

Update



AMPA 2017



President Paul Elliott delivers his final opening address to AMPA attendees

The 98th Annual Meeting of the Provincial Assembly (AMPA) was held in Toronto from March 11 to 13. Over 900 participants attended the annual meeting, including delegates and alternates from all OSSTF/FEESO Districts.

The meeting began with a performance of O Canada by a group of young singers from the Royal Conservatory of Music (District 34). The anthem was followed by a traditional song to welcome all delegates, performed by three First Nations members of OSSTF/FEESO.

Paul Elliott delivered his final opening address as President of OSSTF/FEESO. Elliott offered a retrospective look at events of the past year, ranging from political change in the United States and elsewhere to the ongoing work that OSSTF/FEESO undertakes internationally. He also highlighted the Federation's participation in

the Changing Workplaces Review and the impact of recent victories for members, both at the bargaining table and in the courts.

Elliott also spoke in detail about the increasingly alarming issue of violence in our schools and workplaces. "Education workers now have one of the highest rates of lost time due to injuries of any occupation in the province," said Elliott. He emphasized the importance of the work being undertaken by OSSTF/FEESO's Violence in the Workplace Task Force, and proclaimed workplace violence to be a key priority for the Federation over the coming months.

The election of the new Provincial Executive was one of many highlights at AMPA 2017. Vice-President Harvey Bischof was elected as the new OSSTF/FEESO President, commencing July 1. Full elections results can be seen on page 5.

Minister of Education Mitzie Hunter addressed delegates on Sunday afternoon. She expressed her gratitude for the work that all education workers do on a daily basis for students, and fielded a number of questions from delegates on topics ranging from violence in the workplace to inadequate funding and the need for fixing school buildings across the province.

Other highlights from AMPA 2017 included the presentation of the Student Achievement Awards, the handing out of Provincial Awards to members in a variety of categories, and the welcoming of students from Faculties of Education from across the province.



Minister of Education Mitzie Hunter addresses delegates on Sunday afternoon

One final highlight came from our guest speaker Lawrence Hill, author of *The Illegal* and *The Book of Negroes*. Hill took a moment in his presentation to give a shout-out to one of the winners of the Student Achievement Awards, and to highlight the importance of teaching writing and literature in our schools. 



Guest speaker Lawrence Hill, author of *The Illegal* and *The Book of Negroes*

RAAP 2017

La 98^e Réunion annuelle de l'Assemblée provinciale (RAAP) s'est tenue à Toronto du 11 au 13 mars. Plus de 900 participants ont assisté à la réunion annuelle, dont des délégués et des substituts de tous les districts d'OSSTF/FEESO.

La réunion a débuté par une interprétation d'Ô Canada par un groupe de jeunes chanteurs

du *Royal Conservatory of Music* (District 34). L'hymne a été suivi d'un chant traditionnel faisant bon accueil à tous les délégués et interprété par trois membres d'OSSTF/FEESO des Premières Nations.

Paul Elliott a prononcé son dernier discours d'ouverture à titre de président d'OSSTF/FEESO. Il a présenté une rétrospective des événements

de l'année écoulée, s'étendant du tournant politique aux États-Unis et ailleurs, aux travaux continus qu'OSSTF/FEESO entreprend à l'échelle internationale. Il a également souligné la participation de la Fédération à l'Examen portant sur l'évolution des milieux de travail et l'incidence sur

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les membres des récentes victoires tant à la table de négociation que devant les tribunaux.

Paul Elliott a également évoqué en détail le problème de l'escalade de la violence dans nos écoles et nos lieux de travail. « Les travailleuses et travailleurs en éducation ont l'un des taux les plus élevés en temps perdu en raison de blessures que toute autre profession de la province, » a indiqué Paul Elliott. Il a mis l'accent sur l'importance du travail réalisé par le Groupe de travail d'OSSTF/FEESO sur la violence au travail et a annoncé que la violence au travail sera une priorité pour la Fédération au cours des prochains mois.

L'élection du nouvel Exécutif provincial a représenté un des nombreux points remarquables de la RAAP 2017. Le vice-président Harvey Bischof a été élu nouveau président d'OSSTF/FEESO à compter du 1^{er} juillet. L'intégralité des résultats des élections se trouve à la page 5.

Mitzie Hunter, ministre de l'Éducation, s'est adressée aux délégués le dimanche après-midi. Elle a exprimé sa gratitude à l'égard du travail que tous les travailleurs et travailleuses en éducation accomplissent quotidiennement pour les élèves et elle a répondu aux questions de délégués sur des thèmes allant de la violence au travail à un financement insuffisant et de la nécessité de réparer certains bâtiments scolaires dans toute la province.

Parmi les autres faits saillants de la RAAP 2017, il y a eu la distribution des Prix de réalisations des élèves, la remise de prix provinciaux à des membres dans diverses catégories et l'accueil d'étudiants de facultés d'éducation de la province.

Le dernier point culminant fut la présence de notre conférencier, Lawrence Hill, auteur de *Le sans-papiers (The Illegal)* et d'*Aminata (The Book of Negroes)*. Lors de sa présentation, Lawrence Hill a réservé un moment à l'invocation de l'un des gagnants des Prix de réalisations des élèves et il a souligné l'importance d'enseigner l'écriture et la littérature dans nos écoles. 🌐

Contract extension and Bill 115 remedy agreements ratified

OSSTF/FEESO members covered by the *School Boards Collective Bargaining Act* have voted to ratify both an extension to the current central agreements and a remedy for the Bill 115 Charter Challenge. Tentative agreements for both the contract extensions and the remedy had been reached with the provincial government and the school boards associations on February 23. Membership meetings to discuss the details of the agreements were subsequently held in each affected Bargaining Unit beginning on March 20, and all voting was completed by April 7.

Ratification for both the contract extension and the remedy required a double majority, meaning a majority of the total votes cast by OSSTF/FEESO members, as well as approval within the majority of participating Bargaining

Units. The extension to the collective agreement was approved by 86.5% of voting members, and by 95.1% of the participating Bargaining Units. The remedy to the Bill 115 Charter Challenge was approved by 77.4% of voting members, and by 95.9% of Bargaining Units.

OSSTF/FEESO entered into discussions about a possible contract extension and remedy subsequent to the September 30, 2016 meeting of Provincial Council. That meeting passed a motion directing the Provincial Executive to pursue extension and remedy discussions, and also endorsed a process for negotiation and ratification. Formal discussions with the provincial government began in October, immediately following the approval of a brief by a special meeting of presidents and chief negotiators from affected Bargaining Units.

Details regarding the timing of payouts related to the Bill 115 remedy have not yet been finalized, and members will be apprised of that information as it becomes available. 🌐



On March 29, about 125 OSSTF/FEESO local leaders, provincial executive members and provincial staff descended on Queen's Park to lobby Members of Provincial Parliament from all three political parties about the need for action regarding school/workplace violence.

OSSTF/FEESO leaders met with over 90 MPPs, most of whom—including Premier Kathleen Wynne, NDP Leader Andrea Horwath and PC Leader Patrick Brown—indicated their willingness to support the initiative. Education Minister Mitzie Hunter and Labour Minister Kevin Flynn were also receptive to OSSTF/FEESO's suggestion that the government create an education-sector regulation within the *Occupational Health and Safety Act* to deal with the issue of school/workplace violence. As the day ended, all OSSTF/FEESO lobby day activists were determined to continue pressing MPPs to follow through on their commitments to take action on the issue.

The full OSSTF/FEESO school/workplace violence proposal is available on the Federation's website at www.osstf.ca, under the Violence in the Workplace Resources section. 🌐



Update

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The opinions and views expressed in Update do not necessarily reflect the opinions and views of OSSTF/FEESO.

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Queen's Park Lobby Day 2017



Squandered opportunity

With the swift passage of Bill 92, the *School Boards Collective Bargaining Amendment Act*, the provincial Liberal government essentially proclaimed that it is simply not interested in the concerns of OSSTF/FEESO and other unions when it comes to the collective bargaining process in Ontario's education sector.

Bill 92 was a perfect opportunity for the government to address fundamental structural flaws in the *School Boards Collective Bargaining Act* (SBCBA), the legislation that governs bargaining for union members employed by school boards in Ontario. Indeed, when the SBCBA came into effect in 2014, the government committed to undertake a full review of the Act following the first round of negotiations under the Act's framework.

OSSTF/FEESO took that commitment seriously, and the prospect of a thorough review became increasingly important as that first round of bargaining wore on, exposing the process as deeply flawed on many levels. Negotiations under the SBCBA resulted in the largest strikes involving full withdrawals of services by OSSTF/FEESO members in 40 years. Those strikes were resolved not through the bargaining process, but by back-to-work legislation. In some Districts, selective job actions continued for months with no resolution. The process was shown over and over again to be virtually unworkable, and it would require more than a year of frustrating bargaining sessions before agreements were finally reached at the central tables. Some local agreements were not reached until more than two years after the process began.

By any reasonable standard, the first round of bargaining under the SBCBA was nothing less than a prolonged exercise in exasperation and an abject failure. But when it came time for the government to work with us and take a good, hard look at the process, the Education Minister and her staff simply looked away from all the tangible evidence, buried their heads in the sand and declared the first round of negotiations to have been an unequivocal success. Speaking in the legislature, the Minister referred to the SBCBA as a "successful piece of legislation" that had "facilitated the return to a strong, respectful and collaborative partnership between the government and its education sector partners," and achieved "positive outcomes for school communities across the province."

How any of these descriptors apply to a process that generated prolonged strikes, back-to-work legislation, and more than two full years of mostly unproductive bargaining is a mystery



to us. The Liberals, however, apparently see no contradiction at all between the Minister's glowing review and the chaotic mess created by the SBCBA. The government ignored all of OSSTF/FEESO's recommendations and, with the full support of Patrick Brown and the Progressive Conservatives, passed an amendment act that merely tinkers around the edges and fails to address any of the fundamental problems with the *School Boards Collective Bargaining Act*. [↪](#)

lives of their employees.

To date, there have been eight cases where charges have been laid under that legislation. Only two of those cases have resulted in individuals serving jail time.

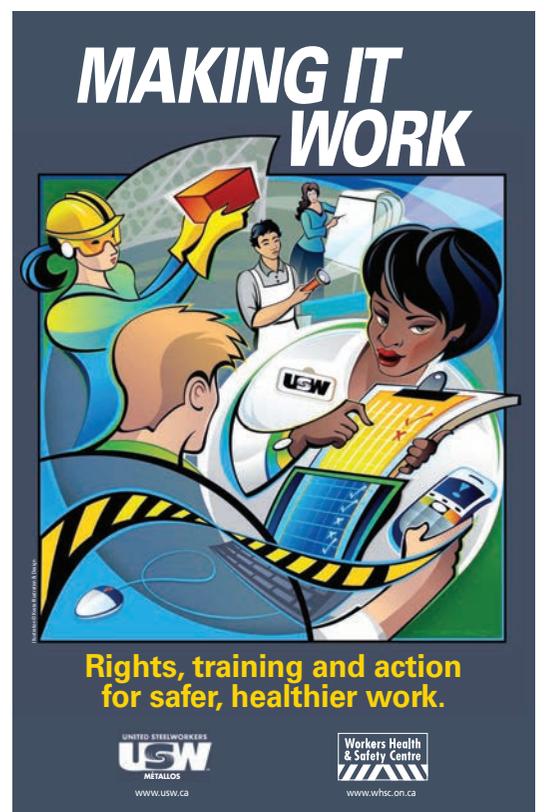
This year, as the National Day of Mourning approaches, the Canadian Labour Congress asks that we lobby the federal government to take concrete steps to ensure enforcement of the Westray law.

While we mourn and commemorate those who have lost their lives on April 28, we must continue to demand every day of every year that employers who ignore health and safety standards be held accountable for the hundreds of workplace fatalities and thousands of injuries that occur every year in Canada. [↪](#)



Every year on April 28, we mark the National Day of Mourning to recognize workers who have been killed or injured on the job, and those who have suffered serious or fatal illness due to work-related hazards.

This year, in particular, we will remember the 26 coal miners who passed away 25 years ago in the Westray mining disaster in Plymouth, Nova Scotia. The deaths of those miners eventually resulted in the federal government enacting Bill C-45, often called the Westray Bill, which amended the Criminal Code of Canada to allow organizations—including corporations, their representatives and those who direct the work of others—to be assigned liability for failing to take steps to ensure safe workplaces and protect the



AMPA elects new Executive

Delegates at AMPA 2017 elected a new OSSTF/FEESO Provincial Executive, as well as Ontario Teachers' Federation (OTF) governors. These members will serve a two-year term commencing July 1, 2017.



Provincial Executive 2017-2019

(Front row l-r) Rob Gascho, Vice-President; Harvey Bischof, President and Cindy Dubu , Vice-President. (Middle row) Karen Littlewood, Executive Officer and Earl Burt, Treasurer. (Back row) Martha Hradowy, Executive Officer and Paul Caccamo, Executive Officer

Harvey Bischof (District 13, Durham) was acclaimed as President and has been a member of the Provincial Executive since 2007, most recently serving as a Vice-President. Harvey is an English teacher with the Durham District School Board.

Cindy Dubu  (District 25, Ottawa-Carleton) was re-elected as a Vice-President and has been with the Provincial Executive since 2011. Cindy has been a support staff worker with the Ottawa-Carleton District School Board since 1983.

Rob Gascho (District 24, Waterloo) was elected as a Vice-President. He was first elected to the Provincial Executive in 2013 as an Executive Officer. Rob has been a teacher with the Waterloo Region District School Board since 1999.

Earl Burt (District 12, Toronto) was acclaimed as Treasurer, a position he has held on the Provincial Executive since 2009. Earl has been a history teacher since 1991 with the Toronto District School Board.

Paul Caccamo (District 6A, Thunder Bay) was elected as an Executive Officer. Paul has served as an OTF Governor since 2015 and is a teacher with the Lakehead District School Board in Thunder Bay.

Martha Hradowy (District 9, Greater Essex) was elected as an Executive Officer. Martha has been an educational assistant and a developmental service worker with the Greater Essex District School Board since 1996.

Karen Littlewood (District 17, Simcoe) was elected as an Executive Officer. Karen started teaching at the elementary level and is currently a secondary school teacher with the Simcoe County District School Board.



Ontario Teachers' Federation 2017-2019

(l-r) Governors: Stephen Helleiner, Kim Appel, Table Officer—Michelle Teixeira, Governors: Malini Leahy, Kelly McCarthy and Parker Robinson

The following members will serve as OSSTF/FEESO representatives at the Ontario Teachers' Federation—Table Officer: Michelle Teixeira (District 12, Toronto); Governors: Kim Appel (District 25, Ottawa-Carleton); Stephen Helleiner (District 14, Kawartha Pine Ridge); Malini Leahy (District 2, Algoma); Kelly McCarthy (District 20, Halton) Parker Robinson (District 4, Near North).

La RAAP  lit le nouvel Ex cutif

Les d l gu s   la RAAP 2017 ont  lu un nouvel Ex cutif provincial d'OSSTF/FEESO, ainsi que nos gouverneurs   la F d ration des enseignantes et des enseignants de l'Ontario (FEO). Ces membres auront un mandat de deux ans,   compter du 1^{er} juillet 2017.

Harvey Bischof (District 13 – Durham) a  t  proclam  pr sident et il est membre de l'Ex cutif provincial depuis 2007, ayant occup  plus r cemment le poste de vice-pr sident. Harvey est enseignant d'anglais pour le *Durham District School Board*.

Cindy Dubu  (District 25 – Ottawa-Carleton) a  t  r elue en tant que vice-pr sidente et elle fait partie de l'Ex cutif provincial depuis 2011. Cindy est membre du personnel de soutien de l'*Ottawa-Carleton District School Board* depuis 1983.

Rob Gascho (District 24 – Waterloo) a  t   lu comme vice-pr sident. Il avait d'abord  t   lu agent de l'Ex cutif   l'Ex cutif provincial en 2013. Rob est enseignant pour le *Waterloo Region District School Board* depuis 1999.

Earl Burt (District 12 – Toronto) a  t  proclam  tr sorier, un poste qu'il d tient   l'Ex cutif provincial depuis 2009. Earl est enseignant en histoire pour le *Toronto District School Board* depuis 1991.

Paul Caccamo (District 6A – Thunder Bay) a  t   lu en tant qu'agent de l'Ex cutif. Paul  tait gouverneur   la FEO depuis 2015 et est enseignant au *Lakehead District School Board*   Thunder Bay.

Martha Hradowy (District 9 – Greater Essex) a  t   lue   titre d'agente de l'Ex cutif. Martha est  ducatrice et travailleuse des services d'aide aux personnes ayant une d ficience intellectuelle au sein du *Greater Essex District School Board* depuis 1996.

Karen Littlewood (District 17 – Simcoe) a  t   lue   titre d'agente de l'Ex cutif. Karen a commenc  par enseigner au palier  l mentaire et   l'heure actuelle elle est enseignante dans une  cole secondaire du *Simcoe County District School Board*.

Les membres suivants agiront   titre de repr sentants d'OSSTF/FEESO   la F d ration des enseignantes et des enseignants de l'Ontario :

Repr sentante au Bureau de la FEO : Michelle Teixeira (District 12 – Toronto); Gouverneurs : Kim Appel (District 25 – Ottawa-Carleton), Stephen Helleiner (District 14 – Kawartha Pine Ridge), Malini Leahy (District 2 – Algoma), Kelly McCarthy (District 20 – Halton), Parker Robinson (District 4 – Near North).



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* Conditions apply.

Member recognition

Each year, we take the opportunity to recognize OSSTF/FEESO members, Districts and Bargaining Units for the outstanding work that they do on behalf of the federation and our membership. This year, five awards were presented at OSSTF/FEESO's Annual Meeting of the Provincial Assembly (AMPA) to members and local leaders who are well known to many of us because of the countless hours that they have dedicated to our Federation, both locally and provincially.

The Jennifer MacLean Health and Safety Award was established in honour of a District 21 Hamilton-Wentworth health and safety activist. The award recognizes outstanding achievement in the area of health and safety and this year's winner, Susan Kirby, District 27, Limestone, is both a certified Workers' Health and Safety instructor and a certified Disability Prevention instructor. She was instrumental in providing

training throughout the province and rewriting the "Guide to Workplace Safety."

The Liz Barkley Status of Women Award, named in recognition of a former OSSTF/FEESO president, is presented annually to recognize the leadership by an OSSTF/FEESO member in advocating and building awareness on women's economic and equality issues. This year's Liz Barkley Award winner, Kim Kruithof, District 1, Ontario North East, has dedicated countless hours to the Miss Northern Ontario pageant and focussed not only on the glamour associated with such an event, but also on developing young women who can address/engage a crowd, along with celebrating their many accomplishments and talents.

The Communication Award takes into consideration any and all forms of communication that the nominee asks to be judged. Stephen Wilson, District 6B, Superior North, this year's winner of the Communication Award, provides informative, timely, and extremely professional communication to the members of District 6B. This year a new District Newsletter, a Facebook page, and a Twitter account have become essential tools

for member engagement and communication in this District.

The Political Action Award in honour of Larry French and Wendell Fulton is awarded to a person who has shown outstanding leadership in political action either with in the Federation or through work with political parties, other unions or labour councils. Irene Taylor of District 9, Greater Essex, has shown contagious enthusiasm and strong commitment to political action and the labour community and reminds us of the importance of being actively involved.

The James Forster Human Rights Award winner, Jenny Chen, District 12, Toronto, has shown exemplary dedication in the struggle for equity and the promotion of human rights locally, provincially and/or internationally over a number of years. Her passion for human rights is demonstrated through her understanding that the work never really ends and that we must explore new methods of creating access to leadership, PD, learning, and knowledge for all members.

You can find out more about these members' accomplishments and contributions in the Member Awards section of the provincial website.



Susan Kirby, D. 27, Limestone
Jennifer MacLean Health and Safety Award



Kim Kruithof, D. 1,
Ontario North East
Liz Barkley Status of Women Award



Stephen Wilson, D. 6B,
Superior North
Communication Award



Irene Taylor in D. 9,
Greater Essex
Political Action Award



Jenny Chen, D. 12, Toronto
James Forster Human Rights Award



Canadian Labour Congress

Congrès du travail du Canada

Canadian Labour Congress Triennial Convention

The 28th Canadian Labour Congress (CLC) Triennial Convention will take place May 8–12, 2017 at the Metro Toronto Convention Centre, 255 Front Street West, Toronto, Ontario. The convention theme is "Together for a fair future."

Every three years, The Canadian Labour Congress holds a Convention where local unions and labour councils can send delegates and propose resolutions. The resolutions are debated and policies are adopted. At the end of the Convention,

the Congress develops an Action Plan based on the adopted resolutions, committee reports and policies that emerge during the convention. This Action Plan becomes the basis of the CLC's work for the next three years. It provides a general guide to the activities of the provincial and territorial federations of labour, local labour councils and affiliated unions as well.

At every convention elections are also held for the executive officers, who serve a three-year term.



Student Achievement Awards: Regional winners

Prose & Poetry Division

Category A-1—Intermediate, 9-10 Academic

Region 1: Olivia Heppner, Hammarskjold High School, District 6A, Thunder Bay

Region 2: Nakita Johnson, White Pines Collegiate & Vocational School, District 2, Algoma

Region 3: Nader Elshawish, Westminster Secondary School, District 11, Thames Valley

Region 4: Joannie Patterson, École secondaire catholique Renaissance, District D.32, Centre-Sud-Ouest de l'Ontario—Unité 64

Region 5: Catherine Cadigan, I. E. Weldon Secondary School, District 15, Trillium Lakelands

Category A-2—Intermediate, 9-10 Applied/Essential

Region 1: Ivy Nelson, Manitouwadge High School, District 6B, Superior North

Region 3: Whole Class (ESL DOI), Galt Collegiate Institute and Vocational School, District 24, Waterloo

Region 4: Sahana Sivakumaran, Humberview Secondary School, District 19, Peel

Region 5: Nick Boudreau, North Hastings High School, District 29, Hastings-Prince Edward

Category A-3—Senior, 11-12 University

Region 1: Autumn Ziebarth, Hammarskjold High School, District 6A, Thunder Bay

Region 2: Nicola George, Parry Sound High School, District 4, Near North

Region 3: Grace Sabutsch, Belle River District High School, District 9, Greater Essex

Region 4: Akira Chaita, Innisdale Secondary School, District 17, Simcoe

Region 5: Charlotte Moryto, Fellowes High School, District 28, Renfrew

Category A-4—Senior, 11-12 College/Workplace

Region 1: Brendon Shipston, Hammarskjold High School, District 6A, Thunder Bay

Region 2: Shaylynn Bain, Parry Sound High School, District 4, Near North

Region 3: Sahra Blatz, Valley Heights Secondary School, District 23, Grand Erie

Region 4: Madison Duck, South Lincoln High School, District 22, Niagara

Region 5: Danni Maxwell, Bayridge Secondary School, District 27, Limestone

Category A-5—French, 9-12

Region 2: Emma Story, Almaguin Highlands Secondary School, District 4, Near North

Region 3: Kate Foster, Galt Collegiate Institute and Vocational School, District 24, Waterloo

Region 4: Rania Rejdal, École secondaire Franco-Jeunesse, District D.32, Centre-Sud-Ouest de l'Ontario—Unité 58

Region 5: Isabelle Dufour, Vankleek Hill Collegiate Institute, District 26, Upper Canada

Creative Division

Category B-1—Visual Arts, Intermediate, 9-10

Region 1: Maya Bragnalo, Superior Collegiate and Vocational Institute, District 6A, Thunder Bay (1)

Region 2: Anna Lachine, Michipicoten High School, District 2, Algoma (2)

Region 3: Hannah Sladics, Strathroy District Collegiate Institute, District 11, Thames Valley (3)

Region 4: Calista Van Der Vleuten, Brock High School, District 13, Durham (4)

Region 5: Allaura Langford, Peterborough Alternative Continuing Education (PACE) at PCVS, District 14, Kawartha Pine Ridge

Category B-2—Visual Arts, Senior, 11-12

Region 1: Myshalla Grant, Geraldton Composite High School, District 6B, Superior North

Region 2: Katie-Lynn Biladeau, Espanola High School, District 3, Rainbow (5)

Region 3: Dylan Taylor, Glendale High School, District 11, Thames Valley (6)

Region 4: Carol Zhai, Glenforest Secondary School, District 19, Peel (7)

Region 5: Evelyn Lougheed, Kingston Collegiate and Vocational Institute, District 27, Limestone (8)

Category B-3—Digital Arts, 9-12

Region 1: Karli Wright, Geraldton Composite High School, District 6B, Superior North

Region 2: Haley Griffiths, Almaguin Highlands Secondary School, District 4, Near North

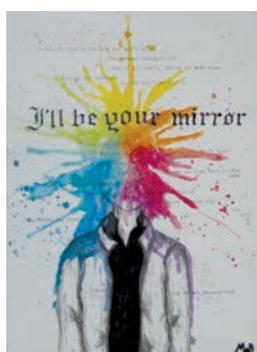
Region 3: Sarah Bauman, Matt Downs and Claire Rachar, H. B. Beal Secondary School, District 11, Thames Valley

Region 4: Soliman Ali, Harold M. Brathwaite Secondary School, District 19, Peel

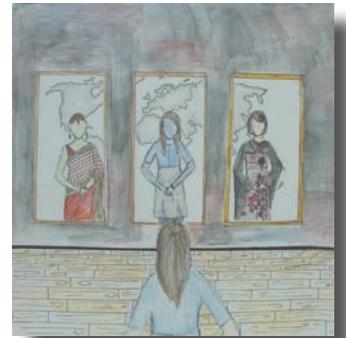
Region 4: Kirsten Rowe and Colby Koopman, Ajax High School, District 13, Durham

Region 5: Luke Belch, Centennial Secondary School, District 29, Hastings-Prince Edward. 🌐

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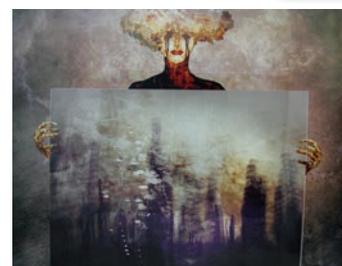
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**Time is money!
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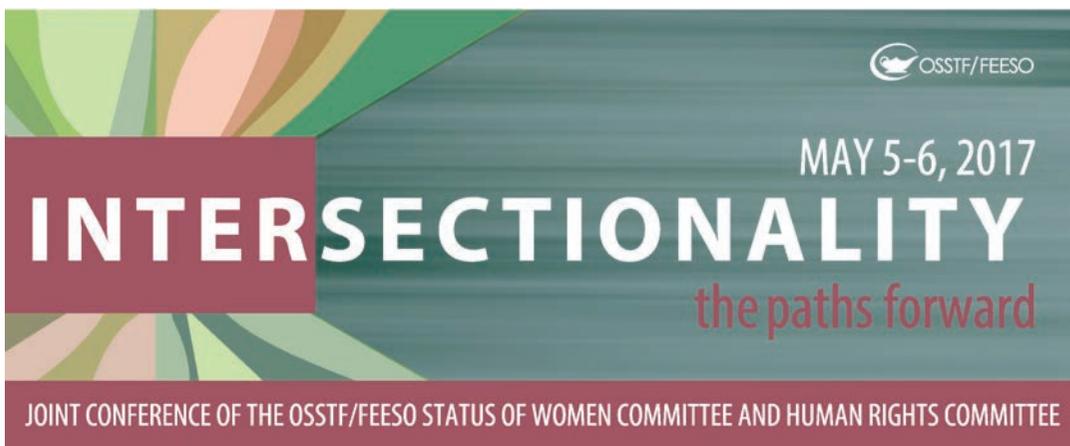
The OSSTF/FEESO Certification Department evaluates teacher academic/technical credentials and issues Certification Rating Statements for salary placement purposes.

Only it can give authoritative advice on the certification process.

Upgrading courses for use in salary placement must be approved by the department.

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