



# ANNUAL REPORT

2018–2019



OSSTF/FEESO  
STOP  
THE  
CUTS



NO CUTS  
to  
EDUCATION

NO CUTS  
EDUCATION

CUTS  
HURT AIDS

Catholic Teachers  
KnowMore.ca

MATTERS

NO CUTS to EDUCATION

EDUCATION

How  
cuts to  
like on  
colours



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# WHO WE ARE

1 union | 60,000 members | 230 job classes | 154 Bargaining Units | 37 Districts

OSSTF/FEESO believes that public education is the cornerstone of acceptance and democracy within our diverse society.

Public education must include:

- Equal access to a comprehensive and well-rounded education.
- Class sizes that provide opportunities for individual attention.
- Access to adequate resources and programs provided by internal, qualified professionals.
- A safe and positive learning environment that is well-maintained.
- Meaningful consultation and shared decision-making.



## OUR PLEDGE

I solemnly dedicate myself to promote and advance the cause of education.

I will strive to achieve and maintain the highest degree of professional competence and will always uphold the honour, dignity, and ethical standards of my profession.

I pledge my loyalty and support to the Ontario Secondary School Teachers' Federation and will comply with the Constitution, Bylaws, Policies and established practices which govern its members.

## OUR MOTTO

NE SIBI QUISQUE CONSULAT, SED INTER NOS  
AUXILIO SIMUS

Let us not take thought for our separate interests, but let us help one another.



## MESSAGE FROM THE GENERAL SECRETARY PIERRE CÔTÉ

The 2018–19 Federation year was marked by the introduction of new initiatives and the continuation, consolidation and improvement of established programs. The year was also marked by the election of the Doug Ford government and the subsequent March 15, 2019 government announcement to drastically increase secondary class sizes, introduce e-learning credits and cap wages at one per cent.

The election of the Ford government, while not unexpected, caused Provincial Office to plan early and in earnest for potential attacks to publicly-funded education at all levels. In the fall, we organized a fact-finding session with the American Federation of Teachers on the issues of privatization, right to work and bargaining that was attended by several staff and Provincial Executive members. The information we gathered informed the development of our strategy. It is fair to say that nothing could have prepared us for the depth of cuts announced on March 15. The announcement prompted the Federation to essentially go on war-footing with an all hands on deck type of approach. It led to incredible cooperation between all Departments to provide the Provincial Executive with the best strategic advice possible and optimal implementation of approved plans.

Despite the energy and resources expended on fighting Ford, we continued progress on a number of Provincial Office initiatives.

The Provincial Benefit Plan and the Employee Life and Health Trusts (ELHT) continued to successfully deliver benefits for thousands of OSSTF/FEESO members and while there continues to be adjustments and issues to be addressed, we have, by and large, reached steady state. Surveys have demonstrated that members like their benefits and the services that accompany them.

Senior Staff and the Directors worked with the Provincial Executive to revamp the Annual Action Plan into a Strategic Action Plan. It introduces long-term planning and program evaluation into the program and planning. AMPA approved an ambitious Strategic Action Plan that seeks to further increase local autonomy and improve existing processes that is currently being implemented.

One of the ways that OSSTF/FEESO members gain influence is through the various coalitions we participate in. On that note, the Provincial Executive proposed rejoining the

**NO CUTS**  
to  
**EDUCATION**



Canadian Teachers' Federation (CTF) in order to extend our influence, leverage research and services, and build alliances in preparation for future struggles. It was the first full-year of participation in CTF and OSSTF/FEESO benefitted from staff attendance at various CTF led conferences.

The current Federation year promises to be even more challenging than those experienced in the recent past. We know that planning and preparation are the keys to our success as a union. Our diversity as a Federation is certainly an important part of our strength but the ability to work together, learn from our experiences, debate issues and ultimately adapt to new challenges ensures that we never take our successes for granted. The shared values of our union can also act as a beacon as we look to collaborate with other groups to ensure that the Ontario education system and broader society continue to evolve on a progressive path.

It is important to recognize the leadership provided by the Senior Management team; Lori Foote, Brad Bennett and

Jim Spray, the Directors: Domenic Bellissimo, Kerri Ferguson, Bob Fisher, and Cathy Renfrew, the Administrator team: Fiorina Ditta, Lee Anne Gulyas, Lisa Hunt, Randi Macdonald, Karyn Purdy, Zoe Vander Dolen, and Paula Yan-Blondell; the Administrative Assistants to the Provincial Executive: Jade Maltar, Giovanna Papatheodorou, and Lisa Rogers, the Director of IT, Jason Westmaas and Supervisor of Production and Supplies, Marcello Gulla.

Provincial Office was also very saddened by the passing of Junior Accountant, Win Hum; Membership Administrator, Sabrina Chiu, and the tragic death of Membership Administrator, Alina Tarbhai on the Ukrainian jetliner that was shot down in Iran. The year also saw many changes in staff with the retirement of Wayne Milliner, Marilyn Del Medico, Jenny Kwan, and Josephine Spencer, and the hiring of Jessica Burnie, Yvonne Choi, Dan Earle, Tracey Germa, Lea Guallar, Michelle Ho, Melanie Opaleychuk, Rob Shaheen, Gabriela Rodriguez, and Carrie Vokey.

**PROVINCIAL EXECUTIVE 2018–2019**—Harvey Bischof, President; Cindy Dubu , Vice President; Rob Gascho, Vice President; Paul Caccamo, Executive Officer; Martha Hradowy, Executive Officer; Karen Littlewood, Executive Officer; Earl Burt, Treasurer; Pierre C t , General Secretary; Brad Bennett, Associate General Secretary; Lori Foote, Associate General Secretary and Jim Spray, Associate General Secretary/Chief Financial Officer.

# FINANCIAL SUMMARY JIM SPRAY, AGS/CFO

## GENERAL ACCOUNT

The General Account receives the fee income collected from members and pays for the operation of Provincial OSSTF/FEESO, including District Rebates, Committees, Councils, Work Groups, Meetings, Conferences, Administration and Compensation. In

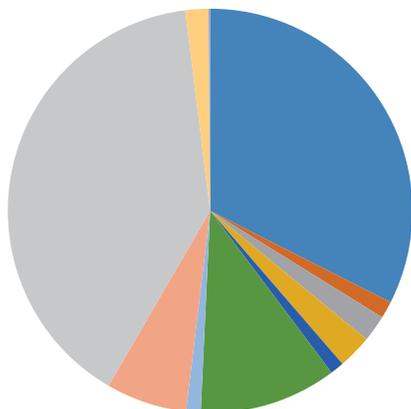
addition a 0.3% levy, dedicated to the Member Protection Account (MPA), was collected from members and generated \$11.5 million. This 0.3% dedicated MPA levy remains in effect until the balance of the MPA exceeds \$140 million. The Transfer to the MPA

for 2018–2019 also included \$1.2 million in excess of the General Account budgeted transfer. This excess was due to many expenditures remaining below budget plus fee income that exceeded the budgeted estimate.

## GENERAL ACCOUNT EXPENDITURES

### Statement of Revenue, Expenditures and Surplus For the Year Ended June 30, 2019

	2019 Actual	2019 Budget	2018 Actual
<b>Revenue</b>			
Members' Fees	\$ 49,890,178	\$ 48,800,000	\$ 48,485,555
Special Levy	11,467,650	11,261,500	11,145,414
Income distribution—Internal Investment Fund	256,372	450,000	269,284
Charter Challenge Remedy Settlement	247,885	250,000	-
Investment income and sundry	217,146	150,000	7,508
	<u>62,079,232</u>	<u>60,911,500</u>	<u>59,907,761</u>
<b>Expenditures</b>			
District funding	15,347,801	15,523,300	15,009,528
Professional services	641,239	920,052	564,404
Protective services	1,003,485	875,173	644,145
Communications/Political Action	1,282,469	1,489,251	1,245,578
Special committees and councils	517,259	658,876	306,360
Provincial meetings and memberships	5,196,000	5,127,252	4,849,823
Conferences	546,940	552,104	557,423
General administration	3,055,935	2,965,001	3,006,030
Compensation	18,749,674	18,832,500	18,424,821
Provincial Office	872,743	980,000	915,557
Contingency Account	55,280	76,491	71,648
	<u>47,268,826</u>	<u>48,000,000</u>	<u>45,595,316</u>
Excess of revenue over expenditures before transfers	14,810,406	12,911,500	14,312,445
<b>Transfers</b>			
Member Protection Account—Special Levy	(11,467,650)	(11,261,500)	(11,145,414)
Member Protection Account	(2,732,975)	(1,500,000)	(2,946,401)
100th Anniversary Funding Reserve	(150,000)	(150,000)	(150,000)
	<u>(14,350,625)</u>	<u>(12,911,500)</u>	<u>(14,241,815)</u>
Excess of revenue over expenditures	459,781	-	70,630
Surplus, beginning of year	4,340,219	-	4,269,589
Surplus, end of year	<u>\$ 4,800,000</u>	<u>\$ -</u>	<u>\$ 4,340,219</u>



- District funding
- Professional services
- Protective services
- Communications/Political Action
- Special committees and councils
- Provincial meetings and memberships
- Conferences
- General administration
- Compensation
- Provincial Office
- Contingency Account

## MEMBER PROTECTION ACCOUNT

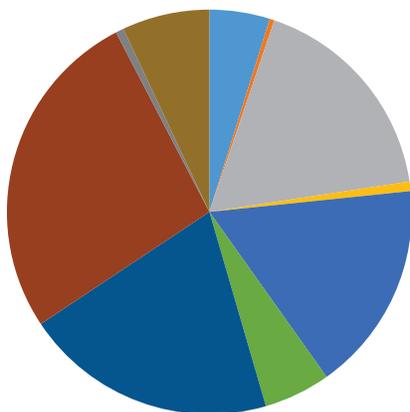
In accordance with the bylaws of OSSTF/FEESO, the Member Protection Account (MPA) funds the protection of individual and collective rights. MPA expenditures may include costs related to: job security, working conditions, benefits, pensions, salary, grievances and arbitrations, strike pay, legal proceedings at professional

colleges, court cases and election readiness activities. Through a Benevolent Council, the MPA is also used to provide grants to members experiencing extreme financial difficulty as a result of accident, extreme emergency, or prolonged illness. Funds also cover the costs involved when Provincial OSSTF/FEESO engages in central

bargaining activities and resumes the responsibility for bargaining of local bargaining units. The Treasurer of OSSTF/FEESO presents an audited statement of the MPA at each Annual Meeting and reports the balance of the account to each meeting of Provincial Council.

## MEMBER PROTECTION ACCOUNT EXPENDITURES

Statement of Revenue, Expenditures and Surplus For the Year Ended June 30, 2019	2019 Actual	2019 Approvals	2018 Actual
Revenue			
Income distribution— Internal Investment Fund	\$ 2,266,047		\$ 2,373,948
Expenditures			
Appeals	430,006	\$ 470,000	382,570
Hearings	33,928	50,000	38,661
Protection cases	1,552,038	1,585,000	1,253,637
Member counselling services	67,381	100,000	91,423
Grievance arbitration	1,500,000	1,500,000	1,837,857
Benevolent Fund grants	475,000	475,000	400,000
Bargaining communication plan	1,798,405	3,200,000	83,796
Election readiness	2,382,445	3,050,000	478,617
Central bargaining advisory work groups	57,470	100,000	-
Special negotiations meetings	623,312	650,000	85,113
Resumption of Bargaining costs	309,045	-	378,449
	<u>9,229,031</u>	<u>\$ 11,180,000</u>	<u>5,030,123</u>
Excess of revenue over expenditures before transfers	(6,962,984)		(2,656,175)
Transfers			
General Account—Special Levy	11,467,650		11,145,414
General Account	2,711,764		2,900,339
Contingency Account	21,211		46,062
	<u>14,200,625</u>		<u>14,091,815</u>
Excess of revenue over expenditures	7,237,641		11,435,640
Surplus, beginning of year	<u>82,660,986</u>		<u>71,225,346</u>
Surplus, end of year	<u>\$ 89,898,627</u>		<u>\$ 82,660,986</u>



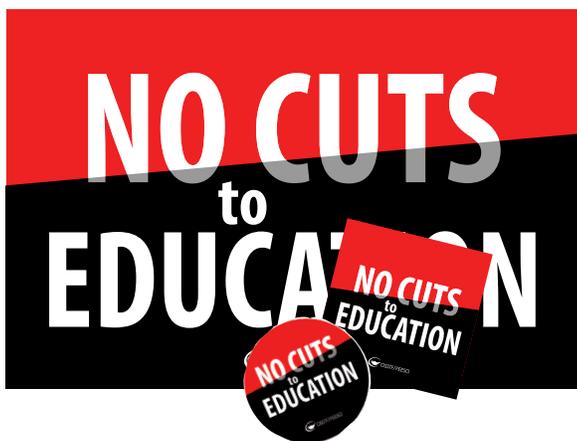
- Protection cases
- Election readiness
- Member counselling services
- Central bargaining advisory work group
- Grievance arbitration
- Special negotiations meetings
- Benevolent Fund grants
- Bargaining communication plan

# PROFESSIONAL SERVICES DIVISION LORI FOOTE, AGS

## COMMUNICATIONS/POLITICAL ACTION

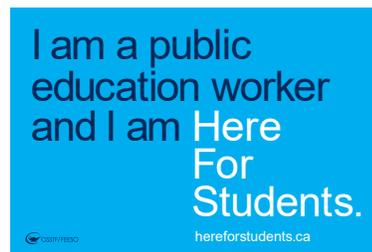
### *Resisting the Ford government cuts to education*

It was not long after the Doug Ford government began its mandate that they made deep cuts to publicly-funded education in our province, and proposed policies that would harm our world-recognized education system from kindergarten to post-secondary. The Department began preparations for these scenarios immediately after the election of the Ford government and facilitated the launch of the *No Cuts to Education* campaign and logo. We learned from other jurisdictions and experts, including from our friends at the American Federation of Teachers, about how conservative forces worked to erode public education systems in many areas of North America.



Rallies took place at MPP offices in February to remind them that those who work in the education system, along with parents and students, will not remain idle if they moved forward with an agenda of cuts to education.

In March, when the Minister of Education Lisa Thompson announced devastating cuts to the publicly-funded education system in Ontario, we launched the *Here For Students* campaign to inform the public about the work education workers and teachers do in the province. The campaign informed the public about the impact the cuts to education by the Ford government would have on the future of our students.



In response to policy changes, OSSTF/FEESO helped to organize the largest education rally in recent memory on April 6 at Queen's Park. This event laid the foundation for a continuation of resisting the cuts, and galvanized parents and communities to push back against this government.

### Publications

We continued the transition from print only publications to a dual-platform one with *Update* and *Education Forum*. Members are encouraged to read the latest issues of our newsletter *Update* at [osstfupdate.ca](http://osstfupdate.ca) and our magazine *Education Forum* at [education-forum.ca](http://education-forum.ca).

While we have continued to print smaller quantities of our main publications, *Update's* online presence will allow us to publish pertinent OSSTF/FEESO news when it happens and notify members via email and social media in a timely way.

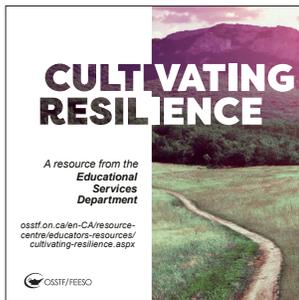


## EDUCATIONAL SERVICES

The Educational Services Department provided representation and consultation on a broad range of issues including children and youth mental health, EQAO, French language issues, e-learning and apprenticeships. Staff also served as liaisons to the College of Teachers and the College of Early Childhood Educators. They also provided information to members who belong to other professional colleges.

As always, a large part of the department's work involved the creation and support of professional development opportunities for our members. There were 145 professional development workshops requested between September 2018 and July 2019. Demand continues to be high for *Mental Health* and *Classroom Management* workshops. *Cultivating Resilience* and *Racial Justice*, our two newest workshops, have been well-received. In addition, staff worked for and with members on:

- Presenter Training conferences for our three new workshops: *Cultivating Resilience*, *Racial Justice*, and *Classroom Management for Early Learning*



- Two partnerships with School Mental Health Ontario that will see the creation of: *Everyday Mental Health Strategies*, an online resource for secondary school teachers and a curriculum resource on Social Emotional Learning for the Grade 10 Careers course;



- Development of new workshops are underway: one will provide members with information on cognitive science research and its application to pedagogy and one that will assist members in dealing with people they find difficult.
- Creation of a series of short 45-minute workshops to address the professional development needs of University sector members. These workshops will be delivered by local leaders and include: *Work-Life Balance*, *Understanding Your Collective Agreement: Self-Care Provisions*, *Working in a Multi-Union Environment*, and *Understanding the University Sector*.
- Regional training events for Educational Services Officers (ESOs) that were held in October 2018. Delegates participated in a training workshop on *Group Facilitation Skills*. This new training workshop was designed specifically for leaders. ESOs also learned about using local community resources as professional development opportunities.

Staff members are working on a professional development resource that will tackle the issue of bystander intervention. It will provide members with skills to identify when and how to intervene when they see instances of discrimination, oppression and/or harassment.

We have also begun work on a new initiative for members. A Women's Advocate program is being created that will see trained volunteers in every District who will be able to support women experiencing domestic violence and/or sexual harassment.



Along with the usual work done at various levels of local bargaining, the Division was focused on developing the strategy and bargaining preparations for the next round of central bargaining with the newly elected Ford government. The strategy involved a transparent approach where members, the media and the public could see all of the bargaining positions that we took. The first step in the central bargaining process is establishing the issues to be bargained centrally. This did not go smoothly as the Trustee Associations and the Crown wanted to minimize the list of issues that could be discussed at local bargaining tables. The central list of topics was determined by the Labour Board after the end of the year.

Bargaining in the University and Independent Educational Programs sectors continued with agreements reached with the University of Guelph TARA, St. Paul University and the Royal Conservatory of Music. First collective agreements were achieved for two of our new PSSP Bargaining Units in Durham and in York Region.

The new Protective Services Committee completed its first year of work. This committee engaged in a number of training sessions. In addition, work groups began their work addressing specific issues within the committee's mandate.

Work on attempting to address the inordinate amount of time required to have grievances move through the arbitration process saw limited progress. Although both the Ontario Public School Boards' Association (OPSBA) and the Council of Trustee Associations (CTA) representatives worked with OSSTF/FEESO to develop a prospective process, no further progress is being made. Final details and an implementation process have not been agreed to.

The Division continues to handle a considerable volume of Professional College complaints, and strategies to deal with the potential impact of recent College and court decisions on OSSTF/FEESO members continue to be explored.

The Division continued to support members throughout the year in pension workshops, pay equity negotiations and maintenance.



## OTHER SERVICES

### CERTIFICATION

OSSTF/FEESO provides a Certification Rating Statement for teacher members so that their qualifications can be recognized for placement on the salary grid. A Certification Rating Statement must be filed with your school board at the time of hiring or as soon as possible thereafter. For the 2018–2019 year, there were 7,869 pieces of mail received, 5,008 letters sent out, and 2,933 Certification Rating Statements issued received by the Certification Department.

**NOTE:** OSSTF/FEESO no longer provides rating statements, rather, as of the summer of 2019, QECO provides OSSTF/FEESO Certification Rating Statements.

### MEDIATION SERVICES RESOURCE BANK

The Mediation Services Resource Bank (MSRB) conducted a total of 26 requests to mediate disputes involving 101 members in the 2018–2019 Federation year. Two members of the MSRB retired and two others resigned to take positions at the Provincial Office. Four new mediators were appointed in the spring of 2018 and they have received their initial training. There continues to be an increase in requests to conduct mediations involving larger groups of members. The MSRB continues to engage in training that will assist them in being able to facilitate larger group mediations as well as exploring issues of equity and race in conflict.

## GROUPS AND COALITIONS

### SUPPORTED BY THE FEDERATION

Broadbent Institute  
Canadian Apprenticeship Forum  
Canadian Women's Foundation  
CCPA Ontario office  
CIVIX  
Climate Action Network  
Coalition for Children and Youth Mental Health  
Coalition of Black Trade Unionists  
Common Frontiers  
Egale  
Equal Pay Coalition  
Fair Vote Canada  
Fix our Schools  
Good to Talk  
Indigenous Summer Literacy Camps  
Kids Help Phone  
Learning Disabilities Organization of Ontario  
Ontario Campaign 2000  
Ontario Coalition for Better Childcare  
Ontario Health Coalition  
Operation Christmas Cheer  
Our Times Magazine  
Pride activities  
TVO—Teach Ontario  
Workers Art and Heritage Centre  
Women's Legal Education and Action Fund



CUTS HURT KIDS

CUTS HURT KIDS

CUTS HURT KIDS

OSSTF/FEESO  
HEY, DOUGLIE!  
LEAVE OUR KIDS  
ALONE!

#RED FORED

CLASS SIZE MATTER  
NO CIPP EDUCAT

# INTERNATIONAL SOLIDARITY PROJECTS

OSSTF/FEESO continues its work as part of a number of international coalitions that advocate for publicly-funded education and other social justice issues of interest to the Federation. In 2018–2019, OSSTF/FEESO Provincial Executive and staff members participated in a number of projects and conferences as part of these coalitions.

In June 2019, as part of our commitment to working to improve health and safety conditions for garment workers in Bangladesh, a delegation of representatives from unions across the country visited Bangladesh to meet with grassroots members and staff of the Bangladesh Centre for Workers' Solidarity (BCWS). The delegation worked with the centre's co-founder, Kalpona Akter and centre staff to support their ongoing commitment to create positive change for workers in Bangladesh's garment industry. The delegation also learned from BCWS staff how to engage with on-the-ground recruitment of workers in the face of ongoing government and owner anti-union pressures.

OSSTF/FEESO continued its participation in the National Indigenous Education and Reconciliation Network and

attended the third Gathering of participants in May 2019 in Fredricton, New Brunswick, on the traditional lands of the Wolastokuk Nation, one of five members of the Wabanki Confederacy, which includes the Mi'kmaq, Passamaquoddy, Penobscot and Abenaki Nations of the Atlantic region. This network involves national representatives from education unions, Ministries of Education, Indigenous organizations, and other interested education-related groups who gather annually to discuss how we can better implement the Calls to Action from the Truth and Reconciliation Commission through education. OSSTF/FEESO and representatives from other Ontario education affiliates were present. Representatives from the Ministry of Education cancelled their attendance three days before the event.

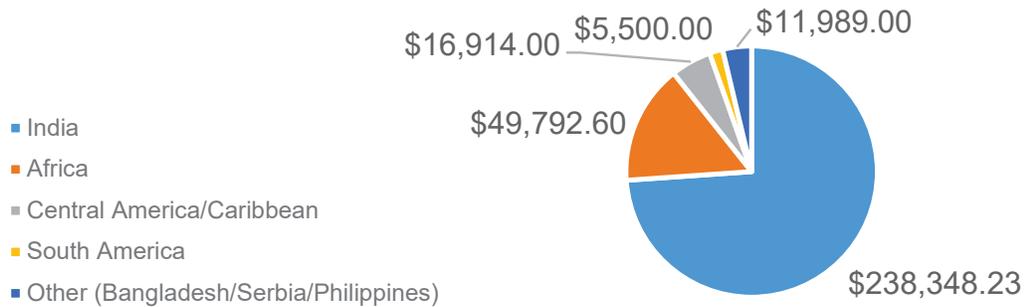
The Federation continues to support a number of projects around the world that promote social justice issues through our work with Common Frontiers, maintaining international connections with a number of unions and organizations, including those located in the United States, Mexico, Bolivia, Honduras, Colombia, Iraq, Chile, and South Africa.



# INTERNATIONAL ASSISTANCE PROGRAM

Each year the International Assistance Work Group of the OSSTF/FEESO Human Rights Committee administers the International Assistance Program. This program approves grants to projects in various parts of the world to a maximum of three thousand dollars per grant. In 2018–2019, the program received 117 applications requesting a total of \$322,540. Of the 117 applications, 86 were from India, 18 from a variety of African countries, 6 from Central America and the Caribbean, 2 from South America and 5 from other parts of the world. Of these applications, the work group approved 25 grants for a total of \$64,474.

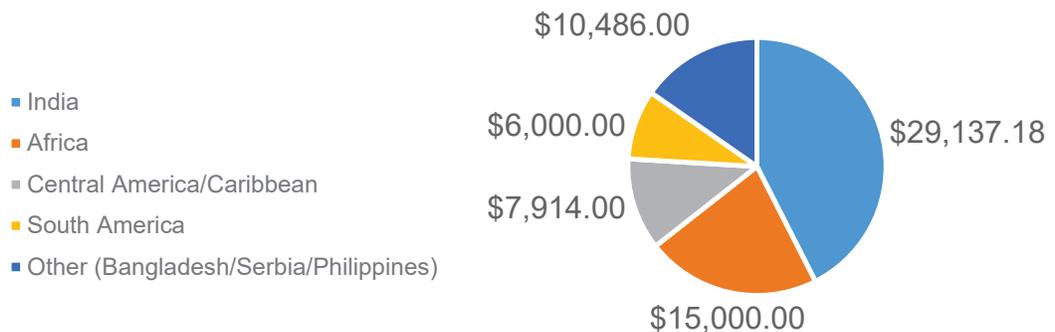
## DOLLARS REQUESTED by region



## NUMBER OF GRANTS AWARDED by region



## DOLLARS AWARDED by region



# DISTRICT AND BARGAINING UNIT PRESIDENTS

JULY 1, 2018–JUNE 30, 2019

## 1 Ontario North East

**District**—Jean-Paul Desilets  
**Ed Support Staff**—  
Maureen Rintamaki  
**Ed Support Staff Moose Factory**—  
Louisa Gunner  
**JBL Ed Support Staff Moosonee**—  
Lynore Rickard  
**PSSP**—Sherry McNeil  
**Public Sch Sec Moosonee Teachers and Occasionals**—Troy Puckalo  
Derek Beland

## 2 Algoma

**District**—Kevin Hogan  
**Early Childhood Educators**—  
Bobbi Jo Sterling  
**Ed Support Staff**—Elizabeth Tassone  
**Occasionals**—Sharon Indrevold  
**Teachers**—Malini Leahy

## 3 Rainbow

**District, Teachers and Occasionals**—James Clyke  
**ESSU**—Phil Crowe  
**PSSP**—Shawna Rajotte  
**SSSC**—Lucie Bisson

## 4 Near North

**District**—Jared Hunt  
**Designated Early Childhood Educators and Ed Student Support Professional**—Troy Simkins  
**Teachers and Occasionals**—  
Glen Hodgson

## 5A Northern Shield

**District, and Ed Support Personnel and Office/Clerical/Library**—  
Cindy Hayward  
**Occasionals**—David Rhind  
**Teachers**—Marvin Osmond

## 5B Rainy River

**District, Teachers and Occasionals**—  
Kent Kowalski

## 6A Thunder Bay

**District, Teachers and Occasionals**—Richard Seeley  
**Early Childhood Education**—  
Shelley Crupi  
**LPS Student Support Prof**—  
Kari Simpson  
**TBCDSB SSP**—  
Maureen Denford-Cox

## 6B Superior North

**District**—Gordon Robitaille  
**Ed Support Staff**—Tammy Rathwell  
**Teachers and Occasionals**—  
James Hendricken

## 7 Bluewater

**District and Ed Support Professionals**—Paula Walpole  
**Occasionals**—Natalia Baby  
**OPT**—Penny Huettlin  
**PSSP**—Leslie Hastie  
**Teachers**—Betty Jo Raddin

## 8 Avon Maitland

**District, Teachers and Occasionals**—  
Shane Restall  
**Ed Student Support**—Dayna Lambier  
**PSSP**—Paul Evans

## 9 Greater Essex

**District and Teachers**—Erin Roy  
**Ed Support Staff**—  
Kristen Garrett-Spanswick  
**Instructors**—Christine Stanley  
**LESE (Language & Employment Services Employees)**—  
Connie Atkinson  
**Occasionals**—Megan Primeau  
**PSSP**—David Pellizzari

## 10 Lambton Kent

**District, Teachers and Occasionals**—Jennifer Kumpf

## 11 Thames Valley

**District and Teachers**—  
Lisa MacMaster  
**Con Ed Instructors**—  
Deborah Haagsma  
**Occasionals**—Sharon Young Kipp  
**PSSP**—Sandra Miller

## 12 Toronto

**District and Toronto Teachers**—  
Leslie Wolfe  
**Occasionals**—Linda Bartram  
**PSSP**—Olga De Melo

## 13 Durham

**District and Teachers**—  
Lamia Sabbagh  
**PSSP**—Jennifer Seif  
**Occasionals**—Avril Burns

## 14 Kawartha Pine Ridge

**District and Teachers**—David Warda  
**Occasionals**—Erin Leonard

## 15 Trillium Lakelands

**District, Teachers and Occasionals**—Colin Matthew  
**PSSP**—Nicole Me

## 16 York Region

**District, Teachers and Occasionals**—Alexander Glassford  
**PSSP**—Brenda Johnson  
**YCDSB PSSP**—  
Sherry-Ann Bowden-Gordon

## 17 Simcoe

**District and SMCDSB Office & Clerical**—Suzanne Conley-Cholak  
**Instructors**—Josephine Jones  
**Occasionals**—Jeff Parton  
**SMCDSB Ed Asst**—  
Rita Golds-Nikolic  
**SMCDSB Maintenance**—  
Bruce Hoffmann  
**Teachers**—Jennifer Hare



**18 Upper Grand**  
**District and Teachers**—  
 Paul Rawlinson  
**ESS/WCDSB**—Sharon Stuckless  
**ESSP/ECE**—Cheryl Lampkin  
**Occasionals**—Mary Gardner  
**OCT/TS**—Susan Brighton  
**PSSP**—Janice Scott  
**WCDSB OCT**—Peter Vandorp

**19 Peel**  
**District and Teachers**—  
 Michael Bettiol  
**Occasionals**—Robert Wightman  
**PSSP**—Katherine Davidson

**20 Halton**  
**District and OCT**—Debbie Majka  
**PSSP**—Tom Golightly  
**Occasionals**—Debora Bachewich  
**Teachers**—Cindy Gage

**21 Hamilton–Wentworth**  
**District and OCT**—Samantha Wilson  
**Teachers and Occasionals**—  
 Daniel Staples  
**ESL Instructors**—Richard Born  
**PSSP**—Leigh Moore  
**RC Professional Educators & Childcare Workers**—Charles Troisi

**22 Niagara**  
**District, Teachers and Occasionals**—  
 Lisa Etienne

**23 Grand Erie**  
**District and Occasionals**—  
 Sharon Armstrong  
**CDSB Ed Support Staff and CDSB Early Childhood Educators (ECE)**—  
 Fatima De Jesus  
**CDSB Maintenance & Cleaners**—  
 Donald Maunder  
**PSSP**—Belinda Benko  
**Teachers**—Bruce Hazlewood

**24 Waterloo**  
**District**—Trevor Ray  
**Teachers and Occasionals**—  
 Sherry Freund  
**CAMA/OSSTF (Custodial & Maintenance Assoc)**—Jason Martz  
**Ed Support Staff and STSWR**—  
 Shawn Hibbs  
**PSSP**—Carrie Osborne  
**RC Adult Ed Instructors & Childcare Workers**—Christine Ermers  
**SMACA**—Susan Faber

**25 Ottawa–Carleton**  
**District, Ed Support Professionals and Ottawa Student Transportation Authority (OSTA)**—Nancy Akehurst  
**Occasionals**—Kelly Granum  
**Plant Support Staff**—Troy Cluff  
**Professional Educators & Childcare Staff**—Biana Gordon  
**PSSP**—Karen Ivings  
**Student Support Professionals**—  
 Jean Trant  
**Teachers**—Catherine Bailey

**26 Upper Canada**  
**District**—Elpis Law  
**Occasionals**—Elaine Warner-Laxton  
**PSSP**—James Mulville  
**Teachers**—Danny Thomas

**27 Limestone**  
**District, Teachers and Occasionals**—Andrea Loken  
**Community Education Instructors**—Wendy Bonnell  
**PSSP**—Eleanor Foster

**28 Renfrew**  
**District, Teachers and Occasionals**—Jeffrey Barber  
**Early Childhood Educators**—  
 Linda Schultz  
**Office Managers**—Shelly Raymond

**29 Hastings–Prince Edward**  
**District, Teachers and Occasionals**—Scott Marshall

**30 PSAT**  
**District and Teachers**—Scott Garant

**31 Franco–Nord Ontarien**  
**District et Unité 61 Ed Asst/OCT/ ECE/Lunch Rm Sup**—  
 Christine Goudreau  
**Unité 57 EA/OCT/PSSP/Lunch Rm Sup**—Ginette Lefebvre  
**Unité 60A OCT/Ed Asst/PSSP**—  
 Linda Lamarre

**32 Centre–Sud–Ouest de l'Ontario**  
**District et Unité 64 OCT/Ed Asst/ PSSP**—Angèle Lacroix  
**Unité 58 OCT/Ed Asst/PSSP**—  
 Roxanne Beauchamp

**33 District de l'Est**  
**District et Unité 59 CYW/Ed Asst/ PSSP**—Lynn Auger-Parent  
**Unité 65 EA/ECE/CYW**—  
 Guylène Lepage  
**Unité 66 OCT/ECE/CYW/PSSP**—  
 Marie-Claude Thibeault

**34 Independent Educational Programs**  
**District and ILSC Instructors**—  
 John McGraw  
**Centre for English Studies**—  
 John Wilson  
**Royal Conservatory of Music Faculty Assoc**—Stanley Rosenzweig  
**University of Toronto Schools**—  
 David Cope

**35 Universities**  
**District and OSSTF/TARA**—  
**University of Guelph**—  
 Joseph Rooyackers  
**Algoma University Support Staff**—  
 Craig Diotte  
**Brock University Support Staff**—  
 Alison Rothwell  
**Personnel de soutien—Université d'Ottawa**—Marcelle Desmornes  
**Université Saint-Paul**—  
 Pawel Mazurek  
**WLUSA (Wilfrid Laurier University Staff Assoc)**—Keith Goulet



# STANDING COMMITTEES AND COUNCILS

## **ARM COUNCIL**

To provide retired members of OSSTF/FEESO an opportunity for continuing involvement with the educational community at both the local and provincial level.

## **BENEVOLENT COUNCIL**

To provide grants to active members who demonstrate extreme financial need due to prolonged illness, accident or emergency. Council may also recommend other ways and means to assist members in distress.

## **CERTIFICATION COUNCIL/CERTIFICATION APPEAL BOARD**

To interpret, review and initiate changes in the Certification Regulations. It also provides a forum for OSSTF/FEESO members to appeal decisions of the Certification Department.

## **PROTECTIVE SERVICES COMMITTEE**

To provide assistance to the Provincial Executive, District and Bargaining Unit Officers on all aspects of the issues involved in the negotiation and maintenance of a collective agreement.

## **COMITÉ DES SERVICES EN LANGUE FRANÇAISE**

To advise the Provincial Executive, Provincial Council, and Provincial Assembly on matters relating to the special needs of Francophone members and members who speak French as part of their role within OSSTF/FEESO, and to French education.

## **COMMUNICATIONS AND POLITICAL ACTION COMMITTEE**

To provide advice, assistance, training, support and resources to the Provincial Executive, Districts and Bargaining Units regarding OSSTF/FEESO communication and political action.

## **EDUCATIONAL SERVICES COMMITTEE**

To identify and monitor the professional, curricular, resource, training and educational issues and priorities of OSSTF/FEESO members and to make recommendations to the Provincial Executive for the development of related policy, direction and actions

## **FINANCE COMMITTEE**

To advise the Provincial Assembly, the Provincial Council and the Provincial Executive on all Federation financial matters including the management of all OSSTF/FEESO funds, investments and properties as required by those bodies.



### HEALTH AND SAFETY/WORKPLACE SAFETY INSURANCE ACT COMMITTEE (H&S/WSIAC)

To provide assistance and training at Provincial, Regional workshops, District and Local Bargaining Units on all aspects of the issues involved in H&S and the WSIA.

### HUMAN RIGHTS COMMITTEE

To recommend to the Provincial Executive, on a regular basis, goals to be achieved in order to safeguard all of the human rights of members and to ensure that none of the human rights enjoyed by other Ontario residents shall be denied to members. In addition, the Committee recommends to the Provincial Executive policies and actions that will uphold the objects of the Federation to ensure equity and inclusiveness in the workplace.

### JUDICIAL COUNCIL

To determine if there has been a violation of the Provincial Constitution and Bylaws by a Member

### PARLIAMENTARY AND CONSTITUTION COUNCIL

To provide advice and assistance to the Provincial Executive, Provincial Council and/or Provincial Assembly, Provincial Committees and Provincial Councils on matters related to their Constitution, Bylaws, Policies and Rules of Order.

### STATUS OF WOMEN COMMITTEE

To monitor regularly the professional status of women members of OSSTF/FEESO and to advise the Provincial Executive on the need for appropriate action with respect to any developing trends.

### WORK GROUPS

- ELHT Advisory Work Group
- Environmental Work Group
- Equity Advisory Work Group
- Faculty of Education Work Group
- FNMI Advisory Work Group
- LTD Ad Hoc Advisory Work Group
- OMERS Advisory Work Group
- New Member Engagement Advisory Work Group



# PROVINCIAL OFFICE STAFF JULY 1, 2018–SEPTEMBER 1, 2019

## ACCOUNTING

Victor Bozavikov  
Navitha Dasappa  
Marilyn Del Medico  
Mohammad Hashemi  
Win Hum  
Grace Hyman  
Rosa Passas  
Mona Resulto  
Mariya Zolotko

## CAFETERIA

Lea Guallar  
Lorraine Kadirgamar  
Jenny Kwan

## CERTIFICATION

Carla Downie  
Shana Fairbairn  
Soula Haginikolaou  
Sandra Jex  
Sue Ramenda  
Andrew Timpson

## COMMUNICATIONS/ POLITICAL ACTION

Ronda Allan  
Domenic Bellissimo  
Audrey Bourque  
Yvonne Choi  
Dan Earle  
Lidia Esteves  
Gary Fenn  
Kristina Ferorelli  
Tracey Germa  
Lee Anne Gulyas  
Paul Kossta  
Tanya La Rush  
Tracey Marshall

Loredana Merenda  
Wayne Milliner  
Melanie Opaleychuk  
Gabriela Rodriguez  
Diane Saint-Pierre  
Michael Young  
Anna Zhyn

## EDUCATIONAL SERVICES

Randy Banderob  
Peter Bates  
Jenny Chen  
Rob Dubyk  
Karla Hernandez  
Rosemary Judd-Archer  
Karen Metherall  
Cathy Renfrew  
Wendy Ozyer

## HUMAN RESOURCES

Avery Adams  
Zoe Vander Doelen  
Paula Yan-Blondell

## IN-HOUSE LEGAL

Heather Alden  
Susan Luft  
Vaino Poysa

## IT

Shawn Burke  
Sabrina Chiu  
Michelle Ho  
Elizabeth Lopez  
Tooraj Samiee  
Lenny Sookrit  
Uli Stang  
Juliet Tapia

Jason Westmaas  
Irene Wong

## MEMBER PROTECTION

Stephen Bloom  
Cynthia Berg  
Jessica Burnie  
Bob Fisher  
Tammy Gulla  
Kerry Houlahan  
Jackie Jones  
Sandra Kariakos  
Kamal Kaur  
Shelley Page  
Marc Robillard  
Rob Shaheen  
Kimberly Thériault  
Carrie Vokey

## NEGOTIATIONS & CONTRACT MAINTENANCE

Michelle Arsenault  
Dave Barrowclough  
Christelle Chamberlain  
Kerri Ferguson  
Chris Goodsir  
Joe Hirschegger  
Jennifer Huber  
Jack Jones  
Rachel Keller  
Steven Newstead  
Sandra Rahim  
Dave Russell  
Jane Ste. Marie  
Tony Stokes  
Carolynne Trbovich  
Alison Wallace  
Norm Westbury  
Connie Ying

## ORGANIZING

Colombe Beauregard

## PRODUCTION AND SUPPLIES

Marco Arruda  
Andrea Del Medico  
Marcello Gulla  
Steve Valentim

## PROVINCIAL EXECUTIVE SUPPORT

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Lisa Hunt  
Randi Macdonald  
Jade Maltar  
Giovanna Papatheodorou  
Karyn Purdy  
Lisa Rogers  
Anne Marie Sutton  
Alina Tarbhai  
Diane Yocom

## PUBLIC POLICY ANALYST/SUPERVISOR

Chris Samuel

## RECEPTION

Cindy Blanchard

## RESEARCH LIBRARY, INFORMATION, ARCHIVES AND RECORDS MANAGEMENT

Scott Burgess  
Treena Singh

