



Memorandum

**Provincial Executive Liaison Report**

To: District 12 OTBU Executive Meeting

From: Harvey Bischof, Vice President

**1. OSSTF/FEESO Preliminary Analysis of the 2011 Ontario Provincial Election**

Total number of seats in Legislature:	107
Liberals	53 (-18)
Progressive Conservatives	37 (+12)
NDP	17 (+7)

OSSTF Priority One Ridings Total:	18
Priority One Candidates Elected:	14
Success Rate:	77.7%

OSSTF Priority Two Ridings Total:	38
Priority Two Candidates Elected:	29
Success Rate:	76.3%

Total OSSTF NDP endorsed candidates:	12
OSSTF/FEESO NDP endorsed candidates elected	11
Success rate:	92%

Total OSSTF Liberal endorsed candidates:	44
OSSTF/FEESO Liberal endorsed candidates elected	32
Success rate:	72.7%

Overall: 43/56 successful elections =	76.8%
Overall: 13/56 unsuccessful elections =	23.2%

**Notes:**

The four Priority One losses were:

- Rick Johnson (Haliburton-Kawartha Lakes-Brock)
- Indra Naidoo-Harris (Halton)
- Khalil Ramal (London-Fanshawe)
- Mike Shields (Oshawa)
- Three of the ridings went Progressive Conservative and one went NDP.
- 6/13 losses are in rural areas

- 4 Cabinet Ministers lost seats: Sophia Aggelonitis (Hamilton Mountain), Leona Dombrowsky (Prince Edward-Hastings), Carol Mitchell (Huron-Bruce) and John Wilkinson (Perth-Wellington).
- 2 Cabinet Ministers did not run: Sandra Puppattello (Windsor West) and Monique Smith (Nipissing). The Liberals retained Windsor West and the Progressive Conservatives won Nipissing.

## 2. Ontario Liberal Cabinet

On October 19, 2011, the new Ontario Liberal Cabinet was sworn in. The new Cabinet is comprised of 22 members – down from 28 – and all Ministers have previously held Cabinet positions. On October 25, Tim Hudak and Andrea Horwath released their Shadow Cabinets for the 40<sup>th</sup> Parliament of Ontario. The Ontario Legislature returned on Monday November 21, 2011. The Throne Speech took place the following day Tuesday, November 22, 2011.

The list of Ministerial and Shadow Cabinet assignments follows:

Minister	Portfolio	PC Shadow	NDP Shadow
Dalton McGuinty	Premier Intergovernmental Affairs	Ted Arnott	Andrea Horwath
Jim Bradley	Environment	Michael Harris	Jonah Schein
Rick Bartolucci	Northern Development & Mines Chair of Cabinet	Norm Miller	Michael Mantha
Dwight Duncan	Finance Deputy Premier	Peter Shurman Christine Elliott	Michael Prue
John Gerretsen	Attorney General	Christine Elliott	Jagmeet Singh
Chris Bentley	Energy	Vic Fedeli	Peter Tabuns
Madeleine Meilleur	Community Safety & Correctional Services Francophone Affairs	John Yakabuski Bob Bailey Peter Shurman	Taras Natyshak France Gélinas
Harinder Takhar	Government Services	Sylvia Jones	Paul Miller
Kathleen Wynne	Municipal Affairs and Housing Aboriginal Affairs	Steve Clark Jerry Oullette	Cindy Foster Sarah Campbell
Michael Chan	Tourism and Culture	Ted Chudleigh	Paul Miller
Michael Gravelle	Natural Resources	Laurie Scott	Sarah Campbell
Brad Duguid	Economic Development and Innovation	Marie McNaughton	Rosario Marchese
Deb Matthews	Health and Long Term Care	Elizabeth Witmer	France Gélinas
John Milloy	Community and Social Services Government House Leader	Toby Barrett Jim Wilson	Cheri DiNovo Gilles Bisson
Margarett Best	Consumer Services	Jim McDonnell	Jagmeet Singh
Laurel Broten	Education Women's Issues	Lisa MacLeod Laurie Scott	Peter Tabuns Cheri DiNovo

Minister	Portfolio	PC Shadow	NDP Shadow
Linda Jeffrey	Labour Seniors	Randy Hillier Julia Munro	Taras Natyshak
Eric Hoskins	Children and Youth Services	Jane McKenna	Monique Taylor
Glen Murray	Training, Colleges and Universities	Rob Leone	Teresa Armstrong
Bob Chiarelli	Transportation Infrastructure	Frank Klees	Gilles Bisson Taras Natyshak
Charles Sousa	Citizenship and Immigration	Christine Elliott	Michael Prue
Ted McMeekin	Agriculture, Food and Rural Affairs	Ernie Hardeman	John Vanthof

OSSTF/FEESO issued media releases following the announcement of the new Cabinet congratulating the Minister of Education and the Minister of Training, Colleges and Universities, and congratulatory letters were sent to all Ministers requesting a meeting at the earliest opportunity to discuss issues of mutual concern.

### 3. **Bill C-317 – An Act to Amend the Income Tax Act (Labour Organizations)**

A proposed Bill, C-317, An Act to amend the Income Tax Act (Labour Organizations) would have required that the Income Tax Act be changed to make it mandatory for all labour organizations to make detailed annual financial filings covering salaries, revenues, and expenses—financial disclosure far exceeding that required of other organizations. The information would be posted on the Canada Revenue Agency (CRA) website for everyone to read. The Bill was clearly created to make the operation of a labour union more difficult and is in keeping with an anti-union agenda that the Harper government has adopted.

The Bill was scheduled for second reading on November 4<sup>th</sup>, however, NDP MP Joe Comartin (Windsor-Tecumseh) raised an objection to the bill on a point of order, and the Speaker ruled in favour of Joe Comartin and killed the Bill.

### 4. **Don't Cut Public Services Campaign (PSAC)**

The Federal Government is moving forward with an agenda to cut \$4 billion from public services.

We are keenly aware that public services contribute to the security and prosperity of Canadian families. Any cuts to these services will undermine the safety and security of our families.

The Public Service Alliance of Canada (PSAC) represents more than 172,000 people from across the country who work for the Federal Government and its agencies. Federal meat inspectors, employment insurance adjudicators, Parks Canada workers, etc, could all be affected by the proposed cuts and their job losses will affect the services we receive.

PSAC has begun a campaign to urge Tony Clement, President of the Treasury Board to reverse the plans to cut jobs and services, maintain and improve federal public services, and reverse corporate tax cuts as a way to reduce the deficit.

OSSTF/FEESO urges you to sign the petition (posted on our website) and to speak with your local MP regarding this campaign. More information can be found at [www.psa.com](http://www.psa.com).

**5. Still Not Laughing Workshop & Tool Kit for Action**

Funding to support OSSTF/FEESO professional development workshops remains available for the 2011-2012 year. This includes financial support for OSSTF/FEESO workshops and Educational Services Resource Bank workshops. A Train the Trainers session for our newest workshop, Still Not Laughing was completed in October. Please contact Cathy Renfrew at Provincial Office if interested in booking a workshop.

The Resource of the Month for December 2011, is Still Not Laughing. Districts and bargaining units are encouraged to promote this important resource, which is highlighted on the back of this year's December 6 poster calling for an end to violence against women.

**6. Educational Services Awards – Recognition for Members**

Changes have been made to the nominations process for Educational Services Awards such as the Andre Lécuyer and Nancy Warrener Awards. The process now states, "the nomination must be made by a District or Bargaining Unit ESO and must be endorsed by a District or Bargaining Unit Executive." Districts and bargaining units are encouraged to nominate individuals who support meaningful professional development.

**7. Special Meeting of Bargaining Unit Presidents and Chief Negotiators re 2012 Negotiations**

A special meeting of all Bargaining Unit Presidents and Chief Negotiators was held on Thursday, November 17<sup>th</sup> at the Westin Bristol Place Hotel from 1:00 p.m. to 3:00 p.m. This meeting included an update on developments related to the 2012 round of negotiations in the elementary and secondary sector. The provisions of the Provincial Discussion Review Report (MAC 213-09) were also discussed at this meeting.

The Provincial Executive has called for a vote of the membership under Bylaw 21.1.1.4.4 to seek approval to negotiate at a central table for school board employees whose contracts expire on August 31, 2012. Local leaders will provide details to their members regarding the specifics of such a vote.

**8. Report from TTAC Meeting – October 19, 2011**

TTAC was given a briefing on PPM 120 and the updated PPM 144 and 145.

PPM 120, which was released in May 2011, requires school boards to report violent incidents to the Ministry of Education through ONSIS. These incidents include the following:

- Physical assault causing bodily harm requiring medical attention
- Sexual assault
- Robbery
- Using a weapon to cause or to threaten bodily harm to another person
- Extortion
- Hate and/or bias-motivated occurrences

School boards are also compelled to collect and analyse data on the nature of violent incidents to support the development of board policies and to inform board and school improvement plans. Concerns were raised that the PPM contained too narrow a definition on “violent incidents” and lack of consistency with workplace violence reporting under OHSA. Ministry of Education representatives have agreed to bring in the Ministry of Labour to discuss possible conflicts and inconsistencies between PPM 120 and the OSHA.

The long overdue revisions to PPM 144 and 145 will be released shortly after the naming of the new Minister of Education. Revisions include defining confidentiality issues for psychologists and clients (students). Another major revision will require school boards to receive the OSR of a student prior to the arrival of the student at the school. PPM 144 and 145 will be reviewed by TTAC at the next meeting, as well as a review of the report submitted by the Workplace Violence Workgroup from last year.

#### *Bill 157 Implementation*

There was concern raised about the lack of tracking and/or progressive discipline for incidents reported through Bill 157 requirements. This issue will come back to the next meeting.

#### *Teachers College Extension*

The issue of Ontario moving to a Teachers College program of 2 years was raised and will be placed on the December 8 agenda.

#### *Queen's Labour Relations Study*

The lead from Queens provided an update on the progress of the labour relations study in Ontario's elementary and secondary sector. He has interviewed approximately 100 individuals from all areas of the province, except the northwest, including representatives of all four affiliates as well as two support staff unions. Similar surveys were distributed to union teacher representatives, union support staff representatives and employer school and board human resources representatives. Although a significant number of employer surveys were submitted, union submissions did not meet minimum numbers for proper analysis. The survey will be redistributed to union representatives.

There is a pilot course funded by Queens being offered in January to 45 Principals from Rainbow District School Board. The focus of the training is:

- Managing a unionized environment
- Rights, roles and responsibilities
- Relevant legislation
- Managing human relations, conflict, etc.

#### *Future TTAC Meeting Dates*

- December 8, 2011
- February 14, 2012
- April 18, 2012

## **9. Provincial Responsibility for Negotiations (PRN) Manual**

An in-house work group was established this fall to review and update the Provincial Responsibility for Negotiations (PRN) Manual. The updated PRN manual includes an increase to strike pay as outlined below.

### **4. STRIKE PAY**

Before the strike, the bargaining unit must compile the names of all members entitled to strike pay on a computerized list. Provincial OSSTF/FEESO will process cheques for distribution to members supporting the strike.

To collect strike pay, members must not be receiving compensation from the employer (on sick leave, etc.), must participate in picket line (or alternate) activities, must not have resigned their position with the employer, and must not cross the picket line without OSSTF/FEESO approval. A schedule of required duties will also be available for each member before the strike starts. The Employer will not allow members to begin sick leave after the strike starts.

It will be possible for members to modify their schedule of picket duties in order to be away from their communities for a week or more at a time (presumably to obtain alternate employment). This should only be done with the approval of the strike captain. However, it is the responsibility of the member to keep informed on the progress of negotiations and to report for work following a settlement.

The Chairperson of the PRN Team will notify the Provincial Treasurer in writing of the date the strike starts. The first payment usually will be made on the second Friday of the strike or lockout. Subsequent payments will be made on every second Friday. Cheques will be delivered to the strike headquarters for distribution by the local team.

For sanctions, which result in lost wages, the initial per diem support will be \$55 from day one of the withdrawal to day ten. Effective day eleven the per diem support will rise to \$65 with additional support of \$5 per day per dependant. (Income tax guidelines will be used to determine who qualifies as a dependant.)

Fringe Benefits - 100% of all benefit plans partially or completely carried or administered by the Employer from the first day of the strike. There will be no lapse in coverage.

Strike pay and fringe benefit premiums are not provided for members who refuse to participate in the strike or members who do not fulfil their duties as assigned by the Strike Coordinator through the Strike Captain.

All members who work part-time shall receive the same per diem support as full-time employees, provided they are available for full-time strike duties. This includes active members who are casual employees who work on average more than two days per week.

Active members who are casual employees and work on a daily call-in basis, who work on average two days or less per week, will receive two days of strike support payments per week.

## **10. Ontario Federation of Labour**

### **OFL Biennial Convention**

The OFL Biennial Convention took place November 21-25, 2011 at the Toronto Sheraton Hotel. Sixty-three delegates from OSSTF/FEESO have been registered to attend the Convention.

### **OFL Education is a Right Committee**

Representatives from CUPE, OPSEU, SEIU, USW, and OSSTF/FEESO met on September 22. An update from Betty Cree, OPSEU, representing college support workers was given. The following key points were noted:

- The increased incidents of violent threats and acts that required significant police presence at some of the sites.
- Hicks Morley represented the colleges in negotiations. This is felt to be part of a national strategy to involve this firm as part of collective bargaining across Canada.
- The recent agreement includes a provision for the employer to pay any legal fees or fines that are incurred by a union member who crossed the picket line.
- Dave Nickel was specifically recognized for his daily support on the picket line in Peterborough at Fleming College.

The OFL Education is a Right Committee discussed the following items:

- The theme of “Quality Education” as a focus for future direction.
- “Unfunded liabilities” such as sick leave gratuities, benefits for retirees and WSIB top-ups are believed to be targets in the next round of collective bargaining.
- Increased private sector involvement is being noted in public schools, universities and colleges. A CUPE anti-privatization campaign will be released in January.
- CUPE university sector representatives are highlighting the need to allow international student’s access to OHIP as Ontario is one of five remaining jurisdictions that limit access to medical services.
- Health and safety is an increasing concern as provincially, standards in Ontario universities have dropped to the APPA level of “unkempt neglect.” This results in increased exposure to health risks. For example, at the University of Guelph, a recent outbreak of the Norwalk virus resulted in 17 of 18 staff being infected.
- Bill 168 issues include university students in residence that are given an “eviction transfer” because of an unknown incident and are sent elsewhere without any information such as an explanation or safety plan.
- Announcement of the board members for the College of Trades was delayed.
- An anticipated Section 21 regulation for all educational settings to address health & safety concerns was delayed.
- A tentative plan for a national working conference or workgroup whose goal would be to coordinate a single expiry date for all collective agreements.

Plans for future strategies to communicate “Labour Heritage” to counter the negative image of labour were outlined. Selected vignettes, which highlight key moments in labour history, would be portrayed in a fashion similar to historical moments currently highlighted in television media. This initiative will come out of a policy paper that is being brought forward to the OFL convention

#### **11. Toronto Star Series on Bad Teachers**

On September 29 to October 5, the Toronto Star featured a series of articles from Kevin Donovan on “Bad Teachers.” The articles were in the form of an expose on the College of Teachers’ Investigation and Disciplinary procedures. After consultation with the affiliates, OTF posted the following comment on its website:

*Toronto Star Article September 30, 2011*

*Today’s Toronto Star is running a lead story entitled “Bad Teachers.” The Ontario Teachers’ Federation is disappointed with the sensational approach of this story. Teachers in Ontario are directly accountable to their employers and to their regulatory body, the Ontario College of Teachers. The emphasis of the story on the very few members of the profession guilty of misconduct is not reflective of the over 200,000 certified teachers in the province. The story maligns the profession nonetheless with its tone and headline. The inference that the disciplinary process is “secret” is blatantly misleading; the disciplinary process at the Ontario College of Teachers is both thorough and transparent.*

The College of Teachers posted the following on its website:

*This past summer, the Ontario College of Teachers commissioned the Honourable Patrick J. LeSage, former Chief Justice of the Ontario Superior Court of Justice, to review the College’s regulatory processes.*

*More specifically, he will review the College’s investigation and disciplinary procedures and outcomes including the dispute resolution program.*

*The College is looking forward to the outcome of this independent review and is committed to improving our practices. If there are any flaws in our practices, we want to fix them.*

*The College regularly asks independent experts to review key aspects of the College’s practices to ensure that we continue to serve the public interest effectively. The College has a critical responsibility to protect the public interest and the safety of Ontario students. Nothing is more important to the College than the welfare of students.*

*A media story published today raises issues that are already under review. This independent review will help ensure that the College continues to improve our practices and that they remain transparent, objective and fair.*

*Accountability is important to Ontario’s teaching profession. The College holds our members to high standards in their practice and in their ethical conduct.*

*The College also holds our own practices to high standards of accountability. We continually reflect on our own practices to ensure that we are doing everything we can to protect students.*

*We have asked the Honourable Patrick LeSage to complete his review by May 31, 2012. His report will be made public by the College.*

*Patrick LeSage presided over some of Canada's most publicized and complex cases. He has served on a number of national and provincial commissions, most notably the review of Ontario's police complaints system and the review of the Canadian military justice provisions of the National Defence Act.*

*He was made a Member of the Order of Canada for his contributions to the Ontario justice system and for his ongoing dedication to public service. In 2009, he was appointed a member of the Order of Ontario.*

*The processes used by the College in complaints against members are very complex. It aims for a balance of protection for all the people, including family members, who are impacted by a complaint. Names are sometimes withheld to protect the students who may be involved as well as the children of members who are facing complaints.*

An email was sent to DBU Presidents advising them to refer any media calls related to this matter to Lori Foote at Provincial Office. In addition, the Presidents of OSSTF/FEESO, ETFO and OECTA issued a Letter to the Editor on September 30<sup>th</sup>, which stated the following:

*"As the Presidents of three of Ontario's teacher federations, we, like the readers of the Toronto Star, abhor the behaviours outlined in the above mentioned articles. However, these behaviours are not reflective of the majority of the 200,000 plus certified Ontario teachers who maintain the highest standards of professionalism each and every day.*

*Teachers are entitled to due process in the event that they are alleged to have breached these standards. While the processes for disciplinary action rest with the Ontario College of Teachers, it is important to note that those proceedings are transparent and accessible and often do result in the termination of employment as noted by Mr. Donovan.*

*Our goal remains to ensure that the best, most capable teachers are in Ontario's classrooms. That is why, as professional associations, we also emphasize the professional development of our members, including education about professional standards and boundaries. We agree that even one instance of reprehensible behaviour is too many and we work with our members to achieve this outcome."*

The Letter was published in the October 1<sup>st</sup> edition of the Toronto Star.

## **12. United Way Campaign**

In 2006, the CLC and its affiliates endorsed continued and strengthened ties with the United Way. United Way Canada's mission "to improve lives and build community by engaging individuals and mobilizing collective action" is particularly relevant to Canadian workers.

At the OSSTF/FEESO Provincial Office, our annual United Way campaign was kicked off in September with the hope of reaching our \$18,000.00 goal. We have already surpassed this goal, and our campaign is not over yet. Last year, we raised a record-breaking amount of more than \$22,000.00, and the Provincial Office received recognition from the Toronto Chapter of United Way.

The OSSTF/FEESO President, General Secretary and Treasurer all participated in the United Way CN Tower Presidential Challenge on October 20<sup>th</sup>, and raised more \$11,500 between the three of them.

We urge OSSTF/FEESO leaders and members to continue to be active in United Way campaigns across the province.

### **13. Commission to Examine Broader Public Sector Reform**

Last June, the Ontario Government announced the creation of a commission to provide advice on how to deliver the most efficient and effective public services possible for people and families. Chairing the commission is Don Drummond, and other commission members include Carol Stephenson, Susan Pigott, and Dominic Giroux.

The commission is tasked with examining the way government delivers services to people, including:

- Programs that are no longer serving their intended purpose and could be eliminated or redesigned;
- areas of overlap and duplication that could be eliminated to save taxpayer dollars; and
- areas of value in the public sector that could provide a greater return on the investment by taxpayers.

The commission will report to the Minister of Finance in time to inform the development of the 2012 Budget. It will not make recommendations that would increase taxes or lead to the privatization of health care or education.

OSSTF/FEESO has requested a meeting before the commission, and the General Secretary has assigned staff to prepare a written submission.

### **14. People for Education Conference – Making Connections**

The President attended the People for Education Conference – Making Connections – on November 5-6, 2011 at Winters College, York University. The Keynote Address was by Minister of Education, Laurel Broten (the first public address since she was named Minister). The following list reflects some of the key points in Minister Broten's speech. The Minister seemed passionate and energetic about her new portfolio and related many of her preliminary remarks to her previous work as the Minister of Children and Youth Services, Ministry of Health and Long-Term Care, and personal educational experiences with her two sons.

- The Minister noted her work with Charles Pascal, who worked on the Early Childhood Education Learning Program for the Liberals.
- Emphasized "interministerial" collaboration (breaking silos).

- The educational experience should be seamless from beginning to end.
- Important for her to analyze education through the lens of a mother.
- She has extensive experience with speech language pathology and the difficulties in having identification and services integrated.
- She is committed to improving delivery models for service and to addressing mental health issues: identification, waiting lists, services, role of community agencies.
- She is committed to reducing childhood obesity by 20% in 5 years.
- She is also committed to completing current programs such as the science strategy, math homework, and 2-year Bachelor of Education program.
- She believes strongly in working with outside groups for activities (i.e. physical fitness/extra curricular/wellness).
- She wants to explore parent engagement through technology (i.e. parents should be able to electronically keep informed regarding their children and school).

#### **15. Strategy Meeting for Municipal Bargaining, November 9, 2011**

Domenic Bellissimo attended the strategy meeting held at the Toronto and York Region Labour Council. There were about 20 people in attendance. (Eleven unions and staff from the labour

council and the CLC). OSSTF/FEESO was the only educational affiliate represented although John Cartwright stated us he had spoken to ETFO, CUPE 4400 and OECTA presidents about the meeting. In attendance: Steelworkers; ACTRA; CAW; UNITE HERE; PSAC; OPSEU; CUPE; Society; CEP; OSSTF/FEESO.

The brainstorming session was very much geared towards a campaign, which avoids a strike and tries to prevent a lockout. The members from CUPE (local and national) felt that they were in agreement with many of the goals outlined by the labour council executive (see page 2); they also acknowledged that the past strikes in Toronto and Windsor were problematic. The major task will be to take the high road and find a way to message any possible lock out in the media. Toronto city council and mayor have already given an indication in the media that this labour dispute will be about “the jobs for life clause in the city workers’ contracts”!

There was extensive discussion on the kind of solidarity local affiliates could provide in the lead up to December. A number of them requested that CUPE reps begin attending bargaining unit meetings to establish a common message. The room was aware, that if Rob Ford is able to strip the CUPE contract, then most employers would continue to demand major concessions from all of us.

The Labour Council feels that it will be important to distinguish our lobbying effort towards those councillors who are in the middle and not convinced of Ford’s agenda. They will be potential votes if the lock out occurs and the city attempts to use strikebreakers in large numbers to keep the city services running. Those disruptions are not what local councillors want to see. We viewed ads from the Wisconsin and Ohio fight back and saw some of the CUPE 79 ads emphasizing their members “taking care of Toronto.”

The overall theme of the day was the need for unity across private and public sector unions and from within various public sector unions as well. A draft document is attached entitled, *Achieving a State of Readiness in our Unions* for your information. GTA delegates at the OFL were invited to a special meeting on November 22 for more organizing.

OSSTF/FEESO will continue to update locals on an ongoing basis regarding the evolution and progress of future actions.

## **16. Operation Christmas Cheer**

OSSTF/FEESO has contributed \$5,000.00 again this year to Operation Christmas Cheer (OCC). OCC's mandate is to deliver grass roots support, cheer, food hampers, grocery gift cards (so families can purchase a traditional holiday dinner) and toys to Ontario picket lines during the Holiday Season.

This year, OCC will be supporting the following 6 Ontario locals (and 507 union members) on strike or locked out.

1. **United Steelworkers - USW 1-1000 – Pembroke:** 40 members on strike against Commonwealth since April 2009 – **30 MONTHS – 129 WEEKS.**
2. **United Steelworkers – USW 526 – Toronto:** 47 members on strike against Infinity Rubber since December 2009 – **22 MONTHS – 94 WEEKS.**
3. **United Steelworkers – USW 13571– Toronto:** 140 members on strike against Aluminor since March 2011 – **8 MONTHS – 34 WEEKS.**
4. **Communications, Energy and Paper Workers of Canada – CEP 87M – Toronto:** 130 members have been on strike since September 21, 2011. This was their first contract negotiations after becoming unionized – **6 WEEKS.**
5. **United Steelworkers – USW 9597 – Ottawa:** 15 members on strike against Inkas since October 3, 2011 – **4 WEEKS.**
6. **Ontario Public Service Employees Union – OPSEU 334 – Peterborough:** 130 members on strike against Kawartha-Haliburton Children's Aid Society since October 19 – **3 WEEKS.**

Any other local that is locked out or goes on strike before Christmas will be added to the list. Every dollar, non-perishable food, and toy collected by OCC goes directly into the hands of union members on strike/lockout within our communities. All monetary contributions collected are used to purchase grocery gift cards (from unionized grocery stores) for active union families collecting strike pay during the holidays. OCC will deliver Labour's Christmas Cheer on the dates and times listed below.

- USW 526 – TORONTO – Tuesday, December 13 at 11AM
- USW 13571 – TORONTO - Tuesday, December 13 at 2PM
- CEP 87M – TORONTO - Wednesday – December 14 at 12PM
- OPSEU 334 – PETERBOROUGH – Thursday, December 15 at 11AM
- USW 1-1000 – PEMBROKE – Monday, December 19 at 12PM
- USW 9597 – OTTAWA – Tuesday, December 20 at 12PM

Details including picket-line locations and weekly updates will be posted online at [www.OperationCheer.com](http://www.OperationCheer.com) and [www.facebook.com/OperationChristmasCheer](http://www.facebook.com/OperationChristmasCheer). Everyone is invited to come out and show support.

#### **17. Ontario Coalition for Better Child Care/Atkinson Task Force**

OSSTF/FEESO has been a member of the Ontario Coalition for Better Child Care, and supported its advocacy for quality, universal, and accessible public childcare, for many years. This support reflected our understanding of the role childcare plays with respect to women's equality, poverty reduction, and the growth and development of children.

However, our relationship with OCBCC, and other organizations involved in childcare advocacy such as the Atkinson Foundation and AECEO, has become even more significant in the wake of the Pascal Report and the McGuinty government's decision to bring in full-day JK/SK. OSSTF/FEESO participated in the consultation process led by Pascal and supported the recommendations of his report, *With Our Best Future in Mind*. Subsequently we organized various groups of ECEs working in the new full-day learning programs for JK/SK, and now have a responsibility to represent those members in the workplace and through campaigns that will shape the future of those programs.

On a more general level, moving childcare under the umbrella of the Ministry of Education as recommended by Pascal now means all childcare policy and funding decisions will have direct implications for education in general and for other OSSTF/FEESO members.

Decisions on matters such as use of third-party providers/contracting out, use of school space and resources, full-day/full-year programs, staffing levels, and developments in the emerging role of ECEs may reflect overall trends within the ministry regarding public education and those who work there. There will also be issues around "competing" demands for funding and space across the full spectrum of public education, and now including childcare for those aged 0-3 and programs for older children.

In terms of the childcare sector itself, there is an immediate crisis. At the moment, many childcare centres are already at financial risk because they are losing four- and five-year olds from their programs yet the government is not providing stabilization funding for the transition. As a result, a large number of centres have closed or are at risk of closing across the province, creating an opening for profit-making and private operations. Moreover, a number of school boards will not guarantee leases beyond short extensions to daycares now housed within schools, saying they may need the space for JK/SK. Meanwhile organizations such as the YMCA are also receiving grants through the Ministry of Health to run free recreational programs for older children, even where childcare centres for that age group already exist in a school. And at the same time, the implementation of full-day/full year programs for 4- and 5-year olds has been, at best, choppy. Few boards have even opted to take direct responsibility for the extended day and of those that did, even fewer have followed the spirit of the Pascal recommendations, leaving serious gaps in staffing, supervision, programming and working/learning conditions.

During the election, the OCBCC focused its attention on the need for stabilization funding for childcare to prevent more closures and privatization. The Atkinson Task Force has directed its efforts more towards promoting the full implementation of the seamless day/year program for 4-and 5-year olds, including the release of a video on the seamless day. However, both groups are now undertaking a review of their vision for childcare and early learning in Ontario, in light of all the changes that have taken place in this sector recently. The results will inform the strategic direction of future advocacy campaigns. Kerry Houlahan will be OSSTF/FEESO's liaison with both these organizations.

#### **18. Holiday card fundraising opportunity - Aboriginal Literacy Program**

Once again, this year, OSSTF/FEESO is offering members an opportunity to support the Aboriginal Literacy Program through the purchase of holiday greeting cards.

Jeff Morrison, a professional artist, a graduate of McLaughlin C.V.I. in Oshawa, and a spinal cord injury survivor, designs and markets a line of original holiday greeting cards. He donates 25 percent of the gross sales of each \$1.25 card sold (\$0.32) to the Lieutenant Governor's Aboriginal Literacy Program. The webpage for OSSTF/FEESO members to place orders can be viewed at <http://www.vevyspecialcards.com/PAGES/OSSTF.html>.

#### **19. Equity Update**

The first meeting of the Equity Advisory Work Group was held on November 10, 2011 at Mobile Drive. Appointed to the work group are: Jenny Chen (D12), Frank Gurney (D3), Wayne Milliner (D16), Jonelle St. Aubyn (D19), and Lori Taylor (D26). Jane Ste. Marie, Equity Officer, Domenic Bellissimo, Department Head Political Action/Communications, and Harvey Bischof, Vice President are also assigned.

According to its mandate as approved at AMPA 2011, the work group has begun to examine the design and use of voluntary self-identification, the gathering and use of the resulting data, and the parameters for use of budget line #7392, Addressing Barriers to Equity.

Voluntary self-identification forms were distributed at the Leadership Conference and the ESO Conference. The work group will contact members who have left contact information on the self-identification form to thank them for their willingness to be part of future equity efforts. Jane Ste. Marie is compiling data regarding the participation of members of equity seeking groups in Federation activities. The work group is also considering changes to the form to encourage higher completion rates.

The work group's next meeting will be on December 19, 2011 at Provincial Office.

#### **20. Differentiated Instruction Survey**

The Ministry of Education, Student Success/Learning to 18 Implementation, Training, and Evaluation Branch, has launched a Differentiated Instruction (DI) in Action 2011 survey. Provincial office staff have reviewed the survey and recommended that teachers fill out the survey on a voluntary basis. In the Ministry's explanation: "the study is focused on the Ministry's implementation and delivery of Differentiated Instruction" and is therefore not meant to assess

teachers' practice. The Ministry wishes to use "the same communications protocols that [it has] used in previous years in sending out the surveys - Student Success Leaders are [the] main conduit of information for all Student Success Learning to 18 initiatives and programs." For this reason, OSSTF/FEESO will not be independently directing teachers to the survey site but local leaders should be aware of the Federation's support for members completing the survey should they choose to do so.

## **21. In-House SSRC Work Group**

The report of the Strategy and Structure Review Committee was endorsed at AMPA 2011 but its main motions failed to achieve the two thirds majority required for passage. For that reason, a work group composed of Vice President Harvey Bischof, Executive Officers Cindy Dubué and Leslie Wolfe, General Secretary Pierre Côté, and Executive Assistant Bob Fisher was struck to consider bringing an amended report to AMPA 2012.

The work group's recommendations were endorsed in principle by the Provincial Executive and were presented for input to a special meeting of bargaining unit presidents on November 17, 2011 and Provincial Council on November 20.

Among the work group's recommendations are the following:

- 1) Use the normal AMPA process for bringing forward blocs of motions, from which individual motions can be withdrawn, potentially amended, and voted on separately, rather than using the special process that was created for SSRC motions at last AMPA.
- 2) Continue with a "council of presidents" model but weight votes according to the bargaining unit's number of delegates at AMPA as opposed to the FTE weighting proposed last year.
- 3) Use a weighted vote on all matters before the house except the adoption of the agenda and minutes and the vote for Provincial Council Chair and Vice Chair.
- 4) Maintain the formula for generation of additional councillors, whereby one additional councillor would be generated when a bargaining unit exceeds 1000 FTE, 2000 FTE, etc.
- 5) Allow councillors eligibility for membership on standing committee for the first year of the new Provincial Council and then leave the decision regarding eligibility to Council for subsequent years.
- 6) Maintain the non-voting OMERS representative as approved at AMPA 2011.
- 7) Seat OTF Governors as non-voting representatives.

