



# Strategic Plan 2012-15



The austerity agenda has met stiff resistance. Workers are joining unions, going to demonstrations, and demanding accountability from politicians. Local unions are preparing for tough struggles and are tapping the strength of their membership in new ways. Civil society is challenging cuts to public services. The Occupy Movement has been particularly successful in highlighting the role of the wealthiest 1% in exploiting the rest of humanity. The attack, however, is relentless.

In the private sector and at all levels of the public sector, employers are demanding deep concessions in collective bargaining. Employers are using aggressive tactics, including the threat of lockout and the imposition of terms and conditions of employment, to reverse the gains of generations of workers. Governments are intervening to violate collective bargaining rights.

At the federal level, the Harper government is transforming our country into a petro-state, attacking any opposition to ruthless exploitation of natural resources, particularly the tar sands. These policies create an artificially high dollar that kills manufacturing jobs, while loading environmental debt onto future generations.

In Toronto, City Council has challenged many aspects of Mayor Ford's agenda, but has not rejected outsourcing and job cuts. Although the right has stumbled and has been weakened by labour and community resistance, it is determined to make a comeback.

The Labour Council is focusing its attention and resources on the key goals of workplace, social, and environmental justice. To achieve its goals, the Labour Council has set itself a set of strategic objectives.

- Rob Ford and his allies are determined to foment opposition to centre and left City Councillors in order to regain political momentum, re-elect Ford and win a hard right majority on City Council in 2014. Therefore, Labour Council is working with affiliates to build progressive community-based organizations that can win the fight on-the-ground and lay the foundation for electing a progressive Mayor and City Council in 2014. The 2014 elections will also determine the composition of school boards and will impact provincial and federal politics.



# Rising to the challenge. Tackling Inequality. Fighting for Justice.

- The Austerity Agenda being pursued by all levels of government should be forcefully rejected. Labour Council will continue to initiate actions and participate in coalitions to defend public services and the people who deliver them.
- Sharper attacks by employers and governments require much stronger resistance. Labour Council is working with affiliates to achieve a “new normal” of member engagement, more powerful local unions and a stronger culture of solidarity. This will place more unions in a state of readiness to respond to any emerging threat.
- Labour will have limited power as long as each of us is consumed with fighting our own employer. Through all its work, the Labour Council is working to win union activists to a class outlook which recognises that the key to winning is organizing campaigns which engage and unite working people beyond our individual “silos”.
- A commitment to equity will continue to shape Labour Council’s approach to all of its internal and external work.
- In the struggles to defend decent jobs, public services, and universal social programs, the future of the next generation is at stake. Labour Council will engage young workers in the labour movement, strengthen its community ties with students and other youth and will develop new leaders.
- An entire generation of workers, many with rich union experience, is now retiring. Labour Council will support retirees who are committed to continuing their activism, focusing but not limited to campaigns on Old Age Security and pension security.



- York Region has a population larger than many provinces. Labour Council will develop political networks and grow labour’s stature and influence in York Region, and work to establish more accountability from regional politicians

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- Organizing unrepresented workers into unions is an essential step in rebuilding labour power in society. Focusing resources and leadership on the task of organizing is essential to reverse the decline of union density in the changing economy. Labour Council will play a central role in the OFL campaign for labour law reform that strengthens workers rights to join a union and have stable, secure jobs.

- Creating a sustainable economy that stops environmental degradation and provides decent jobs is one of the most formidable challenges of our era. Labour Council will continue to work with community allies in the fight for good, green jobs, while actively opposing policies that harm the Earth and its environment.

Over the next three years, Labour Council will undertake to strengthen its relationship with leaders and activists of every affiliate, and actively recruit new affiliates from across the labour movement. Only by forging deeply rooted labour power will we be able to truly speak for working people in Canada's largest urban centre. In that process, telling labour's story and highlighting labour values will be essential. We will build on the achievements of those who have come before us, while continuing the arduous process of shaping a more just society for future generations.



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