

Ouwcc 2011 Action Plan

ANTI-SCAB

Ouwcc endorses the OFL Anti-scab lobby and will:

- Ensure each local has the OFL Anti-scab kit with an endorsement from Ouwcc including an explanation of the strategy regarding petitions.
- Develop an education campaign that details the harm to the community using public/social media
- Develop a communication system to activate each local's flying squads and activists to support anti-scab actions

HEALTH AND SAFETY

Right to Refuse and Reprisal

- Locals to set up data collections system that compiles Health & Safety incident reports and all Ministry of Labour orders including work refusal to ensure Local and National Health & Safety Reps are aware of hazards faced at Universities across the Province
- Educate our local members on Right to Refuse Legislation and how to properly use this legislation to our advantage.

Building Stronger Committees

- Training: Executive Officers on rights and policies
- Training: Members on rights, policies, and responsibilities.
- Coalition Building: opportunity for coalition partners to support each other on Health & Safety issues
- Education: ensure locals have access to the CUPE Health & Safety Energizing Local JHS Committees

Violence in the Workplace

- Educate locals on the Act, workers rights and the responsibilities of the employer
- Promote Violence in the Workplace workshops
- Make safe spaces for members to reporting incidents
- Ensure Incident Report forms have appropriate space for the reporting of incidents of violence
- Distribute appropriate information on reporting through Union newsletter or alternative communication forums
- Ensure employers engage all workers in risk assessment
- Locals to review the results of risk assessments and where necessary request re-assessments
- Track Ministry of Labour orders and create database for the information
- Where MOL orders are issued and do not ensure the safety of workers, appeal those orders

Myth of Worker Carelessness

- Educate members to identify Behaviour-Based Safety programs in the workplace
- Educate members on the negative aspects of Behaviour-Based Safety programs
- Lobby and introduce language in collective agreements to protect against behavior-based safety programs in order to protect vulnerable workers
- Support the OUWCC motion as attached hereto

DRAFT

PENSIONS

Ouwcc commits to defend Defined Benefits pension plans, advocate and bargain improvements to RRSPs, Defined Contribution and Hybrid pension plans by:

- ensuring all locals in bargaining are provided with updated language/proposals and have access to pension specialists
- ensuring all locals who have a committee based process for dealing with pension matters have labour orientated education
- use alternative educational methods i.e. focus videos, town halls, campus specific posters
- support, where appropriate, the negotiating of the Multi-Sector Pension Plan

Ouwcc will mobilize all locals in the sector to promote the expansion of the Canada Pension Plan (CPP) benefits.

ANTI-PRIVATIZATION

Ouwcc commits to distributing the Private Eyes Survey to all sector locals and request that campus reps reach out to coalition partners to complete and submit the survey by March 31st. We further request that each campus identify their “lightening rod” issue.

Ouwcc commits to compiling the findings of the survey and reporting back to the sector, campuses and locals for use in the development of further strategies to expose and fight back against the privatization of post secondary education institutions. Lightening Rod issues will be an integral part of providing provincial resources to campus specific campaigns.

The Ouwcc will submit a request to the Ontario Division for funding the distribution of information and the development of materials and other resources to support campus specific campaigns under a provincial message.

ANTI-POVERTY

OUIWCC endorses the CUPE Ontario and Ontario Coalition Against Poverty (OCAP) "Raise the Rates" Campaign and will encourage all sector locals to:

- put the campaign on the agenda of a general membership meeting and/or information session
- distribute informational material on poverty to their membership and coalition partners
- provide financial support to Raise the Rates and community anti-poverty groups
- support Raise the Rates actions and rallies such as **April 1st, 2011 Raise the Rates Day of Action**

COORDINATED BARGAINING

Ouwcc will continue to support the 2010 bargaining group to completion of those rounds of bargaining as contemplated in the 2010 Action Plan

Ouwcc will mobilize to support CUPE Local 4207 (Brock) as they face a strike deadline on March 14th

Ouwcc will continue to support CUPE Local 5011 (Laurentian) in any way possible to successfully negotiate their first collective agreement

Ouwcc will submit a coordinated bargaining cost-share campaign request to CUPE National. The campaign will focus on the bargaining of the 25 collective agreements expiring in 2011 and will include funding for a Leadership Meeting of those locals in order to review the Action Plan as developed in 2010 and determine any necessary modifications

Ouwcc will continue the monthly all locals' conference calls to ensure continued coordination and information sharing

COALITION PARTNERS

- OUWCC will continue to work together with coalition partners through the Ontario Coalition of Universities (OCU) in support of initiatives such as commissioning reports through the Canadian Centre for Policy Alternatives (CCPA).
- OUWCC will continue to work with the Canadian Federation of Students (CFS) on days of action on tuition fees and quality of education campaigns
- OUWCC will continue to work with the Ontario Federation of Labour (OFL) “Education is a Right” Committee

DRAFT

Ouwcc 2011 Motions

WHEREAS CUPE is a member-driven “grassroots” organization; and
WHEREAS university workers represent diverse worker groups with many immediate concerns; and
WHEREAS university workers need a method of dissipating and sharing of information in an inclusive and up-to-date manner; and
WHEREAS one of the most effective methods of dissipating and sharing of information is via the World Wide Web;
WE THEREFORE RESOLVE THAT CUPE Ontario give the Ontario University Workers Coordinating Committee (OUWCC) direct access to posting to the sectoral webpage linked to CUPE Ontario’s website.
BE IT FURTHER RESOLVED THAT this be extended to all sectoral committees in CUPE Ontario.

WHEREAS post secondary funding is a federal as well as a provincial issue as evidenced in recent federal budgets; and
WHEREAS issues such as research funding, privatization, infrastructure, workload, and health and safety are endemic at all Canadian post-secondary institutions; and
WHEREAS post secondary workers have much in common with each other whether they be academic, trade or professional workers;
THEREFORE BE IT RESOLVED that CUPE National sponsor a Post Secondary Workers Conference to be held in 2012.

Motion to Support Workers in Wisconsin

WHEREAS, Wisconsin Governor Scott Walker's Budget Repair Bill currently before the State Senate would place severe restrictions upon the collective bargaining power of public sector workers

WHEREAS, university workers have played a central role in resisting the attempts of the state government to repeal collective bargaining laws

WHEREAS, the struggles of public sector workers in the United States have a profound impact on the struggles of public sector workers in Canada

BE IT RESOLVED, that the Ontario University Workers Coordinating Committee (OUWCC) hereby condemns the attempts by Governor Scott Walker to abrogate the right of public workers to organize for fair wages and decent working conditions;

BE IT FURTHER RESOLVED, that the OUWCC send a letter of support to the University of Wisconsin – Madison Teaching Assistants' Association

BE IT FURTHER RESOLVED, that the OUWCC order five large pizzas, including at least two vegetarian pizzas, from Ian's Pizza (608-257-9248) on State Street to support the protesters at the Capitol Building.

Motion to Support Former CUPE Brother Hassan Diab

WHEREAS Hassan Diab is a former CUPE 4600 brother who was unjustly removed from teaching an introductory Sociology course after the Carleton University administration faced pressure from outside lobby groups, including B'nai Brith and the Canadian Jewish Congress.

WHEREAS Diab is accused of being behind the 1980 bombing of a Paris synagogue even though Ontario Supreme Court Justice Robert Maranger has found the handwriting evidence against Diab to be "problematic," "confusing" and unscientific.

WHEREAS Diab and his counsel have provided ample evidence to counter the accusations against him, and have put evidence before the court showing how French investigators have consistently tailored unsourced intelligence to make it fit their case.

WHEREAS three handwriting experts - Brian Lindblom, John Osborn and Robert Radley - have testified that the handwriting report of the French expert is effectively baseless, unscientific, "flawed" and "absurd."

WHEREAS it is consistent with CUPE's equality statement to oppose institutionalized Islamophobia and the presumed criminality of Muslims in Canada.

BE IT RESOLVED that the OUWCC support our former CUPE brother Hassan Diab in the form of a letter of support.

BE IT FURTHER RESOLVED that the OUWCC request that CUPE Ontario support the legal defence fund of our CUPE brother Hassan Diab in the form of a monetary contribution totaling \$500.

BE IT FURTHER RESOLVED that the OUWCC request that CUPE National match the amount supported by CUPE Ontario to support the legal defence fund of our CUPE brother Hassan Diab.

CUPE Ontario Will:

- 1) Lobby the WSIB to advocate for ergonomic services to be restored
- 2) Work with the Injured Workers Advocacy Committee and Local 1750 in launching a campaign to restore ergonomic services to the WSIB.

Because:

- 1) Ergonomic assessments and evaluations are an integral component of prevention and the Return to Work process.

The capacity to provide these services exists within the WSIB

CUPE Ontario Will:

In conjunction with the Injured Workers Advocacy Committee, lobby OHCOW to provide services and supports for psycho-traumatic claims.

Because:

- Many injured workers have sustained psych-traumatic injuries in the course of their employment.
- Psycho-traumatic claims are often denied and/or difficult to obtain compensation through the WSIB.
- Injured workers and their advocates require the necessary research, opinions, consultations and support to ensure psycho-traumatic injuries are recognized and covered by the WSIB.

OHCOW provides valuable services to injured workers and their advocates but does not currently assist with psycho-traumatic claims.

CUPE Ontario Will:

- 1) Support injured worker advocates in forming an “Advocacy Network” in their respective regions of the province.
- 2) Work with CUPE District Councils across Ontario to encourage them to support and/or fund “in kind” the work of the “Injured Worker Advocacy Network”.
- 3) Develop and maintain a list serve for the Advocacy Networks across Ontario to link with each other and share information.

Because:

- 1) Locals must take an active role in supporting injured workers in the workplace and the WSIB system.
- 2) Injured worker advocates who are more experienced can assist and mentor new or less experienced advocates.
- 3) Building capacity within locals to share information which in turn will benefit injured workers in Ontario.

CUPE Ontario Will:

- 4) Encourage all sectors within CUPE Ontario to table Return to Work language during collective bargaining.
- 5) Provide sample or ideal RTW language to locals
- 6) Work with sector committees to ensure injured worker issues are a priority at local bargaining tables.

Because:

- 1) Many locals have no language in their collective agreements to return injured workers to active employment.
- 2) Unions have a legal obligation to ensure members are being accommodated under the Human Rights Code.
- 3) Collective Agreement language will ensure a process is in place to return injured workers to the workforce and ensure the union’s involvement in that process.