

Update

2017–2018 • VOL. 45 NO. 5

PRE-AMPA ISSUE

PUBLIC EDUCATION it's for everyone



At the January 26 meeting of Provincial Council, councilors were presented with OSSTF/FEESO's education platform in advance of the 2018 provincial election. The platform, developed through consultation, discussion and feedback from members and other stakeholders, lays out OSSTF/FEESO's vision for public education in Ontario, and calls for specific actions that we believe must be undertaken by the next provincial government to ensure that education at all levels—from early learning to post-secondary—continues to meet the needs of our province. What follows is an abbreviated version of the platform. The full platform is available on the OSSTF/FEESO website (osstf.on.ca).

Public education in Ontario has a long tradition of providing students with the knowledge, skills and sense of community they need to find success and contribute in a meaningful way to the social and economic fabric of a prosperous and dynamic province.

OSSTF/FEESO believes strongly in that tradition, but we also recognize that in a rapidly growing and changing Ontario, there's always more work to do to ensure that public education continues to meet the needs of all who rely on it.

We believe that the publicly-funded education system should recognize the following principles:

- **UNIVERSALITY**—access for everyone
- **COMPREHENSIVENESS**—opportunity for everyone
- **PROFICIENCY**—achievement for everyone
- **ACCOUNTABILITY**—value for everyone

Ontario's public education system is perhaps the province's most important asset. OSSTF/FEESO members continue to dedicate their time

and energy to protecting and enhancing that system, just as we have for almost 100 years. And we believe it's important for Ontario's government to have a similar commitment to ensuring that public education works for everyone.

EARLY LEARNING

OSSTF/FEESO is calling for:

- Equitable and timely access to professional student services to ensure that the Early Learning team is fully prepared to help every child reach their full potential.
- A commitment to safeguard the well-being of children with special needs through the presence of highly-trained educational assistants. When we do this, we enhance the learning of every child in the classroom.
- A teacher and an early childhood educator in each kindergarten classroom to ensure a robust, play-based learning environment where every student will benefit and feel supported.
- School boards to spend their Early Learning funding allocation on kindergarten classrooms.

MORE PROFESSIONAL SUPPORT FOR ALL STUDENTS

OSSTF/FEESO calls for a best-practice student services model that includes:

- An increase in school and community services available to students with mental health issues.
- More school-based speech and language services, which are needed to support students in the classroom.
- Increased funding for services provided by board-employed practitioners.
- Predictable, stable and dedicated funding which will ensure a high level of service across the province, regardless of school board.
- Increasing mental health literacy for educators.
- Appropriate violence prevention resources and space.
- An education sector regulation under the *Occupational Health and Safety Act*.

[CONTINUED ON PAGE 2...ED PLATFORM](#)

STUDENT ACHIEVEMENT AWARDS



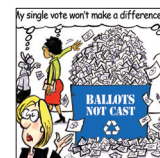
Resiliency Glows
by Sarah Hancock,
Nottawasaga Pines
SS, Angus
District 17
Visual Arts
Intermediate 9–10
category

This year's theme, "What's Your Super Power," motivated students to submit some outstanding works of prose, poetry, painting and video. Provincial Office was overwhelmed with submissions from the most remote locales and from busy metropolitan centers across Ontario. Many schools used the Student Achievement Awards, in honour of Marion Drysdale, as a tool in their classrooms to engage all students.

The nine award winners will be officially announced during a ceremony at AMPA that will

[CONTINUED ON PAGE 9...SAA](#)

HIGHLIGHTS



EDITORIAL

An election is coming and it's time to pay attention
page 4

BILL 148

BILL 148

Changes that affect OSSTF/FEESO members
page 4



ANNUAL ACTION PLAN

OSSTF/FEESO proposed actions for 2018–2019
page 6

PROFESSIONAL JUDGEMENT AND COLLABORATION

OSSTF/FEESO is calling for:

- A commitment that the next government will require all boards of education in Ontario to implement joint consultation committees with OSSTF/FEESO at the board and school level.
- A commitment that the professional judgement of education workers be formally recognized as a key factor in determining instructional strategies and student assessment.
- A commitment that the Education Quality and Accountability Office (EQAO) and its testing programs will be discontinued, and that savings generated will be reinvested into student learning.

FUNDING FORMULA

OSSTF/FEESO is calling for an inclusive funding formula based on a new set of principles that support:

- A full range of services and programs available to all students.
- The diversity of our students.
- Targeted funding for special needs students.
- Early learning programs to improve achievement in later grades.
- Equitable access to professional services

that meet the needs of all students.

- Well-maintained, safe and accessible school infrastructure.
- Access to technology and other learning tools.
- The maintenance of funding levels through adjustments for inflation.
- The full education team.

UNIVERSITY FUNDING AND OVERSIGHT

OSSTF/FEESO calls for significant improvements in university funding, including:

- A commitment to increase and maintain stable, dedicated funding for all universities to ensure that quality student services and supports are maintained year over year.
- A commitment that dedicated funding will be targeted to specific student needs at all universities.
- A commitment that increases in student enrolment will mean increased staffing levels to ensure that student needs are met.
- A commitment to examine and assess the oversight and transparency of university spending decisions, with an eye to ensuring that Ontario's universities serve the interests of both students and the broader community.

ONE PUBLIC EDUCATION SYSTEM IN EACH OFFICIAL LANGUAGE

OSSTF/FEESO is calling for:

- An all-party task force to look into the merits and challenges of moving to one public secular school system in each official language, to be convened immediately.
- Savings realized from a merger of systems to be reinvested back into the education system to enhance the quality of education and the availability of services that students need.
- All education stakeholders to be involved in a discussion about the future of publicly-funded education in Ontario, accessible to all students.

SCHOOL BOARDS COLLECTIVE BARGAINING ACT

OSSTF/FEESO is calling for the following changes to the SBCBA:

- Central bargaining should be between the unions and the government.
- The role of school board associations in central bargaining should be consultative only and they should not be involved in a decision-making capacity.
- There should be one central table for OSSTF/FEESO teachers and support staff.
- Issues covered by central bargaining should be limited to salary, benefits and other funding-related matters, unless additions are made by mutual agreement.

L'ÉDUCATION PUBLIQUE c'est pour tout le monde

Lors de la réunion du Conseil provincial du 26 janvier, les conseillers ont pris connaissance du programme en matière d'éducation d'OSSTF/FEESO en anticipation des élections provinciales de 2018. Le programme, élaboré grâce à des consultations, des discussions et aux commentaires des membres et des autres partenaires, énonce la vision pour l'éducation publique en Ontario, du point de vue d'OSSTF/FEESO. Il réclame des mesures spécifiques qui, selon nous, doivent être prises par le prochain gouvernement provincial pour s'assurer que l'éducation à tous les paliers, de l'apprentissage de la petite enfance jusqu'au postsecondaire, continue de répondre aux besoins de notre province. Nous présentons ici une version abrégée du programme. Le programme complet est disponible sur le site Web d'OSSTF/FEESO (www.osstf.on.ca/fr-CA).

L'éducation publique en Ontario permet depuis longtemps aux élèves d'acquérir les connaissances, les compétences et l'esprit d'appartenance à une communauté dont ils ont besoin pour réussir et apporter une contribution significative à la vie sociale et économique d'une province dynamique et prospère.

OSSTF/FEESO croit fermement à cette tradition, mais reconnaît aussi que, dans un Ontario en pleine croissance et en évolution rapide, il reste toujours du travail à faire pour assurer que l'éducation publique continue de répondre aux besoins de tous ceux qui comptent sur elle.

Nous croyons que le système scolaire financé à même les deniers publics devrait reconnaître les principes suivants :

- **UNIVERSALITÉ** – accès pour tous
- **INCLUSION** – occasion pour tous
- **COMPÉTENCE** – réussite pour tous
- **RESPONSABILITÉ** – valeur pour tous

Le système d'éducation publique ontarien est sans doute l'actif le plus important de la province. Les membres d'OSSTF/FEESO continuent de consacrer temps et énergie à la protection et à l'avancement de ce système, tout comme nous le faisons depuis près de 100 ans. Et nous croyons qu'il est important que le gouvernement de l'Ontario s'engage de la même façon à veiller à ce que l'éducation publique fonctionne pour tous.

APPRENTISSAGE DE LA PETITE ENFANCE

OSSTF/FEESO demande

- Un accès équitable et opportun aux services professionnels à l'élève pour veiller à ce que l'équipe d'apprentissage de la petite enfance soit entièrement préparée et ou-

Update

Update is published by the Ontario Secondary School Teachers' Federation/Fédération des enseignantes-enseignants des écoles secondaires de l'Ontario

Editor: M. Young
Managing Editor: R. Allan



Editorial Board: D. Bellissimo, J. Chen, G. Fenn, P. Kossta, T. Marshall, W. Milliner


For changes in mailing addresses, please email: membership-database@osstf.ca
Visit the OSSTF/FEESO website at osstf.on.ca

If you have comments or queries, please address them to:
Update, OSSTF/FEESO, 60 Mobile Drive, Toronto, Ontario, M4A 2P3.
Tel.: 416-751-8300, 800-267-7867
Email: michael.young@osstf.ca

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

Member Canadian Association of Labour Media and the Canadian Education Press Association



MDK
Paper from responsible sources
Papier issu de sources responsables
FSC® C017762

tillée pour aider chaque enfant à atteindre son plein potentiel.

- Un engagement à préserver le bien-être des enfants ayant des besoins particuliers grâce à la présence d'éducatrices et d'éducateurs hautement qualifiés. Par le fait même, nous améliorons l'apprentissage de chaque enfant dans la salle de classe.
- Un membre du personnel enseignant et une éducatrice ou un éducateur de la petite enfance dans chaque classe de maternelle/jardin d'enfants pour assurer un milieu énergique d'apprentissage axé sur le jeu dans lequel chaque élève profitera et se sentira appuyé.
- Que les conseils scolaires dépensent leur allocation de financement pour l'apprentissage de la petite enfance dans les classes de maternelle/jardin d'enfants.

PLUS DE SOUTIEN PROFESSIONNEL À TOUS LES ÉLÈVES

OSSTF/FEESO demande un modèle de pratiques exemplaires pour les services à l'élève qui comprend

- Une augmentation des services à l'école et en communauté offerts aux élèves ayant des troubles de santé mentale.
- Davantage de services d'orthophonie à l'école qui sont nécessaires pour soutenir les élèves dans la salle de classe.
- Un financement accru destiné aux services offerts par des professionnels à l'emploi du conseil scolaire.
- Du financement prévisible, stable et dédié qui garantira des services d'excellente qualité partout dans la province, quel que soit le conseil scolaire.
- Davantage de littératie en santé mentale à l'intention des éducateurs.
- Des ressources et des espaces appropriés pour la prévention de la violence.
- Un règlement spécifique au milieu de l'éducation, sous la *Loi sur la santé et la sécurité au travail*.

JUGEMENT ET COLLABORATION PROFESSIONNELS

OSSTF/FEESO demande

- Un engagement que le prochain gouvernement exigera que tous les conseils scolaires en Ontario mettent en œuvre, avec

OSSTF/FEESO, des comités mixtes de consultation à l'échelon du conseil scolaire et de l'école.

- Un engagement que le jugement professionnel des travailleuses et travailleurs en éducation soit reconnu officiellement comme un facteur décisif dans l'établissement des stratégies d'enseignement et de l'évaluation de l'élève.
- Un engagement que l'Office de la qualité et de la responsabilité en éducation (OQRE) et ses programmes de tests seront abandonnés et que les économies réalisées seront réinvesties dans l'apprentissage des élèves.

FORMULE DE FINANCEMENT

OSSTF/FEESO demande une formule de financement inclusive basée sur un nouvel ensemble de principes qui appuient

- Un éventail complet de services et de programmes offerts à tous les élèves.
- La diversité de nos élèves.
- Un financement ciblé pour les élèves ayant des besoins particuliers.
- Des programmes d'apprentissage de la petite enfance pour améliorer le rendement aux années d'études ultérieures.
- Un accès équitable aux services professionnels qui répondent aux besoins de tous les élèves.
- Une infrastructure scolaire bien entretenue, sécuritaire et accessible.
- L'accès à la technologie et aux autres outils d'apprentissage.
- Le maintien des niveaux de financement par des rajustements qui tiennent compte de l'inflation.
- L'équipe éducative complète.

FINANCEMENT DES UNIVERSITÉS ET SURVEILLANCE

OSSTF/FEESO demande des améliorations importantes au financement de l'éducation, y compris

- Un engagement à augmenter et à stabiliser le financement dédié à toutes les universités afin de veiller à ce que la qualité des services et du soutien aux étudiants soit maintenue une année sur l'autre.
- Un engagement que le financement dédié ciblera les besoins particuliers des

étudiants dans toutes les universités.

- Un engagement que les hausses des effectifs d'étudiants se traduiront par une augmentation des niveaux de dotation afin de garantir que l'on réponde aux besoins des étudiants.
- Un engagement à examiner et à évaluer la surveillance publique et la transparence des décisions en matière de dépenses des universités, en s'assurant que les universités ontariennes servent tant les intérêts des étudiants que ceux de la collectivité en général.


UN SYSTÈME SCOLAIRE PUBLIC DANS CHAQUE LANGUE OFFICIELLE

OSSTF/FEESO demande

- Qu'un groupe de travail, composé de tous les partis politiques, dont le mandat serait d'étudier les bien-fondés et les défis de passer à un système scolaire laïque public dans chacune des langues officielles, soit convoqué immédiatement.
- Que toute économie réalisée à la suite de la fusion des systèmes soit réinvestie dans le système d'éducation afin d'améliorer la qualité de l'éducation et la disponibilité des services dont les élèves ont besoin.
- Que tous les partenaires en éducation participent à la discussion sur l'avenir de l'éducation financée à même les deniers publics en Ontario, accessible à tous les élèves.

LOI SUR LA NÉGOCIATION COLLECTIVE DANS LES CONSEILS SCOLAIRES

OSSTF/FEESO demande les modifications suivantes à la LNCCS

- La négociation centrale devrait se dérouler entre les syndicats et le gouvernement.
- Le rôle des associations de conseils scolaires dans la négociation centrale devrait être consultatif seulement et elles ne devraient pas être mêlées à la prise de décision.
- Il devrait y avoir une table centrale pour le personnel enseignant et le personnel de soutien d'OSSTF/FEESO.
- Les questions couvertes par la négociation centrale devraient se limiter aux salaires, aux avantages et aux autres questions liées au financement, sauf si des ajouts sont effectués d'un commun accord. 



AN ELECTION IS COMING AND IT'S TIME TO PAY ATTENTION

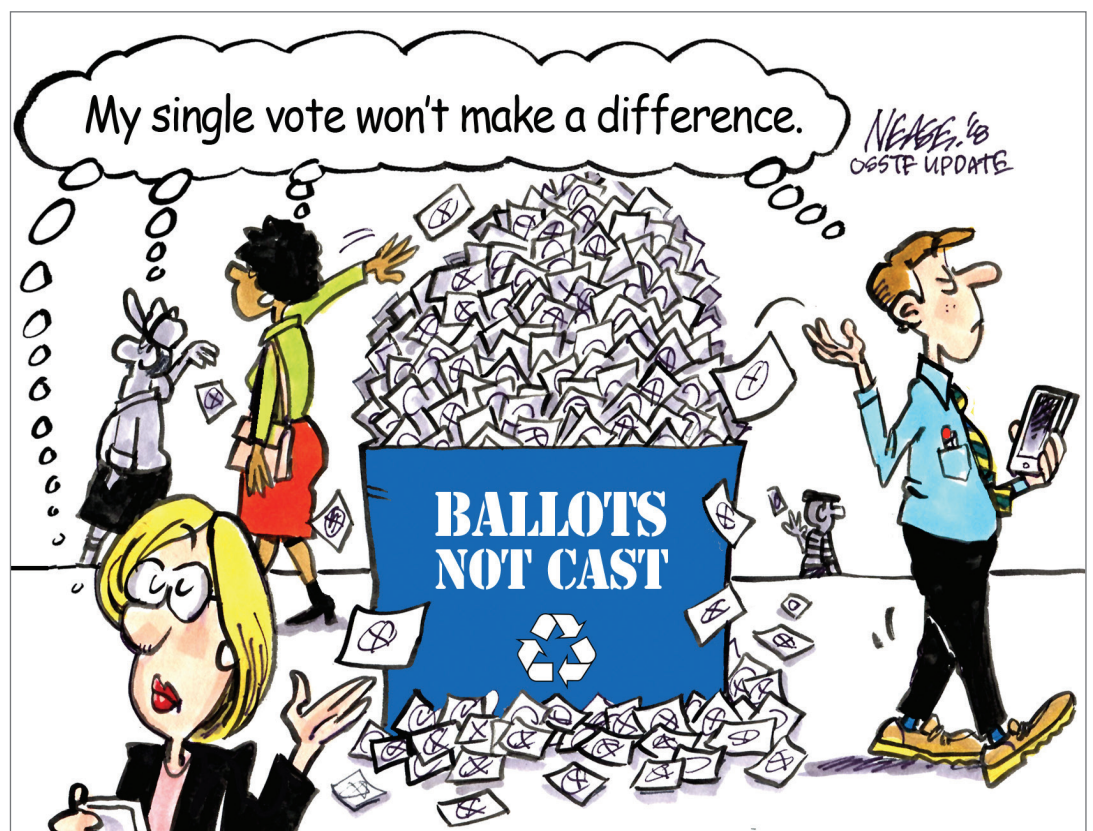
In Ontario's last provincial election, in 2014, voter turnout was just 52.1 per cent. That means that almost half of the eligible voters in the province simply didn't bother to vote. It means that more than 4.4 million Ontarians were perfectly okay with letting others decide what kind of government they would be saddled with in the following years.

It is difficult to imagine any reasonable excuse for so many citizens to be so disengaged from the democratic process that they would not even undertake the simple act of casting a ballot. We do not need to be political junkies to understand that the kind of government we elect impacts countless aspects of our lives. Everything from the quality of health care we receive to the state of public infrastructure to the kinds of regulations that govern our transactions as consumers—all of these things and many more are affected by the policies of the government at Queen's Park.

For those of us who work in public education, at any level, there is even more reason to be politically engaged. Our experience has shown us, over and over again, that the government we elect has a direct impact on our daily working lives. From the kinds of challenges we face when it comes to bargaining new collective agreements to the curriculum we work with to the availability of resources for our students with special needs—all of these are affected by the policies and the disposition of the provincial government.

That's why, leading up to every provincial election, OSSTF/FEESO develops and releases our own election platform, highlighting the most significant education-related issues that we believe the next Ontario government should be prepared to address. The platform we've released in advance of this June's election is called "Public Education—It's For Everyone," and it identifies seven key issues related to education at all levels, from early learning through to post-secondary. It lays out the reasons that those issues are important to OSSTF/FEESO members, and it specifies clear actions that we believe the next government should take to improve public education in Ontario.


Every OSSTF/FEESO member should take the time to read the platform and understand the issues it raises. And, as the election approaches, we need to pay attention. We need to pay attention to what the parties and local candidates are saying about those issues, or whether they're ad-



ressing those issues at all. We need to use the platform as a catalyst and a guide for dialogue with our co-workers and our neighbours, and maybe even with the candidates in our ridings.

At the very least, we need to learn about the issues and make a commitment to ourselves, to our colleagues and to our communities that we

will vote in the June provincial election, and that our vote will reflect our commitment to quality public education.

An abbreviated version of "Public Education—It's For Everyone" is printed on the front page of this issue of *Update*. The full platform is available on the Federation website (osstf.on.ca). 

WHAT'S IN BILL 148?

Bill 148, *Ontario's Fair Workplace, Better Jobs Act*, contains a number of changes that will directly affect OSSTF/FEESO members. Those changes most likely to have an impact on our members are the changes to the *Employment Standards Act* (ESA). Although not all of the changes will apply to every member, the changes generally apply to any collective agreement that does not provide a greater right or benefit for each issue.

The increase in minimum wage to \$14 will affect some OSSTF/FEESO members in support staff Bargaining Units, as will the change in the calculation of public holiday pay. The latter change will mean that those who don't work every day in the period leading up to a public holiday will receive the average of the pay for the days they actually worked, which will mean an increase in their holiday pay in some cases.

The increased vacation entitlement will also benefit those members who do not have any greater provision in their collective agreements. Since teachers and occasional teachers are specifically exempt from the vacation pay provisions of the ESA, the improvements will not


apply to them unless there are certain specific references to vacation pay in the local collective agreement.

Improvements in pregnancy and parental leaves were also introduced, and allow increased entitlement to pregnancy leave in cases of still-birth or miscarriage, as well as the ability to significantly lengthen parental leave by up to an additional 26 weeks over what was previously available to parents.

The changes to the personal emergency leave provisions in the ESA will now provide paid sick leave to members who did not previously have access to such leaves.

In addition, a number of other leaves were introduced or improved, including domestic and sexual violence leave, critical illness leave, child death leave, child-related disappearance leave, and family medical leave.

Several other changes will take effect in the coming months and years. These include the introduction of rules on equal pay for equal work that prevent paying employees different rates based solely on employment status. There are also new requirements surrounding scheduling rules, as well as payment of employees who are on call.

Local leaders will be examining collective agreements to ensure compliance with the new legislation. 



ELECTION PREVIEW

Brown's Resignation Changes Ontario Political Landscape

The stunning sexual misconduct allegations that led to the resignation of Patrick Brown as the leader of Ontario's Progressive Party have dramatically changed the political landscape in advance of the June 7 provincial election.

Prior to Brown's resignation, the three main political parties had spent the previous months crafting their electoral strategy. On the heels of the Conservative Policy Convention last November, the Tories were portraying themselves as steady fiscal managers of Ontario's treasury, and signaled no intention of altering the province's long-standing social policy positions on issues like marriage equality or abortion rights. Brown was making every effort to present himself as the antithesis of previous PC leader Tim Hudak, and to remove any opportunity for the Ontario Liberals to frame him as a rabid fiscal and social conservative. In fact, Brown was carefully defining himself as the anti-Kathleen Wynne candidate who could give Ontarians hope without much risk.

Despite Brown's assertions, the Liberals were still planning to attack him as a right-wing ideologue who would upset the fiscal and social terrain. The Liberals wanted to concentrate on Brown's ten years as a Conservative Member of Parliament in Stephen Harper's government, who spent his time attacking LGBTQ causes and abortion rights. As well, they wanted Ontarians to understand that Brown won the provincial leadership primarily through his contacts in the social conservative political community. Raising fears about a PC leader's policies has been an effective Liberal strategy for a number of elections in Ontario, and many Liberals felt it could have been successful against Brown.

As for the New Democratic Party, Andrea Horwath's team was planning to present the NDP as the better alternative for voters intent on ousting Kathleen Wynne. While Brown's removal has

changed that dynamic, for the New Democrats the plan remains the same. They need to convince Ontarians looking for change that whoever the PC leader is, the New Democrats are the better alternative.

With the election of a new PC leader, the political landscape will be altered. All three declared PC leadership candidates—Christine Elliott, Doug Ford and Caroline Mulroney—have positives and negatives. While some may view former MPP Christine Elliott as an uninspiring and dull choice for leader, she does present as soft-spoken, reasonable and even-tempered. And her experience as a parliamentarian coupled with her recent tenure as Ontario's Patient Advocate, a position to which she was appointed by Kathleen Wynne, will make it challenging for anyone to see her as outside of Ontario's political mainstream. Ontarians may come to accept her as a safe alternative to Wynne, and someone who won't cause major disruption to Ontario's political culture.

Doug Ford's outspoken manner will be a lightning rod for supporters and detractors alike. While Ford may have the greatest ability to mobilize a sizeable part of the electorate, it's possible


that even more will mobilize against him. His candidacy is sure to wreak havoc and lead to a polarized electorate. That could work to the Liberals' advantage if they can convince voters that they are the only ones who can stop Ford Nation.

As for Caroline Mulroney, her candidacy opens many questions. Despite being the daughter of one of the most unpopular, if not the most unpopular, Prime Ministers in Canada's history, she has never been elected to a political office, and has no experience as a candidate. But while some might think it hubris that this inexperienced individual aspires to the top job, others will see a lawyer and mother of four who presents herself as an inspiring choice for women who can both juggle family and maintain a career. The fact that she chooses to send all of her children to private schools may not matter to some Ontarians, but to others it will reinforce the image of a privileged elitist who is out-of-touch with the common person.

PC members will choose their new leader on March 10, and we'll know what Ontarians think of that choice when the ballots are counted on June 7.



osstfupdate.ca


OTIP RAEO.

Get that sweet feeling back again!

Insurance renewing in the next 60 days?

Visit OTIPinsurance.com/OSSTF-choice to get a car or home insurance quote from OTIP. As a bonus, receive a \$25 gift card of your choice!*

*Restrictions apply.

promo code:
choice



PROPOSED ANNUAL ACTION PLAN 2018–2019

Abbreviated version of annual action plan to be presented at AMPA 2018

Over the last several years, the Annual Action Plan has addressed many issues of the day. This year, proposals will assist the Federation, its leaders and its members, in enhancing our core strategies of protecting and engaging members, extending OSSTF/FEESO influence, influencing decision makers, and shaping public opinion.

OSSTF/FEESO, along with other affiliates, exercised our influence this year when the Ontario College of Teachers attempted to increase college fees, ostensibly to pay down their mortgage more quickly. In keeping with this action and as a way to keep the spotlight on the college's actions, we will highlight the proper roles, responsibilities and actions of the college in a campaign geared to our members. We will also look at the other colleges to which our members belong, specifically to ensure that there are no issues with them of which our members should be aware, and upon which OSSTF/FEESO should be acting.

This plan also creates opportunities to develop knowledge at the District level in several areas. The subject of mapping to engage members has been discussed a great deal over the last several years, and some districts/bargaining units have developed and used this method of looking at where their membership is and what they need to do to engage them.

OSSTF/FEESO is proud to have worked closely with the Canadian Labour Congress and the University of Western Ontario in developing a program to address domestic violence. This plan puts in place OSSTF/FEESO training that will assist with the direct support of members who are affected by domestic/gender-based violence.

Custodial and maintenance workers have

some specific health and safety concerns, given some of the equipment and materials they are expected to handle. This plan will create a workshop aimed specifically at ensuring the health and safety of our custodial and maintenance members.

OSSTF/FEESO exists in a larger social context. As a way to extend our influence and help to make change on social issues which may not be directly within, but are nevertheless related to our purview, this plan proposes the creation of an Activist-in-Residence program.

Corporate intrusions into public education are a growing concern. The impacts of technology and its implications for privacy and professional judgement are significant. Corporatization and commercialization in education continue to be a concern. This plan proposes a work group to study these issues and proposes plans and strategies to address it.

Education Campaign Re: Professional Colleges

The Ontario College of Teachers continues to expand its mandate, to act beyond the scope of its role, and increase costs to Ontario teachers. In addition to the Ontario College of Teachers issues, there may be issues with other professional colleges.

OSSTF/FEESO will develop an education campaign for members about the role of professional colleges and any concerns OSSTF/FEESO may have with the various colleges.

Mapping and Mobilization

We are at a watershed moment in public education and within the broader labour movement. Austerity budgets have had a serious impact on the full funding of our system, and changes to election rules have forced a rethink of how we typically advocate for a public education model that reflects the perspectives of education workers. We need a plan that harnesses the only leverage we have—the insights, resources and energy of over 60,000 workers. Mapping enables a union to foster a deeper understanding of their membership and the challenges they face in their workplaces and in their communities.

The workshop that has been developed on Mapping was presented at Leadership 2017 and will be offered at Leadership 2018, but may also be used as a resource for districts/bargaining units, and could be made available if required.

Women's Advocate Training

Over the past several years, OSSTF/FEESO has been at the forefront of issues around domestic violence and violence in the workplace.

OSSTF/FEESO will produce a train-the-trainer model to develop Women Advocates in our Federation who can identify warning signs and risk factors for domestic violence.

The Women's Advocate will not be a counselor, but will provide support for women in need of workplace and community resources.

Health and Safety Workshop for Custodial and Maintenance Staff

In order to promote the health, safety, physical and financial well-being of our custodial and maintenance members, we will develop a two-hour workshop which will address short and long term health and safety issues and injury prevention. The workshop would be ready for presentation at Leadership 2019 and would be available for bookings by local districts/bargaining units beginning in the fall of 2019.

Activist-in-Residence Program

Activist-in-Residence programs have become a feature of many organizations, including unions, universities, and other groups. Typically, the host organization provides basic infrastructure for an individual who is working on some kind of social change issue.

The 2018-2019 Annual Action Plan proposes the creation of an internal work group to examine how such programs operate in other organizations, and to develop possible models for OSSTF/FEESO.

Addressing Corporate Intrusions in Public Education

Many of our members have deep concerns about the degree of influence the corporate world has developed and continues to develop in public education. Whether it is efforts to promote various forms of privatization, the use of technology which may create professional judgement and privacy issues, or the surreptitious promotion of commercial interests in our public education institutions, the role which corporations are playing and want to play is sounding alarm bells for many of us. This Annual Action Plan proposes the creation of a work group to examine the current research on the corporate agenda for education, in Canada, the United States, and other relevant jurisdictions. It will also discuss ways to raise awareness of these issues and develop a counter plan. 🌐

PLAN D'ACTION ANNUEL PROPOSÉ 2018-19

Version abrégée du plan d'action annuel qui sera présenté à la RAAP 2018

Au cours des dernières années, le Plan d'action annuel a traité de plusieurs enjeux du moment. Cette année, les propositions aideront la Fédération, ses dirigeants et ses membres, à améliorer ses stratégies fondamentales qui visent à protéger et faire participer les membres, à étendre l'influence d'OSSTF/FEESO, à influencer les décideurs et à modeler l'opinion publique.

OSSTF/FEESO, avec d'autres affiliés, a exercé son influence cette année lorsque l'Ordre des enseignantes et des enseignants de l'Ontario a tenté d'augmenter la cotisation à l'Ordre, apparemment pour rembourser plus rapidement son hypothèque. Dans ce contexte et pour garder les actions de l'Ordre sous le feu des projecteurs, nous ferons ressortir les véritables rôles, responsabilités et actions de l'Ordre dans une campagne destinée à nos membres. Nous examinerons aussi les autres ordres auxquels appartiennent nos membres, en particulier pour veiller à ce qu'il n'y ait pas de problèmes que nos membres devraient connaître et auxquels OSSTF/FEESO devrait réagir.

Le présent plan crée aussi des occasions d'approfondir les connaissances dans plusieurs domaines à l'échelon du district. Le thème de la cartographie dans le but de faire participer les membres a été longuement discuté au cours des dernières années et des unités de négociation/districts ont développé et utilisé cette méthode pour regarder la situation actuelle de leurs membres et ce qu'il faut faire pour qu'ils participent.

OSSTF/FEESO est fier d'avoir collaboré étroitement avec le Congrès du travail du Canada et l'Université Western Ontario à l'élaboration d'un programme traitant de la violence familiale. Le présent plan met en place la formation d'OSSTF/FEESO qui contribuera à l'appui direct des membres qui sont aux prises avec la violence familiale/fondée sur le sexe.

Le personnel d'entretien et de conciergerie a des problèmes spécifiques en matière de santé et sécurité compte tenu de l'équipement et des matières qu'il doit manipuler. Le présent plan créera un atelier conçu spécialement pour assurer la santé et la sécurité de nos membres du personnel d'entretien et de conciergerie.

OSSTF/FEESO vit dans un contexte social élargi. De manière à étendre notre influence et

à contribuer au changement dans des enjeux sociaux qui ne relèvent peut-être pas directement de notre compétence, mais qui sont néanmoins liés à notre domaine, le présent plan propose la création d'un programme d'activiste en résidence.

Les ingérences des entreprises dans l'éducation publique constituent une préoccupation grandissante. Les répercussions de la technologie et ses conséquences sur le respect de la vie privée et le jugement professionnel sont importantes. La privatisation et la commercialisation dans le domaine de l'éducation continuent d'être une source d'inquiétudes. Le présent plan propose un groupe de travail afin d'étudier la question et de proposer des plans et des stratégies pour y remédier.

Campagne d'information sur les ordres professionnels

L'Ordre des enseignantes et des enseignants de l'Ontario continue d'élargir son mandat, d'outrepasser la portée de ses fonctions et d'augmenter les coûts pour le personnel enseignant ontarien. En plus des enjeux avec l'Ordre des enseignantes et des enseignants de l'Ontario, il peut y avoir des problèmes avec les autres ordres professionnels.

OSSTF/FEESO créera une campagne d'information à l'intention des membres sur le rôle des ordres professionnels ainsi que sur toutes les préoccupations que peut avoir OSSTF/FEESO concernant les divers ordres.

Cartographie et mobilisation

Nous nous trouvons à un tournant décisif dans l'éducation publique et dans l'ensemble du mouvement syndical. Les budgets d'austérité ont grandement affecté le financement complet de notre système et les modifications aux règles électorales nous ont forcés à réfléchir à la façon dont nous militons habituellement pour un modèle d'éducation publique qui tient compte des points de vue des travailleuses et des travailleurs en éducation. Nous avons besoin d'un plan qui est étroitement lié à la seule force que nous avons : les connaissances, les ressources et l'énergie de plus de 60 000 travailleuses et travailleurs.

La cartographie permet à un syndicat de mieux comprendre ses membres et les défis auxquels ils sont confrontés dans leurs milieux de travail et leurs communautés.

L'atelier qui a été créé sur la cartographie a été présenté dans le cadre du Leadership 2017 et sera offert au Leadership 2018, mais peut aussi servir de ressources aux unités de négociation/districts et pourrait être disponible, au besoin.

Formation des intervenantes auprès des femmes

Depuis plusieurs années, OSSTF/FEESO a joué un rôle de premier plan en matière de vio-

lence familiale et de violence en milieu de travail.

OSSTF/FEESO créera un modèle de formation du formateur afin de développer les habiletés des intervenantes auprès des femmes au sein de notre Fédération afin qu'elles puissent reconnaître les signes précurseurs et les facteurs de risque de la violence familiale.

Ces intervenantes auprès des femmes ne seront pas des conseillères, mais fourniront du soutien aux femmes qui ont besoin de ressources au travail et en communauté.

Atelier en santé et sécurité à l'intention du personnel de conciergerie et d'entretien

Afin de promouvoir la santé, la sécurité, le bien-être physique et financier de nos membres du personnel de conciergerie et d'entretien, nous créerons un atelier de deux heures qui traitera des problèmes de santé et de sécurité à court et à long terme et de la prévention des blessures. L'atelier serait présenté dans le cadre du Leadership 2019 et pourrait être réservé par les unités de négociation/districts au début de l'automne 2019.

Programme d'activiste en résidence

Les programmes d'activiste en résidence sont devenus monnaie courante dans plusieurs organisations, y compris les syndicats, les universités et d'autres groupes. D'habitude, l'organisation hôte offre l'infrastructure de base à une personne qui travaille sur des enjeux de changement social.

Le plan d'action annuel de 2018-2019 propose la création d'un groupe de travail interne pour examiner le fonctionnement de tels programmes dans d'autres organisations et de développer des modèles possibles pour OSSTF/FEESO.

Ingérences des entreprises dans l'éducation publique

Plusieurs de nos membres expriment de vives inquiétudes quant au niveau d'influence que le monde des affaires a développé et continue d'exercer sur l'éducation publique. Qu'il s'agisse d'efforts de promotion des diverses formes de privatisation, de l'utilisation de la technologie qui peut créer des problèmes de jugement professionnel et de protection de la vie privée ou de la promotion clandestine des intérêts commerciaux dans nos établissements d'éducation financés à même les deniers publics, le rôle que les entreprises jouent actuellement et veulent jouer est alarmant pour plusieurs d'entre nous. Le plan d'action annuel 2018-2019 propose la création d'un groupe de travail pour examiner la recherche actuelle sur le plan des entreprises pour l'éducation au Canada, aux États-Unis et dans d'autres territoires pertinents. Il discutera aussi des moyens de conscientiser la population à ces enjeux et de développer un plan d'attaque. 🌐

2017 AUDIT AT A GLANCE

DISTRICT FUNDING

\$14,853,995

30.8%

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, Local Climate Change Initiatives, District WSIB premiums, Human Rights Initiatives and Member Accessibility funding.

EDUCATIONAL SERVICES

\$3,899,736

8.1%

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, Climate Change Workshop and Curriculum, Addressing Poverty and Class Bias Workshop, Adult Education Strategy Work Group, Resource Books, and a portion of staff salaries and benefits.

PROTECTIVE SERVICES

\$10,861,898

22.6%

Collective Bargaining Committee, Health and Safety/WSIA Committee, Pension Work Groups, LTD Advisory Work Group, Organizing, Legal Costs, Grievances, and a portion of staff salaries and benefits.

COMMUNICATIONS/POLITICAL ACTION

\$3,721,469

7.7%

Publications including *Update* and *Education Forum*, advertising, Communications and Political Action Committee, political action materials, training and lobbying, Charter for Public Education, coalition memberships, Lobby Day, First Nations, Métis and Inuit (FNMI) Advisory Work Group, Inclusive Environment for FNMI Students, communications training, awards and international assistance, and a portion of staff salaries and benefits.

PROVINCIAL MEETINGS MEMBERSHIPS

\$5,674,302

11.8%

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, Equity Advisory Work Group, Subject Associations, Environmental Work Group, New Member Engagement Advisory Work Group, Amalgamating/Merging Bargaining Unit Work Group and a portion of staff salaries and benefits.

PROVINCIAL EXECUTIVE

\$1,946,791

4.0%

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

\$7,225,128

15.0%

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. 🌐

COUP D'ŒIL VÉRIFICATION DE 2017

FINANCEMENT DES DISTRICTS

14 853 995 \$

30,8 %

Remboursement de base aux districts, PP (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 interdistricts, 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, initiatives locales sur les changements climatiques, primes de la CSPAAT pour les districts, initiatives en matière des droits de la personne et fonds pour l'accessibilité des membres.

SERVICES ÉDUCATIFS

3 899 736 \$

8,1 %

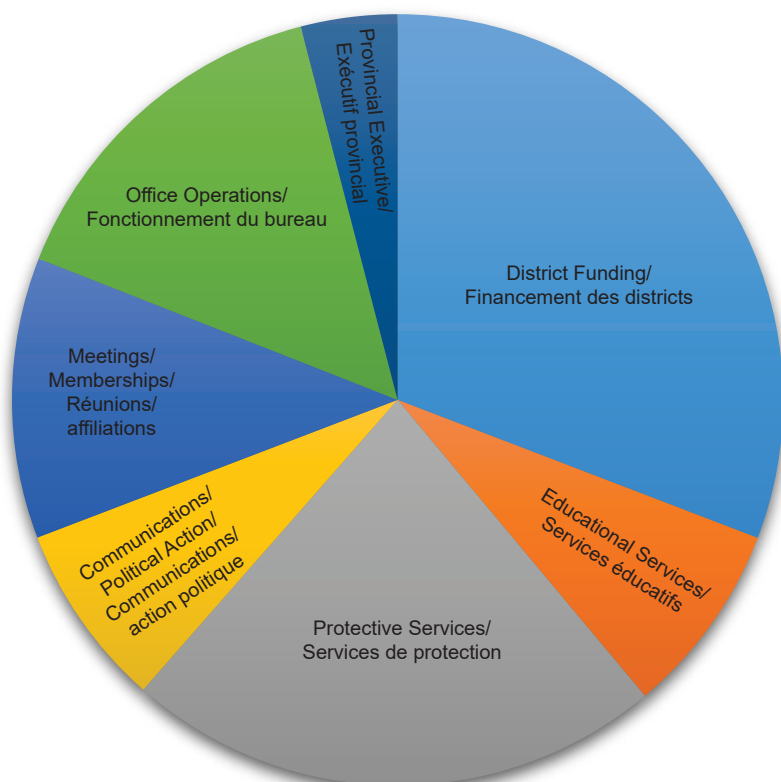
Certification du personnel enseignant, services de médiation, bibliothèque de la Fédération, modules de formation à l'intention des membres, Comité des services en langue française, Comité des services éducatifs, Comité du statut de la femme, Comité des droits de la personne, Groupe de travail des facultés d'éducation, atelier sur les changements climatiques et programme d'études, atelier S'attaquer à la pauvreté et les préjugés sociaux, Groupe de travail sur la Stratégie pour l'éducation des adultes, cahiers pédagogiques et une partie du salaire et des avantages sociaux du personnel.

SERVICES DE PROTECTION

10 861 898 \$

22,6 %

Comité de négociation collective, Comité sur la santé et sécurité/LSPAAT, groupes de travail sur les pensions, Groupe de travail consultatif sur l'ILD, recrutement, frais ju-



ridiques, griefs et une partie du salaire et des avantages sociaux du personnel.

COMMUNICATIONS/ACTION POLITIQUE

3 721 469 \$

7,7 %

Publications, y compris *Update* et *Education Forum*, annonces publicitaires, Comité des communications/action politique, documentation d'action politique, formation et lobbying, Charte pour l'éducation publique, adhésion à des coalitions, Journée de lobbying, Groupe de travail des Premières Nations, Métis et Inuits, milieu inclusif pour les élèves des PNMI, formation en communication, prix et aide internationale et une partie du salaire et des avantages sociaux du personnel.

RÉUNIONS PROVINCIALES DES MEMBRES

5 674 302 \$

11,8 %

Réunion annuelle (RAAP), atelier de formation d'été, Conseil provincial, conférences, 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 finances, ateliers financiers, Conseil des membres retraités actifs, Groupe de travail consultatif en matière d'égalité, associations par matière, Groupe de travail sur l'environnement, Groupe de travail consultatif sur l'engagement des nouveaux membres, Groupe de travail sur la fusion/le regroupement d'unité de négociation et une partie du salaire et des avantages sociaux du personnel.

EXÉCUTIF PROVINCIAL

1 946 791 \$

4 %

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

FONCTIONNEMENT DU BUREAU

7 225 128 \$

15 %

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 PAGE 1...SAA

include the traditional video honouring their work. The winners will be presented with awards of \$1000 each. For a sneak peek at the provincial winners, please read below.

In the Prose and Poetry Division, Ella Hancock of [E.L. Crossley in Pelham](#) was the winner of the Intermediate Academic 9–10 category, with the poem *Channel*. This poem revealed the inundation of knowledge and events, depraved and damaging, that are thrown at us every day and with each change of the channel. Ella's poem encourages us to choose compassion and act with support when others go through such tragic events.

Hannah McKay of [Hammarskjold High School in Thunder Bay](#) won the Intermediate 9–10 Applied/Essential category with her poem, *Here*. Hannah shares with us an intimate side of her struggle as seen through her poetry. Her words are eloquent and mature and you want to savour them in your mouth because of their beauty rather than say them and lose them forever.

Taylor Verheggie, a student at [Westminster Secondary School in London](#), won in the Senior 11–12 University category for her poem *Ordinarily Extraordinary*. A beautiful, well written poem about finding extraordinary beauty in things we see every day. From the crunch of fall leaves to the comforting smell of fresh laundry, Taylor uses words to illustrate for us her super power of seeing the 'ordinary' in a completely different light.

In the 11–12 College/Workplace category, Bailee Harvie, of [Almaguin Highlands SS in South River](#), takes us on a poetic journey through her life as a young woman living with Autism Spectrum Disorder. Bailee shows us that through compassion, education and perseverance, students can be successful and can learn to advocate for themselves and for others—if only we give them the guidance, opportunity and grace to do so.

Joannie Patterson, of [ESC Renaissance in Aurora](#), won the French Prose and Poetry 9–10

category, for her poem, *L'amour d'une étoile—Saved by Your Smile*. The poem speaks of believing that you have a superpower that can pull you from the deepest depths of despair, and wanting to have a second chance at a worthwhile life.

In the category of French Prose and Poetry 11–12, the winner, Christina Mohan from [Harold M. Brathwaite SS in Brampton](#), moved us with her poem *Sauve par ton sourire—The Love of a Star*. In her poem she speaks of a little sister who desperately needed a heart transplant and an older sister who died to give her the heart she needed. It is a poignant story of love and loss and a loving tribute to her sister who is her star above, watching over her and the reason she has lived so fully.

Sarah Hancock, of [Nottawasaga Pines SS in Angus](#), stunned us with her incredible piece, *Resiliency Glows*. Depicting a phoenix rising, it catapulted her to the top of the Visual Arts Intermediate 9–10 category. It was painted on a long-board to reach out to her peers to remind them that they can float above all the negativity that faces them through social media and bullying, and rise again, just like the phoenix.

Inam Rizvi, of [Sir Winston Churchill SS in St. Catharines](#), was the winner of the Senior 11–12 Visual Arts category for her work entitled *Flight*. This incredible painting depicts a young Inam dreaming of flying in the sky. The dreamy palette of colours and the expression on her face allowed us to feel her youth and innocence, and hear the message of hope.

Finally, the winners of the Digital Arts 9–12 category was Becker Gagnon and Markus Luomala, of [Geraldton Composite High School in Geraldton](#) for their video, *Bannock Dogs Save the World*. Through humour, the two young men showed us that knowing how to cook, preparing a meal and feeding those in need was indeed a super power. With an underlying message that doing things for others and putting care into what you create really can be meaningful, their video is a clear winner. 🐾



Flight by Inam Rizvi
Sir Winston Churchill SS
St. Catharines
Visual Arts Senior 11–12
category



INTERNATIONAL WOMEN'S DAY —THE GLOBAL STRUGGLE FOR GENDER EQUALITY

International Women's Day has been observed around the world since 1911. The movement started with a desire for women to be able to participate equally in society with men. Celebrated every year on March 8, International Women's Day provides us all with the opportunity to take stock of our country's progress towards gender equality, and to honour the many ways women contribute and have contributed to our global society.

But, wait a minute. Doesn't gender equality already exist here in Canada? While our Canadian Charter of Rights and Freedoms does guarantee gender equality, women are still facing significant challenges. Women continue to be under-represented in politics and still earn less than men in the workforce. They are still responsible for the majority of family responsibilities, and they experience gender based violence at higher rates than men. Despite the many great improvements that have been achieved for women since the first International Women's Day in 1911, there is still a significant amount of work to be done before gender equity is achieved in Canada and around the globe.

In fact, there is evidence that, globally, the gap in gender equality is widening. The 2017 World Economic Forum Global Gender Gap Report measures gender equality benchmarks in four areas within 144 countries. Those areas include economic participation and opportunity, educational attainment, health and survival, and political empowerment. The data predicts that global gender parity won't be achieved for more than 200 years. We need to see more progress.

On the positive side, this past year, we have witnessed a strong global movement for gender equality gaining momentum. People around the world are experiencing significant shifts in their thinking about patriarchy and its ingrained, negative effects on gender equality. In response to this shift, the theme for International Women's Day 2018 is *Push for Progress*. We need to remain motivated and united in our struggle for gender equality in order to change long-standing inequitable policies, practices, beliefs and traditions.

Collectively, we can all play a part. International Women's Day belongs to all of us. As feminist Gloria Steinem said, "The story of women's

struggle for equality belongs to no single feminist nor to any one organization, but to the collective efforts of all who care about human rights." Together, we can use our voices to push for progress and help make gender equality a reality in Canada—we can use our voices at our workplaces, at community gatherings, in our classrooms and at our dinner tables. Do what you can to make a positive difference for women in their struggle for gender equality, on International Women's Day and every day.

Teresa Marrello is a member of the Occasional Teacher Bargaining Unit in District 27, Limestone, and a member of the Provincial Status of Women Committee.

APRIL RESEARCHED CONFERENCE TO BE SPONSORED BY OSSTF/FEESO

Canada's second researchedED conference, researchedED Ontario, will take place at Mississauga Secondary School on Saturday, April 14.

ResearchED is a grassroots movement from the UK that encourages teachers and education workers to rely on evidence to inform their practices and to expect schools to implement only initiatives and programs that have been empirically proven to be effective. To that end, researchedED brings together researchers and teachers and education workers to share data, studies and informed practices.

The keynote speaker for the event will be Professor Daniel Willingham, psychologist at the University of Virginia and author of *Raising Kids Who Read, Why Don't Students Like School?* and *When Can You Trust The Experts?*

ResearchED founder, UK government behaviour csar and author of *TeacherProof*, Tom Bennett will also present on world-wide studies on student behaviour.

Other recognizable presenters include:

- Pedro de Bruyckere—Educational scientist (PhD) at Arteveldehogeschool, Ghent, Belgium and author of *The Ingredients for Great Teaching* and *Urban Myths about Teaching and Learning*
- Carl Hendrick—Head of learning and research at Berkshire's Wellington College, co-director of the Telegraph Festival of Education and author of *What Does This Look Like in the Classroom?*

- Martin Robinson—Technology and Education expert and author of *Trivium 21st Century: Preparing students for the future with lessons from the past*.

OSSTF/FEESO is sponsoring the event and will be funding delegates to the conference on the usual FTE basis, with most Bargaining Units receiving one delegate. Educational Services Officers and other members with an interest in professional practice will be the likely attendees.

Those who wish to attend the conference but are not selected as their bargaining unit delegate will be able to register through the researched.org.uk website at a modest cost.

LE CSLF A BESOIN DE VOUS!

Êtes-vous francophone, mais travaillez pour un employeur de langue anglaise? Si tel est le cas, le CSLF a besoin de vous!

OSSTF/FEESO représente le personnel de soutien de 11 conseils scolaires et universités de langue française. Le Comité des services en langue française (CSLF) est chargé de soutenir ces membres francophones au sein d'OSSTF/FEESO afin qu'ils accèdent aux services dont ils ont besoin de leur syndicat. Les personnes qui siègent au CSLF proviennent de chacun des districts représentant ces membres francophones et deux membres additionnels du Comité travaillent pour des employeurs de langue anglaise. Cela signifie que le Comité s'attend à ce que des membres du personnel enseignant ou du personnel de soutien d'universités ou de conseils scolaires de langue anglaise s'engagent à faire partie d'un comité qui fonctionne exclusivement en français.

Si vous souhaitez en savoir plus sur le CSLF, communiquez avec Rosemary Judd-Archer à rosemary.judd-archer@osstf.ca.

Les inscriptions débutent le 1^{er} mars 2018
Registration opens March 1, 2018



www.osstf.on.ca/equity

STUDENT ACHIEVEMENT AWARDS— REGIONAL WINNERS

Prose & Poetry Division

Category A-1: Intermediate, 9-10 Academic

- Region 1: Olivia Heppner, Hammarskjold High School, District 6A
- Region 2: Kaitlyn Smith, Almaguin Highlands Secondary School, District 4
- Region 3: Jessica Fisher, Strathroy District Collegiate Institute, District 11
- Region 4: Ella Hancock, E. L. Crossley Secondary School, District 22
- Region 5: Lydia Etherington, Kenner Collegiate Vocational Institute, District 14

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

- Region 1: Hannah McKay, Hammarskjold High School, District 6A
- Region 3: Grace Carruthers, Westminster Secondary School, District 11
- Region 4: Haley Van Camp, Brooklin High School, District 13

Category A-3: Senior, 11-12 University

- Region 1: Lesly Namadam, Superior Collegiate and Vocational Institute, District 6A
- Region 2: Mariah Grotoli, Parry Sound High School, District 4
- Region 3: Taylor Verheghe, Westminster Secondary School, District 11
- Region 4: Preethi Vezhavendan, Dr G.W. Williams Secondary School, District 16
- Region 5: Maddie Burggraf, Bayridge Secondary School, District 27

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

- Region 1: Valerie Carr, Geraldton Composite High School, District 6B
- Region 2: Bailee Harvie, Almaguin Highlands Secondary School, District 4
- Region 3: Wesley Pattison, Great Lakes Secondary School, District 10
- Region 4: Alessandra Di Lello, Louise Arbour Secondary School, District 19
- Region 5: Zach Kisslinger, North Hastings High School, District 29

Category A-5: French, 9-10

- Region 1: Geneviève Beauvais, Hammarskjold High School, District 6A

- Region 3: Etienne Joulin, London Central Secondary School, District 11
- Region 4: Joannie Patterson, École secondaire catholique Renaissance, District 32, Unité 64

Category A-6: French, 11-12

- Region 2: Amy MacFarlane, Almaguin Highlands Secondary School, District 4
- Region 3: Farah Ghafoor, Vincent Massey Secondary School, District 9
- Region 4: Christina Mohan, Harold M. Brathwaite Secondary School, District 19

Creative Division

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

- Region 1: Anastasia Dimov, Geraldton Composite High School, District 6B
- Region 2: Anna Lachine, Michipicoten High School, District 2
- Region 3: Ellie Park, A.B. Lucas Secondary School, District 11
- Region 4: Sarah Hancock, Nottawasaga Pines Secondary School, District 17
- Region 5: Anthony Amodeo, Campbellford District High School, District 14

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

- Region 1: Joshua Meekis, Hammarskjold High School, District 6A
- Region 2: Daytton Niemi, Lively District Secondary School, District 3
- Region 3: Tsista Kennedy, Saunders Secondary School, District 11
- Region 3: Taylor Ross, Waterford District High School, District 23
- Region 4: Inam Rizvi, Sir Winston Churchill Secondary School, District 22
- Region 5: Leif Sezaki-Lightfoot, Centre Hastings Secondary School, District 29

Category B-3: Digital Arts, 9-12

- Region 1: Becker Gagnon and Markus Luomala, Geraldton Composite High School, District 6B
- Region 2: Haley Griffiths, Almaguin Highlands Secondary School, District 4
- Region 3: Claire Tillapaugh, Northern Collegiate Institute and Vocational School, District 10
- Region 3: Tristan, Daulton, Nolan, Essex District High School, District 9
- Region 4: Janelle Mainville, École secondaire catholique Renaissance, District 32, Unité 64
- Region 5: Kyra Macqueen, Crestwood Secondary School, District 14
- Region 5: Alexandra Reid-Lacerte, North Grenville District High School, District 26.

SIÉGER À UN COMITÉ, POURQUOI PAS!



Uniquement en français. Êtes-vous membre d'une unité de négociation francophone et envisagez-vous de faire une demande auprès d'un comité ou d'un conseil provincial? Le français est un atout pour tout ce qu'on fait!

OSSTF/FEESO représente le personnel de soutien dans 11 conseils scolaires et universités francophones. Le Comité des services en langue française (CSLF) est chargé de soutenir ces membres francophones au sein d'OSSTF/FEESO dans l'accès aux services dont ils ont besoin de leur Fédération.

Mais le travail de tous nos comités/conseils est pour tous nos membres, y compris les francophones. Chaque comité et conseil sera enrichi par la présence d'un membre d'une unité de négociation francophone. En tant que travailleur dans un conseil scolaire francophone ou une université bilingue, votre voix est importante. Le Comité des mises en candidature attend la vôtre. Tous les comités/conseils fonctionnent en anglais, sauf le CSLF. 🇨🇦



BLACK HISTORY MONTH

From the Canadian Labour Congress

To mark Black History Month, Canada's unions are renewing their call on the federal government to commit to an anti-Black racism strategy.

Such a strategy would require the government to commit to analyzing race-based statistics on how various institutional policies impact Black communities. The key objective would be to eradicate institutionalized racism that is disproportionately harming this specific segment of Canadian society.


"Black people in Canada are systematically disadvantaged in workplaces, criminalized and victimized by the judicial system, and discriminated against in public services and housing," said CLC President Hassan Yussuff.

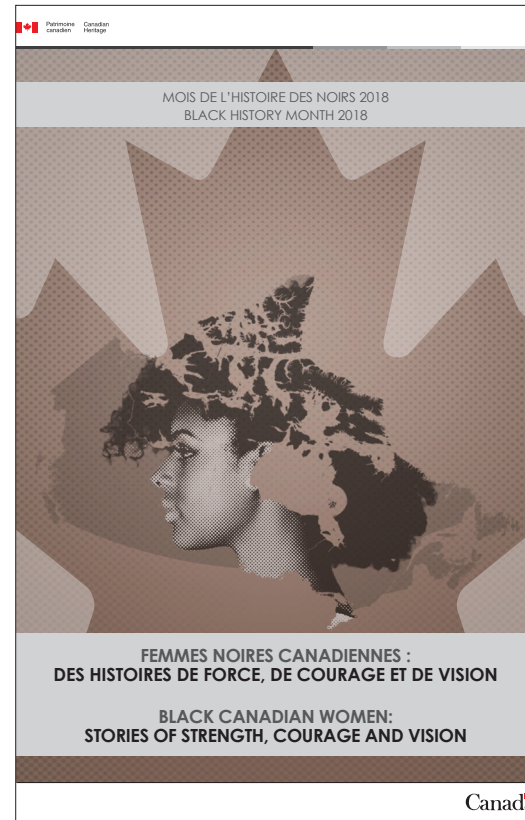
Canada's unions are renewing their call on the federal government to commit to an anti-Black racism strategy

The federal government should look to taking the following steps:

- Create an intersectional national anti-Black racism strategy;
- Institute criminal justice reform to address anti-Black racism in the judicial and prison system; and
- Call for an inquiry on the overrepresentation of Black children and youth in care of child protection services.

Canada's unions are celebrating Black History Month with the release of a special podcast later this month called "*Smoke and Mirrors: Uncovering Truths about Human Rights in Canada.*" Hosted by lawyer, writer and PhD candidate Hadiya Roderique, the episode will explore the history of anti-Black racism in Canada and its legacy on society today.

The podcast features interviews with Black intellectuals and activists including authors and historians Robyn Maynard and Dr. Afua Cooper, as well as the award-winning journalist Desmond Cole. 



Poster can be accessed here www.bit.ly/2kSmnui.

LIMITED-TIME GIC OFFER

Get an extra 25 basis points on top of the posted rate on a 2-year GIC with Home Trust and Home Bank.

LEARN MORE:
1.800.263.9541

Educators
FINANCIAL GROUP

educatorsfinancialgroup.ca/GICoffer



Want to recognize a **TEACHER** who does **GREAT WORK** in their school?

OTIP
TEACHING AWARDS

Nominate in one of three categories: elementary, secondary, or a beginning teacher in the first five years of teaching.

Winners receive a personal award of \$1,000 and a Certificate of Recognition and another \$1,000 prize and a Certificate of Recognition for their school.

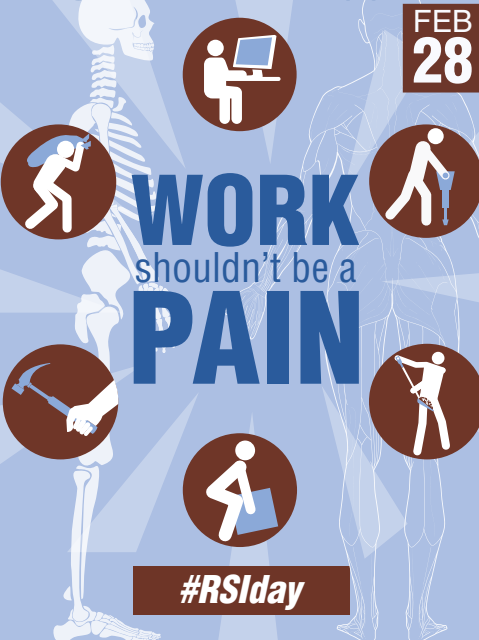
Visit www.teachingawards.ca

Nominations close March 31, 2018



RSI Repetitive Strain Injury AWARENESS DAY

FEB 28



#RSIday

CCOHS.ca
Canadian Centre for Occupational Health and Safety

Update

Return undeliverable Canadian addresses to
OSST/FEESO, 60 Mobile Drive, Toronto, ON M4A 2P3

Canada Post Corporation
Publication Mail Agreement No.
40012523