

# Update

pre-AMPA issue



## Violence in the workplace task force

**I**n December 2016, OSSTF/FEESO established a Violence in the Workplace Task Force to consider the issues related to workplace violence and the most effective way to advocate for and achieve the protection of members. Too many members have been seriously injured due to preventable incidents of workplace violence, and our newly created internal task force hopes that, with the help of grassroots members, local leaders and local Health and Safety Officers, the risks can be reduced and controlled in the future. The task force has developed a working document that contains a variety of approaches to deal with workplace violence from its root causes to its short and long-term effects. The key component of the initiatives in the working document is to ensure that members know that their concerns about being safe in the workplace are heard, and that real action is being taken to address those concerns. The working document was shared with all local leaders at the January 27, 2017 meeting of Provincial Council.

The strategy calls for a multi-pronged approach to addressing violence in the workplace including but not limited to:


- Informing members of the task force initiatives.
- Listening and talking directly with grassroots members and leaders at the local level regarding local violent incidents and reporting processes through in-person interviews that are conducted at the District level, beginning in February 2017.
- Making resources available to local leaders and members by posting them on the OSSTF/FEESO provincial website.
- Notifying appropriate government and em-

ployer representatives of OSSTF/FEESO's on-going initiatives and our expectations.

- Designating workplace violence the focus for OSSTF/FEESO's Lobby Day at Queen's Park on March 29, 2017.
- Creating a social media awareness and education campaign directed at members.
- Developing a public relations campaign regarding the need for an education specific regulation under the *Occupational Health & Safety Act*.

While a number of initiatives in the working document are already underway, the main focus for the month of February 2017 will be to conduct the first phase of in-person interviews in Districts 2, Algoma; 5A, Northern Shield; 6A, Thunder Bay; 7, Bluewater; 9, Greater Essex; 12, Toronto; 17, Simcoe; 18, Upper Grand; 22, Niagara; 33, District de l'Est and 35, Universities and Colleges. The task force's goal is to conduct in-person interviews in each District over the next few months. OSSTF/FEESO will use all of the information gathered to develop materials and talking points for lobbying government, employers and the public to ensure that all possible measures are taken to keep members safe at work. Regular updates regarding the progress of the initiatives will be provided to leaders and members through local and provincial meetings, OSSTF/FEESO communications and social media.

Violence in the Workplace materials are posted on the front page of the provincial website ([www.osstf.on.ca](http://www.osstf.on.ca)). These resources provide members with an overview of legislation, members' rights and responsibilities and examples of reporting forms and processes. OSSTF/FEESO will continue to update them and provide additional ones as required.

OSSTF/FEESO is committed to ending violence in the workplace for all our members through education and training, resources and support, and appropriate regulations and funding. Together, we can ensure that getting hurt is not part of anyone's job. 

## Mirror Mirror

**T**his year the Provincial Office was again overwhelmed by submissions to the Student Achievement Awards in honour of Marion Drysdale. This year's theme of *Mirror Mirror* inspired students to explore the topic through prose, poetry, painting and video.

The eight provincial award winners will be officially announced at AMPA during a ceremony featuring the traditional video and will be presented with awards of \$1,000 each. For a sneak peek at the provincial winners, please read below.



Finding Peace by Allaura Langford of Peterborough Alternative Continuing Education at PCVS, provincial winner of the Intermediate Visual Arts category

In the Prose and Poetry Division, Nader Elshawish of Westminster Secondary School in London, was the winner of the Intermediate Academic category, with the short story *Amour-Propre*.

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# Groupe de travail sur la violence au travail

**En** décembre 2016, OSSTF/FEESO a créé un Groupe de travail sur la violence au travail en vue d'examiner les enjeux liés à la violence au travail et la manière la plus efficace de défendre et d'assurer la protection des membres. Beaucoup trop de membres ont été gravement blessés à la suite d'incidents évitables de violence au travail. C'est pourquoi nous espérons qu'avec notre nouveau Groupe de travail interne, l'aide des membres de la base, des dirigeants locaux et des agents locaux en santé et sécurité, les risques peuvent être réduits et contrôlés à l'avenir. Le Groupe de travail a rédigé un document de travail contenant diverses approches afin de traiter la violence au travail depuis ses causes premières jusqu'à ses effets à court et long terme. La composante clé des initiatives du document de travail est de veiller à ce que les membres sachent qu'on est à l'écoute de leurs préoccupations en matière de leur sécurité au travail et que des mesures concrètes sont prises pour y remédier. Le document de travail a


été partagé avec tous les dirigeants locaux lors de la réunion du Conseil provincial du 27 janvier 2017.

Afin de traiter la violence au travail, la stratégie prévoit une approche à plusieurs volets, y compris, mais non de façon limitative ceux qui suivent :

- Informer les membres des initiatives prises par le Groupe de travail
- Écouter et parler aux membres de la base et aux dirigeants locaux des incidents violents s'étant produits localement et des processus de signalisation par l'intermédiaire d'entrevues en personne menées dans les districts, à partir de février 2017
- Mettre les ressources à la disposition des dirigeants locaux et des membres en les affichant sur le site Web provincial d'OSSTF/FEESO
- Aviser les représentants appropriés du gouvernement et des employeurs des initiatives en cours d'OSSTF/FEESO et les avertir de nos attentes
- Nommer la violence au travail comme étant le point principal de la Journée de lobbying d'OSSTF/FEESO à Queen's Park, le 29 mars 2017
- Créer une campagne de sensibilisation et d'information sur les médias sociaux ciblant les membres
- Mettre sur pied une campagne de relations publiques concernant la nécessité qu'il y ait un règlement propre à l'éducation en vertu de la *Loi sur la santé et la sécurité au travail*.

Tandis que certaines initiatives du document de travail sont déjà en cours, la priorité pour le mois de février 2017 sera de mener la première phase des entrevues en personne dans les districts 2, 5A, 6A, 7, 9, 12, 17, 18, 22, 33 et 35. L'objectif du Groupe de travail est de réaliser les entrevues en personne dans chaque district au cours des prochains mois. OSSTF/FEESO se servira de tous les renseignements recueillis pour concevoir des documents et des points à débattre lorsqu'ils feront pression auprès du gouvernement, des employeurs et du public afin de veiller à ce que toutes les mesures possibles soient prises pour que nos membres soient en sécurité au travail. Les dirigeants et les membres seront régulièrement tenus au courant des progrès accomplis dans le cadre des initiatives, et ce, par l'intermédiaire des réunions locales et provinciales, de communications et des réseaux sociaux d'OSSTF/FEESO.

Les ressources sur la violence au travail sont affichées sur la page d'accueil du site Web provincial ([www.osstf.on.ca](http://www.osstf.on.ca)). Ces ressources donnent aux membres un aperçu de la législation, de leurs droits et responsabilités ainsi que des exemples de formulaires et de processus de signalement. OSSTF/FEESO continuera de les mettre à jour et en ajoutera de nouveaux, si besoin est.


OSSTF/FEESO est déterminé à mettre fin à la violence au travail pour tous ses membres par l'éducation et la formation, des ressources et du soutien, des règlements et le financement appropriés. Ensemble, nous pouvons veiller à ce que «blessures» ne figurent pas dans les fonctions de quiconque. 



## Final year of mandate is crunch time for Wynne

**W**ith the Ontario Legislature set to resume on February 21 for its 2017 winter/spring session, prospects for another election victory in 2018 for Ontario Premier Kathleen Wynne's Liberals seem to be eroding. With Wynne's approval ratings at an historic low of 13 per cent, it would appear the chances of a fifth Liberal mandate, and second for Wynne, are dimming. Having suffered a devastating 2016 by-election loss in the apparently safe Toronto-area riding of Scarborough—Rouge River, Wynne has acknowledged that her government has lost focus on the day-to-day financial struggles of Ontarians. Her mea culpa on hydro rate increases and her statement that financial relief is on the way may help many cope with the rate increases, but it does not ameliorate the perception that she is out of touch with ordinary Ontarians.

When Wynne emerged victorious in the Liberal leadership contest in 2013, many perceived her as a breath of fresh air who would do politics differently. Her deft handling of past Liberal scandals, such as the gas plant cancellations, was crucial in her stunning majority government victory in the 2014 general election. Wynne entered her mandate with great hope and optimism. But the realities of day-to-day governing slowly started to dull that hope and optimism for many Ontarians. And, with Wynne's desire to ameliorate as many of society's ills as possible during her tenure, her focus may have become dispersed. For any politician trying to create broad changes in society, focusing on a few issues becomes difficult. While it may be true that Wynne has paid specific attention to a few major issues such as transportation infrastructure, her partial sell-off of hydro has enraged many of those who voted for her in 2014.

In the last year of her mandate, Wynne will need to convince voters that she cares more about tangible improvements in the lives of Ontarians, and less about trying to fix all of society's problems. If she is able to do that, she may have a chance to win again. Failing that, she may be headed for a devastating defeat. 

## Update

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# Proposed Annual Action Plan 2017–2018

**T**his year, the Annual Action Plan development process included soliciting submissions on a particular themes with the intent of providing an overall focus and coherence to the final product. Protecting and enhancing public education is a significant part of our stated mission and defending quality education contributes to that mission. Three sub-themes have arisen as priorities in this regard: addressing workplace violence, supporting collaborative professionalism, and gaining insight into university funding.

## Workplace violence initiative

### A Leaders workshop on “Advocacy and Bargaining for Mental Health and Well Being”

Protecting quality education must also be about protecting the mental health of the individuals who deliver and/or facilitate it. Increased workload, relentless ministry/board initiatives, continual change (and the current ideologies that promote ‘change’ as a ‘cure’ to the system), unreasonable deadlines, “helicopter parents,” and poorly-trained administrators all contribute to conditions that can negatively impact mental health.

This is a workshop intended to be preventative, rather than to deal with mental health issues after the fact. It will focus on how to advocate for members through usual advocacy processes, but also directly through bargaining and the grievance procedure using a mental health perspective. This would not be job-class specific, as the issues can be generalized and applied by the leaders in each of their Bargaining Units.

### Resource to assist members with student behavioural issues in the early years

Addressing violence in the workplace has been identified as a priority for the federation and its members. In order to make a difference, it is important to address these issues in the early formative years. When members have a working understanding of the root causes and effects of negative behavioural issues they are better able to make a difference in the work environment for everyone; it improves the students learning opportunities, the

safety of members and it empowers members to utilize the process(es) that are in place.

We have invested many hours developing resources that provide assistance to our members regarding their employment responsibilities and in dealing with issues that arise in their daily work. This resource will examine the behavioural issues affecting students in the early years and will provide direction to members.

### Workplace Sexual Violence, Assault and Harassment Survey

The Federation has continued to identify workplace violence as a priority. Data from the CLC indicates that workplace sexual violence is experienced by many union members. We know that the issue of violence is real and incidences of workplace violence are increasing. This survey will look at this aspect of the issue in all areas and circumstances, in the workplace, by students, parents, co-workers, and also within OSSTF/FEESO at districts and provincial functions.

The plan will include the development of a comprehensive survey for our members/leaders, to determine the extent and nature of incidents of sexual violence, assault and harassment.

### Supporting collaborative professionalism

#### Strategic goal-setting for collaborative professionalism

*PPM 159: Collaborative Professionalism* arose from OSSTF/FEESO’s efforts at teacher/occasional teacher central negotiations to secure a right to professional judgment in curriculum delivery for educators. While we have a proud history of creating and delivering excellent professional development, they have been largely issue-focused. The Federation has engaged much less in taking positions on particular pedagogical practices and directions frequently being foisted on members. Now, with members overwhelmed by the requirement to engage in unproductive professional practices, in some cases facing unsatisfactory performance appraisals for refusing to engage in pedagogical approaches of dubious effectiveness, OSSTF/FEESO needs to become

a leader in identifying and promoting effective classroom practice.

To address this OSSTF/FEESO will create a work group to propose policies to support empirically-based pedagogy; useful educational research; and strategies for supporting the Federation’s role as promoters of valuable education training.

### ResearchED conference

Against the backdrop of endless and questionable initiatives from the Ministry of Education and school boards, OSSTF/FEESO is making the protection of professional autonomy a priority. We need to ensure that these initiatives are fully integrated into ongoing practice. The conference proposed here is one way of confirming that protection of professional judgment remains at the forefront of OSSTF/FEESO’s efforts.

The intent of the conference will be multifold. First, attendees will have the opportunity to hear and learn from experts in a wide variety of education-related research fields. They will increase their expertise in empirically based pedagogical practices and develop further their ability to question the validity of board and ministry imposed initiatives. Second, this conference should serve as a further organizational catalyst to enforcing the importance of collaborative professionalism within the education system.

### University funding

Lack of transparency in university funding has repeatedly created difficulties for OSSTF/FEESO university support staff Bargaining Units. While enrolments, faculty, and certainly administration levels increase, our support staff members are constantly vulnerable to job loss and the increased workloads that arise from the failure to match staffing levels with work demands.

University funding is opaque compared to school board funding. First, universities have multiple funding sources and not all of them are subject to outside scrutiny. Second, university Boards of Governors are appointed, rather than elected. These boards are originally constituted under the Act that governed the creation of the university and are subsequently subject to the bylaws that the governors create. The boards become self-replicating, with no requirement that a variety of stakeholders, such as staff representatives, unions, faculty, and so forth, be included. Addressing the university funding issue without addressing the governance issue seems less and less likely.

In consultation with OSSTF/FEESO university support staff Bargaining Unit leadership, Federation staff will research the Acts and bylaws that mandate university governance structures and a strategy for advocating for governance changes, where necessary, will be developed and implemented. 🌀

# Plan d'action annuel proposé 2017–2018

Cette année, le processus d'élaboration du plan d'action annuel comprenait la demande de propositions sur des thèmes particuliers pour assurer un produit final plus ciblé et plus cohérent. La protection et l'amélioration de l'éducation publique sont un aspect important de notre mission officielle et la défense d'une éducation de qualité y contribue. Trois sous-thèmes se sont imposés prioritairement en ce sens : aborder la violence au travail, soutenir la collaboration professionnelle et mieux comprendre le financement des universités.

## Initiative en matière de violence au travail

### Un atelier pour les dirigeants sur la « Promotion et la négociation de la santé mentale et du bien-être »

Protéger une éducation de qualité doit aussi se traduire par la protection de la santé mentale des personnes qui la dispensent et (ou) y contribuent. Une charge de travail accrue, les initiatives incessantes du ministère/conseil scolaire, le changement perpétuel (et les idéologies de l'heure qui favorisent le « changement » comme « remède » au système), les délais déraisonnables, les « *parents omniprésents* » et des gestionnaires mal formés contribuent tous à des conditions qui peuvent nuire à la santé mentale.

Cet atelier se veut préventif plutôt que de s'occuper des problèmes de santé mentale après coup. Il se penchera sur la façon de défendre les membres par le biais des processus de défense habituels, mais aussi directement par la négociation et la procédure de grief dans une perspective de santé mentale. L'atelier ne serait pas lié à une classification d'emploi en particulier, car les problèmes peuvent être généralisés et être utilisés par les dirigeants dans chacune de leurs unités de négociation.

### Ressource pour aider les membres aux prises avec des élèves de la petite enfance ayant des problèmes comportementaux

Aborder la violence au travail a été identifié comme prioritaire pour la Fédération et ses membres. Afin de changer les choses, il importe d'aborder ce problème dès les premières années d'apprentissage. Quand les membres disposent d'une bonne connaissance des causes profondes et des effets négatifs des problèmes comportementaux, ils sont mieux en mesure de changer les

choses pour tous au lieu de travail. Cela améliore les possibilités d'apprentissage des élèves, la sécurité des membres et les habilite à utiliser les procédures établies.

Nous avons investi plusieurs heures à la création de ressources qui viennent en aide à nos membres dans leurs responsabilités professionnelles et en cas de problèmes qui découlent de leur travail quotidien. Cette ressource examinera les problèmes liés au comportement qui touchent les élèves dès la petite enfance et guidera les membres.

### Sondage sur la violence, l'agression et le harcèlement sexuels au travail

La Fédération continue d'identifier la violence au travail comme un domaine prioritaire. Les données du CTC révèlent que plusieurs membres syndiqués subissent de la violence sexuelle au travail. Nous savons que la violence constitue un problème réel et les cas de violence au travail augmentent. Ce sondage examinera cet aspect du problème dans tous les secteurs et situations, au travail, par les élèves, les parents, les collègues et aussi dans les activités provinciales et de districts d'OSSTF/FEESO.

Le plan comprendra l'élaboration d'un sondage complet à l'intention de nos membres/dirigeants, afin de déterminer la nature et l'importance des cas de violence, d'agression et de harcèlement sexuels.

### Soutenir la collaboration professionnelle

#### Établissement d'objectifs stratégiques pour la collaboration professionnelle

La *P/P Note 159 : La collaboration professionnelle* découle des efforts d'OSSTF/FEESO lors de la négociation centrale du personnel enseignant/enseignant suppléant pour établir le droit des éducateurs d'utiliser leur jugement professionnel dans l'application du curriculum. Même si nous pouvons nous enorgueillir de créer et de présenter d'excellents programmes de perfectionnement professionnel, ils sont en grande partie axés sur des enjeux particuliers. La Fédération a pris beaucoup moins position sur des pratiques et orientations pédagogiques spécifiques qui sont souvent imposées aux membres. Or, comme les membres sont submergés par l'obligation de se livrer à des pratiques professionnelles improductives, sont confrontés, dans certains cas, à des évaluations de rendement insatisfaisantes pour avoir refusé d'appliquer des approches pédagogiques d'une efficacité discutable, OSSTF/FEESO se doit de devenir un chef de file dans l'identification et la promotion de pratique efficace dans la salle de classe. Pour aborder ce défi, OSSTF/FEESO créera un groupe de travail dont le mandat sera de proposer des politiques pour appuyer la pédagogie fondée sur une preuve empirique des recherches en éducation utiles et des stratégies,

pour soutenir le rôle de la Fédération en tant que promoteur de formation fort utile en éducation.

### Conférence de ResearchED


Dans le contexte des multiples initiatives du ministère de l'Éducation et des conseils scolaires que l'on peut remettre en question, OSSTF/FEESO priorise la protection de l'autonomie. Nous devons veiller à ce que ces initiatives soient pleinement intégrées dans la pratique courante. La conférence proposée est une façon de confirmer que la protection du jugement professionnel reste à l'avant-plan des efforts d'OSSTF/FEESO.

La conférence vise plusieurs objectifs. Tout d'abord, les participants auront l'occasion d'entendre et d'apprendre d'experts sur une grande variété de domaines de recherche liés à l'éducation. Ils accroîtront leur expertise sur des pratiques pédagogiques empiriques et renforceront leur capacité à remettre en question la validité des initiatives imposées par le conseil scolaire et le ministère. Ensuite, la conférence devrait agir comme un autre organisme déclencheur pour renforcer l'importance du professionnalisme collaboratif au sein du système éducatif.

### Financement universitaire

Le manque de transparence du financement universitaire suscite sans cesse des difficultés pour les unités de négociation du personnel de soutien universitaire d'OSSTF/FEESO. Bien que les inscriptions, le corps professoral et, il va sans dire le palier administratif augmentent, nos membres du personnel de soutien sont constamment exposés à la perte d'emploi et à des charges de travail accrues qui découlent de l'incapacité à lier les niveaux de dotation aux exigences du travail.

Le financement universitaire est obscur par rapport à celui des conseils scolaires. Tout d'abord, les universités s'appuient sur de multiples sources de financement et toutes ne sont pas soumises à un contrôle externe. Deuxièmement, les conseils d'administration des universités sont nommés plutôt qu'élus. Ces conseils sont initialement constitués en vertu de la loi qui régit la création de l'université et sont ensuite assujettis aux règlements créés par les administrateurs. Les conseils se reproduisent à leur tour sans l'obligation d'inclure divers intervenants comme des représentants du personnel, des syndicats, du corps professoral, etc. Aborder la question du financement universitaire sans se pencher sur le problème de gouvernance semble de moins en moins probable.

En consultation avec les dirigeants des unités de négociation du personnel de soutien universitaire d'OSSTF/FEESO, le personnel de la Fédération effectuera des recherches dans les lois et les règlements qui imposent les structures de gouvernance universitaire et une stratégie sera élaborée et mise en œuvre pour préconiser des modifications à la gouvernance, le cas échéant. 



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## Black History Month

**Celebrating achievements and confronting challenges during Black History Month**

**In** February, we celebrate Black History Month. We recognize and honour the many achievements and contributions of Black Canadians and note its impact on society. Yet, despite the progress that Black Canadians have made, there are still undeniable systemic barriers in the education system and even within OSSTF/FEESO that hinder continued progress. There is a disconnect between students of colour, especially Black males, and our education sys-

tem, and it's a problem that has been long overlooked and ignored. As a teacher in the Peel District School Board (PDSB), I find it encouraging to see that measures are being taken to engage Black students and to celebrate their history during and beyond the month of February. In particular, schools are taking an equity inventory to determine our strengths and weakness in reaching all of our students. In addition to the equity inventory, the PDSB has also put together an action plan, "We Rise Together" to support Black male students. This action plan came from the Board's initial report "Perspectives of Black Male Students in Secondary Schools" in which focus groups identified the obstacles they face within the school system. The Board's comprehensive plan is focused on four key ideas:

1. Engage with the community

2. Deliver anti-racism and bias awareness professional development
3. Integrate the experiences of Black Canadians into the curriculum
4. Inspire Black student leadership and engagement.

Together, these are the important preliminary steps the PDSB is taking towards meaningful change.

Employers are not the only ones moving towards building equity and inclusion. OSSTF/FEESO is also making strides in this endeavour. Since its inception, the provincial Equity Advisory Work Group has been committed to helping equity-seeking groups break down barriers to participation in our union. The motion to create the provincial Equity Advisory Work Group was only narrowly passed by a standing vote at AMPA 2011. But since then, OSSTF/FEESO has been successful in identifying and addressing barriers





***SHE'S READY / ELLE EST PRÊTE***

***Martha Hradowy***

**Executive Officer**  
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to participation by implementing a number of new practices that reflect our equity principles. Most notably, OSSTF/FEESO has undertaken a set of equity initiatives that can enable our Federation to be at its best and allow all members to see themselves reflected in its goals, structures, leadership, and practices. As per the direction of AMPA 2016, the Equity Officer and the Equity Advisory Work Group, with consultation of several committees and work groups, has undertaken the development of a formal, intensive mentorship program proposal for members from equity-seeking groups.

Since 2011, survey results show that there has been a marked improvement in barriers to participation for members of equity seeking groups. A greater participation from members of equity-seeking groups will strengthen OSSTF/FEESO and move us forward in a positive direction.

As we celebrate Black History Month this February, let us not be complacent in thinking that no further progress needs to be made. Instead, as we celebrate past achievements, let us look to the future and be moved by the fact that there is still

significant work that needs to be done by educational workers and OSSTF/FEESO members.

*/Jonelle St. Aubyn is a teacher in District 19 Peel and is a member of the provincial Equity Advisory Work Group.* 

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## KIM APPEL for OTF Governor

- ◆ Passionate / Passionnée
- ◆ Committed / Engagée
- ◆ Experienced / Bien Informée

Re-églisez  
OTPP Re-elect Leader  
OSSTF Passionnée  
Engagée Knowledgeable Caring Committed  
OTF Governor  
Passionate



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**KIM APPEL pour le gouverneur de la FEO**

# LAURA DREXLER OTF GOVERNOR

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Vote/Votez Malini!



# Malini Leahy

for/pour OTF Governor  
Gouverneur de la FEO

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# Kelly McCarthy

For OTF Governor  
*Experience and Knowledge*



[kelly.mccarthy@d20.osstf.ca](mailto:kelly.mccarthy@d20.osstf.ca)

ASKING FOR YOUR SUPPORT / JE SOLLICITE VOTRE APPUI

# PARKER ROBINSON

for OTF Governor / pour Gouverneur de la FEO

Dedicated to Advocating for All Members  
Dédié à représenter la voix de tous les membres

[parkerrobinson@hotmail.com](mailto:parkerrobinson@hotmail.com)  
[@ppr88dot](https://twitter.com/ppr88dot)



## ATTENTION !!!

le 1<sup>er</sup> e-Bulletin du Comité des services en langue française (CSLF) sera bientôt disponible.

Pour vous inscrire, veuillez communiquer avec  
Rosemary Judd-Archer à  
[rosemary.judd-archer@osstf.ca](mailto:rosemary.judd-archer@osstf.ca)



# 2016 audit at a glance

## DISTRICT FUNDING

\$14,508,385

30.5%

District Funding Master rebates, PD (including workplace representative training and new member workshops), Union Training, Special Negotiations Assistance, Inter-district Meetings, Supplemental Time Release for Small Bargaining Units, Involving the Not Yet Engaged, Community Outreach, Special Political Action Programs, District Coalitions, District Environmental Funding, District Staff Health and Safety Program, District WSIB premiums, Human Rights Initiatives and Member Accessibility funding.

## EDUCATIONAL SERVICES

\$3,669,900

7.7%

Teacher Certification, Mediation Services, Federation Library, Member Training Modules, French Language Committee, Educational Services Committee, Status of Women Committee, Human Rights Committee, Faculty of Education Work Group, Impact of e-Learning, Resource Books, and a portion of staff salaries and benefits.

## PROTECTIVE SERVICES

\$12,109,431

25.5%

Collective Bargaining Committee, Health and Safety/WSIA Committee, Pension Work Groups, Violence Assessment and Intervention Training, Organizing, Legal Costs, Grievances, and a portion of staff salaries and benefits.

## COMMUNICATIONS/POLITICAL ACTION

\$3,206,602

6.7%

Publications including *Update* and *Education Forum* and *Education Watch*, Advertising, Communications Political Action Committee, political action materials, training and lobbying, One Public School System Lobbying Plan, coalition memberships, Lobby Day, First Nations, Métis and Inuit Advisory Work Group, Communications Training, awards and international assistance, and a portion of staff salaries and benefits.

## PROVINCIAL MEETINGS MEMBERSHIPS

\$5,300,885

11.2%

Annual Meeting (AMPA), Summer Training Workshop, Provincial Council, Conferences, OTF, CLC, and OFL Memberships, OTF Board of Governors, National/International programs, Provincial Office functions, Benevolent Council, Judicial Council, Parliamentary and Constitution Council, Finance Committee, Financial Workshops, Active Retired Members Council, Benefits Work Group, Equity Advisory Work Group, Workplace Environmental Ad Hoc Work Group, School Board Sector Bargaining Ad Hoc Work Group, Training Model Work Group, 100 Year Anniversary Celebration Work Group, Environmental Work Group, New Member Engagement Advisory Work Group and a portion of staff salaries and benefits.

## PROVINCIAL EXECUTIVE

\$1,804,006

3.8%

Provincial Executive meetings, allowances for affiliations and conventions, field services and expenses, and salaries and benefits (including transportation) for the elected members of the Provincial Executive.

## OFFICE OPERATIONS

\$6,928,010

14.6%

Provincial office (realty taxes, insurance, utilities, security and repairs and maintenance), Information Services, Telecommunications, Membership Database, Professional fees, General Office Expenses, Secretariat Field Services and Expenses, Staff Training, Translation services, and a portion of staff salaries and benefits.

## FINANCEMENT DES DISTRICTS

14 508 385 \$

30,5 %

Remboursement de base aux districts, perfectionnement professionnel (y compris formation à l'intention des représentantes et représentants en milieu de travail et ateliers à l'intention des nouveaux membres), formation syndicale, aide spéciale pour les négociations, réunions inter-districts, libération additionnelle pour les petites unités de négociation, engagement de ceux qui ne le sont pas encore, sensibilisation de la communauté, programmes spéciaux d'action politique, coalitions de district, fonds environnementaux du district, programme de santé et sécurité du personnel pour les districts, primes CSPAAAT pour les districts, initiatives en matière des droits de la personne et fonds pour l'accessibilité des membres.

## SERVICES ÉDUCATIFS

3 669 900 \$

7,7 %

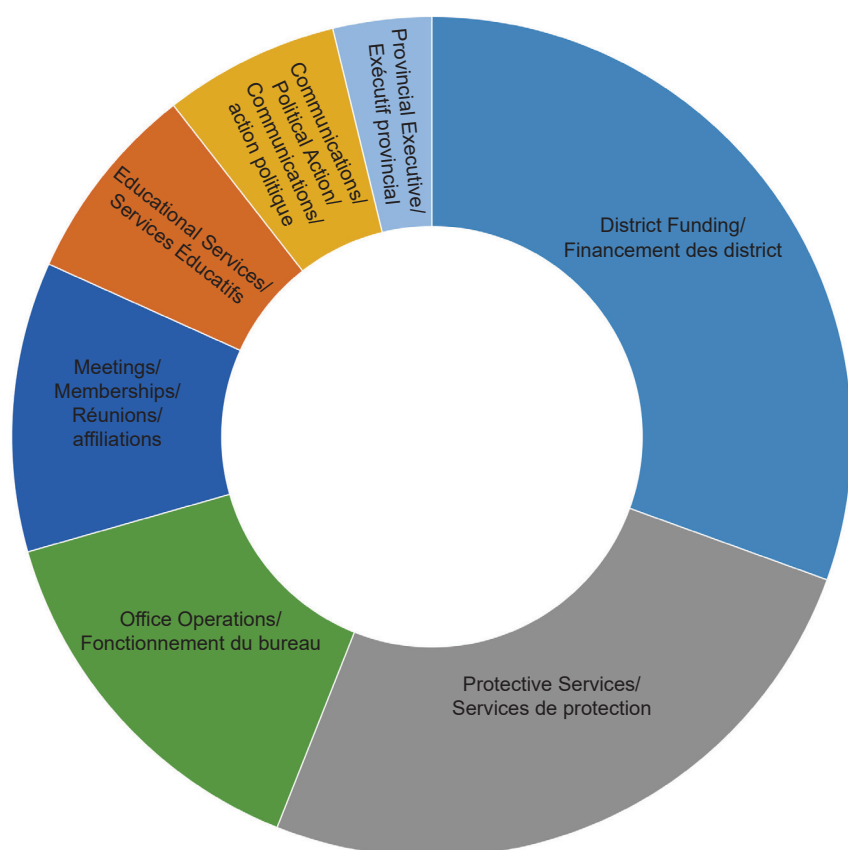
Certification du personnel enseignant, services de médiation, bibliothèque de la Fédération, modules de formation à l'intention des membres, Comité des services en langue française, Comité des services éducatifs, Comité du statut de la femme, Comité des droits de la personne, Groupe de travail des facultés d'éducation, Incidence de l'apprentissage électronique, répercussions de l'apprentissage électronique, cahiers pédagogiques et une partie du salaire et des avantages sociaux du personnel.

## SERVICES DE PROTECTION

12 109 431 \$

25,5 %

Comité de négociation collective, Comité sur la santé et sécurité/LSPAAT, groupes de travail sur les pensions, formation sur l'évaluation de la violence et l'intervention, recrutement, frais juridiques, griefs et une partie du salaire et des avantages sociaux du personnel.





**COMMUNICATIONS/ACTION POLITIQUE**

3 206 602 \$

6,7 %

Publications, y compris *Update* et *Education Forum* et Éducation sous la loupe, annonces publicitaires, Comité des communications/action politique, documentation d'action politique, formation et lobbying, plan de lobbying pour un système scolaire public, adhésion à des coalitions, Journée de lobbying, Groupe de travail des Premières Nations, Métis et Inuits, formation en communication, prix et aide internationale et une partie du salaire et des avantages sociaux du personnel.

**RÉUNIONS PROVINCIALES DES MEMBRES**

5 300 885 \$

11,2 %

Réunion annuelle (RAAP), atelier de formation d'été, Conseil provincial, conférence sur la négociation, adhésions à la FEO, au CTC et à la FTO, conseil des gouverneurs de la FEO, programmes nationaux/internationaux, rencontres au Bureau provincial, Conseil d'entraide, Conseil judiciaire, Conseil parlementaire et constitutionnel, Comité des bourses d'études, Comité des finances, ateliers financiers, Conseil des membres retraités actifs, Groupe de travail sur les avantages sociaux, Groupe de travail consultatif sur l'égalité, Groupe de travail spécial sur l'environnement dans le milieu de travail, Groupe de travail spécial sur la négociation dans le secteur des conseils scolaires, Groupe de travail sur un modèle de formation, Groupe de travail sur les célébrations du 100<sup>e</sup> anniversaire, Groupe de travail sur l'environnement, Groupe de travail consultatif sur la participation des nouveaux membres et une partie du salaire et des avantages sociaux du personnel.

**EXÉCUTIF PROVINCIAL**

1 804 006 \$

3,8 %

Réunions de l'Exécutif provincial, allocations pour adhésions et congrès, services aux membres, dépenses, salaires et avantages sociaux (y compris les déplacements) des membres élus de l'Exécutif provincial.

**FONCTIONNEMENT DU BUREAU**

6 928 010 \$

14,6 %

Bureau provincial (taxes foncières, assurance, services publics, sécurité, réparations et entretien), services d'information, télécommunications, base de données des membres, honoraires professionnels, dépenses générales de bureau, services aux membres et dépenses des membres du Secrétariat, formation du personnel, services de traduction et une partie du salaire et des avantages sociaux du personnel. 🌐

**Continued from → front page SAA**

With two characters, the main character and the mirror, this was an interesting and very visual take on the theme with a slip into the darkness of the mirror character in the end.

Nick Boudreau of North Hastings High School in Bancroft, claimed the Intermediate Applied/Essential category with his story *Reflections—In Your Eyes*. Nick presents an intimate look at his struggle as a child with a very serious injury through a short story that reveals to the reader, with humour and a thoughtful reflection, who he is inside.

Grace Sabutsch, a student at Belle River District High School in Belle River, won in the Senior University category for her short story, *Storms of Memory*. A beautiful, well-written and poignant story about Alzheimer's, which reflects on the challenges of the disease and the struggle to remember, with a surprise end twist.

In the College/Workplace category, Danni Maxwell, of Bayridge Secondary School in Kingston, won for her poem, *Mirror Girls*, a structurally interesting poem showing two sides of the self as light and dark. This beautifully-written reflection was visually interesting as well.

Isabelle Dufour, of Vankleek Hill Collegiate Institute in Vankleek Hill, won the French Writing category with her poem, *Une dimension de moins*. The poem speaks of looking for the beauty within and knowing that you have a choice in what you see.

The Intermediate Visual Arts category was

won by Allaura Langford of Peterborough Alternative Continuing Education at PCVS, for her work entitled *Finding Peace*. It's a beautiful piece in acrylic and watercolour expressing the search for inner peace.

Myshalla Grant, of Geraldton Composite High School in Geraldton, was the winner of the Senior Visual Arts category with her work entitled *Walking the Line*. The line is drawn between the reflection of beauty of the forest landscape and the busy cityscape using two different media.

Finally, the winner of the Digital Arts Category was Kirsten Rowe and Colby Koopman, of Ajax High School, for their video, *Reflections*. A beautifully edited struggle between a critical view of what we see in the mirror and a more positive and accepting reflection.

This year, we also had two honourable mentions for our Provincial Winners category. These winners will be sent a certificate and congratulations for their considerable effort. They are:

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

**Region 3:** Whole Class (ESL DOI), Galt Collegiate Institute and Vocational School, District 24, Waterloo. An amazing entry of poetry through the eyes of ESL students finding their place in a new country.

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

**Region 3:** Dylan Taylor, Glendale High School, District 11, Thames Valley. Incredibly constructed with an extreme amount of detail, this wood sculpture showed the reflection as an almost time travel piece. 🌐



*Walking the Line* by Myshalla Grant, of Geraldton Composite High School in Geraldton, provincial winner of the Senior Visual Arts category

# Confronting violence in our workplaces

**F**or most Ontarians, violence in the workplace is not an issue that would come immediately to mind when they think about the province's public schools. But for far too many OSSTF/FEESO members, a persistent, looming risk of violence has become a prominent feature of their working lives. Violent incidents, both minor and serious, are daily occurrences in Ontario schools, and many OSSTF/FEESO Bargaining Units report that violence at work has become the most important issue facing their members.

In an *Education Forum* feature last winter, Vanessa Woodacre (District 14, Kawartha Pine Ridge) explored the experiences of OSSTF/FEESO educational assistants, and the measures they have to take daily in an effort to prevent injury from violent incidents in the classroom. As the article pointed out, "Hitting, spitting, kicking, hair pulling, biting, scratching, profanities, death threats and exposure to feces and urine are just some of the incidents of workplace violence EAs experience on a daily basis." That article clearly resonated with thousands of OSSTF/FEESO members. To this day it remains, by a wide margin, the most-viewed, most widely-shared on social media, and most commented-upon article since *Education Forum* began its online presence in 2015. (education-forum.ca)

It is not a stretch to say that workplace violence is nearing a crisis point in Ontario schools. WSIB statistics tell us that education workers have one of the highest rates of lost time injuries in the province. While it's an issue that affects all education workers, it is particularly poignant for educational assistants, who are, more often than not, assigned specifically to support students who exhibit violent behaviour. Even though EAs do what they can to protect themselves, including the use of personal protective equipment that, in many cases, would make a football player look under-dressed, far too many of them sustain injuries that range from relatively minor cuts and scratches to broken bones or concussions that can keep them off work for months and seriously impact their lives on a number of levels, not just in the workplace.

We already know that part of the problem is a lack of appropriate funding and staffing for special education programs. But we also realize that this is a complex issue impacted by a number of factors, and that is why the work that will be undertaken by OSSTF/FEESO's Violence in the Workplace Task Force over the next several weeks is such an important step toward the prevention of



violent incidents in the future. With the help of extensive input gathered from local leaders, Health and Safety Officers and front-line workers, the task force will develop a multi-faceted approach to address both the root causes of workplace vio-

lence and its short- and long-term effects.

The Violence in the Workplace Task Force represents an important commitment on the part of OSSTF/FEESO to protect members from preventable injury due to workplace violence. 🌐

## Moving on mental health

### Understanding the impact on education

**F**ive years ago, the Ministry of Children and Youth Services (MCYS) announced a "significant" plan for the reform of services to children and youth, since the community-based system was created in 1972. The Ministry of Education has worked "in partnership" with MCYS, the Ministry of Health, the Ministry of Advanced Education and Skills Development to implement a strategy to provide "high quality mental health and addictions services."

The first three of these five components of the Ontario government's plan have been fully or partially completed:

- Creating and supporting pathways to care
- Defining core services
- Establishing community lead agencies
- Creating a new funding model
- Building a legislative and regulatory framework

The action plan and its implementation has been closely monitored by OSSTF/FEESO. Prior to the 2012 announcement, our union was one of many voices calling for the end of a patchwork of services to meet the mental health needs of children, youth and their families. Our 2008 research report, *Enhancing Services, Enhancing Success*, provided firm evidence that school-based staff, such as child and youth workers, psychologists, social workers and speech and language pathologists, are necessary to "create the conditions for every single student to reach their full potential."

OSSTF/FEESO continues its strong advocacy for consistent staffing of professional student services in all Ontario schools, with improved access to community agencies when complex mental health needs are identified. The Liberal government, on the other hand, has used its mandate to further entrench the patchwork of services. *Moving on Mental Health* has resulted in the establishment of 31 Lead Agencies (two remain to be named) working within 14 Local Health Integration Networks (LHINs).

Lead Children's Mental Health agencies have been charged with the responsibility of coordinating mental health services for children and youth, and now define the role of school-based services (performed by OSSTF/FEESO members where we represent PSSP Bargaining Units). Community Hubs are being created with sporadic announcements of funding across the province. The promise of building "a stronger, more coherent and accountable system of care" has yet to be realized. 🌐








## #BeBoldforChange

International Women's Day on March 8 means different things to different women. It can be time to take action, move our agenda forward and use International Women's Day as a vehicle for change. It can also be time to celebrate the great gains we have made since we received the right to vote over 100 years ago. This year, the theme *Be Bold for Change* will be celebrated worldwide, and there are events and marches from Red Deer to Middlesex County and every place in between. With new events being posted daily, it's best to check for events near you by going to: [www.internationalwomensday.com/events](http://www.internationalwomensday.com/events)

Gender parity is a main focus for activism this year. The World Economic Forum predicts that the gender wage gap will not close worldwide until 2186—clearly not soon enough. In Canada, we are closer than ever. Many organizations, including OSSTF/FEESO, are pushing the Canadian government to adopt recommendations from the Committee on the Elimination of Discrimination against Women (CEDAW). The Feminist Alliance for International Action (FAFIA) and the Canadian Women's Federation (CWF) have diligently prepared and submitted reports to CEDAW for the upcoming review of Canadian women's rights at the 65th Session of the United Nations in March. One aspect of the report is gender parity. Canada is still lagging behind other countries with respect to women's rights, particularly for Indigenous women and girls. You can read more about this at: [fafia-afai.org/en/fafias-latest-submissions-to-the-cedaw-committee](http://fafia-afai.org/en/fafias-latest-submissions-to-the-cedaw-committee).

For now, women and their allies need to take bold, pragmatic action for change. What was your bold movement? How did you do it? What motivated you? What difference did you make? How can others learn from you? Being involved in your community by lending support, mentoring, and sharing your talents and opinions will help to raise the profile of all women, and will encourage women who are not yet involved in the movement to take action. Be Bold for Change and hold your own event. To help reach others you can post your event on the international women's day page through the link above. #BeBoldforChange. 

# Women march in Washington, Toronto and throughout the world


**O**n January 21, close to a thousand women's marches were held around the world. It was an overwhelming display of women standing up against tyranny, sexism and hatred.

In Toronto alone, over 60,000 women marched from Queen's Park to Toronto City Hall. One of the participants, OSSTF/FEESO member, Nanci Henderson, District 24, Waterloo said, "Participants included savvy, organized activists, as well as grassroots individuals. There were activists from labour, environmental, cultural and religious groups. There were some flags and banners, but many more homemade signs. Yes, there were some harsh signs that mirrored the offensive rhetoric of the new US President, but there were also many signs with softer messages. It was not a homogenous group but everyone was marching for the same things—decency,

inclusion and yes, a certain standard of human values. It was an incredibly moving experience, and I could barely chant because I had a lump in my throat and I was moved to tears throughout the march."

Reports from the march in Washington were similar. It was loud and enthusiastic, but peaceful. Patty Coates, Secretary-Treasurer of the Ontario Federation of Labour and one of several OSSTF/FEESO members who made the trip to Washington, said that she was overwhelmed by the kindness of American women who offered Canadian participants water and pussy hats, and expressed admiration and gratitude for the support. Over 500,000 women marched to the Capital, protesting the policies and rhetoric of Donald Trump.

In Sandy Cove, Nova Scotia, 15 women marched along the main road of their small town with signs that said: "Here's to strong women." Although one of the smallest marches that took place that day, it was arguably one of the most powerful.

As exhilarating as the January Women's Marches were, it's sad and infuriating that women still have to march for rights and respect in 2017. But it's clear that the struggle is far from over, and that it cannot stop with these marches. Women's March Global ([www.womensmarch.com/global](http://www.womensmarch.com/global)) will be providing ideas for maintaining momentum, suggesting 10 global actions over the next 100 days. 





# Get the salary you deserve

All teacher members of OSSTF/FEESO should have a Certification Rating Statement (CRS) in their possession. This is the document that ensures you receive grid pay for teaching assignments—both Permanent and Long Term Occasional positions.

Every school board in the province will place a new salaried teacher at lowest level (Group 1) as a default position upon hire. But the vast majority of teachers can be placed in and receive the salary of a higher Group rating—either Group 2, 3, or 4. In fact approximately 90 per cent of initial applications result in a placement in Group 3. And every school board in the province will then place you at that higher Group level based on the CRS produced by OSSTF/FEESO.


Evaluations are done by the in-house Certification Department of OSSTF/FEESO as a service for all dues-paying members, including day-to-day supply teachers. If you are a daily occasional teacher on the OT Roster and you do not have a CRS you should go to the provincial website at [www.osstf.on.ca](http://www.osstf.on.ca) and follow the Certification “Quick Links” to the Applications page. An online application is available for your



convenience. Having a CRS in hand means that you will receive grid pay from the first day of any LTO position that you may obtain with no delay or effort required to chase retroactive pay for the assignment.

Far too many teacher members never engage with the Certification Department of OSSTF/FEESO to have their academic or trade backgrounds evaluated for pay purposes. Some needlessly remain in Group 1 for their entire careers and miss out on literally hundreds of thousands of dollars in lost salary. Others fail to get re-evaluated when they achieve new credentials that would lead to a higher Group rating. The attainable goal of all teacher members should be to get to a Group 4 placement as quickly, efficiently, and as inexpensively as possible. The Certification Department can assist in that planning.

In fact, the Certification system has seen extensive revisions in the last several years (outlined at the “Recent Changes” pages of the website) and many members will find that these beneficial rule changes will allow for Group increases without any further course work. If you are not at the highest Group 4 level and have not had a re-evaluation of your existing file then you could well be missing out on the opportunity for increased salary that will come with a rating change. Send in Certification Application Form #2 and request a review of existing credentials if you believe any of the changes apply to you. Send in the form regardless if you haven’t been re-evaluated in a few years.

The Certification Department of OSSTF/FEESO (1.800.267.7867) is available to advise you on any issues related to Group placement. Don’t lose out on hard-earned salary through a delay in applying for a CRS. It’s free to dues paying members. And don’t delay in taking the necessary courses for advancement. It is well worth the effort and expense. 



## Time is money! Get the salary you deserve!

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

Only it can give authoritative advice on the certification process.

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

**Don’t wait! Re-evaluate!**

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



## Classified ads

**ADVENTURES IN THAILAND, CAMBODIA & VIETNAM:** 1.800.867.2890. [info@offthemap.ca](mailto:info@offthemap.ca).

**AFRICA—Serengeti & GORILLA TREKKING:** 1.800.867.2890. [info@offthemap.ca](mailto:info@offthemap.ca).

**AMAZING PERU & GALAPAGOS:** Machu Picchu, Lima, Cuzco and Lake Titicaca. 1.800.867.2890. Email: [info@offthemap.ca](mailto:info@offthemap.ca).

**CLIMB KILIMANJARO:** You can do it. 1.800.867.2890. [info@offthemap.ca](mailto:info@offthemap.ca).

**COUPLES ESCAPE FOR 199.00:** includes overnight accommodation in a standard room, 4 course dinner and full breakfast in the morning. Only one hour east of Toronto in Port Hope. 1.855.383.3316. [www.carlyleinnandbistro.com](http://www.carlyleinnandbistro.com).

**CUSTOM TEMPORARY TATTOOS:** School Tattoos for your school or team, 500 temporary tattoos \$119, free shipping, tel. 866.501.4990, web: [www.schooltattoos.ca](http://www.schooltattoos.ca).

**ENJOY A LIFETIME ADVENTURE** for teachers to Israel and Jordan in summer 2017. Contact 905.995.4970 or [esth.garbe@gmail.com](mailto:esth.garbe@gmail.com) for more info.


**FOR RENT. P.E.I.—**Kelly’s Homestead. 3-bdrm farmhouse near Charlottetown. Fully equipped with sun-deck facing Tracadie Bay,—5 min. walk.—and a 5 min.

drive to Ocean beach. World class golf—15 minutes. Available June—October. George Kelly 519.824.1885, Email: [gkelly@golden.net](mailto:gkelly@golden.net), [www.kellyshomestead.ca](http://www.kellyshomestead.ca). Retired teacher!

**HIGH END SILK AND COTTON DESIGN:** Made from photos by Léo, District 32, Unit 58. [Shopvida.com/collections/leo-beaulieu](http://Shopvida.com/collections/leo-beaulieu).

**INDIA & NEPAL:** Lifetime adventure. Visit Delhi, Taj Mahal, Buddha’s birth place and the Himalayas. 1.800.867.2890. [info@offthemap.ca](mailto:info@offthemap.ca).

**MOROCCO & SOUTHERN SPAIN:** Imperial Cities and Sahara Desert & Andalusia. 1.800.867.2890. [info@offthemap.ca](mailto:info@offthemap.ca).

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# Update

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