



## On-Time Report

To: Provincial Council  
From: The Provincial Executives

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### COMMUNICATIONS/POLITICAL ACTION

**1. Bill 157 - An Act to Amend the Education Act (Keeping Our Kids Safe at School Act)**

[Appendix A](#)

Bill 157 received royal assent on June 5, 2009. OSSTF/FEESO provided input to the related policy and program memorandums, and several changes were made to reflect our early input and concerns. PPM 144 and 145 have been finalized, and copies are included in **appendix A**. Board level training took place during the week of October 19<sup>th</sup>; workplace training will follow and is to be completed by November 30. Boards should be providing training to all employees. This legislation is set to take effect February 1, 2010.

**2. Bill 168 - Occupational Health and Safety Amendment Act (Violence and Harassment in the Workplace) 2009**

Bill 168 passed first reading on April 20, 2009. OSSTF/FEESO has lobbied on two fronts for this legislation: individually and in conjunction with the Ontario Federation of Labour.

OSSTF/FEESO representatives attended a meeting on August 10, 2009 where we were informed that the government is considering not incorporating a violence regulation in the Act. As well, there appears to be a lack of coordination between Bill 157, P/PMs 144 and 145 and the spirit and language of Bill 168.

We are investigating the status of the Bill and if there is a change of position by the government, we will implement the lobbying campaign we prepared prior the introduction of the Act. OSSTF/FEESO is also continuing our lobby in conjunction with the OFL.

Second reading of Bill 168 commenced Monday October 5<sup>th</sup>. OSSTF/FEESO will be asking local leaders to provide us with examples of workplace violence to assist us in our lobby campaign for action on Bill 168. Public consultations have not yet been scheduled.

**3. Emergency Briefing on Bill 175 - The Ontario Labour Mobility Act**

[Appendix B](#)

An invitation was received from the OFL inviting OSSTF/FEESO to participate in a high-level briefing regarding the implications of Bill 175 - An Act to enhance labour mobility between

Ontario and other Canadian provinces and territories. The meeting took place on Tuesday, October 13th at the OFL offices, and Craig Brockwell and Jane Ste. Marie attended the meeting on behalf of OSSTF/FEESO. Steven Shrybman from Sack, Goldblatt Mitchell, attended the meeting to provide an overview of the Bill, and a copy of his initial analysis of Bill 175 is included in **appendix B**.

The OFL and its labour affiliates, along with CUPE, have characterized this legislation as a “race to the bottom” in regard to trade credentials and the consequential lowering of wages in the trades and other sectors of the economy.

In almost all trades, Ontario’s academic requirements, hours needed in the apprenticeship/trade and number of component skill sets within the trade certification, are the highest of all provinces in Canada.

Consequently, it is Labour’s fear that if Bill 175 is passed, it will dictate that the lowest standards would become “The” Canadian standard for all trades. The further consequence would then be a lowering of wages and safety standards here in the province.

The Act could have grave implications for labour adjustment programs in Ontario. Shrybman also raises concerns regarding the non-residency component for certification standards. As well, financial sanctions imposed on colleges for non-compliance are significant.

The introduction of this bill could be characterized as political payback for increased federal transfers to Ontario (McGuinty’s fight for fairness). The federal government has been actively trying to convince all provinces to soften their borders to labour for some time. For both these reasons, it may be unlikely that the legislation will go away without tremendous political pressure.

OSSTF/FEESO would be challenged to adopt this same characterization of a “race to the bottom”. Our teacher training is considered at the bottom (one year training compared to two years in other jurisdictions). As well, a preliminary investigation in the training of Child and Youth Workers and Educational Assistants leaves our members somewhere in the middle of the pack.

OSSTF/FEESO will be making a written submission to the Standing Committee on Social Policy regarding Bill 175 at the appropriate time.

#### **4. Bill 177 - Student Achievement and School Board Governance Act, 2009**

In September, OSSTF/FEESO documented our concerns with Bill 177 through our written submission to the provincial interest regulation consultation paper. OSSTF/FEESO also released a media statement calling upon the government to delay final reading of Bill 177 and to move to real public consultation on the legislation and its impact upon school board governance, student achievement, and credit integrity. The Ministry of Education responded to public pressure and scheduled public hearings for October 26<sup>th</sup> and 27<sup>th</sup>. OSSTF/FEESO requested

standing at these hearings and made a presentation on October 26<sup>th</sup>. A copy of our submission has been posted on the OSSTF/FEESO website.

**5. Bill 183, Ontario College of Trades and Apprenticeship Act, 2009**

*Appendix C*

OSSTF/FEESO made a presentation to the Standing Committee on Justice Policy on Bill 183 on September 24. Our submission was included in the September Provincial Council materials and is posted on our website, and an in-depth analysis of the Bill was included in the on-time report of the Provincial Executive to June Council.

While OSSTF/FEESO does not oppose the creation of a College of Trades, our position on the activities of such a College is that its mandate should be limited to making recommendations to the Ministry regarding:

- applications for compulsory status;
- legislative enforcement of trade regulations;
- issues arising from Provincial Advisory Committees including trades training, ratios, wages and reporting requirements;
- the promotion of trades as a viable and equally important alternative to college or university

The OSSTF/FEESO paper also speaks to issues regarding the duplication of services with other colleges, governance representation, and some gaps identified in the bill.

Attached in **appendix C** is correspondence received from Irene Harris, OFL Secretary-Treasurer, which provides a one-page notice to employers and unions regarding Bill 183, Ontario College of Trades and Apprenticeship Act, 2009. The notice provides a list of all the jobs affected by this legislation.

Bill 183 passed Third Reading on Tuesday, October 27<sup>th</sup>, and will receive Royal Assent. The vote passed with support from both the Liberals and the NDP.

**6. Bill 202, Education Statute Law Amendment Act (Electronic Sexual Material), 2009**

The Bill was introduced by Gerry Martiniuk, MPP, Cambridge on Wednesday, September 16<sup>th</sup>. Martiniuk opened debate by stating, “The industry estimates that only 35% of our schools and libraries in Ontario filter pornography on their computers. This bill would make it mandatory that the use of filtering pornography systems be installed for all computers in schools and libraries in Ontario.”

The Bill amends the *Education Act* to require every school board to ensure that every school of the board has in place technology measures on all of the school's computers to which a person under the age of 18 years has access. The technology measures must do the following:

1. They must block access on the Internet to any material, including written material, pictures and recordings, that is obscene or sexually explicit or that constitutes child pornography.

2. They must block access to any form of electronic communication, including electronic mail and chat rooms, if the communication could reasonably be expected to contain any material, including written material, pictures and recordings, that is obscene or sexually explicit or that constitutes child pornography.
3. They must block access to any site on the Internet or to any form of electronic communication, including electronic mail and chat rooms, if the school has not authorized users of the computers to access the site or the communication or if the site or the communication could reasonably be expected to contain material that includes personal information about a person under the age of 18 years.

A school is required to have a policy on who are authorized to use its computers to which a person under the age of 18 years has access and to monitor the use that persons under the age of 18 years make of those computers.

Public Libraries Act - The Bill amends the *Public Libraries Act* to make amendments that are similar to those that the Bill makes to the Education Act, except that the duties of a school board are those of a board with respect to every library under its jurisdiction and the duties of a school are those of a public library.

Potential Impact on OSSTF/FEESO:

This legislation carries a price for school boards that could potentially be substantial. Where this money will come from or from which budget line will the money come from may have a tremendous impact on the availability of monies for future contracts.

The discussion around what is pornography as well as the question of censorship will certainly enter the debate and OSSTF/FEESO may have to be prepared to take a stand on these questions if asked by either the media or government.

The Bill passed second reading on October 1<sup>st</sup> and was referred to the Standing Committee on Regulations and Private Bills.

OSSTF/FEESO will continue to monitor the progress of this Bill.

## **7. Fall Economic Statement**

On October 22nd Dwight Duncan, Ontario's Minister of Finance, announced a projected deficit of \$24.7 billion. In the fall economic statement, Minister Duncan stated, "Today we are launching the development of a long-term strategic plan to ensure the sustainability of our public services", Duncan added. "Sustaining these priorities will require careful management of resources to ensure we move forward in a steady, affordable way." It appears from the statement made on October 22nd that the Ontario Government will be consulting with the public sector and all Ontarians in developing a strategy to deal with the deficit in time for the 2010 spring budget. OSSTF/FEESO will continue to pay close attention to the Governments direction in addressing this large deficit.

## **8. Ministry of Education – Speak Up Project**

The government will once again be providing grants of up to \$1,500 to support Speak Up projects. There are two categories of projects that students can apply for – school culture projects and classroom culture projects.

This initiative is part of the Student Voice project designed for students in grades 7 – 12 who feel disengaged from their school or community. More information regarding the Speak Up initiative is available online at [www.Ontario.ca/SpeakUp](http://www.Ontario.ca/SpeakUp).

## **9. Premier’s Awards for Teaching Excellence**

The Ontario Government has launched its fourth year of the Premier’s Awards for Teaching Excellence to recognize outstanding teachers and education support staff who motivate, support and inspire Ontario’s students across the province.

Award categories include:

- Teacher of the Year
- New Teacher of the Year
- Excellent Support Staff
- Excellence in Leadership
- Lifetime Achievement
- Team of the Year

Since the awards were launched in 2006-07, more than 3,000 nominations have been received and over 50 educators and support staff have been recognized—many of whom have been OSSTF/FEESO members. The deadline for applications is February 1, 2010.

Nomination information can be downloaded from the Ministry website at:

<http://www.edu.gov.on.ca/teachingawards/howtonominate.html>

## **10. Full Day Learning for Four and Five-Year-Olds**

### **Appendix D**

On Tuesday, October 27<sup>th</sup>, the government announced that Ontario will start phasing in full day learning for four- and five-year-olds next fall. Up to 35,000 kindergarten students across Ontario will be enrolled in full-day learning in September 2010. The goal is to have the program for four- and five-year-olds fully implemented in all schools by 2015-16.

Four- and five-year olds will learn under the guidance of a teacher and an early childhood educator. Parents may also enrol their child for extended hours for a fee, before and after regular school hours. Subsidies will be available, based on need, for families who need help with the cost of extended day programming, before and after school hours. Registered early childhood educators will help children learn and grow during the extended program before and after school.

This year, school boards will recommend sites. In the new year, school boards will know which schools will start the early learning program in September 2010.

There will be approximately 26 kids in a class with one teacher and one early childhood educator under the new program. That means more individual attention over a full day than students get now over a half day.

Included in **appendix D** is a letter to Education Stakeholders from Minister of Education, Kathleen Wynne, and Minister of Children and Youth Services, Laurel Broten, outlining how the program will look. Also included in **appendix D** is the government's media release and backgrounder issued just before the announcement was webcast live.

OSSTF/FEESO issued a media release in response to this announcement congratulating the Premier for moving forward with implementing full-day early learning for four- and five-year-olds, and for the early learning team approach that will see a teacher and an early childhood educator working together to help students learn and grow. A copy of our media release is included in **appendix D**.

#### **11. Ontario Liberal Party Annual General Meeting**

The Ontario Liberal Party held their Annual General Meeting in Windsor on Friday, October 30<sup>th</sup> to Sunday, November 1<sup>st</sup> at the Caesar's Windsor Casino. OSSTF/FEESO members who are also Ontario Liberal Party members were invited to attend this event, with funding of up to \$500 (with receipts) being made available to OSSTF/FEESO delegates to the convention. Prior approval via District motion was required to be eligible for the funding.

The Ontario Teachers' Federation and its affiliates hosted a Hospitality Suite on Friday night.

#### **12. School Information Finder (SIF) Website**

##### Appendix E

As reported at September Provincial Council, The Ministry of Education scheduled four half-day roundtable discussions, each focused on a specific aspect of the School Information Finder. The roundtable dates and discussion topics are set as follows:

##### October 6, 2009

- Results of research with parents.
- How information about publicly funded schools is presented in other provinces and internationally.
- The purpose of the School Information Finder and the broader context and goals of the tool.

##### October 14, 2009

- Types of demographic data that can and should be made available on the tool.

##### October 20, 2009

- Types of student achievement data that can and should be available on the tool.
- Additional information about schools that can and should be made available on the tool

##### October 28, 2009

- How to present information on the tool in a constructive way to provide more context about school communities and achievement, and to increase public confidence in our public education system.

OSSTF/FEESO coordinated a conference call on October 13 to attempt to synchronize a strong opposition to the demographic component of the website. There is still unified opposition to the demographic component, however; the government has made it very clear that the website will not be removed.

After several questions were raised, it was apparent that the intent of the website is to provide parents with the ability to compare schools (schools with similar demographics) and this will pressure school boards to raise achievement levels.

Following the conference call, the parent association representatives agreed to send a letter to the Minister of Education clarifying that the website was not developed solely at the request of parents, nor was its primary purpose to improve parents' engagement in education. Attached in **appendix E** is a copy of the letter sent from the following parent organizations: People for Education, The Ontario Association of Parents in Catholic Education, the Ontario Federation of Home and School Associations, and Parents Partenaires en Education.

Because of the input from the stakeholders at the October 20<sup>th</sup> SIF Roundtable Meeting, the October 28<sup>th</sup> roundtable meeting was cancelled.

The stakeholders challenged the Ministry to develop several prototypes of the website highlighting the types of information that could be featured as a result of the discussions.

### 13. Sunshine on Schools Ontario Website

#### Appendix F

Attached in **appendix F** is a media release issued by the Society for Quality Education announcing the launch of their new interactive website called Sunshine on Schools. They are promoting the website as a tool to provide the public with facts so they can decide if their tax dollars are being wisely spent by school boards.

Visitors to the Sunshine on Schools Ontario site will be able to compare, at one time, up to five school boards' data in a variety of items such as enrolment, class sizes, school board debt, and academic achievement. The site can be found at [www.sunshineonschools.ca](http://www.sunshineonschools.ca)

OSSTF/FEESO has issued the attached media release in response to this website (see **appendix F**). Our media release was obviously noticed by SQE, as they posted the attached response (also found in **appendix F**) on the "School for Thought" section of their website on Monday, October 5<sup>th</sup>.

Also included in **appendix F** is Moira MacDonald's Toronto Sun article regarding the Sunshine on Schools website.

#### 14. Common Threads 4

The fourth Common Threads resource is ready, and distribution to each of our districts is well underway. The resource is entirely digital and includes 280 pages of resource material, lesson plans, Power Points and SMART board activities. It also contains a 24 minute DVD, which introduces the topics covered in the written material.

The resource materials were taken to district council or teachers' bargaining unit council meeting in every district. A letter to Branch Presidents accompanied the resource materials. The letter informs the branch representative that each school is being provided four copies of the resource. Our preference is that two of these copies remain in the school library and that two may circulate through the appropriate department.

An advertisement for Common Threads 4 will appear in the upcoming issue of *Education Forum* letting members know that this resource is available in their schools. The material can be downloaded from our website by going to [commonthreads.ca](http://commonthreads.ca). Once our complimentary distribution is complete, additional copies can be purchased from the federation store.

OSSTF/FEESO has strived to make this 280-page resource appropriate for a variety of subject areas including geography, civics, family studies, politics and art. We realize that four copies for an entire school has limitations, therefore, reproduction of the document is permitted with acknowledgement to OSSTF/FEESO.

We ask for Councillors' help in publicizing the existence of this material amongst your members. The resource has been designed by Federation members with the support of the Ryerson University Centre for Studies in Food Security.

Please note that a training workshop is available by members of the Common Threads team and additional copies are available for purchase through our provincial office. Please contact Domenic Bellissimo at ([bellisd@osstf.on.ca](mailto:bellisd@osstf.on.ca)) or 1.800.267.7867 for any in-service requirements and go to the federation store on the web site to order additional copies at a cost of \$20.00.

#### 15. Communications/Political Action Award Deadlines

Please be reminded of the fast approaching deadlines for the following Communications and Political Action awards:

##### Amie Award

To qualify for the award, three issues of the district or bargaining unit newsletter, published between January 1, 2009 and December 31, 2009, must arrive at Provincial Office no later than January 10, 2010. No formal application or nomination is required. However, the editor's name must appear in each issue of the newsletter.

##### Amie Website Award

All districts and bargaining units with an active link on the OSSTF/FEESO provincial website Districts & Bargaining Units page are automatically eligible and entered each year. The 2009 award will be based on OSSTF/FEESO district or bargaining unit websites posted for the full calendar year of 2009.

Ray Connolly Award

Eligible entries must consist of a feature newspaper story or series on any aspect of education at the public secondary level. The entry should recognize the challenges that face educators, educational workers and students.

Larry French Award

To be awarded annually to a member of OSSTF/FEESO who has shown outstanding leadership in political action through support of, and work with, local unions and labour councils.

Wendell Fulton Award

This award is given to an individual OSSTF/FEESO member to recognize outstanding contribution in political action.

Nominations must be submitted to Randy Banderob at Provincial Office by January 10, 2010.

Nomination forms and further details are available on the OSSTF/FEESO website at [www.osstf.on.ca](http://www.osstf.on.ca). Please select Services, followed by Awards, Scholarships, Grants and Bursaries.

**16. Lobby Day at Queen's Park**

OSSTF/FEESO will be holding a Lobby Day at Queen's Park in Toronto on Tuesday, December 1, 2009. As part of this initiative, we will be holding an orientation and lobby workshop at the Toronto Marriott Bloor Yorkville Hotel, 90 Bloor Street East on Monday, November 30, 2009.

Staff from Provincial office will be contacting MPP's offices over the next month in order to schedule meetings during the Lobby Day. A DBU memorandum was issued asking districts to nominate representatives to participate in the Lobby Day activities.

Lobby training will begin on Monday, November 30, 2009 at the Toronto Marriott Bloor Yorkville Hotel. Provincial staff will provide an overview of the topics for the lobby, assign groups for each lobby, identify the participating MPPs, along with the meeting times, and review the day's logistics. Subsequent to this session, a lobby workshop will be held. The actual lobby meetings with MPPs will take place on Tuesday, December 1<sup>st</sup>, 2009.

**17. People for Education Conference**

Appendix G

On November 7<sup>th</sup>, People for Education will be holding their Annual *Making Connections* conference. The conference features a keynote address by Dennis Shirley, Professor from the Lynch School of Education, Boston College. The Minister of Education, Kathleen Wynne, is also scheduled to speak in the afternoon. The brochure, agenda, and conference session descriptions are all included in **appendix G**.

Representatives from OSSTF/FEESO will be attending the Conference.

**18. Good Green Jobs for All Conference**

Appendix H



On November 7<sup>th</sup>, the Good Jobs for All Coalition and the Toronto and York Region Labour Council is holding the Good Green Jobs for All Conference. The goal is to bring together union members, environmentalists, elected representatives, community activists and youth to explore building the future economy and creating good, green jobs.

The conference will include speakers and workshops centred on such key issues as integrating social justice into the green movement; transitioning to green industry and developing campaigns to respond to the climate change crisis, support green infrastructure renewal and create green manufacturing jobs to rebuild our economy and communities. An important focus will be engaging and empowering youth to participate in the green economy.

The attached brochure (see **appendix H**) provides details regarding the location, time and agenda for the conference.

The Provincial Executive is proud to be a sponsor of this conference, which will bring together labour and community activists to work on common goals of economic development, good jobs and environmental sustainability. Although the conference takes place in Toronto, it will be of interest to members and our students from across Ontario.

#### **19. Social Justice Conference - Beyond Words: Exploring, Creating, Engaging for OSSTF/FEESO Members and Students**

##### *Appendix I*

Registration is now open for the social justice/equity conference, *Beyond Words: Exploring, Creating, Engaging*, being presented by OSSTF/FEESO, UNICEF and Harbourfront Centre on December 4, 2009 at the Harbourfront Centre in Toronto. Attached in **appendix I** is the information flyer for the event.

The conference, commemorating the 20<sup>th</sup> Anniversary of the UN Convention on the Rights of the Child, is open to OSSTF/FEESO members and to small student groups (e.g. social justice groups, global issues clubs).

Additional information and registration forms are available on-line at <http://www.osstf.on.ca/beyondwordsconference>.

The registration deadline is November 16, 2009.

#### **20. Maquila Solidarity Network - Ethical Trading Action Group**

The Ethical Trading Action Group (ETAG) is a coalition of faith, labour, student, teacher and non-governmental organizations advocating for government policies and ethical purchasing policies that promote humane labour practices and human rights. It promotes greater public access to information on where and under what conditions clothes, shoes and other consumer products are made. We have been a member of the coalition in the past and were joined on ETAG by the CLC, the CAW and the Steelworkers Humanity Fund. UNITE-HERE is also represented. The Maquila Solidarity Network (MSN) acts as the secretariat for ETAG.

The MSN was extremely helpful in our first Common Threads project on *Sweatshops and the clothes we wear*. They promote solidarity with garment workers in Mexico, Central America,

Africa and Asia to defend their rights and improve their working and living conditions. The MSN has provided numerous workshops and resource materials to our members around the province.

We have received a request to renew our financial support for these organizations. In 2008, we donated \$2,500 and this amount has been budgeted from our National/International programs line.

#### **21. Bolivian Election Observers Delegation**

OSSTF/FEESO has received correspondence from our partner union in the province of Oruro in Bolivia. These members currently host the Union Training School, which is funded in part by OSSTF/FEESO and matched by funds from CIDA. Two representatives from Bolivia joined us at AMPA in 2008.

The letter is an invitation to our Federation to be part of a delegation of international observers who will be monitoring the upcoming national elections in Bolivia in December. They are proposing a tour, which would include a visit to the Union Training School final session at the same time. The trip is proposed for December 4-10 2009.

This is an excellent opportunity for OSSTF/FEESO to strengthen our working relationship and observe their democratic process at the same time. The Provincial Executive has approved sending two representatives to observe the Bolivia National Elections in December.

#### **22. Book Lover's Ball**

The Provincial Executive has approved that OSSTF/FEESO will sponsor the Book Lover's Ball to benefit the Toronto Library Foundation. As part of its sponsorship, OSSTF/FEESO will be able display its logo, at no additional charge, on all the advertisements for the event. Unlike similar community events, the Book Lover's Ball is recognized provincially and draws authors and influential people from across the province, and provides an excellent lobbying opportunity for OSSTF/FEESO.

#### **23. Egerton Ryerson Award**

The Provincial Executive will sponsor the 2009 Egerton Ryerson Award for Contributions to Public Education through the purchase of a table for a reception to be held on November 23, 2009.

The award is administered by People for Education, and is named for the founder of Canada's public education system, a visionary leader in the campaign to ensure that every child had access to education. Egerton Ryerson believed that education should be free for all (a revolutionary thought at the time) and should educate the children of "the blacksmith and magistrate alike". This year's recipient will be The Honourable William G. Davis.

#### **24. Canadian Health Coalition**

It will be the 30th anniversary of the Canadian Health Coalition and a celebration will take place on November 17. The Provincial Executive has approved a bronze level sponsorship of \$1,000 for their fundraising dinner at the National Arts Center.

## 25. International Development and Relief Foundation (IDRF)

The IDRF is celebrating its 25<sup>th</sup> year of providing humanitarian relief around the globe. This Canadian registered organization implements projects in over 27 countries in various parts of the world. IDRF has been instrumental in not only providing funds to these projects, but also assists areas struggling for social justice and dignity for those in need worldwide.

OSSTF/FEESO has supported the work of the IDRF for more than 6 years and has approved projects through our international assistance fund. They have also worked in partnership with us during our Common Threads 2 trip to South Africa by facilitating our visit to some of their HIV/AIDS relief projects.

The Provincial Executive approved purchasing a table for \$1,000 at the IDRF gala dinner, which took place on October 17<sup>th</sup>.

## 26. Communications Audit - Ref: P.C. Minute #63 - September 25-26, 2009 Minutes

[Appendix J](#)

MOVED by Ian Tudor, seconded by Jacques Aharonian that the Provincial Executive provide a breakdown of expenses of the \$500,000 spent for the Communications Audit.

The 2008-2009 Annual Action Plan included the development of a Communications Strategy. Attached in **appendix J** is the Report on the OSSTF/FEESO Communications Audit and Strategy Development that was included in the Late Report of the Provincial Executive to February 2009 Provincial Council. Lori Foote presented the report to Council and answered questions. This report was also forwarded to AMPA 2009. Funds not spent in the identified areas have been shifted to the development of the new website. Also attached in **appendix J** is an outline of expenditures that is up to date as of October 1, 2009.

## 27. Equity Survey Work Group

The Equity Survey arose from a motion at AMPA 2007 that directed the Provincial Executive to create a work group “to design a process to determine the level of participation of members who are women, people of colour, Aboriginal/First Nation, people with disabilities or members who are gay, lesbian, transgendered, bi-sexual, or two-spirited”. Since then, and as approved at AMPA 2008, francophone members have been added as an equity-seeking group within the context of OSSTF/FEESO.

Last year, the work group surveyed provincial-level OSSTF/FEESO functions such as the Leadership, Collective Bargaining, CPAC, and Diversity Conferences. Provincial Committees, Councils, and AMPA were also surveyed. Summaries of the survey results have been presented to Provincial Council, AMPA 2009, and this year’s Leadership Conference.

The work group is now continuing in its three-year process of surveying and educating the membership. It has been determined that this year’s surveying of bargaining unit structure will be done through a web-based survey. The online survey will be available in both English and French. This is a cost-effective approach that maintains the same level of confidentiality that was achieved with the paper surveys. Vector Research will set up the site, tabulate and analyze the data, as they did with the paper surveys.

Additionally, the work group determined that the bargaining structures to be surveyed would be the local bargaining unit executives. Other local structures may follow. Bargaining Unit presidents have been asked to provide the email addresses of their executive members. Presidents have also been asked to make their executive members aware of the fact that their addresses will be forwarded to Vector Research for the purpose of this survey only.

Bargaining Unit executive members will receive an email from Vector with a unique pass-coded link to the survey website. This will eliminate the need for password creation for each survey respondent while ensuring confidentiality and data validity, as each respondent will only be able to complete one survey.

## **28. Honduras Mission**

Since the military coup removed President Zelaya on June 28<sup>th</sup>, the situation in Honduras has become increasingly tense. Education Unions have been leading protests in opposition to the coup, and human rights groups have been reporting serious violations of civil and human rights against these protestors, journalists, and other activists working to restore democracy to Honduras. A fragile agreement on restoring some aspects of democratic decision-making has recently been reported, and the Honduran people who have been opposing the coup are asking the international community to be present during this current period. The Provincial Executive has approved a financial contribution of \$5,500 to the Federation of Honduran Teachers' Organizations, and approved sending two representatives to Honduras as part of a delegation organized by the Hemispheric Social Alliance.

## **PROTECTIVE SERVICES**

### **29. Meeting with Education Sector Unions and Ministries re H1N1**

#### **Appendix K**

As reported at September Provincial Council, representatives from OSSTF/FEESO, AEFO, CUPE, ETFO, and OECTA attended a preliminary discussion meeting on Wednesday, September 23<sup>rd</sup> at the Delta Meadowvale Resort and Conference Centre to formulate a joint strategy for education sector unions to ensure that the risk of transmission of the H1N1 virus is minimized in our schools. A formal meeting was held on Monday, September 28, 2009, with representatives from the education sector unions and the Ministry of Education, the Ministry of Labour, and the Ministry of Health and Long-Term Care in attendance. At the September 28<sup>th</sup> meeting, it was decided that a joint TTAC and SWAG meeting would be held on October 9<sup>th</sup> to formalize a protocol if a pandemic does occur.

At the October 9<sup>th</sup> TTAC/SWAG meeting, much attention was focussed on the medically fragile. No consensus was reached on how these members will be handled. OSSTF/FEESO's position is that medically fragile members will take a standard form to the doctor and the doctor will indicate that they are medically fragile, and outline the restrictions/limitations for the member because of the risk of secondary complications. The form will be given to the employer and an immediate accommodation will occur. There will be no loss of sick days. The Boards

are not opposed in theory, but they are waiting to be told by the government that this is the procedure they will follow.

On Wednesday October 21, OSSTF/FEESO met with representatives of the Teacher Affiliates, CUPE, Directors of Education, Ontario Principals Council, Ontario Public School Boards Association, the Catholic and French Trustees Association, as well as representatives from the Ministry of Health, including Dr. Arlene King, from the Ministry of Education, including Minister Wynne, and from the Ministry of Labour. The meeting was convened to discuss issues related to the outbreak and progress of the pH1N1 (pandemic H1N1) virus and its impact on the education sector.

Dr. King gave an update on the progress of the virus and of the prevention measures and communication protocols that are in place. Most of the discussion points are contained in the attached update (see **appendix K**). Dr. King assured the representatives at the meeting that she was in regular communication with local ministry of health offices, and that they should be in daily communication with school boards and other education employers to ensure real-time information flows in both directions. Now that the vaccine has been approved, Dr. King is expecting this added layer of protection to be significant. H1N1 is the predominant strain of influenza virus this fall, and the infection rate continues to be highest in young children. The symptoms of infection continue to be a rapid onset of cough and fever, with muscle aches and runny nose as secondary symptoms. Dr. King insists that the virus is community-based and a person is no more likely to contract the virus at the workplace than in another community setting. Prevention guidelines were released in August and are still the best line of prevention.

Concern was raised that employers are taking the guidelines sent by the Ministry of Health just as guidelines, and consequently, there is no consistency in the education system in the preventative measures that have been introduced from workplace to workplace. The Ministry of Education has made the following commitments:

- The Chief Medical Officer of Health, the Ministry of Health and Long Term Care and the Ministry of Education must ensure that there is immediate, ongoing, clear and coordinated communication to the sector regarding any issues related to H1N1.
- The Chief Medical Officer of Health, the Ministry of Health and Long Term Care and the Ministry of Education must implement plans that ensure school boards comply with any directives from the government.
- The Chief Medical Officer of Health, the Ministry of Health and Long Term Care and the Ministry of Education must ensure that in school boards where more than one local health unit resides, there is an articulated and consistent plan in order to allow school boards to work with their independent local health units and comply with all government directives.

The issue of protecting pregnant and medically vulnerable employees was discussed. The Ministry of Health, in conjunction with the Ministry of Labour, will release a set of guideline for individuals and employers in relation to H1N1 and the medically vulnerable. OSSTF/FEESO continues with its position of rapid accommodation for these members. Members, who may be

at risk of secondary complications, if contracting H1N1 influenza, should contact their Doctor for specific direction.

As part of the commitment, the Ministry of Education has sent two different checklists to school boards to ensure they are taking appropriate measures to combat the spread of the virus and to protect staff and students from exposure. The pH1N1 Checklist for Boards was released to Directors of Education at each school board. As part of the checklist, the board must meet with the Joint Health and Safety Committee to review the board's pH1N1 Pandemic Plan and the Ministry of Health Guidelines. In addition, there is a pH1N1 Checklist for Schools, which will be the responsibility of the Principal or the workplace supervisor to complete. Both forms are attached in **appendix K**. The Ministry of Education will require school boards to submit their checklists to the ministry for tracking. It is important that bargaining unit representatives are consulted in completing the checklists.

A follow-up meeting will be scheduled for mid-November to assess the pH1N1 situation in the education sector.

Also provided in **appendix K** are Speaking Notes on H1N1 for OSSTF/FEESO Representatives, and H1N1 Guidelines for Elementary Secondary Schools.

### **30. Protocol for Partnerships with External Agencies**

#### *Appendix L*

As a result of the Provincial Discussion Tables (PDT) agreement, school boards are required to develop a local protocol for partnerships with external agencies. Policy/Program Memorandum #149 from the Ministry of Education was released on September 25<sup>th</sup>, 2009 (see **appendix L**). This memorandum provides direction to school boards concerning the review and/or development of a local protocol for partnerships with external agencies for the provision of services in Ontario schools by regulated health professionals, regulated social service professionals and paraprofessionals.

The boards must have their individual plans posted on their websites by January 1, 2010. OSSTF/FEESO is concerned that Child and Youth Workers (CYWs) are not named specifically in the document, but are considered part of the "other" category. We may run into issues where boards may not act to protect those members.

Impacted bargaining units have been asked to schedule meetings with their employer to develop their local protocol (also in **appendix L**). Boards with existing protocols are also required to review, in consultation with PSSP and/or ESS bargaining unit representatives, existing protocols to ensure compliance with PPM #149.

### **31. Provincial Discussion Table Review (MAC 213-09)**

#### *Appendix M*

Shortly after Provincial Framework Agreements had been reached at the provincial discussion tables, the Provincial Executive embarked on a review of the bargaining process in which OSSTF/FEESO found itself enmeshed in during the spring and fall of 2008. Initially, the Provincial Executive requested informal feedback at Collective Bargaining Committee Regional

Meetings, which were held in February. This was followed in March with the passing of the following MAC motion at AMPA:

BE IT RESOLVED THAT AMPA direct the Provincial Executive to review all processes and procedures surrounding the preparation for and utility of Provincial Discussion Tables and Provincial Framework Agreements, as it affected OSSTF bargaining provincially and at the local level. This review process will continue immediately after AMPA.

Input will continue to be sought from, but not limited to, Secretariat, the PDT Ad-Hoc Advisory Committees, the Collective Bargaining Committee, and bargaining unit leaders, such as presidents and chief negotiators.

The Collective Bargaining Committee will be assigned the task of compiling the input from the appointed members on the PDT Ad-Hoc Advisory Committees, the Collective Bargaining Committee, and all bargaining unit leaders through surveying and various discussions. The information gathered by the CBC shall be shared with the Provincial Executive during the October CBC meeting.

A preliminary report will be made by the Provincial Executive on time and in writing to November Provincial Council with a final report and proposed recommendations to January Provincial Council.

To begin the process of collecting and compiling the input, the Collective Bargaining Committee created a survey for distribution, attached as **appendix M**. The survey was distributed on October 15<sup>th</sup> to all Bargaining Unit Presidents and Chief Negotiators with a request that responses be returned by October 23<sup>rd</sup>. Attached as **appendix M** is a copy of the provincial results received so far from Support Staff Presidents/Chief Negotiators, Teacher/Occasional Teacher Presidents/Chief Negotiators and the Collective Bargaining Committee.

Although the survey results may be limited, there are clear trends or indicators from the results, some of which are:

- To advise a provincial bargaining team in the next round an advisory body other than existing groups should be established
- The level of information provided by the Provincial Executive to local leaders and number of special meetings appeared to be “sufficient”.
- Any endorsement of a Provincial Framework Agreement should be endorsed or ratified by the bargaining unit presidents and not the membership.
- It appears that most local top priorities were addressed in this round of bargaining
- When discussing future rounds of negotiations OSSTF/FEESO should promote a formalized two tier combination of bargaining or maintain the flexibility to consider two tier negotiations

Further to the data being collected through the Collective Bargaining Committee, plenary sessions were held at the Collective Bargaining Conference in April 2008. These plenary sessions were designed to gather feedback and comments on this round of bargaining. Secretariat involved in bargaining will also be requested for feedback and comments on the Provincial Framework Agreement process and the impact on local bargaining. All of this information will be used to guide the recommendations that will be included in the final report to January Provincial Council.

## GENERAL

### 32. Lieutenant Governor's Aboriginal Summer Reading Camps

#### Appendix N

Included in **appendix N** is correspondence received from Sherry Campbell, President, Frontier College thanking OSSTF/FEESO for our continued support of the Lieutenant Governor's Aboriginal Summer Reading Camps. Also included in **appendix N** is a flyer, which provides highlights from the 2009 summer camps.

### 33. Aboriginal Education Workgroup

The 2009 /2010, OSSTF/FEESO Annual Action Plan includes the creation of an Aboriginal Education Workgroup. The terms of reference are...

*"To further develop our work in the area of Aboriginal Education, the Provincial Executive is proposing the creation of a small workgroup, made up primarily of three of our First Nations members and a representative of the Provincial Executive along with a representative from the Human Rights committee. The workgroup will have a mandate that includes the following:*

- *Establish a respectful dialogue with members of the First Nations parent community;*
- *Share the work we are currently doing both within OSSTF/FEESO and the broader educational community;*
- *Solicit suggestions of what more our federation can do to improve the outcome of Aboriginal students; and*
- *To hear their suggestion on how we can best educate our members about the challenges being faced by the First Nations communities.*

*The workgroup will report back to the Human Rights Committee and the Professional Development Funding Workgroup on their recommendations."*

D/BU #48 included a posting for worksite locations seeking applications from interested First Nations, Inuit, or Métis members to this workgroup. The deadline for application to this workgroup (to Domenic Bellissimo at the Provincial Office) is Monday November 16<sup>th</sup>.

### 34. Ontario Federation of Labour Biennial Convention

#### Appendix O

As reported at September Provincial Council, the Ontario Federation of Labour Biennial Convention will take place on November 23-27, 2009 at the Toronto Sheraton Centre Hotel. A DBU memorandum was issued in September asking local leaders to have their delegates send in

the registration forms to participate in the Convention. OSSTF/FEESO has registered 57 delegates to the Convention.

The deadline for submitting resolutions for the Convention was Monday, October 26<sup>th</sup>. The Provincial Executive approved submitting six resolutions dealing with the following topics:

- Condemn use of socio-economic status to compare schools
- Support democratic and responsible local school boards
- Call for implementation of the Dr. Charles Pascal Report
- Build for 2010 Municipal and School Board Elections
- Support Equal Pay Coalition Campaign
- Support for Legal Challenges on Pay Equity

The full motions are included in **appendix O**.

### **35. Educators Financial Group (EFG) Advisory Group**

In June of 2009, Educators Financial Group made a presentation to the Provincial Executive outlining their strategic direction, financial performance and plans for future growth in 2010. At that meeting, a commitment was made by both parties to continue discussions on the coordination of efforts on the services offered by Educators, and to increase Educators' understanding of our membership. A meeting was arranged for September 8<sup>th</sup>, which included:

- OSSTF/FEESO – Paul Elliott, Vice President, Sandra Sahli, Vice President, Lori Foote, Director of Communications/Political Action and Jim Spray, Chief Financial Officer
- Educators – Marianne Taggio, CEO, Bryan Nunn, VP Sales and Marketing, Sylvie Pelletier, Director of Marketing and Pat Bellissimo, Director of Credit Services.

Numerous issues were discussed which focussed on getting to know and understand the financial needs and requirements of a diverse group working in education. In order to continue this dialogue both parties agreed to formalize the advisory group and the Provincial Executive endorsed the continuation of the group.

Another meeting was held on October 18<sup>th</sup>, and the discussion focussed not only on products and on services for individual members, but assistance that Educators may be able to provide Districts and Bargaining Units with financial needs, and specifically investment objectives. In order to assess the needs of Districts and Bargaining Units, Educators developed a short survey for locals, which was distributed at the November SCOPs.

### **36. CLC Boycotts**

[Appendix P](#)

Attached in **appendix P** is a list of CLC Boycotts listed nationally and provincially.

### **37. MAC 224 PSSP Conference**

MAC 224, passed at AMPA 2009, directs the Provincial Executive to sponsor a one day conference highlighting and promoting PSSP services. Planning is underway with a tentative

date now booked for April of 2010. The PSSP Sector Council of Presidents have struck a workgroup to assist the Provincial Executive in the planning and organizing of this conference.

### **38. Correspondence**

#### [Appendix Q](#)

Please find in **appendix Q** the following correspondence:

- a. Letter from Melissa DeMers, Kids Help Phone, thanking OSSTF/FEESO for our donation and continued support to Kids Help Phone.
- b. Letter from Corinne Wolsey, OFHSA, thanking OSSTF/FEESO for our membership and support in the Ontario Federation of Home and School Association Inc.