

LABOUR & LABOUR POLICY

1. OLRA Changes

Submitted by CEP Local 591G

WHEREAS the newspaper industry is going through a dramatic decline; and

WHEREAS this industry is largely controlled by two corporate chains in Ontario: Quebecor and Torstar; and

WHEREAS technology has evolved to the point where newspaper work can be effortlessly moved from one location to another with the click of a button; and

WHEREAS the chains own many different corporate entities in Ontario; and

WHEREAS the chains are moving work from unionized businesses to non-union businesses with impunity; and

WHEREAS the workers in these union shops are losing their jobs and their democratically chosen right to representation by a union because of the inadequacy of provincial labour legislation;

THEREFORE BE IT RESOLVED that changes need to be made to the *Ontario Labour Relations Act* to protect these workers.

2. Bargaining Rights for Agricultural Workers

Submitted by UFCW Local 1993

WHEREAS the Ontario Provincial Government was ordered by the Ontario Appellate Court to implement Collective Bargaining Rights for Agricultural Workers in Ontario by November 17, 2009; and

WHEREAS the current *Agricultural Workers Protection Act* which denies Collective Bargaining Rights for Ontario's 100,000 workers was in breach of the Canadian *Charter of Rights and Freedoms* and ruled unconstitutional; and

WHEREAS Premier Dalton McGuinty's response was to force the case to the Supreme Court of Canada; and

WHEREAS the provincial government continues to spend tax payer's dollars to deny basic rights for agricultural workers which all other provinces provide with the exception of Alberta;

THEREFORE BE IT RESOLVED that the OFL and its affiliates continue to advocate with UFCW Canada and the Agriculture Workers Alliance in its continued struggle to secure the right to join a union and bargain collectively in Ontario.

3. ILO Complaint

Submitted by UFCW Canada

WHEREAS the McGuinty Government has repeatedly failed to respond to the International Labour Organizations inquiry over the Government's refusal to allow agricultural workers in Ontario the right to organize and bargain collectively; and

WHEREAS the refusal to allow agricultural workers to organize and bargain collectively is in contravention of ILO Conventions: No. 87 - Freedom of Association and Protection of the Right to Organize and No. 98 - Right to Organize and Collective Bargaining, as well as the ILO's 1998 Declaration on Fundamental Principles and Rights at Work; and

WHEREAS the Ontario Court of Appeal found the *Agricultural Employees Protection Act* (AEPA), to be unconstitutional in that it substantially impairs the right of agricultural workers to bargain collectively;

THEREFORE BE IT RESOLVED that the Federation and its affiliates call upon the Ontario government to respond to the ILO inquiry and allow agricultural workers the right to organize and bargain collectively.

4. Sleep With the Right People

Submitted by UNITE HERE Local 75

WHEREAS LGBT travelers in North America spend over \$60 billion annually on business and recreational travel, and the major hotel chains spend millions of dollars annually targeting the LGBT market; and

WHEREAS UNITE HERE's education campaign, "Sleep With the Right People," seeks to educate the LGBT community, conventions and individual travelers about the importance of patronizing socially responsible hotels; and

WHEREAS many hotel workers identify as members of the LGBT community; and

WHEREAS both hotel workers and the LGBT community face similar struggles in their quest for fair and equal treatment;

THEREFORE BE IT RESOLVED that the Federation endorse UNITE HERE's campaign and encourage the affiliates to sign the Sleep With the Right People pledge, to direct affiliates to check on the status of potential hotel disputes at: <http://www.unitehere.org> and to consider allowing union hotel workers to welcome events when staying at a union hotel.

5. Hotel Workers Rising 2010 Support

Submitted by UNITE HERE Local 75

WHEREAS Toronto's hotel workers play a key role in the economic prosperity of the city and are a symbol of what all service sector workers are fighting for; and

WHEREAS UNITE HERE Local 75, the union with the largest membership in hospitality in the GTA, has achieved significantly higher standards for hotel and hospitality workers by leading the citywide Hotel Workers Rising movement, in coordination with hotel workers across North America; and

WHEREAS over the next 10 months, Toronto hotel workers will be bargaining with 40 hotels to maintain and improve the standards that they fought so hard to create;

THEREFORE BE IT RESOLVED that the Federation lends its full endorsement and support to the Hotel Workers Rising campaign.

6. Specific to Telecommunications

Submitted by CEP Local 333

WHEREAS thousands of Ontario Telecommunications jobs have been outsourced within Canada or off-shored outside of the country; and

WHEREAS good jobs have been outsourced and/or off-shored, only to be replaced with low wage jobs; and

WHEREAS more and more experts, including the CEO of Bell Canada, have acknowledged that the quality of service provided to Ontario consumers by outsourcing and off-shore companies has not been at the level they had expected;

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

7. Severance Pay

Submitted by CEP Locals 333, 591G

WHEREAS the *Employment Standards Act* of Ontario requires the payment of termination and severance pay in accordance with certain periods of time; and

WHEREAS upon the expiry of these time limits, employers are not paying laid off workers their entitlement under the Act; and

WHEREAS thousands of laid off Ontario workers have no form of income which is having a social impact on our communities; and

WHEREAS challenges regarding the non-payment of ESA benefits are both costly and lengthy;

THEREFORE BE IT RESOLVED that the OFL launch an immediate lobbying campaign in order to effect legislative changes where employers are required to set aside, in a separate fund, severance and termination pay money; and

BE IT FURTHER RESOLVED that these legislative changes would include a method of holding Company directors legally and financially responsible for non-payments; and

BE IT FURTHER RESOLVED that this campaign would include OLRB changes which would expedite complaints of non-payment.

8. Ontario Government Student Workers

Submitted by OPSEU

WHEREAS the *Employment Standards Act* imposes minimum employment standards including paying workers for statutory holidays and vacations; and

WHEREAS the provincial government long ago exempted itself from this law; and

WHEREAS 5000 provincial student employees were denied holiday and vacation pay this past summer contrary to past practice, and after students had accepted jobs or signed contracts promising them the 8.16 per cent salary top-up; and

WHEREAS 70 per cent of students working for the government in 2009 earned minimum wage; and

WHEREAS denying holiday and vacation pay meant the province paid student workers less than did Walmart or McDonalds;

THEREFORE BE IT RESOLVED that Ontario's government should adhere at least to the same standards it applies to the private sector; and

BE IT FURTHER RESOLVED that the OFL and its affiliates lobby the Ontario government to amend the *Employment Standards Act* so the government cannot skirt its own law.

9. Part-Time College Workers

Submitted by OPSEU

WHEREAS Part-time college workers have been denied the basic human right to join a union; and

WHEREAS these workers weren't covered by basic labour legislation; and

WHEREAS McGuinty promised these workers the right to unionize; and

WHEREAS Royal Assent allowed unionization resulting in the Ministry of Labour holding a certification vote in Feb. '08; and

WHEREAS the MOL has allowed the ballot boxes to gather dust and have failed to count and announce the result of the vote for more than 8 months;

THEREFORE BE IT RESOLVED that the OFL demand that the MOL immediately count the votes and announce the results; and

BE IT FURTHER RESOLVED that the OFL launch a campaign should the MOL not order the count.

10. Support for Collective Bargaining for Artists

Submitted by ACTRA

WHEREAS artists are among the most vulnerable and lowest paid of all workers earning, on average, 37% less than other workers; and

WHEREAS many artists find it all but impossible to enter into collective agreements with engagers under existing Ontario labour law; and

WHEREAS even those artists' unions with a long history of collective bargaining continue to have their status as a union and the legitimacy of their collective agreements questioned by producers/engagers; and

WHEREAS the *Status of Ontario's Artists Act 2007* does nothing to improve an artists' ability to enter collective bargaining;

THEREFORE BE IT RESOLVED that the Ontario Federation of Labour call on the Government of Ontario to introduce legislation that will provide for:

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

11. Anti-Scab Legislation

Submitted by Hamilton and District Labour Council

WHEREAS during strikes or lockouts, employers are resorting to vicious, anti-union tactics; and

WHEREAS the use of scabs and/or replacement workers to prolong strikes is increasing; and

WHEREAS this pits worker against worker;

THEREFORE BE IT RESOLVED that the Federation and all affiliates mount a campaign to ban the use of scabs and/or replacement workers during strikes or lockouts.

12. Anti-scab Legislation

Submitted by Sudbury and District Labour Council

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

Because during the USW 6500 strike in Sudbury VALE-INCO has chosen to continue mining and milling with the use of replacement workers; and

Because using replacement workers puts those workers at risk; and

Because using replacement workers will lengthen the strike unnecessarily; and

Because there was strong support for the NDP's proposed anti-scab legislation that was recently defeated in the Ontario legislature.

13. Outsourcing

Submitted by CEP Local 333

WHEREAS thousands of Ontario jobs have been outsourced within Canada or off-shored outside of the country; and

WHEREAS good jobs have been outsourced and/or off-shored and replaced with low wage jobs; and

WHEREAS the focus of company outsourcing is on jobs predominantly performed by women; and

WHEREAS more and more experts, including company executives, are now confirming the poor quality of service provided by many of the outsource companies;

THEREFORE BE IT RESOLVED that the OFL formally oppose, wherever possible, the outsourcing and off-shoring of Ontario jobs; and

BE IF FURTHER RESOLVED that the OFL will pressure the Ontario government to have the various regulatory arms of government responsible for different sectors, including human rights, adopt policies which would prevent the outsourcing of Ontario jobs.

ECONOMIC POLICY

14. Public Services Investment

Submitted by CUPE Local 4308

Because:

- Ontario's public services are imperiled by the decline in manufacturing, corporate and personal tax cuts, and the shrinking municipal tax base;
- Communities crippled by plant closures demand immediate attention;
- Public service investment will build productive capacity and stimulate economic recovery;
- The working class needs to find ways to go on the offensive to safeguard our social safety net,

OFL will press for immediate investment in public services by:

1. Expanding:

- retraining & apprenticeship programs for the unemployed;
- social assistance based on a guaranteed annual income;
- affordable housing;
- universally accessible healthcare;
- a fixed CPP set at least \$10,000 above the official poverty line.

2. Introducing universal:

- Pharmacare;
- Childcare;
- Dentalcare;
- Homecare.

3. Shifting the burden of taxation back to corporations and wealthy Ontarians.

15. Plant Closures and Public Ownership

Submitted by CUPE Local 4308, St. Catharines & District Labour Council

WHEREAS Ontario has lost 200,000 jobs over the last year, especially in manufacturing; and

WHEREAS this erodes the very foundations of the provincial economy; and

WHEREAS corporations and right-wing governments are using the crisis and threat of closure to extract huge, long-reaching concessions from workers and communities; and

WHEREAS public ownership under democratic control is the surest way to build an economy that can address the social, economic and environmental needs of working people and communities;

THEREFORE BE IT RESOLVED that the OFL initiate an emergency campaign to demand:

1. tough plant closure laws, forcing companies to publicly justify shutdowns;
2. public takeover and democratic control of plants that insist on closing;
3. immediate repayment of loans and cancellation of conditional incentive arrangements for companies that move production offshore;
4. regular payment into a provincial severance fund as a condition of operation.

16. Economic Downturn

Submitted by UNITE HERE Local 75

WHEREAS today's global economic crisis driven by corporate greed and an economic model based on unsustainable debt has led to many workers losing their jobs and suffering cuts to their hours of work;

THEREFORE BE IT RESOLVED that the Federation fight any attempt to put the burden of this crisis onto workers' shoulders and continue the important work of defending jobs and safeguarding the rights and entitlements of union members in these tough times; and

BE IT FURTHER RESOLVED that the Federation redouble its effort to protect workers' jobs and incomes, and to set Ontario on the path to a sustainable recovery that has jobs growth and security for working families at its centre.

17. Economic Crisis

Submitted by CUPW Toronto

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

BECAUSE the Canadian Labour Congress has adopted *Labour's Plan to Deal with the Economic Crisis* which calls for:

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

BECAUSE public investment and ownership is necessary to promote the economic security of working people;

BECAUSE capitalism has failed to provide environmentally sustainable economic development.

18. Universal Public Post Office

Submitted by CUPW Toronto

The OFL will support universal public postal service and oppose post office closures and the privatization or deregulation of Canada Post;

BECAUSE the government should be strengthening and investing in infrastructure like the post office, not weakening or selling it;

BECAUSE the federal government's review of our public post office is considering deregulation;

BECAUSE the government and Canada Post appear to be considering privatization of Canada Post through public-private partnerships;

BECAUSE our post office would not have to consider the public's interest under privatization;

BECAUSE Canada Post would not be able to provide affordable service to everyone, no matter where they live, if the government deregulates the post office by eroding or eliminating the very mechanism that funds universal postal service – the exclusive privilege;

BECAUSE postal deregulation in other countries has largely led to few jobs, less service and higher postal rates for the public and small businesses.

19. Labour Adjustment

Submitted by CEP Locals 333, 591G

WHEREAS the provincial government, through the Ministry of Training, Colleges and Universities, provides matching financial and in-kind funding for labour adjustment programs; and

WHEREAS it has been recognized that peer adjustment systems are both successful, and preferable; and

WHEREAS thousands of Ontario workers have become unemployed during the past two years, and there is an increase requirement for worker adjustment and transition programs and in many cases employers do not contribute anything into labour adjustment;

THEREFORE BE IT RESOLVED that the OFL demand the Government of Ontario to enact immediate legislation which would require employers to contribute one cent per compensated hour per employee, into a separate fund, which would be used for labour adjustment programs; and

BE IT FURTHER RESOLVED that this fund would be administered jointly by employers, the government and employee representatives.

20. Public Ownership of Ontario Hydro

Submitted by Hamilton and District Labour Council

WHEREAS publicly-owned Ontario hydro electricity has served our province for over a century; and

WHEREAS both the Conservative government of Mike Harris and Liberal government of Dalton McGuinty have stated that they would like to sell off this public asset to private ownership, which is now being done through the back door; and

WHEREAS the provincial Liberals are allowing and encouraging the privatization of new generation through tax incentives and paying 13.5 cents per kilowatt for new green power while the selling price is only half that amount;

THEREFORE BE IT RESOLVED that the OFL vigorously oppose any private for-profit generation of electricity in Ontario and that any provincial government monies paid in the form of any tax breaks, subsidized rates, or other incentives for new generation be used to build new publicly-owned generation capacity and any equipment purchased for new generation be 75%, built in Ontario.

21. Public Ownership of INCO

Submitted by Sudbury and District Labour Council

WHEREAS VALE INCO in all its incarnations has pillaged the wealth of Canada's nickel resources strictly in the interest of its financial bottom line; and

WHEREAS INCO has destroyed the natural environment; and

WHEREAS INCO has recklessly caused the deaths of its workers and caused physical harm to literally thousands of its employees; and

WHEREAS the present owners have made billions of dollars in the last three years and are now asking concessions from its workers while paying millions to its Executive Officers;

THEREFORE BE IT RESOLVED that VALE INCO be brought under public ownership, so that all Canadians may benefit from our natural wealth; and

BE IT FURTHER RESOLVED that the current owners be properly compensated after the cost of the environmental damage and the cost taxpayers have contributed to the resulting clean up; the loss in lives and physical mayhem perpetrated upon the workers is deducted.

22. Public Ownership

Submitted by CUPE Local 3906

WHEREAS striking members of Local 6500 USW are struggling to defend their livelihoods, their families, and their community; and

WHEREAS the multinational VALE INCO'S purchase of the mines and operations in Sudbury, Port Colborne and Voisey's Bay have wholly transferred mining operations in Sudbury into the hands of foreign ownership; and

WHEREAS Vale Corporation has demonstrated a clear hostility to fair labour laws and has attacked the wages, benefits and working conditions of its Canadian employees;

THEREFORE BE IT RESOLVED that members of the OFL call on the Federal government to socialize the Canadian operations of this multinational corporation without further delay, repealing the 2006 agreement which allowed VALE to purchase the Canadian owned INCO.

23. More Canada on Canadian TV

Submitted by ACTRA

WHEREAS television plays a major role in developing, defining and promoting Canadian culture and values; and

WHEREAS the *Broadcasting Act* states that the Canadian broadcasting system should "safeguard, enrich and strengthen the cultural, political, social and economic fabric of Canada"; and

WHEREAS in 2007, Canadian broadcasters spent \$740 million on foreign programming and only \$54 million on home-grown English-language Canadian drama; and

WHEREAS Canadian creators have proven the high quality of their work through series such as *Corner Gas*, *Flashpoint*, *The Border* and *Little Mosque on the Prairie* to name only a few; and

WHEREAS tens of thousands of Canadian jobs are dependent on a strong Canadian film and television industry;

THEREFORE BE IT RESOLVED that the Ontario Federation of Labour calls on the Canadian Radio-television Telecommunications Commission to uphold the spirit of the *Broadcasting Act* and demand that broadcasters be subject to expenditure and programming requirements for Canadian drama as a condition of their licence renewal.

24. For a Publicly-Owned Canadian Automobile Industry

Submitted by CUPE Local 4308

WHEREAS

- Canada is the only industrialized country without a national automobile industry;
- auto is the engine of Canada's economy, employing 100,000 assembly and parts workers, and 280,000 spin-off jobs;
- in 2001, WTO struck down the 1962 Auto Pact, eliminating US automakers' legal obligation to maintain Canadian jobs, plants and operations;
- \$10.6 billion government bailouts contain **no** Canadian job or plant closure guarantees, while 14 US plants face imminent closures, ensuring more Canadian job cuts and closures ahead;
- start-up costs for a Canadian car would be approximately \$1 billion, according to CAW President Lewenza on "The Hour";

THEREFORE BE IT RESOLVED the Canadian government:

- nationalize the auto industry under public, democratic control;
- take over legacy costs as compensation;
- produce a Canadian car that's small, affordable, fuel-efficient, and environmentally sustainable;
- use excess capacity to produce public transit, and environmentally sustainable public transportation industry.

GLOBALIZATION/ FREE TRADE

25. Trade Agreements

Submitted by CUPE Ontario, CUPE Local 2484

The OFL will:

1. Demand extensive public hearings on any trade agreements that impact our province and threaten our democracy;

2. Call on MPPs to champion a bill establishing a democratic process for public consultation on all trade agreements;

3. Demand that McGuinty freeze the current Ontario-Quebec Trade Agreement and participating in negotiations with the European Union, until Ontarians have had a chance to know the details of what is being discussed;

4. Convene sessions with all affiliates to strategize and develop a broadly based public campaign with community partners on the dangers of trade deals and to promote ethical, local and democratic purchasing policies.

Because:

Governments are moving forward with these trade deals with no public debate or consultation; and

These trade agreements threaten local economic growth, local democracy, our communities and our public services and will give corporations rights over human rights and other societal concerns.

ENVIRONMENT

26. Public Transit, Green Jobs

Submitted by UNITE HERE Local 75

WHEREAS access to affordable, reliable public transit is a matter of economic and environmental justice; and

WHEREAS the Federation wishes to encourage broad use of public transit for transportation to and from work to build an environmentally responsible community; and

WHEREAS the Federation wishes to support the creation of good jobs in public transit;

THEREFORE BE IT RESOLVED that the Federation encourages all Toronto-based affiliates to:

1. enroll members in the Toronto Transit Commission's Volume Incentive Metropass Program (V.I.P.); and

2. seek employer contributions to workers' transit passes to make public transit more affordable for working people.

27. Cap and Trade

Submitted by OPSEU

WHEREAS the Western Climate Initiative (WCI) is a multi-Provincial government and multi-U.S. State government initiative to reduce greenhouse gases through a Cap and Trade process; and

WHEREAS Ontario participates in the WCI; and

WHEREAS the WCI could lead to thousands of job losses; and

WHEREAS related legislation from the McGuinty government lacks clarity beyond stating Ontario is a member; and

WHEREAS the WCI can economically disadvantage participating governments;

THEREFORE BE IT RESOLVED that the OFL lobby the Ontario government and the federal Conservative government to make the WCI a federal priority; and

BE IT FURTHER RESOLVED that until the WCI becomes a federal priority the OFL will lobby the Ontario government to come clean with policies and regulations to accompany the legislation; and

BE IT FURTHER RESOLVED that the OFL will work with its affiliates to educate the labour movement membership and the public about a Cap and Trade system.

28. Reducing Our Carbon Footprint

Submitted by OPSEU

WHEREAS the continued burning of fossil fuels is taking the planet to the tipping point of a two degree temperature increase which will cause irreversible, runaway climate change; and

WHEREAS the labour movement clearly uses fossil fuels to conduct some of its activities; and

WHEREAS affiliates are looking at ways to reduce their greenhouse gas emissions;

THEREFORE BE IT RESOLVED that the OFL takes concrete measures to track and reduce its environmental footprint by exploring new technologies to reduce travel (including video and web conferencing); and

BE IT FURTHER RESOLVED that the OFL Executive Board set realistic reduction targets based on an energy audit and provide a progress report to the next Convention; and

BE IT FURTHER RESOLVED that the OFL share best practices with affiliates to further assist in the reduction of greenhouse gas emissions.

29. Copenhagen

Submitted by OPSEU

WHEREAS world leaders will be meeting in Copenhagen in December 2009 to discuss a new global framework for reducing greenhouse gas emissions; and

WHEREAS the Harper Conservative government has played an obstructionist role in other international meetings; and

WHEREAS the Harper Conservative government does not support the Kyoto Agreement or Canada's obligation to meet this Agreement's greenhouse gas emission reductions; and

WHEREAS the Ontario Federation of Labour through its affiliates want to see our Federal Government take a proactive leadership role in reducing greenhouse gas emissions;

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

**WORKERS'
COMPENSATION/
DISABILITIES**

30. ODRT

Submitted by Hamilton and District Labour Council

WHEREAS all unions should have trained WSIB representatives to represent their members; and

WHEREAS the Occupational Disability Response Team (ODRT) has developed leading edge WSIB training materials;

THEREFORE BE IT RESOLVED that the Federation, along with the affiliates, develop a plan to ensure that all affiliates use the ODRT and its training material and ensure that there is trained and qualified representation for their members in the area of WSIB.

31. End Private Vocational Rehabilitation

Submitted by CUPE Local 1750

WHEREAS the Conservatives privatized Vocational Rehabilitation Services in 1997 for the Workplace Safety and Insurance Board to private for profit companies and the effectiveness of rehabilitation services deteriorated; and

WHEREAS the Costs to help people return to safe and sustainable work increased as did the claims duration and claims costs for the WSIB and employers and reduced compensation benefits; and

WHEREAS a commissioned report by an economist from Hugh Mackenzie & Associates concluded "that the only way to effectively treat the increasing claims chronicity is to return the responsibility for RTW plans and activities to direct WSIB staff control"; and

WHEREAS Unions do not support the privatization of public services;

THEREFORE BE IT RESOLVED that the Ontario Federation of Labour will support the campaign to end the private Labour Market Re-entry (LMR) contracts, restoring public delivery of vocational rehabilitation services.

32. Broaden WSIB Coverage

Submitted by CUPE Local 1750

WHEREAS the Ontario Workplace Safety and Insurance Board is the most underfunded compensation system in Canada as 30 per cent of the workforce is not covered under the *Workplace Safety & Insurance Act*; and

WHEREAS the unfunded liability directly impacts the level of benefits for lost wages and health care that can be paid and the services the system can afford to provide including help with return to work; and

WHEREAS thousands of workers are not covered under the WSIA and do not have access to the no-fault insurance system making them the most vulnerable; and

WHEREAS CUPE supports coverage for all workers of Ontario;

THEREFORE BE IT RESOLVED that the Ontario Federation of Labour will actively support the campaign to achieve compulsory WSIB coverage for all workplaces.

33. Workplace Safety and Insurance Board

Submitted by SEIU Local 1 Canada

WHEREAS many Ontario workers are denied WSIB coverage including retirement home workers, association for community living workers and workers in federally regulated industries; and

WHEREAS these workers are forced to accept inferior private workplace accident insurance;

THEREFORE BE IT RESOLVED that the Ontario Federation of Labour form a committee of all unions that represent workers without WSIB coverage to lobby the Ontario government on a continuous basis until all Ontario workers are entitled to WSIB coverage.

34. Mandatory Return to Work Committees

Submitted by USW Locals 1976, 2004, 2251, 7580, 8327, 8412, 8670, 9393, 13691

WHEREAS workers across Ontario continue to be injured or diseased as a result of their occupation; and

WHEREAS injured and ill workers are being forced back to work before they have recuperated or healed; and

WHEREAS it is often difficult to get an employer to appropriately accommodate a disabled worker; and

WHEREAS insurance companies and WSIB are denying, disqualifying and eliminating workers occupational and non-occupational benefits prematurely;

THEREFORE BE IT RESOLVED that the OFL and its affiliates lobby to have legislation changed to include mandatory Joint Return to Work Committees at each workplace paid for by the company to assist workers with occupational and non-occupational injuries and/or disabilities; and

BE IT FURTHER RESOLVED that the legislation include the Committee members receive the appropriate training from a training provider of the workers choice and receive the resources and support to assist them in performing their duties to be paid for by the company.

OCCUPATIONAL HEALTH AND SAFETY

35. Behaviour-Based Safety – Targeting Workers

Submitted by USW Locals 1976, 2004, 2251, 7580, 8327, 8412, 8670, 9393, 13691

WHEREAS Joint Health and Safety Committees and our memberships are facing more difficult challenges at our workplaces; and

WHEREAS the Government & Employer's agenda for health and safety is now focused on workers actions in the workplace, "blaming" workers and prosecuting based on those perceived actions; and

WHEREAS we are seeing a dramatic increase of workers being disciplined, terminated, and/or charged and prosecuted as a result of these bogus 'behaviour-based safety programs' which targets a worker's 'behaviour' instead of the root cause of an accident or injury;

THEREFORE BE IT RESOLVED that the OFL and its affiliates develop a strategy and tools for local unions to educate, empower and mobilize our Joint Health and Safety Committees and their members on how to combat this destructive practice against workers and Union solidarity.

36. Labour-supported Health and Safety Organizations

Submitted by USW Locals 1976, 2004, 2251, 7580, 8327, 8412, 8670, 9393, 13691

WHEREAS there has been a reorganization of the health and safety associations in Ontario and only two of these organizations, the Workers Health and Safety Centre and the Occupational Health Clinics for Ontario Workers, remain labour-run organizations; and

WHEREAS OHCOW provides clinical services through ergonomists, occupational hygienists, nurses and physicians, and the WHSC provides training services, such as certification;

THEREFORE BE IT RESOLVED that the OFL encourage every affiliate to negotiate, preferably through collective agreements or JHSC Terms of Reference, that only the WHSC and OHCOW will be used for training or clinical services.

37. Expanding OHCOW Services

Submitted by USW Locals 1976, 2004, 2251, 7580, 8327, 8412, 8670, 9393, 13691

WHEREAS the Occupational Health Clinics for Ontario Workers (OHCOW) was established 20 years ago due to pressure from the labour movement wanting trusted resources and support in the identification and prevention of work-related illnesses; and

WHEREAS OHCOW has faced major funding pressures for the past 10 years, leading to reduced resources in its clinics, and is struggling to meet the demands from workers, unions and workplaces; and

WHEREAS the labour movement recognizes the value of having OHCOW services available to their membership and communities;

THEREFORE BE IT RESOLVED that the OFL and its affiliates will lobby the WSIB and the Ontario Government to increase funding for OHCOW in order to rebuild the clinic system and expand it into Eastern and Northwestern Ontario.

38. OHCOW

Submitted by Hamilton and District Labour Council

WHEREAS the Occupational Health Clinics for Ontario Workers provide a needed service to workers, unions, committees, and the community; and

WHEREAS the specialized services of OHCOW are in great demand;

THEREFORE BE IT RESOLVED that the Federation and its affiliates endorse the use of OHCOW by all affiliates and their members; and

BE IT FURTHER RESOLVED that the Federation and its affiliates, along with OHCOW, develop and implement a plan to increase the funding by the WSIB of OHCOW so that the present clinics have the appropriate resources and that the number of clinics in Ontario can be increased.

39. Occupational Health and Safety for Farm Workers

Submitted by UFCW Local 1993

WHEREAS the Ontario Provincial government implemented Occupational Health and Safety protections for farming operations on June 30th, 2006; and

WHEREAS the Provincial government has yet to implement specific regulations for confined space, pesticide application and protections, unguarded equipment or operation of lifts and heavy equipment without proper training;

THEREFORE BE IT RESOLVED that the OFL and its affiliates continue to lobby for increased OHS regulations for farming operations.

40. Increasing Resources for Labour Health and Safety Organizations

Submitted by USW Locals 1976, 2004, 2251, 7580, 8327, 8412, 8670, 9393, 13691

WHEREAS for 20 years the labour movement has had access to trusted resources and support to enforce our health and safety rights and address hazards in the workplace, through the labour-governed Workers Health and Safety Centre (WHSC) and the Occupational Health Clinics for Ontario Workers (OHCOW); and

WHEREAS the WHSC through its training and information provides workers and their representatives with confidence and competence on their legal rights and responsibilities, and

WHEREAS OHCOW clinics provide a range of occupational health services through occupational physicians, nurses, hygienists, ergonomists and other professionals. OHCOW has helped unions deal with large clusters of occupational disease, major ergonomic problems, and many specific health and safety problems;

THEREFORE BE IT RESOLVED that the OFL and its affiliates lobby for increased funding and an expansion of services by the WHSC and OHCOW (especially for Northwestern and Eastern Ontario).

41. Technical Standards Safety Authority (TSSA)

WHEREAS responsibility for the protection of public and worker safety in the areas of natural gas and petroleum, propane fuels, boilers, and elevators used to be administered by the government of Ontario; and

WHEREAS Premier Mike Harris downloaded responsibility for managing these safety risks to the Technical Standards Safety Authority (TSSA), a self-funded private corporation not accountable to the public; and

WHEREAS the TSSA is made up of representatives from the very industries it is supposed to be monitoring, and as such should not be responsible for inspections, approvals, law enforcement, and development of public and worker safety standards; and

WHEREAS the Sunrise Propane explosion is a tragic example of the dangers of the trend towards greater industry self-regulation;

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

42. Certification Training

Submitted by ATU Local 741, COPE Local 343, Durham Regional Labour Council, Lindsay & District Labour Council, St. Catharines & District Labour Council, Sudbury and District Labour Council, Timmins & District Labour Council, St. Thomas & District Labour Council, USW Locals 1976, 2004, 2251, 7580, 8327, 8412, 8670, 9393

WHEREAS the legal requirement to train two certified members for every Joint Health and Safety Committee was a long-fought and hard-won victory by Ontario workers; and

WHEREAS under Liberal and Conservative governments the certification training standards collapsed and even these weakened standards were not enforced, leaving more than 60% of workplaces without the required two certified members;

THEREFORE BE IT RESOLVED that this convention demand heightened enforcement of certification compliance and new standards requiring: a minimum of five days of training in Basic Certification; strictly regulated Part II training; and annual renewal training; and

BE IT FURTHER RESOLVED that the OFL encourage all worker organizations to negotiate, preferably in collective agreements or JHSC Terms of Reference, use of Worker Health and Safety Centre training for all certification training and will send OFL affiliated locals model language suitable to achieve this.

43. Understaffing/MSI

Submitted by SEIU Local 1 Canada

WHEREAS deliberate and systematic staff reductions and downsizing have dramatically increased workload and pace of work to unsafe, unhealthy, and even dangerous levels; and

WHEREAS musculoskeletal injuries are by far the most common and frequent injury suffered by workers and are also directly to sufficient/safe staffing levels; and

WHEREAS employers increasingly view worker health and safety, including safe staffing levels as just another overhead expense that must be held to an absolute minimum in their relentless drive to cut operating costs and/or maximize profits; and

WHEREAS workers are at an increased risk of occupational violence because of understaffing, especially in situations when they must work alone or in isolation;

THEREFORE BE IT RESOLVED that the Ontario Federation of Labour lobby the provincial government for effective, enforceable ergonomic regulations that also include mandatory safe staffing levels, draft model collective agreement language for locals to use in bargaining.

44. H1N1

Submitted by OPSEU

WHEREAS H1N1 is the first real test of pandemic planning in Ontario since SARS; and

WHEREAS there is potential for our members to be placed at heightened risk; and

WHEREAS lack of capacity is highlighting the need for rationing in the event of a pandemic;

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

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

45. Pandemic Preparation

Submitted By SEIU Local 1 Canada

WHEREAS the Campbell SARS commission advised governments and employers to learn from the lessons of SARS; and

WHEREAS Justice Campbell said that the main SARS lesson was that workers' safety relies on the precautionary principle that reasonable action to reduce risk should not await scientific certainty;

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

1. The involvement of workplace joint health and safety committees in pandemic planning, worker protection and awareness;

2. That the right to refuse unsafe work will prevail for health care workers when the appropriate direction, protocol, education and personal protective equipment is lacking.

HEALTH CARE POLICY

46. Support Ontario Health Coalition

Submitted by CUPE Ontario, CUPE Local 2484

The OFL will:

Work with the Ontario Health Coalition to stop hospital cuts and the re-introduction of compulsory contracting out of home care, increase its support for the OHC.

Because:

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

47. Stopping Cuts to Public Health Programs

Submitted by ONA

WHEREAS public health nursing postpartum home visits assess for depression, safety, breastfeeding, neglect/abuse concerns, or developmental delays; and

WHEREAS public health nursing programs on falls prevention are a key predictor of the health of seniors, and keep seniors at home longer and out of institutional care; and

WHEREAS public health nursing programs are central in prevention, monitoring, and vaccination should any outbreak occur such as meningitis, measles, sexually transmitted diseases and H1N1; and

WHEREAS public health nursing programs have been significantly eroded in Ontario through cuts to funding of specific programs and lack of oversight from the Minister of Health;

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

48. Home Care

Submitted by SEIU Local 1 Canada

WHEREAS Ontario remains the only province that relies on competitive bidding for home care; and

WHEREAS concern for the ongoing practice of competitive bidding has resulted in a precariously unstable workforce; lower wages and fewer benefits than other workers in other sectors;

THEREFORE BE IT RESOLVED that the OFL, its affiliates and labour councils:

1. Lobby the Ontario government to ensure sufficient funding levels to meet client needs for homemaking, personal support and professional services; halt all competitive bidding and provide successor rights to home care workers under the *Ontario Labour Relations Act*;

2. Work with the Canadian Labour Congress demanding the federal government legislate a National Home Care Programme covered under the *Canada Health Act* and its principles;

3. Produce in cooperation with the Canadian Labour Congress, where possible, lobby/media kits to distribute to labour councils for their use in this campaign.

49. Home Care

Submitted by SEIU Local 1 Canada

WHEREAS in the 2007 provincial election the Dalton McGuinty government committed “to building a positive rewarding and stable working environment for homecare workers, because we know it is the best way to ensure high quality service”; and

WHEREAS Health Minister Caplan reintroduced competitive bidding in December 2008;

THEREFORE BE IT RESOLVED the OFL through Labour Councils, community forums and all affiliated unions, lobby the Ontario government to stop all competitive bidding in the home care and extend successor rights to all home care workers under ESA.

50. Retention and Recruitment

Submitted by SEIU Local 1 Canada

WHEREAS the retention and recruitment of health care staff is crucial to the operation of an effective, efficient health care system and critical towards the provision of quality healthcare services; and

WHEREAS employer lobby groups such as Fraser Institute and Chamber of Commerce continue to lobby governments to endorse privatization and/or contracting out of public health care services;

THEREFORE BE IT RESOLVED that the Ontario Federation of Labour, its affiliates and labour councils demand governments fund the educational system adequately in order to ensure substantially more health care training spaces become available and to enforce health care employers to recognize and utilize the full range of skills offered by all health care staff; and

BE IT FURTHER RESOLVED that the Ontario Federation of Labour demand government funding that would provide full-time employment for health care workers which would ensure at least a 75% full-time to part-time ratio.

51. Local Health Integration Networks System

Submitted by SEIU Local 1 Canada

WHEREAS the Local Health Integration Networks are undemocratic, unelected bodies that merely serve the McGuinty government's purpose to eliminate hospital services particularly in rural and small communities;

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

52. Safe Staffing

Submitted by SEIU Local 1 Canada

WHEREAS the province of Ontario has some of the worse standards of care in long term care homes across Canada and even within the United States; and

WHEREAS the high prevalence and incidence of various musculoskeletal pains and disorders among community and health care employees is well substantiated; and

WHEREAS the costs associated with the high incidence of musculoskeletal injuries has a negative impact not only on the long term care staff, but also on residents, employers and government revenue;

THEREFORE BE IT RESOLVED that the OFL, its affiliates and labour councils develop a campaign on understaffing as an urgent health and safety issue and also to lobby the Ontario government to immediately implement a safe staffing programme for the long term care sector that includes a required minimum standard of care of 3.5 hours per day of nursing and personal care for all residents.

EDUCATION AND TRAINING

53. Condemn Use of Socio-Economic Status to Compare Schools

Submitted by OSSTF

WHEREAS Ontario's Ministry of Education has put *School Information Finder* on its website which contains information on every school including education level, income and first language of families, as well as EQAO test scores and number of special education students; and

WHEREAS this invites comparison of schools and school choice based on who attends the school and their families; and

WHEREAS this undermines confidence in public education and strengthens the voices for private and charter schools; and

WHEREAS this is contrary to labour's fundamental belief in the right of all to excellent, well-funded and non-discriminatory public education;

THEREFORE BE IT RESOLVED that the OFL condemn the provincial government for encouraging prejudice and discrimination by inviting the comparison of schools based on the socio-economic status of those in the school and further that the OFL express its concern to the Minister of Education and urge affiliates to do likewise on behalf of their members.

54. Charter Schools

Submitted by OECTA

WHEREAS charter and voucher schools now exist in several jurisdictions in Canada and the United States; and

WHEREAS the current U.S. Administration has voiced support for the charter/voucher school concept; and

WHEREAS charter and voucher schools are a form of privatization of education; and

WHEREAS the institution of charter and voucher schools has often been coupled with an attack on unions;

THEREFORE BE IT RESOLVED that the OFL vehemently oppose any change in education funding which has the potential of enhancing or promoting the existence of charter or voucher schools.

55. Support Democratic and Responsible Local School Boards

Submitted by OSSTF

WHEREAS trustees who serve on Ontario's School Boards have been elected by voters in their communities to represent local concerns and make decisions on providing public education that meets the needs of students and families in that area; and

WHEREAS the ability of trustees to meet this responsibility as elected representatives has already been seriously eroded through attacks on public education by the Harris-Eves government and the continuing inadequacy of the provincial education funding formula; and

WHEREAS the implementation of Bill 177 could further reduce the role of locally elected trustees and allow the Ministry to take over boards that don't meet arbitrary and provincially determined targets for student achievement and standardized test scores;

THEREFORE BE IT RESOLVED that the OFL urge its affiliates and their members to support the continued role of democratically elected trustees and local school boards responsive to the needs of their communities.

56. Oppose Bill 177

Submitted by Hamilton and District Labour Council

WHEREAS Bill 177 (An Act to amend the *Education Act* with respect to student achievement, school board governance and certain other matters) strips the rights of representation from locally-elected school board trustees by threat and coercion; and

WHEREAS defines punishments, both monetary and participatory, for school board trustees carrying out the will of their ward's constituents in opposition to a board majority vote, AND denies voters in Ontario the right to have fair representation through a local voice in decisions impacting public education in their communities;

THEREFORE BE IT RESOLVED that the OFL President writes a letter to the Premier and the Minister of Education, condemning the proposed legislated threats against the rights of representation by municipally elected school trustees in Bill 177.

INTERNATIONAL AFFAIRS

57. Gaza

Submitted by CUPW Toronto

SINCE civilians in the Gaza portion of the Occupied Palestinian Territory have remained under Israeli siege, intensifying the humanitarian crisis; and

SINCE Israel's latest incursion into Gaza has cost the lives of over 1,300 Gazans; and

SINCE both Palestinians and Israelis have a right to live in safe, secure and viable homelands;

THEREFORE BE IT RESOLVED that the Ontario Federation of Labour call on federal government to:

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

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

POLITICAL ACTION

58. Build an Action Coalition

Submitted by CUPE Local 4308

The OFL will:

1. Build an "Action Coalition" of community, regional and labour interests to push the following agenda through education and action:
 - Immediate investment to build affordable housing and childcare, tied to the hiring of unemployed workers and racialized youth;
 - Employment equity legislation to reduce poverty and unemployment rates among workers who are aboriginal, women, racialized and/or disabled;
 - Increase social assistance to ensure a guaranteed annual income at least at the current low-income-cut-off in each region;
 - Public take-over and democratic control of plants that insist on closing;
 - Universally accessible healthcare, pharmacare, childcare, dental care and homecare;
 - Retraining and apprenticeship programs;
 - Government investment to build and manufacture the Canadian car;
 - Government investments tied to no layoff/no concessions agreements in all industry;
 - Card-check certification across all sectors.
2. Beginning December 2009, issue monthly progress reports to affiliates and coalition partners.

59. Build for 2010 Municipal and School Board Elections

Submitted by OSSTF

WHEREAS many Ontario communities have been hit hard by economic recession, job losses, population decline, and declining access to public services and supports; and

WHEREAS federal and provincial governments are using the recession as an excuse to cut public services, education opportunities and community programs even further, and to open the door to greater privatization and P3 deals; and

WHEREAS progressive local municipal representatives and school board trustees have been powerful voices in speaking up for the needs of their communities and residents and in resisting the erosion of rural, northern and other communities undermined by economic crisis;

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

60. Coalition Against Cut-backs

Submitted by CUPE Ontario, CUPE Local 2484

The OFL will:

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

Because:

The working people of Ontario did not cause this recession and should not pay for it.

61. Civil Disobedience Training

Submitted by UNITE HERE Local 75

WHEREAS the Federation and its affiliates are outraged that workers are shouldering the cost of an economic crisis we did nothing to create; and

WHEREAS our standard of living is facing an assault on multiple fronts: the availability of employment insurance; income security in old age; the disappearance of good, stable jobs; and

WHEREAS recent immigrants and migrants to Canada disproportionately feel its impact; and

WHEREAS this assault on our collective well-being is a silent crisis to which normal responses have not proven effective; and

WHEREAS throughout history, popular movements have resorted to civil disobedience to awaken a collective moral response to a crisis and make visible the wrongs inflicted upon a community;

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

62. Political Action

Submitted by SEIU Local 1 Canada

WHEREAS the Ontario Liberal government and the Ontario Progressive Conservative Party make no pretense of governing in the interest of working families;

THEREFORE BE IT RESOLVED the Ontario Federation of Labour's Political Action Committee work to encourage unions to affiliate with the Ontario NDP to influence the ONDP's platform for working families; and

BE IT FURTHER RESOLVED the Ontario Federation of Labour's Political Action Committee develop a program to encourage affiliated union members to actively participate in Ontario NDP riding associations to ensure labour voices are heard at all levels of the ONDP.

63. Defend Free Collective Bargaining and the Right to Strike

Submitted by St. Catharines & District Labour Council,
CUPE Local 4308

WHEREAS the cost of the economic crisis is being forcibly downloaded onto the backs of workers through speedup and cuts to jobs, wages, pensions, benefits, under the spurious argument that decent wages and pensions contributed to the crisis; and

WHEREAS sections of the most marginalized are being organized by employers, governments and media to attack unionized workers, free collective bargaining, and the right to strike; and

WHEREAS this offensive aims to break the back of the labour movement and the backbone of public resistance in Ontario; and

WHEREAS in Quebec labour has organized a Common Front representing 470,000 workers, to coordinate bargaining and mobilize mass resistance to the corporate offensive;

THEREFORE BE IT RESOLVED that the OFL:

- convene affiliates to organize a Common Front in Ontario, to mobilize and unite mass public resistance;

- organize the unemployed;
- demand a Labour Bill of Rights to enshrine the right to strike.

64. Voice for All Ontario Workers

Submitted by CUPE Local 4308

WHEREAS the OFL must speak and fight for *all* workers - not just full-time unionized labour; and

WHEREAS workers without jobs, those incapacitated by injury or disease, and workers in precarious, part-time, casual, "self-employed", contract or agency employment, urgently need vigorous representation; and

WHEREAS individual affiliates already reach out to sectors like migrant workers, janitors and security guards; and

WHEREAS changed economic and social realities require new forms of cross-jurisdictional, community-linked organizing;

THEREFORE BE IT RESOLVED that:

1. increased welfare rates, minimum wage, employment insurance coverage and CPP be priority targets;

2. we provide resources to organize jobless workers;

3. we campaign to further regulate and restrict private "temp agencies", eliminate government advertising, and organize workers forced to use them;

4. we establish a multi-affiliate taskforce, with community partners, for concerted organizing - including funding benefits, legal aid and social supports - among "non-traditional" sectors like truck- and cab-drivers, domestic workers, etc.

SOCIAL POLICY

65. Call for Full Implementation of Pascal Report

Submitted by OSSTF

WHEREAS the Pascal report provides an exciting vision for a comprehensive system of early learning and care in Ontario; and

WHEREAS the significant equality, educational, social and economic benefits of such a system have been clearly demonstrated in Quebec and elsewhere, and are strongly supported by research; and

WHEREAS attempts by the government to implement the recommendations on a piecemeal basis will further destabilize child care services that are already fragmented and fragile in this province; and

WHEREAS such destabilization will open the door to full privatization and corporatization of child care in Ontario;

THEREFORE BE IT RESOLVED that the OFL work with community and education allies to campaign vigorously for the full implementation of a comprehensive system of early learning and care programs for all children aged 0-12 and their families.

66. Pascal Report

Submitted by CUPE Local 2484

WHEREAS the Liberal government appointed Dr. Charles Pascal as Early Learning Advisor to provide the government with a comprehensive plan of action regarding the implementation of your early learning vision; and

WHEREAS Dr. Pascal was directed to situated the full-day learning for 4-and 5-year-olds in the broader context of moving further on Ontario's Best Start goals for a seamless and integrated system to support children from 0 to 12 years old and their families; and

WHEREAS Dr. Pascal released his report "With Our Best Future in Mind" in June 2009;

THEREFORE BE IT RESOLVED that the OFL work with our partner, the Ontario Coalition for Better Child Care to ensure the full implementation of "With Our Best Future in Mind".

67. Child Care

Submitted by CUPW Toronto

The Ontario Federation of Labour will:

1. Act immediately with coalition partners to stop the privatization of child care and to support public investment in public and community delivered services;
2. Campaign against provincial and local government funding of new for-profit or foreign owned child care centres or any P-3's;
3. Lobby municipal councils, school boards, and other institutions to speak out against new for-profit or foreign child care centres.

BECAUSE corporate chains have purchased existing child care centres and are approaching provincial governments to build P-3's;

BECAUSE international trade restrictions will prevent parents and governments from acting to develop a national child care program based on the needs of children and families in Canada;

BECAUSE research demonstrates that public/non-profit early learning and child care services delivers the best supports to children, families and the workforce.

68. Women and Good Jobs and Child Care

Submitted by SEIU Local 1 Canada

WHEREAS woman are limited in their choice of employment because child care is unavailable or unaffordable; and

WHEREAS the Organization for Economic Cooperation and Development has described Canada's child care system as chronically underfunded; and

WHEREAS the Organization for Economic Cooperation and Development ranked Canada last among developed nations in terms of access to early learning and child care spaces and last in terms of public investment;

THEREFORE BE IT RESOLVED that the Ontario Federation of Labour, its affiliates and labour councils lobby the provincial government to invest in its people, economy and to fully fund child care by using the same set-up for a universal and affordable child care program similar to the province of Quebec's.

INTERNAL AFFAIRS

69. Raiding

Submitted by Hamilton and District Labour Council

WHEREAS union density is around 30%; and
WHEREAS there are millions of workers who want and need to be organized;

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

70. Mandatory Affiliation

Submitted by Lindsay & District Labour Council

WHEREAS many labour councils are suffering from lack of funds and participants thereby impacting on their ability to implement campaigns of the OFL and CLC; and

WHEREAS many unions do not have a mandatory labour council affiliation policy;

THEREFORE BE IT RESOLVED that the OFL lobby the heads of unions to have all OFL affiliated unions pass a mandatory labour council affiliation policy; and

BE IT FURTHER RESOLVED that the OFL lobby the CLC for a similar campaign and policy at the Congress level.

71. For A United, Fighting Labour Movement

Submitted by CUPE Local 4308

WHEREAS the employers' attack on workers' jobs, wages and pensions in manufacturing and auto is akin to a feeding frenzy of sharks among the shipwrecked; and

WHEREAS this offensive won't stop until every wage and pension is reduced, and the labour movement's power is rolled-back; and

WHEREAS provincial and federal governments are aiding the biggest employers in this campaign to undermine free collective bargaining, gut collective agreements, and eliminate the gains of decades of struggle; and

WHEREAS Ontario's labour movement has been seriously weakened and divided for a decade; and

WHEREAS a united labour movement, fighting under the adage "an injury to one is an injury to all", is essential to rebuff the employers' anti-labour, anti-people agenda;

THEREFORE BE IT RESOLVED we call for the CAW's re-affiliation to the Ontario Federation of Labour as an urgent priority so that the CAW can help plan a united, effective fight back campaign at the November 2009 Convention.

HUMAN RIGHTS/ WOMEN'S RIGHTS

72. Equity Audit

Submitted by COPE Local 343

WHEREAS the OFL and its affiliates should undertake and finance an equity audit of all of its activities, projects, campaigns, programs and strategies similar to the audit undertaken by Britain's Trade Union Congress in its "TUC Equality Audit 2007"; and

WHEREAS the Canadian labour movement must be free of institutional discrimination including racism, homophobia, sexism and ableism and it is important that the labour movement in Ontario be reflective of the changing demographics; and

WHEREAS the result of this survey will help the Ontario labour movement to implement and organize action;

THEREFORE BE IT RESOLVED that the OFL create a task group composed of all the equity vice presidents to develop and implement the audit and the OFL will report the results prior to the next OFL convention; and

BE IT FURTHER RESOLVED that the OFL will develop an audit template that can be used by affiliates.

73. Affiliate Equity Audit

Submitted by CUPE Local 2191

The OFL and its affiliates will undertake and finance an equity audit of all of its activities, projects, campaigns, programs and strategies similar to the audit undertaken by Britain's Trade Union Congress (TUC) in its "TUC Equality Audit 2007"; and

The OFL will create a task group composed of all equity Vice-Presidents to develop and implement the audit; and

The OFL will develop an audit template for use by affiliates; and

The OFL will report the audit results prior to the next OFL convention; and

Because it is important that the labour movement in Ontario be reflective of the changing demographics;

Because the Canadian labour movement must be free of institutional discrimination including racism, homophobia, sexism and ableism;

Because the result of the survey will help the Ontario labour movement to implement and organize action.

74. Support Equal Pay Coalition Campaign

Submitted by OSSTF

WHEREAS the Ontario *Pay Equity Act* has been in place for more than 20 years, yet many Ontario women still have not achieved pay equity, and women still earn less than men for jobs of equal value; and

WHEREAS the OFL, a member of the Equal Pay Coalition, supports greater solidarity with affiliates and community partners taking action on pay equity;

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

75. Pay Equity

Submitted by ETFO

THEREFORE BE IT RESOLVED that the OFL will support the Equal Pay Coalition's Framework for Action and the Coalition's current campaign to improve enforcement of the *Act*, ensure more funding for the Pay Equity Commission, and collaborate on key challenges to improve women's access to pay equity.

76. Pay Equity

Submitted by USW Local 1998

WHEREAS although the Ontario *Pay Equity Act* has been in place for more than 20 years, many Ontario women still have not achieved pay equity, and women still earn less than men for jobs of equal value; and

WHEREAS the OFL, a member of the Equal Pay Coalition, supports greater solidarity with affiliates and community partners taking action on pay equity;

THEREFORE BE IT RESOLVED that the OFL will support the Equal Pay Coalition's Framework for Action and the Coalition's current campaign to improve enforcement of the *Act*, ensure more funding for the Pay Equity Commission, so it can do the job, and collaborate on key challenges to improve women's access to pay equity.

77. Pay Equity

Submitted by SEIU Local 1 Canada

WHEREAS although the Ontario *Pay Equity Act* has been in place for more than 20 years, many Ontario women still have not achieved pay equity, and women still earn less than men for jobs of equal value; and

WHEREAS the OFL, a member of the Equal Pay Coalition, supports greater solidarity with affiliates and community partners taking action on pay equity;

THEREFORE BE IT RESOLVED that the OFL will support the Equal Pay Coalition's Framework for Action and the Coalition's current campaign to improve enforcement of the *Act*, ensure more funding for the Pay Equity Commission, so it can do the job, and collaborate on key challenges to improve women's access to pay equity.

78. Pay Equity

Submitted by SEIU Local 1 Canada

WHEREAS several affiliates have undertaken costly challenges at the Pay Equity Hearings Tribunal and in the Courts to defend women's right to pay equity; and

WHEREAS precedents set by individual affiliates have increased access to pay equity benefits for both unionized and unorganized women, such as the two landmark Charter challenges that forced the Ontario government to fund pay equity adjustments for workers in mostly-female workplaces;

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

79. Pay Equity Campaign

Submitted by ETFO

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

80. Pay Equity

Submitted by USW Local 1998

WHEREAS several affiliates have undertaken costly challenges at the Pay Equity Hearings Tribunal and in the Courts to defend women's right to pay equity; and

WHEREAS precedents set by individual affiliates have increased access to pay equity benefits for both unionized and unorganized women, such as the two landmark Charter challenges that forced the Ontario government to fund pay equity adjustments for workers in mostly-female workplaces;

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

81. Support for Legal Challenges on Pay Equity

Submitted by OSSTF

WHEREAS several affiliates have undertaken costly challenges at the Pay Equity Hearings Tribunal and in the Courts to defend women's right to pay equity; and

WHEREAS precedents set through litigation by individual affiliates have increased access to pay equity benefits for both unionized and unorganized women, such as the two landmark Charter challenges that forced the Ontario government to fund pay equity adjustments for workers in mostly-female workplaces;

THEREFORE BE IT RESOLVED that the OFL will work with affiliates to build support for each other in undertaking legal challenges on pay equity and to carry out a public education campaign to raise awareness about the importance of enforcing pay equity rights for workers in mostly female jobs.

82. Mohamed Harkat

Submitted by CUPW Toronto

SINCE Algerian Mohamed Harkat came to Canada in 1995 and was given refugee status in 1997; and

SINCE on December 10, 2002 – Mohamed Harkat was arrested and was imprisoned for the next 4½ years under a “Security Certificate”; and

SINCE in June 2006, Harkat was released from prison in exchange for bail and a promise to abide by conditions, including electronic monitoring and 24-hour supervision; and

SINCE Harkat has neither been charged with or convicted of any crime;

THEREFORE BE IT RESOLVED that the Ontario Federation of Labour call upon the Minister of Public Safety and the Minister of Immigration for:

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

83. Pay Equity

Submitted by CUPE Ontario, CUPE Local 2484

The OFL will:

1. Make achieving pay equity a key priority for all women working in female dominated workplaces;
2. Continue working with the Ontario Equal Pay Coalition to enforce the Ontario *Pay Equity Act* and improve funding for the Pay Equity Commission;
3. Work with coalition partners to ensure women know their right to pay equity;
4. Launch an educational campaign for affiliates on their legal obligations under pay equity legislation and provide training and support to help meet these obligations.

Because:

- Women continue to earn less than men doing comparable work;
- Pay equity maintenance is a legal obligation;
- The OFL must continue to support the work of the Coalition and its partners;
- The Pay Equity Commission and Tribunal is understaffed and under-funded;
- Many employers have not redressed the wage gap and many women continue to be unaware of their right to pay equity.

84. Employment Equity

Submitted by CUPE Ontario, CUPE Local 2484

The OFL will:

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

Because:

- The labour movement must continue to be on the forefront of winning and enshrining equality rights for all;
- Workers from different equity seeking groups experience marginalization in the workplace;
- Ensuring the representation and rights of equity seeking groups is a fundamental requirement for the growth of the labour movement.

85. Employment Equity

Submitted by TWU

WHEREAS Employment Equity is an important component of Human Rights which would achieve equality in all aspects of employment; and

WHEREAS Employment Equity, Education and Training are critical to attain and maintain balance and fairness in the workplace;

THEREFORE BE IT RESOLVED that the Ontario Federation of Labour (OFL) develop an Employment Equity Educational Guide to be distributed to all OFL affiliates to train and educate Employment Equity Committees and their advocates.

86. Immigrant Status and Employment Opportunities

Submitted by SEIU Local 1 Canada

WHEREAS in the hiring of racialized employees and immigrants, employers continue to make generalized assumptions about the worth of racialized employees and immigrants through the practices of economic discrimination and exclusionary discrimination; and

WHEREAS racialized groups and immigrants do not advance proportionately in the labour market and continue to have higher rates of unemployment regardless of educational attainment; and

WHEREAS the racialized and immigrant population unions and like all other workers would benefit from a less threatening environment for unionization in the post-Harris years;

THEREFORE BE IT RESOLVED that the Ontario Federation of Labour, its affiliates and the labour councils continue to lobby the provincial government for not only employment equity in all sectors but also a better supported and defined path to citizenship and an immediate return to the decades-old legislation of automatic certification during an organizing drive.

87. Solidarity and Pride

Submitted by UNITE HERE Local 75

THEREFORE BE IT RESOLVED that the Federation reschedule the OFL Solidarity & Pride Conference, originally supposed to take place between May 22-24, 2009, but cancelled due to a low number of registrations.

88. Temporary Foreign Worker Program

Submitted by CUPE Local 4308

The changes to the Temporary Foreign Worker Program go in to effect on December 9, 2009. These regulatory changes and issues include:

- Limiting migrants' time in Canada to four years and bar them from re-entering for the next six years;
- Workers could be denied entry at the border if an immigration officer decides their job offer is not genuine;
- Giving immigration officers arbitrary powers in denying workers admission to Canada;
- Continuous talk of dismantling the refugee acceptance system;

THEREFORE it is out of these concerns that the OFL Convention resolves to:

1. Recognize migrant workers rights as labour rights;
2. Ensure workers have permanent immigration status;
3. Call to scrap these amendments immediately and ensure real protection for migrant workers;
4. Call on the Canadian government to sign the United Nations Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families.

89. Core Principles on Migrant Workers and Immigration

Submitted by UFCW Canada

WHEREAS core principles are needed for the work of the OFL and its affiliates in the area of migration and immigration;

THEREFORE BE IT RESOLVED that the OFL adopt the following as core principles in the area of migration and immigration:

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

PENSION POLICY

90. Pension Policy

Submitted by UFCW Canada

WHEREAS the current economic crisis has created a negative impact on the majority of pension plans; and

WHEREAS according to the chief economist of the TD Bank the crisis has shown that the 40 year experiment with Retirement Savings Plans have failed; and

WHEREAS more than two-thirds of working Canadians are not covered by a private pension plan;

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

91. Pensions

Submitted by OPSEU

WHEREAS all workers have the right to a decent standard of living in retirement; and

WHEREAS the trade union movement has lobbied consistently over decades for an expansion of CPP benefits and the CLC is running a cross-country pension campaign to double the CPP; and

WHEREAS insurance companies are arm-twisting provincial governments across the country to set up defined contribution plans only so they can profit from the highest management fees in the world; and

WHEREAS only one in five private sector workers belong to a private pension plan and many of these plans are on shaky financial ground; and

WHEREAS most public sector workers face higher contributions to restore stability to their plans;

THEREFORE BE IT RESOLVED that the OFL work on all fronts to campaign for an improved private pension system and an expanded CPP.

92. Pension Fund Investment

Submitted by SEIU Local 1 Canada

WHEREAS union members need more information concerning the investment practices of their pension funds in order to make informed decisions;

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

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

93. Pension Fund Investment

Submitted by SEIU Local 1 Canada

WHEREAS our pension funds should have no role to play in the devaluation of our jobs through participation in public/private partnerships, deregulation, globalization of downsizing; and

WHEREAS a pension plan that invests in these types of organizations that promotes any of the above actions can actually mean plan members lose their jobs; and

WHEREAS recent economic crisis had proven that an unregulated private market can cause disastrous consequences for the average working Ontarian;

THEREFORE BE IT RESOLVED that the OFL support the important role that our pension funds play in financing capital investments in the creation of unionized jobs through the implementation of a full time staff position devoted to research, education and the leading of campaigns against the use of pension fund investment capital or loans to any organization or consortium that opposes unionization or where the operation, maintenance and/or ownership is transferred to the private sector.

TECHNOLOGY & WORKPLACE CHANGE

ABORIGINAL RIGHTS

YOUTH

94. Student Minimum Wage

Submitted by UFCW Canada (National Office)

WHEREAS many Ontarians working for minimum wage who are under the age of 18 currently earn \$0.55 less per hour than workers who are 18 years of age and older; and

WHEREAS since March 31, 2009 this gap has increased to \$0.60 less per hour and after March 31, 2010 the gap will increase to \$0.65 less per hour; and

WHEREAS this is discrimination on the basis of age; and

WHEREAS Article 23(2) of the Universal Declaration of Human Rights states that, "Everyone, without any discrimination, has the right to equal pay for equal work"; and

WHEREAS in 1948, Canada was among the first countries to ratify the Declaration;

THEREFORE BE IT RESOLVED that the Ontario Federation of Labour call upon the Ontario government to repeal the Student Minimum Wage and make the general minimum wage applicable to all workers in Ontario, regardless of age.

95. Young Workers

Submitted by COPE Local 343

WHEREAS our workforce is experiencing a generational transition; and

WHEREAS the labour movement needs to be proactive in encouraging participation from young workers; and

WHEREAS making an investment in our young workers of today is an investment for the future of the labour movement;

THEREFORE BE IT RESOLVED that the Ontario Federation of Labour hold a meeting of all the affiliates young worker committees in order to ensure that this demographic has an opportunity to share ideas, learn from each other as well as from our leaders. By holding a meeting of these committees now, we are preparing the current generation of young workers to carry on in the future and encouraging them to be union activists.

CONSTITUTION