop a campaign to promote fair revenue sources for municipalities from Federal and Provincial governments, such as a share of income tax;

Therefore be it further resolved that this campaign will be developed in consultation with affiliated unions.

(Word count: 134)

92. TAX ON INEQUALITY

Submitted by Hamilton and District Labour Council

Whereas income inequality is a growing concern in Ontario,

Be It Resolved That the OFL urges the provincial government to:

Introduce legislation to charge a higher tax rate that would apply to a publicly traded company if their Officers receive a yearly salary or a compensation package that is more than a hundred times more than what the average salary of employees of the company receive.

Starting at each new taxation year, an extra 10% tax shall be levied if the Officer[s] makes more than a hundred times the average salary of employees working for the company.

Starting at each new taxation year, an extra 25% tax shall be levied if the Officer[s] makes more than 200 times the average salary working for the company.

That the additional tax revenue generated will be earmarked to combat poverty and homelessness in Ontario.

(Word count: 137)

3.4 Electing our government

93. ELECTIONS AND TRAINING

Submitted by CUPE Local 79

Whereas the Wynne Liberal Government has consistently acted against the interest of working class people across Ontario;

Whereas we need to elect a government that is responsive to our needs as workers and Ontario's NDP is the only party that shares our values;

Whereas there is currently a lack of union activists available and trained as "on the ground" political organizers across the province.

Therefore be it resolved that the OFL will work with the Ontario NDP to train voter contact organizers in key ridings across the province;

Therefore be it further resolved that the OFL will train a minimum of 150 organizers in voter contact and campaign managing across the province, subject to partnership with affiliated unions;

Therefore be it further resolved that the OFL will work with affiliated locals to identify political activists in their memberships and partner with provincial affiliates to co-ordinate activities during provincial and municipal elections.

(Word count: 134)

94. ELECTORAL TRAINING:

Submitted by CUPE Local 79

Whereas the NDP is the only political party in Ontario that shares its values with the labour movement;

Whereas Young Workers and Retirees are a growing segment of our memberships and eager to get involved in a meaningful way;

Whereas many Young Workers and Retirees do not currently have a method of staying engaged with our locals and the OFL.

Therefore be it resolved that the OFL create a comprehensive training module to train activists specifically from both our Young Worker and Retirees memberships in electoral and campaign politics.

Therefore be it further resolved that Affiliates shall select activists in both our Young Worker and Retiree memberships to attend the trainings.

Therefore be it further resolved that the OFL shall work with the Ontario New Democratic party to train Young Workers and Retirees to develop and implement this program no later than two months before the provincial election.

(Word count: 131)

95. ELECTORAL TRAINING

Submitted by UNITE HERE Local 75

Whereas the NDP is the only political party in Ontario that shares its values with the labour movement;

Whereas Young Workers are a growing segment of our memberships and eager to get involved in a meaningful way;

Whereas many Young Workers do not currently have a method of staying engaged with our locals and the OFL;

Whereas Young Workers are the future of our labour movement.

Therefore be it resolved that Young Workers take a leadership role in creating and implementing the OFL's 2018 electoral strategies.

Therefore be it resolved that the OFL create a comprehensive training module to train activists specifically from both our Young Worker memberships in electoral and campaign politics.

Therefore be it further resolved that Affiliates shall select activists in both our Young Worker memberships to attend the trainings.

Therefore be it further resolved that the OFL shall work with the Ontario New Democratic Party to train Young Workers to develop and implement this program no later than two months before the provincial election.

(Word count: 146)

96. ELECTORAL REFORM IN ONTARIO

Submitted by Ontario Secondary School Teachers' Federation

WHEREAS in the first-past-the-post electoral system, one political party can form a majority parliamentary government with substantially less than 50% of the votes cast;

WHEREAS the first-past-the post electoral system continually disenfranchises approximately 60% of the electorate;

WHEREAS the first-past-the-post electoral system continually encourages societal divisions by discouraging political parties from forming coalitions to better serve the people;

WHEREAS the first-past-the post electoral system perpetuates a lack of diversity in representation by making it easier for incumbents to win re-election.

THEREFORE BE IT RESOLVED THAT the OFL lobby the provincial government to create electoral reform that will give our province and municipalities more representative and responsive parliament and governments.

(Word count: 101)

3.5 Other advocacy efforts

97. PALESTINIAN SELF-DETERMINATION AND THE MOVEMENT FOR BOYCOTT, DIVESTMENT AND SANCTIONS

Submitted by Durham Region Labour Council; CUPE Local 1281; Canadian Union of Postal Workers; Guelph and District Labour Council

WHEREAS Israel has continued, despite international pressure, to expand its settlements and to demolish Palestinian homes and other infrastructure in the OPT;

WHEREAS Canada and other nations have previously succeeded in ensuring respect for human rights through the use of economic and political sanctions, including in the case of South Africa.

BE IT RESOLVED the OFL supports the use of divestment, boycott and sanctions (“BDS”) that are targeted to those sectors of Israel’s economy and society which profit from the ongoing occupation of the Occupied Palestine Territory;

BE IT FURTHER RESOLVED the OFL will support such a form of BDS until such time as Israel implements a permanent ban on further settlement construction in the OPT, and enters into good faith negotiations with representatives of the Palestinian people for the purpose of establishing a viable, contiguous and truly sovereign Palestinian state.

BE IT FURTHER RESOLVED the OFL opposes all efforts to prohibit, punish or otherwise deter expressions of support for BDS.

(Word count: 149)

98. PALESTINIAN SELF-DETERMINATION AND THE MOVEMENT FOR BOYCOTT, DIVESTMENT AND SANCTIONS

Submitted by CUPE Local 1979; SEIU Local 2

The OFL will:

- 1. Support the international campaign of boycott, divestment and sanctions (BDS) until Israel meets its obligation to recognize the Palestinian people's inalienable right to self-determination and fully complies with the precepts of international law;**
- 2. Develop an education campaign on BDS and the political and economic support of Canada for Israel;**
- 3. Call on CLC to commit to research into Canadian involvement in the occupation and to join us in lobbying against the apartheid-like practices of Israel.**

BECAUSE:

- Labour is uniting in solidarity: CUPE Ontario, CUPW, Unifor and countless civil society organizations have endorsed BDS. The Israeli Apartheid Wall has been condemned and determined illegal under international law.
- Over 170 Palestinian political parties, unions and other organizations, including the Palestinian General Federation of Trade Unions has called for a global campaign of boycotts and divestment against Israel similar to those imposed against South African Apartheid.

(Word count: 147)

4.0 Constitutional Resolutions

C1. RESPECTING THE AFFILIATES' AUTONOMY FOR DEFINING YOUNG WORKER

Submitted by Kingston and District Labour Council

WHEREAS the current OFL definition of young worker is 30 years old or younger; and

WHEREAS this definition does not accurately reflect the young worker age definition of some of the affiliates of the OFL; and

WHEREAS affiliates should be given the autonomy to determine the young worker age that represents their own members, and that their own definitions should be respected; and

WHEREAS the current young worker definition excludes representatives of some affiliates from participating on the Young Workers Committee.

THEREFORE BE IT RESOLVED that the young worker definition of the OFL will be changed to reflect the standards set by each individual affiliate, so that if a worker is considered a young worker by their affiliate they will be considered a young worker in the OFL, provided that no affiliates' definition of young worker is greater than 35 years old.

(Word count: 134)

C2. CONSTITUTION RESOLUTION

Submitted by COPE Local 343; Elementary Teachers' Federation of Ontario; Ontario Secondary School Teachers' Federation

WHEREAS Standing Committees of the OFL are comprised of Specialists and Experts in their respective fields; and

WHEREAS these Specialists work year-round in their respective areas and often have lived experiences that contribute to their understanding and possible solutions to strengthen our organization; and

WHEREAS in the past, members of these committees were obliged to find circuitous ways to submit resolutions.

THEREFORE BE IT RESOLVED that the Ontario Federation of Labour allows all Standing Committees to submit resolutions directly for Convention in order to strengthen policy discussion supported by the work of the committees.

(Word count: 102)

C3. EQUITY FOR VICE-PRESIDENT REPRESENTING SMALLER AFFILIATES

Submitted by COPE Local 343

WHEREAS there's currently one Vice-President representing smaller affiliates for the OFL;

WHEREAS this Vice-President represents over 20 affiliates;

WHEREAS the costs associated with attending and participating as an Officer for the OFL are not financially viable for every smaller affiliate;

WHEREAS this prevents some affiliates from being able to endorse and have their members run for the position; and

WHEREAS this creates an inequity which prevents all the affiliates represented by this position from being equally able to run.

THEREFORE BE IT RESOLVED that in the interest of the equity, the OFL cover the travel and accommodation costs for the Vice-President representing smaller affiliates to participate in OFL Board meetings and any Board related work.

(Word count: 106)

C4. OFL ELECTED OFFICERS TERM LIMITS

Submitted by COPE Local 343

WHEREAS healthy democracies rely on changes in leadership as a part of natural function; and

WHEREAS term limits encourage participation in democracy and help combat notions of entitlement to elected positions; and

WHEREAS term limits promote greater equity and help to combat systemic privilege and oppression.

THEREFORE BE IT RESOLVED that individuals elected as Officers for the OFL (President, Secretary-Treasurer, Executive Vice President) be limited to a maximum of five terms (10 years total); and

THEREFORE BE IT FURTHER RESOLVED that Article V and any related/affected articles of the Constitution be amended to reflect this.

(Word count: 83)

C5. LABOUR COUNCIL ROLE ON OFL CONVENTION COMMITTEES

Submitted by CUPE Ontario; Guelph and District Labour Council

The Ontario Federation of Labour will:

- **Appoint one Labour Council representative (V.P. Labour Council or designate) to each of the OFL Convention committees – Resolutions, Constitutions and Credentials.**

Because:

- Labour Councils bring a unique and diverse representation to the convention and its committees, and
- Participation by more ensures sharing of work, a building of capacity and democratic division of responsibility.

(Word count: 58)

C6. FULL TIME EQUIVALENT

Submitted by the CUPE Ontario; Guelph and District Labour Council

The Ontario Federation of Labour will:

- **Develop and implement a “full time equivalent” dues structure that accommodates Unions representing part time and low waged workers, and**
- **Assist Labour Councils to implement and maintain a “full time equivalent” dues structure.**

Because:

- There should be no financial barriers to unionized workers being in the house of labour
- Precarious workers deserve this access as no Union member should be left out
- The OFL runs the Make It Fair Campaign and this is making it fair inside our organization.

(Word count: 84)

C7. CONSTITUTIONAL AMENDMENTS TO CHANGE “YOUTH” TO “YOUNG WORKERS”

Submitted by the OFL Executive Board

Article IV: Conventions (Article same with exception of section 4)

BE IT RESOLVED to amend Article IV, Section 4, Paragraph 1 of the constitution to state;

Representation at conventions as approved by the Executive Council of the Canadian Labour Congress shall be: from affiliated local unions, branches and lodges, one delegate for 100 or less members, and one additional delegate for each additional 300 members or major fraction thereof and two delegates from each local labour council, plus a young worker delegate aged 30 or younger.

BE IT FURTHER RESOLVED to amend any further articles or sections of OFL Constitution to replace the word “youth” with “young workers”.

(Word count: 101)

C8. CONSTITUTIONAL AMENDMENT TO ADD MORE YOUNG WORKER DELEGATES

Submitted by the OFL Executive Board

Article IV: Conventions (NEW) (Article same with exception of addition of new paragraph)

WHEREAS young workers are the future leaders of our movement, and should be encouraged to participate in our unions and at our conventions;

WHEREAS the active engagement of young workers provides and encourages participation in the committees and business of the Federation;

BE IT RESOLVED to amend Article IV, Section 4, of the Constitution to add the following new paragraph; and

Where an Affiliate union (inclusive of all Affiliate local unions, branches or lodges) is granted representation at convention, they shall be entitled to five (5) additional credentials, provided directly to the Affiliate union, for distribution to their local unions, branches or lodges, and for exclusive use by, their young worker members.

(Word count: 122)



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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