

BEAT THE BOSSSES BOOTCAMP

Program & workshop guide

FRIDAY, FEBRUARY 24, 2023

6:30 pm REGISTRATION & SNACKS

7:00 pm 2022: What we won, how we won it, and why we keep fighting

MCs: Sarom Rho & Beixi Liu

Spoken word: Shawna Dixon

Join us for this panel discussion that will celebrate the achievements of 2022 as well as lessons about how we fought and won – even in the face of bad bosses and governments.

- Deena Ladd, Workers' Action Centre
- Syed Hussan, Migrant Workers Alliance for Change
- JP Hornick, Ontario Public Service Employees Union
- Pam Frache, Justice for Workers

9:00 pm RECESS FOR THE EVENING

SATURDAY, FEBRUARY 25, 2023

8:30 AM REGISTRATION & BREAKFAST

9:00 am Welcome & overview of the day

MCs: Sabrina Chawdhury & Veronica Zaragoza

9:30 am Our fight for decent work is a fight for racial & migrant justice

With: Nadira Begum, Shawna Dixon, Deena Ladd & Luisa Ortiz-Garza



Beat the Bosses Bootcamp: Program & Workshop Guide

SATURDAY, FEBRUARY 25 (continued)

9:30 am **Our fight for decent work is a fight for racial & migrant justice**

With: Nadira Begum, Shawna Dixon, Deena Ladd, Luisa Ortiz-Garza

Racism determines how you get hired, whether you can speak up, and what happens when you do.

Because precarious work disproportionately impacts racialized and migrant workers, fighting for economic justice is fighting for racial justice.

But to win decent work for everyone, we need to put a stop to the divide and rule tactics of the corporate class and build a true multi-racial movement that's unstoppable.

11:00 am **BREAK**

11:30 am **Workshops**

Choose one of five (see next page for additional workshop):

- **Building unity: Strategies for multi-racial organizing**

With: Jhoey Dulaca, Kit Andres & Deena Ladd

How do we overcome the bosses' effort to pit us against each other? In this session, organizers in different communities will share strategies and lessons about how we can bring together multi-racial, working class people to fight together -- and win.

- **Wealth: Who makes it? Who takes it?**

With: Bexi Liu & Pam Frache

Is there such a thing as an ethical billionaire? How did the 1% become the 1%? Is there such a thing as fair wages? Join us for this interactive, role-playing workshop that will help show how the system works, and who actually creates all the wealth in our economy. (Spoiler: It's workers!)

- **Building capacity: Effective outreach & follow-up**

With: Nadira Begum & Brynne Sinclair-Waters

Outreach and follow-up are the bread and butter of organizing. But outreach alone without proper follow-up means we won't effectively grow our movement and develop new leaders. Join us for this interactive workshop to share our experiences, hone our skills, and make the most of our organizing efforts.

- **Digital organizing: From algorithm to activism**

With: Sarah Shahid & Denise Martins

The internet is more than memes and cute cat videos. Join us to learn how to leverage social media and digital tools to transform a 'like 👍' into a community leader on the ground.

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SATURDAY, FEBRUARY 25 (continued)

11:30 am Workshops (continued)

- **Whose streets? Our streets! Effective marshaling: crowds, cops & communications**

With: Janet Romero, Mary Gellatly & Anna Willats

Marshalls are the eyes and ears of our actions. They keep the vibes positive, ensure that we achieve objectives and work to calmly de-escalate both police and troublemakers. Join this workshop to learn the skills marshalls need to keep our actions safe, powerful and accessible.

1:00 pm LUNCH

2:00 pm We believe that we will win Status for All!

Reflection, resistance, and the struggle ahead for regularization as we launch the Migrant Unity Quilt. Coordinated by the Migrant Rights Network-Ontario.

2:45 pm BREAK

3:00 pm Workshops

Choose one of five (see next page for additional workshops):

- **Defending our rights: Taking on bad bosses at work**

With: Deena Ladd

Bad bosses keep finding more ways of bending and breaking our labour laws. But we can fight back! Join us for this workshop on how workers have been fighting back and winning. Strategies for proactively defending ourselves and building confidence to take on our bosses will be discussed!

- **Myth-busting: Challenging Big Business BS**

With: Rajean Hoilett & Pam Frache

Big Business lobbyists always claim it's never the right time for decent work. They'll claim raising the wages of workers, especially migrant workers, will only kill jobs. Meanwhile, corporate profits continue to soar and the gap between the rich and the rest of us grows ever larger. Join us for this myth-busting workshop so we all feel confident to take on the Big Business BS whenever we encounter it.

- **Decent work & health care: What does privatization really mean?**

With: Dr. Bernard Ho, Charles Mwangi & Sarah Shahid

According to Doug Ford, the only solution to Ontario's healthcare crisis is outsourcing publicly-funded healthcare services to privately-owned, for-profit clinics. But this is yet another excuse to use public dollars to subsidize corporate profit. The healthcare crisis itself is caused by the provincial government's failure to ensure adequate staff and decent working conditions for workers. Join us in this session to uncover the many faces of privatization, how it impacts low-wage and migrant workers, and how we are fighting back.

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SATURDAY, FEBRUARY 25 (continued)

3:00 pm Workshops (continued)

- **MP & MPP visits as organizing strategies**

With: Sarom Rho & Brynne Sinclair-Waters

Meeting with elected representatives and their staff isn't just about delivering the right words to the right people. It's about showing our power to elected representatives who make and vote for the laws that shape our rights at work. It's also about showing how power works in order to build up our capacity to fight. While corporations use money to influence politicians and impose their agenda, we have strength in numbers – but only if those numbers are organized. So let's get to it!

- **Lessons from the pandemic: How to make Employment Insurance (EI) work for workers**

With: Erin Harrison & Jared Ong

The pandemic showed us how fast the government can take action when under enough pressure. The temporary changes made to EI rules gave us a glimpse of what an adequate and accessible Employment Insurance system looks like. With a recession looming, climate instability and other economic uncertainty, we need urgent action from the federal government to make sure Employment Insurance is there for all of us when we need it.

4:30 pm **BREAK**

5:00 pm **Action planning caucuses**

Join an action planning session to get to know each other, discuss next steps and map out a plan of action in our fight for decent work.

- **Ontario Somali Canadian Advocacy Council**
- **Organizing for Status for All**
- **Health workers (Decent Work & Health Network)**
- **Education workers: Child care, elementary & secondary**
- **Post-secondary education: Campus organizing**
- **Solidarity with gig workers**

6:30 pm **RECESS FOR THE EVENING**

SUNDAY, FEBRUARY 26

9:00 am REGISTRATION & BREAKFAST

9:30 am Plenary: Welcome back & recap

MCs: Purnima Chowdhury & Patricia Quintana

10:00 am Workshops

Choose one of four:

- **Enough is enough! What is inflation? How can we fight it?**

With: Sarah Shahid & David Bush

It's getting too expensive to survive, let alone thrive in Ontario. How do we challenge the corporate rhetoric that blames workers' wages and public services for rising prices? Join us for this workshop to learn what inflation is, where it really comes from, and how we can address the affordability crisis on our own terms.

- **Misclassification: Fighting for full employment rights**

With: Navi Aujla & Jennifer Scott

Legal loopholes and weak labour laws mean fewer and fewer workers are truly protected by provincial and federal labour laws. At the centre of this is employers' illegal practice of misclassifying workers as independent contractors to deny them basic legal protections and entitlements like Employment Insurance. From cleaners to delivery drivers and from construction to healthcare workers, the "Uber-ization" of our economy is putting too many of us at risk. Learn how we're fighting back.

- **Defending our rights: Taking on bad bosses at work**

With: Deena Ladd

Bad bosses keep finding more ways of bending and breaking our labour laws. But we can fight back! Join us for this workshop on how workers have been fighting back and winning. Strategies for proactively defending ourselves and building confidence to take on our bosses will be discussed!

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11:30 am BREAK

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SUNDAY, FEBRUARY 26 (continued)

11:45 am Workshops

Choose one:

- **Starting from scratch in our community or workplace**

With: Jordyn Perreault-Laird & Deena Ladd

Inspired to start a local Justice for Workers chapter in your community or wanting to tackle poor working conditions in your workplace but don't know where to start? Join us for this workshop to learn what you need to know to hit the ground running.

- **Building solidarity: What we learned from “Paint the province purple”**

With: Nadira Begum & Pam Frache

When Ontario education workers came under attack by Doug Ford, workers across Ontario united into a powerful force to fight back. Together, we made Ford back down. “Paint the province purple” gave us easy and effective steps to turn the sentiment for solidarity into real action that built everyone's confidence. What lessons can we learn from this incredible moment to build real solidarity across workplaces, sectors and regions?

- **Whose streets? Our streets! Effective marshaling: crowds, cops & communications**

With: Janet Romero, Mary Gellatly & Anna Willats

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- **Effective organizing: Keeping it creative**

With: Syed Hussan

Strong slogans, catchy chants and a big turnout are important for good actions. But a spark of creativity is needed to make actions truly great! Learn simple adjustments to visuals, music and movement that will energize activists at your next action to disrupt the status quo.

1:15 PM CLOSING RALLY & LUNCH

Looking ahead, bringing it home!

2:00 pm FINISH

BLOCK AGENDA: Saturday, February 25

TIME		Tecumseh (1st Floor)				
8:30 am	REGISTRATION & BREAKFAST					
9:00 am	Welcome & Overview					
9:30 am	Our fight for decent work is the fight for migrant & racial justice					
11:00 am	BREAK					
11:30 am	Building Unity: Strategies for multi-racial organizing	Thomas Lounge (1st Floor)	Oakham Lounge (2nd Floor)	Margaret Laurence (2nd Fl)	Layton Room (2nd Floor)	
		Building capacity: Effective outreach & follow-up	Wealth: Who makes it? Who takes it?	Digital organizing: From algorithm to activism	Whose streets? Our streets! Effective marshaling: crowds, cops & communications	
1:00 pm	LUNCH					
2:00 pm	We believe that we will win Status For All!					
3:00 pm	Defending our rights: Taking on bad bosses at work	MP & MPP visits as organizing strategies	Decent work & health care: What does privatization really mean?	Myth-busting: Challenging Big Business BS	Lessons from the pandemic: How to make Employment Insurance (EI) work for workers	
4:30 pm	BREAK					
Caucuses		Thomas Lounge (1st Fl)	Oakham Lounge (2nd Fl)	Margaret Laurence (2nd Fl)	Layton Room (2nd Fl)	Riel Room (3rd Fl)
5:00 pm	Status for All	Education workers	Health workers	Gig worker solidarity	Somali Canadian Advocacy Council	Post-secondary students, staff & faculty
6:30 pm	FINISH FOR THE EVENING					



BLOCK AGENDA: Sunday, February 26

TIME	Tecumseh (1st Floor)	Thomas Lounge (1st Floor)	Oakham Lounge (2nd Floor)	Margaret Laurence (2nd Fl)	Layton (2nd Fl)
9:00 am	REGISTRATION & BREAKFAST				
9:30 am	Welcome & Overview				
10:00 am	Misclassification: Fighting for full employment rights	Enough is enough! What is inflation? How can we fight it?	Defending our rights: Taking on bad bosses at work	MP & MPP visits as organizing strategies	
11:30 am	LUNCH				
11:45 am	Starting from scratch in our community or workplace	Effective organizing: Keeping it creative	Building solidarity: What we learned from “Paint the Province Purple”	Whose streets? Our streets! Effective marshaling: crowds, cops & communications	
1:15 pm	CLOSING RALLY & LUNCH				
2:00 pm	FINISH				

2023: NOTABLE DATES & Organizing Opportunities

March 1:	Day of action for 10 permanent, employer-paid sick days	March 15:	Roundtable discussion (online): How do we stop the “GIG-ification” and “UBER-ization” of our economy?
March 2:	ALL OUT! Rally for public health care and decent work (Toronto)	March 19:	Day of action for Regularization and Status for All
March 4:	International Women’s Day Rally and March (Toronto)	March 21:	International Day for the Elimination of Racial Discrimination
March 7:	Pan-Canadian Phone Zap: Fix Employment Insurance (online)	April 11:	Justice for Workers provincial organizing meeting (online)
March 8:	International Women’s Day	May 1:	International Workers’ Day
March 10:	Enough is Enough! Toronto & York Region Campaign Launch with Amazon Labor Union President Chris Smalls	May 9:	Justice for Workers provincial organizing meeting (online)
March 13 to 17:	Ontario Legislative Assembly Constituency Week	June 3:	Enough is Enough! Province-wide Day of Action
March 14:	Justice for Workers provincial organizing meeting (online)	June 6:	Justice for Workers provincial organizing meeting (online)