

PRESIDENT'S REPORT

PUBLIC SECTOR WAGE FREEZE

Are you one of the 481,321

Unions vow to make Liberals pay at the

Odds are, you work for Dalton

Wage freeze bill may not survive challenge

Unions vow to fight McGuinty wage bill

Accept wage freeze — or layoffs

POLITICS: Proposed wage freeze for public employees has organized labour up in arms

Unions vow to make Liberals pay

Wage freeze on rough road

THE CANADIAN PRESS

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“MCGUINITY'S BILL ISN'T ABOUT WAGES, IT IS ATTACKING WORKERS' CHARTER RIGHTS”
- Sid Ryan, OFL

Progress reported at CAW contract talks

September 17, 2012 - 4:03am BY THE CANADIAN PRESS

Hospitals, universities face wage freeze

Labour unions unite to fight Ontario's Liberal government

Labour leaders vow fight. Court could strike down wage-freeze bill, Duncan admits

ONTARIO FEDERATION OF LABOUR
EXECUTIVE BOARD MEETING, OCTOBER 2, 2012



PUTTING *equity* BEFORE AUSTERITY

WE ARE ONTARIO
NOVEMBER 2012 OFL EQUITY CONFERENCE



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

President's Report, Ontario Federation of Labour, Executive Board Meeting, October 2, 2012

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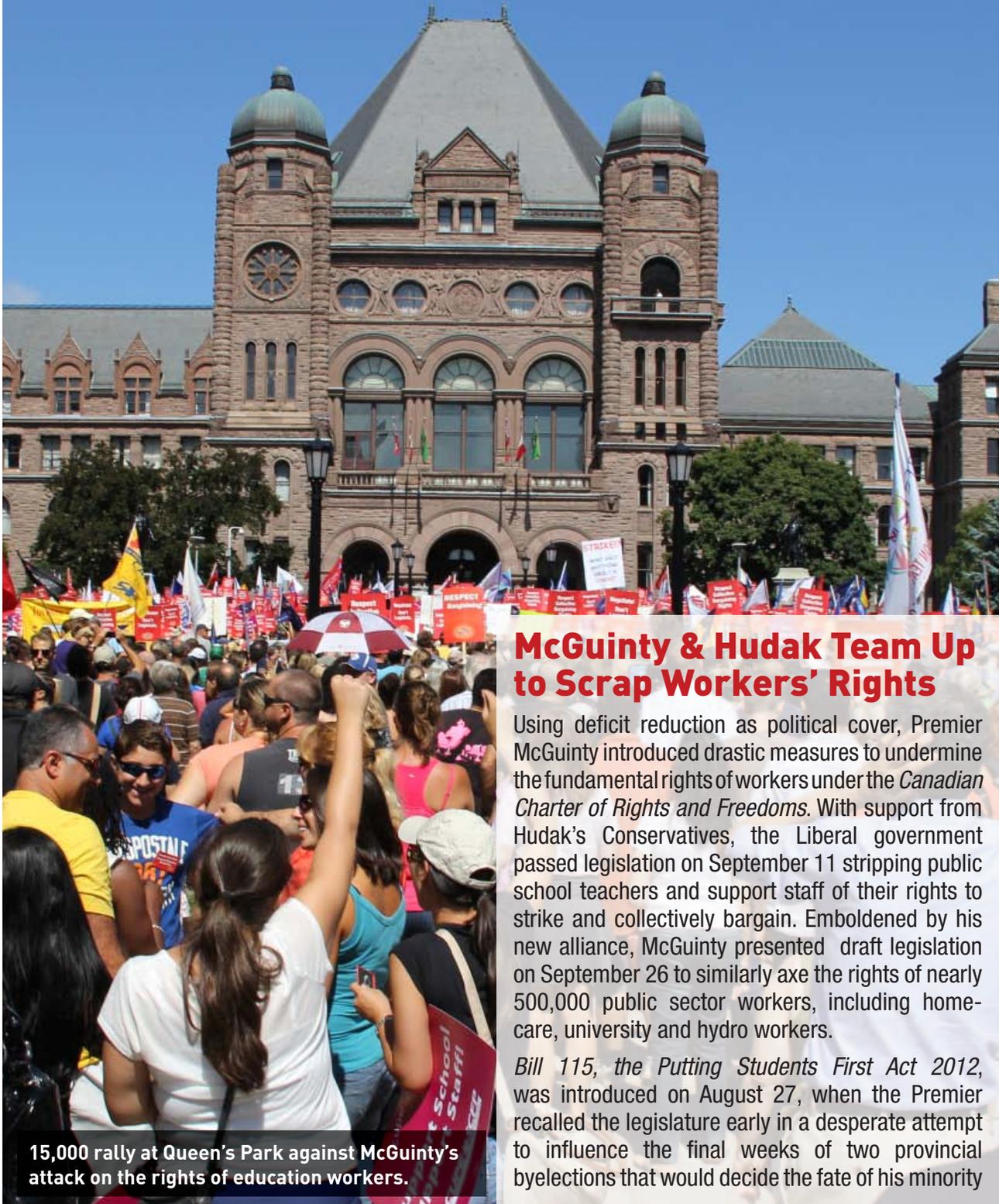
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PART 1: FEATURE ARTICLES



15,000 rally at Queen's Park against McGuinty's attack on the rights of education workers.

McGuinty & Hudak Team Up to Scrap Workers' Rights

Using deficit reduction as political cover, Premier McGuinty introduced drastic measures to undermine the fundamental rights of workers under the *Canadian Charter of Rights and Freedoms*. With support from Hudak's Conservatives, the Liberal government passed legislation on September 11 stripping public school teachers and support staff of their rights to strike and collectively bargain. Emboldened by his new alliance, McGuinty presented draft legislation on September 26 to similarly axe the rights of nearly 500,000 public sector workers, including home-care, university and hydro workers.

Bill 115, the Putting Students First Act 2012, was introduced on August 27, when the Premier recalled the legislature early in a desperate attempt to influence the final weeks of two provincial byelections that would decide the fate of his minority



Forty-five union leaders unite to hold emergency summit to respond to threats to Charter rights.

government. The bill cut salaries, gutted sick leave and bypassed the legal bargaining regime between school boards and education workers.

The bill also granted extraordinary powers to Cabinet, rather than the Legislature, to restrict strikes and lockouts and gave the Minister of Education unlimited and unprecedented powers to change any contract negotiated. At its heart, Bill 115 was an attempt to make social programs and public service workers responsible for eliminating a provincial deficit they did not create.

On August 28, the OFL officers joined 15,000 education workers, parents and allies at a Queen's Park protest that garnered incredible media attention and public support. The OFL and several affiliates presented submissions opposing the bill to the Government Standing Committee on Social Policy during shotgun consultations held two days before the legislation was passed.

Fortunately, the Premier's electoral strategy backfired and the conflict created with education workers inflamed opposition to both the Liberals and the Tories during the byelection votes on September 6.

In the first weeks of the new school term, 76,000 ETFO members began suspending their volunteer activities to observe "McGuinty Mondays" and the province's 60,000 OSSTF members started wearing

black and withdrawing extra-curricular services on Wednesdays in protest. Thousands of high school students have supported these actions through dozens of school walk-outs across Ontario.

In anticipation of a more expansive legislation, the OFL called an emergency Heads of Unions meeting on September 26 to coordinate labour's response. On the same day, Finance Minister

Dwight Duncan announced a draft bill, ironically called the "Protecting Public Services Act," to grant Cabinet the power to cut wages, eliminate benefits and ban strikes for the broader public sector until the deficit is eliminated – likely to be as late as 2018. The draft

bill would allow government to over-ride contract arbitrators in disputes regarding essential service workers, like firefighters and hospital workers.

"This legislation has nothing to do with deficits, wages or benefits. It is about eliminating the Charter rights of workers in order to weaken opposition to government cuts," said OFL President Sid Ryan.

At their emergency meeting, union leaders called upon the OFL to unite the labour movement around a strategic plan to defend labour rights and challenge the austerity agenda. Coordinated with social allies, this campaign will include social media, mass mobilizations and an electoral strategy.

481,321 public sector workers to lose Charter rights



OFL and Common Front Report Reveals Ontario as Dead Last

On August 29, the OFL and the Ontario Common Front released a ground-breaking report on Ontario's widening inequality that created a fire storm of media coverage from one end of the country to the other. Entitled, "*Falling Behind: Ontario's Backslide into Widening Inequality, Growing Poverty and Cuts to Social Programs*," the report showed that by every important social indicator, Ontario has sunk to dead last behind every other province in Canada.

Pulling together all available data pertaining to nearly every sector, the report compared Ontario's general social equality against the rest of the nation in order to evaluate the impact of cuts to social program funding on everyday Ontarians. The result was an unprecedented report that examined the wage gap, hours of work, hospital beds, tuition fees, child poverty rates, support for seniors, access to affordable housing, disability support, and much, much more. The findings demonstrated that Ontario is at the bottom of the pack when it comes to equality and social programs and that a growing number of Ontarians are falling behind in the economy.

The report found that 40 percent of Ontarians – 600,000 families – are struggling with incomes that are stagnant or declining and that more than 393,000 children live in poverty while Ontario leads the country in cuts to corporate and income taxes. One in seven Ontario children are currently impoverished, but this ratio leaps to one in two for some racialized communities. Shamefully, Ontario spends the least on social programs to support those in need.

Across Ontario and Canada, newspaper headlines, editorial columns and talk show panels echoed the findings of the report and showcased the negative impacts of McGuinty's cuts only a week before two provincial byelection votes were held.

The full report and factsheets can be found at: <http://weareontario.ca/index.php/fallingbehind>



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Ontario Common Front Launches New Campaign Website

In April, the OFL helped to create the Ontario Common Front with more than 90 community and labour groups that launched the *We Are Ontario* campaign and rallied more than 15,000 people at Queen's Park to oppose cuts to jobs and services.

Public support for this campaign helped pressure the government to accept NDP budget amendments that shielded child care and disability funding while increasing taxes for high income earners.

However, despite the objections of the electorate, McGuinty's budget levelled devastating cuts to jobs and social programs that would knock the legs out from under families struggling in today's economy. In response, the Ontario Common Front created a diverse

and representative steering committee headed up by OFL Secretary-Treasurer Nancy Hutchison and local coalitions began springing up in Cornwall, Brampton-Mississauga, Hamilton, Kitchener-Waterloo, London and several other regions.

On Labour Day, the Ontario Common Front launched a new activist website for fighting cuts to jobs and services at www.WeAreOntario.ca. The innovative site promises to be a central online portal for sharing campaigns, events, cuts, testimonials and reports with activists across the province. Using an interactive map of Ontario, activists can follow and post content that relates directly to the impact of the austerity agenda on their community.



Nancy Hutchison heads a diverse committee of community & labour activists in the Common Front.



OFL Memorializes Jack Layton with Statue & Celebration

The OFL is hosting a fundraising dinner “Labour’s Tribute to Jack Layton” on Saturday, November 24, 2012 at the Doubletree by Hilton (Toronto Airport Hotel). The proceeds from the Tribute will go towards the creation of a beautiful, bronze Jack Layton memorial statue. Platinum level sponsors will have their organizational name recognized on a permanent plaque at the site of the monument, but donations of all sizes will help make this memorial a reality.



The OFL is working with Olivia Chow to create this touching memorial to ensure that Jack’s legacy of love, hope and optimism lives on in the hearts of Canadians. Master sculptor David Pellettier has been hired to create a life-sized bronze statue of Jack sitting on the back seat of his signature tandem bicycle, with room on the front seat for visitors to pose for a photo taking a ride with Jack. Of course, the symbolism of Jack in the back seat will not be lost on the millions of Canadians who always knew that “Jack had their back.” The City of Toronto will be supporting this memorial by donating land at the newly minted “Jack Layton Ferry Terminal” on Toronto’s waterfront for the monument.

However, this project is expensive and funds are desperately needed for the artisanship, raw materials, lighting, maintenance and upkeep.

The OFL launched a credit card and PayPal donation portal on its website in early August and already scores of donations have been received from individuals, organizations and unions. But the most significant donations have come from ten unions that have been the first to step up with Platinum level sponsorship. Ask your union to donate: www.ofl.ca/index.php/LaytonMemorial

For dinner tickets, contact: JackTribute@ofl.ca



OFL Officers and staff joined hundreds of volunteers to support stellar NDP candidate Catherine Fife.

PART 2: GOVERNMENT RELATIONS

NDP Wins K-W Byelection and Denies Liberal Majority

On September 6, Premier Dalton McGuinty was once again handed a minority government. Battle-worn from the spring budget process and unwilling to accept the minority status, McGuinty manufactured a byelection in Kitchener-Waterloo by wooing Tory MPP Elizabeth Witmer with a plum post as head of the Workplace Safety and Insurance Board (WSIB).

Hoping to snatch the seat from the Tories, McGuinty sought a de facto majority to avoid having to collaborate with Andrea Horwath and the NDP. However, the Grits overplayed their election hand by vilifying the province's teachers and educational staff in a cynical ploy to divide voters.

Despite a shameful Liberal smear campaign directed against the NDP and the province's trade unions, the NDP stayed above the fray by appealing to voters' sense of fairness and support for public services. NDP candidate Catherine Fife was an instant front-runner with solid education credentials and deep ties in her community. The OFL officers and staff donated personal time to the campaign and, on election day, flooded the riding. Fife handily snatched the Kitchener-Waterloo seat with 40 percent of the vote – ending 22 years of Conservative leadership in the riding and denying the Liberals their coveted

majority. A simultaneous byelection in the Liberal stronghold riding of Vaughan saw Steven Del Duca maintain a seat formerly held by Liberal titan Greg Sorbara.

Focusing on the pivotal seat in K-W, the OFL and Waterloo Region Labour Council President Len Carter helped to kick-start a local chapter of the Ontario Common Front that quickly picked up community support and became a major intervener in the election. The K-W Common Front made poverty a front-page news story during the election and forced candidates to respond to the issue of Ontario's growing income inequality.

Teacher unions are planning strike votes.

They don't like the **Ontario Liberal** plan to **protect full-day kindergarten and class sizes** by freezing wages and cancelling banked sick day payouts.

The **NDP** supports unions – they can't say no.

There's only one way to **stop teacher strikes and the NDP.**

On September 6, **Vote Ontario Liberal.** Keep our schools the **best in the English-speaking world.**

Liberal
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www.ontarioliberal.ca

Liberal campaign materials attacked unions and the NDP.



Sid Ryan

President, Ontario Federation Labour

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When Hudak Says "Flexible" Labour, He Really Means "Cheap"

Posted: 07/18/2012 10:10 am



Hudak Touts "Flexible Labour" in American-Style Platform

Ontario Progressive Conservative Leader Tim Hudak launched an aggressive campaign against basic labour rights in Ontario with his July release of a White Paper called "Paths to Prosperity – Flexible Labour Markets." Frustrated after having the Tory legal challenge of the Working Families Coalition shut down by the courts for the third time, Hudak retaliated with a 20-page platform that called for the elimination of collective bargaining rights.

The paper lays out the Tories' new policy on workers' rights and unveils an economic scheme for the province that is centered on reduced public services and cheap labour. To accomplish this, Hudak plans to dismantle generations of hard-fought workers' rights to collectively organize through labour unions.

At the centre of Hudak's proposal is Alabama-style "right-to-work" legislation that strips workers of the democratic ability to bargain collectively with their employer and allows employers to drive down wages and working conditions.

All workers would lose from this strategy. According to the U.S. Bureau of Labor Statistics, there was a 2 percent drop in the real median earnings of union and non-union workers between 2010 and 2011.

OFL President Sid Ryan responded to the Tories with a flurry of opinion pieces in major media outlets, including: Toronto Star (July 14), Hamilton Spectator (July 14), Windsor Star (July 19), Toronto Sun (July 23), and HuffingtonPost.ca (July 18, 19 and 20).

Sid Ryan Responds to Hudak Excerpt: Windsor Star Op-Ed, July 19, 2012

Tim Hudak would have you believe that workers are better off without their right to work together. In the future he dreams for Ontarians, workers will shuffle from one low-wage, precarious job to another, competing with each other in a race to the bottom. This is what he means by "flexibility" and it is the path to poverty, not prosperity.

If Hudak truly had the welfare of working people in mind, he would recognize that unions raise the bar – for all workers – on wages, benefits and working conditions, and that families with decent livelihoods have more money to spend on services and small businesses that help the economy thrive. This is the conclusion of the World Bank, which found that by every meaningful economic indicator, countries with higher rates of unionization have lower unemployment and inflation, higher productivity and speedier adjustments to economic shocks. Union membership also reduces wage differences between men and women. So, in a nutshell, improving workers' rights is the best way to reduce economic inequality. But to be swayed by that moral argument, one first has to see equality and fair wages as a priority.

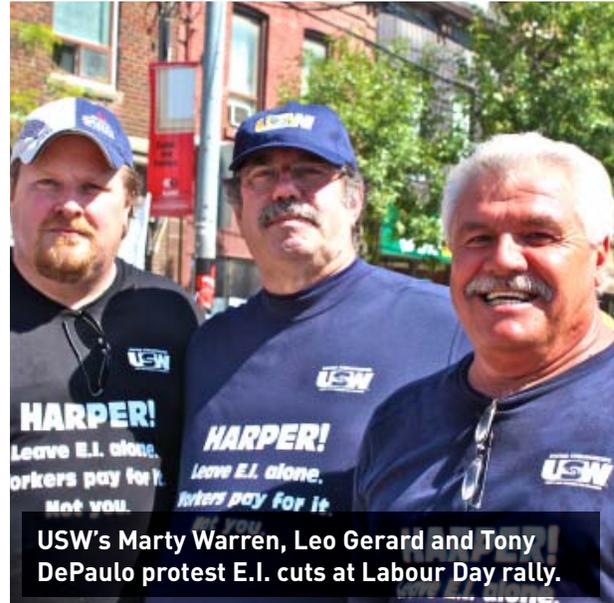
Hudak's vision is not about "modernizing" the labour market in the interests of prosperity for all; it is about ushering in an era of permanent uncertainty for working people to the overwhelming benefit of corporations making record profits. Ontario workers deserve more rights, not less, and as for profitable corporations, well, it is time they start paying their fair share, just like working people already do.

E.I. Cuts Threaten the Wages of All Canadian Workers

This year, the labour movement is actively challenging recent changes to Employment Insurance (E.I.) that will limit access and depress the wages and working conditions of domestic and migrant workers. Regular recipients of E.I. will be subjected to new job search requirements that require workers to take any job available rather than match their skills with suitable employment. Such provisions are likely to have the strongest effect on seasonal workers, the majority of whom reside in Ontario and Québec, including workers in the elementary, secondary and post-secondary sector.

The federal government's decision to force E.I. recipients to compete with temporary foreign workers, who can now be paid as much as 15 percent below the average wage for a particular job, will drive wages down for all workers. These measures imposed by the Harper government are a barely disguised low-wage strategy for all workers. They are predicated on a hope that migrant and domestic workers will be divided against one another and that workers in economically depressed regions will compete with those in more prosperous parts of Canada.

On June 28, the OFL's Labour Adjustment Committee met with NDP MP Andrew Cash (Davenport) to discuss his initiative to support urban workers and expand access to E.I. At the meeting, the OFL sought support for reducing qualifying hours and



USW's Marty Warren, Leo Gerard and Tony DePaulo protest E.I. cuts at Labour Day rally.

expanding mandatory participation in this social insurance program. The OFL also reiterated its staunch opposition to regressive, private models of unemployment "insurance," such as the Job Seekers Loan scheme promoted by institutions like the Mowat Centre. A final lobbying priority was to stop the widespread misclassification of workers as "self-employed" when they should rightly be classified as employees and entitled to these critical public support services.

The OFL's new E.I. petition will equip local activists with organizing tools and build support for reform.

Companies Stockpile Half a Trillion in Tax Cut Profits



Many Canadians were outraged to learn from Bank of Canada Governor Mark Carney that Corporate Canada is hoarding half a trillion dollars in taxpayer-subsidized surplus profit. Calling it "dead money", Carney begged Canada's banks and corporations to begin investing in jobs, research and development, equipment, training – anything that could kick-start our economy.

Photo: Addressing the CAW Convention in August, Carney put to lie the myth that corporate tax cuts lead to economic growth.



PART 3: HEALTH & SAFETY & WORKERS' COMPENSATION

Crown Appeals Metron Sentence as “Manifestly Unfit”

Metron Construction owner Joel Swartz was catapulted back into the media twice during the slow summer months, first when his company was fined \$200,000 for criminal negligence on July 13 and again a month later when the Crown appealed that sentence as “manifestly unfit.” The verdict captured incredible media attention because it marked the first time in history that an Ontario company had been convicted in a criminal court for a workplace death since the *Criminal Code of Canada* was amended in response to the 1992 Westray Mine Disaster.

The hard work of the OFL kept media attention on this tragedy since December 24, 2009 when a swing stage collapsed at a West Toronto high-rise and five workers plunged 13 stories. Immediately launching its now renowned “*Kill a Worker, Go to Jail*” campaign, the OFL demanded jail time for negligent employers.

Workers' lives should be worth more than \$50,000

However, on July 13, workers' hopes for justice plummeted when Swartz signed a plea bargain that protected him from criminal conviction. As part of the deal, Justice Robert Bigelow levelled a meager fine of \$200,000 against a company whose criminal negligence killed four workers and seriously injured a fifth. An additional fine of \$90,000 was meted out for *Occupational Health and Safety Act* violations, but

it was the leniency of the criminal conviction that led the OFL to call on the Crown to appeal the sentence.

OFL President Sid Ryan called the ruling a “disgrace” and told a packed media scrum: “If a worker's life is only worth \$50,000, then bosses can simply chalk workplace fatalities up as the cost of doing business.”

On August 21, the OFL applauded the Ontario Attorney General's appeal of the Metron sentence on the grounds that it was “manifestly unfit” and based on an erroneous sentencing assessment.



Grieving neighbours mark the site of the tragedy.

“Bad Gas” Campaign Defends the Little Guy Against Big Oil

On September 15, Toronto gas station attendant Jayesh Prajapati was run over and killed during pursuit of an SUV driver who stole \$112 worth of gas from the Shell station where he worked. Allegations quickly surfaced about franchise owners illegally docking workers' wages to pay for stolen gas.

The OFL immediately sent letters to the Toronto Police Service and the Minister of Labour calling for full investigation into the policies of Shell Canada and the possible role they played in the tragedy. The OFL cited Bill-C45 *Criminal Code* clauses that impose criminal charges in cases where employer negligence causes a worker's death.

On September 18, the OFL launched the Bad Gas Rip-Off Hotline so that gas station and late night retail attendants could report employers who were

illegally docking their wages to cover the cost of customer theft. Announcing the hotline publicly in several mainstream radio, television and print media outlets, the OFL further promoted the toll-free number through nearly 1,500 faxes sent to local gas stations and 3,000 automated voice messages to workers on morning, evening and weekend shifts.

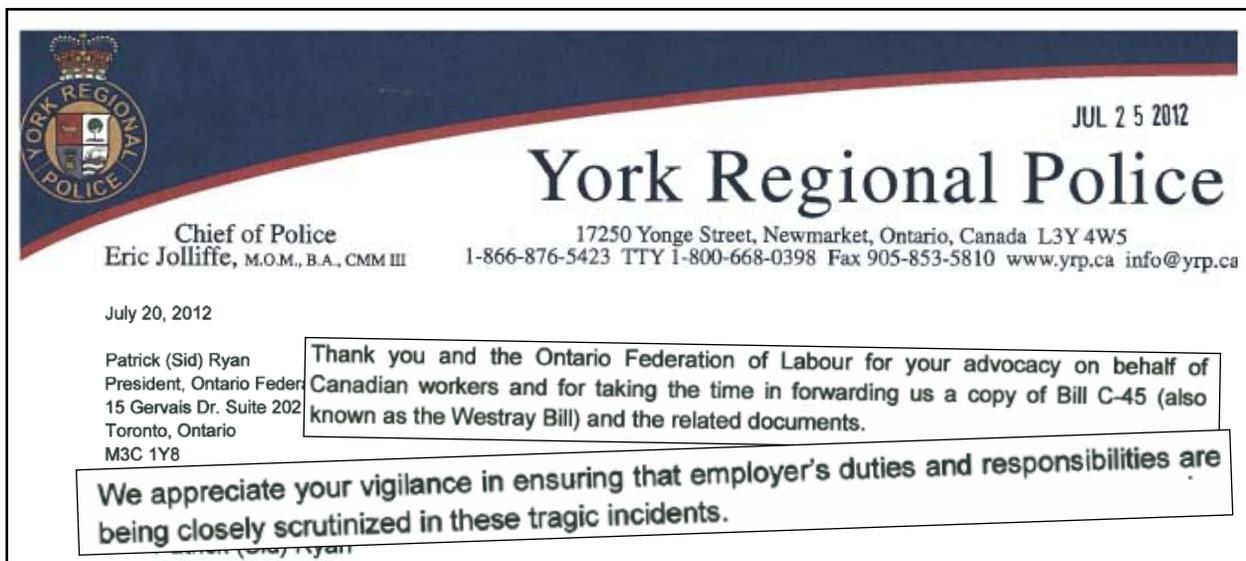
“At far too many gas stations, after a thief drives off with stolen gas, the company turns around and steals the money back from vulnerable workers,” said OFL President Sid Ryan. “The OFL's Bad Gas Rip-Off Hotline is helping the little guy push back against wage theft by Canada's big oil companies.”

Dozens of current and former gas attendants, and even a former Toronto police officer, have called in to report illegal or unfair corporate policies, demonstrating that the problem is widespread across the province and oil companies.

The OFL has enlisted the help of labour councils to distribute 20,000 business-sized cards telling local gas attendants to call in anonymous tips to **1-800-668-9138** or email info@ofl.ca

A list of the companies reported and *Employment Standards Act* violations cited will be compiled and submitted to the Ministry and appropriate police departments.





OFL Seeks Compensation for Occupational Disease

In June, the OFL sent a letter to Premier McGuinty to advocate for the victims and survivors of occupational disease. After an employer-led lobby campaign in 2009, the Workplace Safety and Insurance Board (WSIB) changed its operational practice of paying loss of earnings (LOE) benefits when a worker is no longer in the workforce and no longer has earnings to lose. Previously, the WSIB had paid loss of earnings benefits for new occupational disease claims that were diagnosed well after the worker had retired from the workforce. LOE benefits were also paid when a worker underwent surgery after retirement, even when retirement was voluntarily.

The Workplace Safety and Insurance Appeals Tribunal (WSIAT) concluded that the WSIB did not have the statutory authority under Section 43 of the *Workplace Safety and Insurance Act, 1997* to award LOE benefits where the worker had no loss of earnings. The WSIB has since rejected the claims of many victims and survivors of occupational disease.

But this issue does not blur the facts that in occupational disease claims, if the evidence proves on a balance of probabilities that the workplace exposure significantly contributed to the disease, the worker should be compensated.

The OFL's letter called for the repeal of this policy on the basis that it ignores the significant latency period that often follows harmful exposure and the development of disease. It reminded the Premier of the "historic compromise" of 1914 in which workers give up their right to sue employers for workplace injury or disease in exchange for fair compensation.

The OFL is meeting with the Minister in October to discuss strategies for restoring compensation to victims of occupational disease and their survivors.

WSIB Conducts Benefits Policy Consultation

In May, the WSIB released its Policy Agenda, which identified a list of policies to be reviewed and evaluated. Policy areas identified for the 2012-2013 consultation include: Recurrences, Work Disruptions, Permanent Impairments and Aggravation Basis. Former Deputy Minister of Labour Jim Thomas began carrying out public hearings throughout the province on September 24. Worker input in this process is critical for informing the policy recommendations included in his final report to the WSIB.

For more information or copies of the consultation paper, type "WSIB Benefits Policy Consultation" in any web-based search engine.

The OFL held workshops across the province in September to prepare affiliates for the consultations.

Nancy Hutchison Appointed to Ontario Prevention Council

On August 10, the Ontario government finally unveiled the province's first Prevention Council on Occupational Health and Safety. Included in the announcement was the appointment of OFL Secretary-Treasurer Nancy Hutchison and four other worker representatives to advise the government on measures to protect workers across the province.

Included on the Council are Patrick Dillon (Provincial Building and Construction Trades Council of Ontario), Colin Grieve (Ontario Professional Firefighters Association), Bryan Neath (United Food and Commercial Workers Canada) and Linda Vannucci (Toronto Workers' Health and Safety Legal Clinic).



WSIB Called Before Legislative Committee

On July 4, the Workplace Safety and Insurance Board (WSIB) was called before the Standing Committee on Government Agencies where the OFL, several affiliates and the Ontario Network of Injured Worker Groups (ONIWG) presented strong calls for reform.

In its submission, the OFL called for:

- Stronger responsibility for the WSIB Board of Directors in strategic policy decisions;
- The full indexation of benefits for all injured workers to the cost of living;
- The establishment of clear timelines for consultation and implementation of the other key recommendations from the Arthurs Report;
- Full coverage of all workers and sectors in the province, including all independent operators and other individuals carrying out front line work in covered sectors;
- An end to the discriminatory practice of "deeming", which reduces benefits based on hypothetical earnings from jobs injured workers may not have;
- Full compensation to injured workers for their actual loss of earnings; and
- The restoration of benefits to victims and survivors of occupational diseases diagnosed or treated after the worker stopped working.

The OFL also expressed concern about the Board's plan to implement a new objection and appeals system that will discourage workers from pursuing claims. The OFL called for the WSIB to commit to fulfilling its investigative mandate and devote the necessary resources to deal with the backlog of nearly 5,000 appeals in a reasonable time.

It is likely that the WSIB will be called back before the Standing Committee later in the Fall.

2012 WSIB DEATH & INJURY STATS

236 fatalities were reported to the Workplace Safety and Insurance Board as of July 31, 2012.

48 traumatic on-the-job deaths were reported, but only 41 have been allowed.

163 occupational disease related deaths reported but only 109 allowed.

140,581 total injury claims were made, but only 105,869 were allowed.

Compared to **435** fatality claims and **240,000** injury claims in 2011, it is clear that Ontario's shameful trend remains unabated.



PART 4: EQUITY & HUMAN RIGHTS

OFL and UFCW Team Up to Defend Migrant Workers

In August, the OFL teamed up with the United Food and Commercial Workers (UFCW) to launch a special project designed to defend the rights of migrant and temporary foreign workers in Ontario.

The discriminatory practices of the governments of Ontario and Canada have created a two-tier system in which migrant and temporary foreign workers face lower wages, longer hours of work, fewer health and safety protections and less control over their working and living conditions. The result is a precarious workforce that lacks the basic human and labour rights that most other workers take for granted. However, the vulnerability of this marginalized group of workers serves to drive down the wages, benefits and working conditions of every worker in Ontario.

This joint project will focus on educating the public and mobilizing support for migrant workers' rights. It will feature research and educational components that include posters, leaflets, teach-ins, town hall meetings and social media campaigns. By including vulnerable workers in campaign planning, development and implementation, the project will seek to empower migrant and temporary foreign workers, raise awareness about their economic and social contributions and defend their inherent rights as workers in Canada. Of immediate concern are the Harper government's recent decisions to

allow Canadian employers to pay temporary foreign workers up to 15 percent less and to dramatically shift away from immigration strategies in favour of importing temporary and migrant workers.

Long-time labour activist Edgar Godoy is heading up the project and will be enlisting the support of the Ontario Common Front to build community support for these vulnerable workers with the goal of securing labour and human rights for all migrant workers in Canada. Several OFL affiliates have already become active in the project and outreach is currently underway with various human rights agencies, as well as local and international groups, that work closely with migrant workers from the Philippines, Jamaica, Mexico, Guatemalan and other home countries.

The OFL and UFCW will also be working with the CLC to develop and facilitate a workshop entitled: "*Protecting Rights. Building Solidarity: A workshop on Migrant Labour and Immigration Issues.*"

Advocating for Human Rights

OFL human rights statements during this reporting period are available at www.OFL.ca:

June 21: National Aboriginal Day
Sep 3: Labour Day

PUTTING *equity* BEFORE AUSTERITY



OFL To Host Equity Conference

From November 9 to 11, the OFL will be hosting an Equity Conference in Niagara Falls under the theme: “*We Are Ontario: Putting Equity Before Austerity.*” The event will be opened up to members who belong to the OFL’s many equity-seeking constituencies, including Aboriginal persons, human rights, LGBTQ, persons with disabilities, women workers, workers of colour and workers under 30. Community groups will also be invited to attend the event.

“Building a united and inclusive movement requires space to reflect on the barriers that divide us,” said OFL Executive Vice-President Irwin Nanda. “Joint empowerment starts with shared recognition.”

The conference will be structured around interactive learning circles that will focus on the intersection between oppressions faced by people from equity-seeking groups in today’s society. Each participant will take part in two learning circles with time provided for affiliates and caucuses to meet.

For details, visit: www.ofl.ca/index.php/equity2012

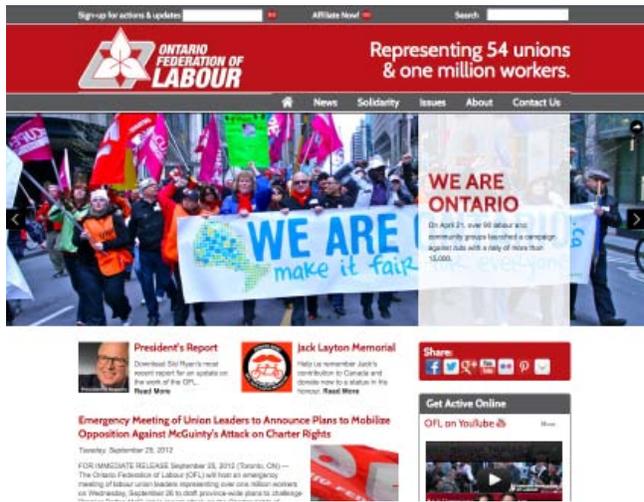


Out & Proud: Labour Celebrates Pride

In Toronto, Peel and across the province, labour celebrated LGBTQ Pride



PART 5: INSIDE THE OFL



OFL Unveils New Website

In early August, the OFL launched a brand new website that integrates social media, photos and video content in a blog style format. The attractive new interface enables more timely updating and allows visitors to easily share content with friends and followers.

The new site gives greater prominence to the OFL's important labour and human rights work and will soon host interactive campaign tools. Old content is currently being restored to the site and new content is being added daily, so sign up for updates.

2012 Labour Honour Roll Scholarship Winners

For 28 years, the OFL has awarded two scholarships for post-secondary studies, worth \$2,000 each, in honour of retired or deceased trade union activists who have contributed to the labour movement in Ontario.

This year, 65 applications were submitted and the winners were selected by a subcommittee of the OFL's Workers Under 30 Committee based on a blind evaluation of essays submitted.

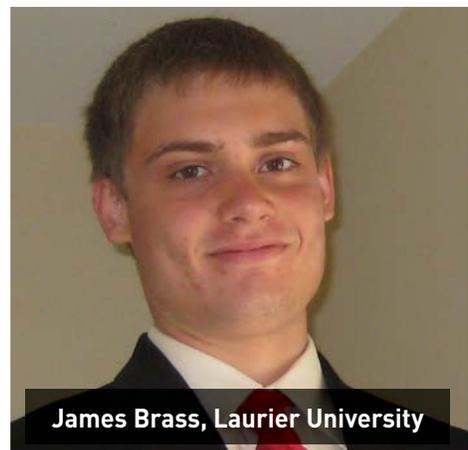
The OFL is proud to recognize scholarship winner Julie Bolton from Petrolia who will attend Brock University and James Brass from Etobicoke will study at Wilfrid Laurier University. Julie's father is CEP Local 914.01 member Paul Bolton and James is the child of ATU Local 113 member James R. Brass.



Five Names Added to Labour Honour Roll

This year's scholarships were awarded in the name of the following five outstanding labour activists:

- Brother Robert (Bob) Chernecki, CAW
- Brother Kevin Corporon, UFCW Canada
- Sister Marnie Daly, OECTA
- Sister Bonnie McLaughlin, OSSTF (deceased)
- Brother Gerry Gallagher, LIUNA Local 183 (deceased)





Sister Pam Frache was no stranger to government committees. Pam joined officer Nancy Hutchison earlier this year to present the OFL's budget submission staunchly opposing cuts.

OFL's Pam Frache Exchanges Work Boots for Text Books

The OFL team suffered a great loss with the decision of Education and Research Director Pam Frache to put her career on hold this fall to return to school.

In August, Pam ended six years at the OFL to pursue a Master's Degree in Labour Studies at McMaster University in Hamilton. Pam came to the OFL after nearly two decades of activism and employment with the Canadian Federation of Students and is well known as a strident campaigner for women's rights and human rights in Canada and around the world.

Pam first joined the OFL team as the Education Director where she took on the Federation's "Education is a Right Committee" and soon became an expert on apprenticeship and trades. Pam later assumed the role of the Federation's Research Director, in addition to her other duties, and proved herself to be a powerhouse within the labour movement. Her sharp and principled analysis, great gift with words and incredible output earned her the respect of everyone she worked with.

"I am departing the OFL on an exceptionally high note and I know that the work we have all done together on so many different issues will continue apace under the leadership of Sid Ryan, Nancy Hutchison and Irwin Nanda," said Pam. "Indeed, I consider my move to be a lateral one, as I'll now be a rank-and-file member of CUPE 3906 in my new capacity as a graduate student at McMaster."

Pam's dedication and commitment to her many committees made a significant mark on the labour movement. In particular, her work on apprenticeships, labour adjustment, labour law reform, and the college of trades helped to keep these vital issues on the front burner of the labour movement.

"While we are sorry to see a sister of Pam's calibre and talent leave the OFL, we are thrilled to know she is pursuing her dream of going back to school," said OFL President Sid Ryan. "Pam is a dedicated and talented activist who feels passionately about all of the work she does. Her contribution to the labour movement and the people of Ontario cannot be measured."



OFL's Sid Ryan addresses CAW delegates before an historic vote to form a new union with the CEP. Inset: CAW National President Ken Lewenza and CEP President Dave Coles applaud the new union.

PART 6: AFFILIATE & LABOUR MOVEMENT SOLIDARITY

CAW Lands Deals with Detroit Three Automakers

As Premier McGuinty followed Harper's aggressive anti-union lead, the Canadian Auto Workers' union (CAW) taught both politicians a timely lesson in labour relations. Heading to the negotiating table with their right to strike intact and the ability to bargain freely, the CAW successfully bargained settlements with each of the "Detroit Three" automakers.

The union entered negotiations with each company demanding concessions from current employees and a two-tier system for new hires but walked away with agreements the members overwhelmingly approved.

Now that members have officially signed off on the auto agreements the union is shifting attention to a long-overdue national auto policy for Canada.

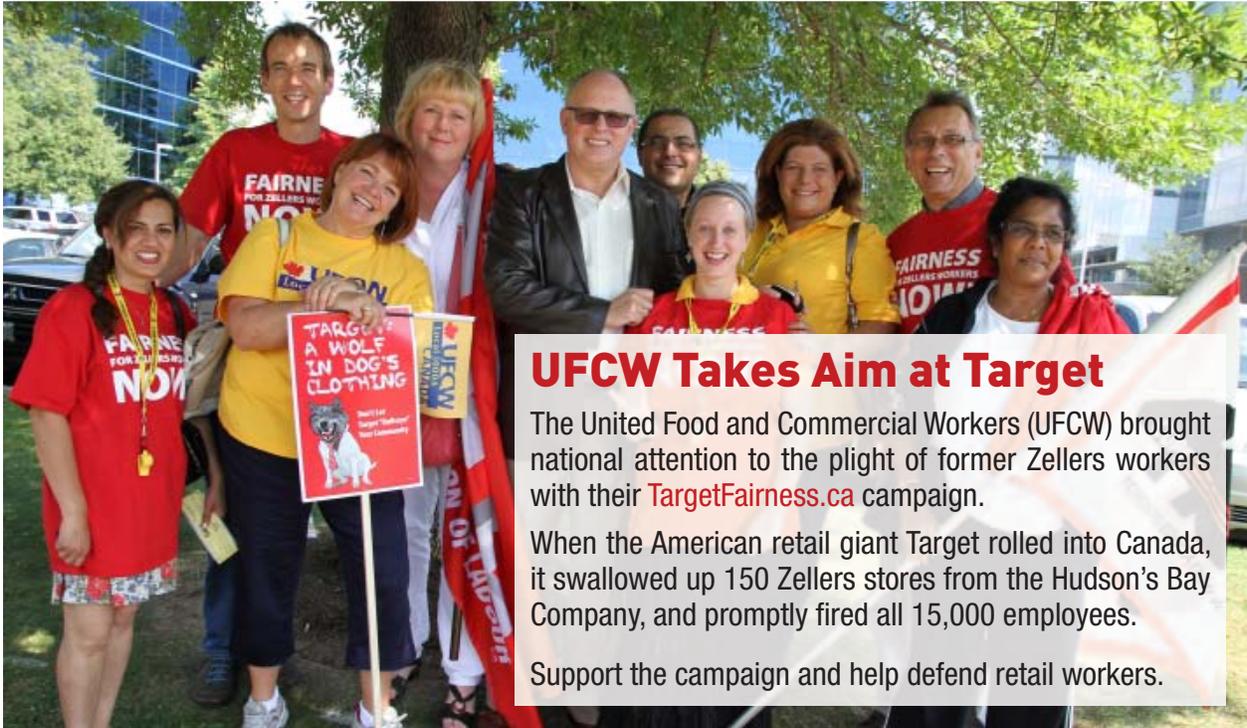
The CAW's *Re-Think Canada's Auto Industry* campaign proposals include the development of auto investment policy, building a green industry, a buy-Canadian vehicle purchasing strategy and a number of other measures.

CAW Votes to Form New Union with CEP

On August 22, more than 600 delegates from the Canadian Auto Workers union (CAW) voted unanimously to join with the Communications, Energy and Paperworkers (CEP) to form Canada's largest private-sector union. In a packed convention hall, CAW members were the first to consider a proposal that would launch a new organizing model for the labour movement – one that would open up membership to youth, retirees, unemployed workers and even individual workers in non-union workplaces. Under the proposed model, independent workers could elect to pay union dues and have the opportunity to participate in the campaigns, activities and structures of the broader union.

According to Presidents Ken Lewenza (CAW) and Dave Coles (CEP), this brand of "social unionism" is necessary for building support and challenging the neo-conservative attack on the social safety net.

CEP will vote at its Québec convention in October. For information, visit: www.newunionproject.ca



UFCW Takes Aim at Target

The United Food and Commercial Workers (UFCW) brought national attention to the plight of former Zellers workers with their TargetFairness.ca campaign.

When the American retail giant Target rolled into Canada, it swallowed up 150 Zellers stores from the Hudson's Bay Company, and promptly fired all 15,000 employees.

Support the campaign and help defend retail workers.

IAMAW Files International Challenge Against Harper



IAMAW's massive International Convention.

On September 25, the International Association of Machinists and Aerospace Workers (IAMAW) submitted a complaint to the International Labour Organization (ILO), protesting the Canadian Government's violation of the fundamental right to freedom of association and collective bargaining under international law.

"Free collective bargaining is an essential component of a free society," explained IAM Canadian General Vice-President Dave Ritchie. "We have called on the ILO to use all available means to ensure that Canada meets its international obligations."

PSAC's People's Court Puts Austerity Cuts on Trial

The Public Service Alliance of Canada (PSAC) has been actively challenging the cuts to 20,000 federal jobs that provide vital public services to Canadians.

On September 15, PSAC organized a national day of action and held simultaneous events in cities across the country. Officers Sid Ryan and Irwin Nanda joined the Toronto action, while Nancy Hutchison joined activists at a Kitchener rally.

In Toronto, hundreds of activists staged a theatrical "People's Court" to put the Austerity Agenda on trial.



All rise! PSAC's People's Court now in session.



PART 7: COMMUNITY AND INTERNATIONAL SOLIDARITY

South African Miners Face Massacre and Win Gains

On August 16, an army of South African police, backed by helicopters and armoured vehicles, responded to striking workers at the Marikina Platinum Mine with tear gas, water cannons, stun grenades and, ultimately, began shooting and killing dozens of workers. At the end of the day, police had killed 34 striking miners and left hundreds more wounded and arrested, making it the bloodiest police action in South Africa since the end of apartheid in 1994.

OFL President Sid Ryan wrote to South African President Jacob Zuma to support the call issued by the Congress of South African Trade Unions (COSATU) for a full and independent investigation into the violence at the Lonmin mine in Marikana and the police shootings of striking workers. In addition, the OFL called for action against Lonmin – the London-based company that owns the mine. Lonmin is the world's third largest platinum producer and accounts for 12 percent of the world's output of platinum, yet its workers are some of the most brutally exploited in South Africa.

Last year, Lonmin fired all 9,000 workers when a similar dispute over union representation stopped work at its nearby Karee mine. The company then forced all of the workers to reapply for their jobs in order to shut out those who were perceived to be union organizers. Lonmin's reputation for contempt towards its workers was again displayed when the company threatened its Marikana workers with termination if they failed to report to work only days after their co-workers were slain.

While the South African government has ordered an inquiry into the massacre, it has been widely criticized for being too slow in dealing with the crisis.

The six-week long wildcat strike in Marikana ended in mid-September with the workers winning a stunning 22 percent pay raise. In the meantime, unrest has spread to neighbouring gold and platinum mines where workers are demanding similar wages.

Unfortunately for the families of the victims of police violence, the wheels of justice have just begun to turn.



PSAC's Larry Rousseau joins Occupy action on Parliament Hill.

Occupy Protestors Greet Returning Parliamentarians

On Monday, September 17, hundreds of Occupy Movement activists from across the country descended on Parliament Hill in Ottawa to demand an end to Prime Minister Harper's cuts to jobs and services and to call for direct democracy in Canada.

OFL President Sid Ryan joined the occupiers to demand that the fundamental rights of workers and the civil rights of protesters – two cornerstones of democracy – be protected.

The rally was timed to greet Canada's legislators on the day that Parliament reopened after summer recess and the one-year anniversary of Occupy Wall Street. Hundreds of occupy protesters from across the country travelled to Ottawa for the rally, including many who began walking to Ottawa on May 1, 2012 from as far away as Victoria, British Columbia.

"Stephen Harper came to power through election fraud and with the support of only 21 percent of Canadians, yet he has used his power for a pro-corporate and pro-military agenda," said Lana Goldberg, a spokesperson for Occupy Toronto. "Harper has no mandate for undermining the very foundation of our democracy in Canada and it is time that Canadians began to demand that people come before corporate profits."



Defending child care: Motilall Sarjoo (BMDLC), Gogi Bhandal (CLC) and Nancy Hutchison (OFL).

Peel Shuts Down Child Care

On September 13, the Peel Region Council shamefully voted to close 12 public child care centres in a decision that will shutter the region's centres by September 2014. The Brampton-Mississauga and District Labour Council, the Ontario Coalition for Better Child Care (OCBCC), the OFL, the CLC, affiliates and scores of community allies that successfully forestalled the closure of the Centres in late January again mobilized to oppose the vote.

Behind the planned cuts was a report by KPMG – the same company that advised the City of Toronto on sweeping service cuts – that was kept secret until public and media pressure forced the council to share it with residents. The response from Peel parents has been understandably irate. The planned closures will strand 853 children in the region, including many children with special needs who currently benefit from targeted programs run by the Region. The Region's decision to completely withdraw from the direct delivery of child care will cost the jobs of 126 regular and 117 casual and contract staff. Without a public alternative, more children will be forced into lower-quality private facilities where staff are paid basement wages.

The OFL's Nancy Hutchison, herself a Peel resident and a deputant in January's Peel Task Force hearings, joined parents and workers to protest the council meeting where the decision was taken.

Honouring Charles Roach

On July 22, OFL Officers Sid Ryan and Irwin Nanda joined the Black Action Defence Committee (BADC) in honouring activist Charles Roach for a lifetime of equity and civil rights campaigning.

A published poet, artist, musician and bandleader in Toronto, Roach gained notoriety for his activism as one of Canada's top attorneys. In the 1960s, Charles Roach was a staff lawyer for the City of Toronto while also organizing marches and demonstrations for equal rights.

Born in Trinidad & Tobago, Roach is a permanent Canadian resident but failed to become a citizen when he refused to pledge allegiance to the Queen.

After unsuccessfully filing a class action lawsuit, Roach took his case to the Federal Court of Canada and the Supreme Court, both of which ruled against his motion. This year, the Ontario Superior Court of Justice granted him and three other individuals the right to continue to argue that the oath to the Queen is unconstitutional.

A Canadian who can't vote

Refuses to pledge oath to Queen

TOM GODFREY
Toronto Sun

Longtime community activist Charles Roach has investments, a successful law firm that employs 14 people and pays thousands of dollars in taxes.

But he still can't vote in Monday's federal election.

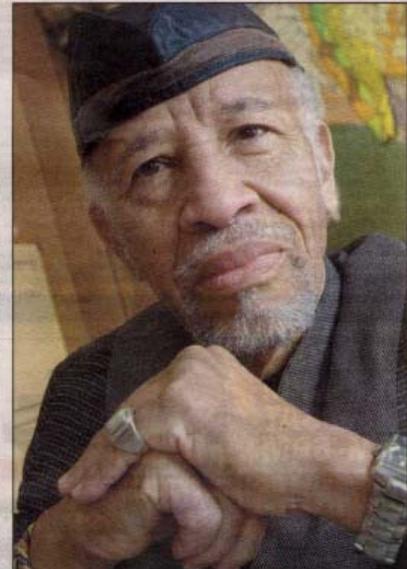
Roach, 78, has been fighting for equal opportunities for members of Toronto's black community since arriving here from Trinidad and Tobago 57 years ago.

He refused to swear an oath of allegiance to the Queen and has been fighting a court battle since 1988 to have the rules changed. The case is before the Ontario Supreme Court.

Canadian monarchists will be keeping tabs on those proceedings, as the marriage of Prince William and Kate Middleton takes place on Friday before a worldwide television audience.

Slave trade

Roach said he doesn't want to pledge allegiance to the monarchy to obtain citizenship because of



K.I. paddlers brave elements to raise awareness about their endangered homeland.

K.I. First Nations Paddle to Protect Land and Livelihood

From August 24 to September 8, a team of paddlers from the Kitchenuhmaykoosib Inninuwug (K.I.) First Nation journeyed by canoe along the ancient trading river route from their remote fly-in community to Hudson's Bay. The purpose of the trip was to raise awareness about their fight for recognition of their indigenous right to their entire watershed of 13,025 square kilometers and to control their homeland.

Through bold campaigns that garnered the support of the OFL and many community organizations, the K.I. have stopped mining companies Platinex and God's Lake Resources from exploring on their land. The community has also successfully pressured the Ontario government to withdraw approximately half of their watershed from all mining activity. However, the rest of the community's watershed remains open to speculation by gold, diamond, and metals miners seeking to capitalize on Ontario's mining boom.

Visit www.kilands.org and click on "take action."

PART 8: UPCOMING EVENTS

Oct. 11: Pay Equity Strategy Session

The Equal Pay Coalition has been meeting over the last three months to develop a strategic plan for moving the campaign for pay equity forward. In October, members will develop a provincial campaign at a strategy meeting hosted at 474 Bathurst Street, Suite 300 in Toronto.

For information, contact OFL Director of Women's Rights Carrol Anne Sceviour at csceviour@ofl.ca or 416-606-5046

Oct. 21-26: ODRT Mega Course

The Occupational Disability Response Team (ODRT) is planning several advanced training seminars during the week of October 21-26 at the CAW Family Education Centre in Port Elgin, Ontario. The event includes special evening activities with guest speakers and entertainment.

Book early to qualify for a \$50 discount. For registration information, visit: www.odrt.ca

Nov. 9-11: OFL Equity Conference

From November 9 to 11, 2012, the OFL will be hosting an Equity Conference under the theme: "*We Are Ontario: Putting Equity Before Austerity.*" The event will be opened up to members who belong to the OFL's many equity-seeking constituencies. Community groups will also be invited to add their voices and experiences to the event. The conference will take place at the Embassy Suites Niagara Falls and full details and registration information can be found at: www.ofl.ca/index.php/equity2012

For information, contact: Janice Gairey, OFL Human Rights Director at jgairey@ofl.ca or 416-347-9732

Nov. 24: Jack Layton Tribute Dinner

On Saturday, November 24, 2012, the OFL will be hosting a fundraising dinner "Labour's Tribute to Jack Layton" at the Doubletree by Hilton (Toronto Airport Hotel). Funds raised at the event will go towards a monument to be erected in Jack's honour.

The reception will begin at 6:00 p.m., followed by dinner at 7:00 p.m. and a dance. Program advertising space is available, but Platinum level sponsors will also have their names engraved on a plaque at the site of the monument. To make a donation, visit: www.ofl.ca/index.php/laytonmemorial/

For donation, ticket or sponsorship information, email JackTribute@ofl.ca or call 416-441-2731 or 1-800-668-9138 (toll-free)

Dec. 10-12: OFL Women's Summit

The OFL Women's Committee will be hosting a Women's Leadership Summit from December 10 to 12, 2012 at the Kempfenfelt Centre in Barrie, Ontario.

For registration information, contact: Carrol Anne Sceviour, OFL Director of Women's Rights at csceviour@ofl.ca or 416-606-5046

Annual Dates to Remember

- Oct 4: Sisters in Spirit Vigils
- Oct 10: World Mental Health Day
- Oct 17: International Day for the Eradication of Poverty
- Oct 24: Child Care Worker and Early Childhood Educator Appreciation Day
- Nov 25: International Day for the Elimination of Violence Against Women | Transgender Day of Remembrance
- Dec 1: World AIDS Day
- Dec 2: International Day for the Abolition of Slavery
- Dec 3: International Day of Persons with Disabilities
- Dec 6: National Day of Remembrance and Action on Violence Against Women
- Dec 10: International Human Rights Day
- Dec 18: International Migrants Day
- Dec 20: International Human Solidarity Day

PART 9: MANTLE MEMORIAL

The labour movement mourned the loss of Arlene Mantle, a sister whose voice was a familiar feature on every picket line, rally or demonstration for social justice. She will be remembered as a foremother of the movements for women's rights and human rights throughout the 70s, 80s and 90s.

Arlene worked with many unions to create a space and voice for women through song. She had an incredible talent for working with marginalized people across the Americas – and women in

particular – to develop songs to express their struggles. She leaves behind an incredible catalogue of songs that many people continue to sing today to motivate and mobilize new generations of activists.

One of her most empowering and memorable songs, “moving mountains,” was inspired by a movement to support women in non-traditional jobs. There is no doubt that her music connected people and inspired them to reach beyond themselves for a better world. Contact Arlene's family at: sage@lynnmantle.com

Arlene Mantle ... moving mountains with action & song



PART 10: PHOTO CREDITS

All photos in this publication were taken by Joel Duff except the following:

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Taejon Cupid, bottom right photo by
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Page 17 Photos uncredited
Page 19 Photos by John Maclennan
Page 20 Middle photo by Frank Saptel
Page 21 Photo uncredited

Page 22 Left photo Antoni Shelton, right photo
uncredited
Page 23 Photo uncredited
Page 25 Photo by David Smiley

NEW AFFILIATIONS

Since January 2012, the OFL has grown by over 3,000 members.

Welcome to CEP Locals 31 and 914.14 (ORABF), CUPE Locals 1133 and 1334, CUPW Local 104 and the Ironworkers District Council.



HAPPY LABOUR DAY!
THE OFL JOINS WORKING WOMEN AND MEN
IN CELEBRATING THEIR RIGHTS AT WORK

