



# MEMBER WELCOME MANUAL

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## A message from OSSTF/FEESO President Martha Hradowy



Welcome to the Ontario Secondary School Teachers' Federation/La Fédération des enseignantes enseignants des écoles secondaires de l'Ontario (OSSTF/FEESO).

OSSTF/FEESO represents more than 60,000 dedicated teachers and education workers in Public and Catholic schools, universities, and independent education programs across Ontario.

We believe in the power of solidarity and supporting each other so we can better support the students and communities we serve. That's why our motto is: Let us not take thought for our separate interests, but let us help one another.

This Federation has fought hard for fair contracts, improved working conditions, and better benefits. We've taken on governments, pushed for real change, and stood up for equity and inclusion in our workplaces. That work continues, every day—and your voice matters in it.

Whether you're in your first week on the job or your tenth year in the system, we've got your back. Your local union representatives are your first point of contact. They know your contract and your workplace. They'll fight along with you and for you. And behind them, your provincial team is ready to support you with bargaining, legal expertise, professional services, and much more.

Your union is strongest when you are informed, engaged, and connected. Whether that means joining a committee, attending a meeting, or just reaching out when you have a question—you are a vital part of this movement.

We encourage you to use this guide as a resource to learn about your new union and to help you navigate the services and support that OSSTF/FEESO provides for Members.

In solidarity,  
Martha Hradowy, President

## Welcome to OSSTF/FEESO

From its inception in 1919 with only 62 representatives, OSSTF/FEESO has grown into a union representing all secondary school teachers working in the 32 English Public Boards in Ontario, Education Workers in 62 Bargaining Units (BU) working in 27 English Public Boards, 13 BUs working in 9 English Separate Boards, 8 BUs working in Francophone Boards, of which 3 are in Public and 5 are in Separate Boards, 4 BUs working in Independent Educational Programs, and 6 BUs working in universities across Ontario.

OSSTF/FEESO is a strong, independent, and socially active union that promotes and advances the cause of public education and the rights of students, teachers, and education workers.

While establishing working conditions for its Members, OSSTF/FEESO also works to build and support communities with strong public services.

We strive to preserve academic freedom; prevent the privatization and commercialization of our educational institutions; ensure that students receive an education free of bias and discrimination; and provide an equitable opportunity for all students to succeed in a strong, well-funded public education system.

### Getting Connected

The Provincial Office for OSSTF/FEESO is located at  
60 Mobile Drive, Toronto, ON M4A 2P3

Toll-free: 1-800-267-7867

OSSTF/FEESO website: [www.osstf.on.ca](http://www.osstf.on.ca)

Our provincial website provides a link to provincial resources, forms, upcoming events, and information about your union. From pensions to financial assistance awards for members and children of members to pursue further education, to violence prevention, this site gives Members the tools they need to navigate their daily life as a union Member of a large, inclusive organization by providing an overview of the many services and opportunities the Federation offers its Members.

myOSSTF is OSSTF/FEESO's Members only, password protected site that is available to each Member on the provincial website.

You can reach myOSSTF by clicking the yellow 'LOGIN' button on the top right corner of our website. This protected site provides Members with up to the minute Member-only communication during bargaining in the form of bargaining and benefit bulletins. The Member-only site also is used when we are not in bargaining by providing links to District/Bargaining Unit (DBU) Memos informing all members of the different ways to get involved in Federation activities, guidelines and advice to navigate through potential professional pitfalls, and other resources such as the Union Training Academy that you may find useful.

## OSSTF/FEESO on Social Media

- OSSTF/FEESO social media channels:
- OSSTF/FEESO Facebook page – @osstfnews
- OSSTF/FEESO Instagram page – @osstf\_feeso
- OSSTF/FEESO YouTube page  
<https://www.youtube.com/@OSSTF/videos>

## OSSTF/FEESO Publications

- OSSTF/FEESO Update Newsletter [osstfupdate.ca](http://osstfupdate.ca)
- OSSTF/FEESO Education Forum magazine  
<http://education-forum.ca/education-forum.ca>

## Membership in OSSTF/FEESO



## Rights:

OSSTF/FEESO Members have all the democratic and human rights of Canadian citizens and union Members including: the right

to participate in the union, attend all meetings, vote, stand for elected office, etc:

- the right to exercise professional judgement;
- the right to fair and equitable treatment from employers;
- the right to fair evaluation; and
- the right to fair representation by the union.



## Responsibilities:

OSSTF/FEESO members must:

- Comply with the Constitution & Regulations and Policies & Procedures of OSSTF/FEESO which are found on the provincial website
- Uphold the OSSTF/FEESO Statement of Ethics;
- Act in accordance with the Principles of Professional Conduct; and
- Support their negotiators and participate in all strike activities voted on by many Members.

## The Structure of OSSTF/FEESO

Democracy is the hallmark of OSSTF/FEESO decision-making.

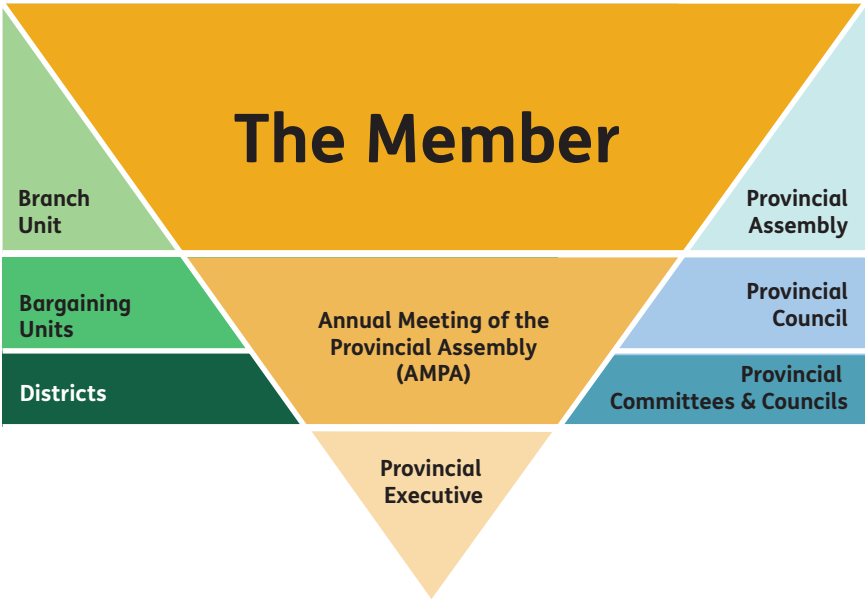
Grassroots Members can get involved at any level and can be a part of the decision-making processes that are in place. Strong local autonomy is our foundation, and that is reflected in our

Bargaining Units. Bargaining Unit Officers are elected by all members of their Unit.

**Your Local**

Your District encompasses all the Bargaining Units that work within your school board or university employer. Some Districts include members from co-terminus boards, transportation consortiums, or other similar employers such as District 35 Universities that includes all 6 of the universities across Ontario that OSSTF/FEESO represents support staff members which are combined into one District.

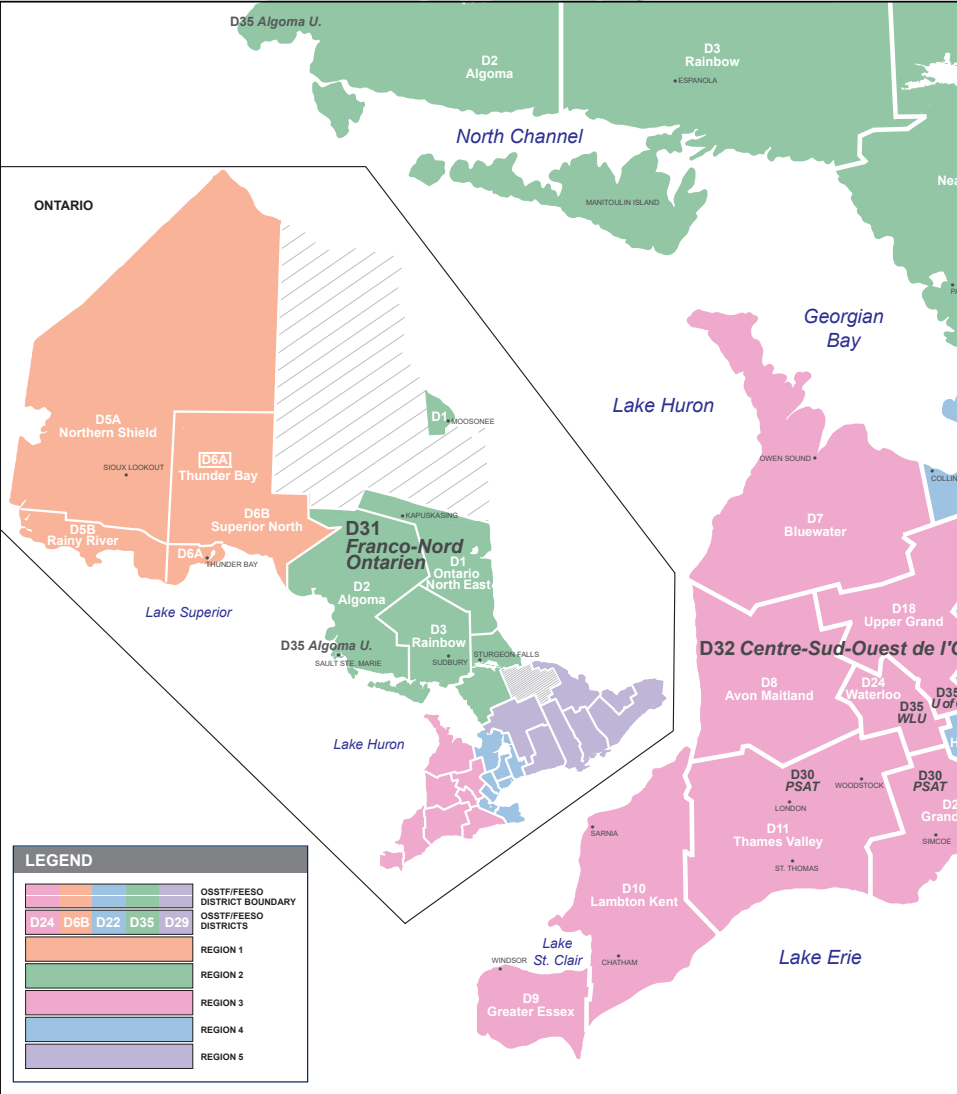
**OSSTF/FEESO  
ORGANIZATIONAL CHART**

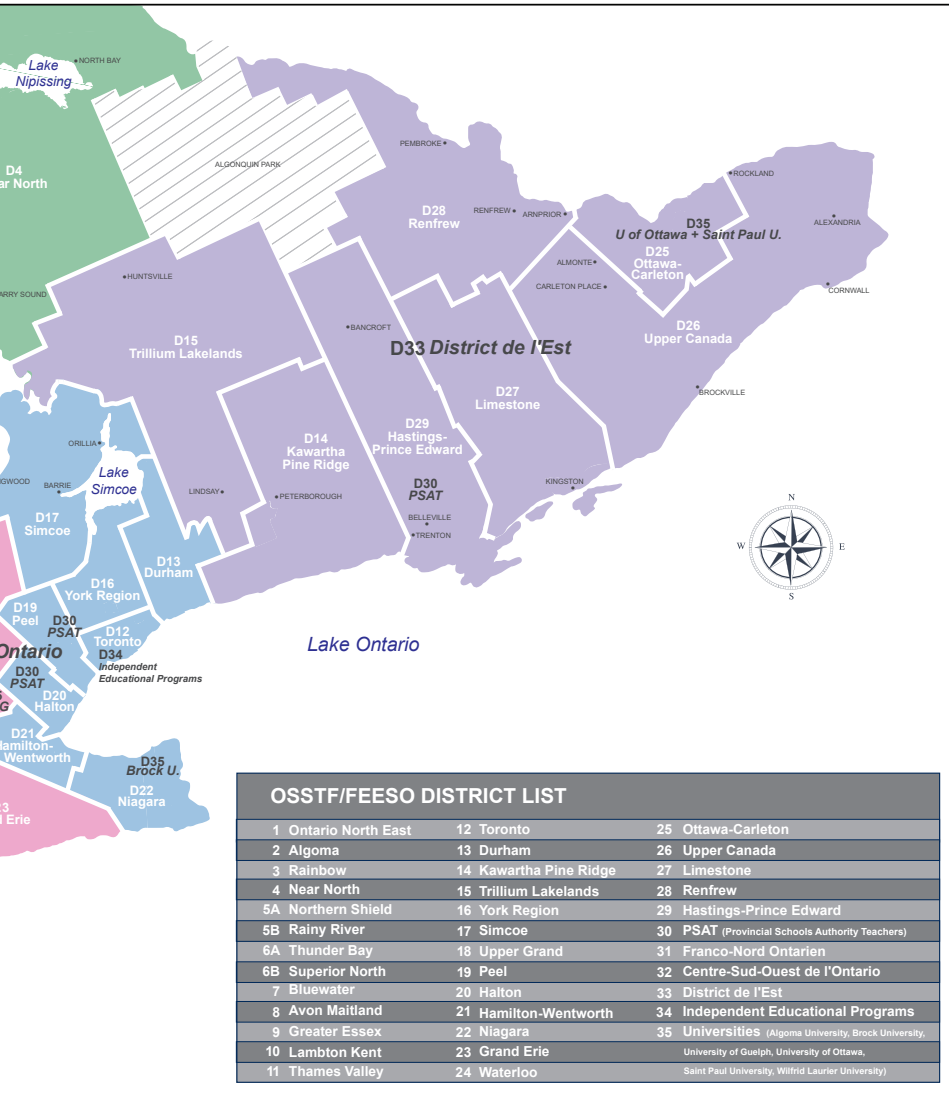


Local democracy is very important to OSSTF/FEESO and that’s why each District has a separate constitution, which is the guiding document that governs each District and Bargaining Unit. Each Bargaining Unit within a District is independent within that District, has its own budget, constitution and collective agreement, and works with the District to maintain an office, plan events and actions, and govern the district.

OSSTF/FEESO Bargaining Unit Members vote on their own leadership and make decisions about how they each run their

# OSSTF/FEESO DISTRICT MAP





September 2019

District and Bargaining Units. You can attend meetings to vote on these important decisions and decide the direction within your own Bargaining Unit and District.

**Provincial Executive**

The Provincial Executive is elected for a two-year term at the Annual Meeting of the Provincial Assembly (AMPA). The Provincial Executive is responsible for the day-to-day operations of the Federation.

The Provincial Executive consists of:



**Martha Hradowy**  
President

As President, Martha is OSSTF/-FEESO’s official spokesperson

representing members to the government, media, and the public. She is the liaison to several external bodies – the CLC, CTF, OPS, OFL, OPSBA and serves on the Executive of OTF. Martha is the liaison to the Educational Services Committee and ARM Council.



**Malini Leahy**  
Vice-President

Malini has joint responsibility for the Strategic Action Plan and Union

Leadership Academy. Malini represents OSSTF/-FEESO at the OTF. She is the liaison to the Finance and Protectives Services Committees, and the Governance Ad Hoc Work Group.



**Colin Matthew**  
Vice-President

Colin has joint responsibility for the Strategic Action Plan and Union

Leadership Academy. He represents OSSTF/-FEESO at OTF and OFL. He is the liaison to the Communication/Political Action Committee, and to the LTD and the Governance Ad Hoc Work Groups.



**Jeff Denys**  
Treasurer

Jeff is responsible for the Financial Handbook and the oversight of the

administration of all finances. He is the liaison to the Finance Committee, T/OT Sector Caucus, the Benevolent Council, and the PC Compensation Committee.



**Roxanne  
Beauchamp**  
Executive Officer

Roxanne is liaison to the Educational Services Committee, PSSP Sector Caucus, 2SLGBTQIA+ Committee, Status of Women Committee, First Nations, Inuit, and Métis Advisory Work Group, the New Member Engagement Work Group, and the Faculty of Education Work Group.



**Sherry-Ann  
Bowen-Gordon**  
Executive Officer

Sherry-Ann is a liaison to the Protective Services Committee, T/OT Sector Caucus, Addressing Anti-Black Racism/Racism Committee, Human Rights Committee, Equity Mentorship Program, ELHT Advisory Work Group, and the Labour Council Caucus.



**Chris Chandler**  
Executive Officer

Chris is a liaison to the Communications/Political Action Committee, Education Worker Sector Caucus, HS/WSIA Committee, Environmental Advisory Work Group, Comité des services en langue française, LTD Advisory Work Group, and the Ad Hoc Persons Living with Disability(ies) Advisory Work Group.

There is also a Senior Staff team that oversees the divisions of Provincial OSSTF/FEESO.



**Chris Goodsir**  
General  
Secretary

Chris is responsible for the administration of personnel and resources. Chris also serves on the Executive of OTF, is a Director of CTF, and liaises with other government bodies and ARM Council.



**Joel Duff**  
Associate  
General  
Secretary

Joel is accountable for the Communications/Political Action and Educational Services Departments.



**Vaino Poysa**  
Associate  
General  
Secretary

Vaino is accountable for the Negotiations and Contract Maintenance and Member Protection Departments.



**Jim Spray**  
Associate  
General  
Secretary

Jim is accountable for the Operational Services Departments and is the financial advisor to the Provincial Office and the Bargaining Units.

## Provincial Office

There are two main member-facing divisions at OSSTF/ FEESO. The staff who work in these divisions are each assigned to provincial portfolios as well as Districts and Bargaining Units. These staff members are known as Field Secretaries and three are assigned to each District and Bargaining Unit.

## Negotiations/Contract Maintenance

The Negotiations/Contract Maintenance Department is responsible for many of OSSTF/FEESO's statutory and non-statutory responsibilities. Among these are negotiations, grievances/arbitrations, education finance, pay equity, health and safety, benefits, long term disability, training, and organizing.

## **Member Protection**

The Member Protection Department is our in-house legal department whose function is to provide advice and/or legal opinions to staff on behalf of Members, staff, and the Provincial Executive on matters of policy, legislation, and grievances.

## **Educational Services**

The Educational Services Department is responsible for issues related to education, large scale testing, curriculum, research, professional colleges, and special education. The department administers scholarships, bursaries, staff development funding, and sponsors professional conferences, and workshops. They also sit at many of the Ministry related working tables advising the Ministry on OSSTF/FEESO positions and report back to OSSTF/FEESO on Ministry initiatives being brought forward by various Ministries in the government.

## **Communications and Political Action**

The Communications and Political Action Department is responsible for political issues such as equity and diversity, social justice, status of women, community outreach and organization, media, school councils, and international assistance. The department oversees lobbying, legislative observation, research, and communications with Members and the media. It is also responsible for publishing Update, a bi-weekly online newspaper for all Members, and Education Forum, a periodical issued three times per year.

## **Strategic Action Plan**

Since 2018, the Ford Government has undermined publicly funded education, public services, and workers' rights across Ontario. This persistent underfunding has put incredible strain on education workers in a public system that is already overstretched. These cuts negatively affect students, workers, parents, and caregivers across the province, but they have a much-magnified impact on people from isolated, marginalized, and equity-seeking communities.

This Strategic Action Plan provides a guide for finding a collective purpose, rallying our collective resources, and taking collective

action to defeat the privatization agenda.

OSSTF/FEESO is committed to working with and within our communities to champion our world-class system of publicly funded education and to promote and protect the crucial role Members play in building, maintaining, and evolving it.

This Strategic Action Plan is a call to action and a manual for progressive change. It calls upon our union to engage in impactful communications and outreach strategy to influence decision-makers, garner media coverage, and mobilize public support for publicly funded education in classrooms, campuses, and communities across Ontario.

This work must be integrated with OSSTF/FEESOs' Action Plan to Support Equity, Anti-Racism, and Anti-Oppression, which serves as a blueprint for our union's efforts to dismantle racism and oppression and to create equity, inclusion, and belonging, both internally and externally.

Our plan is built on three independent but interrelated pillars:

1. Promote & Protect Public Education
2. Defend & Support Members
3. Mobilize Members & Engage Communities

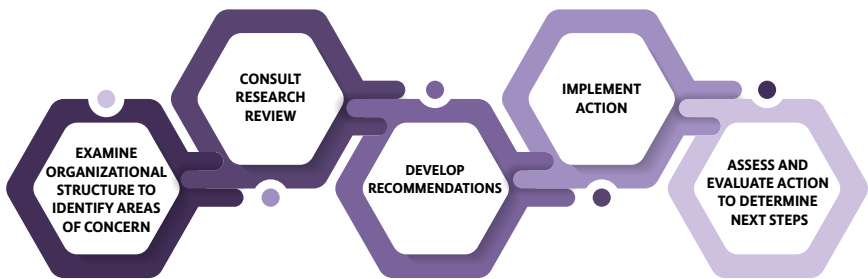
### **OSSTF/FEESO Action Plan to Support Equity, Anti-Racism and Anti-Oppression**

The OSSTF/FEESO Action Plan to Support Equity, Anti-Racism, and Anti-Oppression was adopted in 2021. It is a living document that acts as a blueprint in the Federations' efforts to dismantle racism and oppression within OSSTF/FEESO to create a truly equitable, inclusive and accessible Federation. The Plan is an iterative process and changes have been made to it since the original adoption. Ongoing revisions will continue to be made as the needs and goals of the Federation evolve. The Plan is reviewed annually with equity updates posted on the OSSTF/FEESO provincial website under the Equity Update tab.

### **Action Plan Goals**

- addressing disproportionality and disparity in member engagement, participation, and representation,

- including and amplifying the experiences of members of First Nation, Métis, Inuit, and/or equity-seeking groups in Federation discourse, governance, and practices,
- building Federation knowledge and union-specific skills to increase representation in leadership roles,
- cultivating sustainable relationships with community members and organizations to work together to address socio-economic and other inequities, racism, and oppression in publicly funded education, and
- promoting equity, anti-racism, and anti-oppression in the Federation, publicly funded education sectors, the labour movement, and in the broader society



## Governance Documents

OSSTF/FEESO is also guided by its internal documents, the Constitution and Regulations and the Policies and Procedures. These documents outline the structure of OSSTF/FEESO, how we accomplish our goals and duties and the policies of the organization which drive our advocacy. These documents are amended at the Annual Meeting of the Provincial Assembly.

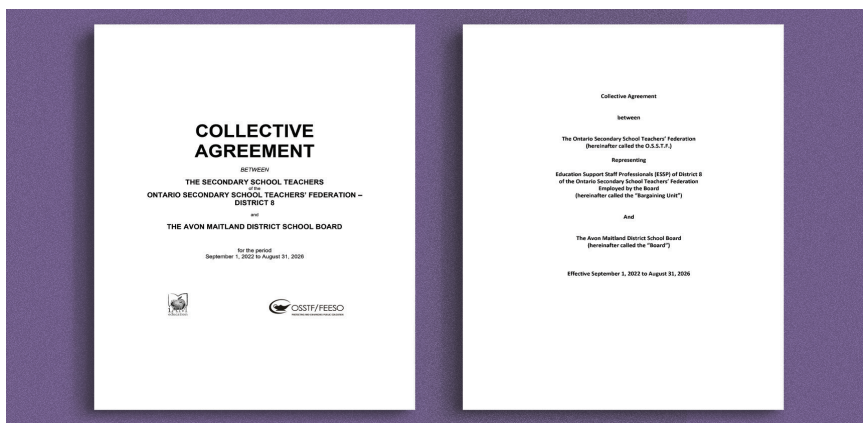
All governing documents can be found on the OSSTF/FEESO website.

## FAQs

### What is Collective Bargaining?

Collective bargaining is the process where the union and the employer agree on the terms of the Collective Agreement. This process is outlined in the Bargaining 101 videos posted on Update.

## What is a Collective Agreement?



A collective agreement is a written contract of employment covering a group of employees who are represented by a union. It is called a “collective agreement” because it is negotiated and agreed to by both the Employer and union members and, as such, both parties have the obligation to live up to and enforce its provisions. This agreement contains provisions governing the terms and conditions of employment. It also contains the rights, privileges, and duties of the employer, the union, and the employees.

Your employer should have given you a copy of your contract (collective agreement) or shown you how to access it on the employer’s website or intranet when you were hired. Some Districts and Bargaining Units also post a copy on their website. If you still cannot find or access it, contact the president of your local Bargaining Unit.

Most collective agreements contain a “just cause” clause which prohibits the employer from acting in an arbitrary manner regarding firing, demoting or disciplining an employee without cause.

## Does Everyone have the Same Collective Agreement?

Members employed by Ontario school boards have a collective agreement that is made up of two parts – the central terms and the local terms. Central terms are negotiated between Provincial OSSTF/FEESO, the employers’ provincial bargaining agent and

the Crown, while the local terms are negotiated by your local Bargaining Unit with your employer.

All other Members who do not work for a school board have a collective agreement that is entirely negotiated between their local Bargaining Unit and respective employer. In either instance, the collective agreement defines your entire working relationship with your employer. It contains vital information regarding your salary and pay dates, your benefit plans, your holiday entitlement, maternity and other leave plans, seniority, job posting procedures, transfers, working conditions, and other matters that affect your day-to-day working life. Ask your workplace representative for a copy of the collective agreement. It is your guarantee of protection and security.

### **What is a Grievance?**

Remember that the collective agreement has been negotiated and maintained by your provincial and local teams. If there is disagreement about what the agreement means, or if you believe your treatment by the employer violates the terms of the agreement, the grievance procedure should be used to ensure that what has been negotiated is maintained. Contact your workplace representative immediately. The grievance procedure is a problem-solving device to resolve differences between the employer and the employee. From the first step of the procedure to the last step of arbitration, OSSTF/FEESO will be there to represent you.

### **What happens if a Complaint is made to the CAS?**

OSSTF/FEESO has created a guide, Children's Aid Societies & OSSTF/FEESO Members, for dealing with Children's Aid Societies. Topics include: things to know about child welfare, police involvement in child protection investigations, the investigation of community caregivers, as well as tips on due process. This guide can be found on the website.

### **How does My Pension Work?**

OSSTF/FEESO represents Members who are contributors to the Ontario Municipal Employees' Retirement System (OMERS), the Ontario Teachers' Pension Plan (OTPP), the University Pension Plan for support staff from Guelph and Laurier and single

employer pension plans at Brock, Saint Paul University, and the University of Ottawa. Visit our [Pensions](#) page for links to the various pension plans.

The Federations' [OMERS and OTPP workshops](#) focus specifically on pension planning and retirement. Whether members are just starting out, 15 years from retirement, or 6 months away, they will discover common sense financial strategies and retirement planning ideas. These workshops include a representative from Educators' Financial Group.

## **How do I Learn More about my Benefits?**

Benefits are an important part of members' compensation packages and through each round of bargaining, it has been a priority for OSSTF/FEESO to protect and enhance benefits, despite funding and inflationary pressures.

Information regarding your benefit plan for members who work for a school board is available at <https://www.osstfbenefits.ca>

University members are part of their respective employer's benefit plans that are administered through their university employers. University benefit plans are different from employer to employer. For more information about your university benefit plan, consult your local collective agreement or contact your union representative for more information.

## **How do I Stay Safe at Work?**

Under the Occupational Health and Safety Act, employees are guaranteed three basic rights:

- **the right to know** about all hazards in the workplace
- **the right to participate** in training and consideration of issues; and
- **the right to refuse** unsafe work

OSSTF/FEESO is committed to ending violence in the workplace for all our Members through education and training, resources and support, and appropriate policies, laws, and funding. Each workplace has Health & Safety representative(s) on staff with whom you may discuss Health and Safety concerns. If you do not know who they are, contact your local OSSTF/FEESO office to

discuss your concern.

While it is always best to resolve issues collaboratively with your supervisor, if you cannot do so and you are faced with an unsafe situation, remember that under Section 43 of the Occupational Health and Safety Act of Ontario, you have the right to refuse unsafe work. Employees cannot be disciplined under the law for refusing unsafe work under Section 43. If you believe your work is not safe, report the problem to a supervisor/principal (Note: department heads are not supervisors), indicate clearly that you are initiating a work refusal, and remain in a safe place at work. Note: Regulation 857 requires that teachers **must** ensure the safety of students in their care first. You can learn more about the work refusal process, in the resources on our website.

The Federation has several resources for members on workplace health and safety including on workplace violence on the provincial website.

## **Why do I pay union dues?**

The Provincial Executive and Provincial Office staff work to ensure that Membership fees are spent wisely to serve and protect our members. The regular OSSTF/FEESO fee is 1.3%, the lowest of any comparable union. In addition to the base fee of 1.3%, the 2016 Annual Meeting of the Provincial Assembly (AMPA) approved a 0.3% dedicated Member Protection Account (MPA) levy which will remain in place until the account balance reaches \$140 million. The Provincial Executive is proud of the high level of protection and high-quality services provided for all OSSTF/FEESO Members.

## **Does OSSTF/FEESO provide resources I can use at work?**

There is a variety of resources available from OSSTF/FEESO like curriculum resources entitled, Canadian Black Lives, Canadian Women's Lives and Common Threads. These resources can be found on the website.

## **Have more Questions?**

Check out the New Member Information tab at the top of our website. This part of the website strives to provide our new Members with the information needed to work safely and professionally.

## How can I get Involved?

You can get involved at both the provincial and local levels. For information about local opportunities, contact your Bargaining Unit Executive.

Provincially, OSSTF/FEESO committees and councils provide a rare learning opportunity and chance for further engagement of Members within the union. Each committee has a requirement for a unique level of skills and experience, with room for members with newer levels of life experience. For more information, [hyperlink to webpage](#).

### Committees & Councils:

- 2SLGBTQIA+ Committee
- Benevolent Council (BC)
- Comité des services en langue français (CSLF)
- Committee on Addressing Anti-Black Racism/Racism (AABRRC)
- Communications and Political Action Committee (CPAC)
- Education Services Committee (ESC)
- Finance Committee (FC)
- Health and Safety/Workplace Safety Insurance Act Committee (HS/WSIAC)
- Human Rights Committee (HRC)
- Judicial Council (JC)
- Mediation Services Resource Bank (MSRB)
- Parliamentary & Constitution Council (PCC)
- Protective Services Committee (PSC)
- Speaker Bank
- Status of Women Committee (SWC)

OSSTF/FEESO also has several advisory work groups comprising members across the province who advise the Provincial Executive on certain issues including, but not limited to, the:

- Central Bargaining Advisory Work Groups (Teachers/ Occasional Teachers & Education Workers)
- Environmental Advisory Work Group
- Equity Advisory Work Group
- Faculty of Education Advisory Work Group (FEWG)

- First Nations, Métis, and Inuit Advisory Work Group (FNMIAGW)
- New Member Engagement Advisory Work Group (NMEAWG)
- Persons Living with a Disability(ies) Ad Hoc Advisory Work Group (PLDAWG)

OSSTF/FEESO also regularly calls for members to participate in writing teams and to become trainers as workshop presenters.

## **Conferences and Regional Training Opportunities**

A variety of provincial conferences and regional training opportunities are available at various times throughout each year. Districts and Bargaining Units are given a certain allotment of paid delegates that can attend each event. If you are interested in an upcoming conference or regional, contact your Bargaining Unit representative for more information on how to register.

## **Federation Family Education Fund**

The Ontario Secondary School Teachers' Federation (OSSTF/FEESO) established the Federation Family Education Fund (FFEf) to financially assist the children of OSSTF/FEESO members in good standing in the year of application to obtain their first degree/diploma/certificate or apprenticeship. Bursaries are awarded through a lottery process and are conditional upon the recipient being enrolled in the program and proof of tuition paid equal to or greater than the value of the bursary. Ten \$3,000 bursaries are available each year.

## **Scholarship and Bursaries**

### **Awards of Recognition for Members**

These awards recognize outstanding contributions by members to the OSSTF/FEESO. Some are provincial awards; others are district awards. Please visit the OSSTF/FEESO website for more details.

### **Awards for Non-Members**

These awards recognize significant contributions to public education by non-members and to support student achievement

## **Financial Assistance Awards for Further Education**

These awards provide financial assistance to members who are pursuing further education. In addition, bursaries are available for members with a child or ward who have applied to enter a publicly funded post-secondary college, university or apprenticeship program.

## **Grants in Support of Staff Development**

These grants support projects intended to contribute to the staff development of OSSTF/FEESO members.

## **Grants in Support of Members and Non-Members**

These grants support projects intended to contribute to the development of both the OSSTF/FEESO members and non-members.

## **External Awards for Members**

These awards recognize the significant contributions that education workers and educators make to public education.

## **Services available to OSSTF/FEESO Members**

As an OSSTF/FEESO member, you have ready access to a wide range of services. They span the professional and protective needs of all members. In addition, there are a number of other services and products that members may choose to access.

**Educators Financial Group (EFG)** is a financial services company wholly owned by OSSTF/FEESO and has exclusively served members of the education community and their immediate family members since 1975 with services such as financial planning, investing, and lending. They have over 30 experienced salaried financial experts working across Ontario to provide the best educator-specific options to help OSSTF/FEESO members, regardless of where you may be in your career trajectory, to reach your life goals. (Educators Financial Group - 50 years of trust, growth, and partnership)

**Ontario Teachers' Insurance Plan (OTIP/RAEO)** provides insurance and group benefit services for education employees and retirees. OTIP/RAEO is a non-profit organization owned and jointly governed by a Board of Trustees representing Ontario's four education affiliates (AEFO, ETFO, OECTA, and OSSTF/FEESO). Each year, OTIP awards twelve \$1,500 academic bursaries to 6 female and 6 male students across Ontario through an online application.

**Edvantage** offers great rewards and discounts to education employees and their families through partnerships with retailers and businesses throughout Ontario. Your OSSTF/FEESO membership card serves a dual purpose as your association card and your Edvantage membership card.

**Teachers Life** offers life insurance to the education community. This insurance company started as a compassionate group of secondary school educators, who believed in the advantages of helping each other.

*Teachers And Instructors • Psychologists • Speech-language Pathologists • Social Workers • Child And Youth Workers • Occasional Teachers • Research Room Supervisors • Psychometrists • Psychologists à l'éducation permanente • Psychologues en éducation • Orthophonistes • Travailleurs sociaux • Per • Moniteur de laboratoire • Travailleurs auprès • Bibliothécaires • Techniciens en technologie des services à l'élève • Conseillers en comportement • Counsellors • Educational Assistants • Early Childhood • Personnel University • Support Staff • Philanthropic Assistants • Research Assistants • Student Service Employees • Enseignants suppléants • Aide • Personnel de conciergerie • Aide • Suppléants • Technologie de l'information • Personnel • Childhood • Care Workers • Technicians • Enseignants et instructeurs à l'éducation permanente • Secrétaires • Orthophonistes • Travailleurs des services à l'enfance • Moniteurs • Bibliothécaires • Techniciens • Personnel des services à l'enfance*

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## Notes

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# What do you need to do as a member of OSSTF/FEESO?

- 
- ☒ Step up! Get involved! Be informed!
  - ☒ Explore the OSSTF/FEESO web site:  
[www.osstf.on.ca](http://www.osstf.on.ca)
  - ☒ Discuss any issues or concerns with  
your union rep (branch representative)
  - ☒ Volunteer for a committee  
- local or provincial
  - ☒ VOTE!
  - ☒ Know your rights. Read and know your  
collective agreement - local and central
  - ☒ Report violations of the collective  
agreement; protect your workplace.

## Welcome to your Local!