

VOLUME 8 // ISSUE 2

**ONTARIO FEDERATION  
OF LABOUR  
ACTION  
REPORT**

**SPRING 2018**

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Know Your New Rights

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**// IT'S TIME TO GET  
ELECTION READY!**



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Secretary-Treasurer



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Vice-President

The Ontario Federation of Labour represents 54 unions and one million workers. It is Canada's largest provincial labour federation.

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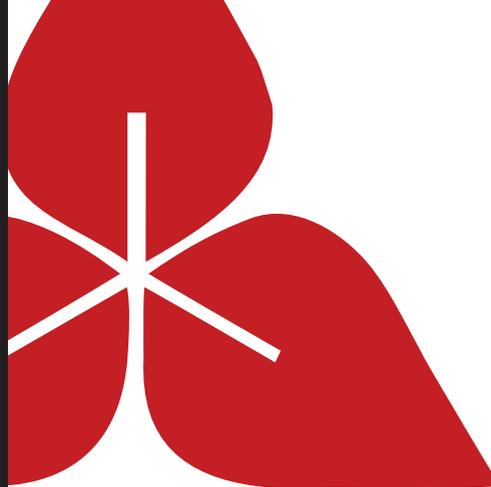
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**SPRING 2018**

**VOLUME 8 // ISSUE 2**

# ONTARIO FEDERATION OF LABOUR **ACTION REPORT**

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## FRIENDS,

Ontario politics have been eventful this spring.

Now, with a new Conservative leader and an election on the horizon, the labour movement is working to make sure that the government our province elects is the one that will put workers' rights at the front of their platform.

It's been a tumultuous time in the labour movement, and I want to start this letter by reiterating my statement calling for unity within the labour movement and an end to raiding. It is only through solidarity between unions that we can make sure that workers are able to fight for their rights in the workplace. We are always stronger when we work together.

The Ontario Federation of Labour continues to work for equality and fairness for all. The campaign for Tim Hortons workers continued with a National Day of Action in January, a Valentine's Day action, and a social media day of action in March. The OFL launched a new campaign taking the essential next step from our wins in the *Fair Workplaces, Better Jobs Act* with the Know Your New Rights campaign. A new booklet, and workplace posters provide information on changes in the law, how to unionize, and how to report a bad boss.

Labour rallied in support of the *Time To Care Act*, Bill 33, calling on all parties to create a minimum standard of four-hours per day of hands on care for seniors in long-term care, and the OFL, CBTU, and CLC welcomed *Policing Black Lives* author Robyn Maynard to speak at a well-attended event for African Heritage and Black History Month. The OFL is active on issues of policing, urging Ontarians to take part in the government consultation on

street checks.

As this Action Report is published, the OFL pre-election town halls have already begun.

I encourage you to mobilize your union's members and work to ensure an election result that is best for workers. Together, we can build a province that puts workers' first.

In Solidarity,

Chris Buckley  
President



// FOLLOW AND RETWEET OFL AT:

@OFLabour and @ChrisBuckleyOFL

# HUNDREDS RALLY IN SUPPORT OF BILL 33, THE TIME TO CARE ACT



Ontario must legislate four hours of hands-on care for long-term care residents.

On February 27, hundreds of activists from Ontario's unions rallied alongside long-term care workers, seniors, and families of residents, to demand the government pass NDP MPP France Gélinas' Bill 33 (*Time To Care Act*). The bill would legislate a new minimum care standard for long-term care facilities in Ontario: four hours of daily hands-on care, improving the lives of the 78,000 seniors who live in long-term care.

"Ontario can and must provide better quality care through the *Time To Care Act*," said OFL President Chris Buckley in a press release. "It's not only residents who are affected – workers get injured when they are not given enough time to provide much needed care. No one wants to think of a family member denied assistance with eating or getting to the bathroom because standards don't ensure that there is enough time to care for them. Our government can, and must, take action."

"It's simply not acceptable that the people who spent their lives building our province and caring for our communities, are now being neglected



Top: Rallying for four hours daily hands-on care for seniors under the *Time to Care Act*.

Lower left: OFL President Chris Buckley addresses the *Time to Care* rally.

Lower right: OFL Secretary Treasurer Patty Coates joined the *Time To Care* rally.

in their final years," said Candace Rennick, Secretary-Treasurer of CUPE Ontario.

"There is a total consensus among the residents', family, union, health professional advocacy and public interest groups that we need a legislated four-hour care standard that would set an accountable level of care to make residents and staff safe from harm," said Natalie Mehra, Executive Director of the public interest group the Ontario Health Coalition.

Canada has the lowest care levels for long-term care residents in countries with equivalent economies, and Ontario has the lowest care levels within Canada.

"Our government must respond by providing regulations that end this crisis in long-term care," said Buckley. "Bill 33 must be passed today."

The majority of long-term care residents are over 85 years old and more than 75 per cent of them suffer from some sort of Alzheimer's or dementia. The vast majority have mobility issues. On average, workers have six minutes to

prepare a resident for their day, when six minutes is not even enough time for an able-bodied person to get ready for the day.

Bill 33 did not pass before the last session of the legislature was prorogued. To read the full press release visit [ofl.ca](http://ofl.ca).



# VALENTINE DELIVERIES TO MORE THAN 250 TIM HORTONS LOCATIONS ON FEBRUARY 13 TO SUPPORT TIM HORTONS WORKERS

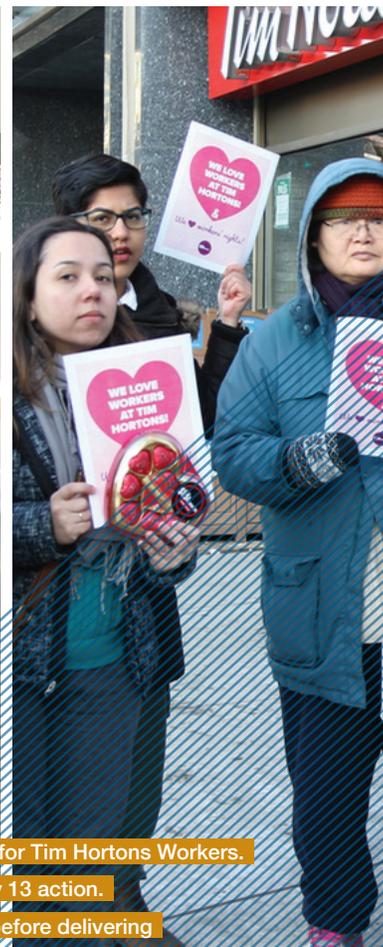


Activists delivered valentines and workplace information in a fun, feel-good day of action.

Workers at 250 Tim Hortons outlets received valentines that contain messages of support and additional information about workplace rights on February 13. Many activists didn't stop there – some delivered chocolates and flowers as well.

This action came on the heels of a National Day of Action on January 19, which saw rallies at over 50 Tim Hortons locations across Canada.

“Valentine’s Day is the time to tell the people you love that you value and support them,” said OFL President Chris Buckley. “It’s clear that some bosses are sending the opposite message to their employees through bullying and mistreatment. We wanted to tell these workers they’re valued and deserve fair



Above: OFL Executive Council members show support for Tim Hortons Workers.

Lower left: OFL President Chris Buckley at the February 13 action.

Right: \$15 and Fairness Activists outside Tim Hortons before delivering their valentines.

treatment while providing them with information about the rights they are entitled to.”

While millions of workers are enjoying higher wages and better working conditions, some corporations, like Tim Hortons, owned by Restaurant Brand International are attempting to claw back the higher wages through other reprisals in the workplace. Some of the mean-spirited attacks on workers include cutting the December holiday party, reducing hours, and taking away tips.

“The majority of Ontarians are appalled to hear how workers are being treated and they are demanding better,” said Deena Ladd, coordinator of the Workers’ Action Centre. “The fact that many people are going public with these kinds of abuses shows that workers are fed up with corporate greed and know they have the public support behind them. We intend to keep fighting until all workers enjoy the benefits of a higher minimum wage and fairer labour laws.”

This February 13 Day of Action in support of Tim Hortons workers is part of the Fight for \$15 and Fairness and OFL's push to win workers’ rights whether those workers belong to a union or not. The Ontario Federation of Labour and the Workers’ Action Centre are key partners in the campaign, along with hundreds of faith, student, community, and anti-poverty organizations.

## UNITE HERE! LOCAL 75 UNITY RALLY



Canada's labour movement rallies for UNITE HERE! Local 75.

UNITE HERE! Local 75 held a rally at the Royal York Hotel in downtown Toronto, calling on their employer to come to the bargaining table with a fair offer for workers. At the rally, long-time workers at the hotel spoke about the positive changes their union has made in the workplace.

Canadian Labour Congress President Hassan Yussuff told the crowd 3.3 million workers are in solidarity with UNITE HERE! Local 75.

"This hotel was built in 1929, and it is the workers that make it possible for this hotel to do business," said OFL President Chris Buckley.

"We have won a lot, and we have a long way to go," said room attendant Avenell Johnson, a leader in UNITE HERE! Local 75. Along with Arley Da Silva, Antonio Alcaide, and Cicely Phillips, she spoke about the improvements the union has won over the years.

Other speakers included CUPE Ontario President Fred Hahn, United Steelworkers National Director Ken Neumann, Ontario Regional Director of UFCW Debora De Angelis, and President of the Canadian Federation of Nurses Unions spoke about the strength of solidarity among unions.

D. Taylor, President of UNITE HERE! closed the rally with a message to the Royal York Hotel: that the company should have no doubt that these workers would fight for a fair deal.



The UNITY rally in front of the Royal York Hotel.



UNITE HERE! Local 75 leader Cicely Phillips tells the crowd they will fight for their rights.

## OFL PRESIDENT CHRIS BUCKLEY CALLS FOR LABOUR UNITY



The OFL calls for an end to raiding.



OFL President Chris Buckley tells the crowd that workers that together, workers can win a fair deal.

Ontario Federation of Labour (OFL) President Chris Buckley called for unity in the province's labour movement and an immediate end to raiding of some unions by others.

The statement emphasized that unions are stronger together, and that the work of the Canadian Labour Congress, the Ontario Federation of Labour, and Labour Councils must continue if Ontario workers are to keep their rights in the workplace and win better conditions in the future.

Buckley stated that the number one priority of the OFL is to "rebuild a united labour movement in Ontario, end raiding once and for all, and to ensure there is a meaningful internal process in our movement so workers who may feel dissatisfied can be heard."

He then called on the leadership of Unifor to acknowledge that a house divided cannot stand and that all Ontario workers deserve the level of representation that is "only possible when our movement is united."

In closing, he committed the OFL to offer required resources and support to UNITE HERE! Local 75

and expressed the hope that Unifor commit to immediate discussions with the CLC to outline conditions that would lead to their re-affiliation.

To read the full statement from the Ontario Federation of Labour, please visit [ofl.ca](http://ofl.ca).



# WORKERS WON NEW RIGHTS! LET PHASE TWO BEGIN!

**"Workers fought hard for the changes we won and now we want to make sure every worker gets the benefits of those gains."**

**– OFL President Chris Buckley**

New OFL poster and booklet inform workers of their new rights in the workplace.

Together, we made significant strides to raise the standard of work across the province. After 20 years of woefully outdated labour and employment laws, the Government of Ontario introduced the *Fair Workplaces, Better Jobs Act* in 2017. This was a result of many hard-fought struggles and the collective voice of millions demanding immediate action to modernize the *Employment Standards Act* and the *Labour Relations Act*.

"Workers fought hard for the changes we won and now we want to make sure every worker gets the benefits of those gains," said OFL President Chris Buckley. "This second phase of the campaign for fairness in the workplace will give workers the tools they need to gain rights and join a union if they so choose."

The booklet and poster outline the *Employment Standards Act* and the *Labour Relations Act* changes that

make positive advancements in the workplace, covering everything from access to first collective agreements when employers contravene the *Labour Relations Act*, to being allowed to wear flat shoes at work.

The posters and booklets are available in English and French online at [ofl.ca/publications](http://ofl.ca/publications), at [makeitfair.ca](http://makeitfair.ca), or by contacting the OFL at (416) 441-2731.

**KNOW YOUR NEW RIGHTS!**  
WE ORGANIZE. WE WIN NEW RIGHTS!  
Workers across Ontario fought to win these rights:

**EMPLOYMENT STANDARDS ACT (ESA)**  
Changes are in effect as of January 1, 2018 unless otherwise noted.

- RIGHT TO A FAIR WAGE**
  - An increase to the **MINIMUM WAGE** - \$14 per hour to \$15 per hour in 2018, lead to inflation adjustments.
  - An increase to the **MINIMUM WAGE FOR SEASONAL WORKERS** - \$12.50 per hour in 2018, lead to inflation adjustments.
  - An increase to the **MINIMUM WAGE FOR STUDENTS UNDER 19** - \$13.50 per hour in 2018, lead to inflation adjustments.
- RIGHT TO TAKE TIME OFF WORK**
  - An **EXTRA WEEK OF VACATION** after the year of service with the same employer at 6% per cent of wages.
  - THE CARE OF DEPENDENT CHILDREN** LEAVE for most workers. An additional week paid (PE) can be used as sick days within medical note required, and **FIVE PAID DAYS** for survivors of domestic and/or sexual violence, followed by job-protected leave.
- RIGHT TO PROTECTION UNDER THE LAW**
  - EMPLOYERS**
    - Greater coverage for Crown employees under the ESA.
    - Additional sick and annual sick days for independent contractors.
    - The requirement that employers have the burden to prove that an individual deemed as an independent contractor is not an employee.
  - EMPLOYEES**
    - The prohibition of the outright termination of their ESA rights with their employer unless they can make a claim.
- RIGHT TO EQUAL PAY FOR EQUAL WORK**
  - The **RIGHT TO REQUEST A REVIEW OF THEIR WAGES** - without regard if they believe they are not receiving equal wages.
  - The **RIGHT OF TEMP AGENCY WORKERS TO BE PAID THE SAME AS CLIENT EMPLOYEES** and to receive overtime unless if they are terminated after three months on the job.
- RIGHT TO FAIR SCHEDULING PRACTICES!**
  - PAID FOR ON-CALL SHIFTS** - 15 hours pay at regular rate.
  - PAID FOR CANCELLED SHIFTS** - 15 hours pay at regular rate.
  - PROTECTION FOR MISSING SHIFTS WITH LESS THAN 95 HOURS** - 15 hours pay at regular rate.
- RIGHT TO FAIR DRESS CODES**
  - The right to wear their dress of work unless a shoe with a heel is required to perform work safely or if someone is a performer in the entertainment and advertising industry.
- FIVE STEPS TO JOIN A UNION:**
  - Form a committee of coworkers you can trust.
  - Talk about what needs to change at work.
  - Build a contact list for everyone in the workplace.
  - Find out what your other coworkers' issues are.
  - Contact the Ontario Federation of Labour to be directed to a union.

**KNOW YOUR NEW RIGHTS!**  
WE ORGANIZE. WE WIN NEW RIGHTS!  
Workers across Ontario fought to win these rights:

**LABOUR RELATIONS ACT**  
Changes are in effect as of January 1, 2018.

- RIGHT TO ACCESS A UNION**
  - VOTING PROCEDURES**
    - The ability to hold votes outside the workplace, including electronically and by telephone.
  - ELIGIBLE EMPLOYEES**
    - The ability to have their vote count the first time (i.e., the restriction of card-based certification by three sectors (i.e., temporary employment, delivery services sector, and hotel/restaurant community services industry) provided the union has 10% card membership support.
  - REMOVAL CERTIFICATION**
    - The removal of rigorous requirements (i.e., votes and a second vote was likely to reject another first vote) and whether a union had adequate membership support in cases where employers contravene the Labour Relations Act.
  - PROFESSIONAL RIGHTS**
    - Automatic access to first collective agreements in cases where employers contravene the Labour Relations Act.
    - SUCCESSOR RIGHTS**
      - Protection against contact during the building, selling or the possibility of acquiring such positions to publicly-funded services.
- RIGHT TO ORGANIZE**
  - EARLY ACCESS TO WORKPLACE INFORMATION** (i.e., employee names, phone numbers, and personal email cases, job titles and business addresses) provided the union has 20 per cent membership support.
  - The ability to gain OTHER MEANS OF CONTACT other than home address.
- RIGHT TO MEANINGFUL COLLECTIVE BARGAINING**
  - CONSOLIDATION OF BARGAINING UNITS**
    - The ability of workplaces with the same employer and same union at one or more locations to bargain together in cases where the employer and union agree and
    - The ability of newly certified workplaces to combine with other existing unciliated workplaces with the same employer and same union.
  - FIRST COLLECTIVE AGREEMENTS**
    - Automatic access to first collective agreements in cases where employers contravene the Labour Relations Act.
    - PROFESSIONAL RIGHTS**
      - Protection against contact during the building, selling or the possibility of acquiring such positions to publicly-funded services.
- RIGHT TO RETURN TO WORK FOLLOWING ON LOCKOUT** - regardless of how long they are on strike, and
- JUST CAUSE PROTECTION** from employers who want to "clean house" following a union organizing campaign and a 90-day lockout.

**Know Your New Rights!**  
THE FAIR WORKPLACES, BETTER JOBS ACT - THEN AND NOW

**ONTARIO FEDERATION OF LABOUR**

# KNOW YOUR NEW RIGHTS LAUNCHES WITH SUCCESSFUL TELEPHONE TOWN HALL



More than 1500 people joined OFL Officers and staff on a call launching the Know Your New Rights campaign.

One of the wins in the *Fair Workplaces, Better Jobs Act* was that many of the gains came into effect on January 1, 2018 rather than six months later. For the OFL, this meant a quick launch of the campaign to tell workers about the new rights that were won; more than 1500 people joined us on the call.

To that end, the OFL held a Telephone Town Hall to talk about those rights and to give workers the opportunity to ask questions of OFL officers, researchers, and community organizers from the Fight for \$15 and Fairness.

“These rights are great wins, and they’re the start of even bigger changes that the labour movement and community will win together,” said OFL President Chris Buckley. “The collaboration of community and labour groups to make these gains shows what we can accomplish when we work together. All workers in Ontario are going to benefit, whether they are in a union or not,” he added.



The officers of the OFL speak to 1500 participants in a Know Your New Rights telephone town hall.

“Changes in the *Labour Relations Act* have made it easier to join and keep a union,” said OFL Secretary-Treasurer Patty Coates. “With protections against contract flipping in building services and access to first agreements where employers contravene the Act, workers are better able to bargain with their employers. We want to be sure they know their rights.”

“We know that racialized workers, women workers, Indigenous workers, and workers with a disability face greater barriers in the workplace, and the changes outlined under the *Employment Standards Act*, along with the increase to the minimum wage will have a significant positive impact on these workers,” said OFL Executive Vice-President Ahmad Gaied. “This call provided an opportunity to hear and answer some of the pressing questions workers in this province have about the new laws.”

The OFL launched the new Know Your New Rights booklet and poster at the call. To download them, visit the publications page at [ofl.ca](http://ofl.ca).

February 20, 6:00 p.m.

## Know your new rights

**What do Ontario's new labour and employment laws mean for you?**

**Join a telephone town hall  
Tues., February 20 at 6:00 p.m.**





# TOWN HALLS GET LABOUR ACTIVISTS ELECTION- READY



OFL holding kick-off mobilizing meetings ahead of Ontario provincial election.

With the Ontario provincial election only 10 weeks away, the OFL launched its mobilizing campaign in Hamilton on April 5, with follow up events on April 12 in Durham region, and May 8 in Sudbury.

The Hamilton town hall gave participants the opportunity to meet local candidates, learn what is at stake in the election, and strategize plans of action within their local unions, at home, and in the community.

“The work we do today is what is going to win the next election for all Ontarians,” said OFL President Chris Buckley. “Ontarians need dental care for everyone, they need a pay transparency act that works, they need to know that their government won’t turn their back on them in their time of need. That’s why all of us need to get involved.”

The Hamilton meeting featured a special guest as well. NDP Leader Andrea Horwath told the crowd about the NDP platform and the work they have been doing across Ontario to build momentum.

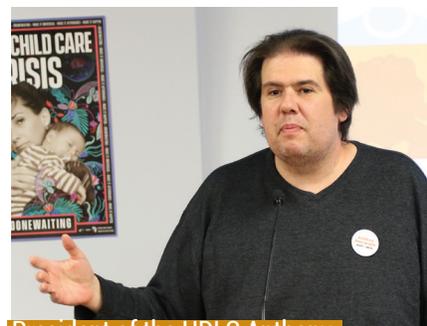
This election is the chance to reverse years of cuts to our public services and



Labour activists gathered to talk about election issues at a Hamilton pre-election town hall.

bring real change to Hamilton and Ontario.

Participants left the town hall inspired to hit the pavement and motivate friends, family, colleagues, and fellow activists to get involved and win the election for the NDP.



President of the HDLC Anthony Marco speaks to the pre-election town hall.

**The next town hall will be held in Sudbury on May 8. To register: [makeitfair.ca/events](https://makeitfair.ca/events)**

## PRE-ELECTION BUDGET SHOULD PRESENT A BETTER PLAN FOR WORKERS

On the heels of the release of the 2018 Ontario Budget: A Plan for Care and Opportunity, Ontario Federation of Labour (OFL) President Chris Buckley is calling on the Liberal government to do more in its budget for Ontario workers and their families.

**“With an election coming up, the Ontario public expected — and deserved — a better plan.”**  
**– OFL President Chris Buckley**

“With an election on the horizon, this government has squandered its chance to give Ontario workers and their families what’s needed to thrive in this province: strong public services,” said OFL President Chris Buckley. “This budget should have ensured that child care, health care, and other social services are universal, public, fully inclusive, and affordable.”

For instance, the newly proposed Ontario Drug and Dental Program, which plans to reimburse up to 80 per cent of eligible costs, with a cap, for those without workplace health benefits, is insufficient. Given that one in three workers in Ontario do not have workplace medical or dental benefits, the proposed program is far from the universal pharma care and dental care plan that many working Ontarians have been calling for and need.

“It is simply unacceptable that Ontario workers and their families struggle daily in deciding whether to put food on the table, pay rent, or take care of their health.”

Currently, Ontario’s standard of care for long-term residents places it

last in the country and among other developed economies. While the budget does include new funding for long-term care, the Liberal’s promise to increase care levels per resident in long-term care facilities to four hours daily is not reflected in their funding commitment.

“Just last week, the Ontario government prorogued parliament and shut down an act that would have provided much needed minimum care standards for seniors in long-term care,” said Buckley. “Ontarians shouldn’t have to wait until 2022, when the government can take concrete and immediate steps to legislate much needed reforms for our aging population now.”

The OFL does welcome proposed measures to provide more affordable child care to help parents return to the workforce. However, the implementation of free pre-school for children aged two-and-a-half until they are eligible for kindergarten, will not start until 2020 and will not help build capacity for the spaces that need to be expanded. The announcement

also leaves behind women in low paying precarious jobs who are often forced back to work earlier for financial reasons.

While the increase in social assistance rates is applauded, it fails to reverse Harris’ cuts. This budget, like the many budgets that have come before from this government, does nothing to stop the privatization of public assets and services.

“The selloff of Hydro One will continue to hurt Ontarians. We are calling on this government to reverse its course on privatization and put public services back into public hands,” said Buckley.

Further, the 2018 budget did not allocate funding nor include a proposed strategy for Ontario’s injured workers, who continue to struggle under the Workplace Safety Insurance Board (WSIB) changes that benefit employers over workers.

“With an election coming up, the Ontario public expected – and deserved — a better plan,” said Buckley.

# CELEBRATING OUR PAST, TAKING ACTION FOR OUR FUTURE



African History and Black History Month event featured vibrant discussions on the continued struggle for equal rights, and the launch of a new online tool to use in the upcoming provincial election.

For African Heritage and Black History Month the Coalition of Black Trade Unionists (CBTU), OFL, and CLC jointly hosted “Celebrating our Past, Taking Action for our Future”, an event that showcased the rich history of the struggle for freedom and continued activism for racial justice. OFL Prevention Link sponsored the event.

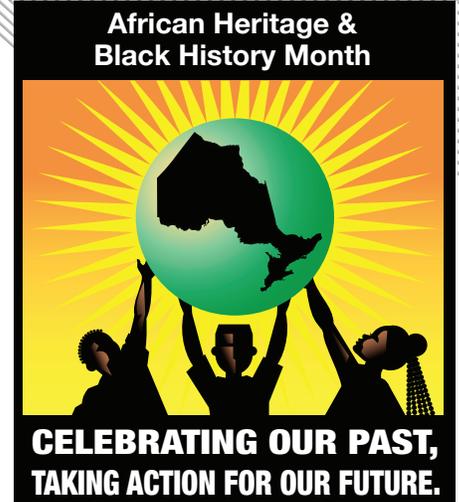
At the event, CBTU President Yolanda McClean unveiled a new tool for equality – a website, [blackvotesmatter.com](http://blackvotesmatter.com). The site provides electoral engagement tools such as report cards evaluating each Party platform, profiles of ridings with African-Canadian/Black candidates and/or majority racialized voters, and an online survey that allows for feedback. The website also features a report card page that allows activists to compare party policies on issues of particular interest to Black voters.

OFL Executive Vice-President Ahmad Gaied spoke to the crowd about the gains that labour activists made in the *Fair Workplaces, Better Jobs*

*Act* and the importance of making sure all workers know their new rights through the OFL’s Know Your New Rights campaign. CLC Executive Vice-President Larry Rousseau said that racism and division are the most anti-Canadian values of all. Canada is home to approximately 100 white supremacist groups he added, then called for a National Anti-Racism Strategy from the federal government. Shadiya Aidid provided a moving performance, speaking to the core of the fight for equality.

The keynote speaker at the event was *Policing Black Lives* author Robyn Maynard, who cut through Canada’s veneer of multiculturalism and tolerance as she outlined her research which traces the violent realities of anti-blackness from the slave ships to prisons, classrooms and beyond. CLC Human Rights Director Mojdeh Cox then facilitated a discussion panel called “Let’s Talk Black Futures.” Participants developed strategies to amplify Black voices through political action, share the proud narratives of Black workers building Canada and its labour movement, and continue the legacy of ancestors by challenging anti-Black racism in our times.

The crowd then stood for a moment of silence in remembrance of Howard McCurdy: activist, pioneer, politician, and inspiration.



Author Robyn Maynard speaks on her book *Policing Black Lives*.

# REMEMBERING DEB WELLS, A STAUNCH LABOUR ACTIVIST



Ontario's Labour movement mourns the loss of Deb Wells, who served on the OFL executive council, as President of the Kingston and District Labour Council, and as President of ETFO Limestone Local.

The Ontario labour movement lost a staunch activist on March 9, 2018.

A familiar figure to anyone in the Ontario labour movement, Wells was known for her activism on women's issues and against poverty, and for her work in collaborating with other activists across Ontario.

"Deb Wells was an organizer, an activist, and a community builder. Her work with the OFL moved the organization forward and her work in Kingston was a benefit to the community as a whole. She will be greatly missed," said OFL President Chris Buckley.

Wells took an active role in the recently-held days of action for Tim Hortons workers, standing against employers who took paid breaks from employees at Tim Hortons after the increase to the minimum wage.

"Debi was a fighter for the rights of the poor, the needy, the teachers of Limestone District School Board, and teachers elsewhere in the province," said educator Dave Wyatt in an article in the Kingston Whig-Standard. "Most



of all, Deb was an advocate for the children in her classroom. I witnessed this regularly when I was the principal of an inner-city school where she taught."

A passionate advocate for local food, Wells worked to mobilize the Kingston and District Labour Council in opposing a plan by Kingston General Hospital to bring patient meals from sources outside of Kingston.

"I send my deepest condolences to Deb's family and friends. Her work in the labour movement will not be forgotten," said Buckley.

## GET THE OFL APP TODAY

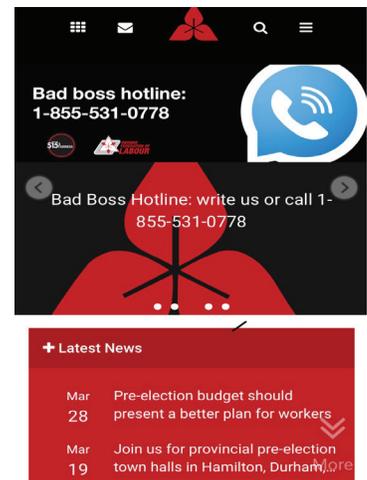
Download the OFL Mobile App from the Google Play Store or the App Store.

Following the success of the OFL Convention App, the OFL has developed a free app that will keep you up to date on labour disputes across the province, a calendar of labour activities across Ontario, and all the news and solidarity opportunities you need.

The app brings together information on OFL activities and social media. Make sure you turn on push notifications to receive updates on important actions and opportunities.

Download the free OFL Mobile App from the Google Play Store or the App Store.

The app is open to all. Please let us know how it is working for you by emailing us at [info@ofl.ca](mailto:info@ofl.ca).



# METRON CONVICTION STANDS, SAYS ONTARIO COURT OF APPEAL



The unsuccessful appeal of Kazenelson's conviction is a victory for Ontario workers.

In January 2016, Metron Construction Manager Vadim Kazenelson was convicted to three and a half years in jail for each of four counts of criminal negligence and one count of causing bodily harm after four workers died in the collapse of a swing stage on a Toronto construction site. Kazenelson appealed the decision, but on January 31 this year, it was upheld.

"The message from the original Ontario court decision and this appeal decision echoes the campaign of the Ontario Federation of Labour: if you kill a worker, you will go to jail," said OFL President Chris Buckley in a statement. "No prison term or financial penalty can bring back the workers who died or undo the pain felt by their families, but this sentence has the power to prevent other workers from suffering a similar fate."

The OFL launched its Kill a Worker, Go to Jail campaign immediately following the Metron tragedy in 2009, demanding jail time for bosses whose criminal negligence results in a worker's death. The campaign saw success



in 2012 when Metron Construction received Ontario's first criminal conviction since the Criminal Code of Canada was amended in response to the 1992 Westray Mine Disaster. Although the company itself was fined over a million dollars, the company's sole owner and director, Joel Swartz, escaped criminal conviction altogether.

The unsuccessful appeal of Kazenelson's conviction is a victory for Ontario workers.

"This jail sentence was a historic verdict and marked the first time an Ontario employer faced criminal consequences for negligence causing the death of a worker," said Buckley. "Employers can't simply chalk up a worker's life as a cost of doing business. The OFL will not stop campaigning until employers who put workers lives at risk, find themselves doing hard time in jail."

To read the full statement, visit [ofl.ca](http://ofl.ca).

**"No prison term or financial penalty can bring back the workers who died or undo the pain felt by their families, but this sentence has the power to prevent other workers from suffering a similar fate."**

**– OFL President  
Chris Buckley**

# IMPORTANT CHANGE TO WSIB COMPENSATION FOR CHRONIC MENTAL STRESS

**To file a claim,  
members should  
speak to their local  
union steward or  
staff representative.**

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New deadline to file a claim for retroactive coverage from April 29, 2014 is July 1, 2018.

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Do you suffer from Chronic Mental Stress brought on by workplace harassment, violence or bullying that occurred on or after April 29, 2014 and prior to January 1, 2018? If the answer is yes, you may qualify for Workplace Safety Insurance Board (WSIB) compensation but only if you file your claim before July 1, 2018.

Work-related chronic mental stress is caused by a substantial work-related stressor or series of stressors. A work-related stressor would generally be considered substantial if it is excessive in intensity and/or duration compared with the normal pressures and tensions experienced by people in similar circumstances. For example, work-related chronic mental stress could be the result of being subjected to workplace harassment or bullying.

Three conditions need to be met for a person to be entitled to support: an appropriate regulated health professional, such as

a family physician, provides a diagnosis based on the Diagnostic and Statistical Manual of Mental Disorders (DSM) the person has experienced a substantial work-related stressor(s), like workplace bullying or harassment, and the work-related stressor(s) must have caused or significantly contributed to the chronic mental stress.

There are significant differences between work-related chronic mental stress and traumatic mental stress. Work-related traumatic mental stress involves events that are generally accepted as traumatic, such as a criminal act or an horrific accident at work. In most cases a traumatic event will be sudden and unexpected; being held up at gunpoint at work could lead to work-related traumatic mental stress.

In contrast, work-related chronic mental stress is brought on by workplace harassment, violence or bullying. Elements that are excluded as causes of chronic mental stress

include terminations, demotions, transfers, discipline, changes in working hours, or changes in productivity expectations.

The policy on chronic mental stress came into effect on January 1, 2018. People who sought medical attention or were diagnosed (referred to as the “accident date”) with a work-related chronic mental stress disorder on or after January 1, 2018 may be entitled to benefits under the new legislation.

To file a claim, members should speak to their local union steward or staff representative, who can assess whether there is a claim and provide information on filing an application.

# 2018 STATEMENT ON THE DAY FOR THE ELIMINATION OF RACIAL DISCRIMINATION

To mark the United Nations International Day for the Elimination of Racial Discrimination, the OFL urged Ontarians to take an active role in a core issue in Ontario policing: Street Checks, which are more commonly referred to as carding.

Street checks allow police officers to ask for ID from any person on the street without requiring justification; People of Colour are disproportionately pulled over and carded.

A review of Street Checks is ongoing in Ontario, with a report expected in January of 2019.

“Canada’s legacy of racism is obvious. We see it in the ongoing effects of residential schools, and in the racism faced by People of Colour every day,” said OFL President Chris Buckley in a statement at ofl.ca. “Ending street checks is one step on the road to ending discrimination.”

Vigilance is, sadly, needed when it comes to working to end racial discrimination in our province. In a recent poll, 25 per cent of Canadians answered that they have experienced racism. That’s a rise of eight per cent since 2005. Hate crimes against Canada’s Jewish population rose 24 per cent from 2015 to 2016,

according to Statistics Canada. For Muslims in Canada, the statistics are starker: hate crimes in Canada have increased 253 per cent over the last four years.

“The practice of carding is a shameful example of the state letting its agents, in this case the police, persecute People of Colour and Indigenous people across this province,” said OFL Executive Vice-President Ahmad Gaided in the OFL statement. “I encourage every Ontarian to speak up against this practice wherever they are able. We have a chance now to make our voice heard and fight the discrimination that’s happening in plain sight on our streets every day.”

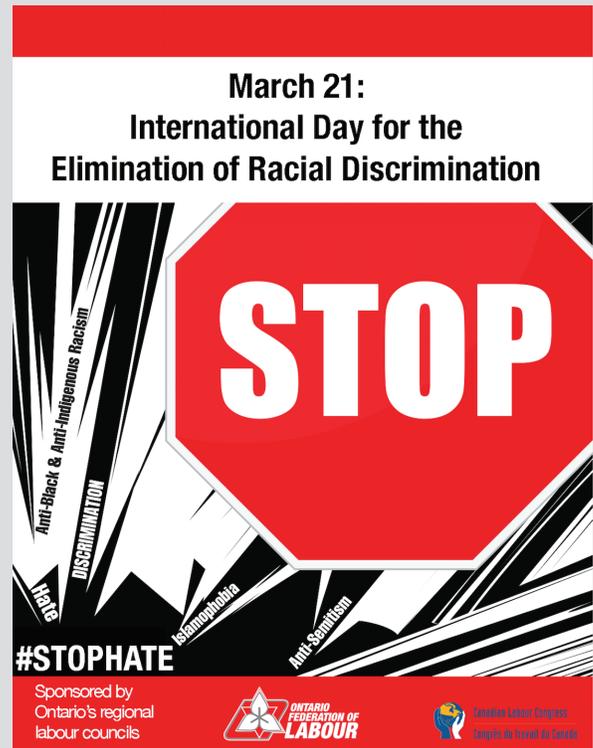
The labour movement is committed

to fairness and justice for all workers regardless of race and religion and continues to mobilize against racism. We must all work to end the rise of hate. The OFL urges all Ontarians to be part of the solution by taking part, wherever possible, in efforts that spur our province toward unity, understanding, and justice.

Ontarians can be part of the discussion around carding, to send a message to both the police and politicians that making People of Colour and Indigenous people more vulnerable on the streets of our province is unacceptable.

To participate and find out more about town halls in your area visit this link:

<https://streetchecksreview.ca>.



## LABOUR COUNCIL UPDATES:

### HAMILTON AND DISTRICT LABOUR COUNCIL (HDLC)

This year marks the 130th anniversary of the Hamilton and District Labour Council (HDLC). To celebrate, HDLC partnered with the Workers' Arts and Heritage Centre and the McMaster School of Labour Studies for several events through the year. March 29, the Council held an International Women's Day and Equal Pay Day gathering, a performance and storytelling event to celebrate women at work. A film night will be held on May 1 for International Workers' Day. And to celebrate the 1872 action by union and non-union workers who walked off the job and demonstrated for a 9-hour workday at what is now Victoria Park, a picnic is planned in the park for May 15. For more information on upcoming HDLC activities, visit: [hamiltonlabour.ca](http://hamiltonlabour.ca)



The SSMDLC all-President's meeting.

### SAULT STE. MARIE AND DISTRICT LABOUR COUNCIL (SSMDLC)

The Sault Ste. Marie and District Labour Council has been active across the region this winter, holding its first All Presidents meeting, rallying

in support of striking paramedics, joined the picket lines for OPSEU college faculty, and rallied in Toronto for decent work, and held an event for the Day of Mourning. The labour council presented its Health and Safety Award to Anne Erechook. Other community activities have included a successful Tampon Tuesday drive which collected sanitary supplies for women in need. For more information on SSMDLC activities, visit: [saultstemarielabour.ca](http://saultstemarielabour.ca)

### LINDSAY AND DISTRICT LABOUR COUNCIL (LDLC)

The Lindsay and District Labour Council entered a team into the Big Brothers Big Sisters Bowl for Kids Sake event on Saturday, February 28, and raised \$2547 from union locals UNIFOR 222, Teamsters L 230, SMWIU L 30, CUPE L 1909, CUPE L 997, and gift cards from UFCW 175 and UNIFOR Canada. James Mulhern raised \$697! Elections for the council were held at the March meeting. and the executive is President James Mulhern (UFCW L 175), Vice-Chair Lyn Edwards (CUPE L 855), Treasurer Andrew White (IBEW L 353), Sergeant-at-arms Scott Thomson (CUPE 1000 PWU), Members at large Leanna Jones (CUPE 855) and Kerri Morgan (CUPE 855), Secretary Stacey Tomblin (OSSEU), Trustees Colin Matthew (OSSTF D15), Paul Beaumont (OPSEU L 309), and Karen Bratina (TLETFO).



Carole Ayotte accepts a Workers Health and Safety Award.



Janice Martell speaks in North Bay.

### NORTH BAY AND DISTRICT LABOUR COUNCIL (NBDLC)

At the annual North Bay and District Labour Council Health and Safety Awards Dinner, Health and Safety steward for USW 2020 Carole Ayotte won the Workers Health and Safety Award for many years of service to the safety of her workplace. Founder of the McIntyre Power Project Janice Martell spoke about her work compiling a testimonial catalogue of miners to help convince WSIB and governments that the inhalation of McIntyre Powder while at work has caused neurological deceases like Parkinson's. Members of the NBDLC rallied during the National Day of Action for Tim Hortons Workers and in the February 13 Valentine's Day of Action.

"Tim's had an amazing chance to live up to its Canadian-as-a-donut image but they completely blew it," said labour council president, Henri Giroux. "We used to think Tim Hortons was a 'hometown hero,' now they look more like a greedy cruller." For updates on NBDLC activities visit: [northbaylabour.ca](http://northbaylabour.ca)

## PAY EQUITY SYMPOSIUM: TIME'S UP ON WAGE DISCRIMINATION

Equal Pay Symposium discusses key elements in the fight against gender wage theft.

The *Ontario Pay Equity Act* was a key victory, bringing in measures to ensure a process for achieving pay equity. However, the gender pay gap persists. The OFL has been steadfast in its fight to establish legislative measures that ensure economic justice.

On February 13, activists gathered for a strategy session to launch the 2018 Pay Equity campaign. Activists strategized to mobilize against the gender pay gap at an Equal Pay Symposium, planning their demands for Equal Pay Day and the Provincial election.

“The gender pay gap is a persistent problem for women everywhere, and to fight it we must understand the elements that create it,” said OFL Secretary-Treasurer Patty Coates, who opened the symposium.



The Equal Pay Symposium examined ways that we can work together to end the gender pay gap.

“The OFL is proud to be part of bringing together some of the best minds in our province to develop strategies at this pivotal time for our province. Time’s up on wage discrimination!”

The Symposium was delivered by Jan Borowy and Fay Faraday, co-chairs of the Ontario Equal Pay Coalition.

Throughout the symposium, participants provided brief technical overviews of the pay equity issues faced by their members, identified demands for Equal Pay Day, and discussed the upcoming provincial election. They then discussed how best to mobilize for Equal Pay Day on April 10.

**“The gender pay gap is a persistent problem for women everywhere, and to fight it we must understand the elements that create it.”**

**– OFL Secretary-Treasurer Patty Coates**



OFL Secretary-Treasurer Patty Coates addresses the Equal Pay Symposium.

# THINK SOMEONE'S GREAT? NOMINATE!

Pride and Solidarity Champion Award nominations are open until April 23, 2018.



The inaugural OFL Solidarity and Pride Champion Award was presented to CUPE Ontario President Fred Hahn in 2017. The awards committee is now seeking nominations from affiliates, local unions, and labour councils for the second annual award.

“The labour movement has been home to many staunch activists for the rights of LGBTQI\* communities,”

said OFL Secretary-Treasurer Patty Coates. “This award is a chance to celebrate the many steps we have made toward equality, and to show the deep appreciation that our movement holds for the activists that made those steps possible.”

Each year the award is given to acknowledge and celebrate individuals or groups who have made a significant or ongoing contribution to the

advancement of the lesbian, gay, bisexual, trans, intersex, and two-spirit (LGBTQI\*) human rights, equity, and inclusion. Nominees must be leaders in advancing equality and quality of life for LGBTQI\* people in workplaces, community, and globally.

Please submit your nomination in writing, with information on the nominee’s eligibility before April 23, 2018. All nominations must be made in writing and sent to Carrol Anne Sceviour, OFL Human Rights Director at [csceviour@ofl.ca](mailto:csceviour@ofl.ca).

To download the nomination form and for more information, visit the OFL website at <https://ofl.ca/seeking-nominations-ofl-solidarity-pride-champion-award>.

# OFL EQUITY COMMITTEES' STRATEGY SESSION

Equity committees play a vital role in the work of the Ontario Federation of Labour. On February 21 and 22, equity committees came together for a Human Rights Strategic Planning Session in Toronto.

OFL Secretary-Treasurer Patty Coates and Executive Vice-President Ahmad Gaied opened the meeting by acknowledging the critical role the equity committees play in shaping the OFL's work.

Over 50 equity committee members were present for the Session, which allowed time for meeting as individual committees before assembling as a



larger group to strategize over common issues, share common struggles, and discuss a shared vision for equity and human rights.

“Without coming together like this, it is challenging to ensure that our work for Equity applies the lens of intersectionality,” said OFL Executive Vice-President Ahmad Gaied. “This strategic planning session gives all of us a valuable opportunity to make connections across the work we do, and that’s a benefit for everyone.”

The committees represented at the planning session included: Aboriginal Circle, Solidarity & Pride, Persons with a Disability, Workers of Colour, Human Rights & Equity, Women’s, and Young Workers. A number of allies also attended the event.

“We are finding ways to support each other’s communities in breaking down the systemic obstacles that are the enemy of progress,” said OFL Secretary-Treasurer Patty Coates.

## EQUAL PAY DAY

Without significant changes to the *Pay Transparency Act*, it is unlikely that we will see a swift reduction in the gender pay gap.

The OFL recognized April 10, 2018 as “Equal Pay Day.” The date symbolizes the nearly four months of additional work that women must do catch up to the previous year’s earnings of their male counterparts. Rallies and events were held in communities across Ontario to draw attention to this unacceptable disparity.

The Equal Pay Coalition called on the Ontario government to make its *Pay Transparency Act*, stronger.

“Concrete action is needed if we are to

close the shameful gender pay gap in this province,” said OFL Secretary-Treasurer Patty Coates. “If we are to create true equality for workers in this province the gender pay gap must be closed.”

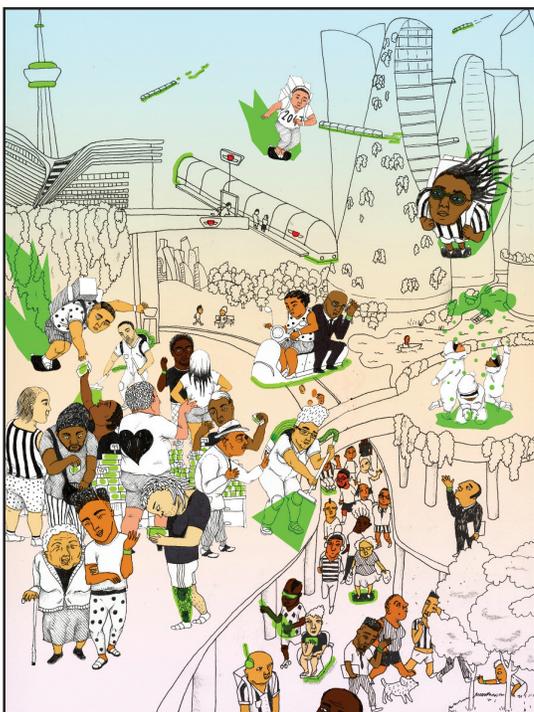
It takes Ontario women 15.5 months to earn what Ontarian men do in 12 months. Women who are racialized, disabled, Indigenous, migrant, and immigrant, or sexual minorities or gender variant will have to work into May and June.

In a statement, Equal Pay Coalition co-chair Fay Faraday outlined how the lack of pay transparency fosters wage inequality and an improved *Pay Transparency Act* is a basic step to close the gap.

To work effectively towards ending the Gender Pay Gap, the Act must require annual mandatory reporting by private and public-sector employers to the Ministry of Labour on the state of the gender pay gap in their workplaces, by individual classification and job status.

The Equal Pay Coalition continues its work throughout the year. From tips on lobbying your MPP and mobilizing for equal pay, to instructions for holding an Equal Pay Day bake sale, which draws attention to the pay gap by charging women .70 cents on the dollar, the Equal Pay Coalition provided many options for action on the issue.

All activists are encouraged to continue the fight against the gender pay gap throughout the year. For more information on how you can participate in the campaign visit [equalpaycoalition.org](http://equalpaycoalition.org). To read the statement on the *Pay Transparency Act*, visit [ofl.ca](http://ofl.ca).



# MAYWORKS

FESTIVAL OF WORKING PEOPLE AND THE ARTS

APRIL 25 – MAY 5, 2018

DARE TO DREAM #WorkersFuturism

Join us in imagining the futures of work  
and workers we want to see!

For full program and other announcements,  
please visit our website:

**[WWW.MAYWORKS.CA](http://WWW.MAYWORKS.CA)**



# ANNUAL STRAWBERRY CEREMONY REMEMBERS STOLEN SISTERS

Indigenous and community activists have long recognized that the violence facing Canada's Indigenous women on a daily basis is also a disruption in their traditional ways of life.

On February 14, Strawberry Ceremonies were held in communities across Canada to honour women, girls, trans and two-spirit people who have died violent and premature deaths.

OFL Secretary-Treasurer Patty Coates attended a powerful service

in Toronto led by singers, song keepers and drummers under the direction of Elder Wanda Whitebird.

"In acknowledging the loss to all communities through these deaths, we recommit to changing the systems that have allowed this violence against Indigenous communities to go unexamined for so many years," said OFL Secretary-Treasurer Patty Coates. "It's time that all of us make a change, work for truth and reconciliation, and stop the

violence."

The February 14 vigil was started more than 20 years ago in Vancouver's Downtown East Side. Today marches and rallies are held across the land. The Toronto event was organized by the No More Silence committee which is made up of individuals and organizations including The Native Youth Sexual Health Network, Maggie's – Toronto Sex Workers Action Project, along with other feminist and Indigenous community organizations.

# DAY OF PINK: END THE SILENCE ON BULLYING

The second Wednesday in April is the day to celebrate diversity by wearing a pink shirt and organizing activities that challenge bullying in all its forms, including homophobic and transphobic bullying.

In an EGALE Canada national school survey, three-quarters of students and 61 per cent of students with LGBTQI\* parents reported feeling unsafe at school. That bullying carries on from school to the workplace: almost half of all Canadian workers feel bullied on the job. The majority do not speak up; only 44 per cent report the bullying to the employer, with only half of those reporting that anything

was done to address the bullying. 25 per cent choose to leave their jobs because of it.

"Bullying, intimidation, prejudice, and discrimination has an impact on everyone, not just the people who are the targets of bullying. When we allow members of any community to be marginalized and dehumanized, we contribute to a hidden form of violence," said OFL Secretary-Treasurer Patty

**"Each of us must expose injustice and acknowledge our responsibility to take action to defend the rights of all people, regardless of race, gender, age, abilities, sexual orientation, or gender identity."**

**– OFL Secretary-Treasurer Patty Coates**

Coates. "Bullying can only thrive when we are silent. Each of us must expose injustice and acknowledge our responsibility to take action to defend the rights of all people, regardless of race, gender, age, abilities, sexual orientation, or gender identity."

For resources on ending bullying in the workplace visit the Workers Health and Safety Centre website: [whsc.on.ca](http://whsc.on.ca).



# DAY OF MOURNING – VIOLENCE AND HARASSMENT: NOT PART OF THE JOB

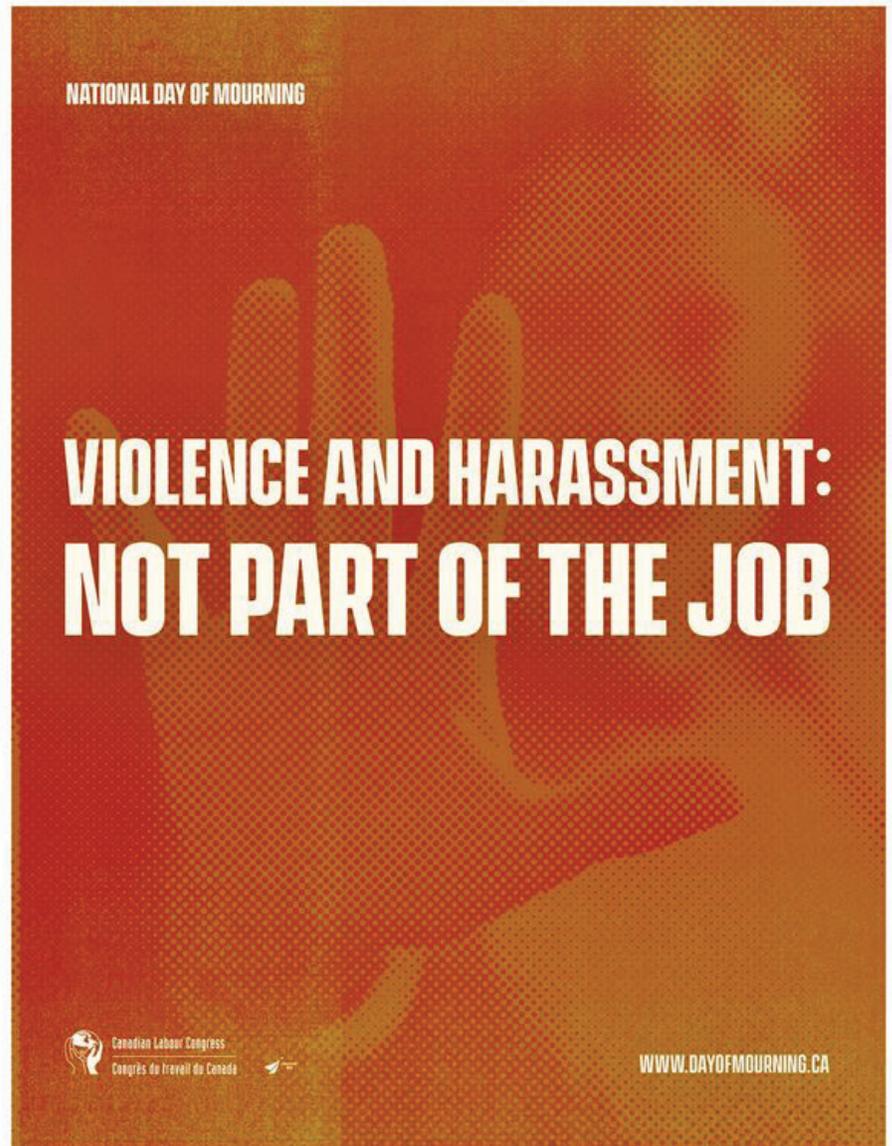


Our enduring theme for April 28 is “Mourn for the dead. Fight for the Living”. This year the Canadian Labour Congress is asking everyone to unite under the banner of Violence and Harassment: not part of the job.

This is timely for Ontario as labour has been pushing for improved protections for workers on these issues.

In health care a joint initiative of the Ministry of Labour with the Ministry of Health and Long-Term Care is working with labour to work on violence prevention strategies in health care. The first progress report focused on hospitals.

According to the *Workplace Violence Prevention in Health Care Progress Report* in April of 2017 “Our health care sector represents 11.7% of Ontario’s labour market and is the largest sector impacted by violence in the workplace. Fifty-six per cent of lost-time injuries due to workplace violence in the hospital sector occur among



Registered Nurses.” The work of this initiative is continuing with other segments of the health care sector.

In January and February, the Ontario Ministry of Labour was consulting on their future enforcement strategies through the *Safe at Work Ontario* document. They raised the question on workplace violence and what they should focus on. The OFL responded in a submission, saying that “The most important thing the MOL can do on the issue of workplace violence is to enforce the law. Writing orders and prosecuting employers and directors who ignore their duties and continue to place workers in harms way.”

Another joint initiative at this time in the education sector resulted in the launch in March of a new MOL guide, *Workplace violence in school boards: A guide to the law*. More information on workplace violence and harassment can be found on the Ministry of Labour website.

## LABOUR MOBILIZING TO SPEAK OUT AT INDEPENDENT STREET CHECKS REVIEW

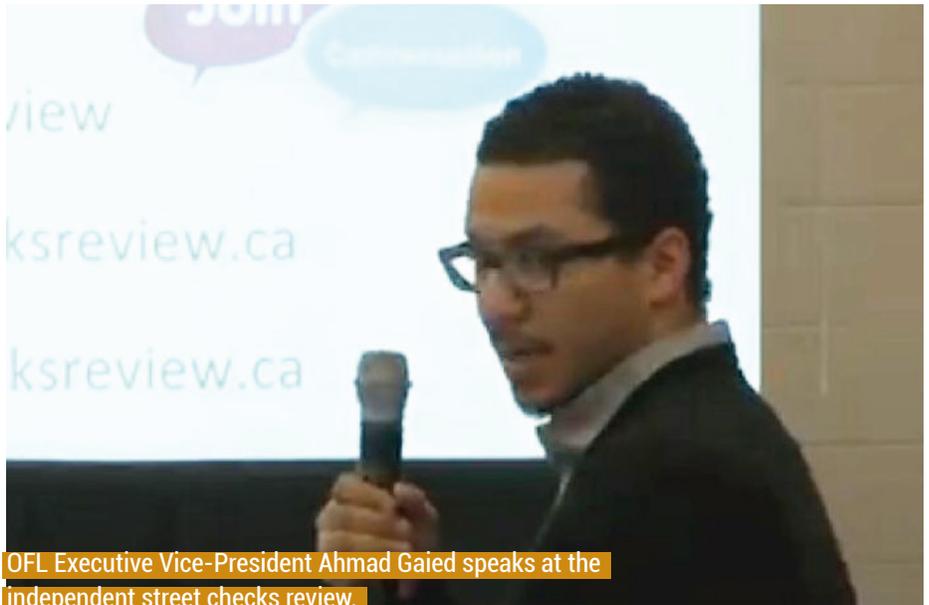
OFL urges all Ontarians to take part in community consultations on street checks, which are often referred to as “carding.”

Street checks, which are commonly known as “carding,” are a key issue in the fight against racial discrimination in Ontario.

Ontario Court of Appeal Justice Michael Tulloch, the first Black judge on the province’s top court, is conducting an independent review of Ontario’s carding regulations. The review was announced in June 2017, and consultations have begun this spring with a report scheduled for January 1, 2019.

OFL Executive Vice-President Ahmad Gaied and members of the OFL Workers of Colour Committee participated in several community consultations.

“It’s important that labour groups, in



OFL Executive Vice-President Ahmad Gaied speaks at the independent street checks review.

addition to community groups and the broader public, be a part of the consultation process.” said Gaied. “The labour movement has been, and continues to be, a formidable force in empowering and advocating for people of colour and other equity-seeking groups.”

Labour and community activists told the consultation that communities increasingly believe that the justice system does not work for them. They feel that those enforcing law and order are not protecting them, but instead are against them. They called for change, starting with the banning of street checks. They spoke out about how current carding regulations fail to ban the discriminatory practice of racial profiling and instead provide a roadmap for acceptable forms of carding according to the government, providing many exemptions.

**“It’s important that labour groups, in addition to community groups and the broader public, be a part of the consultation process.” said Gaied. “The labour movement has been, and continues to be, a formidable force in empowering and advocating for people of colour and other equity-seeking groups.”**

**– OFL Executive Vice-President Ahmad Gaied**

Consultations are ongoing. To find out more and to take part, visit [streetchecks.ca](http://streetchecks.ca).

### UPCOMING CONSULTATIONS

APR 11	<b>LONDON</b> DELTA HOTELS LONDON ARMOURIES BY MARRIOTT GUNNERY BALLROOM 325 DUNDAS STREET 6.00PM - 8.00PM
APR 16	<b>OTTAWA</b>
APR 23	<b>SUDBURY</b>

# PAY TRANSPARENCY ACT MUST GO FURTHER



ONTARIO  
EQUAL PAY  
COALITION

CLOSE THE GENDER PAY GAP

Ontario Pay Coalition called for improvements to the *Pay Transparency Act*.

Pay Transparency requires employers to disclose their wages as proof of compliance with legal obligations under the *Ontario Human Rights Code* and *Pay Equity Act*. Lack of pay transparency feeds the pay gap.

The gender pay gap drives women's poverty, particularly for Indigenous and racialized women. Indigenous women face a 57 per cent gender pay gap. Racialized and immigrant women face a gap of 37 per cent to 39 per cent. Women who are recent immigrants earn, on average, 57 per cent as much as a white man. Women with disabilities face a 46 per cent pay gap. Overall, the gender pay gap is 31 per cent.

"Pay transparency is an important enforcement tool", says Fay Faraday, Equal Pay Coalition co-chair in a press release. "But this bill must be strengthened if it is to make meaningful change. This first reading lets most employers off the hook."

The Equal Pay Coalition calls for significant amendments to

strengthen the Act and bring it in line with employers' existing legal obligations not to discriminate. The Act must be amended to:

- apply to all private and public sector employers with more than 10 employees to match the *Pay Equity Act*;
- apply to all government procurement so government contracts comply with equality rights;
- include mandatory timelines to file annual transparency reports with the Ministry of Labour;
- require employers to deliver annual transparency reports to corporate shareholders;
- clearly set out what information must be in the transparency reports, including compensation structure and wage grids by gender, job classification, and job status (full-time, part-time, casual, seasonal and temporary agency); and
- include a clear purpose clause

in the legislation.

On Tuesday March 6, 2018, the Ontario government introduced a new *Pay Transparency Act* to help close the gender pay gap.

All employers in the province have had a legal obligation to deliver discrimination-free pay since the 1960s. But employers continue to flout the law. The Pay Equity Office reports that 54 per cent of employers have gender pay gaps contrary to the *Pay Equity Act*.

The government reports that the pay gap has not closed in 30 years.

To read the full press release, visit [ofl.ca](http://ofl.ca).

# SOCIAL MEDIA DAY OF ACTION FOR TIM HORTONS WORKERS

Labour and community are keeping up the pressure on Tim Hortons.

The OFL took part in a social media day of action on March 15, continuing its collaboration with the Fight for \$15 and Fairness. For the social media day of action, 362 participants signed up to be part of a Thunderclap which tweeted a prepared message about the poor treatment workers have received from Tim Hortons since the increase in the minimum wage on January 1, 2018. The tweet then directed them to a petition demanding that Tim Hortons provide fair treatment to its workers: "Workers deserve at least \$15/hr, proper benefits & decent hours. Tim Hortons: It's time you make it fair! <http://thndr.me/pcm6pw>"

The successful day of action had a total reach of over two hundred thousand people.

To sign the petition, go to [15andfairness.org](http://15andfairness.org).



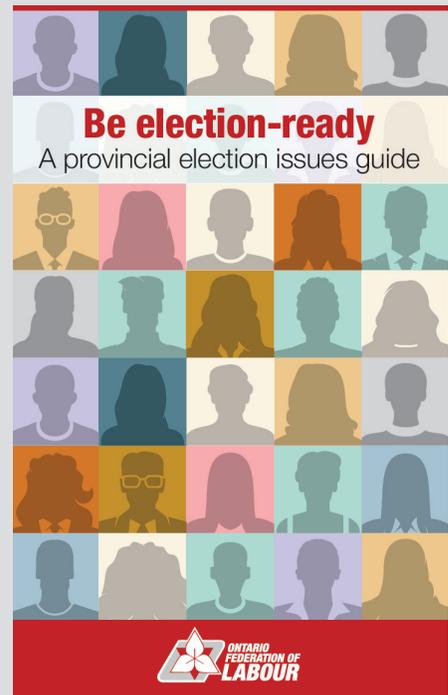
# BE ELECTION-READY: AN ISSUES GUIDE

Issues booklet outlines key issues for labour activists in the upcoming provincial election.

This past year, workers across Ontario won improvements to our outdated labour and employment laws from the government, as well as a commitment to a \$15 minimum wage. While we celebrate this victory, the upcoming provincial election on June 7, 2018 is an important opportunity to push for even greater improvements for all Ontarians.

Ontario needs a government that will change things for the better. That's why the Ontario Federation of Labour is mobilizing unionized workers across the province to raise their voices and elect a government that will make changes that work for real people — and build a more caring, equal, and prosperous Ontario.

The OFL has produced a booklet in which, you will find information about what Ontario workers need. You can use it to talk to your friends,



family, and co-workers. For more information on the issues guide, please contact [info@ofl.ca](mailto:info@ofl.ca).

Please note that this material is solely intended for affiliated members of the Ontario Federation of Labour.



OFL Secretary-Treasurer Patty Coates joined Labour women to march for justice for rural women and farmworkers.

## LABOUR WOMEN PRESENT THE #DONEWAITING CAMPAIGN AT THE UNITED NATIONS

OFL Secretary-Treasurer Patty Coates took part in a labour delegation to the UN in March.

Each year, women from around the globe congregate at the United Nations to learn from each other's strategies, share information, and to take action for equality for women and girls worldwide.

OFL Secretary-Treasurer Patty Coates attended the 62<sup>nd</sup> session of the United Nations Commission on the Status of Women (UNCSW62) this March. She joined with other women in the labour movement as they took on issues facing rural women worldwide. Coates also attended the Canadian Labour Congress event sharing the #donewaiting campaign for equality for women in Canada.

"I was thrilled to get to work with other committed activists and hear about their projects, successes and challenges," said Coates.

"Around the world women are #donewaiting and it is inspiring to know that the work we do in Ontario and Canada complements work done elsewhere. We can see the change coming and I know we will win through solidarity."

From the problems caused by failing to apply a gender lens to changes to public transportation in rural Saskatchewan, to discussions on gender, learning and teaching in a rural context, to a panel on freedom of communications and gender equality in digital communication, the program built understanding of issues that are too often ignored when organizers are city-based.

Delegates took to the streets to march for the rights of women farmworkers, who too often face sexual harassment and discrimination on the job. They

carried a message to fast food companies like Wendy's which use migrant labour that they must provide resources and fair treatment to women workers who produce the food they serve.

Coates attended a panel on violence against women and digital violence, which considered the importance of regulations when the lack of borders in the digital world provides a cover for perpetrators, and an event on an Australia program to end violence against women "Male Champion of Change."

The message that gender equality must be part of improving quality of life worldwide rang out loud and clear from the UNCSW62.

To read more about the labour delegations at UNCSW62, visit the blog: <https://unioncsw.world-psi.org>

## LIBERATION! INTERNATIONAL WOMEN'S DAY BRINGS CHANGEMAKERS TO THE FORE

The United Steelworkers Hall in Toronto was packed for the annual Mary Spratt International Women's Day breakfast.

With the public and effective activism of the last year including widespread campaigns like #metoo and #timesup gaining traction in the mainstream, we are seeing the fruit of years of activism.

CLC Secretary-Treasurer Marie Clarke Walker announced a new campaign for equality by the CLC: #donewaiting, which will work toward women's equality in all spheres.

With the provincial election around the corner, speakers made it clear that if we want to see systemic changes that will advance equality, we need to ensure that women's voices are heard in the halls of power and that means electing more women.

Three women who will be running for office in the next election took the mic and spoke about their commitment to making sure that issues of fairness and equality would be on the agenda at Queen's Park.

The International Women's Day march came together under the theme of liberation. It highlighted issues of Indigenous justice, marching in solidarity with #idlenomore and joining a rally at city hall calling for Justice for Tina Fontaine, a 15-year old Indigenous girl who was killed in Winnipeg.

Carrying signs saying, "Justice



Labour women marched in Toronto on International Women's Day, calling for justice for Tina Fontaine.

for Tina Fontaine," "Trans People Welcome Here," and the lead banner celebrating International Women's Day, thousands marched down Bloor and Yonge Street in Toronto.

OFL Secretary-Treasurer Patty Coates attended the Toronto breakfast and IWD rally on Saturday, then on Sunday March 4, she spoke at an event organized by the Peel Regional Labour Council.

"The work we do as feminists to attain liberation for all is creating the change we want to see," she said. "When we come together as a labour movement with community we push equality forward. It may not happen

as quickly as we would all like, but it is happening. I know that the next election will see women candidates in many ridings and I expect that by International Women's Day 2019 we'll be seeing great changes from the next government in Ontario."

This year's rally, march, IWD breakfasts, and other events were all clear evidence of a renewed energy and a fighting spirit as women work toward equality.

Events were held across Ontario throughout March.



The IWD march stopped to commemorate Tina Fontaine and call for justice and change.

# OFL STATEMENT FOR INTERNATIONAL WOMEN'S DAY

On International Women's Day, the Ontario Federation of Labour celebrates hard-fought wins and ongoing efforts for achieving equality for women.

Across our movement, women are making change for themselves and for generations to come; we see those changes every day, but we celebrate them especially on International Women's Day.

Women in leadership across the Ontario Federation of Labour commit their time and their expertise to working in solidarity. In the OFL executive, in labour councils, and in committees they fight to end the disadvantages women face in the workplace. Women are over two-thirds of part-time workers, and they are the majority of the 1.7 million Ontarians who work at or near minimum wage.

The Ontario Federation of Labour is committed today and every day to pushing hard for gender equality, and to fight for the liberation of all women.

In Ontario workers won gains under the *Fair Workplaces, Better Jobs Act* that advance the equality of women at work and in all areas of life, including five days paid leave for domestic and sexual violence survivors, and an increase to the minimum wage.

We will continue to win changes. This week the government of Ontario introduced the *Pay Transparency Act* which it says will set the province on a better path to achieving pay equity. This bill can and must go further to ensure that equal pay is the norm in our province and beyond. The Gender Pay Gap drives women into poverty, particularly Indigenous and racialized women. Women who are immigrants are paid, on average, 57 per cent as much as a white man. Overall, the gender pay gap is 31 per cent.

Ontario women are #donewaiting for an end to wage discrimination, sexual harassment and violence, an end to the child care crisis. This International Women's Day, speak up. Take the pledge to let your politicians know what they can do to make equality a reality.

Today we celebrate the achievements of the past, and let those victories inspire our work for equality in the future. This International Women's Day, join in the call for change. To sign #donewaiting pledge, visit [donewaiting.ca](http://donewaiting.ca).

## IN BRIEF:



The March 8 project poster and pins set another record this year, with 19,000 pins sold, along with 3,000 posters.



OFL President Chris Buckley addressed delegates at the OECTA AGM, speaking on solidarity, labour wins in the *Fair Workplaces, Better Jobs Act*, and the upcoming provincial election.



OFL Executive Vice-President Ahmad Gaied spoke at the opening of the Canadian Labour Congress Spring School.

# SPOTLIGHT ON PREVENTION LINK

The Prevention Link team has hit the ground running since the start of 2018. With a new App, a Lighthouse Initiative in full flight, and ongoing curriculum redesign, the Disability Prevention at Work program is in full swing.

## The Lighthouse Initiative

The recently released “Know Your Rights” fact sheets, under Prevention Link’s Lighthouse Initiative are fast becoming a popular educational resource. To date, more than a thousand fact sheets have been distributed at conventions and community events. The downloadable factsheets, which are now available as pocket-sized cards, are proving to be a valuable tool in helping vulnerable and marginalized workers learn more about their rights and the laws that guide them as a worker in Ontario. We strongly believe that whether it’s understanding Ontario’s health & safety rights and obligations, knowing what the minimum wage is,

in popularity! In February, Prevention Link’s Communications and Outreach Specialist, Ogho Ikhlo, presented the growing App to OFL’s Executive Council – which includes interactive fact sheets, informative quizzes, tips, and links on what Prevention Link



can offer you. Instructions on how to download the App on an Android or iOS device is available on the program’s website.

## Occupational Disability Response Training Curriculum Redesign

An updated Occupational Disability Response Training (ODRT) Level 4 - Return to Work course was piloted in March at the CUPE Ontario’s Spring School with much anticipation. Participants were enthused by the re-vamped workshop, particularly its new resource manual and interactive activities which reflect Ontario’s latest laws, policy, and procedure changes. Updated materials for ODRT Level

available for purchase at [www.preventionlink.ca](http://www.preventionlink.ca).

## RSI Awareness Day – Work Shouldn’t Hurt

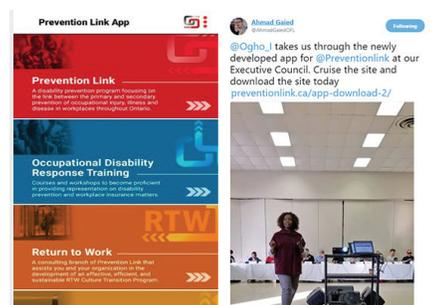
As part of Repetitive Strain Injuries Awareness Day (RSI), on February 28, Ontario Federation of Labour’s Prevention Link Director, Laurie Hardwick, provided opening remarks at the 19<sup>th</sup> Annual RSI Awareness Day event in Toronto. Hardwick encouraged every Ontarian to support the many workers who fall victim to one of the most common types of injuries in the workplace. Work shouldn’t hurt! In recognizing that the majority of RSIs or musculoskeletal disorders (MSDs) are preventable, Prevention Link aims to prevent more MSDs workplace injuries.

## Community Matters

Prevention Link was a proud sponsor of the Coalition of Black Trade Unionists (CBTU), Canadian Labour Congress (CLC), and OFL, joint February 21 event to recognize African Heritage and Black History Month. The event, which welcomed approximately 125 labour and community activists, celebrated the rich history of struggle for freedom and the opportunity to have a discussion on the current struggles facing the black community. The new “Know Your Rights” factsheets, from Prevention Link’s Lighthouse Initiative, were a popular educational resource among participants at the event.

## Spring Mega School

The Prevention Link team is gearing up for its much-anticipated Spring Mega School in Orillia on April 22-27. The comprehensive week-long workers’ compensation training is being held at Fern Resort and will offer courses to certify participants in preventing and reducing the impacts of workplace injury/illness and occupational disease or injury in their workplace.



or even what to do if you are injured in the workplace – it is your right as a worker in Ontario to know the facts.

## Prevention Link App

The Prevention Link App is growing

1, 2, and 3, along with selected materials for Topical courses, are

# UPCOMING EVENTS

**April 22–27, 2018**

**PREVENTION LINK'S SPRING MEGA SCHOOL**

Take a comprehensive week-long workers' compensation training that offers courses to certify you in preventing and reducing the impacts of workplace injury/illness and occupational disease or injury in your workplace. More information: [Preventionlink.ca](http://Preventionlink.ca)

**April 28, 2017**

**NATIONAL DAY OF MOURNING**

The labour movement's most solemn day. Thousands of workers, friends and families of fallen workers will gather at ceremonies across Ontario to recognize the National Day of Mourning for Workers Killed or Injured on the Job. Contact your local labour council for more information.

**May 1–31, 2017**

**ASIAN HERITAGE MONTH**

In December 2001, the Senate adopted a motion proposed by Senator Vivienne Poy to officially designate May as Asian Heritage Month in Canada.

**May 8, 2018**

**SUDBURY: PROVINCIAL PRE-ELECTION TOWN HALL**

Gather to strategize actions to make sure progressive candidates win seats in the upcoming provincial election. For more information: [ofl.ca](http://ofl.ca).

**May 17, 2018**

**INTERNATIONAL DAY AGAINST HOMOPHOBIA AND TRANSPHOBIA**

The International Day Against Homophobia, Transphobia and Biphobia is observed on May 17 and aims to coordinate international events that raise awareness of LGBT rights violations and stimulate interest in LGBT rights work worldwide.

**June 7, 2018**

**ONTARIO PROVINCIAL ELECTION**

**June -August, 2018**

**PRIDE EVENTS**

(all dates current at time of printing websites are listed where available. For updated information, please visit [OFL.ca](http://OFL.ca))

**APRIL 28 – MAY 14: GUELPH PRIDE**

[www.guelphpride.com](http://www.guelphpride.com)

**MAY 25 – MAY 27: ELLIOT LAKE**

[www.elpride.ca](http://www.elpride.ca)

**MAY 26: PRIDE HALDIMAND-NORFOLK**

**JUNE 1: PRIDE DURHAM**

[www.pridedurham.com](http://www.pridedurham.com)

**JUNE 2 – JUNE 9: PRIDE NIAGARA**

Information available on facebook

**JUNE 3: BELLEVILLE PRIDE**

[www.bellevillepride.ca](http://www.bellevillepride.ca)

**JUNE 4 – JUNE 9: BROCKVILLE PRIDE**

[www.brockvillepride.com](http://www.brockvillepride.com)

**JUNE 4 – JUNE 9: TIMMINS PRIDE**

[www.timminspride.com](http://www.timminspride.com)

**JUNE 4 – JUNE 10: STRATFORD PRIDE**

**JUNE 8 – JUNE 10: BARRIE PRIDE**

<http://barriepride.ca>

**JUNE 9: THUNDER PRIDE**

[www.thunderpride.com](http://www.thunderpride.com)

**JUNE 9 - JUNE 18: YORK PRIDE**

[www.yorkpridefest.com](http://www.yorkpridefest.com)

**JUNE 11 – JUNE 16: BRANTFORD PRIDE**

[www.brantfordpride.ca](http://www.brantfordpride.ca)

**JUNE 11 – JUNE 16: BRANTFORD PRIDE**

**JUNE 15 – JUNE 24: PRIDE TORONTO**

[www.pridetoronto.com](http://www.pridetoronto.com)

**JUNE 16: KINGSTON PRIDE**

[www.kingstonpride.ca](http://www.kingstonpride.ca)

**JUNE 16: KINGSTON PRIDE**

[www.kingstonpride.ca](http://www.kingstonpride.ca)

**JUNE 17: OXFORD PRIDE**

[www.oxfordpride.ca](http://www.oxfordpride.ca)

**JUNE 23: KINCARDINE PRIDE**

**JUNE 22 – JUNE 24: KENORA PRIDE**

**JULY 10 – JULY 16: SUDBURY PRIDE**

[www.sudburypride.com](http://www.sudburypride.com)

**JULY 18 – JULY 21: NORTH BAY PRIDE**

**JULY 19 – JULY 29: LONDON PRIDE**

[www.pridelondon.ca](http://www.pridelondon.ca)

**JULY 20 – JULY 29 MUSKOKA PRIDE**

[www.muskokapride.com](http://www.muskokapride.com)

**JULY 30 – AUGUST 12: SIMCOE PRIDE**

[www.simcoepride.com](http://www.simcoepride.com)

**AUGUST 8 - AUGUST 12: WINDSOR-ESSEX PRIDE FEST**

[www.wepridefest.com](http://www.wepridefest.com)

**AUGUST 20 – AUGUST 26: CAPITAL PRIDE OTTAWA**

<http://ottawacapitalpride.ca>

**SEPTEMBER 14 – SEPTEMBER 23: PETERBOROUGH PRIDE**

[www.peterboroughpride.ca](http://www.peterboroughpride.ca)

**Pride events will be held in the following locations, although dates have not been set at the time of printing:**

**PRIDE CHATHAM-KENT**

[www.pride-ck.com](http://www.pride-ck.com)

**TRI-PRIDE: CAMBRIDGE**

**KITCHENER WATERLOO**

[www.tri-pride.ca](http://www.tri-pride.ca)

**HALTON PRIDE**

facebook

**PEEL PRIDE**

[www.peelpride.ca](http://www.peelpride.ca)

# SOLIDARITY

## CUPE 3903



CUPE 3903 members are graduate assistants, teaching assistants, and contract instructors at York University.

They have been on the picket line for a month.

To read more about this strike, and find out how to support these workers go to the labour disputes registry at ofl.ca.



photo: twitter/@studentsfor3903

## CUPE 2424



CUPE 2424 ratified a new collective agreement after one month on the picket lines at Carleton University. CUPE 2424 members are staff at Carleton University.

## THE OFL TEAM

### EXECUTIVE DIRECTOR:

ROB HALPIN

### CONTROLLER, OFL:

JANE LIU, Controller, OFL

### OFL & PREVENTION LINK STAFF

(In alphabetical order by last name)

MELISA BAYON, Director of Political Action and Outreach, OFL

JUDY CHOW, Executive Secretary, OFL (President, Exec. V.P. and Exec. Assistant)

ERIN DOUCETTE, Return-to-Work Coordinator, PL

VERN EDWARDS, Health & Safety Director, OFL

SUE FRATRIC, Secretary, PL

LAURIE HARDWICK, Executive Director, PL

PAULETTE HAZEL, Executive Secretary (Secretary-Treasurer & Administration), OFL

OGHO IKHALO, Senior Communications and Outreach Specialist, PL

JODY JONES, Return-to-work Coordinator, PL

BRIAN MORGAN, Production Coordinator

MEAGAN PERRY, Communications Director, OFL

RENATA PUCEK, Bookkeeper, OFL

ETHIRAJU RAMACHANDAR, Administrator/ Finance, PL

AMALIA SAVVA, Administrative Support, OFL

CARROL ANNE SCEVIOUR, Human Rights and Women's Director, OFL

THEVAKI THEVARATNAM, Research and Education Director, OFL

## OFL STAFF CHANGES

The OFL has some staff changes to announce. Executive Secretary Kathy Neumann retired in January, Judy Chow is now Executive Secretary (President, Exec.VP, and Exec Assistant). Paulette Hazel has moved to the position of Executive Secretary (Secretary-Treasurer and Administration).

**Level 1, Rights & Obligations  
Level 2, Benefits & Services**

**LONDON, ON**

**UNDERSTANDING  
WORKERS' COMPENSATION  
IN ONTARIO**

Our week-long workshop will explore worker and employer rights & obligations under the *Workplace Safety & Insurance Act (WSIA)* and the benefits and services available.

The workshop will also examine the roles and responsibilities in accommodating injured workers in the return-to-work process.

**MAY 28–JUNE 1, 2018**

**Location:** CUPW HALL  
344 Sovereign Road  
London, ON N6M 1A8

**Cost:** **\$600.00\*** (Includes HST)

\*Includes course material, guided instruction, certificate of completion and lunch.

**For further information:**

Tel. (416) 443-7683

Fax: (416) 441-1893

e-mail: [info@preventionlink.ca](mailto:info@preventionlink.ca)

