

June 10, 2026
D/BU #154/2025–2026

Workplace Accommodation and Accessibility Ad Hoc Advisory Work Group Vacancies

To: Presidents and All Members

From: Dave Barrowclough, Associate General Secretary – Protective Services

For Immediate Action

The Provincial Executive is seeking three (3) members to serve on the Ad Hoc Advisory Work Group on Workplace Accommodations and Accessibility.

AMPA 2026 approved the establishment of an ad hoc advisory work group on workplace accommodations and accessibility composed of seven (7) members including one member from the Protective Services Committee, one member from the Health and Safety / Workplace Safety Insurance Act Standing Committee, a member of PE, a Secretariat member, and three members at large.

The mandate of the ad hoc advisory work group is to:

- Conduct an audit of AODA compliance within OSSTF/FEESO structures, policies, and practices;
- Review and assess how employers are managing Functional Ability Reports (FARs), fulfilling their duty to accommodate, and applying attendance management programs;
- Identify barriers faced by members in accessing accommodation and supports, particularly in contexts of workplace violence and attendance management;
- Develop recommendations for collective bargaining, policy reform, and training to strengthen member rights;
- Produce member-facing resources to empower leaders and locals in supporting accommodation requests;
- Apply an equity and abilities-focused lens to ensure diverse member experiences are reflected;

- Establish a framework for ongoing monitoring of employer compliance with AODA and occupational health & safety obligations;
- Provide an interim report to Provincial Council in April 2027 and a final report to AMPA 2028, with recommendations integrated into future OSSTF/FEESO committee work and bargaining priorities.

The work group expects to meet four (4) times per year. Applicants should verify with their local president that there are no restrictions for time release for their Bargaining Unit.

All reasonable expenses such as meals, travel, accommodations, as necessary, and dependent care, where applicable, will be fully covered by OSSTF/FEESO as per the 2026-2027 Federation Activities Allowable Expenditures Guidelines.

OSSTF/FEESO is dedicated to equity, anti-racism, and anti-oppression while protecting and enhancing public education. OSSTF/FEESO values the participation of members with various lived experiences. We actively seek and welcome applications from members of First Nations, Métis, Inuit, and/or other equity-seeking groups.

Self-identification is voluntary. If an applicant chooses to self-identify, please complete the Voluntary Self-Identification form attached and include this in your application. The storage and use of this self-identification data will not be tied to any identifying information.

In accordance with the Accessibility for Ontarians with Disabilities Act (AODA), OSSTF/FEESO strives to ensure that all application processes are non-discriminatory and barrier-free.

Any questions regarding this D/BU, the application process, or to request an accommodation to be able to fully participate in the application process, should be addressed to Ellen Hinan (ellen.hinan@osstf.ca).

Interested applicants should submit the attached application form no later than **4:00pm on June 26th, 2026**, to the attention of Ellen Hinan (ellen.hinan@osstf.ca) at the Provincial Office.

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