

# Update



## Changing Workplaces Review and the fight to Make it Fair

Over the summer, the Ontario Ministry of Labour released the long-awaited Interim Report from the *Changing Workplaces Review*. The report presents a range of options for changes to both the *Labour Relations Act* and the *Employment Standards Act*, all based on consultations held in cities across the province in 2015.

Throughout those consultations, the business lobby maintained a firm position that no changes to these laws were necessary. Workers, community groups and unions, on the other hand, were united and adamant that a major overhaul is required to bring both of these laws into line with the new reality that has been emerging for Ontario workers over the past several years. While a quarter of Ontario's workforce was once employed in well-paid, largely unionized industrial-sector jobs, that number is now barely 10 percent. At the same time, the proportion of service-

sector jobs—many of them part-time and poorly paid—has increased dramatically, and the laws regulating labour and employment practices are woefully inadequate when it comes to protecting the hundreds of thousands of Ontarians who are now trapped in these low-wage, precarious jobs, without the protection of a union.

Among the progressive options contemplated in the report are changes to the *Labour Relations Act* that would not only make it easier for workers to unionize, but would also strengthen the rules to ensure that newly-unionized workers are able to bargain a fair first contract. Among the changes proposed for the *Employment Standards Act* are the strengthening of regulations so that employers could no longer shift their obligations onto contractors, sub-contractors and temporary agencies, and a provision for personal leave, vacation time and sick days for all workers.

Now that the Interim Report has been issued, the Ministry is inviting feedback on the options. And because business and employer groups will undoubtedly be pressuring the government to make as few improvements as possible, it's critical that the voice of labour be loud and relentless in advocating for significant, positive change.

One way to ensure that voice is heard is to attend the Rally for Decent Work at Queen's Park on October 1, 2016, hosted by the Fight for \$15



and Fairness. Workers from around the province will be converging to deliver the same message that unions have delivered to the *Changing Workplaces Review*—that it's time for the government to step up and make the legislative changes that will ensure decent working conditions, a living wage and fairness in every workplace in Ontario.



## L'Examen portant sur l'évolution des milieux de travail et la lutte Pour que ce soit juste

Durant l'été, le ministère du Travail de l'Ontario a publié un rapport intérimaire longuement attendu de l'Examen portant sur l'évolution des milieux de travail. Le rapport présente

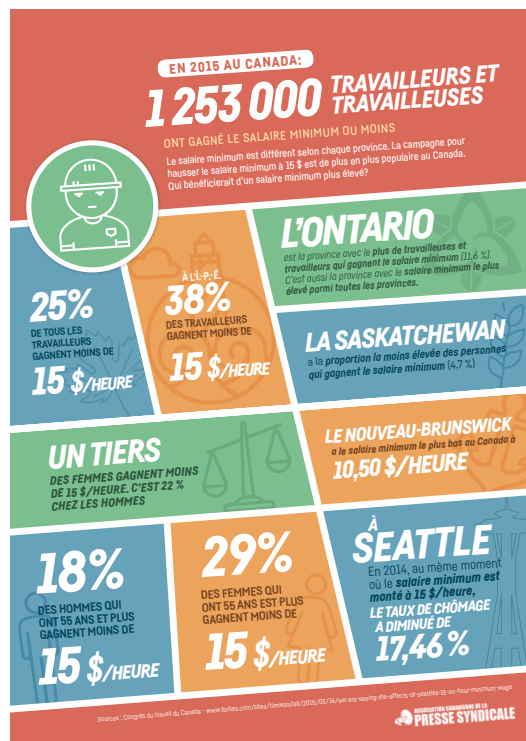
diverses options visant à modifier à la fois la *Loi sur les relations de travail* et la *Loi sur les normes d'emploi*, toutes basées sur des consultations tenues dans des villes de toute la province en 2015.

**Suite à la → page 2. L'Examen**

## Suite de la → première page L'Examen

Tout au long de ces consultations, les groupes de pression du milieu des affaires ont maintenu avec fermeté leur position selon laquelle aucune modification à ces lois n'était nécessaire. Par contre, les travailleurs, les groupes communautaires et les syndicats présentaient un front uni et maintenaient catégoriquement qu'une refonte majeure est requise afin d'aligner lesdites lois avec la nouvelle réalité qui s'est imposée aux travailleuses et aux travailleurs de l'Ontario ces dernières années. Tandis qu'il fut un temps, un quart de la main-d'œuvre de l'Ontario occupait des emplois bien rémunérés, principalement syndiqués dans le secteur industriel, ce chiffre est maintenant d'à peine dix pour cent. Au même moment, la proportion des emplois du secteur des services, plusieurs d'entre eux à temps partiel et peu payés, a augmenté de façon spectaculaire et les lois qui régissent les pratiques en matière de travail et d'emploi sont terriblement inadéquates quand il s'agit de protéger les centaines de milliers d'Ontariens qui sont à présent piégés dans ces emplois précaires à petits salaires, sans la protection d'un syndicat.

Parmi les options progressistes envisagées dans le rapport se trouvent des modifications à la Loi sur les relations de travail qui non seulement permettraient aux travailleurs de se syndiquer plus facilement, mais qui renforceraient les règles afin de s'assurer que les travailleurs nouvelle-



ment syndiqués sont en mesure de négocier une première convention collective juste. Parmi les changements proposés à la Loi sur les normes d'emploi, on trouve le renforcement des règlements de manière à ce que les employeurs ne se dégagent plus de leurs obligations en transférant leur responsabilité à des entrepreneurs, des sous-traitants et des agences de placement temporaire et une disposition pour des congés personnels, annuels et de maladie pour tous les travailleurs.

Maintenant que le Rapport intérimaire a été publié, le Ministère invite à commenter les options. Puisque les groupes d'affaires et d'employeurs exerceront sans aucun doute des pressions sur le gouvernement pour que le moins d'améliorations possible soient apportées, il est crucial que la voix du monde du travail soit forte et impitoyable à préconiser un changement positif significatif.

Un moyen de s'assurer que cette voix soit entendue est d'assister au Rassemblement pour un travail décent à Queen's Park, le 1<sup>er</sup> octobre 2016, organisé par Fight for \$15 and Fairness. Les travailleurs de toute la province convergeront dans le sens du message apporté par les syndicats à l'Examen portant sur l'évolution des milieux de travail, à savoir qu'il est temps que le gouvernement intensifie ses efforts pour apporter les modifications législatives qui assureront des conditions de travail décentes, un salaire minimum vital et l'équité dans chaque lieu de travail en Ontario.

**Rassemblement  
pour un travail  
décent à  
Queen's Park, le  
1<sup>er</sup> octobre 2016**

# Delivering community power

How Canada Post can be the hub of our next economy

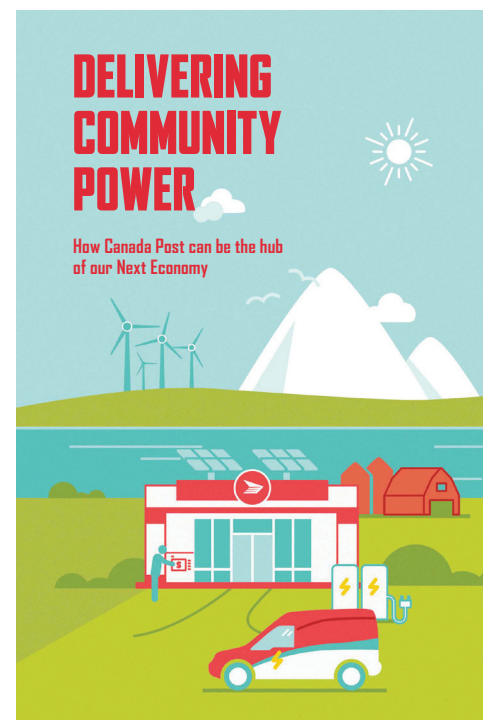
Many think of Canada Post as simply a place to mail a package, buy stamps or pick up the latest commemorative coin. What if we reimagined our postal service to be more—much more?

What if this cherished national institution, with its vast physical infrastructure and millions of daily human interactions, could offer us something completely different? What if the post office could play a central role in helping to build our next economy—an economy that is more stable and less polluting?

That is exactly what community activists around the country are proposing with their campaign "Delivering Community Power." They want us to imagine a renewable-powered postal fleet that connects farms to dinner tables, and door to door mail carriers expanding their role in strengthening social fabric. Why not repurpose post offices as hubs for green innovation, connecting local businesses and customers? And why not initiate a postal banking service, providing small towns and low-income communities with financial services?

OSSTF/FEESO thinks this campaign is a great idea and is encouraging our members to play a role in their local communities. For an excellent overview of the campaign and suggestions on how to get involved, go to [deliveringcommunitypower.ca](http://deliveringcommunitypower.ca)

Remember, the post office can deliver it!



## Update

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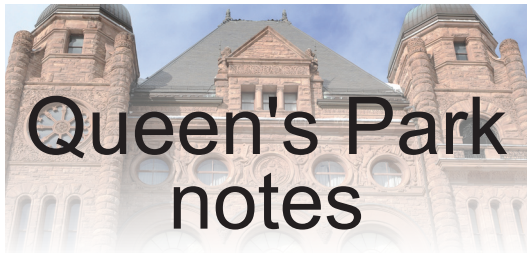
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# Queen's Park notes

## Wynne Liberals suffer major by-election loss

**W**ith a provincial general election still almost two years away, it would be easy to accept a number of reasons for the recent stinging defeat, by a margin of 10 per cent to the opposition Conservatives, of the Wynne Liberals in the Scarborough—Rouge River by-election, including: by-elections have lower voter turnouts and only the angry come out to vote; by-elections give voters a chance to warn the government without any consequences; the governing Liberals ran a relative unknown candidate against the Conservative candidate who has been a popular 25-year municipal politician; the Liberal Tamil-Canadian candidate and the NDP Tamil-Canadian candidate split the large Tamil-Canadian vote to allow the Conservative candidate to come up the middle; voters don't know Conservative leader Patrick Brown's real agenda yet.

All these reasons or any combination of them is plausible, but they all ignore the fact that this riding, and its mildly different formations since 1985, has always voted Liberal, by fairly comfortable margins, at both the federal and provincial levels. The only previous exception was when the federal Liberal Party suffered its humiliating 2011 federal election debacle.

For the Conservatives, this victory validates Brown's organizational outreach to ethnic communities and his ability to attract high profile local candidates. But his head-spinning reversals on the sex-ed curriculum has to be very worrying to his Conservative caucus and party supporters. If Brown continues on this reckless path with other issues, it will feed into an impression that he will say anything to win and is a man devoid of substance. That will undermine his electoral prospects even before the 2018 general election.

For the NDP, despite the third-place finish in the by-election, the results are encouraging as they only trailed the Liberals by one per cent of the vote. And in light of an opinion poll prior to by-election day showing them with the support of only 7 per cent of decided voters, their 28 per cent result surprised many pundits and supporters. If NDP Leader Andrea Horwath can articulate some bold policy initiatives, and if voters become wary of Brown as the alternative to Wynne, Horwath could conceivably replicate the NDP's surprise victory of 1990.

For Wynne, the by-election rebuke has had an immediate impact. She was compelled to quickly acknowledge that the decisive defeat gave her

"cause to reflect." Less than a week later, she prorogued the Ontario Legislature, without causing any loss of sitting days, in order to reconvene with a fresh Throne Speech. She has now pledged to refocus government on "everyday issues" facing voters. But, Wynne's predicament is that her weak public opinion approval ratings of 16 per cent and disapproval ratings of 72 per cent add to her government's perilous journey to the next general election.

Whether voters have tired of the 13-year Liberal reign or of the "activist centre" Premier, the next two by-elections in the coming months, especially in the Liberal stronghold of Ottawa—Vanier, will bring greater focus on her leadership. If Wynne's Liberals were to lose the Ottawa—Vanier riding, which has been Liberal both federally and provincially since 1971, Wynne may have to seriously reflect on her political future. ☁

## Bill 132

**A**s part of the "it's never okay" plan released in March 2015 by the provincial government, Bill 132 became law on September 8, 2016.

The legislation strengthens provisions in the *Occupational Health and Safety Act* (OHSA) and puts enhanced responsibilities on employers for programs regarding harassment, duties with regards to protections from harassment, and ensuring workers are provided with information and instruction with respect to the contents of the policy and programs.

A key change is that Ministry of Labour (MOL) Inspectors will now have the authority to order an employer to undertake, and pay for, an investigation by an impartial third party.

Finally, due to the increasing rate of reports of sexual violence and harassment raised at post-secondary institutions, the *Ministry of Training Colleges and Universities Act* (MTCU) will also be amended to ensure that each institution:

1. Has a sexual violence policy as per the regulation
2. Includes student input into the policy and at each time it is reviewed or amended
3. Reviews the policy at least every three years
4. Reports to the Minister on—the number of times support services are accessed, programs to promote awareness, the number of incidents and complaints of sexual violence and the implementation and effectiveness of the policy
5. Makes an annual report of the items listed in number four to the Board of Governors

Please contact Jane Ste. Marie or Norm Westbury at Provincial Office if you require further information regarding the implementation of Bill 132 by your employer. ☁

## Take back the night

**A**lthough most sexual assault assailants are known to the victim, every woman has had her heart-beat quicken when she hears footsteps behind her on a walk through her own neighbourhood after dark. And at the moment, the familiar streets between the bus stop or the subway station and her home become dimly lit caverns of shadows. As she hears those footsteps behind her, she does the calculations in her mind: How far is home? Can she run in these shoes? Is anyone around she could call for help? Does she have anything in her purse she could use to defend herself? She might laugh nervously at the sudden motion of a cat that always makes her think someone is going to jump out at her. And she wishes silently that she didn't walk her neighbourhood afraid.

She is not alone in her fear.

One in four North American women will be sexually assaulted in their lifetime. For vulnerable women—those under 17, disabled or indigent—that number climbs to 83 per cent.

Starting as a grassroots, feminist movement "TAKE BACK THE NIGHT" has grown worldwide as the one night women walk in protest of sexualized violence against women. At events across Ontario on Friday, September 16, women will gather to walk in solidarity with their sisters. To walk and not run. ☁

### THINGS THAT CAUSE RAPE

DRINKING

CLOTHING

WALKING ALONE

FLIRTING

RAPISTS

# New minister, new opportunities?

**T**his past spring, the editorial in the final issue of *Update* for 2015–2016 pointed out some of the shortcomings of the Wynne government over the previous two years, particularly with regard to the Education portfolio. There were rumours at the time of an imminent cabinet shuffle, and we were compelled to make the point that something more than a mere shuffle was required—that it was time, in fact, for the Premier to “hit the reset button” on the Ministry of Education and overhaul the Ministry’s disposition toward Ontario’s schools, teachers, support staff and, ultimately, students.

That cabinet shuffle came on June 13, and saw Liz Sandals replaced with a new Minister of Education, Mitzie Hunter.

Not surprisingly, things have been relatively quiet around Queen’s Park over the summer, and we’ve had very little indication as to how Hunter will be approaching her new portfolio, or whether she has any concrete plans for positive changes.

We are, of course, hoping that Hunter’s appointment will give us an opportunity to nurture a more cooperative and constructive relationship. But a key component of that relationship will need to be a recognition on the part of the Minister that improved labour relations in Ontario’s education system will be almost impossible to achieve without a wholesale change in the attitudes and tactics displayed by several local school boards, and in the disposition of the boards’ umbrella organizations.

The participation—and the obstinance—of the Ontario Public School Boards’ Association (OPSBA) and the Council of Trustees’ Associations (CTA) at the teacher and support staff central bargaining tables were the primary reasons that both of those central deals required well over a year of bargaining before they were achieved. And the fact that so many local agreements were not reached until the well into the summer of 2016, almost two years after those deals had expired, is a clear indication of the number of district school boards obsessively focused on stripping our agreements of long-standing protections and well-established rights.

When school boards and their representative organizations insist on approaching the collective bargaining process as nothing more than an opportunity to advance their radical management rights agenda, then no one is well served—not our members, not students and not the citizens of Ontario.



If Minister Hunter wants to usher in a new era of respectful and productive labour relations in Ontario’s publicly funded education system, then she will need to understand that

OPSBA, the CTA, and a number of very problematic school boards in this province will need to be reined in before the next round of bargaining begins.

## Request for teaching resources on the history and value of labour in Canada

**O**SSTF/FEESO is looking for proposals for practical, stand-alone, progressive, classroom-ready unit plans of 3-5 lessons in length on the history and value of labour in Canada. Topics such as, but not limited to, parental leave, workers’ compensation, pay equity, same-sex rights, violence in the workplace or, more specific to education, the 1997 political protest or Bill 115 Charter Challenge will be considered.

Active members are invited to submit topic proposals by Friday, October 21, 2016. The proposals selected by OSSTF/FEESO will then need to be developed by the member(s), according to a template that will be provided by the Federation, and submitted by the end of January 2017.

Upon completion, OSSTF/FEESO will pay an honourarium of \$1,000 per published unit to the member(s) who submitted it. This will give OSSTF/FEESO the publishing rights to the unit.

These units must consist of field-tested, original material that has not been previously published or adapted from existing published material.

Your topic proposal must include the following: the name and contact information of the active member(s) submitting the proposal; the title of the labour history unit; a 200 word executive summary which describes briefly the unit and the course name and code to which it applies; a brief description of how and when the unit was field tested and how successful it was; and a letter of reference from an OSSTF/FEESO colleague confirming the unit’s success and describing its impact on students.

For more information, contact your district office or look for the proposal submission form and complete guidelines under *mysstf* in the member protected area of the provincial website (DBU010). If you have any questions, please contact Peter Bates ([peter.bates@osstf.ca](mailto:peter.bates@osstf.ca)) or Suzette Clark ([suzette.clark@osstf.ca](mailto:suzette.clark@osstf.ca)) at the provincial office. The deadline for proposal submissions is Friday, October 21, 2016.



# Call for writers/presenters for First Nations, Métis, Inuit workshop

OSSTF/FEESO is looking for members to form a team of writers to develop a workshop that will better educate our membership about First Nations, Métis and Inuit (FNMI) culture and history, as well as to understand the impact and legacy of the Indian Residential School system. The development of this workshop was approved at the 2016 Annual Meeting of the Provincial Assembly (AMPA) as part of the Annual Action Plan.


It also represents OSSTF/FEESO's contribution to following through on some of the recommendations from the Truth and Reconciliation Commission, specifically to better educate workers about FNMI issues.

Application forms have been sent to local presidents and are available to all members in the *myOSSTF* section of the provincial website. We are looking for members who:

- Have a strong knowledge and background in FNMI history, knowledge and culture
- Can secure time release
- Have experience in writing curriculum and workshop materials
- Have experience in presenting workshops

Interested members should submit the complete application form as well as two letters of reference to Gary Fenn at Provincial Office no later than 4:00 p.m. on Friday, September 30.

In addition, some members of the writing team may be asked to become presenters for this workshop in future years.

For more information, please contact Gary Fenn at Provincial Office. 

## New Member Workgroup

In 2011, the Provincial Executive approved the creation of a New Member Engagement Workgroup, and we are currently looking for eight new members. If you have five years or less experience with OSSTF/FEESO, we want you to apply! The workgroup meets up to four times per year, and all costs associated with being a member of the workgroup are covered by provincial office. To apply, please send your letter of application along with:

- Your name, worksite, position and non-employer email and contact numbers
- The number of years you've been a member
- Your employer and OSSTF/FEESO district number
- Your experience or involvement with OSSTF/FEESO, including work on new member initiatives

Workgroup members must be able to secure time release from their employer.

In the past, the workgroup has created content for the provincial website, provided input on social media communications and prepared and organized a New Members conference. The deadline for applications is October 21, 2016. Please forward all applications to Tracey Marshall at [tracey.marshall@osstf.ca](mailto:tracey.marshall@osstf.ca). 

ing and mobilization;

- develop a deeper understanding of priority human rights issues that strengthen the labour movement;
- increase digital culture literacy and skills in order to maximize outreach to members and potential members in a changing environment; and
- break down silos and expand networks from within and with non-traditional allies.



**LIVE THE CHANGE**

As well, the first ever *National Young Workers' Summit: Building Young Workers' Power* will take place at the Shaw Conference Centre October 23–25, 2016.

Young workers face precarious work, income inequality, climate change and other challenges unique to their generation. Young Workers' Summit 2016 will bring together hundreds of young workers and activists from across the country and from many different unions to address these issues. The CLC defines young workers as age 30 and younger, but they welcome anyone defined as a young worker by their union. Members of OSSTF/FEESO who are in their first five years with the Federation and are 35 or under are welcome to participate in this summit.

The registration fee for each of these conferences is \$350. The CLC is offering a special rebate of \$75 for delegates registering for both *Rise Up!* and the Young Workers' Summit. Space will be limited and registration will close on October 20, 2016 or sooner, if maximum registration is reached.

To register for the Young Workers' Summit, go to [www.yws2016.ca](http://www.yws2016.ca). To register for the *Rise Up!* CLC Human Rights Conference, go to [www.riseup2016.ca](http://www.riseup2016.ca).

Districts may access Account #2015 for provincial funding for members to attend either of these conferences.



## CLC Rise Up! conference and Youth Workers' Summit

The Canadian Labour Congress is hosting two conferences in Ottawa in October.

The second *Rise Up!* CLC Human Rights Conference will take place October 20–23, 2016 at the Shaw Conference Centre in Ottawa.

*Rise Up!* will bring together Aboriginal workers, workers of colour, workers with disabilities, LGBT workers, women, and young workers from across the country to share organizing strategies that build and grow an inclusive movement;

- develop and strengthen skills for political and membership engagement for organiz-

## Federation Family Education Fund



2016–2017 recipients

Each year, ten awards valued at \$1500 are presented to children of OSSTF/FEESO members who will be pursuing their first post-secondary diploma/degree at a college, university or apprenticeship program of their choice. The Federation Family Education Funds are awarded through a lottery process.

OSSTF/FEESO is proud to celebrate the ongoing learning of these students and to contribute to their academic pursuits. We wish them continued success with their future studies. Congratulations to the 2016 Federation Family Education Fund recipients:

- Arnold Bylund
- Sophie Lapensee
- Sydney Graham
- William LePage
- Emily Harrison
- Nathaniel Marshall
- Shane Hickman
- Nicklaus Stubbington
- Sophia Lamon
- Benjamin Swan

## OSSTF/FEESO supports life-long learning

Every year OSSTF/FEESO offers fellowships and grants to members to assist them with their educational endeavours. The following are the 2016 recipients.

David Gordon, District 13, Durham—TBU, has been awarded the J.W. Ansley Grant for Educational Research. This grant assists members carrying out research projects of a practical nature which are currently topical and whose results will primarily benefit the classroom practitioner and/or educational programs or curriculum.

The recipient of the S. Hunter Henry Grant is Yvonne Bristow, District 12, Toronto—PSSP. The S. Hunter Henry Grant assists members in their full-time studies at a university of their choice.

Steven McKibbin, District 25, Ottawa—Carleton—ESP, is this year's recipient of the I.M. Brick Robb Fellowship which assists members with doctoral studies on a full-time basis at a university of their choice.

Jennifer Dustin, District 21, Hamilton—Wentworth PSSP, has been awarded the Dr. S.G.B. Robinson Travelling Grant; a grant that allows members to travel for the purpose of serving education.

OSSTF/FEESO congratulates all of the applicants and wishes them success in their studies. Application forms and other criteria concerning these fellowships and grants, which are administered by the OSSTF/FEESO Educational Services Committee, will be available at [www.osstf.on.ca/awards](http://www.osstf.on.ca/awards) in early October. The deadline for applications for 2016–2017 is April 1, 2017. Please direct your questions regarding these fellowships and grants to Rob Dubyk at the Provincial Office at: 416.751.8300 or 1.800.267.7867 or email [rob.dubyk@osstf.ca](mailto:rob.dubyk@osstf.ca).

## Educators Financial launches financial literacy initiative

At Leadership 2016, Educators Financial Group—a company owned by OSSTF/FEESO and mandated to provide financial services specifically geared to Ontario's education community—launched a unique new initiative called the *Financial Kickstart Challenge*.

The initiative was developed in response to a growing need for education workers, and younger education workers in particular, to learn more about financial planning, budgeting, investing and borrowing.

"Our dedication to the education community not only translates into educator-specific advice, but also into a deep commitment to helping improve financial literacy," said Chuck Hamilton, President and CEO of Educators Financial Group.

The *Financial Kickstart Challenge* was devised with the specific challenges of the education community in mind. Participants take approximately two minutes to complete an online self-assessment questionnaire. The short survey assesses the participants' financial habits and behaviours, and helps determine where they should begin to focus to enhance their financial literacy. Based on information gleaned from the survey, participants are provided with support in the form of relevant financial literacy information, which is made available via the web or by email.

With 41 years serving Ontario's education community, Educators Financial Group is uniquely experienced with the financial circumstances of education workers, such as how education-sector pensions work, or the challenges faced by newer teachers who are struggling to find full-time work. Drawing on that experience, Educators Financial is able to provide pertinent information that's written from an educator-specific perspective, and tailored to both the broader challenges faced by education workers and the specific needs of individual participants in the *Financial Kickstart Challenge*.

OSSTF/FEESO members can participate in the *Financial Kickstart Challenge* by completing the brief questionnaire at [www.educatorskickstart.ca](http://www.educatorskickstart.ca).

# Education pays off.

Want to get ahead?

Take the Financial Kickstart Challenge today at [educatorskickstart.ca](http://educatorskickstart.ca)





## Leadership training 2016

Over 400 local Federation leaders converged in Ottawa in mid-August for Leadership 2016, this year's edition of OSSTF/FEESO's annual training conference. Designed to help local leaders and activists improve service to members, and to bring them up-to-date on current issues in education, the Leadership conference was organized by OSSTF/FEESO Vice-Presidents Harvey Bischof and Cindy Dubué, with the assistance of Provincial Office staff.

Training began with a full day of sessions for 24 first-year Bargaining Unit presidents, followed by two and a half days of workshops for all delegates.


President Paul Elliott opened the conference with an address that updated delegates on recent issues concerning public education and bargaining, and laid out some of the Federation's priorities for the upcoming school year. He noted that, a full year after a central agreement had been reached, there were still teacher Bargaining Units that did not have local deals with their school boards.

Pointing out that these boards have shown very little will to negotiate fair deals in the new two-tiered bargaining environment, Elliott said that the failure to have full agreements in place with these boards was "...unprecedented, and simply not acceptable."

The president went on to review some of the issues that continue to challenge members of OSSTF/FEESO, including violence in the workplace, a lack of transparency in university funding, health and safety concerns and problems with the implementation of the Early Learning Program, to name a few. Elliott also highlighted the importance of our Charter challenge victory on Bill 115, not just for our own members, but for the broader labour movement.

Delegates also had the opportunity to hear from two keynote speakers. Ontario Ombudsman Paul Dubé talked about his newly expanded role dealing with complaints concerning school

boards, and the deputy general secretary of the South African Democratic Teachers Association (SADTU), Nkosana Dolopi, reflected on the strong relationship between his union and OSSTF/FEESO over the past decade. He also updated delegates on both the progressive changes his members have seen in South Africa, and the challenges that they continue to face.

Local leaders had a choice of over 50 workshops on a wide range of topics, including communications strategies, political activism, supporting members in difficulty, issues of common concern, social justice, collective bargaining, and many others. 

## Formation du leadership 2016

À la mi-août, plus de 400 dirigeants locaux de la Fédération se sont réunis à Ottawa dans le cadre du Leadership 2016, l'édition de cette année de la conférence de formation annuelle d'OSSTF/FEESO. Conçue pour aider les dirigeants locaux et les activistes à améliorer les services rendus aux membres et pour les mettre au courant des enjeux actuels en éducation, la conférence du Leadership était organisée par Harvey Bischof et Cindy Dubué, vice-présidences d'OSSTF/FEESO, avec l'aide du personnel du Bureau provincial.

La formation a débuté par une journée complète de séances à l'intention de 24 nouvelles présidences d'unités de négociation, suivie de deux jours et demi d'ateliers pour tous


les délégués.

La conférence s'est ouverte sur le discours de Paul Elliott, président, informant les délégués des récents enjeux concernant l'éducation publique et les négociations et définissant certaines des priorités de la Fédération pour l'année scolaire à venir. Il a fait remarquer qu'une année entière après qu'une entente centrale avait été conclue des unités de négociation du personnel enseignant n'avaient toujours pas de conventions collectives locales avec leurs conseils scolaires.

Soulignant que ces conseils avaient montré très peu de volonté à négocier des ententes justes dans le cadre du contexte de négociation à deux paliers, Paul Elliott a indiqué que l'échec à avoir des ententes complètes en place avec ces conseils scolaires était «... du jamais vu et totalement inacceptable».

Le président a poursuivi en passant en revue certains problèmes auxquels continuent d'être confrontés les membres d'OSSTF/FEESO, y compris la violence en milieu de travail, un manque de transparence dans le financement des universités, des préoccupations en matière de santé et de sécurité et dans la mise en œuvre du Programme d'apprentissage des jeunes enfants, pour n'en citer que quelques-uns. Paul Elliott a également souligné l'importance de notre victoire dans la contestation de la *Loi 115*, pas seulement pour nos propres membres, mais pour le mouvement syndical dans son ensemble.

Les délégués ont également eu l'occasion d'entendre deux conférenciers principaux. Paul Dubé, ombudsman de l'Ontario, a parlé de son rôle nouvellement élargi où il traite des plaintes concernant les conseils scolaires. Nkosana Dolopi, secrétaire général adjoint du Syndicat des enseignants de l'Afrique du Sud démocratique (SADTU), a évoqué la relation solide entre son syndicat et OSSTF/FEESO, au cours de la dernière décennie. Il a également mis au courant les délégués des changements progressistes en Afrique du Sud dont ses membres ont été témoins et des défis qu'ils doivent continuer de relever.

Les dirigeants locaux pouvaient choisir parmi plus de 50 ateliers, sur un large éventail de sujets, dont les stratégies de communication, l'activisme politique, le soutien aux membres en difficulté, des causes communes, la justice sociale, la négociation collective et bien d'autres. 



# Mental health matters... More than ever!

**C**onversations about mental health are happening every day. There is growing awareness about depression and anxiety because of campaigns like Bell—Let's Talk. Important events such as World Suicide Prevention Day provide information about a subject that still causes discomfort for many. Startling statistics challenge us—forcing us to be mindful of the importance of addressing mental health concerns.

Reputable groups such as the World Health Organization try to help us comprehend the reality of suicide, with estimates that over 800,000 people die by suicide each year. That's one person every 40 seconds. And up to 25 times as many people make a suicide attempt. The numbers are alarming. In Ontario, CAMH reported that "more than 230,000 Ontario adults contemplated suicide in 2013." In June 2016, Woodstock became another community rocked by the impact of youth suicide.

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**Kids Help Phone**

Kids Help Phone just released the findings of their report on the well-being of teens in Canada. We learned the harsh reality that "approximately one-in-five teens (22 per cent) report that they seriously considered suicide in the last 12 months." Almost half of these teens also reported

they had a plan—meaning they had given consideration to how, when and where they would attempt suicide. The research also found that girls are twice as likely as boys to have seriously considered suicide.

With over a quarter of those young people reporting they experienced violence either at home or at school, it is clear that there is much work still to be done. So what can be done?


OSSTF/FEESO offers a number of PD workshops that are designed to enhance the understanding of critical issues such as bullying, harassment and mental health. Resources offered by the Canadian Mental Health Association can be accessed in many communities. Suicide prevention training is being offered more widely.

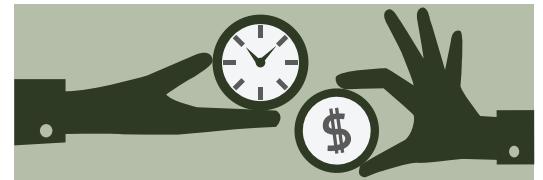
Together we must continue to connect and communicate about these important issues. Most importantly, we must act. 

## Mike Foulds elected OTF president

**M**ike Foulds (District 7, Bluewater) is now the 73rd president of the Ontario Teachers' Federation (OTF). He was elected by the OTF board of governors at the Federation's annual meeting in Toronto on August 23.

Foulds has been active in OSSTF/FEESO since 2004, and has served as OTF governor since 2009. He has been a secondary teacher with the Bluewater District School Board since 2001.

"OTF has an important role to play in Ontario's education system," states Foulds. "OTF provides a unified voice for teachers and safeguards the Ontario Teachers' Pension Plan as a partner in the Plan." 



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