

- Conservative government policies have negatively affected Ontario's high-quality public services, weakened our social safety net, undermined working conditions and the democracy of our workplaces and have restricted access to justice for many Ontarians.
- Government policies have failed to recognize the experiences of equity-seeking workers, and have endangered the health and safety of our workplaces and our communities.
- The 2020 Ontario budget provides an important opportunity for the Conservative government to change course.
- We need a government that governs for the many, not the few.

Ontario needs public services for all

- Ontario already has the lowest program spending per person of any province in Canada.
- According to the Financial Accountability Office, Ford's Conservative government plans to reduce spending per person per year by \$1,070 over the next five years.
- Demand for public services, on the other hand, will exceed the government's planned program spending by approximately \$5 billion by 2022.
- There is a significant risk that this fiscal plan will not provide enough resources to meet the need for key public services.

- Instead of generating more revenue to use for public services, this government's regressive policy agenda will **reduce** revenues by \$4.2 billion in this fiscal year, and by an average of \$3.4 billion each year until 2024.
- In Canada, corporate income taxes accounted for an average of just 1.75 per cent – less than a week's worth of a corporation's annual operating revenues in 2020.
- Increasing corporate tax rates by two percentage points would generate \$2.4 billion in revenue this year, growing to \$2.8 billion by 2022.
- It is time that this government ensure that big corporations and the wealthy contribute their fair share of taxes to increase revenues, then use those revenues to fully fund public services for everyone.
- **The government must:**
 - Change course to invest in, and strengthen access to publicly delivered universal services and programs for all Ontarians;
 - Stop the privatization of our public services and assets;
 - Ensure that provincial funding models for publicly delivered services only provide public monies to public and licensed institutions;
 - Guarantee professional-level wages for all public sector workers.

Education

- This government's current education strategy will undermine the quality of our public education system by decreasing student funding, increasing class sizes, and moving to mandatory e-learning.
- Instead of bargaining in good faith with teacher unions, this government passed Bill 124. Bill 124 infringes on the charter rights of workers to free and fair collective bargaining, and limits total compensation increases at one per cent each year for the next three years. A rate well below cost of living.
- The compensation money that Premier Ford and Education Minister Lecce have offered to the parents affected by rotating strikes, should be put toward our world-class education system, and not toward bribing parents to gain public support.
- The Full-Day Kindergarten model with a full-time certified teacher, and a designated early childhood educator must be maintained.
- The government must remove its demands for increased class sizes and e-learning. These proposed changes are not in the best interest of our children, and cannot be packaged as such.

To make Ontario a better place to work and live, everyone must have decent working conditions

- In November 2018, the passing of Bill 47, wiped out many of the gains workers had made through Bill 148. For example: The \$15 minimum wage will be delayed until at least 2025, 2 paid sick days for all workers, equal pay for equal work, fairer scheduling, and

laws that would make it easier for workers to join unions have all been taken away.

- At one workplace in London, this has had a significant impact on their temporary workers. These workers do the same work as their full time co-workers day in and day out, but work for a much lower wage without health benefits or sick days. Cancelling the equal pay for equal work provision cost these workers 17 dollars per hour.
- **This government must:**
 - Ensure higher employment standards for everyone;
 - Ensure everyone who wants access to a union can access union protection. This includes providing access to workplace information when a union is engaged in an organizing drive, and extending card-based certification to all sectors;
 - Stop interfering in the collective bargaining process like introducing back-to-work legislation, allowing replacement workers, and breaking contracts;
 - Respect and uphold the right to free and fair collective bargaining.

Retirement Security

- The significance of retirement security to the London community, can be found at a workplace with a defined benefit pension plan. Technically, this employer has never broken any Ontario pension

laws, yet their defined benefit pension plan has a transfer ratio of 56%. This occurs because the employer is using money to advance their own business interests instead of paying down the \$230 million dollar deficit of the pension plan.

- Pensioners receive no additional benefit when the company invests in the business instead of the pension plan. But as pensioners, they bear all the risk, which creates anxiety that is excessive and unwelcome.
- **This government must:**
 - Strengthen benefit security for existing pension plan members, and increase the pension insurance coverage to reflect inflationary pressures;
 - Promote defined benefit pension plans over all other retirement schemes;
 - Work with the federal government to prioritize pension funds over all other creditors in the case of bankruptcy.

Everyone must be treated fairly

- Underlying the growing divide between the richest one per cent and the rest of Ontarians are the disproportionate economic impacts of these forces on women, Indigenous and racialized peoples, immigrants, 2SLGBTQI+ people, young people, and people with disabilities that require accommodation.
- However, in its 2019 budget, the Ford government once again targeted immigrants and refugees, eliminating two-thirds of the funding for refugee and immigration cases, forcing layoffs at Legal

Aid Ontario, delaying justice through the courts, and discouraging vulnerable people from seeking legal remedies.

- The government must:
 - o Ensure access to justice for every Ontarian;
 - o Examine all policy through an intersectional equity lens to eliminate systemic discrimination of all forms by challenging fascism, white supremacy, colonialism, racism, bigotry, misogyny, xenophobia, homophobia, and transphobia in all forms.

We all deserve access to healthy, safe, and sustainable communities and workplaces

- WSIB statistics show that in 2018, 228 people died from a work-related injury or illness in Ontario, and lost time injuries have increased by 33 per cent since 2015.
- The importance of health and safety extends beyond our workplaces, to our communities and our environment.
- The United Nations has declared that we are less than 10 years away from irreversible damage to our planet.
- Nonetheless, the Conservative government's inaugural move was to eliminate the cap-and-trade program and cancel 758 green energy contracts. As Greta Thunberg would say "our house is on fire"!
- **The government must ensure healthy and safe workplaces and communities for all. They must:**

- Guarantee universal workers' compensation for every worker;
- Expand the definition of occupational disease and compensable injuries so workers are treated fairly and without discrimination;
- Abolish the unfair practice of deeming at the WSIB;
- Properly fund workplace disability prevention initiatives;
- Jail negligent employers for killing workers;
- Secure clean air and water, and a sustainable environment for everyone;
- Achieve net-zero greenhouse gas emissions through a fair and just transition for all communities and workers.

In Conclusion

- The London and District Labour Council strongly hopes that the preceding submission, and the submission of the Ontario Federation of Labour, inform the development of the 2020 budget as well as the upcoming legislative agenda.
- It's time to build an Ontario that works for all.