

BEAT THE BOSSSES BOOTCAMP

Program & workshop guide

FRIDAY, FEBRUARY 24

6:30 pm **Registration & snacks**

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

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.

9:00 pm **RECESS FOR THE EVENING**

SATURDAY, FEBRUARY 25

8:30 am **Breakfast & registration**

9:00 am **Welcome & overview of the day**

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

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 the fight 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.



PRELIMINARY PROGRAM: Beat the Bosses Bootcamp

SATURDAY, FEBRUARY 25 (continued)

11:00 am BREAK

11:30 am Workshops

Choose one of five:

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

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?**

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**

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**

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.

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

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 Plenary: All out! Regularization & Status for ALL

2:45 pm BREAK

3:00 pm Workshops

PRELIMINARY PROGRAM: Beat the Bosses Bootcamp

SATURDAY, FEBRUARY 25 (continued)

3:00 pm Workshops

Choose one of five:

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

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 the confidence to take on our bosses will be discussed!

- **Busting Big Business BS**

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?**

Doug Ford believes 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 workers, and how we are fighting back.

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

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**

The pandemic shows 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

PRELIMINARY PROGRAM: Beat the Bosses Bootcamp

SATURDAY, FEBRUARY 25 (continued)

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.

- **Somali 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 Breakfast & registration

9:30 am Plenary: Welcome back & recap

10:00 am Workshops

Choose one of four:

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

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**

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**

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 (especially migrant workers) have been fighting back and winning.

(See next page for 4th workshop)

PRELIMINARY PROGRAM: Beat the Bosses Bootcamp

SUNDAY, FEBRUARY 26

10:00 am Workshops (continued)

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

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!

11:30 am BREAK

11:45 am Workshops

Choose one:

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

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”**

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**

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- **Effective organizing: Keeping it creative**

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 LUNCH & Closing rally: Looking ahead, bringing it home

2:00 pm FINISH

BEAT THE BOSSES BOOTCAMP

Have you had enough? Are you sick of lousy wages and working conditions? Are you ready to take on the bosses at work and in the streets?

Then the upcoming **Beat the Bosses Bootcamp** is for you! From February 24 to 26, decent work fighters from across Ontario—and elsewhere—will be coming together to share skills, experiences, and strategies to build a multi-racial, working class movement that's unstoppable.

Beat the Bosses Bootcamp is taking place at the [Toronto Metropolitan University Student Centre](#). Over the course of the weekend, participants will be able to choose 5 workshops from 20 different sessions. And of course, we'll have lots of opportunities where everyone comes together.

Please RSVP right now to let us know you're coming, then fill out the registration form to indicate what support you may need to participate.

MORE INFORMATION

We will provide light refreshments on Friday evening, as well as lunch on Saturday and Sunday. We will also provide continental breakfast on Saturday and Sunday.

There are no registration fees for community members.

For union members or others who can manage it, we encourage a sliding-scale, solidarity contribution of \$100 to \$200 (or contribute what you can) to help offset the costs of hosting the conference and helping others attend. **We want every decent work fighter to attend the Bootcamp and we will never let money be a barrier to participation.**

However, due to our extremely limited resources we ask those who require financial assistance or who have other particular needs, to please fill out the registration form no later than Monday, February 6.

For those who want hotel accommodation, the Workers' Action Centre has kindly arranged availability for 20 rooms at a discounted price of \$209 per night at the Courtyard by Marriott in Downtown Toronto. These rooms will be on hold until February 6. However, these rooms will be **allocated on a first-come, first-served basis**, so register early if you know you'll need a hotel.

When you register, please let us know if you need any support organizing travel or making arrangements to stay overnight on Friday and/or Saturday. Otherwise, **participants will be responsible for making their own hotel reservations by calling Marriott Reservations directly at 1-(800) 847-5075 no later than Monday, February 6, 2023.** Credit cards are required to book hotel rooms.

February 6 is also the registration deadline for all those who need other special accommodations such as American Sign Language interpretation, financial support for child care, enlarged text, mobility support, interpretation, or any particular food requirements. **If you need our support in making travel or accommodation arrangements, you must send in your registration form no later than February 6.**

All participants are encouraged to wear masks during the meetings and masks will be on hand at the Bootcamp. However, if you experience symptoms on any day of the conference, we encourage you to stay home.

Thank you so much for being part of the Justice for Workers movement! We can't wait to receive your [Beat the Bosses Bootcamp registration form](#).