

Update

2017–2018 • VOL. 45 NO. 6

ANNUAL MEETING OF THE PROVINCIAL ASSEMBLY



OSSTF/FEESO President Harvey Bischof addresses the delegates of AMPA 2018

More than 500 delegates attended the 2018 Annual Meeting of the Provincial Assembly (AMPA) in Toronto from March 9 to 12.

In his opening address, President Harvey Bischof touched on a number of issues ranging from preparations for bargaining to the ongoing work to address violence in our workplaces, but focused on the upcoming provincial election. Bischof outlined the issues addressed in OSSTF/FEESO's election platform, "Public Education: it's for everyone" (available at osstf.on.ca), and urged members to become familiar with those issues. "Our goal," said Bischof, "is for every OSSTF/FEESO member to be thinking

about the issues we raise in our platform when they're deciding how to vote. We're calling for practical, sensible commitments that will help OSSTF/FEESO members do the best job we can do for the students we work with, and we want our members to pay attention to what the party leaders and local candidates are saying about those issues, or whether they're addressing them at all."

Farrah Khan, the Sexual Violence Support and Education Coordinator at Ryerson University and Co-Chair of the Provincial Roundtable on Violence Against Women, also addressed AMPA delegates. Khan, who has spent much of her life raising awareness about gender-based violence and equity through art, education, counselling and advocacy, shared strategies about responding effectively to disclosures of sexual violence, working with victims, and working with those who have caused harm.

OSSTF/FEESO was honoured to welcome two prominent international guests. Maria de la Luz Arriaga Lemus is a founding member of the Tri-National Coalition in Defense of Public Education, an organization to which OSSTF/FEESO belongs. She is Chair of the Mexican Section of the Coalition. Comrade Magope Maphila is a founding member of the South African Democratic Teachers Union (SADTU), which represents more than 250,000 members. Both guests contributed to an engaging lunchtime international forum about issues facing educators and their unions.

With the June provincial election just three months away, the leaders of the three major parties in Ontario were all invited to speak at AMPA. The Progressive Conservatives had not yet chosen a new leader and did not provide a speaker. Premier Kathleen Wynne, Leader of the Liberal Party, addressed AMPA on Sunday morning, and Andrea Horwath, Leader of the New Democratic Party, spoke to the delegates the following day. Both Wynne and

Horwath took questions from delegates following their speeches.

Among the important issues considered by delegates was a resolution to re-affiliate with the Canadian Teachers' Federation (CTF). OSSTF/FEESO had been a founding member of the CTF in 1920, but withdrew from membership in 2000. That decision was based on a number of factors, not the least of which was the fact that OSSTF/FEESO's affiliation with CTF was through the Ontario Teachers' Federation, which vetted and coordinated all aspects of OSSTF/FEESO's relationship with CTF. That issue has since been resolved, but OSSTF/FEESO had not, until now, seriously considered re-affiliation with CTF. It was noted in the Provincial Executive's report to AMPA that CTF has become much more focused recently on social advocacy, labour rights and social justice issues, bringing it into closer alignment with OSSTF/FEESO's values and concerns. The report also noted that CTF is involved in data collection, statistical analysis, and other forms of research that could augment our own activities, and provides other services that may have significant benefit. After a robust debate, AMPA delegates voted to re-affiliate with CTF.

AMPA 2019, next March, will be the 100th Annual Meeting of the Provincial Assembly. 



Farrah Khan, Sexual Violence Support and Education Coordinator at Ryerson University and Co-Chair of the Provincial Roundtable on Violence Against Women, addresses the delegates of AMPA 2018

HIGHLIGHTS



VIOLENCE TASK FORCE
The continued work of the Task Force
page 3



THE LURE OF POPULISM
We can't afford to be fooled by Doug Ford
page 4



SUPPORT STAFF DAY
Special recognition to support staff
page 6

RÉUNION ANNUELLE DE L'ASSEMBLÉE PROVINCIALE DE 2018

Plus de 500 délégués ont assisté à la Réunion annuelle de l'Assemblée provinciale de 2018 (RAAP) à Toronto, du 9 au 12 mars.

Dans son discours d'ouverture, Harvey Bischof, président, a abordé plusieurs sujets allant de la préparation en vue des négociations aux activités en cours afin de traiter de la violence dans nos lieux de travail. Par contre, son attention a porté plus particulièrement sur la prochaine élection provinciale. Harvey Bischof a exposé les grandes lignes des enjeux traités dans le programme électoral d'OSSTF/FEESO, « L'éducation publique : C'est pour tout le monde » (disponible à osstf.on.ca) et a conseillé vivement aux membres de se familiariser avec ceux-ci. « Notre objectif », a déclaré Harvey Bischof, « est que chaque membre d'OSSTF/FEESO réfléchisse aux questions que nous avons soulevées dans notre programme au moment de choisir l'issue de leur vote. Nous exigeons des engagements concrets et raisonnables qui aideront

les membres d'OSSTF/FEESO à faire de leur mieux pour les élèves sous leur responsabilité. Nous voulons que nos membres soient attentifs à ce que les chefs de parti et les candidats locaux disent sur ces enjeux ou s'ils les abordent ou non. »

Farrah Khan, coordonnatrice du soutien et de la formation sur les questions de violence sexuelle à l'Université Ryerson et coprésidente de la Table ronde provinciale sur la lutte contre la violence faite aux femmes s'est également adressée aux délégués à la RAAP. Farrah Khan, qui a consacré une bonne partie de sa vie à la sensibilisation de la population aux problèmes de la violence fondée sur le sexe et de l'équité grâce aux arts, à l'éducation, au counseling et à la défense, a partagé des stratégies sur la manière de réagir efficacement face à une révélation de violence sexuelle, d'œuvrer auprès des victimes et de travailler avec les personnes ayant causé le préjudice.

OSSTF/FEESO a eu l'honneur d'accueillir deux éminents invités internationaux. Maria de la Luz Arriaga Lemus est l'une des membres fondateurs de la Coalition trinationale de défense de l'éducation publique, organisation dont OSSTF/FEESO est membre. Maria de la Luz est présidente de la section mexicaine de la Coalition. Camarade Magope Maphila est un des membres fondateurs du SADTU (*South African Democratic Teachers Union*), syndicat qui représente plus de 250 000 membres. Les deux invités ont contribué à l'heure du lunch à un forum international fascinant sur les enjeux auxquels sont confrontés les éducatrices et éducateurs et leurs syndicats.

Sachant que l'élection provinciale de juin n'était qu'à à peine trois mois, les dirigeants des trois principaux partis de l'Ontario avaient tous été invités à prendre la parole à la RAAP. Le Parti progressiste-conservateur n'avait pas encore choisi un nouveau chef et n'a pas envoyé un représentant. Kathleen Wynne, première ministre et chef du Parti Libéral, s'est adressée à la RAAP le dimanche matin tandis qu'Andrea Horwath, chef du Nouveau Parti démocratique, a pris la parole devant les délégués le lendemain. Kathleen Wynne et Andrea Horwath ont toutes deux répondu aux questions des délégués à la fin de leur discours.



Camarade Magope Maphila, membre fondateur du *South African Democratic Teachers Union* (SADTU) et Maria de la Luz Arriaga Lemus, membre fondatrice de la Coalition trinationale de défense de l'éducation publique

Parmi les importantes questions que les délégués avaient à examiner se trouvait une résolution pour adhérer de nouveau à la Fédération canadienne des enseignantes et des enseignants (FCE). En 1920, OSSTF/FEESO était parmi les membres fondateurs de la FCE, mais s'est retiré en 2000. Cette décision reposait sur plusieurs facteurs, dont l'un d'entre eux, et non des moindres, était le fait que l'affiliation d'OSSTF/FEESO à la FCE se faisait par l'intermédiaire de l'adhésion à la Fédération des enseignantes et des enseignants de l'Ontario (FEO), qui approuvait et coordonnait tous les aspects de la relation d'OSSTF/FEESO avec la FCE. Ce problème a depuis été réglé, mais jusque-là, OSSTF/FEESO n'avait pas envisagé sérieusement d'adhérer à nouveau à la FCE. Dans le rapport de l'Exécutif provincial à la RAAP, il était mentionné que la FCE se concentre de plus en plus à la défense des intérêts sociaux, des droits du travail et des questions de justice sociale, la rapprochant des valeurs et préoccupations d'OSSTF/FEESO. Le rapport notait également que la FCE s'implique dans la collecte de données, l'analyse statistique et d'autres formes de recherche qui pourraient augmenter nos propres activités et offre d'autres services pouvant présenter un avantage considérable. À la suite d'un débat rigoureux, les délégués à la RAAP ont voté en faveur de la réadhésion à la FCE.

La RAAP 2019, en mars prochain, sera la 100^e Réunion annuelle de l'Assemblée provinciale.

Update

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

Editor: M. Young
Managing Editor: R. Allan

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

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

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

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

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



Les délégués à la RAAP posent des questions aux conférenciers

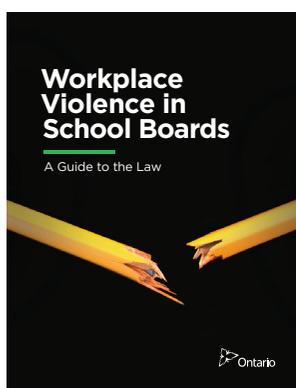
VIOLENCE IN THE WORKPLACE TASK FORCE: THE WORK CONTINUES

For the past year, OSSTF/FEESO has continued the work of the Violence in the Workplace Task Force. We have completed a survey and small focus group interviews with front line members who have experienced the upsurge of violent behaviour in our schools. Too many members have been seriously injured due to preventable incidents of workplace violence, and our goal is to address the issue and reduce the number of incidents.

At our Lobby Day in March 2017, where we met with 93 of the 106 sitting MPPs at Queen's Park, we focused exclusively on the issue of violence in our schools and workplaces. Our message was clear: we need more mandatory training, we need an increase in qualified and trained staff, and we need consistent reporting free from coercion. Seventy-one MPPs and all three party leaders stood with us to stop violence in our schools.

The Ministers of Education and Labour did not make a commitment to create an education sector regulation under the *Ontario Health and Safety Act*, but have now produced a "workplace violence in school boards" guide to the law in Ontario. The guide is available at www.ontario.ca/document/workplace-violence-school-boards-guide-law. Ministry of Labour visits to schools continue to target the issue of violence in our workplaces.

A new reporting poster has been sent to all worksites, items have been purchased to raise the visibility of the issue, and resources have been made available through our OSSTF/FEESO website. OSSTF/FEESO will continue to lobby and advocate for increased training, violence prevention resources and simpler reporting processes. 



GROUPE DE TRAVAIL SUR LA VIOLENCE AU TRAVAIL : LES ACTIVITÉS SE POURSUIVENT

Depuis un an, OSSTF/FEESO a poursuivi ce qu'avait commencé le Groupe de travail sur la violence au travail. Nous avons achevé un sondage et des entrevues en petits groupes de discussion avec les membres de première ligne qui ont vécu une intensification de comportements violents dans nos écoles. Un trop grand nombre de membres ont été blessés grièvement par suite d'incidents de violence au travail pouvant être évités; notre but est de nous attaquer à ce problème et de réduire le nombre d'incidents.

Lors de notre Journée de lobbying en mars 2017, à laquelle nous avons rencontré 93 des 106 députés provinciaux siégeant à Queen's Park, nous nous sommes penchés exclusivement sur le problème de la violence dans nos écoles et lieux de travail. Notre message était clair : nous avons besoin de plus de formation obligatoire, nous avons besoin d'augmenter les effectifs en personnel formé et qualifié et nous avons besoin d'un signalement cohérent exempt de coercition. Soixante et onze députés provinciaux et les trois chefs de partis se sont rangés à nos côtés

OSSTF/FEESO FILES UNFAIR LABOUR PRACTICES COMPLAINT

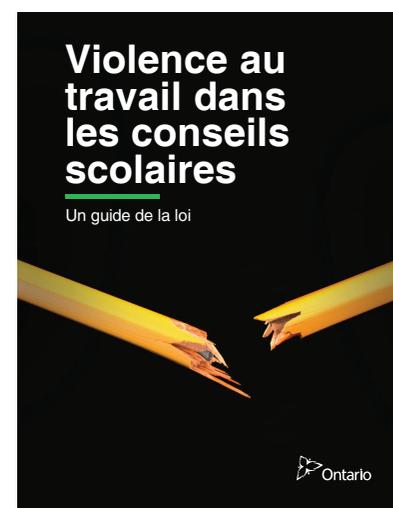
On April 13, OSSTF/FEESO filed an unfair labour practice complaint with the Ontario Labour Relations Board against the Government of Ontario. The complaint was filed after it came to light that the government had provided a payout totaling \$31 million to members of the Ontario English Catholic Teach-

ers' Association (OECTA) for delayed grid movement during the 2014–2015 school year. While OECTA had voluntarily agreed to the terms of the agreement under which the grid movement delays took place, OSSTF/FEESO members had those terms imposed upon them by the government.

Les ministres de l'Éducation et du Travail ne se sont pas engagés à créer un règlement propre au secteur de l'éducation en vertu de la *Loi sur la santé et la sécurité au travail de l'Ontario*, mais ont produit un guide de la loi sur «la violence au travail dans les conseils scolaires» en Ontario. Il a été publié et est disponible à www.ontario.ca/fr/document/violence-au-travail-dans-les-conseils-scolaires-un-guide-de-la-loi.

Les visites du ministère du Travail dans les écoles continuent de cibler les enjeux de la violence dans nos milieux de travail.

Une nouvelle affiche sur le signalement de la violence a été envoyée à tous les lieux de travail, des articles ont été achetés pour renforcer la visibilité de l'enjeu et des ressources ont été mises à disposition par l'intermédiaire du site Web d'OSSTF/FEESO. Nous continuerons à faire du lobbying et à revendiquer en faveur de plus de formation, de ressources en prévention de la violence et de méthodes de signalement plus simples. 



During the last round of central bargaining, government negotiators insisted that OSSTF/FEESO abandon its pursuit of payment for that grid movement and withdraw all related grievances in order to reach settlement.

"Somehow, after a round of bargaining in which the government insisted on identical financial outcomes for all unions, OECTA's grid-delay grievances were explicitly allowed to live on," said President Harvey Bischof.

The Elementary Teachers' Federation of Ontario (ETFO) filed a similar complaint over the same issue, also on April 13. 

SEEING PAST THE LURE OF POPULISM

The election of Doug Ford as leader of the Ontario Progressive Conservative Party brings a new and vastly different dynamic to the campaign leading up to the June 7 provincial election.

Prior to Patrick Brown's sudden resignation from the PC leadership in January, it appeared that the Conservatives would be running a campaign designed to alienate as few voters as possible. Brown had already released his platform in the form of a glossy magazine-style book called the "People's Guarantee," promising such things as investments in mental health and dental care for seniors. He had abandoned the social conservatives who had helped propel him to the leadership, calculating that he would gain more votes than he would lose by moving his party toward the centre. To the extent that it's possible for the Progressive Conservatives to be a "big tent" party, Patrick Brown was trying to make it appear to be just that.

Doug Ford however, is an entirely different animal. He is, by his very nature, a polarizing figure. He has a love-him-or-hate-him personality, and with a lot of help from media outlets that thrive on conflict, it's his personality that draws most of the public's attention. To those who dislike him, he is undereducated and unrefined—perhaps even oafish. He lacks eloquence and seems largely clueless about social, environmental and equity issues. But for those who embrace him, he is the straight-shooting populist champion of ordinary working people—people, who in Ford's narrative, have been abandoned by the political and social elites.

All of this can make for good entertainment of a sort. The danger, as we're already seeing, is that Ford's personality can easily become the primary focus of the campaign, relegating policy issues to a distant back seat.

All Ontarians owe it to themselves, and to each other, to look beyond the tribal rhetoric of populism and seriously consider what a Doug Ford government would mean for Ontario. Unlike Patrick Brown, Ford has said very little about what he plans to do if he becomes Premier. So far he has made just one major promise: to cut \$7 billion from the province's budget. When asked how, he says only that he will find "efficiencies."

He doesn't mention that making cuts that deep would cost Ontario somewhere in the neighbourhood of 75,000 jobs. There is no doubt whatsoever that thousands of those jobs would be cut from the education sector.

Ford hasn't yet said much about what else



he'd do as Premier, but if his record as a city councillor in Toronto is any indication, we can expect deep cuts to public services and a war on unions like we haven't seen since the dark days of the Mike Harris government.

As OSSTF/FEESO members, we know that we can't afford to let ourselves be fooled by popu-

list rhetoric. But neither can we afford to stand by and watch while our friends and neighbours fall into that trap. We need to become informed about the issues, and we need to be as engaged as possible in the political process. With the prospect of a Doug Ford government, it's simply too dangerous to just sit back and watch. 

TEACHER CANDIDATES INVITED TO AMPA, WHERE ARE THEY NOW?

As many of you are aware, OSSTF/FEESO invites one Teacher Candidate from each of Ontario's English-speaking Faculties of Education with an Intermediate/Senior program, to AMPA each year. Many of them go on to successful careers in education.

We would like to hear from previous AMPA

Teacher Candidate guests: where are they in their careers? What are their memorable moments from their first AMPA? Are they activists, unionists, or union leaders today?

If you were a former Teacher Candidate AMPA guest and you wish to share your story, please contact Peter Bates via peter.bates@osstf.ca. 



Faculty of Education students who attended AMPA 2018 came from Brock University; Lakehead University; Nipissing University; Ontario Institute for Studies in Education/University of Toronto; University of Ottawa; Queen's University; Trent University; University of Ontario Institute of Technology; Western University and York University



ELECTION PREVIEW

A Doug Ford Government?

Public opinion polls indicate that new Progressive Conservative Leader Doug Ford has a good chance of becoming Ontario's next Premier. What would a Doug Ford government really look like for Ontario?

Based on his actions as a Toronto City Councillor, his election run in 2014 for mayor of Toronto, and his most recent political pronouncements, a Doug Ford government could radically change the province.

Doug Ford was a City Councillor for a single term, coinciding with his brother Rob's term as mayor of Toronto from 2010–2014. During that time, the Ford brothers successfully led the charge to displace unionized city workers by contracting out garbage collection in half of the city. They also adopted a bellicose negotiating style during contract talks with city workers, creating significant acrimony between the city and its employees. The chaos that permeated at Toronto's City Hall during the Ford brothers' reign became the focus of an international media circus. The minimal value they placed on public sector workers was echoed by Doug Ford's recent pronouncement that too many of them are on the province's \$100,000 sunshine list. Ford has also said that he will not implement the final stage of the province's minimum wage increase to \$15/hour, which is scheduled to begin in 2019. Even retirement security is an extravagance, as far as Ford is concerned. He has voiced his support for defined contribution pension plans, which place workers at greater risk of income insecurity in their retirement years.

As for the education sector, Ford's political partnership with his former PC leadership rival, Tanya Granic Allen, suggests the possibility of significant discord. Both Ford and Allen have been alarmingly strident in their opposition to the recently revised Health and Physical Education Curriculum, which includes sexual education. They claim that parental consultations were inadequate and that parents should decide on the sexual education of their children. Their lack of confidence and trust in education professionals with regard to health, physical and sexual education should be a wake-up call to all education workers. What other areas of the curriculum will they target next? The teaching of Math? English? Other disciplines? If a Ford government

adopts a stance that dismisses the professionalism of public-sector education workers, Ontario may not be far from considering charter schools and vouchers—measures that amount to nothing more than an expanding private education system that's publicly-funded by stealth. Where would a Premier Ford and an Education Minister Allen take Ontario's education system? Ontarians may find out soon. 🌐

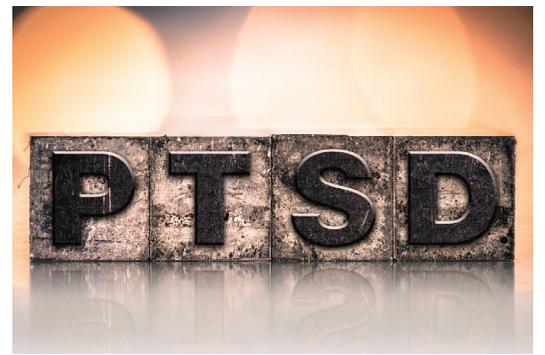
FUNDING RENEWED FOR 150 OSSTF/FEESO JOBS AT UNIVERSITY OF GUELPH

On February 23, the Government of Ontario announced that the Ministry of Agriculture and Rural Affairs (OMAFRA) and the University of Guelph were entering into a new agreement that will continue to provide funding for up to 10 years for a number of regional campuses and research stations across Ontario. Approximately 150 OSSTF/FEESO members are employed at those research stations. The facilities conduct cutting edge agri-food research—everything from aquaculture to plant genetics to bio-fuels and much more.

Just a few days prior to the announcement, OSSTF/FEESO President Harvey Bischof and members of the District 35 Bargaining Unit at Guelph met with Jeff Leal, Ontario's Minister of Agriculture and Rural Affairs, to impress upon the Minister that the work OSSTF/FEESO members perform at these regional campuses and research stations is vital to Ontario's agricultural economy and to farming communities across the province. 🌐



L to R: OSSTF/FEESO President Harvey Bischof, Rachel Riddle, Executive Office, University of Guelph Bargaining Unit (District 35, Universities), Jeff Leal, Minister of Agriculture and Rural Affairs, and Joe Rooyackers, President, University of Guelph Bargaining Unit (District 35, Universities)



POST-TRAUMATIC STRESS DISORDER

Post-traumatic stress can develop after a person has been involved in, or witnessed, a potentially life-threatening event. It can be the result of a single event or the result of ongoing emotional trauma. It is a natural response to feel frightened in a traumatic situation and shortly thereafter. The body's fight-or-flight response kicks in to help the body defend or fight against the perceived danger. Anxiety related symptoms after the event—such as reliving the situation, having flashbacks, experiencing nightmares—usually subside within a month and most people go back to their daily lives. Sometimes these anxiety-related symptoms continue to worsen.

Symptoms may not occur for months or until another event triggers the same initial fear response. People who suffer from PTSD exhibit a variety of symptoms. They can feel nervous or "on-edge" all the time. They may have a hard time concentrating, feel irritable, or have a hard time sleeping. Intrusive thoughts, such as recalling the traumatic event or having a severe emotional reaction when something reminds them of the event, may always be present. Often changes in thinking and mood lead to difficulty in maintaining close relationships and leave a person feeling detached from family and friends. Some people start to engage in self-destructive behaviour such as using drugs or alcohol. Symptoms can be debilitating and can continue to get worse if left untreated.

Getting help and support after a traumatic event may prevent a normal stress reaction from developing into PTSD. If you have experienced a trauma, seek assistance and support from friends, colleagues and family. Utilize your employer's EAP counselling services. If you notice a change in mood or behavior that is significant, unusual, and persistent, you should seek help from a medical doctor and/or clinical psychologist. The good news is that PTSD is treatable. 🌐

SUPPORT STAFF APPRECIATION DAY

As part of Education Week every year, Support Staff Appreciation Day lends special recognition to support staff working in Ontario's education system. This year, Support Staff Appreciation Day falls on May 9.

Education Week's slogan in 2018 is "Public Education: It's for Everyone." It's an appropriate slogan, because sometimes even other workers in the education system do not realize who the support staff actually are. I am writing from the viewpoint of a custodian, and I know that custodians are often forgotten on this appreciation day, as I am sure, other workers are as well. Plant Support Staff are often seen strictly as the tradespeople who repair and maintain our buildings. However, plant support staff are also the day and evening custodians.

Three Districts within OSSTF/FEESO have Plant Support Staff Bargaining Units. In most Districts, plant support staff are members of other unions, such as CUPE. And of course, these workers should also be acknowledged. We are a crucial cog within the school system's machine. We clean and disinfect classrooms, repair and maintain equipment, setup and tear down events, oversee community use of schools, and keep the school safe and secure. Unionized or not, every worker within the school system is worthy of recognition.

Other support staff members include, but are not limited to, lunchroom supervisors or monitors, administration assistants, educational assistants, early childhood educators, psychologists, secretaries, speech-language pathologists, social workers and university support staff. Just like the teaching staff, they are also crucial to public education. Without them, the school would cease to function.

During Education Week let us all remember: "Public Education: It's for everyone." Everyone is responsible and accountable for their role within the school system, and all are deserving of appreciation.

/Kelly Campeau is a member of the Plant Support Staff Unit in District 25, Ottawa-Carleton.



JOURNÉE DE RECONNAISSANCE DU PERSONNEL DE SOUTIEN

Chaque année dans le cadre de la Semaine de l'éducation, la Journée de reconnaissance du personnel de soutien accorde un hommage spécial au personnel de soutien qui œuvre dans le système scolaire de l'Ontario. Cette année, la Journée de reconnaissance du personnel de soutien est le 9 mai.

Pour 2018, le thème de la Semaine de l'éducation est « L'éducation publique : c'est pour tout le monde ». Il est pertinent puisque parfois même les autres travailleuses et travailleurs du milieu de l'éducation ignorent qui est réellement le personnel de soutien. J'écris ceci du point de vue d'un concierge. Je sais que les concierges sont souvent oubliés à l'occasion de ce jour de reconnaissance comme je suis certaine que d'autres travailleuses et travailleurs le sont également. Le personnel de conciergerie est souvent perçu strictement comme des personnes de métier qui réparent et entretiennent nos édifices. Cependant, le personnel de conciergerie représente aussi les nettoyeurs de jour et de soir.

Trois districts au sein d'OSSTF/FEESO ont des unités de négociation du personnel de conciergerie. Dans la plupart des districts, le personnel de conciergerie est membre d'autres syndicats, comme le SCFP. Bien entendu ces travailleurs devraient aussi être reconnus. Nous constituons un rouage essentiel au cœur de l'appareil scolaire. Nous nettoyons et désinfectons les salles de classe, réparons et entretenons l'équipement, préparons et démontons lors d'activités, encadrons l'utilisation des écoles par la communauté et assurons que les écoles soient sécuritaires et sans danger. Syndiqué ou non, chaque travailleuse et travailleur au sein du système scolaire est digne d'être reconnu.

Les autres membres du personnel de soutien comprennent, entre autres les surveillants ou moniteurs du midi, les adjoints administratifs, les aides à l'enseignement, les éducatrices de la petite enfance, les psychologues, les secrétaires, les orthophonistes, les travailleurs sociaux et le personnel de soutien des universités. Tout comme le personnel enseignant, ils sont tout aussi essentiels à l'éducation publique. Sans eux, l'école arrêterait de fonctionner.

Pendant la Semaine de l'éducation,

n'oublions pas que « L'éducation publique : c'est pour tout le monde ». Chacun est responsable et redevable de son rôle au sein du système scolaire et tout un chacun mérite d'être reconnu.

/Kelly Campeau est membre de l'unité de négociation du personnel de conciergerie du District 25, Ottawa-Carleton.

EDUCATION WEEK MAY 7-11, 2018

pub·lic
ed·u·ca·tion
it's for everyone

/p/blik /ej//kāSH()n/

noun

Education workers in Ontario have a long tradition of providing students with the knowledge, skills and sense of community they need to find success and contribute in a meaningful way to the social and economic fabric of a prosperous and dynamic province. OSSTF/FEESO members are committed to that tradition, but we also recognize that, in a rapidly growing and changing Ontario, there's always more work to do to ensure that public education continues to meet the needs of all who rely on it. Ontario's public education system is perhaps the province's most important asset, and OSSTF/FEESO members will continue to dedicate their time and energy to protecting and enhancing that system, just as we have for almost 100 years. We believe that the publicly-funded education system should recognize the following principles:

1. **UNIVERSALITY**—access for everyone;
2. **COMPREHENSIVENESS**—opportunity for everyone;
3. **PROFICIENCY**—achievement for everyone, and
4. **ACCOUNTABILITY**—value for everyone.

We think Ontario's government should have a similar commitment to ensuring that public education works for everyone.

MEMBER RECOGNITION

Every year at AMPA, OSSTF/FEESO members are recognized for outstanding service. This year the following awards were presented.



JENNIFER MACLEAN HEALTH AND SAFETY AWARD

The Jennifer MacLean Health and Safety Award recognizes outstanding achievement in the area of health and safety by an OSSTF/FEESO member. Kevin Smith (District 7, Bluewater) is this year's recipient. A certified Workers Health and Safety Centre instructor, he has delivered numerous workshops at the Bargaining Unit, District and Provincial levels. Kevin is a true champion for our members and a staunch labour activist.



POLITICAL ACTION AWARD

Ronnie Whitcomb (District 23, Grand Erie) is the winner of this year's Political Action Award in honour of Larry French and Wendell Fulton. Ronnie works tirelessly for her local labour council and is involved in her community. She will be greatly missed as she retires this year.



CSLF AWARD

The recipient of this year's CSLF award is Lucie Loranger (District 31—Unité 60A). Lucie retired in June 2017. Through her dedication and hard work over the course of her career, she became an invaluable asset to OSSTF/FEESO's francophone members who appreciated her professionalism and support.



JAMES FORSTER HUMAN RIGHTS AWARD

The recipient of this year's James Forster Human Rights Award is Garrett Metcalfe (District 13, Durham). Garrett is a founder of the Durham Region chapter of PFLAG and has served on the board of the AIDs committee of Durham Region. In District 13, he started the first GSA (then GSTA) and created the first queer studies course. Garrett regularly offers in-service to Durham Regional Police.



COMMUNICATION AWARD

The OSSTF/FEESO Communication Award takes into consideration any and all forms of communication, including newsletters, websites, social media and issue-based campaigns. This year's award goes to the District 19, Peel, Teacher's Bargaining Unit, for providing informative, timely, and innovative professional communication to its members.

LIZ BARKLEY STATUS OF WOMEN AWARD

The Liz Barkley Status of Women Award recognizes leadership by an OSSTF/FEESO member in advocating and building awareness on women's economic and equality issues. This year's recipient is Carole Hunton (District 30, PSAT), who has been dedicated to working on causes related to women at the local level. *Carole was not in attendance to accept her award.*

DAY OF MOURNING 2018

At the 1984 Convention of the Canadian Labour Congress, a resolution was adopted declaring April 28th as a National Day of Mourning to honour those workers in Canada who have been killed, injured or disabled on the job, or who suffer from occupational diseases. April 28th was chosen because on that day in 1914, Ontario proclaimed the first comprehensive Workers Compensation Act in Canada. The Canadian labour movement lobbied for legislation to identify April 28th as a "National Day of Mourning." Their efforts were rewarded in February 1991, when the Federal Parliament passed

the *Workers Mourning Day Act* (Bill C-223).

It is the aim of OSSTF/FEESO that the annual observance of this day will help strengthen the resolve to establish safe and healthy conditions in the workplace and prevent further injuries and deaths. As much as this is a day to remember those who have passed, it is also a day to renew the commitment to improve health and safety in the workplace and prevent further injuries, illnesses and deaths.

Every day we should educate others about health and safety rights, insist on effective workplace prevention programs, and demand that we receive hands-on training by the employer that supports the identification, assessment and control of workplace hazards.

On April 28, attend a Day of Mourning event in your community; ensure that flags are lowered to half-mast; and above all, take a moment at 11:00 a.m. to remember those who have been injured on the job and those who have lost their lives.



**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

INTRODUCING EDUCATORS MONITORED PORTFOLIOS

You set the course. We'll keep you on track.

LEARN MORE:
1.800.263.9541
educatorsfinancialgroup.ca/monitored



Educators
FINANCIAL GROUP

WIN a trip for 2

Italy

valued at over \$5,500!



Enter NOW

OTIP.com/UPDATEwin



OTIP is a proud partner of **Edvantage**

Sarracini Travel
The travel people.

OMEGA TOURS

*Restrictions apply.

Canada Post Corporation
Publication Mail Agreement No.
40012523