

VOLUME 8 // ISSUE 3

ONTARIO FEDERATION
OF LABOUR
**ACTION
REPORT**

FALL 2018

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Hands Off campaign
report

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// HANDS OFF DECENT
WORK LAWS AND A
\$15 MINIMUM WAGE!

// OFL OFFICERS



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President



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Secretary-Treasurer



AHMAD GAIED
Executive
Vice-President

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

Volume 8, Issue 3 of the **OFL ACTION REPORT** was produced for the October 2018 meeting of the Executive Board of the Ontario Federation of Labour.

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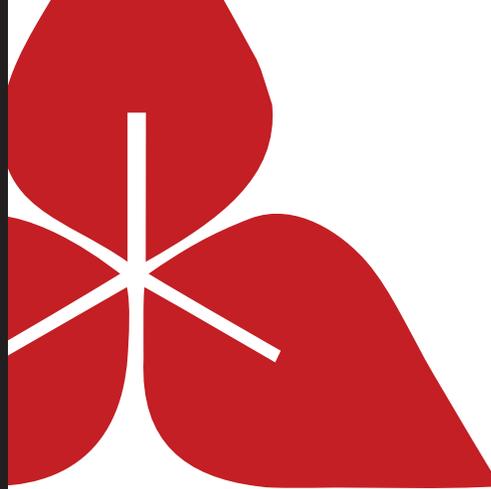
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Writing/layout: OFL Communications



Fall 2018
VOLUME 8 // ISSUE 3

ONTARIO FEDERATION OF LABOUR **ACTION REPORT**

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// WELCOME TO OUR NEW AFFILIATES:

Teamsters Canada Rail Conference,: 2,900 members
IATSE Local 667: 473 members

Thank you for joining the Federation! We look forward to working together to win decent work for all Ontarians.



FRIENDS,

Doug Ford's assault on workers' rights, health care, and education continue. Across the labour movement we are working to preserve and enhance the gains we won under the *Fair Workplaces, Better Jobs Act*, and are mobilizing to protect and build strong public services across Ontario.

Doug Ford likes to say that the gains workers have won are already cancelled, even though, as I write this message, the laws have not yet been changed.

We must make it clear to workers across this province that it is not too late. Workers can demand that our government do what is right for workers and cancel their plan to scrap the decent work laws in this province.

We know that without the changes workers won to Ontario's outdated labour and employment laws, workers across this province will be faced with more and more precarious work, and that women workers, workers of Colour, Indigenous workers and workers with a disability will face greater barriers in the workplace.

There is no part of Ontario's new decent work laws that can be lost without hurting the workers of this province, whether it's two paid sick days, ten personal emergency leave days with two of them paid, protections in cases of contract flipping, or the changes that make it easier to join and keep a union.

The October 15 Day of Action included information pickets,

phone banks, and rallies at the offices of PC MPPs. At some workplaces, everyone wore shirts calling for \$15/hr. minimum wage. Workers are calling and emailing cabinet ministers, asking them to keep Ontario's decent work laws and the upcoming increase to the minimum wage.

Labour and community will also join the Ontario Health Coalition at a rally on October 23 to demand that our province rebuild health care, instead of introducing massive funding cuts, and stop any planned privatization of services.

When the going gets tough, the tough get going and I have heard from the OFL's Workers Rights Response and Political Action Committees, in addition to heads of unions from across the province about how best to fight the deep cuts this government is making to social assistance rates, workers' rights, and health care – all of our public services.

We are in this together for the long haul, and I know that together, we can defend workers' rights and protect against the erosion of our public services in this province.

In Solidarity,

Chris Buckley

President, Ontario Federation of Labour

 // FOLLOW AND RETWEET OFL AT:

@OFLabour and @ChrisBuckleyOFL

DOUG FORD'S PLAN TO SCRAP BILL 148 IS MISGUIDED AND MEAN-SPIRITED, SAYS OFL

Press conference lays out the harm that will be caused if Ontario's decent work laws are scrapped.

After Premier Doug Ford told the legislature that he would scrap paid sick days, as provided in the *Fair Workplaces, Better Jobs Act*, known as Bill 148, the OFL and its community partner the Fight for \$15 and Fairness were quick to take action.

A great deal is at stake for the province's workers. Paid sick days and the other reforms in the *Act* from the legislated increase in the minimum wage to \$15 to personal emergency leave and regulations that protect wages when workers face contract flipping are all improvements for workers across the province.

"There is no part of this *Act* that can be scrapped without hurting workers across this province. The reforms under Bill 148 improved conditions for workers across the board, updating shamefully outdated labour and employment laws. For our government to answer the call of big business by hurting



OFL President Chris Buckley speaking at a press conference calling on the government to keep Ontario's decent work laws and \$15 minimum wage
Left to right: Workers action centre coordinator Deena Ladd, minimum wage worker Christine, Imam Abdirahman Hassan, and Dr. Edward Xie.

the people he has promised to defend is shameful. The workers of this province will not rest until these protections in the workplace are guaranteed," said Ontario Federation of Labour President Chris Buckley.

The Ontario Federation of Labour and community partners The Fight for \$15 and Fairness held a press conference which laid out the need to keep and enhance workers' rights across the province, hearing from a minimum wage worker that the increase to a \$14 minimum wage has meant pulling herself out of deep poverty, a doctor who spoke about the health benefits of decent work, and an Imam who talked about the benefit of fairer employment and labour laws on the members of his congregation.

The government has not introduced any legislation or regulation that would



cancel Bill 148. There is still time to change their plan.

“It’s going to take more than a statement in the legislature to take away the rights that Ontarians have fought for,” said Buckley. “Workers in this province are entitled to the same rights that they were yesterday, and that includes the fact that the increase in the minimum wage is still scheduled to happen on January 1.”

Bill 148 includes important rights: 5 paid days for domestic and sexual violence survivors, two paid sick days, and ten days of personal emergency leave, two of which are paid, and other workplace protections.

“Big business wants to increase its profits on the backs of workers in this province,” said Buckley. “Our Premier should be looking after vulnerable workers in this province by respecting Bill 148. The gains in Bill 148 provide a direct benefit to the workers that Doug Ford calls ‘the little guy.’ Cancelling Bill 148 will hurt, not help workers in Ontario.”

The OFL encourages the Premier to change his mind on Bill 148 and asks that Ontarians act by calling PC MPPs to tell them to keep Bill 148, or email MPPs by going to myrights.ca.



Above: OFL officers marched along with thousands in the June 16 Rally for Decent work. Below left to right: Chris Buckley speaking at Queen's



Park, and Zaynab, community organizer with Fight for \$15 and Fairness.

POST-ELECTION MARCH DEMANDS DECENT WORK



On June 16, workers gathered to send a message “Hands Off Workers’ Rights.”

Ontarians gathered at the Ministry of Labour before marching to Queen’s Park on June 16, to let the incoming government know about the widespread support for a \$15 minimum wage and strong labour laws.

Co-organized by the Fight for \$15 & Fairness campaign and the Ontario Federation of Labour, the rally was the first public demonstration to take place since the June 7 provincial election.

At the march, workers held a banner saying “Hands Off Workers’ Rights” as they marched to Queen’s Park.

In the park in front of the legislative building, workers heard from speakers including OFL President Chris Buckley, Naomi Klein, author of *No Is Not Enough: Resisting the New Shock Politics* and co-author of Canada’s Leap Manifesto, co-founder of Black

Lives Matter-Toronto Sandy Hudson, Decent Work and Health Network member Dr. Ritika Goel, Ontario Sikh and Gurudwara Council’s Gobinder Singh Randhawa, Business owner and Better Way Alliance member Anita Agrawal, and Sarah Jama of the Disability Justice Network of Ontario.

“If this government takes away the rights workers won in Bill 148, they are going to face opposition from the labour movement,” said OFL President Chris Buckley. “This government must make sure all Ontarians have decent work, fair scheduling, that it is easier to join a union, and that there is a \$15 minimum wage.”



SEPTEMBER, OCTOBER 15 DAYS OF ACTION FOR DECENT WORK LAWS AND \$15 MINIMUM WAGE



Banner drops, MPP office visits, information pickets, phone banks and more keep the push for decent work laws and the \$15 minimum wage strong.

Along with the Heads of Unions meetings and researchers meetings, the OFL started work in collaboration with community partners Fight for \$15 and Fairness, planning actions on the 15 of each month until Ontario's Conservative Government, the legislation on decent work laws and the increased minimum wage are in effect.

On September 15, the OFL and the Fight for \$15 and Fairness held a provincial day of action, with 23 cities and PC ridings participating. The campaign worked with six book-offs from member affiliates and volunteers. These workers were invaluable in organizing canvasses and outreach that spread the word about Ford's plans to scrap decent work laws in the province.

The work of labour is important to protect Ontario's updated labour and employment laws, the *Fair workplaces, Better Jobs Act*. Labour activists organized canvasses and outreach



September 15, labour and community rallied at Minister of Government and Consumer Services and Government House Leader Todd Smith's office in Belleville.

blitzes to alert the public about the potential changes the Ford government could make to the impending \$15 minimum wage and other important legislation, including 2 paid sick days, equal pay for equal work, and rules that make it easier to join and keep a union.

For October 15 there were creative actions from labour and community activists across the province in more than 50 locations. Supporters marched, rallied, dropped banners over highways, held actions in workplaces such as wearing \$15 and Fairness buttons, t-shirts, signed banners in lunch rooms, held "lunch and learns" and served \$15 minimum wage cakes in break rooms to send the message to co-workers about what was at stake.

The October 15 Day of Action will be featured in the Winter issue of the Ontario



October 15, OFL Secretary-Treasurer Patty Coates and area labour activists rallied at Minister of Economic Development, Job Creation and Trade Jim Wilson's office in Alliston.

HANDS OFF WORKERS' RIGHTS



OFL mobilizes across Ontario to protect Ontario's decent work laws

The Ontario Federation of Labour is campaigning to protect the gains community and labour made under Bill 148 as soon as the Ford government won a majority. We partnered with the Fight for \$15 and Fairness to rally immediately after the election on June 16 to send the message to Doug Ford: hands off the \$15 minimum wage and decent work laws.

The campaign is targeting ridings where PC MPPs won by less than 5,000 votes. It includes efforts to gather petitions to be read in Queen's Park by our NDP MPP allies in these ridings, showing that we are doing the outreach in the PC base around the 905, rural and swing ridings.

In these ridings, Labour Councils and community organizers are holding actions on the 15 of each month, and collecting signature petitions to show Conservative MPPs that the people of Ontario want decent work laws, and the \$15/hr minimum wage which is scheduled for January 1, 2019.

"We know that 66 per cent of Ontarians and 42 per cent of PC

voters support this minimum wage increase, and that by attacking the legislation on decent work they run the risk of angering their base," said Ontario Federation of Labour President Chris Buckley. "The Hands Off decent work laws message is becoming louder across the province thanks to the efforts of activists in every part of Ontario," he added.

There were 23 actions in cities on September 15. Participating ridings included Eglinton-Lawrence, North Etobicoke, Scarborough Rouge, Scarborough Centre, Etobicoke Lakeshore, Aurora, Waterloo, North Bay, Ajax, Mississauga, Brampton, London, Belleville, and Kingston.

On September 30 the OFL held a one-day training for volunteers and member organizers on the campaign goals, messaging and strategies.

Leading up to the October 15 provincial day of action, we met with over 16 PC MPPs in the targeted ridings, delivered petitions from the ridings that were gathered in workplaces and from the public.

There is overwhelming support in these ridings for \$15 minimum wage and decent work legislation. We delivered over 10,000 signatures collected within two months. Many more are still being gathered.

HELLO? THIS IS THE PEOPLE CALLING

Activists make direct calls to Ministers, pressing to save decent work laws and the \$15 minimum wage.

During the constituency week after thanksgiving, the OFL held phone banks that called activists, then patched them through to PC Cabinet ministers.

"These are the few who are going to decide the fate of the gains workers made in Bill 148," said Buckley. "It's very important that they hear from the people who will be affected, and those who care about decent work in this province."

We patched through thousands of calls to Doug Ford and PC cabinet ministers during constituency week. Targeted ministers included Minister of Economic Development, Job Creation & Trade. Jim Wilson, who headed up the committee on Bill 148.

The phone banks were only the start. In partnership with OFL affiliates, we sent broadcast voice messages to more than 60,000 union members across Ontario, explaining what was at stake then patched them through to the targeted cabinet ministers.

At the same time, text messages were sent to union members mobile numbers to email their MPPs.

URGENT MESSAGE TO ONTARIO WORKERS OPENS LABOUR DAY INSERT IN TORONTO STAR

In lead up to Labour Day, OFL President Chris Buckley publishes an open letter to Ontario Workers in the Toronto Star Labour Day insert.

"Our government must change course to ensure quality public services for all Ontarians, create good-paying, steady jobs where workers are treated fairly, and make sure that no Ontarian falls deeper into poverty."

**Chris Buckley, President,
Ontario Federation of Labour**

This Labour Day, workers in Ontario are preparing to defend their hard-earned rights in the workplace and beyond.

In the coming months, Premier Doug Ford will continue to make changes that will hurt Ontarians by lowering the quality of public services, leaving more of us facing poverty whether we have a job or not, reducing the quality of education in the province and taking away workplace rights.

The new government is no friend to Ontarians. It has already shown that it is willing to reduce payments to people receiving Ontario Disability Support, to families on welfare, and for funding to mental health programs. It denies children needed health information by cancelling a well-researched curriculum, and it undermines democracy by meddling in municipal elections by cutting the city council of Toronto nearly in half with Bill 5. In short, our government is leaving Ontarians without the support they need.

This must stop.

Our government must change course to ensure quality public services for all Ontarians, create good-paying, steady jobs where workers are treated fairly, and make sure that no Ontarian falls deeper into poverty. Ontarians need this government to improve quality of life in this province rather than making cuts that leave so many Ontarians struggling. Now is the time to demand better from our government.

We know that when we organize together, we win.

We won significant changes when we stood with community partners Fight for \$15 and Fairness to demand changes to the outdated *Employment Standards Act* and the *Labour Relations Act* in 2017. Together, we fought hard and won changes that are making life easier for working Ontarians including fairer scheduling, personal emergency leave, equal pay for substantially similar work by 2020, and a minimum wage increase to \$15 an hour in 2019.

Our message to the workers of this province is this: together, we can take on the challenges ahead.

Workers will make life easier by protecting public services, by demanding an end to the discriminatory practice of carding, and by making sure that the legislated increase in the minimum wage to \$15 an hour happens when it is supposed to: January 1, 2019.

More than 1.7 million Ontarians earn at or near the minimum wage, and are trapped in low-wage, part-time, contract and subcontract jobs without union representation. We've already seen the results of an insufficient minimum wage: workers juggling several jobs along with their family schedule but still unable to earn a living; young workers who delay planning their families because their jobs pay poorly and don't offer stability.

Most Ontarians support a higher minimum wage, including 42 per cent of PC supporters. Premier Ford is ignoring the voice of the people when he says Ontario

will scrap it. If it is cancelled, workers who already face barriers in the workplace will be deeply affected: young workers, women workers, racialized workers, Indigenous workers and workers with a disability. Shamefully, some workers are even excluded from the current general minimum wage: liquor servers and students.

The labour movement has long advocated for changes to improve the lives of working people and their families, from bargaining for greater rights in the workplace, making it easier to join a union, and protecting public services, to taking on social issues like racism, domestic violence and LGBTQ* rights. When we stand together, we can build a better Ontario.

Doug Ford's government has shown how little it values working people and vulnerable Ontarians. His is a government driven by ideology, set on privatization and rolling back rights for the people of Ontario. What we see from Doug Ford and his party is cronyism that promotes the interests of insiders: big business and the richest in the province, the millionaires who, each second, make more than a minimum wage worker does in an hour.

Doug Ford's government works for only some people, not all the people.

It's us who will stand up to Ford. Now is the time to join our growing movement, unite in solidarity.

We won new rights under the *Fair Workplaces, Better Jobs Act* of 2017, but we stand to lose them if the new government continues on the path it has set in its first summer.

We must tell Ford "Hands off workers' rights."

Make sure you know your rights in the workplace. Visit myrights.ca, then talk to your friends, family and colleagues about what Ontarians have won and why we need to tell Doug Ford "Hands off!" Get involved at [\\$15andfairness.org](http://$15andfairness.org) and myrights.ca.

Join the movement for decent work. Have a safe and happy Labour Day.



ONA marks 45th anniversary, as it continues to press for change to benefit nurses and their patients. **Page 4**



IBEW apprenticeships and mentoring help future electrical workers excel. **Page 8**

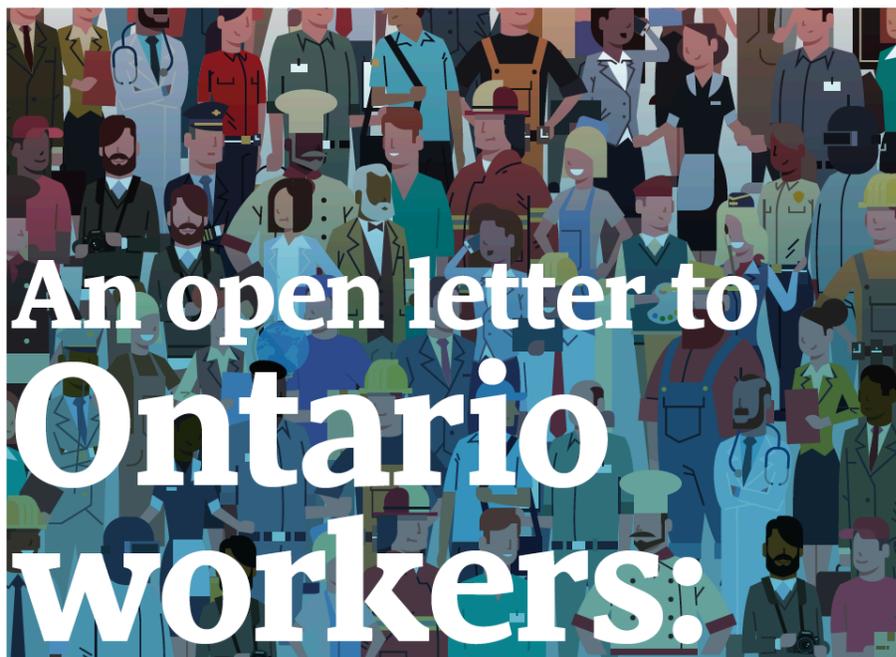


CUPE Ontario calls for stable social-services funding to protect most vulnerable Ontarians. **Page 13**

Labour Day 2018

A SPONSORED FEATURE BY PEPPER MEDIA

Saturday, September 1, 2018



Tell Doug Ford "Hands off our rights!"

NEXT ISSUE FEATURE: OCTOBER 15 DAY OF ACTION

Workers held actions across Ontario on September 15 and October 15, continuing the push to keep decent work laws and the \$15 minimum wage. In our next issue - more coverage of the October 15 Day of Action for decent work laws and \$15 minimum wage.



ONTARIANS WILL NOT BE COMPLACENT AS GOVERNMENT ERODES WORKER RIGHTS, WRITE OFL OFFICERS IN LABOUR DAY EDITORIALS



This Labour Day, OFL President Chris Buckley’s op-ed urging Ontarians to protest cuts to workers’ rights and social programs was published in the Toronto Star, and OFL Secretary-Treasurer Patty Coates also took on the Ford government and urged action in her piece at simcoe.com.

“Workers across the province won changes to outdated employment and labour laws last year. Those changes meant a wage increase for minimum-wage earners with a raise to \$15 an hour scheduled for January, 2019. Workers also won paid sick days, fairer scheduling laws, and changes that make it easier to join a union,” wrote Coates, urging action to protect workers’ rights. “It is advocacy from the people of Ontario, the labour

movement and community groups like the Fight for \$15 and Fairness that have won changes in our province.”

The message in the op-eds were clear: Ontarians, whether they are in a union or not will never be complacent. It has been shown time and time again that workers win gains when they advocate and loudly demand decent work.

“Faced with the determination of Ontarians to ensure decent work and adequate supports for all Ontarians, Doug Ford will act. Keep sending the message loud and clear to Doug Ford: Hands off workers’ rights!” Buckley concluded.

To find out more about getting involved to protect workers’ rights go to myrights.ca.



LABOUR DAY IN PHOTOS:

Labour Day we celebrate our gains, and prepare to protect and enhance workers’ rights.

Across Ontario, labour activists organized events from community picnics to parades to mark the labour day weekend and to celebrate the achievements of workers. Labour Day has its origins in the labour union movement, specifically the eight-hour day movement, which advocated eight hours for work, eight hours for recreation, and eight hours for rest.

From op-eds in media outlets, to a special insert in the Toronto Star and the online version at canadianlabourmatters.ca the labour movement took on workers’ issues like rebuilding health care in our province, the \$15 minimum wage and decent work, paid leave for domestic and sexual violence survivors, and protecting public services.

With a newly-elected government that has said it will cancel and reduce workers rights from wages to paid sick days across the province, it was essential that labour make itself loudly heard, and activists across the province did just that.

This year, even as we celebrated the gains workers made in Bill 148, the *Fair Workplaces, Better Jobs Act*, we know that those new rights are under threat from the PC government in Ontario. Labour Day workers marched in Toronto with community partners the Fight for \$15 and Fairness, sending a message to the Premier about workers’ rights: Hands Off!



LABOUR DAY 2018



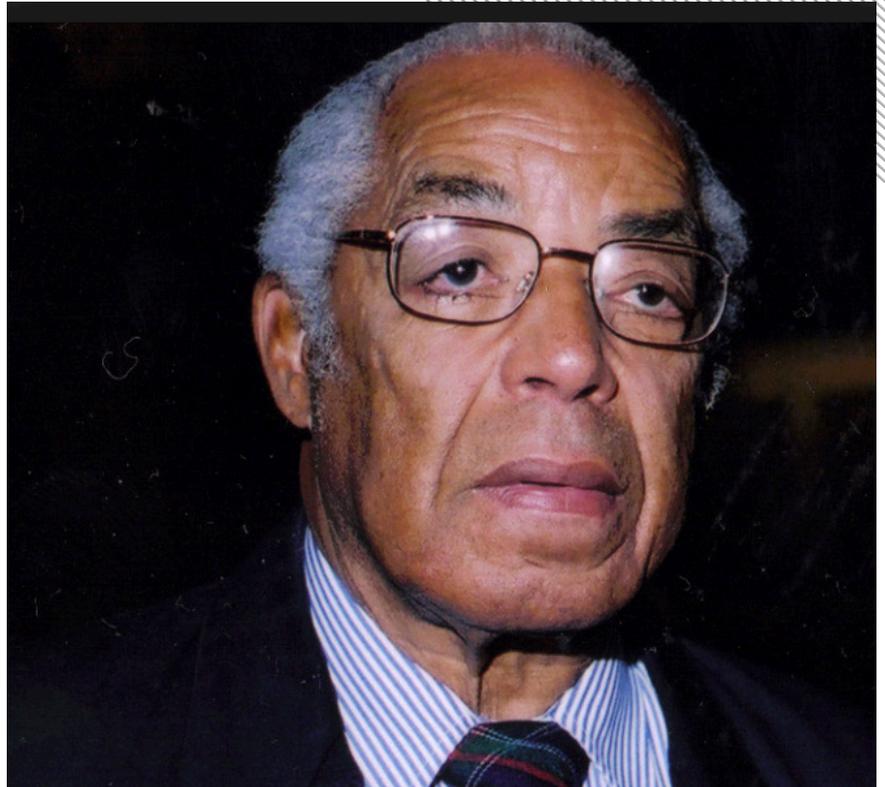
OFL MOURNS THE PASSING OF BROMLEY LLOYD ARMSTRONG

A memorial on September 16 remembered Armstrong's staunch activism.

The Ontario Federation of Labour mourns the passing of civil rights leader, unionist, community organizer and activist Bromley Lloyd Armstrong. A member of the CAW, Armstrong was a leader in the Toronto Joint Committee on Human Rights in the 1950's and fought racism his whole life.

"Brother Armstrong's contribution to anti-discrimination campaigns in Ontario have made our province more inclusive for everyone," said OFL President Chris Buckley. "His contribution to our movement, to our province, and our country has changed lives for the better and laid the path for many anti-discrimination campaigns today."

In 1948, Armstrong was working at Massey Harris, and decided to take welders training, but when he applied for work, his application had been "lost." The company had never hired a Black welder before. He turned to the UAW, which at the time had 4500 members, only 13 of them Black. He was told 'you are part of this movement,' sparking his lifelong



Lana Armstrong, Bromley Armstrong's daughter, speaks at the Toronto and York Region Labour Council memorial event celebrating Armstrong's life.

commitment to labour.

Armstrong's accomplishments are many. From 1973 to 1997, he published a newspaper called "The Islander," served on the Ontario Human Rights Commission, and as an adjudicator with the Ontario Labour Relations Board. He successfully lobbied North York Mayor Mel Lastman to create a municipal race relations committee, and was on the Board of Governors for the Canadian Centre for Police Relations. Armstrong was a recipient of the 1994 Order of Canada, and the Order of Ontario.

"Brother Armstrong's contribution to anti-discrimination campaigns in Ontario have made our province more inclusive for everyone,"

**- Chris Buckley,
President of the Ontario
Federation of Labour**

In 2004, the Toronto and York Region Labour Council established an annual award in Armstrong's name to commemorate his courage, dedication and outstanding service to the labour and human rights movements in Canada.



Winnie Ng remembers Bromley Armstrong at a memorial for his life and work.



June Veacock accepts Bromley Armstrong award, which celebrates dedication and outstanding service to the labour and human rights movements in Canada.

LABOUR LEADERS STRATEGIZE FOR THE FIGHTBACK IN A FUTURE UNDER FORD



Facing down the next four years and Ford's extreme threat to workers' rights in Ontario.

Many Ontarians, especially those who are part of marginalized groups, are already suffering from cuts made by Ontario's PC government.

More cuts are anticipated by unions across Ontario, who are working to resist losses to workers' rights and program rollbacks that hurt many Ontarians. The early-mandate actions of the government are similar to those of the Harris era.

It is clear that the fightback is going to be a marathon, and well-considered, long-term strategies and campaigns are required if the labour movement is to protect workers' rights and continue to make gains that improve the lives of Ontarians.

As part of developing that strategy, labour leaders met on September 10, to discuss the best ways to safeguard the gains that workers won in this



Heads of Unions met to strategize the fightback against the erosion of workers' rights under Ontario's new government.

province in the *Fair Workplaces, Better Jobs Act* and build up the solidarity among workers.

"Today, we come together, no matter whether you represent public or private sector workers, to ensure we have robust public services, and to stand up for human rights and our values as social justice champions. These fights are all of our fights. We need to unite, and expand our reach, and build alliances," said Ontario Federation of Labour President Chris Buckley as he welcomed the participants.

The morning session included presentations from Sean Meagher of Convene Toronto and Daniel Sheppard, associate with Goldblatt Partners who provided an overview of the elements of Bill 148 that are at risk, and where the labour movement is vulnerable under this government. In the afternoon, OFL Political Action and Outreach Director Melisa Bayon presented a briefing on the OFL Hands Off Workers' Rights campaign and political analyst Kathleen Monk presented on Collaborating and Communicating to win.

The discussion following this presentation focused on how unions can best reach out to union members who may be open to becoming more active in organizing and campaigning.

Building this broad base is essential for the labour movement to be effective in facing the challenges this government is presenting to us, and the challenges we anticipate in the future as the Government of Ontario continues its attacks on workers.

"We need to formalize our plan with fightback strategies to confront every one of these attacks," said Buckley, "in addition to building a state of readiness for everything else this government will do to harm us, our members, and our province."

WORKERS' RIGHTS RESPONSE COMMITTEE CONVENES FIRST MEETING

The WRRRC builds on the work of the OFL's Research Committee to discuss best practices and labour's responses to various issues including right-to-work, back-to-work, employment standards, and labour legislation.



Workers' Rights Response Committee meeting at the IBEW Hall.

The OFL convened its first meeting of the Workers' Rights Response Committee (WRRRC) on September 5.

Fifty people from across the progressive movement – including academics, lawyers, economists, former political staff, elected officers, and researchers – gathered to discuss the challenges workers will likely face under the current provincial government, such as the immediate attacks on employment and labour rights as well as on our public services.

“We are already seeing that this government is moving quickly to make changes that hurt workers,” said Ontario Federation of Labour President Chris Buckley. “The Workers' Rights Response Committee will play an important role in creating the fightback that workers in this province need to keep the gains we won last year in the *Fair Workplaces, Better Jobs Act*.”

The initial meeting was intended to provide a greater understanding of Ontario's history under former conservative governments and to glean

key learnings that can be applied to a present-day Ford government.

Participants heard from Sheila Block (Canadian Centre for Policy Alternatives) on the parallels between Harris' and Ford's policy agenda.

Stephanie Ross (McMaster University) then shared an analysis of how the labour movement responded to the Harris' attacks, focusing on the Days of Action and pulling out key lessons that can be applied going forward.

Adam Chaleff (Society of United Professionals) took participants through the Fords' reign over City Hall and drew comparisons between the different political playing fields.

Jonathan Carson (AMAPCEO) mapped out key players in the current Ford government, including legacy staffers from the Harper- and Harris-era.

In the afternoon, Venai Raniga (CUPE) emphasized that attacks on public services can be achieved through reduced funding and a target on public sector workers.

Finally, participants heard from Dan Sheppard (Goldblatt Partners) and Pam Frache (Fight for \$15 & Fairness) about the potential weakening of labour and employment laws in Ontario, including an attack on gains won under Bill 148.

The meeting concluded with a large group discussion on key strategies unions and community partners are currently using to engage and educate members and the public at large, and to understand the political landscape and key public policy issues.

The committee will make recommendations to the OFL Executive Board on its findings and assist in the development of a preparedness plan should regressive labour policies be introduced in Ontario.

For more information on this committee, please contact the OFL's Director of Research, Thevaki Thevaratnam tthevaratnam@ofl.ca.

OFL SAYS FORD INVOKING THE NOTWITHSTANDING CLAUSE IS SHAMEFUL ABUSE OF POWER

The OFL spoke against Doug Ford's undermining of the courts, the Charter of Rights and Freedoms, and democracy for Ontario municipalities in reducing the size of Toronto City Council.

The court decision quashing Doug Ford's plan to cut the size of Toronto City Council from 47 to 25 seats is a good one for Toronto and lays the groundwork for protecting the democratic rights of municipalities and citizens across Ontario. Doug Ford is in the wrong, said the OFL in a press release.

"When Ontarians stand up for their rights in this province we get results, and with Doug Ford stubbornly ignoring that voice, Ontarians must both celebrate the court decision and prepare to keep up the pressure," said Ontario Federation of Labour President Chris Buckley. "The people of Toronto demanded that the city take this fight to court. In doing so, they made sure that their voices were not silenced by changes that limit their access to effective and responsible representation across Ontario."

Ford's proposal to cut the number of Toronto city councillors from 47 to 25, only three months before the October 22 municipal elections, ignored four years of consultation with the City of Toronto and undermines citizens' access to representation.

"The work to stop Ford's cuts will be an ongoing struggle to

protect rights in this province, in all areas including health care, social assistance, education and Bill 148. We can and will defend our public services and rights in this province," said Buckley.

"We are still paying for the destructive decisions from the last time a Conservative government was in power in Ontario, decisions that had costs masked by simple slogans and mean-spirited ideology. Crumbling schools, cancelled transit lines and boarded up housing are the legacy of that experience. The Ford regime must come to understand that the rule of law does matter," said Toronto and York Region Labour Council President John Cartwright.

"The government has said it will appeal the decision but in the next few days, Ontarians will continue the work of protecting and enhancing our rights in this province – from human rights to education to workers' rights across Ontario," said Buckley.

In the run up to the election, a court decision against Ford's action was stayed on appeal, and the municipal elections moved forward with 25 wards. The election will be held on October 22, 2018.

PAY EQUITY EVENT

Key victories in pay equity examined at OFL pay equity event.



Approximately 50 union pay equity specialists, staff representatives, pay equity bargaining committees, local executives and OFL Women's Committee members attended a Pay Equity session on June 21 in Toronto.

The session was delivered by the Equal Pay Coalition's co-chairs Jan Borowy and Fay Faraday.

The session was a technical briefing on two recent Pay Equity Decisions – Implications for Ontario and Pay Equity Bargaining Technical Training on Pay Equity Maintenance – from the Supreme Court of Canada, both key wins relevant for litigation, law reform and public advocacy.

The half-day session explored how the cases help with pay equity enforcement and provided technical training on pay equity maintenance.



Jan Borowy and Fay Faraday led the Pay Equity event.

OFL LABOUR HONOUR ROLL

Every year since 1984, the OFL has inducted five new names of retired or deceased trade unionists into the OFL Labour Honour Roll.

This prestigious recognition is intended to acknowledge the significant contributions of individual OFL members to the life and growth of the trade union movement in Ontario. It is also intended to inspire current and future activists to dedicate themselves to the labour movement and the broader fight for progressive social change.

THE 2018 HONOUREES ARE:

MICHAEL SEAWARD (DECEASED)
USW District 6.

LINDA HASLAM-STROUD (RETIRED)
ONA.

HENRI GIROUX (RETIRED)
CUPE Ontario

ANDRE KOLOMPAR (RETIRED)
CUPW Toronto Local.

JOHN CLOSS (RETIRED)
SDLC (Sudbury and District Labour Council).

TWO NEW MEMBERS WERE SWORN IN TO THE OFL EXECUTIVE BOARD.



Welcome to Joseanne Job, VP Young Workers (OPSEU), and Warren Grafton, VP (OECTA). Also joining the OFL Executive Board on October 18 as VP Persons with a Disability is Raymond Joncas (CUPE)

OFL/AIL JACK LAYTON SCHOLARSHIP WINNERS



Two students awarded \$2,500 each for their first year of post-secondary education.

Each year, the OFL Young Workers' Committee awards two scholarships to students who are union members or children of union members. Applicants must compose an original essay, poster, or video submission on a topic outlined in the application package. This year's question addressed the important issue of winning and preserving the laws that protect decent work.

The scholarships were awarded to Amanda Zanette and Joshua Jobe.

"We hope that this scholarship of \$2,500 helps you pursue your post-secondary studies and serves as encouragement to get active in your campus students' union to join the fight to have access to true universal education and an end to student debt, until higher education becomes accessible to students from all socio-economic backgrounds," said OFL Executive Vice-President Ahmad Gaied.

These awards are made possible through a generous donation from American Income Life (AIL) Canada, a 100 per cent union company that is a leader in providing supplemental insurance benefits

PUSH TOWARD PRIVATIZATION OF CANNABIS SALES WILL HURT THE PEOPLE OF ONTARIO, SAYS OFL

Privatizing the sale of cannabis can only hurt Ontarians.

When Doug Ford said he would privatize the sale of cannabis, the OFL spoke out in favor of public services.

“Time and time again we have seen profitable publicly-owned businesses put into private hands with negative results. The private sale of cannabis will only reduce the potential revenue government

can use to provide services to Ontarians. It will put more people at risk by reducing direct government oversight on the sale and consumption of cannabis,” said Ontario Federation of Labour President Chris Buckley. “There is no question about it. The sale of cannabis should be monitored and only occur where proper oversight can be assured.”

The push to privatize alcohol and cannabis sales ignores research that shows public safety and community infrastructure are improved by public ownership.

“If any retailer can sell cannabis, the province loses a valuable opportunity to provide important health information to Ontarians and control sales to minors,” added Buckley. “Our government must ensure the people of Ontario that the sale of cannabis will be undertaken responsibly, and the best way to ensure that is through a publicly owned operation.”

The OFL made a submission, echoing the call of OPSEU, to the Standing Committee on Social Policy that is conducting consultations on Bill 36, the *Cannabis Statute Law Amendment Act*, calling on the government to reverse its decision to privatize the sale of cannabis in Ontario.

The OFL has long fought against the privatization of public sector assets that provide decent, unionized jobs to Ontarians, income for public infrastructure projects, and strong regulation.

SOLIDARITY WITH EDUCATION WORKERS AS GOVERNMENT SETS UP ANONYMOUS COMPLAINT LINE

Government undermines the professionalism of educators and creates confusion and suspicion with the creation of “snitch” line.

When the Ontario Government set up a phone line with the express purpose of monitoring educators providing instruction in the health and physical education curriculum for the 2018-2019 school year, the labour movement across the province was quick to name their phone line for what it was: intimidation.

“This phone line carries an implied

threat to all education workers and shows the disrespect our government has for the work that they do,” said Ontario Federation of Labour President Chris Buckley. “Teachers are professionals who have the best interests of the next generation at heart. Subjecting them to surveillance, and the risk of anonymous complaints can only hurt our students and create confusion and suspicion throughout our school system.”

The Ontario Federation of Labour supports the education workers of this province as they strive to provide high-quality, relevant education for Ontario students. The 1998 curriculum is out-dated and does not address a number of important issues for today’s students, including consent, texting and LGBTQ+ issues.

“Our government must take on some of the real issues in education,” said Buckley. “For instance, Ontario’s school funding formula leaves many schools facing shortfalls. Schools across this province need more than \$15 billion dollars in repair, thousands of students are waitlisted for educational supports and communities are at risk of losing their schools to closures.”

A strong education system is necessary for our province to thrive. By taking Ontario back to a 1998 curriculum while refusing to provide necessary funding for the education system to function properly, our government is undermining the safety of our children.

Since the introduction of the phone line, over 40,000 students walked out of class across Ontario to demand an up-to-date health and sexual education curriculum.

LABOUR COUNCIL UPDATES:

LINDSAY AND DISTRICT LABOUR COUNCIL (LDLC)

The Lindsay and District Labour Council had a great Labour Day picnic on Sunday, September 2, 2018, the weather was great although a little hot. CLC representative Kim Kent spoke at the event.

The picnic was a great success with more than 400 people attending, so many that door prizes and food ran out. We had visitors from Peterborough Charlene Avon, Betty Cree, Adele Franklin, and Dan Tobin from the Northumberland Labour Council. The LDLC would like to thank all volunteers and visitors that helped to make the picnic a success.

The Lindsay and District Labour Council participated in the Lindsay fair parade on September 19, with nine participants who joined in for the march.



BARRIE LABOUR COUNCIL (BLC)

On August 23, Anita Johnson-Ford and Tracy Lammin, IBEW grabbed our respective flags and headed to the picket line of OPSEU Local 276 in Owen Sound, 177 km away. Upon arrival they saw many brothers and sisters occupying the four driveways. OFL Secretary-Treasurer Patty Coates had been bumped by a member of the public with their car earlier in the morning. Thankfully she was not seriously injured.



Tara Maszczakiewicz, an OPSEU Region 2 Executive Board member's foot was broken in three places. Despite witnesses, no charges were laid.

"I have walked a picket line in 1996 for five weeks, but never before have I seen such impatience, disrespect and total disregard from the public as I did that day," said Ford.

Labour Councils bring many unions together to rally in support of each other. The number of union supporters increased as weeks went by and on September 4, the employer got the message.

We came together when it counted, and our union sisters returned to their workplace.



OFL FIGHTS FOR CONSTITUTIONAL RIGHTS AS GOVERNMENT PASSES BACK-TO-WORK LEGISLATION

Government of Ontario violated constitutional rights by using back-to-work legislation.

The Ontario government decision to pass back-to-work legislation for striking workers at York University undermines the rights of all Ontarians. The right to strike is protected under the Charter.

“These educators were forced onto the picket lines because York University would not fulfill its responsibility to its workers,” said Ontario Federation of Labour President Chris Buckley. “Using back-to-work legislation is the government siding with the employer in a situation where the employer should be required to bargain.”

The CUPE 3903 strike is the longest

post-secondary strike in Canadian history, with York University meeting with the strikers rarely and briefly, then refusing to bargain when they did meet. Over the almost-21 weeks of the strike, the University bargained for less than an hour in total.

“Strikes are a last resort for workers who are being mistreated by their employers,” said Buckley. “These strikers are both workers and students at York. This government had the chance to support their right to bargaining and fair working conditions that lead to quality education. Instead, this government has shown that they won’t support workers in a time of need. Despite their campaign promises, this action makes it very clear that this government is not for the people.”

The Ontario Federation of Labour supports faculty and the hundreds of thousands of precarious workers across this province in their demand for decent work, and will continue its work to protect the rights workers have now, and to push for improvements.

On May 4, the OFL held a Day of Action in support of CUPE 3903 at York, blocking entrances and exits to the University. On May 11, the York University Faculty Association (YUFA) also condemned York University’s refusal to bargain with its employees.

LABOUR DAY, OFL LAUNCHES 'KNOW YOUR RIGHTS' WEBSITE

The OFL launched a website including resources for the fightback against the erosion of workers’ rights, and a shareable online quiz where participants can find out how well they knew their new rights in the workplace. The site, myrights.ca also incorporates web tools for emailing PC MPPs or phoning them to speak in favor of keeping Ontario’s updated labour and employment laws.

The quiz is also available as a quiz card for Labour Councils to distribute at events across Ontario.



STRIKING WORKERS DESERVE APPLAUSE NOT ATTACKS



After witnessing violence to strikers on the picket line in Owen Sound, OFL Secretary-Treasurer Patty Coates wrote to the local media.

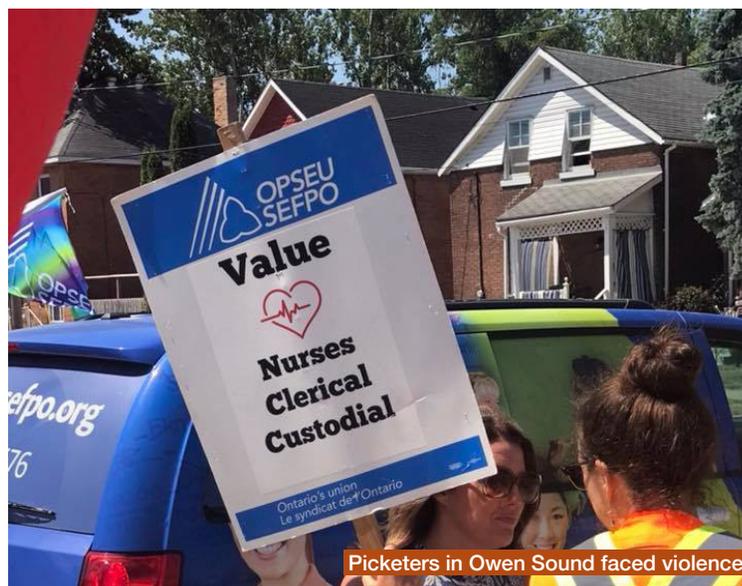
On Thursday, several drivers willfully drove into people on a picket line in Owen Sound. I was one of the picketers hit by a car and, throughout the day, there were others hit and close calls.

I travelled to Owen Sound to join the picket line with the workers of OPSEU Local 276 from the Owen Sound Family Health Organization, who have been on strike since May 22, 2018. These workers were forced to strike when their employer refused to make important changes in their workplace. They face low wages and unfair working conditions that prevent them from providing quality service and care to thousands of people and families. These workers have not had a raise since 2014.

No worker wants to go on strike. Striking is hard on families, so I was happy to be in Owen Sound to support the struggle for decent treatment.

What I experienced today horrified and disappointed me.

I saw drivers treating picketers with



Pickers in Owen Sound faced violence and attacks.

disrespect, violence and outright hostility. Several people used cars to force their way through the picket line when they refused to honour the picket line by waiting a minute or two before entering the parking lot.

I was not seriously injured when a car hit me while on the picket line, and at other times in the day two other picketers were not injured when the same happened to them. But, not everyone was so lucky. One woman had her foot run over. She had to be attended to by paramedics and taken to hospital.

When workers demand better conditions, they are doing so not only for themselves, but to raise the bar for all workers. They should be applauded, not faced with violence and attacks.

Although there were some who were disrespectful towards the workers, I also saw many who were supportive and respectful.

I urge all people in Owen Sound to join these workers on the line. Write or speak to the doctors in this medical clinic and demand that your local health organization bargain fairly and in good faith with their employees. Support their call for decent pay and working conditions.

Demand better for them and for all of us.

Patty Coates Secretary-Treasurer
Ontario Federation of Labour

OFL CELEBRATES NATIONAL INDIGENOUS PEOPLES' DAY

Resources for understanding and incorporating Indigenous traditions are now available from the OFL Aboriginal Circle at ofl.ca.

The Ontario Federation of Labour (OFL) marked National Indigenous Peoples' Day with the launch of new resources for understanding and action, and the permanent installation of a land acknowledgement plaque at the OFL building in Toronto.

National Indigenous Peoples' Day, June 21, recognizes and celebrates the unique heritage, diverse cultures and outstanding contributions of First Nations, Inuit and Métis peoples in Canada.

"As we celebrate, we must also reflect on the many challenges Indigenous peoples face and what each of us can do to move forward to Truth and Reconciliation," said Ontario Federation of Labour President Chris Buckley. "The OFL will continue to support ongoing work for Indigenous peoples on issues from missing and murdered Indigenous women and girls, to environmental degradation, to the need for major public investments in education, health care, water, and housing infrastructure."

The OFL encourages all affiliated unions across Ontario to

incorporate a land acknowledgement in their offices.

"We are grateful for the opportunity to work and live on this land, and this plaque of acknowledgement is a recognition of respect for Indigenous peoples and our commitment to use and protect this land together," said OFL Secretary-Treasurer Patty Coates.

The OFL Aboriginal Circle also launched a series of tools for understanding, to better enable unions and labour activists to integrate First Nations, Métis and Inuit perspectives into planning and programming. Affiliates can now access the following tools at ofl.ca:

- An Indigenous Solidarity Guideline;
- Guidelines for Working with First Nations, Inuit and Métis Elders;
- A Tobacco Offering Protocol;
- Guidelines for Indigenous Smudge Ceremony; and
- Updated: Traditional Territory Acknowledgements in Ontario.

The OFL encourages affiliates to support the Truth and Reconciliation Commission of Canada (TRC) recommendation 80, which calls for a statutory holiday for Truth and Reconciliation. A link to the petition is available at OFL.ca.



OFL officers with Krista Maracle, VP of OFL Aboriginal Circle, mark National Indigenous Peoples' Day, June 21, with a permanent installation of a land acknowledgement plaque at the OFL building in Toronto.

HONOURING RECONCILIATION ROUND TABLE

The Ontario Federation of Labour (OFL) Aboriginal Circle hosted a provincial circle on Honouring Reconciliation: Labour's Role, on Friday, September 28, 2018.

The Circle objective was identifying actions the labour movement can take toward truth and reconciliation.

Participants discussed connecting with Indigenous union activists, strengthening connections between Indigenous communities and unions, how to engage Indigenous peoples in a dialogue with unions and how unions can be a strong ally in decolonization. The Circle was

a start to an ongoing conversation with the broader labour movement and Indigenous communities.

The OFL recognizes that we share a collective responsibility to walk the path towards reconciliation. The provincial Circle identified the labour movement's continuing role in realizing the recommendations outlined by the Truth and Reconciliation Commission. Labour must continue to be advocates of Indigenous justice by extending our solidarity efforts and taking guidance from Indigenous communities on how we can push for meaningful changes aimed at empowering First Nations, Inuit and Métis peoples.



OFL Secretary-Treasurer Patty Coates speaking at the Honouring Reconciliation Round Table.

CBTU INTERNATIONAL CONVENTION

The 47th annual Coalition of Black Trade Unionists (CBTU) International Convention from May 22-27 in Orlando, Florida this year welcomed its largest contingent of Canadian delegates.

47 Years Strong: From Surviving to Thriving was the theme of the CBTU International Convention. It brought together approximately 800 trade unionists from across North America. Canada had a solid voice at the convention, with 50 delegates from four regions who engaged in examining some of the challenges workers of colour face in today's workplaces, with particular attention on increased racial discrimination.

The Ontario Federation of Labour's Executive Vice-President, Ahmad Gaied, joined CBTU members from Ontario, Quebec, British Columbia and Nunavut.

"The CBTU convention provides a wonderful opportunity to share best practices in combatting the racism and Islamophobia faced by workers of colour across North America," said Gaied. "While our struggles are unique, we can share effective techniques for change and inspire each other to keep working towards true equity and equality."

This year's convention explored the impact of climate change and environmental racism on racialized



Canadian representatives to the CBTU International Convention May 22-27, 2018.

and Indigenous communities across Canada and the United States. Socially-marginalized, racial-minority communities are often subjected to disproportionate exposure to pollutants, the denial of access to sources of ecological benefits (such as clean air, water, and natural resources), or both. The lack of help provided to survivors of the 2017 hurricanes in the Caribbean islands of Puerto Rico and Barbuda are recent examples that show the effect of environmental racism.

The convention also focused on civic engagement, with a key takeaway from delegates that "if you are not at the table, you're likely on the menu."

A panel co-lead by Canadian labour activists encouraged delegates to develop strategies that ensure voices within our communities are heard throughout the transition to a green economy.

"Civil engagement needs to be our anchor for change and will make our union/labour efforts more effective," said CBTU International President Rev. Terrence Melvin.

CBTU Canada brought forward four resolutions that were adopted by the convention, including:

- Environmental Racism Workshops, which call on unions to incorporate environmental racism workshops into their union education programs;
- Shutting down hate, which encourages labour councils to support anti-racist, anti-oppression and equity seeking groups to organize against hate;
- Restorative Justice for Black and African Canadians, which calls on the Government of Canada to issue a formal apology to African Canadians for Canada's role in the Trans-Atlantic slave trade and implement an effective pathway to restorative justice; and
- Organizing to Win, which encourages labour councils to participate in Black Votes Matter initiatives to actively support candidates for office who unapologetically advocate for Black trade unionists.

We must and will push ahead, mobilize and continue to build a true resistance against systemic oppression that limit racialized workers and equity seeking groups in Ontario.

SPOTLIGHT ON PREVENTION LINK

The Prevention Link team have had an active Summer!

INSTRUCTOR UPGRADE



Prevention Link 2018 Instructor Training Upgrade

More than 30 new and long-time Prevention Link instructors gathered in Toronto for a week-long upgrade session in June. The theme of the upgrade was “New Developments in Prevention Link.” Instructors at the session were given an overview of several items including the program’s three pillars: Return-to-Work, Occupational Disability Response Training and the Lighthouse Initiative. Innovative ideas on suggested future workshops were also explored and instructors were briefed about the growing Prevention Link App, which is available for download on Android and IOS devices.

MENTAL HEALTH FIRST AID CERTIFIED

Congratulations to Prevention Link’s Erin Doucette and Jody Jones who are among the newest certified Mental Health First Aid (MHFA) Basic

Instructors! Doucette and Jones were part of the largest Instructor training group the MHFA team ever had – with 34 people taking the Ottawa training in July.

Currently, one in five Canadians suffer from mental illness at some point in their lifetime. Stigma is one of the biggest hurdles for anyone suffering from mental illness and remains a significant barrier that discourages many Ontarians from talking about mental illness in the workplace.

With the recent certification, Prevention Link now offers MFHA training on behalf of the Mental Health Commission of Canada. The two-day course gives participants the skills to provide help to a person developing a mental health problem or experiencing a mental health crisis. It is similar to how physical first aid is administered to an injured person before medical treatment can be offered or until the crisis is resolved. To register for an MHFA course, visit www.preventionlink.ca or email info@preventionlink.ca to request a training in your workplace.

Mental Health First Aid was developed in Australia by Betty Kitchener and Anthony Jorm in 2001 and adapted to the Canadian context in 2006 by the Alberta Mental Health Board. To learn more about the Mental Health Commission of Canada’s meaningful contributions to the wellness of Canadians through world-class mental health courses, visit www.mhfa.ca.

NEW TOPICAL COURSE COMING THIS FALL



New topical courses have been added to the Prevention Link training catalogue. This fall, participants can register for:

Workers’ Comp 101: A comprehensive overview of Workers’ Compensation. This course will provide participants with an introduction to Workers’ Compensation legislation and policies, benefits and services, and obligations.

Return-to-Work 101: This full-day introductory course is designed to provide individuals with a glimpse of the necessary tools – including principles of good Return-to-Work practices and the Duty to Accommodate in both Workers’ Compensation and Human Rights systems – required to develop strategies that ensure successful outcomes.



Congratulations to Erin Doucette and Jody Jones, who are among the newest and largest Mental Health First Aid Basic Instructors training ever held by the Mental Health Commission of Canada in Ottawa.

SOLIDARITY AND PRIDE AWARD CEREMONY

Solidarity and Pride award ceremony celebrated in London.

Mayson Fulk, United Steelworkers (USW) District 6, is the 2018 OFL Solidarity and Pride Champion Award winner.

At the award ceremony in London, USW District 6 Director and Award Nominator Marty Warren, noted that Fulk, who currently sits as a representative on the District 6 Human Rights Committee for the union, is a dynamic member of USW and is a trans man.

“Workers from the LGBTQI* communities face unique challenges in the workplace and Fulk’s work for equity is valuable and needed and is creating change across Ontario,” said OFL Secretary-Treasurer Patty Coates.

Fulk has lived the experience of transitioning in the workplace and spent much time educating his co-workers, as well as management about that experience. In his role on the USW Human Rights Committee, Fulk was instrumental in spearheading the creation of a “Transitioning in the Workplace Manual,” which is now under development at USW.

The OFL Solidarity and Pride award

was established to acknowledge and celebrate individuals or groups who have made a significant or ongoing contribution to the advancement of lesbian, gay, bisexual, trans, intersex and two-spirit (LGBTQI*) human rights, equity and inclusion.

Each year, the OFL encourages community members to nominate leaders who are advancing equality and the quality of life for LGBTQI* people in workplaces, communities and globally.



Chandra-Li Paul, OFL LGBTQ VP; Larry Rousseau, Executive Vice-President of the Canadian Labour Congress; Mayson Fulk, with the United Steelworkers District 6; Patty Coates, OFL Secretary-Treasurer; Terence Kernaghan, MPP (NDP) for London North-Centre

CBTU HUB CAMP A HUGE SUCCESS

From the Art Gallery of Ontario to Canada's Wonderland, CBTU HUB Camp makes sure that kids enjoy summer activities while building community pride.

The 2018 CBTU Ontario Summer Camp was a huge success.

More than 30 children enjoyed their week, which focused on building their sense of community pride and self-worth, leadership, learning about the arts and Indigenous peoples of this country, sporting activities and trips to attractions across the city.

"The CBTU HUB camp is such a great program," said OFL Executive Vice-President Ahmad Gaied. "It's wonderful to take part in the camp and be part of making sure that these kids have the opportunity to enjoy summer activities, while learning about fairness, activism, and leadership."

The kids went roller skating at the Rinx, sped down roller coasters at Canada's Wonderland, swam at



CBTU HUB Camp participants were joined by OFL Executive Vice-President Ahmad Gaied.

Petticoat Creek Conservation Area, and visited the Art Gallery of Ontario. These activities were made possible with the support of dedicated volunteers and sponsors.

The educational and fun-filled week was made possible through the generosity of volunteers, community and labour sponsorships.

United Steelworkers made their Union Hall available throughout the week and Oliver [last name?] provided delicious and nutritious food every day. Come out next year to participate in this community event: our children are our future.

OFL QUESTIONS MINISTER OF COMMUNITY SAFETY AND CORRECTIONS MICHAEL TIBOLLO'S CREDIBILITY AS HEAD OF ONTARIO'S ANTI-RACISM DIRECTORATE AFTER "BULLETPROOF VEST" RESPONSE DURING QUESTION PERIOD



Bulletproof vest comments made in the Legislature, by Ontario's Minister of Community Safety and Corrections Michael Tibollo anecdotal and unnecessary, said OFL.

"I went out to Jane and Finch, put on a bulletproof vest, and spent 7 o'clock to 1 o'clock in the morning visiting sites that had previously had bullet-ridden people killed in the middle of the night," said Minister Tibollo during question period.

The Minister, who was also responsible for Ontario's now-closed Anti-Racism Directorate was responding to a question from MPP Kevin Yarde about carding and whether Ontario's new government plans to re-introduce the controversial practice of arbitrary street checks.

"The Minister's anecdotal comment is yet another negative portrayal of a section of Toronto that is predominantly home to people of colour," said OFL Executive Vice-President Ahmad Gaied.

"There is not a single area of Toronto that hasn't experienced some form of violence, including gun violence. To perpetuate divisive stereotypes and further stigmatize any areas of our cities should be concerning to every Ontarian. For those comments to be made by the Minister responsible for Ontario's Anti-Racism Directorate is deeply concerning," Gaied added.

"Why the Minister thought it appropriate to mention that he toured a Toronto neighbourhood while wearing a bulletproof vest in response to a question about the practice of carding is beyond me."

The OFL advocated for the creation of Ontario's Anti-Racism Directorate and has long fought against racism and toward dismantling persistent stereotypes.

The Minister's comments are worrisome and cast doubt on Tibollo's credibility as a leader of the Directorate, which has mandated aims that include: leading the government's anti-racism initiatives to build a more inclusive society, and working to identify, address and prevent systemic racism in government policy, legislation, programs and services.

SKILLS-BUILDING AT THE CLC SUMMER SCHOOLS

Ontario labour activists prepare to face down Doug Ford and protect and enhance workers' rights in Ontario.

Just five weeks after the Ontario election, the CLC held its summer schools in Cornwall, Ontario. OFL Secretary-Treasurer Patty Coates opened the CLC Ontario Women's School, and Executive Vice-President Ahmad Gaied opened the CLC summer school. Both officers spoke about the importance of the labour movement's work as we move forward under the Progressive Conservative government.

The connections and skills learned at the CLC summer schools will last a lifetime, and the activists who were able to attend had an opportunity to learn new skills and build on the expertise they already use in their daily work for change.

In her speech, Coates talked about the immediate effect the Ford government was having on the push for equal rights for women in Ontario, in particular the quick action taken by Ford to close the Ministry of the Status of Women and ongoing changes and cuts that will deeply affect women across Ontario.

"Ford promised to look for efficiencies," said Coates. "This means loss of public service jobs – many of them held by women. It also means potential cuts to services for women. He has



OFL Secretary-Treasurer Patty Coates speaking at the CLC Women's Summer school

promised not to increase the minimum wage to \$15.00 an hour which will affect women disproportionately.”

Vice-President Ahmad Gaied’s speech to the CLC summer school addressed the possibility of more rollbacks, especially in light of the gains the labour movement made under Bill 148.

“Our government is likely to push back on the legislated gains,” said Gaied. “It’s important for us as activists to make sure that when the time comes we have an even stronger base of activists who can make sure that Ontario wins a progressive government.”

WORKER ADVOCATES HELP SECURE OHCOW SATELLITE OFFICE



Left to right: Diane Therrien, Councillor, Peterborough, Sue James, Unifor Retiree Advisory Committee Chairwoman, Daryl Bennett, Mayor, Peterborough, David Chezzi, Chair & President of the Board, Rose Wickman, President Unifor 1987 Ventra Plastics rep



Peterborough-area workers now have access to independent occupational health services with the opening of a satellite office of the Occupational Health Clinics for Ontario Workers. Funding for the office follows years of sustained and collaborative effort by OHCOW and its labour and community partners. To learn more about OHCOW and its range of services, visit <https://www.ohcow.on.ca/>.

OHCOW Peterborough satellite office is now accepting new patients. The office provides service Tuesday, Wednesday and Thursday from 9am to 4pm at 349A George St., Suite 206, Peterborough, ON K9H 3P9 Telephone: 705-749-3444 Fax: 705-745-2463 Email: toronto@ohcow.on.ca

SUDBURY WORKPLACE DEATH LEADS TO CRIMINAL CHARGES

On February 15, 2017 a workplace death in Sudbury struck close to home for labour’s health and safety community. Julien and Sue Dionne lost their only child, Rhéal Dionne to a workplace tragedy. Julien served for many years on the staff of the Workers Health and Safety Centre.

Rhéal was operating a truck on the grounds of his employer, Rainbow Concrete, when an overhead slab of concrete fell, crushing the cab and killing him.

Following the death of Rhéal, the OFL and the Dionne family reached out to the Chief of the Greater Sudbury Police calling for a criminal investigation into the death.

Approximately 18 months later, the Police arrested the owner of Rainbow Concrete on July 30, 2018 and charged

him and the company with one count each of criminal negligence causing death. The first court appearance was September 26, 2018.

“To lose your only child is tragic beyond words. Our hearts went out to Rhéal’s parents, wife Jessica and his son Noah,” said OFL President Chris Buckley. “Now we can only hope that these criminal charges will bring justice to Rhéal’s family and friends.”

The Ministry of Labour has also laid charges against Rainbow Concrete, its owners and two supervisors as a result of this tragedy.

The Criminal Code of Canada was amended by Bill C-45 also known as the Westray Bill to include legal duties for workplace health and safety and impose serious penalties for violations that result in injuries or death. These changes took effect on March 31, 2004.

The OFL continues to reach out to police services every time we hear of a workplace fatality as part of the Kill a Worker Go to Jail campaign. This campaign will continue until police services across Ontario consider negligence by the employer as a possible cause of the workplace death or injury as a routine part of their investigations.





PRIDE SUMMER ACROSS ONTARIO

Across Ontario, Pride celebrations brightened the summer in cities including Toronto, Sudbury, and London. The OFL had representation at nine different pride events in support of LGBTQI inclusion, some in cities holding their first Pride celebrations, including Chatham-Kent and Brampton. Labour played a key role across the province as organizers, supporters, and marchers, celebrating diversity and inclusion.



IN BRIEF:

OFL President Chris Buckley addressed delegates at the Provincial Council of Machinists (OPCM) IAM.



OFL Secretary-Treasurer spoke at the CUPW Tri-regional Women's Conference.

Solidarity:

OFL officers walked the picket lines with locked out workers from IATSE Local 58.



UPCOMING EVENTS

November 20, 2018

TRANSGENDER DAY OF REMEMBRANCE

A day to remember those who were killed due to anti-transgender hatred or prejudice.

November 25, 2018

INTERNATIONAL DAY FOR THE ELIMINATION OF VIOLENCE AGAINST WOMEN

A day for governments, international organizations and non-governmental organizations to raise public awareness of violence against women. It has been observed on November 25 each year since 2000.

December 1, 2018

WORLD AIDS DAY

A day to unite in the fight against HIV, show support for people living with HIV and to commemorate people who have died. World AIDS Day was the first ever global health day, held for the first time in 1988.

December 2, 2018

INTERNATIONAL DAY FOR THE ELIMINATION OF SLAVERY

The focus of this day is on eradicating contemporary forms of slavery.

December 3, 2018

INTERNATIONAL DAY FOR PERSONS WITH DISABILITIES

A day to affirm the commitment to building a more inclusive and equitable world for persons with disabilities.

December 6, 2018

NATIONAL DAY OF REMEMBRANCE AND ACTION

A day to mark the anniversary of the murders in 1989 of 14 young women at l'École Polytechnique de Montréal, and commit to working to end violence against women.

December 10, 2018

INTERNATIONAL HUMAN RIGHTS DAY

A day to honour the United Nations General Assembly's adoption and proclamation, on 10 December 1948, of the Universal Declaration of Human Rights.

December 18, 2018

INTERNATIONAL MIGRANTS DAY

A day to affirm and work for human rights and fundamental political freedoms of migrants, and through sharing of experiences and the design of actions to ensure the protection of migrants.

January 7, 2019

LAUNCH OF WOMEN'S DAY POSTERS AND PINS

Each year, the OFL produces posters and pins for International Women's Day. Funds from the sale of the pins and posters go toward projects that advance women's equality.

January 19, 2019

WOMEN'S MARCHES

Women across Ontario will march for women's rights.

February, 2019

BLACK HISTORY MONTH

A month to remember and celebrate important contributions, achievements, struggles for social justice, people and events in the history of the African diaspora.

February 14, 2019

VIGILS FOR MMIWG

A day to remember missing and murdered Indigenous Women and Girls, and recommit to working for justice and change.

THE OFL TEAM

EXECUTIVE ASSISTANT TO THE OFFICERS:

ROB HALPIN

CONTROLLER:

JANE LIU

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. VP and Exec. Assistant)

ERIN DOUCETTE, Return-to-Work Coordinator, PL

VERN EDWARDS, Health & Safety Director, OFL

SUE FRATRIC, Secretary, PL

LAURIE HARDWICK, 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

JANE LIU, Controller, OFL

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

OCCUPATIONAL DISABILITY RESPONSE TRAINING



»»» PREVENTION LINK

WORKERS' COMPENSATION 101

A comprehensive overview of key components of Workers' Compensation. This one-day course will provide participants with an introduction to workers' compensation legislation and policies, benefits and services, and obligations for injury reporting and return to work participation.

RETURN TO WORK 101

This course provides participants with tools to develop strategies to assist workers with disabilities, individually and collectively; and return them to long-term healthy and productive employment. It will review noteworthy case law and Human Rights legislation.

Who should attend: Anyone in a role with whom workers make contact following a workplace injury or with disability accommodation requests: workers, employers, union reps, stewards, supervisors.

Limited seating.
BOOK EARLY!

WORKERS' COMPENSATION 101 & RETURN TO WORK 101

One-Day Composite Course Per Person » \$149 each
Both Courses » \$275 per person

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

SAULT STE. MARIE	» Sept. 26 & 27, 2018
PETERBOROUGH	» Sept. 26 & 27, 2018
HAMILTON	» Sept. 27 & 28, 2018
CORNWALL	» Oct. 10 & 11, 2018
LONDON	» Oct. 13 & 20, 2018
**NEW DATE TORONTO	» Oct. 13 & 27, 2018
KINGSTON	» Oct. 17 & 18, 2018
ST. CATHARINES	» Oct. 17 & 18, 2018
OSHAWA	» Oct. 22 & 23, 2018
OTTAWA	» Oct. 22 & 23, 2018
WINDSOR	» Oct. 26 & 27, 2018
SUDBURY	» Nov. 06 & 07, 2018
**NEW DATE NORTH BAY	» Nov. 08 & 09, 2018
MORE DATES TO BE ANNOUNCED FOR: BARRIE and KITCHENER-WATERLOO	



PREVENTION LINK 
»»» DISABILITY PREVENTION AT WORK

 
»»» preventionlink.ca