

# Update

2017–2018 • VOL. 45 NO. 4

## OCT FEE INCREASE IS DEFEATED

**A**t the December 7, 2017 meeting of the Governing Council of the Ontario College of Teachers (OCT), the Council's Finance Committee proposed a budget for 2018 that included a 20 per cent increase in member fees. That would have meant an annual fee increase of \$28 for every member. In the days leading up to the Council meeting, the OCT had confirmed that it planned to allocate \$16 of the proposed increase to paying off the mortgage on its downtown Toronto office building, and use the remaining \$12 to balance the College's budget.

In response to the proposed fee hike, 38 teacher and occasional teacher Bargaining Units, representing 33,771 OSSTF/FEESO members, passed formal motions opposing the OCT fee hike. OSSTF/FEESO President Harvey Bischof also sent a letter to the OCT Council Chair expressing the Federation's unequivocal opposition to any consideration by the OCT

Council of another membership fee increase. Bischof pointed out that this latest proposed increase was coming on the heels of three successive fee hikes, and would represent a 48 per cent increase in members' fees since 2012. He asserted that the OCT's rationale that the 2018 increase was required to pay off the College's mortgage was unacceptable to OSSTF/FEESO members.

OSSTF/FEESO representatives, including members of the Provincial Executive and Provincial Office staff, attended the Council meeting on behalf of the membership. Chris Cowley, President of the Ontario Teachers' Federation (OTF), presented a deputation on behalf of OTF and its four affiliates. Cowley declared that a 20 per cent fee increase is not acceptable to any teacher in Ontario, and even less acceptable to teachers whose work is precarious. He pointed out that although teachers had been given no say in the matter, they were about to be burdened with

the cost of the College's desire to pay down its mortgage, and this, he said, would serve only to alienate the membership.

After considerable debate, the budget motion that included the \$28 membership fee increase was defeated. Following a short break, the Finance Committee presented a revised budget that contained no membership fee increase, and that budget was passed by the council.

OSSTF/FEESO has repeatedly expressed concerns that the OCT uses the fees it collects from members to expand the scope of its mandate as a regulatory body. While we have been successful in fending off an unnecessary fee increase for the coming year, OSSTF/FEESO will continue to monitor the OCT's activities and advocate to defend the best interests of Federation members. 

## ÉCHEC DE L'OEEEO À AUGMENTER LES COTISATIONS

**A** la réunion du 7 décembre 2017 du Conseil de gouvernance de l'Ordre des enseignantes et des enseignants de l'Ontario (OEEEO), le Comité des finances du Conseil a proposé un budget pour 2018 qui incluait une majoration de 20 pour cent des cotisations des membres. Ceci se serait traduit par une hausse de 28 \$ de la cotisation annuelle de chaque membre. Quelques jours

avant la réunion du Conseil, l'OEEEO avait confirmé son intention d'allouer 16 \$ de la hausse proposée à rembourser dans sa totalité l'hypothèque de son immeuble de bureaux du centre-ville de Toronto et de se servir des 12 \$ restant afin d'équilibrer le budget de l'Ordre.

En réaction à cette proposition d'augmenter les cotisations, 38 unités du personnel enseignant/enseignant suppléant, représentant 33 771 membres d'OSSTF/FEESO, ont adopté des résolutions officielles s'opposant à l'augmentation des cotisations à l'OEEEO. Harvey Bischof, président d'OSSTF/FEESO, a également envoyé une lettre à la présidente du Conseil de l'OEEEO exprimant l'opposition sans équivoque de la Fédération à ce que le Conseil de l'Ordre envisage une autre hausse des cotisations de ces membres. Harvey Bischof a fait remarquer que cette récente proposition

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d'augmentation suivait de très près trois hausses consécutives des cotisations et qu'elle équivaldrait à une majoration de 48 pour cent des cotisations des membres depuis 2012. Il a affirmé que le raisonnement de l'OEEO selon lequel la hausse de 2018 était nécessaire pour acquitter l'hypothèque de l'Ordre était inacceptable pour les membres d'OSSTF/FEESO.

Des représentants d'OSSTF/FEESO, dont des membres de l'Exécutif provincial et du personnel du Bureau provincial, ont assisté à la réunion du Conseil au nom des membres. Chris Cowley, président de la Fédération des enseignantes et des enseignants de l'Ontario (OTF/FEO), a présenté une délégation au nom d'OTF/FEO et de ses quatre affiliés. Il a souligné l'aberration d'une majoration de 20 pour cent pour n'importe quel enseignant de l'Ontario, une hausse encore plus inadmissible pour les enseignants qui ont un emploi précaire. Il a fait remarquer que tandis que les enseignants n'avaient pas eu leur mot à dire

sur la question, ils étaient sur le point d'avoir à supporter le fardeau du remboursement du prêt hypothécaire souhaité par l'Ordre et qu'à son avis ceci servirait uniquement à aliéner les membres.

Après avoir été longuement débattue, la résolution du budget contenant la hausse de 28 \$ des cotisations des membres a été défaite. Après une courte pause, le Comité des finances a présenté un budget révisé sans augmentation des cotisations et ce budget a été adopté par le conseil. À maintes reprises, OSSTF/FEESO a manifesté sa préoccupation concernant le fait que l'OEEO se sert des cotisations qu'il perçoit des membres pour élargir la portée de son mandat au-delà de son rôle d'organisme de réglementation. Bien que nous ayons réussi à repousser une hausse inutile des cotisations pour l'année à venir, OSSTF/FEESO continuera de surveiller les activités de l'OEEO et de plaider en faveur des intérêts des membres de la Fédération. 🌐

cent income tax cut for the middle class; a 75 per cent refund of child care expenses; a further 12 per cent cut in hydro bills; a ten-year, \$1.9-billion commitment to mental health; and a new *Trust, Integrity and Accountability Act*.

Brown's glossy 78-page policy handbook contains promises for almost every potential voting bloc in Ontario. Notably, Brown makes few tangible promises to the public education sector. Brown's public education promises include:

- Moratorium on all school closures
- Expand financial literacy pilot program to all secondary schools
- Take concrete steps to get math scores back on track
- Appoint a task force of former teaching professionals to learn from the province's best teachers and better inform future curriculum updates
- Install exterior cameras on school buses (already part of proposed Liberal legislation)
- Allow disabled and autistic students to bring their service animals to school
- Support the establishment of a stand-alone French-language university
- Envelope Special Education funding to make sure it is spent on Special Education

Importantly, Brown makes no mention of a review of the Funding Formula or a review of the *School Boards Collective Bargaining Act*. His lack of financial commitments to improve the publicly-funded education system is glaring, but at the same time he does not discuss any drastic, negative impacts on classroom learning. Brown is certainly hoping that education workers will see his lack of overtly negative proposals as a positive contrast to previous, highly-publicized PC proposals such as Tim Hudak's 100,000 public-sector job cuts or John Tory's faith-based school funding.

It is important to note that Brown also commits to \$6 billion in spending cuts. With education being the second largest expenditure of the provincial treasury, he will be pressed to explain how a spending cut that substantial would not affect public education.

With the Liberals and NDP set to release their policy platforms, and with a desire for change in the political headwinds, the next seven months promise to create an exciting political climate. With this platform, Brown has certainly committed himself to the political centre-right, and that may be enough to sway some voters who are tired of Liberal Premier Kathleen Wynne's agenda. Now, public education workers will be looking to the NDP and its agenda to see if Andrea Horwath can offer a strong, countervailing argument to Brown as the proper agent of change. 🌐



# Update

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## Ontario PCs Unveil 2018 Election Platform

**M**ore than six months before the scheduled Ontario Provincial Election on June 7, 2018, Progressive Conservative Leader Patrick Brown surprisingly released his party's full election platform, entitled "People's Guarantee," at his party's policy convention in late November.

With this early release, it is obvious that he is doing everything possible to counter the claim that he is an empty vessel devoid of any political convictions.

Anchoring Brown's plan is his pledge that if he doesn't fulfil the five core promises articulated in the platform, he will not seek a second electoral term. His five main planks include: a 22.5 per

# COMMUNITY OUTREACH THROUGH ACCOUNT #2047

**We** know that members are more likely to attend an OSSTF/FEESO event if we link that event to a worthwhile community project. Member engagement in our community is one of OSSTF/FEESO's cornerstone values, clearly identified in our motto: "Let us not take thought for our separate interests, but let us help one another."

Account 2047, created as a result of an Annual Action Plan initiative, assists Districts and Bargaining Units in providing worthwhile events and programmes in their communities. Accessing this account, the details of which are found in the OSSTF/FEESO Financial Handbook, is simple and will provide your bargaining unit with up to \$2000 to put toward meaningful new or existing programmes or events. That assistance could include reasonable time release to organize the event. There is also swag available, so that members participating in these events can be easily identified as OSSTF/FEESO volunteers. Programmes eligible for funding would

include member involvement in a charitable organization or a similar opportunity to heighten the profile of OSSTF/FEESO. Endeavours could include arranging a team for Kids Help Phone, organizing member blood drives, participating in a tree-planting initiative in local parks, organizing a clothing drive for local shelters or providing a photo booth at a community event.

To obtain funding, the District or Bargaining Unit President must submit a plan approved by their executive, identifying the organization it is working with and the activity planned. The plan must include details about how the Bargaining Unit will publicize its members' participation in the event. OSSTF/FEESO has a proud history of giving back to our communities, and with assistance through Account #2047, your Bargaining Unit or District can continue to create positive changes for your members and in your community. If you need assistance with this application or ideas for organizing these types of events, please contact Tracey Marshall at Provincial Office. 🌐



## APPLICATIONS TO PROVINCIAL STANDING COMMITTEES AND COUNCILS, 2018-2019

**In** mid-January, the OSSTF/FEESO Provincial Council Nominations Committee invites members, who are interested in contributing to the work of the Federation by serving on a Provincial Committee or Council, to consider making an application.

Committees and Councils that are seeking members for fixed terms and/or one year co-options include:

- Certification Council
- Collective Bargaining Committee
- Comité des services en langue française
- Communications/Political Action Committee
- Educational Services Committee
- Finance Committee
- Health and Safety/Workplace Safety and Insurance Act Committee
- Human Rights Committee
- Parliamentary / Constitution Council
- Status of Women Committee

On the Provincial Council page of the provincial website ([www.osstf.on.ca/pc](http://www.osstf.on.ca/pc)), you will find several background documents that you may find helpful. Applications can be submitted online by accessing the application form on the Provincial Council page, which will require you to login to the website.

If you have not activated your account on the provincial website, you can do so by clicking the *Register Now* link. If you have any difficulties activating your account or logging into the system, please contact Membership Database at Provincial Office (phone 416.751.8300 or 1.800.267.7867, email [membership-database@osstf.ca](mailto:membership-database@osstf.ca)). If you encounter any issues with the online application form, please send an email to [webhelp@osstf.ca](mailto:webhelp@osstf.ca).

On-time applications must be submitted by March 1. 🌐

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# TOWARD A BETTER UNDERSTANDING OF HARASSMENT AND GENDER- BASED VIOLENCE

**B**roken, devastated, unable to sleep or eat, crying at the drop of a hat, hating myself, angry. These are comments from people who have faced gender-based violence and harassment. The now famous social media #MeToo, started originally in 2007 to let sex abuse survivors know that they are not alone, was used in 1.7 million tweets and twelve million Facebook posts and comments in a 24 hour period in October 2017. The catalyst was the avalanche of stories that began to come out of Hollywood, calling attention to the long-accepted pervasiveness of harassment and gender-based violence in the entertainment industry. With this momentum, victims and their allies were called to take firm action against men in positions of authority who were preying on those over whom they had power. The #MeToo movement proclaims that to stay silent when you witness gender-based violence is not only unacceptable, but is now seen by most as a form of complicity with the perpetrators.

Something is happening in society. An overwhelming number of women are standing up and voicing outrage toward perpetrators of harassment and gender violence. In those numbers there is mutual comfort and support for the victims, and momentum that has sustained the movement past the quick sound bite world of social media. Instead, we continue to see high profile consequences and a growing push to challenge complacency and confront the biases of patriarchal hierarchy. But this is just a beginning of what still must be done to bring about change—true change in our individual behaviours, in our ideas and belief systems, and in our laws—so that women are safe in their workplaces. We must continue to do this work so that the lasting legacy of these 2017 “silence breakers” is a world in which it does not require an extraordinary act of courage for a woman to raise the issue of harassment, because she knows she will be taken seriously and that proper supports will be in place.

OSSTF/FEESO is already responding to the issue of gender-based violence and has been in the process of developing a survey for early 2018. Participants will be asked to help us build



on these conversations within our own workplaces and our organization. The purpose of our survey, as outlined in the 2017–2018 Annual Action Plan, is to gather data on the issue of workplace sexual violence, assault, and harassment.

The data collected may be used to develop a comprehensive strategy for leaders and members, and may also be used to create a plan to help OSSTF/FEESO keep members safer at work. Within our own organization, we hope that the survey results will also tell us what changes, if

any, OSSTF/FEESO will need to make to ensure that our own functions and events are inclusive and safe for everyone.

The planned survey is part OSSTF/FEESO's ongoing equity work. Building on the information gathered through past equity initiatives, such as the 2016 Member Participation Survey, the results of the gender-violence and harassment survey will help us to better understand and respond to issues that affect all of the Federation's equity-seeking members. 



**STATUS OF WOMEN**

**Continue the discussion!**

Status of Women Committee Regionals coming soon.

May 4–5, 2018.

Great Wolf Lodge, Niagara Falls.

## LIFE AS A NEW MEMBER



**A**s someone raised by parents who were business owners, I had no exposure to unions. To me, unions were nothing more than organizations that protect lazy workers and organize strikes to disrupt services. I have since realized that I had a very distorted understanding of unions and what they do for their members.

With less than three years of experience with OSSTF/FEESO, I felt confused about what it meant to be a union member. I was eager to make a difference by addressing all the things I was sure I wouldn't like about the union, but I didn't know how to take that first step. My union president tapped me on the shoulder and suggested I apply to be on the New Member Engagement Advisory Work Group. It took that one tap to give me the courage and motivation to get me started, and I have been hooked ever since.

I've discovered that my union is much different than I thought. It doesn't protect lazy workers, it protects the process outlined in labour laws and collective agreements so that every worker is treated fairly. It invests in its members and their families through scholarships and bursary funds. The union lobbies the government and employers to protect the health and safety of every member, and it creates and delivers workshops for the professional and personal development of members.

I don't think many are aware of all the services their Federation offers them. The more I become involved and the more information and experience I receive, the more confidence I have, both in my workplace and in my personal life. Now, I'm very involved in my union. I represent OSSTF/FEESO as the Young Worker representative at the Canadian Labour Congress. I am also a member of the provincial New Member Engagement Advisory Workgroup, and I sit on my local executive.

All it takes is one individual to reach out to another to give them the confidence and encouragement they need to get involved in our labour movement. My future goals are to someday have a leadership role in my local union and empower people to learn more about their rights.

*/Tyler Campbell is an educational assistant in District 9, Greater Essex.*

## WOMEN'S MARCH 2018

**O**n January 21, 2017, the first full day of Donald Trump's presidency, women took to the streets, dirt roads and stony pathways all over the world to harness their power and create transformative social change. The Women's March is a movement inspired by women and led by women. The goal was to create a space for new, grassroots female activists to enter and engage in the women's movement and to take that engagement back to their local communities.

"Women's rights are human rights are women's rights" is our tenet. Today we must create space and allow the voices of our Indigenous, racialized, queer sisters, and sisters with disabilities, to lead our conversations and actions. We must teach each other about our struggles and

allow others to teach us. We must all listen to all of our voices, and move forward in ways that are meaningful and important to all of us. None of us can impose our understanding of what anyone else's feminism should look like.

Last year, marches occurred in almost every major city in Canada. Some of those marches, like the one in Toronto, had hundreds of thousands of people attending. Others, like the tiny march in Sandy Cove, Nova Scotia, was attended by 12 women and one man. This year, the Women's March will happen again in Washington, in Toronto, and in many communities around Ontario. If you cannot make it to Washington, there are many Sister Marches occurring all over the country. You can find a list of those, updated daily, here: [www.womensmarch.com/sisters](http://www.womensmarch.com/sisters).

This year, in Toronto, Women March On—Defining Our Future, will proceed on January 20 at Nathan Phillips Square, 100 Queen Street West at 12 p.m. Details coming soon at [www.facebook.com/events/312043389274448](http://www.facebook.com/events/312043389274448).



TORONTO, CANADA - January 21st, 2017: Toronto Women's March. A protest march in Toronto in solidarity with the women's march in Washington DC. Photo credit: By Shawn Goldberg



[osstfupdate.ca](http://osstfupdate.ca)

# HEALTH AND SAFETY INFORMATION BULLETIN—LEAD IN THE DRINKING WATER

Since 2007, the *Ontario Safe Water Drinking Act* (Reg. 243/07 Schools, Private Schools and Day Nurseries) has required school boards to flush the cold water plumbing on a daily or weekly basis, maintain flushing logs, take annual water samples, and report drinking water test results to the Ministry of Environment and Climate Change (MOECC). Some of these results were recently posted on the Ministry website and have attracted media attention.

The Ministry of Education has written a memo to Directors of Education stating, “As part of our ongoing commitment to transparency, the Ministry of Education expects parents and guardians are to be made aware in a timely manner of all situations where a lead exceedance has been detected in the drinking water of a school or child care centre, and how the exceedance will be addressed.”

On July 1, 2017, the regulation was amended to require all school boards to take a water sample from every tap used for consumption and food preparation and from all fountains used by children under the age of 18. This phased-in sampling of all required sample points will be completed by the January 1, 2022 deadline.

The Ontario drinking water quality standard, based on the National Health Canada guideline, is 10 micrograms per litre. Lead is a naturally occurring toxic heavy metal with a number of applications. Lead in drinking water is likely dissolved from the solder used in older plumbing. Even small amounts of lead can be harmful, especially to infants, young children and pregnant women. Long term exposure to lower levels of lead may cause developmental delays and other deficits. If you are concerned about lead exposure, your doctor can conduct a simple blood test to measure your blood lead level.

You can view this *Information Bulletin*, and many others, on the OSSTF/FEESO provincial website. 



# THE FUTURE WILL BE GREEN WITH OSSTF/FEESO

For OSSTF/FEESO members, the next two years will be marked with a series of important celebrations. We have just observed the 20-year anniversary of one of the most significant political actions in the history of OSSTF/FEESO and honoured the courage of our educational team, who stood up to the repressive policies of Mike Harris during the political protest of 1997. As well, we are less than a year away from celebrating the 100 years that the OSSTF/FEESO has been in existence.

Add to the list another important birthday, with the Environmental Advisory Work Group marking a full 10 years since its inception. In 2008, a small group of committed OSSTF/FEESO members, representing a cross section of geographic Bargaining Units, came together and started to fulfill their mandate of providing advice and support to our union as we forged a collective path towards a “greener” OSSTF/FEESO.

Besides playing an advisory role for the Provincial Executive, the group has also spearheaded several environmentally supportive tasks, such as establishing an account to fund environmental initiatives, producing numerous reports including *Greening our Union* and the *AMPA Green Suite Manual*, and authoring various government submissions. We have joined or advised a variety of other organizations, submitted suggestions to the Annual Action Plan and created reports for AMPA, along with dozens of related motions.

Much of this work has been innovative and ground-breaking, and many of the ideas and suggestions that the Work Group has championed have now become fairly mainstream. As an example, the Mobile Drive apiary was established almost seven years ago, at a time when the crisis facing our bee population was just becoming known. Now, urban hives and bee-friendly activi-

ties are widespread among our Districts.

Local Bargaining Units have joined the effort by using one of many financial accounts created because of recommendations from the Work Group. When they use the Environmental Initiatives Account (2065), Climate Change Initiatives (2071), or apply for the funds that OSSTF/FEESO dedicated to ensure that AMPA is carbon-neutral, local leaders can purchase materials to help reduce their ecological footprint at their office or to provide speakers or workshops with the goal of ensuring resources for our members to address climate change and become more environmentally friendly.

In the last decade, OSSTF/FEESO has embraced our responsibilities as stewards of the environment and we have become a leader in the movement to green our union. This work has been enhanced by the creative and innovative actions being pursued in each district across this province with the support and guidance of the Environmental Advisory Work Group.

Together we have come a long way.

*/Glen Hodgson is a teacher and is the president of District 4, Near North Teachers and Occasional BUs. He also sits on the Environmental Work Group.* 



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# ALGOMA UNIVERSITY SUPPORT STAFF GET A DEAL

**T**he Algoma University Support Staff Bargaining Unit, members of District 35, Universities, ratified a new collective agreement on December 6. The agreement had been reached on November 30 after four months of bargaining with the university.

With Ontario continuing to rank dead last among Canadian provinces in per-student funding for universities, a familiar pattern has emerged over the past several years in university support staff bargaining, with university administrations looking to offset costs and cut expenditures through concessions. That pattern continued in the recent round of bargaining at Algoma University, with the employer proposing weakened job security language, reductions in hours for some members, and measures that would see an entire job class contracted out.

The OSSTF/FEESO bargaining team, however, was not only able to stave off those proposals, but also managed to bargain modest job security improvements in the university's ESL program, where precarious work for instructors has been an ongoing issue.

The two-year deal also includes a 1.5 per cent salary increase in each year of the agreement. The new contract will be in effect until July 2019. 

André Lécuyer Award  
Award of Merit  
Bob Brooks Award  
Comité des services  
en langue française Award  
Communication Award  
Environmental Award  
Honorary Membership  
James Forster Human Rights Award

Which members  
should we recognize  
and celebrate this year?

## OSSTF/FEESO AWARDS OF RECOGNITION FOR MEMBERS

The nomination process is outlined on our **Awards of Recognition for Members** web page ([bit.ly/2ysppve](http://bit.ly/2ysppve)). There are various deadlines that you should be aware of – with a January 31 deadline for the majority of the awards.



Jennifer MacLean Health and Safety Award  
John McNeil Award  
Kelly Ann McKenzie Award  
Nancy Warrener Award  
Norm Snyder Award  
Political Action Award  
in honour of Wendell Fulton and Larry French  
Provincial Executive Award  
Liz Barkley Status of Women Award

## MEMBER HONOURED WITH DRAW THE LINE AWARD

**C**ongratulations to Micky Renders (District 14, Kawartha Pine Ridge), who was among the first recipients of the White Ribbon Campaign's Draw the Line Sexual Violence Prevention Leadership Awards for the education sector. The Draw the Line Awards recognize "the exceptional sexual violence prevention efforts of school community members."

Renders was honoured for her work as an art teacher with the Peterborough Alternative and Continuing Education program. The citation for her award states, "Micky embraces community-based art projects as a prevention tool. She encourages her students, many of whom are marginalized youth and young adults, to use art as a means of breaking the silence around trauma and sexual violence."

White Ribbon, founded in 1991, is a movement of men and boys working to end violence against women and girls, and to promote gender equity, healthy relationships and a new vision of masculinity. The annual White Ribbon Campaign asks men to wear white ribbons as a sign of their pledge to never commit, condone or remain silent about violence against women and girls.

Renders received the award at "Drawing the Line on Sexual Violence," a White Ribbon event in Toronto, on November 29. 



# OPSEU COLLEGE FACULTY TO LAUNCH CHARTER CHALLENGE

The Ontario government has once again resorted to back-to-work legislation to end a strike in the province's education sector. On Sunday, November 19, after sitting through the weekend, the Liberal majority, supported by the Progressive Conservatives, passed legislation ending a five-week strike by Ontario Public Service Employees Union (OPSEU) College Faculty members. Classes at the province's 24 colleges resumed two days later.

The government's move to legislate an end to the strike came after the College Employer Council forced a vote on its "final offer" to the union. The forced vote, which took place on November 16, is a one-time option under Ontario's *Colleges Collective Bargaining Act*. The union's members overwhelmingly rejected the offer, with 86 per cent voting against it.

The legislation called for the union and the College Employer Council to attempt to reach a

new collective agreement through a mediation/arbitration process.

Just days after the legislation was passed, OPSEU announced that it will launch a challenge under the Canadian Charter of Rights and Freedoms, Section 2 (d). In announcing the challenge, OPSEU President Warren (Smokey) Thomas said, "In the case of the colleges, the provincial government had the power to direct the employer to make the moves necessary to bargain a settlement. The government chose legislation instead. They trampled on the right to collective bargaining when they clearly had other choices."

The mediation/arbitration process imposed by the back-to-work legislation unfolded over several days in mid-December and resulted in an arbitrator's decision on December 20. OPSEU said the decision provided improved provisions for staffing, seniority and academic freedom.

Beyond the outcome of mediation/arbitration and the eventual resolution of the Charter challenge, the strike itself was significant in that it focused largely on the colleges' increasing reliance on short-term, part-time faculty appointments. More than 70 per cent of college faculty, in fact, rely on those short-term, part-time jobs. For many, the union's strong show of solidarity throughout the five-week strike represents a positive turning-point in the movement against precarious work. ☺



OPSEU on strike: Photos courtesy of CALM.ca



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Only it can give authoritative advice on the certification process.

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

**Don't wait! Re-evaluate!**

**Go to the Certification Quick Link at [osstf.on.ca](http://osstf.on.ca)**



# Update

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Lancement de notre **NOUVEAU**



OSSTF/FEESO est fier de lancer un nouveau Programme provincial de mentorat en matière d'égalité conçu pour appuyer les membres des Groupes à la recherche d'égalité qui souhaitent accroître leur participation au sein du leadership de la Fédération. C'est peut-être pour vous. Pour de plus amples renseignements, visitez [www.osstf.on.ca/equity](http://www.osstf.on.ca/equity)