

Update

2017–2018 • VOL. 45 NO. 1

LEADERSHIP 2017



OSSTF/FEESO President Harvey Bischof addresses the delegates of Leadership 2017

the Minister of Education. He cautioned, however, that to properly address workplace violence, OSSTF/FEESO members will need to be vigilant to ensure that school boards comply with regulations. The real goal, he said, has to be a change in the culture within our workplaces.

Bischof also spoke about the Ministry of Education's PPM 159 on Collaborative Professionalism, as well as the formal recognition of professional judgment in the

teacher/occasional teacher central agreement. As with violence in the workplace, his message was that real change will not come until we achieve a shift in the culture within our schools. "Ministry and school board initiatives have been eroding our professional discretion for decades," said Bischof, "and while formal recognition is a good start, our challenge now is to actively undo the culture of disrespect that's been created over the course of those decades."

On the last full day of the conference, the keynote speaker was Tom Bennett, the author of *Teacher Proof* and the founder of researchED, a grassroots, teacher-led movement designed to help educators become research-literate and to resist initiatives in education that are not based on objective evidence. OSSTF/FEESO will also be sponsoring a researchED conference in Toronto in April.

The final half-day of the conference featured a plenary session in which delegates were updated on the Federation's "End the Silence, Stop the Violence" initiative to address violence in education workplaces.

Delegates at the Saturday morning plenary also received a detailed update on the Federation's preparations for next year's provincial election, followed by a question and answer session with Minister of Education Mitzie Hunter and the two opposition education critics, Peggy Sattler of the NDP and Lorne Coe of the Progressive Conservatives. 

Après deux ans à Ottawa, la conférence de formation estivale annuelle d'OSSTF/FEESO est revenue à Toronto en août. La conférence vise à mettre à jour les dirigeants locaux et activistes sur les questions actuelles du domaine de l'éducation et à offrir aux dirigeants locaux les outils et l'information dont ils ont besoin afin de bien représenter les membres et défendre leurs intérêts.

Le Leadership 2017 a débuté le 16 août par une journée complète de séances de formation destinée aux nouvelles présidences d'unité de négociation qui en sont à leur première année, suivie de deux jours d'ateliers pour la quasi-totalité des 400 délégués. La conférence s'est terminée par une séance plénière d'une demi-journée le matin du 19 août.

Dès l'ouverture de la conférence, Harvey Bischof, président, a exposé, lors de son discours aux délégués, certaines des priorités de la Fédération pour l'année à venir. Il a souligné que bien que la prochaine ronde de négociation pour les membres employés par les conseils scolaires aura lieu dans pratiquement deux ans, en prévision de celle-ci, de vastes consultations

[SUITE À LA PAGE 2...LEADERSHIP](#)

HIGHLIGHTS



UNIVERSAL PHARMACARE

Campaign calling for universal prescription drug coverage
[page 2](#)



STANDARDIZED TESTING

Do these tests provide a fair assessment?
[page 4](#)



LIFE-LONG LEARNING

Assisting members with their educational endeavours
[page 8](#)

des membres débiteront cet automne. D'ici cette prochaine ronde, nous poursuivrons nos efforts de lobbying à modifier la *Loi sur la négociation collective dans les conseils scolaires*.

Harvey Bischof a mis l'accent sur les réalisations du Groupe de travail sur la violence au travail et l'incidence de la « journée de lobbying particulièrement réussie » d'OSSTF/FEESO ayant entraîné des promesses d'action tant du ministre du Travail que de la ministre de l'Éducation. Il a néanmoins mis en garde que pour aborder convenablement la violence en milieu de travail, les membres d'OSSTF/FEESO devront rester vigilants et veiller à ce que les conseils scolaires observent les règlements. Le véritable objectif, a-t-il fait remarquer, doit être un changement de culture dans nos lieux de travail.

Harvey Bischof a également parlé de la N P/P 159 du ministère de l'Éducation sur la collaboration professionnelle ainsi que de la reconnaissance officielle du jugement professionnel dans l'entente centrale du personnel enseignant/enseignant suppléant. Comme pour la violence au travail, son message était qu'un réel changement ne se produira qu'à la condition que la culture change dans nos écoles. « Les initiatives du Ministère et des conseils scolaires ont miné notre discernement professionnel depuis des décennies », a indiqué Harvey Bischof, « et même si la reconnaissance formelle est un bon départ, notre défi est

désormais de défaire la culture de manque de respect créée au fil des ans. »

Lors de la dernière journée entière de la conférence, le conférencier principal était Tom Bennett auteur de *Teacher Proof* et fondateur de *researchED*, un mouvement parti de la base et mené par le personnel enseignant visant à aider les éducateurs à détenir des connaissances fondamentales sur la recherche et à résister aux initiatives en éducation n'étant pas fondées sur des preuves tangibles. OSSTF/FEESO parrainera aussi une conférence de *researchED* en avril à Toronto.

La dernière demi-journée de la conférence présentait une séance plénière où les délégués ont été informés de l'initiative de la Fédération « Briser le silence, arrêter la violence » pour aborder la violence dans les lieux de travail en éducation.

Lors de la séance plénière du samedi matin, les délégués ont également reçu une mise à jour des préparatifs de la Fédération en vue des élections provinciales de l'an prochain, suivie d'une période de questions et réponses en présence de Mitzie Hunter, ministre de l'Éducation, et des deux porte-paroles de l'Opposition en matière d'éducation, Peggy Sattler du NPD et Lorne Coe du Parti progressiste-conservateur. 

care that does not have a universal pharmaceutical drug plan.

"Today, 3.5 million Canadians can't afford to fill their prescriptions," said CLC President Hassan Yussuff. "Nobody should have to choose between paying for groceries or the medication they need."

Approximately 8.4 million working Canadians are not covered for prescription drugs, and the lower their wages the more likely they are not covered. Women and young workers also are less likely to have coverage. Federal, provincial and local governments already cover many Canadians, such as members of the armed services, civil servants and social assistance recipients. It is estimated that the pooling of these public sector plans and the countless private sector plans would save over 6 billion dollars. These projected savings would, in large part, be the result of bulk purchasing. An example of this is found in New Zealand, where a year's supply of the cholesterol drug Lipitor costs just \$15, compared to \$811 in Canada.

It is clear that Canadians are in favour of Universal Pharmacare. In a 2014 Angus Reid poll, 23 per cent reported that in the previous 12 months they or someone in their household did not take their medicines as prescribed, if at all, because of the cost. It also reported that 91 per cent of Canadians support the concept of a national program that would provide universal access to prescription drugs.

OSSTF/FEESO is joining the CLC and our affiliates in the fight for Universal Pharmacare for all Canadians. Over the next year, the CLC, with local labour councils and unions like OSSTF/FEESO, will be bringing this campaign to your community. Take the opportunity to personally get involved. In the meantime, you can find more information and add your name to the CLC's petition on pharmacare at www.aplanforeveryone.ca. 

CLC PUSHES FOR UNIVERSAL PHARMACARE

On Labour Day 2017, the Canadian Labour Congress (CLC) launched a campaign calling for universal prescription drug coverage for all Canadians. Canada has the second highest prescription drug costs in the world, next to the United States, and we are the only developed country in the world with universal health



Update

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

Editor: M. Young
Managing Editor: R. Allan

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

For changes in mailing addresses, please email: membership-database@osstf.ca

Visit the OSSTF/FEESO website at osstf.on.ca

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

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

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






MDC

Papier 100% recyclable - papier 100% recyclable

FSC® C017762

IT PAYS TO DO THE MATH



+

=

QUOTE OTIP

Get a quote !

OTIPinsurance.com/OSSTFupdate

*Restrictions apply.




free \$25 gift card*



ELECTION PREVIEW

This is the first of a series of articles examining the candidates running for the office of Premier.

The Ontario provincial election is now less than a year away, and Ontarians are beginning to focus on their choice for the next provincial parliament. The Liberals will have been in power for 15 years by the time of the election, and with a leader, Kathleen Wynne, whose approval ratings have dipped near single digits, it would seem the time is ripe for a new party and person to assume the helm of the next government.

The most traditional pattern for Ontarians since the Second World War has been to shift from the Progressive Conservatives to the Liberals and then back again. Only once has the Ontario electorate strayed from that paradigm: when Bob Rae's NDP government was elected in 1990 and served until 1995.

Based on this history, it would seem that PC Leader Patrick Brown is well-positioned to become the next Premier of Ontario. But are he and his party ready to form the next government? Prior to assuming the Ontario PC leadership, Brown was a non-descript ten-year Conservative MP from Barrie in the Stephen Harper federal government. Harper never gave Brown much responsibility, either as a Cabinet Minister or Parliamentary Secretary, and Brown's only noteworthy actions were his involvement in social conservative causes such as opposing abortion and same-sex marriage.

When he decided to seek the Ontario PC Leadership, Brown courted that same social conservative crowd and also reached out to many of Ontario's newcomers and their communities. The backing of those two groups helped propel Brown to an overwhelming victory over the more experienced and centrist candidate, MPP Christine Elliott.

Since then, Brown has continued his aggressive outreach to sections of Ontario's ethnic communities but has distanced himself from social conservatives, proudly declaring himself a supporter of same-sex marriage, a woman's right to choose and sex education. The same social conservatives who once supported him are now firmly opposed to Brown. At the same time, Brown has other challenges in keeping his party united. His call for carbon pricing to deal with climate change is vigorously opposed by many PC members. Internal bickering and chicanery at nomi-

nation meetings has led some party members, including prominent Conservatives and various candidates from those same ethnic communities Brown has been aggressively courting, to question his commitment to an open and transparent candidate nomination process.

Despite these controversies, Brown's PC party still leads public opinion polls. Ontarians generally don't pay significant attention to provincial politics between elections, but that will change as the vote looms closer, and Brown will soon have to reveal an election platform that will convince Ontarians that he is worthy of their support. The upcoming PC annual general meeting in late November will provide Brown a pre-election opportunity to showcase his policies and reassure Ontarians that he is ready for power. If he continues to be beset by internal party politics and is unable to articulate a clear policy vision, Ontarians who are determined to oust Kathleen Wynne and the Liberals will have to consider Andrea Horwath and the NDP as their only viable alternative. Failing that, Wynne and the Liberals may be able to squeak in another term. 

BILL 148 CLOSE TO BECOMING LAW

For more than a year, OSSTF/FEESO has been working with other affiliates to give the government input concerning its initiative to modernize the *Labour Relations Act* and the *Employment Standards Act*. In late May, the Liberal government introduced Bill 148, *An Act to Amend the Employment Standards Act 2000 and the Labour Relations Act 1995*. The Bill received first reading in June 2017 and since then, labour, social justice organizations and various business interests have been pushing for amendments to the bill. These efforts have included lobbying MPPs, written submissions to the government, and in-person presentations at hearings around the province. OSSTF/FEESO delivered a formal written submission and OSSTF/FEESO members, in conjunction with the On-

tario Federation of Labour (OFL) and local Labour Councils, participated at regional hearings. Proposed amendments to the Bill, endorsed by the OFL, its affiliates and the Fight for \$15 and Fairness include:

Needed amendments to Bill 148's proposed changes to the *Labour Relations Act* are:

- Remove all exemptions to *Labour Relations Act*.
- Prohibit combining Bargaining Units where bargaining rights are held by different unions.
- Combine Bargaining Units of franchisees of the same franchisor.
- Provide greater access to workplace information.
- Extend card-based certification to all sectors.
- Provide greater access to automatic first contract arbitration.
- Extend successorship rights to all contracted services.
- Prohibit replacement workers.

Needed amendments to Bill 148's proposed changes to the *Employment Standards Act* are:

- Extend *Employment Standards Act* coverage to dependent contractors.
- Strengthen equal pay for equal work legislation.
- Prohibit parties from contracting out of the *Employment Standards Act*.
- Remove all exemptions to the minimum wage.
- Extend just cause protection for all workers.
- Legislate seven paid Personal Emergency Leave (PEL) days.
- Establish a designated leave for survivors of domestic and/or sexual violence.

In recent weeks, there has been much fear-mongering from the business community about the \$15 minimum wage and some of the changes in Bill 148. As of press time a number of amendments have been passed, including two submitted by the NDP, and it is expected that the Bill will be passed in the next few weeks. It is important that OSSTF/FEESO support an Ontario where everyone is paid a living wage and modern labour laws support the rights of workers. There is still time to show your support by going to www.makeitfair.ca. 



THE FIXATION ON STANDARDIZED TEST SCORES

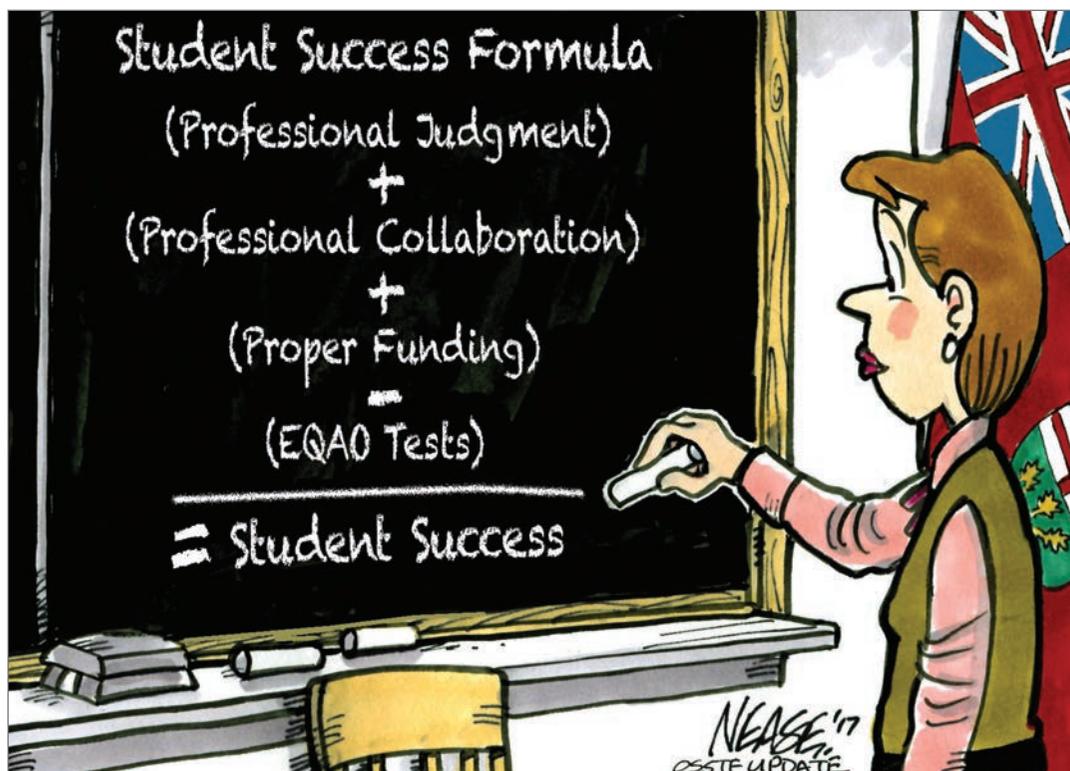
There was a great deal of public noise this past summer over the latest round of Education Quality and Accountability Office (EQAO) test scores in math. Most of the attention was focused on the fact that the provincial average for Grade 6 math has dropped by 7 per cent since 2012/2013. An eruption of panic ensued, and fingers pointed in every direction in an attempt to assign blame for this apparently "devastating deficiency" in our education system.

This all started about a decade ago with changes to the math curriculum in Ontario, which shifted focus more toward problem-solving and discovery approaches, and less on rote learning and memorization. Soon, a perceived crisis in Ontario education began to emerge when our students began scoring lower on mathematics standardized tests, as administered both by Ontario's EQAO and the Programme for International Student Assessment (PISA), which is part of the Organization for Economic Co-operation and Development (OECD).

First, politicians placed the blame for these low test scores on educators. Money was poured into boosting the math proficiency of teachers, especially at the elementary level, but the curriculum remained largely unchanged. EQAO and PISA scores continued to decline. It looked like it wasn't the educators after all. Now it was the curriculum's turn to take the blame.

Throughout this period of panic over low math scores on standardized tests, some questions have simply not been asked, or at least have not become part of the public discourse on this apparent crisis. Could the problem be the test itself? Could the problem be the standardized testing model? Do these tests provide a fair assessment of true student achievement?

A modern educator does not base a student's final course mark on just one test. Ongoing assessment and evaluation, based on professional judgment and knowledge of students' needs, are integral aspects of the work that teachers and education workers undertake every day. The extraordinary significance that is assigned to standardized test results runs counter to how we educate and evaluate students in the 21st century. Nevertheless, we have real estate companies and conservative think tanks ranking schools and exacerbating socio-economic disparities in communities based solely on EQAO test results. Politicians make sweeping pronouncements and



call for actions to improve math scores. But none of them talk about actual student achievement. It's all about the test scores.

We need to constantly ask what value standardized testing serves to students, schools, educators and communities. Do these tests accomplish anything meaningful beyond dividing communities, disparaging educators, and

wasting energy on solutions to problems that may not even exist? We need to ask bluntly if it's finally time to get rid of EQAO, and to do away with the fantasy that a single set of numbers generated by a standardized test can tell us how proficient our kids are, or act as the basis for sweeping judgments about our education system. ☺

UPDATE IS ONLINE

osstfupdate.ca

You may not have noticed, because we haven't drawn a lot of attention to it yet, but we've been quietly publishing *Update* on a dedicated website, osstfupdate.ca, since late last year. The "soft launch" of the dedicated site is the first phase of a plan to transition *Update* from a static, print-only publication to a more dynamic and responsive source of pertinent news for OSSTF/FEESO members.

We will continue to publish the print version of *Update* on a monthly basis during the regular school year, but throughout this current year we will begin to reduce the number of printed copies while actively encouraging members to access *Update* via the website.

This move isn't simply about following the trend to online publishing and away from print. We still see a great deal of value in having print copies of *Update* available to members in schools and other worksites around the province. But there are also distinct advantages to an online presence. The publication schedule of

the monthly print version of *Update*, for example, doesn't always lend itself to timely coverage of important news for our members. If significant news breaks between the day the publication goes to print and the day it is delivered to members' workplaces, that issue of *Update* is already partially out-of-date before anyone even reads it. And there have been times over the past couple of years, through the long period of central bargaining and the subsequent extension talks, when we've delayed production of the print version because we knew an important development was imminent and we wanted to be able to include it. But those kinds of adjustments can mean long gaps between deliveries of print issues, and create the risk that other items within those issues will be "old news" by the time *Update* is in the hands of members. *Update's* online presence will allow us to publish pertinent OSSTF/FEESO news when it happens, and notify members via email and social media.

We encourage all members to visit osstfupdate.ca, and check back frequently. ☺

OCTOBER IS WOMEN'S HISTORY MONTH

October marks Women's History Month in Canada, which the federal government describes as a "time for Canadians to celebrate the achievements of women and girls throughout our history and recognize the trailblazing women who have shaped our country and way of life." Too often, though, these kinds of acknowledgements can be cursory, focusing only on the achievements of white, cisgender, educated, middle-class women. As part of our continuing focus on Intersectionality, the OSSTF/FEESO Provincial Standing Committee for the Status of Women would like to suggest some ways that Women's History Month can be marked so that it's as inclusive as possible.

The right to vote

Most of us are familiar with the story of the women's suffrage movement in Canada. However, while the right to vote for women in Canada is commonly acknowledged to have been won in 1918, those voting rights did not fully extend to all Canadian citizens for another 42 years. Educators who teach history could ask students to research when and how other groups attained the vote. Chinese-Canadians, Indo-Canadians, Japanese-Canadians, and, shockingly, Canada's Indigenous peoples are just some of the groups who did not receive the right to vote until decades later. Students could share this learning in round tables, presentations, electronic formats, etc.

Women's Lib vs. The Sixties Scoop

In the 1960s, so-called Second Wave Feminism argued for equal pay and equal job opportunities for women. At the same time, the federal government oversaw campaigns which saw thousands of Indigenous children taken from their homes. The legacy of the "Sixties Scoop" lives on in Indigenous communities across Canada. Students in history, in English, or in anthropology/sociology classes could explore the contrast between these two moments in Canadian history, and how women with differing levels of privilege benefitted from the Women's Liberation Movement.

Abortion rights

In the last 30 years, various court cases and government rulings have dealt with abortion rights—from the convictions of Dr. Henry Morgentaler to the Supreme Court of Canada's rulings based on the Charter of Rights to various

private members bills under Stephen Harper's Conservatives. Students of law or history could explore these various cases and rulings, and share this learning in round tables, presentations, electronic formats, etc. Students could also examine how access to abortions differs for women across Canada—for example, for those from racialized backgrounds, those from rural areas, etc.

There are many ways to extend our conversations about Women's History so that our lens includes all women. Encouraging our students to see the differences in access to power for marginalized women in Canada remains our responsibility as educators.

/Lauren Simmons is the chair of the Provincial Status of Women Committee.

STUDENT ACHIEVEMENT AWARDS

If you're an OSSTF/FEESO member working in a secondary school, you've probably spent time in June and over the summer planning lessons and considering learning opportunities for next year's students. One source of activities you may want to consider for your classroom is OSSTF/FEESO's annual Student Achievement Awards. Last year alone, we had over 100 entries submitted for adjudication by our provincial Communications/Political Action Committee, but many schools missed the deadlines and were not represented.

Thirty years ago, Jack Hutton was Director of Communications at Provincial Office. He wanted to celebrate the remarkable work of our students, and the contributions that teachers and education workers make in the lives of those students. He created the original Student Achievement Awards, in honour of Marion Drysdale, who was also a staff member at Provincial Office at the time. More than 150 winners have been celebrated over the past 30 years. Your students could be among those who win one of the nine prizes of \$1000, and who

are honoured at a celebration in Toronto during March Break 2018.

We know that winning one of these awards is impactful for these students. Many of the past winners cite the Student Achievement Awards as a catalyst for pursuing their dreams, and more importantly for affirming in them a sense of confidence to take the risk of submitting their work.

Teachers and other education workers who work directly with a student in a secondary school can nominate, mentor and assist that student in creating either a piece of visual/digital art or a written piece based on the designated theme. The theme for the 2017–2018 school year is *What's YOUR Super Power?* Posters proclaiming the theme and providing additional information will have arrived in all secondary schools in September. Information regarding the rules, entry forms, guidelines and tips, and even school announcement ideas for promotion of this very worthwhile award, are available at www.osstf.on.ca/saa. In addition, you can view the videos of the past year's winners, as well as a "Where are they now?" video compilation featuring some of the winners from the last 30 years, and focusing on how the awards impacted their lives.

Whether you're a teacher of the arts, or you know a worthy student who might be saving for college or university, or you're a support staff member working with a student or group of students and want them to have an opportunity to create something remarkable, please consider using the Student Achievement Awards in your classroom. All ages and all levels of secondary students, including adult learners, are welcome to enter.



Education pays off.

Want to get ahead?

Take the Financial Kickstart Challenge today at educatorskickstart.ca



VACANCY ON MEDIATION SERVICES RESOURCE BANK

The Mediation Services Resource Bank (MSRB) is currently looking to fill a vacancy on its team.

The MSRB consists of twelve members trained in mediation and conflict resolution. They volunteer their time preparing and facilitating mediations between OSSTF/FEESO members who are in conflict.

Qualifications:

- Previous experience in successful conflict resolution at the workplace, Bargaining Unit, and/or District level would be beneficial,
- fluency in written and spoken French is an asset, and
- twelve-month employees are encouraged to apply.

Duties:

- Members are required to prepare and set the groundwork for mediation sessions they are assigned,
- members may be required to travel to every part of the province to perform mediations between members, and
- members are required to provide training in conflict resolution for members.

Requirements:

- The MSRB meets two times per year (fall and spring) for up to 1½ days,
- members must also be willing to engage in ongoing training, and
- members must be able to secure release time from their District and/or Bargaining Unit to attend meetings, perform mediations, and participate in training.

The deadline for applications is October 16. Interested candidates are to submit, via mail, email or fax, a letter of application describing your interest and experience in mediation and conflict resolution, resume or curriculum vitae, and a letter of reference from an elected/appointed OSSTF/FEESO District/Bargaining Unit/Sector Representative.

Send submissions to Gary Fenn, OSSTF/FEESO 60 Mobile Drive, ON, M4A 2P3; Fax: 416.751.7079; Email: gary.fenn@osstf.ca.



POSTE VACANT AU SEIN DE LA BANQUE DE RESSOURCES EN SERVICES DE MÉDIATION

La Banque de ressources en services de médiation (BRSM) cherche à pourvoir un poste vacant au sein de son équipe.

La BRSM est composée de 12 membres formés en médiation et en règlement de différends. Ils consacrent leur temps bénévolement à préparer et faciliter la médiation entre les membres d'OSSTF/FEESO qui sont en conflit.

Qualifications

- Une expérience préalable en résolution efficace de conflits en milieu de travail, au sein de l'unité de négociation et (ou) à l'échelle du district serait bénéfique
- La maîtrise du français à l'écrit comme à l'oral est un atout
- Les employés sur douze mois sont encouragés à poser leur candidature

Fonctions

- On exige des membres qu'ils préparent et jettent les bases des séances de médiation qui leur sont assignées
- Il se peut que les membres aient à se déplacer dans toutes les régions de la province pour effectuer des médiations entre des membres
- Ils sont tenus de donner aux membres une formation en résolution de conflits

Exigences

- La BRSM se rencontre deux fois par an (à l'automne et au printemps) pendant une journée et demie
- Les membres doivent également être disposés à participer à une formation continue
- Les membres doivent être en mesure d'obtenir une libération syndicale de leur unité de négociation et (ou) district afin d'assister aux réunions, d'effectuer des médiations et de participer à de la formation

La date limite pour présenter une candidature est le 16 octobre. Les personnes intéressées

doivent soumettre, par la poste, courriel ou télécopie, une lettre de candidature décrivant leur intérêt pour la médiation et la résolution de conflit et leur expérience en la matière, un résumé ou curriculum vitae et une lettre de recommandation d'un représentant, élu ou nommé, d'unité de négociation/de district/de secteur d'OSSTF/FEESO.

Acheminez les candidatures à Gary Fenn, OSSTF/FEESO, 60, Mobile Drive (Ontario) M4A 2P3; Télécopieur : 416-751-7079; Courriel : gary.fenn@osstf.ca.

NEW MEMBER WORKGOUUP

In 2011, the Provincial Executive approved the creation of a New Member Engagement Workgroup, and we are currently looking for three new members. If you have eight years or less experience with OSSTF/FEESO, we want you to apply! The workgroup meets up to four times per year, and all costs associated with being a member of the workgroup are covered by Provincial Office. To apply, please send your letter of application along with:

- Your name, worksite, position and non-employer email and contact numbers
- The number of years you've been a member
- Your employer and OSSTF/FEESO District number
- Your experience or involvement with OSSTF/FEESO, including work on new member initiatives.

Workgroup members must be able to secure time release from their employer.

In the past, the workgroup has created content for the provincial website, provided input on social media communications and prepared and organized a New Members conference. The deadline for applications is October 20, 2017. Please forward all applications to Domenic Bellissimo at domenic.bellissimo@osstf.ca.



OSSTF/FEESO MEMBERS CELEBRATE LABOUR DAY



D. 32



D. 25



D. 25



D. 17



D. 25



D. 12, PSSP



D. 17



D. 14 & 9

EMPLOYEE RECOGNITION

Years of service awards were bestowed upon seven OSSTF/FEESO Provincial Office employees for their length of service and loyalty to the Federation. On September 12, the following were honoured for reaching these meritable

milestones: Mary-Lu Brennan, Sabrina Chiu, Pierre Côté and Mona Resulto—20 years; Tanya La Rush—25 years; Win Hum—30 years; and Carla Downie—35 years.

Congratulations and thank you to all! 🐦



(Top l-r) Mary-Lu Brennan, Pierre Côté and Mona Resulto—20 years
(Bottom l-r) Tanya La Rush—25 years; Win Hum—30 years; and Carla Downie—35 years
(Absent: 20 Years of Service recipient Sabrina Chiu)

FEDERATION FAMILY EDUCATION FUND

2017–2018 Recipients

Each year, 10 awards valued at \$1500 each are presented to children of OSSTF/FEESO members who will be pursuing their first post-secondary diploma/degree at a college, university or apprenticeship program of their choice. The Federation Family Education Funds are awarded through a lottery process.

OSSTF/FEESO is proud to celebrate the ongoing learning of these students and to contribute to their academic pursuits. We wish them continued success with their future studies. Congratulations to the 2017 Federation Family Education Fund recipients:

- Alysha Bonany
- Marisa DiCresce
- William Fengler
- Meghan-Emily Johnson
- Jacqueline Lichty
- Jennifer Oelschlagel
- Jessica Peverill
- Victoria Rank
- Bradley Shepherd
- Ethan Thomas



OSSTF/FEESO SUPPORTS LIFE-LONG LEARNING

Every year OSSTF/FEESO offers fellowships and grants to members to assist them with their educational endeavours. The following are the 2017 recipients.

The recipients of the S. Hunter Henry Grant are Vanessa Iafate, District 18, Upper Grand—ESS and Karen McCormick, District 12, Toronto—TBU. The S. Hunter Henry Grant assists members in their full-time studies at a university of their choice.

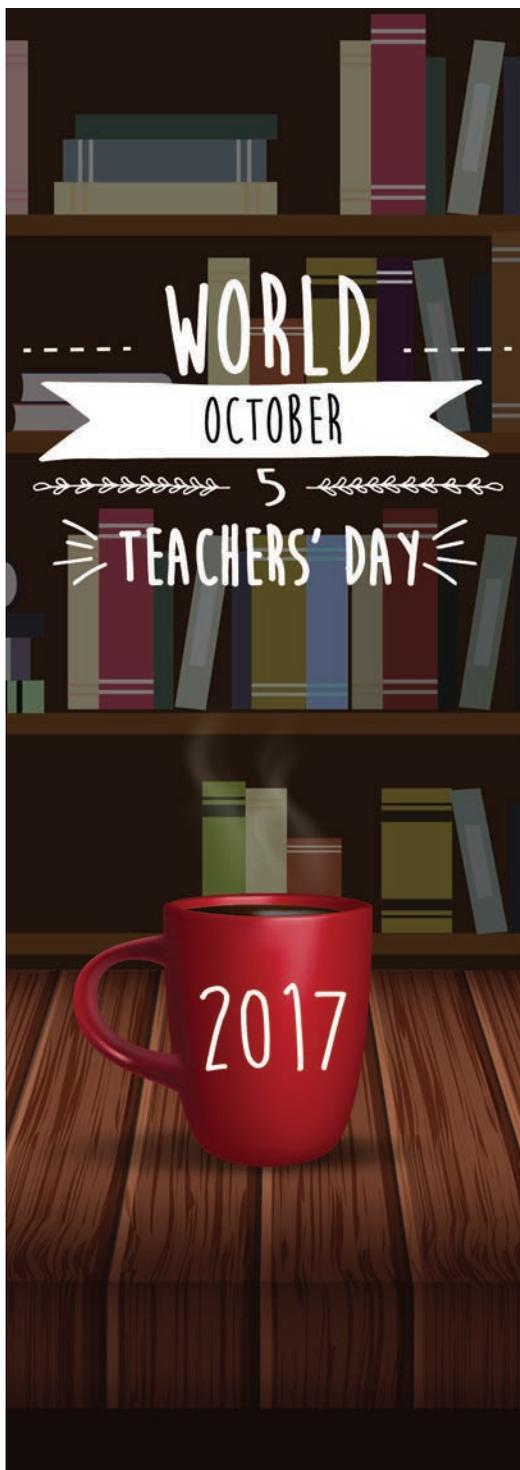
Carol Fortin, District 3, Rainbow—PSSP, is this year's recipient of the I.M. (Brick) Robb Fellowship which assists members with doctoral studies on a full-time basis at a university of their choice.

Heath Bennett, District 20, Halton—TBU, has been awarded the Dr. S.G.B. Robinson Travelling Grant; a grant that allows members to travel for

the purpose of serving education.

The recipient of the Educational Enhancement Grant is Christal Cabral, District 12, Toronto—PSSP. The Educational Enhancement Grant assists members with their studies leading to a first undergraduate degree/diploma at a university or community college of their choice, or in gaining a secondary school diploma from a publicly-funded secondary school.

OSSTF/FEESO congratulates all of the applicants and wishes them success in their studies. Application forms and other criteria concerning these fellowships and grants, which are administered by the OSSTF/FEESO Educational Services Committee, will be available at www.osstf.on.ca/awards in early October. The deadline for applications for 2017–2018 is April 1, 2018. Please direct your questions regarding these fellowships and grants to Rob Dubyk at the Provincial Office at: 416-751-8300 or 1-800-267-7867 or email rob.dubyk@osstf.ca.



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

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

Only it can give authoritative advice on the certification process.

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

Don't wait! Re-evaluate!

**Go to the Certification Quick Link at
osstf.on.ca**



Update

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

Canada Post Corporation
Publication Mail Agreement No.
40012523