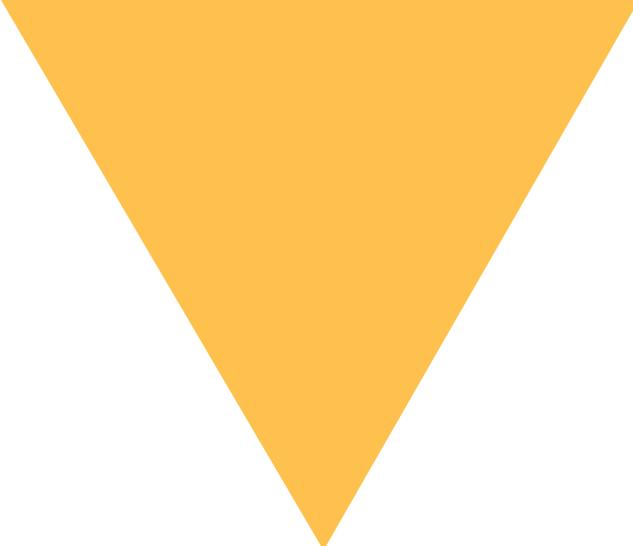




**ANNUAL**  
REPORT  
2025-2026



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## MESSAGE FROM THE **PRESIDENT**

As we present our first Annual Report in more than a decade, I want to begin by thanking every OSSTF/FEESO Member for the work you do each day in schools, universities, and communities across Ontario. Your commitment to public education, and to one another, is the foundation of this Federation's strength.

Like so many of you, I did not come to this work for politics. I came because I care deeply about students, especially those who need the most support. I came because I believe in the power of education to change lives, and because I wanted to support students as they learned, grew, and found their way. That calling has guided my work from the beginning, and it continues to guide me today. The deep connection between education workers, teachers, and their students, the spark of possibility we help nurture every day, is exactly what is at stake in Ontario right now.

This past year tested our members in profound ways. Across all sectors of public education, from early learning to post-secondary, you continued to show up for students despite persistent underfunding, staffing shortages, rising workloads, increasing violence, and mounting pressure on an already strained system. Once again, you showed what is possible when we act together with purpose, resolve, and solidarity.

One of the most significant moments of the year came last fall, when education workers, teachers, university staff, parents, students, and trustees across the province united in opposition to Bill 33. This legislation poses a serious threat to democratic governance and expands government control at a time when schools, colleges, and universities urgently need investment, stability, and respect for local decision making.

In response, all five major education unions stood shoulder to shoulder with community allies and opposition parties. Together, we organized, mobilized, called MPPs, and filled our workplaces and communities with 'Red for Ed'. We sent a clear message. Ontario's public education system is essential to the province's long term economic and social well being and must be properly funded, transparent, and accountable to the communities it serves.

Although the government chose to pass Bill 33 with little to no meaningful consultation, our collective response mattered. It demonstrated the power of solidarity and reaffirmed our shared commitment to defending public education. While we remain disappointed by the government's actions, we are not discouraged. This fight, and this moment, belong to us. OSSTF/FEESO will continue to oppose Bill 33 and to advocate for governance structures that respect local voices and protect both students and workers.

This includes fighting for increased autonomy and funding for post-secondary education. Ontario ranks last in Canada for per-student post-secondary funding. Students feel this through reduced services, fewer supports, and growing instability. Bill 33 does nothing to help universities and will likely only worsen the situation. That's why OSSTF/FEESO will continue to work with sector partners and advocate on behalf of members at every opportunity.

This year also marked important progress in strengthening our Federation internally. We were proud to welcome a new PSSP bargaining unit of more than 70 education professionals at the Ottawa Catholic School Board, a meaningful and energizing reminder that when education workers organize, they build power not only for themselves but for our Federation as a whole.

A major milestone this year was also the completion of our province-wide bargaining survey, with thousands of members participating across job classes and regions. Your feedback was clear and consistent. Members are feeling the impact of the rising cost of living. They are calling for adequate staffing to address shortages, smaller class sizes, meaningful supports for student learning and well being, and urgent action to address violence in schools and workplaces. Education worker members were also clear that full time work must mean full time pay.

This collective voice is already shaping our preparation for the next round of bargaining in the school board sector. It will guide our strategy, inform our priorities, and strengthen our resolve as we advocate at every table and every level of government for safe, healthy, and fully funded workplaces and learning environments. The year ahead will require discipline, preparation, and active leadership at every level of our union, as many of our university sector Bargaining Units also enter bargaining or continue negotiations.

Despite the challenges, there is much to be proud of in the year reflected in this report. From effective political advocacy and public engagement to member education, equity initiatives, and coordinated action across locals and sectors, OSSTF/FEESO continued to build capacity and deepen solidarity. Time and again, members stepped forward to lead, organize, and speak out. That collective effort is why this Federation remains strong, credible, and ready for what lies ahead.

As we look to the year ahead, we do so with a clear vision. We are entering a difficult round of bargaining with a third term majority Progressive Conservative government that has repeatedly shown a willingness to starve public education of the resources it needs. The challenges before us are real and significant.

But so is our strength.

This year reaffirmed a simple truth. When we stand together across job classes, across communities, and across the province, we are powerful. As long as we remain grounded in our shared commitment to students and to one another, OSSTF/FEESO will continue to meet every challenge and defend a public education system that truly serves students, workers, and communities across Ontario.

In solidarity,



**Martha Hradowy**  
President, OSSTF/FEESO

SO IS OUR  
STRENGTH





## MESSAGE FROM THE **GENERAL SECRETARY**

The 2025-26 Federation Year was one of internal growth, mobilization and fortification amid considerable upheaval in public education. OSSTF/FEESO welcomed a new bargaining unit of Professional Student Services Personnel, embarked on a creative, strategic and highly successful Member mobilization campaign, and continued to refine and expand our robust roster of programs, resources and supports for local leaders and Members alike, all as we continue the daily work of advocating for and defending Members' rights and prepare for a difficult round of school board bargaining with a third-term Doug Ford government.

And make no mistake—the 2026 round of school board bargaining will be challenging. This government's intentional underfunding of public education is a deliberate political choice that is eroding a core public good from kindergarten through university. Despite misleading government rhetoric about “historic” investments, inflation-adjusted per student funding has fallen sharply since 2018, leaving school boards with a cumulative shortfall exceeding \$6 billion and forcing cuts to staff, programs, and supports for students. This pattern of systemic neglect has produced larger classes, worsening school violence, and crumbling infrastructure, including a repair backlog in the tens of billions. In the post-secondary sector, the government has spent years starving colleges and universities of stable public funding, creating a crisis that recent funding announcements will do little to remedy. The accompanying student aid changes and higher tuition promise to shift ever more costs onto those families that can least afford them, entrenching inequality and undermining social mobility, and economic competitiveness for future generations.

Preparations for the 2026 round of school board bargaining began, really, at AMPA 2024, with the creation of two work groups to explore closer collaboration with other education sector unions in central bargaining, work that led directly to the enhanced communication and strategizing practices currently in place between Ontario's education sector unions. Present-year bargaining preparations kicked off with the bargaining priorities survey, which was rolled out as part of an innovative, multi-year Member mobilization campaign and which witnessed record-breaking Member response rates for the online survey.

Indeed, OSSTF/FEESO has made member mobilization and engagement a central pillar of its organizing strategy, deliberately seeking to deepen engagement and build sustained power in workplaces and communities. Through its Strategic Action Plan, the Federation has invested in dedicated Member and community organizers, regional organizing staff, and new communications tools designed to move Members from passive support to active participation in campaigns and elections. OSSTF/FEESO's "Mobilize Members & Engage Communities" pillar commits to training Members, supporting local campaign planning, coordinating outreach events, and growing our ability to personalize outreach and rapidly turn inspiration into action.

These mobilization efforts will strengthen the Federation's abilities both to bargain and to meaningfully impact the political landscape both in 2026 and beyond by increasing the involvement and engagement of local leaders and members. The Organizing for Better Schools, Stronger Communities work has further grounded member mobilization by encouraging Members to align workplace struggles with broader community issues and to participate in direct actions led by local coalitions. In addition to the critically important bargaining preparation and member mobilization work, OSSTF/FEESO continues to advance and augment the robust suite of services Provincial Office provides to leaders and members across the province. This year, the work addressing the prevalence of violence and mental health issues in our workplaces continued, building on the work already done, including the Safe at School Policy Paper. Later this year, the OSSTF/FEESO will officially become a provider of Additional Qualification Courses, further growing the Federation's ability to resource and support members.

The Federation also continued its equity, anti-racism, and anti-oppression work. Since the adoption of the *Action Plan to Support Equity, Anti-Racism, and Anti-Oppression* in 2021, the Federation has taken a sustained and intentional approach to identifying and addressing systemic barriers that impact member engagement, participation, representation, and working conditions. Across the Federation, significant efforts continue to focus on the intentional representation of First Nations, Métis, Inuit, and/or equity-seeking members in all aspects of Federation work. OSSTF/FEESO also works collaboratively with community organizations, labour partners, and education stakeholders to advance equity, anti-racism, and anti-oppression within publicly funded education and the broader labour movement. This work is guided by the *Action Plan to Support Equity, Anti-Racism, and Anti-Oppression*, and members are encouraged to refer to the Action Plan for a more comprehensive overview of the Federation's equity, anti-racism, and anti-oppression initiatives, including detailed actions, timelines, and areas of accountability.

Throughout the year, OSSTF/FEESO built on its relationships with allied organizations and stakeholder groups. We added our voice and expertise to the advocacy and other work undertaken by the Canadian Teachers' Federation, the Ontario Teachers' Federation, the Canadian Labour Congress and the Ontario Federation of Labour, and continued to grow and strengthen our alliances with a wide range of like-minded stakeholders.

All of this work would not have been possible without the dedicated leadership of the Senior Management team: Dave Barrowclough, Associate General Secretary; the late Joel Duff, Associate General Secretary; Gary Fenn, Interim Associate General Secretary; Chris Goodsir, former General Secretary; and Jim Spray, Associate General Secretary/Chief Financial Officer.

We also extend our sincere appreciation to the Directors—Jessica Burnie, Troy Cluff, Jennifer Ojalammi, and Lamia Sabbagh—and to the Administrator team: Lee Anne Gulyas, Lisa Hunt, Kamal Kaur, Randi Macdonald, Giovanna Papatheodorou, Karyn Purdy, and Lisa Rogers.

Additional thanks go to: Zoe Vander Doelen, Director of Human Resources; Jason Westmaas, Director of IT; and Marcello Gulla, Operations Facilitator. The Provincial Office was deeply saddened by the passing of Associate General Secretary Joel Duff. His leadership, commitment, and warmth are greatly missed. We would also like to acknowledge the passing of Diane Saint-Pierre, who had shown great dedication as a translator during her years with the Federation.

This year brought many staffing changes at the Provincial Office. We extend our best wishes to those who have retired: Fiorina Ditta, Lenny Sookrit, Tracey Germa, Chris Goodsir, Randi Macdonald, Steven Newstead, and Kimberly Theriault. We are also pleased to welcome new and returning team members, including Heather Bamford (temporary), Carole-Anne Boisvert, Allison Cillis, Connie Chiu, Diane Epassa, Gary Fenn, Daryl Jerome, Eric Laberge, Marlene Mai, Shane Stagg, Meena Sankarkumar (Articling Student), Andrew Revesz (temporary), Shafiq Aziz (temporary), Erin Leonard (temporary) and Bill Hewitt (temporary).

In solidarity,



**Vaino Poysa**  
General Secretary, OSSTF/FEESO

# OPERATIONAL SERVICES

◆ Financial Summary



# FINANCIAL SUMMARY

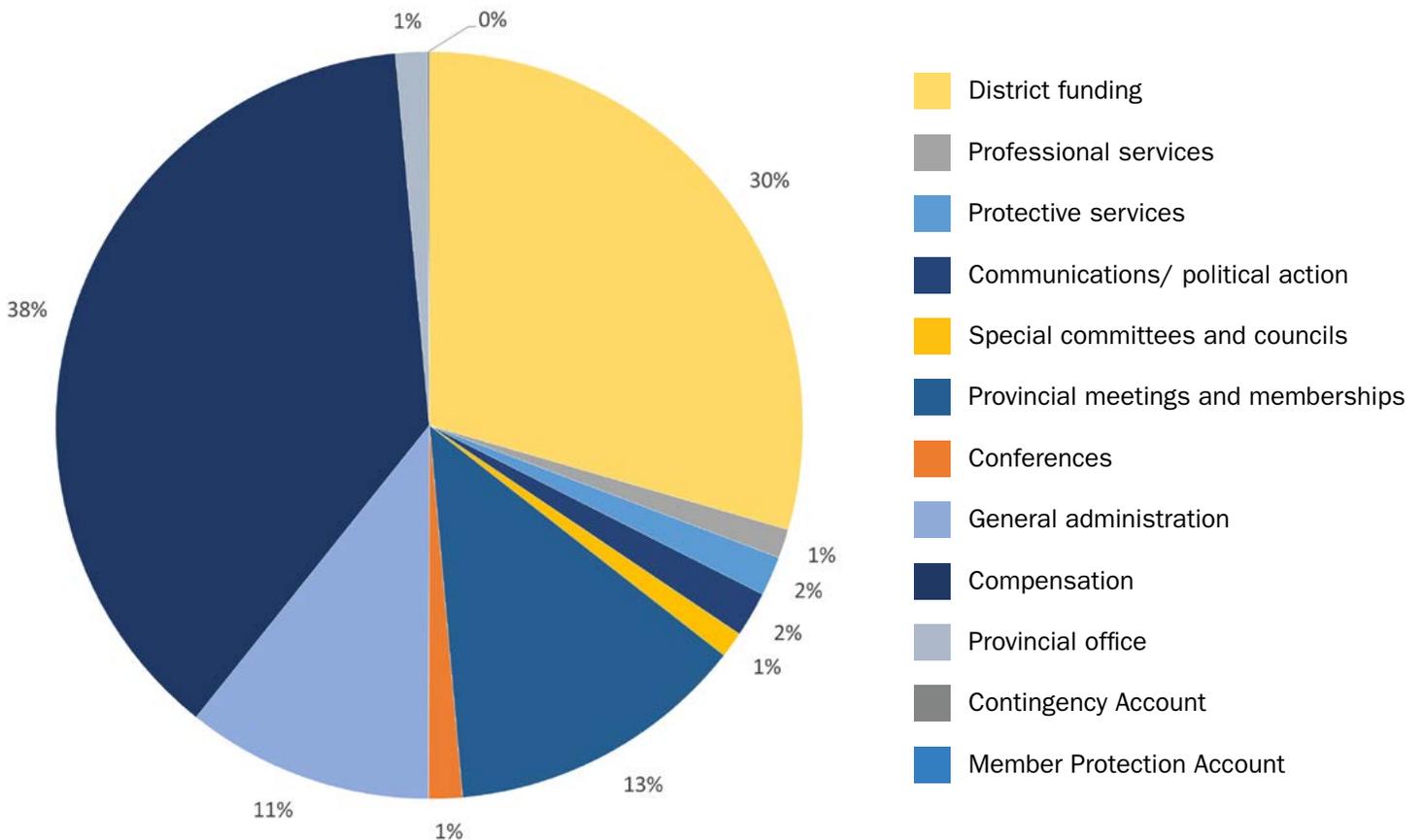
## OSSTF/FEESO General Account

The General Account receives the fee income collected from members and pays for the operation of Provincial OSSTF/FEESO, including District Rebates, Committees, Councils, Work Groups, Meetings, Conferences, Administration and Compensation.

The fee income collected consists of two components being the Member Fee at 1.3% plus a Special Levy at 0.3%. The Special Levy is dedicated to the Member Protection Account (MPA) and remains in effect until the projected balance in the MPA exceeds \$140 million.

The Transfer to the MPA for fiscal 2024-2025 also included \$1.2 million, which exceeded the budgeted \$1.1 million transfer.

## General Account Expenditures



**Statement of Revenue, Expenditures and Surplus**

For the Year Ended June 30, 2025

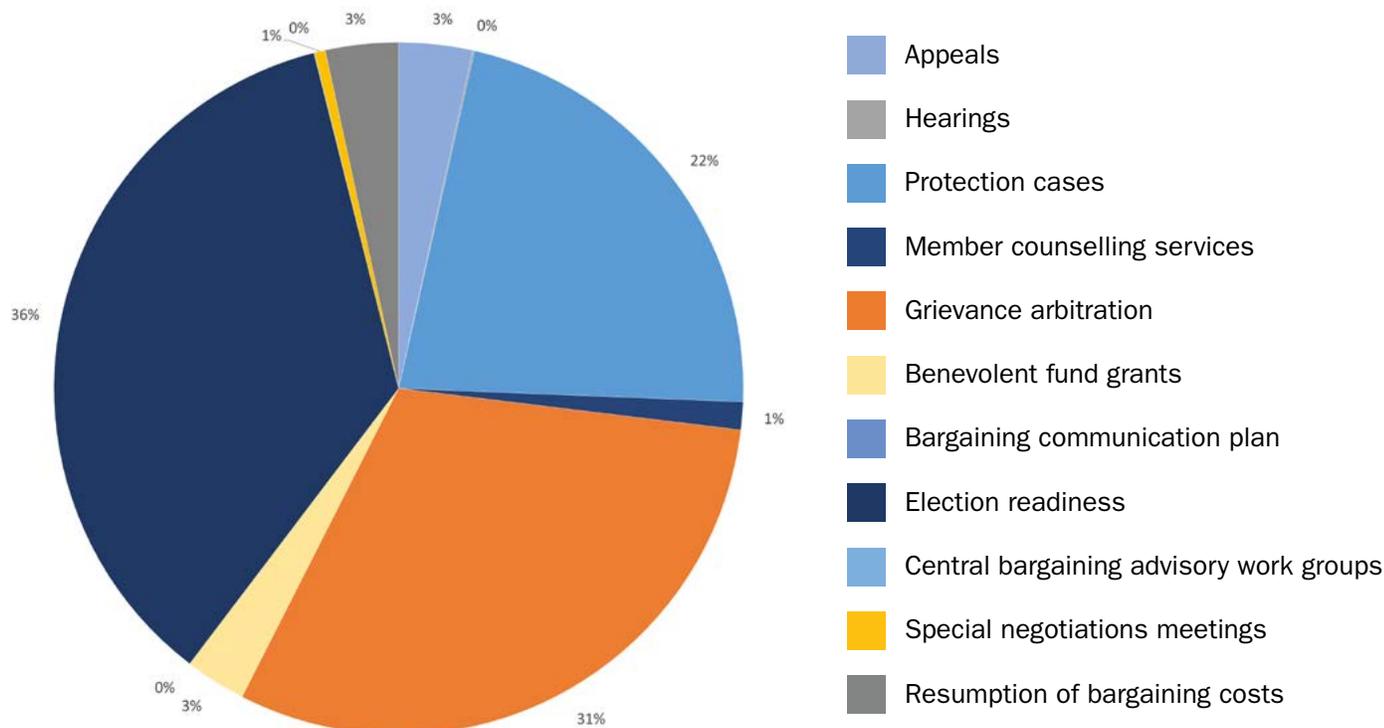
	2025 Actual	2025 Budget	2024 Actual
Revenue			
Members' Fees	\$ 60,247,226	\$ 59,200,000	\$ 66,771,855
Special Levy	13,857,037	13,662,000	15,362,594
Income distribution - Internal Investment Fund	295,622	50,000	332,520
Investment income and sundry	1,023,681	250,000	838,905
	<b>75,423,566</b>	<b>73,162,000</b>	<b>83,305,874</b>
Expenditures			
District funding	18,568,348	17,257,000	18,368,609
Professional services	789,417	812,401	839,355
Protective services	1,073,685	1,143,105	1,193,324
Communications / political action	1,234,803	1,658,403	1,452,305
Special committees and councils	706,173	799,560	580,685
Provincial meetings and memberships	8,201,096	7,615,502	7,932,880
Conferences	914,813	884,255	1,067,388
General administration	6,730,498	5,747,501	6,016,480
Compensation	23,794,865	21,587,000	20,738,977
Provincial office	863,478	710,000	392,299
Contingency Account	52,237	155,273	62,921
	<b>62,929,413</b>	<b>58,370,000</b>	<b>58,645,224</b>
Excess of revenue over expenditures before transfers	<b>12,494,154</b>	<b>14,792,000</b>	24,660,650
Transfers			
Member Protection Account - Special Levy	(13,857,037)	(13,662,000)	(15,362,594)
Member Protection Account	(1,233,036)	(1,130,000)	(9,078,056)
	<b>(15,090,073)</b>	<b>(14,792,000)</b>	<b>(24,440,650)</b>
Excess of revenue over expenditures	<b>(2,595,920)</b>	-	220,000
Surplus, beginning of year	<b>5,450,000</b>	-	5,230,000
Surplus, end of year	<b>\$ 2,854,080</b>	<b>\$ -</b>	<b>\$ 5,450,000</b>

## OSSTF/FEESO Member Protection Account

In accordance with the bylaws of OSSTF/FEESO, the Member Protection Account (MPA) funds the protection of individual and collective rights. MPA expenditures may include costs related to: job security, working conditions, benefits, pensions, salary, grievances and arbitrations, strike pay, legal proceedings at professional colleges, court cases, bargaining costs and election readiness activities.

Through Benevolent Council, the MPA is also used to provide grants to members experiencing extreme financial difficulty as a result of accident, extreme emergency, or prolonged illness. Funds also cover the costs involved when Provincial OSSTF/FEESO resumes the responsibility for bargaining of local bargaining units. The Treasurer of OSSTF/FEESO reports the balance of the account to each meeting of Provincial Council.

## Member Protection Account Expenditures



**Statement of Revenue, Expenditures and Surplus**

For the Year Ended June 30, 2025

	2025 Actual	2025 Approvals	2024 Actual
Revenue			
Income distribution - Internal Investment Fund	\$ 2,643,880		\$ 2,967,491
Expenditures			
Appeals	338,807	\$ 453,000	365,128
Hearings	7,985	20,000	38,291
Protection cases	2,166,450	2,935,000	2,648,559
Member counselling services	127,354	175,000	117,728
Grievance arbitration	3,000,000	3,000,000	2,675,000
Benevolent Fund grants	280,604	500,000	476,928
Bargaining communication plan	-	1,000,000	284,304
Election readiness	3,500,000	3,500,000	450,000
Central bargaining advisory work groups	2,926	50,000	194,459
Special negotiations meetings	49,940	200,000	983,265
Resumption of Bargaining costs	335,263	-	2,783,054
Prior year adjustments	-	-	-
	<b>9,809,329</b>	<b>\$ 11,833,000</b>	<b>11,016,716</b>
Excess of revenue over expenditures before transfers	<b>(7,165,449)</b>		<b>(8,049,225)</b>
Transfers			
General Account - Special Levy	13,857,037		15,362,594
General Account	1,130,000		9,002,431
Contingency Account	103,036		75,625
	<b>15,090,074</b>		<b>24,440,650</b>
Excess of revenue over expenditures	<b>7,924,625</b>		<b>16,391,425</b>
Surplus, beginning of year	<b>115,400,309</b>		<b>99,008,884</b>
Surplus, end of year	<b>\$ 123,324,934</b>		<b>\$ 115,400,309</b>

# PROFESSIONAL SERVICES

- ◆ Communications and Political Action Department
- ◆ Educational Services Department



# COMMUNICATIONS AND POLITICAL ACTION DEPARTMENT

Over the past year, the Communications and Political Action (C/PA) Department has undertaken a coordinated and strategic effort to strengthen member engagement, modernize communications, support local leaders, and help to prepare the Federation for a complex round of central and local bargaining. Following the election of the Ford Government for a third term in February of 2025, this period has been marked by significant advances in member mobilization, internal capacity building, and political advocacy—all rooted in collaboration across departments, Provincial Office, and local leaders. We welcomed the hiring of three temporary Regional Organizers to assist with these efforts.

## **Strengthening Bargaining Readiness and Member Engagement**

A central focus of the year was the launch and execution of the Central Bargaining Survey, forming Phase 1 of the Provincial Bargaining Mobilization Campaign. Beginning in September 2025, the department deployed a comprehensive outreach and engagement strategy to ensure broad participation across all bargaining units under the *School Board Collective Bargaining Act* (SBCBA).

Members were invited to complete the survey through multi channel outreach—including in person site visits, digital reminders, text messages, one pagers, town halls, and social media assets. Local leaders played an essential role, using both workplace engagement strategies and digital tools to ensure that members understood the purpose of the survey and its role in shaping bargaining priorities. These efforts resulted in exceptional member engagement, demonstrating an early commitment to collective bargaining preparation.

To support this work, Provincial Office established the Local Bargaining Mobilization Fund, providing resources to districts and bargaining units for member contact drives, workplace conversations, and organizing initiatives. The fund supported activities such as survey completion incentives, local campaign materials, and events designed to build member awareness and capacity. Regional Organizers also played a key role, coordinating outreach and assisting local leaders in both data collection and leadership development.

As survey results were analyzed, the department prepared high level summaries for upcoming meetings of Presidents and Chief Negotiators. Work began on central briefs and preparation



materials to ensure that bargaining units enter the next stage of negotiations with clear, member driven data and shared strategic messaging.

### **Mobilization Campaign Development and Internal Organizing**

Alongside survey implementation, the department advanced the broader Member Mobilization Campaign, which will guide organizing efforts throughout the bargaining cycle. This included:

- Developing internal messaging guides for leaders
- Launching coordinated internal communication timelines
- Supporting cross divisional work to align messaging and actions across the Federation
- Creating strategic outreach tools, including CallHub scripts, text messaging plans, and templates for local action plans
- Providing training and support to local leaders, including sessions on communications during bargaining, organizing fundamentals, and engagement tactics

The mobilization campaign also emphasized solidarity building through coordinated communications, ensuring members receive clear, consistent messaging during high stakes phases such as central brief approvals, bargaining updates, and potential escalation.

### **Communications Strategy, Public Narrative, and Digital Modernization**

The department continued to refine and execute the Communications and Organizing Strategy, ensuring that members, staff, and the public are informed and engaged throughout the bargaining process. Key components included:

- Maintaining message discipline and unity across all levels of the Federation
- Managing public facing narratives on education funding, working and learning conditions, and bargaining developments
- Providing timely provincial updates and resources through email campaigns, bulletins, the OSSTF/FEESO website, and digital platforms. The department brought Action Network integration into our digital platforms to assist with digital organizing and improving member data.
- Supporting media engagement and public advocacy with strategic messaging tools, rapid response materials, and coordinated campaigns.
- Launching *Education Forum: The Podcast*, which provides new opportunities for content deliverables from hot topics to bargaining updates to campaign messaging for member engagement.

Work also advanced on long term digital modernization, including progress on the



multi phase website redevelopment plan. This work aims to create a centralized member portal for communications, online services, and campaign activities.

The department continues to maintain our current communication channels:

- [Education Forum](#)
- [Update e-Newsletter](#)
- Social Media on [Facebook](#), [Instagram](#), [Bluesky](#), and [X](#)
- Website [www.osstf.ca](http://www.osstf.ca)

### **Support to Locals, Cross Federation Collaboration, and Equity Work**

The department continued offering strong support to local leaders by coordinating strategic planning discussions, preparing resources for regional meetings, and assisting with local action plans. Support for organizing was woven into multiple departmental initiatives, with particular emphasis on:

- Building local capacity for organizing and communications during bargaining
- Ensuring that new and developing leaders have access to training and mentorship
- Encouraging inter district collaboration and sharing best practices

Equity considerations were built into messaging, survey accessibility, leadership development, Anti-Racism and Anti-Oppression Officer Regional Training, and member engagement strategies, helping ensure a more inclusive organizing environment.

### **Advocacy, Political Action, and External Partnerships**

Throughout the year, the department worked with the Provincial Executive, committees, and education affiliates on political action initiatives aligned with OSSTF/FEESO priorities. This included sending a delegation to the 2025 OFL Convention, supporting partners such as the Canadian Centre for Policy Alternatives, the Ontario Health Coalition, Harmony Movement and participating at Toronto Pride and the Toronto Caribbean Festival.

Department staff also supported strategic planning for events such as CPAC regionals through the Communications and Political Action Committee, and Union Leadership Academy (ULA) workshop development, ensuring alignment with key priorities such as bargaining readiness, community engagement, and public education advocacy.

Our work in growing and building allies continued through solidarity work with unions on strike, such a CUPW and Air Canada flight attendants. Additionally, coalition and donation efforts were focuses and closely aligned with our current priorities.

This year, OSSTF/FEESO played a sponsorship and organizing role in bringing the first LaborNotes Conference to Canada; the Toronto Troublemakers School. This work further demonstrated OSSTF/FEESO's dedication to using organizing at the forefront of member mobilization.

### **Government Relations**

OSSTF/FEESO advanced a coordinated government relations program to deepen relationships with provincial decision makers and reinforce member driven bargaining priorities, building on a renewed communications and organizing framework.



A province-wide “Local Lobby Week” (May 20–23, 2025) mobilized districts to meet MPPs in their ridings using a standardized resource toolkit, enabling consistent messaging on education funding, working and learning conditions, and recruitment/retention. To sustain momentum after the election, the Federation produced post election lobbying papers and templates (including MPP profiles and briefing materials) to guide local advocacy through the bargaining cycle. Engagement spanned parties: efforts for lobbying were applied to all parties at a variety of planned events, including a Queen’s Park Education Reception hosted by education affiliates following AMPA.

Meetings were held with representatives from the Government, the Ontario NDP/Official Opposition, the third party/Ontario Liberal Party, and the Green Party of Ontario to ensure that member priorities were communicated directly across the political spectrum.

Collaboration with the Official Opposition included support for the ONDP’s “Hands Off Our Schools” campaign and an education tour featuring daytime stakeholder meetings and evening town halls, with materials promoted across the Federation’s channels as dates and toolkits were confirmed. Internally, clear protocols were set to synchronize contacts with ministers, MPPs, and legislative staff, ensuring rapid briefings and unified representation. Looking ahead, OSSTF/FEESO’s plan aligns advocacy windows with the parliamentary calendar and the Strategic Action Plan—prioritizing targeted legislative objectives, cross affiliate coordination, and readiness for campaign escalations. The Federation also tracked emerging files—such as Bill 33—and leveraged sector coalitions and resources to support rapid response and member mobilization. Protesting Bill 33 included reinvigorating the #RedforEd campaign with new action and materials for members to share.



### Looking Ahead

As the Federation moves deeper into the bargaining cycle, the Communications and Political Action Department remains committed to ensuring that members remain informed, engaged, and empowered. The year’s work has laid a strong foundation for collective action—grounded in solid data, strategic coordination, and the united voice of members across Ontario.

Through our communication strategies, organizing efforts, mobilization campaigns, and partnerships, we continue to support OSSTF/FEESO’s mandate: defending and advancing public education and strengthening the collective power of our members.





# EDUCATIONAL SERVICES DEPARTMENT

The Educational Services Department supports the Federation in several areas including professional development, union training, leadership coaching, professional colleges, mediation services, school mental health, early learning, qualifications, tech education, curriculum, assessment and evaluation, artificial intelligence, privatization, ministry initiatives and policy and many more. Additionally, department staff provide input to the Ministry and various associations on educational issues, specifically, department members attended meetings regarding curriculum updates and revisions, initial teacher education, education governance and Bill 33, and early learning and childcare. New to the department and the Federation this year is the Additional Qualifications (AQ) program, which has been in steady development over the 2025-2026 Federation year.

Educational Services staff continues to monitor the activities of the Ontario College of Teachers, the College of Early Childhood Educators, and the Ontario College of Trades, and to report to the Executive on any implications for members. OSSTF/FEESO has taken an active role in monitoring the mental health initiatives across the province and departmental staff is assigned to the Coalition for Children and Youth Mental Health and School Mental Health Ontario.

In addition to the services above, staff in the Educational Services Department support several OSSTF/FEESO meeting bodies including the *Comité des services en langue française* (CSLF), the Educational Services Committee (ESC), the Parliamentary and Constitution Council (PCC) and Provincial Council, the Persons Living with Disability(ies) Advisory Work Group, the New Member Engagement Advisory Work Group, and the Faculty of Education Advisory Work Group (FEAWG), as well as the Equity Mentorship Program. The Mediation Services Resources Bank (MSRB) continued its mandate to use alternative dispute resolution and restorative practice to mediate conflict between members and annually conducts upwards of 40 member mediations.

## OSSTF/FEESO Professional Development

### Additional Qualifications (AQ) Program

OSSTF/FEESO is excited to add to its professional development opportunities for members by becoming an AQ Course Provider. OSSTF/FEESO plans to launch its first offering of AQ courses beginning in the 2026-2027 Federation year, and in preparation is developing a series of AQ courses over the 2025-2026 Federation year.

### Common Threads

In June 2025, the seventh edition of the OSSTF/FEESO curriculum development project on global social justice and critical issues, *Common Threads*, was released. The curricular resource entitled *Common Threads VII-Human Movement-Displaced Persons* includes a ready-to-use collection of lessons and activities that align with Ontario’s English curriculum, organized by curricular subject and the themes of “In Search of Safety”, “Creating Safe Harbour” and “Evolving Communities”. The resource can be found here: [www.osstf.on.ca/resource-centre/curricular-materials-and-classroom-resources/common-threads.aspx](http://www.osstf.on.ca/resource-centre/curricular-materials-and-classroom-resources/common-threads.aspx).

### “Beyond the Code”, OSSTF/FEESO Educational Services Conference

In November 2025, the OSSTF/FEESO Educational Services Committee held its biannual conference. With the theme of artificial intelligence (AI) in education – both from a labour impact consideration and also from a professional development perspective, members attended workshops on the use of AI in their work, preceded by an engaging keynote address from Dr. Phil McRae, from the Alberta Teachers’ Association, followed by an interactive session using AI applications and a panel discussion workshops were provided by by the Canadian Teachers’ Federation - “Impacts of Digital Technologies”; and OSSTF/FEESO staff and local leaders “Mapping the Impact: Understanding AI, Our Work, and Our Working Conditions”; “Unlocking Productivity with Microsoft Copilot”; and “Empowering Educators with AI”.

### Learning Disabilities Association of Canada (LDAC) Conference

In November 2025, the LDAC held its national annual conference, of which OSSTF/FEESO was a sponsor. The LDAC is Canada’s network of learning disabilities associations from all Canadian provinces and territories. Their work is on promoting and disseminating research, many from Canadian researchers, and best practices in understanding learning disabilities (LDs) which culminates this year with their national virtual conference.

### Subject Association Grants

Every year, OSSTF/FEESO supports Subject Associations in their efforts to provide professional development to OSSTF/FEESO members by awarding grants of up to \$2,500 each to Subject Association that submits an



application that meets the criteria for the grants. For the Federation year ending in June 2025, OSSTF/FEESO awarded grants to the following Subject Associations:

- Council of Ontario Drama and Dance Educators (CODE)
- Ontario Family Studies Home Economics Educators Association (OFSHEEA)
- Ontario History and Social Science Teachers' Association/Association des Enseignant(e)s des Sciences Humaines de L'Ontario (OHASSTA-AESHO)
- Ontario Art Education Association (OAEA)
- Ontario Cooperative Education Association (OCEA)
- Science Teachers' Association of Ontario (STAO)
- Ontario Association for Developmental Education (OADE)

## OSSTF/FEESO Union Training

### Union Training Learning Modules

As part of the union training review, OSSTF/FEESO training was organized into union leadership modules, which will serve as the foundation of a skills-based learning roadmap meant to serve the needs of members at all stages of their union engagement and union training journey. OSSTF/FEESO will now have access to Brightspace to provide online learning where, when completed, members will be able to access training on the platform when it best suits their schedule and will be able to repeat training.

### Bargaining for 2026: Leadership Training Booklet and Checklist

To support local leaders in developing the skills to support bargaining in the upcoming year and to also support local capacity bargaining, the *Bargaining for 2026: Leadership Training* booklet was created, containing a list of union training opportunities throughout the year, a checklist and learning plan.

## OSSTF/FEESO Research

### Research Grant on Emergent Issues and Priorities

OSSTF/FEESO is strongly committed to supporting and promoting evidence-informed practices in public education. The OSSTF/FEESO Research Grant on Emergent Issues and Priorities annually awards up to three research grants, in the amount of up to \$3,500 each, to support conducting, presenting, and publishing research in support of public education and anti-racism.

In the 2024-2025 Federation year the theme explored the questions of the relationship between Ontario high school teachers' training in generative artificial intelligence (GenAI).

In the 2025-2026 Federation year the research theme focussed on examining how governance structures in Ontario's K-12 and university sectors can be strengthened while protecting their democratic underpinnings and community accountability.



## Public Education Exchange (PEX) Network

OSSTF/FEESO staff have been supporting the PEX network since 2023. The PEX is partner-supported collaboration between researchers, unions, and community organizations working to study and resist privatization processes across Canada. The PEX engages in research and knowledge mobilization to advocate for public education in Canada and against privatization. In May 2025, PEX released the report entitled *Infinite Demands, Finite Resources: A Window into the Effects of Ongoing Underfunding and Trends of Privatization in Ontario Schools*, which OSSTF/FEESO staff participated in and can be found here: [pexnetwork.ca/resource/infinite-demands-finite-resources-a-window-into-the-effects-of-ongoing-underfunding-and-trends-of-privatization-in-ontario-schools/](https://pexnetwork.ca/resource/infinite-demands-finite-resources-a-window-into-the-effects-of-ongoing-underfunding-and-trends-of-privatization-in-ontario-schools/).

## Ontario Teachers Federation (OTF) Application to the Partnership Engagement Grant (PEG) and Insight Grant

Educational Services staff serve on the Teacher Education Staff Work Group (TESWG). The TESWG coordinates, through the OTF Executive, frequent research and inquiry studies with numerous education partners. In August 2025, the OTF submitted the applications to the Social Sciences and Humanities Research Council (SSHRC) for the following research grants:

- Partnership Engagement Grant: for a large one-year study focusing on opportunities and challenges for Associate Teachers who supervise pre-service teaching practicums.
- Insight Grant: a five-year appreciative inquiry study, to explore teacher professional development across Ontario, with an international and comparative lens.



# PROTECTIVE SERVICES

- ◆ Negotiations and Contract Maintenance Department
- ◆ Member Protection Department

# NEGOTIATIONS AND CONTRACT MAINTENANCE DEPARTMENT

The Negotiations and Contract Maintenance Department has had a particularly active year, especially with preparations underway for the approaching expiration of school board sector collective agreements in August 2026.

Following through on the Federation's Strategic Action Plan and several miscellaneous action motions passed at AMPA 2025, the Department has engaged in the process of building further cooperation with the affiliates and stakeholder unions within the sector to coordinate for the collective bargaining process. Additionally, through the exceptional efforts of local leaders, the Provincial Executive, staff, and with the buy-in of grassroots members, collective bargaining surveys were rolled out to the membership in the fall with much success. This has helped anchor the pre-bargaining landscape with a more engaged membership early in the bargaining process.

The surveys helped inform the finalization of bargaining briefs for negotiating under the *School Boards Collective Bargaining Act*. As of the date of writing this report, the briefs have been working their way through the Federation's approval process, which includes consultation with the Central Bargaining Advisory Work Groups and through special meetings of Presidents and Chief Negotiators. The briefs are pending imminent approval.

Outside of bargaining under the *SBCBA*, most university sector Bargaining Units have agreements which expire in 2027. Negotiations between PSUO-SSUO and the University of Ottawa were actively underway as of the writing of this report. Some transportation consortia agreements are set to expire in August 2026, while those of Districts 18, 25, and 32 are set to expire in August 2027. None of the agreements for the Independent Educational Program Bargaining Units of District 34 will expire in the current year.

With respect to contract maintenance, Protective Services staff have attended to their responsibilities on the *Provincial Working Group on Health and Safety* and on the *Education Worker Diverse and Inclusive Workforce Committee*. Staff have also been busy supporting locals with a number of resurfacing challenges that are sure to permeate the spheres of collective bargaining. Issues related to sick leave administration, job security, class size, workload, professional judgement, violence in the workplace, access to information or funding for contract implementation, and the rising costs of benefits have been particularly prevalent.

In addition to those challenges, the Minister of Education has created a volatile political landscape with focused attacks on school boards and their governance. Several boards have been placed under ministry supervision as of the writing of this report, creating precarious environments at the local level that may further impact bargaining in the school board sector. Staff have been monitoring legislative developments, they have engaged with employers and their bargaining agents on the issue, and they have continued to support locals as they work through those challenges.

In addition to bargaining and contract maintenance, Protective Services staff have supported capacity building and skill development for local leaders by updating, facilitating, or delivering a multitude of training opportunities in the past year. This has taken place through the provision of field services and through the varied structures of the division's committees and councils, with focal points of training including topics like general preparations for negotiations, survey and brief writing, and even a collective bargaining simulation.

Protective Services staff have also provided training for Equity, Anti-Racism, and Anti-Oppression officers through the Federation's regional model, and have continued to fulfill directed tasks in the Action Plan to support Equity, Anti-Racism, and Anti-Oppression. The division has assigned staff to the Federation's internal Equity Team, and it has increased efforts in the past year to provide support to Bargaining Units in fulfilling pay equity maintenance across the province. Staff have also drafted model contract language to guide locals in bargaining joint equity committees with their employers, in addition to language and draft policy on recognizing discrimination/ racism as workplace hazards.

As a final point, the Department has been actively populating the material for a new online portal for storing and retrieving the organization's collective agreements. This portal aspires to optimize search efforts by tapping into the capabilities of AI. Hopefully this will facilitate the generation of relevant results more efficiently for local leaders and staff alike, saving time and resources in researching collective agreement language.

The Federation's negotiation and contract maintenance activities over the last year reflected the strong commitment of the Department to advancing member interests, maintaining contractual protections, and laying the necessary groundwork for diligently pursuing bargaining interests on behalf of members over the course of the next year.





# MEMBER PROTECTION DEPARTMENT

The Member Protection Department is responsible for all matters requiring legal assistance in representing our members. While we have a statutory duty to represent members in grievance/ arbitrations, we also offer a vast array of services to our members that are outside our statutory obligations such as legal help with criminal cases, professional college complaints, pay equity matters, EI appeals, LTD appeals and WSIB appeals. In addition to these services, our counsel defends OSSTF/FEESO when there is a complaint made against us at the Ontario Labour Relations Board (OLRB) at the Human Rights Tribunal of Ontario (HRTO) and from time to time, in Civil court.

We have 3 in-house counsel (including a bilingual lawyer) and also retain several external firms, such as Ursel Phillips Fellows Hopkinson, as the number of legal cases are mounting every year.

In addition to the legal work counsel does directly defending OSSTF/FEESO and its members, they also offer a variety of workshops to our local leaders in the summer at the Union Leadership Academy and in the spring at the Protective Services Committee (PSC) conference and they offer high level training to our PSC members throughout the year. They also offer advice to Protective Services Field Secretaries when needed for issues that arise in the field.

When those issues result in a grievance being filed, the Member Protection Work Group (MPWG) will meet to examine and evaluate the grievances that have been filed locally and that could not be resolved at the local level. MPWG is made up of Protective Services Field Secretaries who apply the principles laid out in our Policy for Approval of Legal Assistance that is sent out every year in the fall to Presidents. The Member Protection Work Group will determine whether a grievance is referred to arbitration after a thorough review of the grievance file, taking into account the viability of the grievance, significance of the grievance and its consequences to the member, as well as the legitimate interests of OSSTF/FEESO.

The MPWG is witnessing a steady increase in the number of grievances being processed by Provincial Office over the years. It is a well-known fact that the arbitration system is slow due to the number of grievances filed and a relatively small number of arbitrators available to hear cases so that the time from when a grievance is filed to the first hearing date with an arbitrator could be 2 to 3 years.

Provincial Office has embarked on several ways to address this issue. One is the pilot on streamlined arbitration that was negotiated at the Teacher/Occasional Teacher central table in the last round of bargaining. The Ontario Public School Board Association (OPSBA) and Provincial Office staff recently agreed on the terms of this streamlined arbitration protocol and have implemented it with a volunteer Board and Bargaining Unit starting this Federation year. The pilot spans 2 years and, once the results have been examined, may be expanded to other units.

Another way to address the increase in arbitrations filed is through workshops, with the help of the Protective Services Committee, that equip local leaders with the basics of legal aspects of grievances so that they are better able to negotiate settlements with the employer when necessary and, when that is not possible, build strong cases backed by evidence to put forward winning cases at arbitration.

In the same vein, the legal branch of OSSTF/FEESO has had few public successes recently in challenging legislation passed by the Ontario government to the detriment of public education and our members. Bill 124, which imposed a 1% cap per year on compensation increases for all employees in the public sector for three years, was challenged by OSSTF/FEESO (along with our education sector affiliates) and declared unconstitutional. That decision was mostly upheld on appeal and as a result of this litigation, OSSTF/FEESO was able to ensure that its school board members received a remedy for the breach of their Charter rights by the end of the 2023-24 school year. It was also able to be used as leverage for some of our Bargaining Units outside of the *School Board Collective Bargaining Act* when negotiating a remedy.

Another successful litigation was the challenge to *Bill 254 Protecting Ontario Elections Act, 2021*, which amended the *Election Finances Act* to impose pre-writ spending limits on political advertising that significantly infringed upon the ability of third-parties (such as trade unions) to engage in issue-based political advertising in the year in advance of a fixed date election. Working Families, OSSTF/FEESO, and the other Affiliates commenced separate constitutional challenges in Superior Court, arguing amongst other things that Bill 254 violated the freedom of speech under section 2(b) of the Charter. We were successful and the Bill was struck down but then the Ford government reenacted its terms by invoking the notwithstanding clause in the subsequent legislation: *Bill 307, Protecting Elections and Defending Democracy Act, 2021*. OSSTF/FEESO took the fight to the Supreme Court of Canada who finally, dismissed the Government's appeal and found that the pre-writ spending limits imposed through Bill 307 violated s. 3 of the Charter and could not be saved under section 1.



Through its recent litigation against wage-restraint legislation and limits on union's political activity, OSSTF/FEESO has been a leader moving interpretations of our Charter rights in a more expansive and encompassing direction, fighting back against government intervention that harmed working people and democracy.



## Professional Colleges

Protective Services Staff represented numerous members in cases of alleged misconduct before their professional colleges, including the College of Early Childhood Educators, the College of Psychologists, the College of Social Workers, and the Ontario College of Teachers (OCT).



There has been an increase in the number of Professional College Complaint files, with 87 cases opened in 2025, up from 79 in 2024.

OSSTF/FEESO provided legal assistance for members in most of those cases although legal assistance denials also increased as more complaints were filed with a professional college for non-employment related conduct. Complaint Trends include an increase in:

- Social media-related complaints.
- Geopolitical expression issues.
- Abuse of absence credits (allegations of fraudulent sick leave use).

Discipline cases remain consistent in sexual abuse & child pornography. There are more boundary violations involving social media and grooming.

The OCT is introducing a new process to address low level employer complaints in 2026 and OSSTF/FEESO is looking forward to this addressing a number of complaints where the employer has already undertaken a thorough investigation.

OSSTF/FEESO raised a concern with the OCT regarding vexatious and repeat complainants. The OCT and other Professional Colleges are required to investigate all public complaints, even repeated ones. Freedom of expression is acknowledged by the OCT, but members may attract regulatory or disciplinary attention from the employer.

## Organizing

We are very pleased to announce our latest organizing campaign was successful. Staff started actively working on a campaign to organize a group of PSSP workers at the Ottawa Catholic School Board in November 2024. It was not an easy campaign as the employer just as actively worked to discourage this group of workers from organizing. OSSTF/FEESO took a consistent and principled position throughout that was transparent and forthright and, in the end, successful in spite of very aggressive union busting tactics used by the employer. We welcomed our newest Bargaining Unit OCSB D25 PSSP on September 11, 2025. We received their full certificate from the Ontario Labour Relations Board on November 24, 2025.

## Health and Safety

Health and Safety (H&S) is a top issue for OSSTF/FEESO and its members. The Protective Services Department assists members and local Bargaining Units in addressing their health and safety concerns. This work includes drafting collective agreement language on H&S, supporting members and local Bargaining Units regarding work refusals, and assisting with questions concerning all H&S issues including workplace inspections, Ministry of Labour visits, workplace

violence, hazards in the workplace, workplace injuries, and Joint Health & Safety Committees (JHSC). As well, throughout the year, members of the Protective Services Department provide training in the field as needed to members and local Bargaining Units on a wide variety of H&S topics.

Violence in the workplace, in particular, is a critical matter for members. Members see incidences of violence growing in their schools and workplaces, and these members and their local leaders are looking for tools and resources to help them create safer environments. To respond to these needs, the in-house Safer School Communities Team was created. Led by a member of the Protective Services Department, this team leverages the broad range of expertise at Provincial Office by including staff from each of our Departments. The goals for the Safer School Communities Team include creating a suite of resources that will support local leaders and members to enable stronger advocacy on health and safety.

As a first step, the Safer School Communities Team undertook a survey of local leader needs in relations to H&S and workplace violence. This survey was sent directly to those doing H&S work in their locals. This survey asked Districts and Bargaining Units to help the Team understand what training materials and resources are working, which need to be revised or improved, and what new resources are needed.

The goals of the Safer School Communities Team were shared with the HS/WSIAC (*Health & Safety/Workplace Safety and Insurance Act Committee*) in order to seek out their expertise and to work with them to further the goals of the Team. HS/WSIAC welcomed the opportunity to assist with resource development, and with furthering information sharing within the organization on the topic of Health and Safety and Violence in the Workplace.

Another workgroup of Provincial Office staff has been established to address discrimination and racism in the workplace through a health and safety lens. Like workplace violence or harassment, discrimination creates conditions that can cause real harm to the physical and psychological well-being of workers. Recognizing discrimination and racism as a health and safety hazard would ensure that it is addressed under the same prevention-focused framework. This Provincial Office Staff Team is led jointly by a member of the Protective Services Department and the Equity, Diversity and Inclusion Coordinator. Some of the goals of this team include liaising with the Ontario Federation of Labour regarding potential changes to the *Occupational Health and Safety Act (OHSA)* to better recognize this issue, working with our Ontario Human Rights Commission (OHRC) contacts to assist in advocacy on the topic, and negotiating language in collective agreements that explicitly recognize discrimination and racism as a workplace hazard.

### **Workplace Safety and Insurance Board (WSIB)**

The Negotiations and Contract Maintenance Department of OSSTF/FEESO, as per the Policy for Approval of Legal Assistance (PALA), provides support to Districts, Bargaining Units, and members who are experiencing difficulties relating to WSIB claims. While most of that support is in the form of supporting WSIB appeal denials of legitimate member claims, there has been an increase over the last number of years in the amount of files opened to support appeals that have been



initiated by the employer when a member's claim for benefits has been accepted by the WSIB. As part of this value-added service that OSSTF/FEESO provides, we collaborate with a paralegal firm that specializes exclusively in WSIB appeal work to provide much of the additional legal support for WSIB claims files.

Over the last year, partially due to the strike by WSIB workers, the WSIB process has become more protracted and getting files, and sometimes decisions, from the WSIB has proven to be difficult. The backlog in the WSIB system is clear to our members, and all injured workers, who face additional negative impacts caused by the unnecessary delays in receiving benefits for workplace injuries that should be granted as per the no fault compensation system that WSIB was created for.

## **Pay Equity**

The Protective Services Secretariat continues to support locals and Bargaining Units in meeting their Pay Equity obligations through training, coordination, and direct field support. Secretariat staff have participated in advanced Pay Equity training with Karen Ensslen (UPFH), strengthening internal expertise and ensuring consistent guidance across Bargaining Units.

Provincial Office continues to provide ongoing assistance to local Bargaining Units at various stages of the Pay Equity process, with a particular focus on maintenance activities. This support includes training for incumbents completing job evaluation questionnaires, guidance for union and employer representatives participating in joint job evaluation committees, and general Pay Equity education for local leadership and membership.

Pay Equity education remains a priority within the Division. Online and in-person workshops have been offered to local leaders through the Protective Services Committee, at the Union Leadership Academy and through the Union Training Academy to further support member engagement and capacity-building.

Internally, Secretariat staff continue to coordinate Pay Equity work through the In-House Pay Equity Work Group, with an emphasis on consistent tracking, documentation, and reporting. New tools are being implemented to improve internal oversight and real-time monitoring of Pay Equity activity across Bargaining Units.

While Provincial Office remains available to provide direct support, the Division continues to focus on building local capacity so that Bargaining Units are better positioned to manage Pay Equity obligations proactively and alongside collective bargaining priorities.

## Pensions

Pensions and retirement security continue to be a focus for both our membership and all Canadians. Defined Benefit Pensions are the best option for ensuring a life of

dignity and financial independence in retirement. With employers in the university sector and our partners in both the Ontario Municipal Employees' Retirement System (OMERS) and Ontario Teachers' Pension Plan (OTPP), OSSTF/FEESO continues to address challenges confronting the funding status of all members' pension plans. These efforts continue to be of particular importance as all pension plans attempt to manage the current challenges of the economic and geopolitical climate. OSSTF/FEESO participates in these discussions through representation on Pension Committees with the Ontario Teachers' Federation (OTF) (co-sponsor with the Ontario Government), the Ontario Federation of Labour (OFL), Canadian Labour Congress (CLC), the University Pensions Plan (UPP), and our current specific university pension plans. We also have a seat on both the OMERS Administrative Corporation (OAC) and the OMERS Sponsors' Council (SC). Our members have a voice in their pension matters through these representatives.

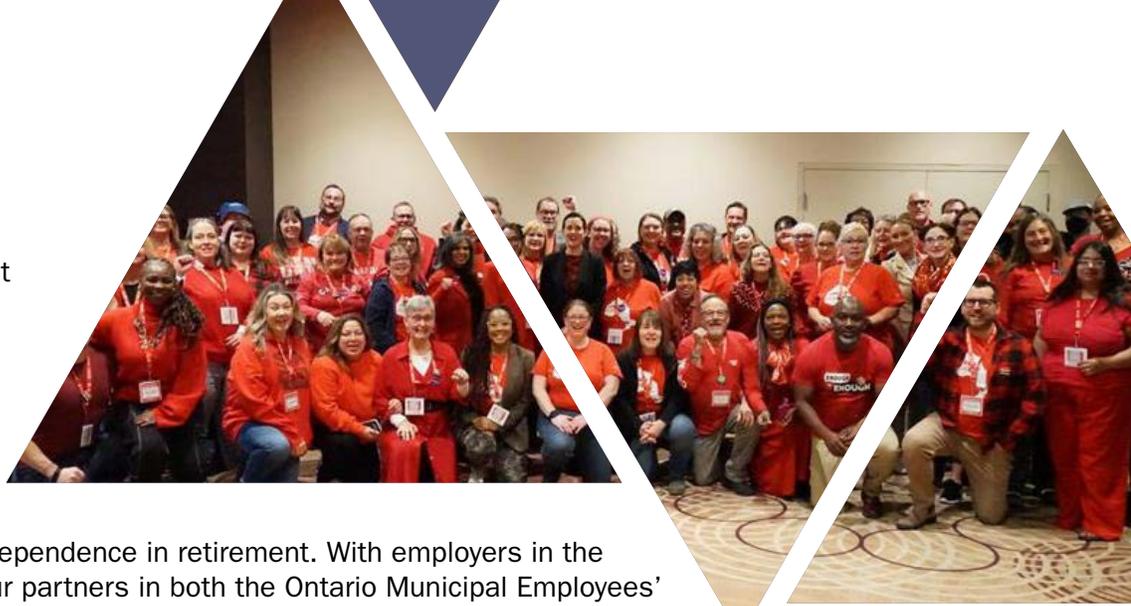
Beginning in 2024, and OMERS Governance Review initiated by the Ontario Government. On November 5, 2025, the Ontario government released the OMERS 2025 Governance Review Report. Over the course of the review period, OSSTF/FEESO actively engaged and worked with other OMERS Sponsors and Stakeholders. With the release of the report, this advocacy and engagement continues as recommendations from the report are considered and implemented, in order to maintain a strong and effective OMERS governance model.

The Ontario Teachers' Pension Plan remains fully funded and continues to build on a strong funding position of 110%. OSSTF/FEESO works closely with Ontario Teachers' Pension Plan staff in order to help members understand how the plan works, to address issues that may arise, and to improve the member experience for all OSSTF/FEESO Ontario Teachers' Pension Plan members.

As a relatively new pension plan, the University Pension Plan continues to grow, establish and develop its processes, and improve member support. As a pension plan that is fully funded at 102%, the University Pension Plan is well positioned to grow and support its members long into retirement. OSSTF/FEESO continues to work with plan sponsors and stakeholders as this plan continues its development.

OSSTF/FEESO provides retirement/pension workshops to local Bargaining Units and Districts and information to members who call and email with questions. For the 2026-2026 Federation year OSSTF/FEESO continues its partnership with Educators Financial Group to co-present the pension workshops.

OSSTF/FEESO members are represented on several committees that provide input on pensions. We work within those groups to promote the best possible pensions for our members.



# OUR REACH. OUR RESULTS.

## SOCIAL MEDIA ANALYTICS

@osstf.bsky.social



Bluesky

In 2025, OSSTF/FEESO launched our own [Bluesky channel](#). The platform is known for its welcoming and progressive community, hopefully offering a space where members can engage in positive discussion. We encourage members to explore this new space and connect with us.



**Men:** 20.8%

**Women:** 79.2%

(FB only uses the binary)

**35-54 old:** 60%



**New Followers:** 2,200

138% increase

(compared to the previous 12 months)

**Total views:** 8.4M

**Top post by views:** 261,000 views

Joint media release with CUPE on school violence in Dec. 6, 2025



**interactions:** 137,000

102% increase

(compared to the previous 12 months)

**Top post by interactions:**

2,230 interactions

(likes, clicks, comments, shares, etc.)

Dec. 6th post and sharing of the poster



**Video views:** 74,000

**Top Gif:** 21,000 Red for Ed

**Top Video:** 19,000 World Teachers' Day





**New Followers: 1,100**

osstf\_feeso

Follow us on Instagram



**Men: 21.3%**

**Women: 78.7%**

**18-34 year old: Over 21%**

**35-54 old: 59%**

**Total views: 860,000**



**Interactions: 16,000**



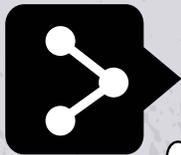
**Top post by views and interactions: 82,300 views, 1300 interactions**

Breaking News post in June that the province is taking over 4 school boards

**OSSTF Communications**



Follow us on Twitter



**Engagements: 33,000**



**Likes: 10,000**

**Total impressions: over 650,000**



**Video: 10,000 views**



**Reposts: Over 5000**



**Men: 29.4 %**

**Women: 68.7%**

**Not specified: 1.9 %**

**65+: 48%**

**55+: 66%**



**Profile visits: 1600**

**Over 77 hrs of watch time**



# STANDING COMMITTEES, COUNCILS, AND ADVISORY WORK GROUPS

## List of Standing Committees, Councils, Advisory Work Groups

Thank you to all OSSTF/FEESO members who give your time and energy to serve on our committees, advisory work groups, and councils. Your advice helps guide the Provincial Executive on important matters in public education. You build strong relationships in your communities, advance member priorities, and lead meaningful conversations that strengthen our Federation across the province. Because of you, OSSTF/FEESO moves forward with purpose and clarity. Your leadership and dedication help us achieve the goals set out in our Strategic Action Plan. We are grateful for the care and commitment you bring to this work every day.

- 2SLGBTQIA+ Committee
- Addressing Anti-Black Racism/Racism Committee
- Comité des services en langue française
- Communications and Political Action Committee
- Educational Services Committee
- Health and Safety/Workplace Safety Insurance Act Committee
- Finance Committee
- Human Rights Committee
- Protective Services Committee
- Status of Women Committee
- Active Retired Members Council
- Benevolent Council
- Judicial Council
- Parliamentary and Constitution Council
- Equity Advisory Work Group
- Environmental Advisory Work Group
- Faculty of Education Advisory Work Group
- First Nations, Métis, and Inuit Advisory Work Group
- New Member Engagement Advisory Work Group
- Persons Living with Disability(ies) Advisory Work Group



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