

VOLUME 7 // ISSUE 3

ONTARIO FEDERATION OF LABOUR **ACTION REPORT**

Fall 2017

SPECIAL FEATURE:

Solidarity and Pride
Champion Award

PAGE 16

OFL NEWS:

Keeping up the Fight on
Bill 148

PAGE 3

CAMPAIGNS:

Solidarity Breakfasts

PAGE 5



// OFL presents
inaugural Solidarity
and Pride Award

// OFL OFFICERS



CHRIS BUCKLEY
President



PATTY COATES
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 7, Issue 3 of the **OFL ACTION REPORT** was produced for the Sept 21, 2017 meeting of the Executive Board of the Ontario Federation of Labour.

ONTARIO FEDERATION OF LABOUR (OFL) – FÉDÉRATION DU TRAVAIL DE L'ONTARIO (FTO)

15 Gervais Drive, Suite 202
Toronto, Ontario M3C 1Y8

416-441-2731 // 1-800-668-9138
TDD: 416-443-6305
FAX: 416-441-1893

info@ofl.ca

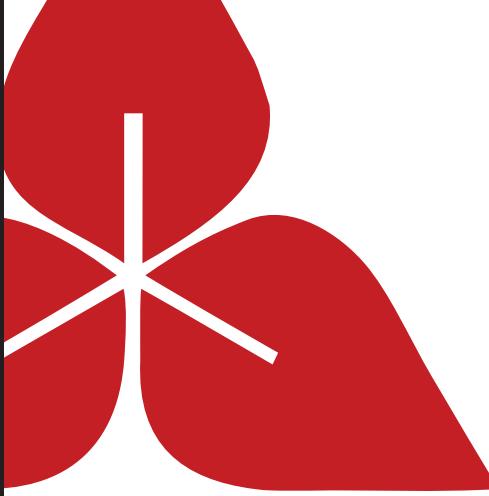
This document was proudly
produced with unionized labour
cope343

Writing: OFL Communications
Photos: OFL, except P1 Alex Lisman
P17/18, TBDLC, KDLC, P23 twitter, P13
Fred Hahn, P26 Unifor L 88.
Design/Layout: ale|ca design



Fall 2017

VOLUME 7 // ISSUE 3



ONTARIO FEDERATION OF LABOUR **ACTION REPORT**

// SUBSCRIBE TO THE OFL E-NEWSLETTER BY TEXTING THE WORD "OFL" TO 647-496-5602
MAKE IT FAIR

- 05 // Solidarity Breakfasts
- 12 // It Ain't Over 'Til It's Over: Write your paper about #decentwork
- 22 // Be A Mythbuster!

SOLIDARITY

- 08 // Stand Together Against Hate
- 09 // New ofl.ca site, new way to build solidarity
- 23 // CLC Summer Schools
- 26 // Solidarity Actions

EQUITY

- 10 // OFL Celebrates National Indigenous People's Day, pledges to work for Truth and Reconciliation.
- 11 // North Bay Pride
- 12 // CBTU Youth Summer HUB Camp
- 13 // 5th Annual Underground Freedome Train–Emancipation Day 2017
- 15 // Inaugural Solidarity and Pride Champion Award
- 16 // Photo Gallery: Standing Out Loud and Proud at Pride

HEALTH & SAFETY

- 07 // Demanding Updates to the Fair Wage Policy
- 07 // Laurie Hardwick to Lead Prevention Link
- 10 // New Legislation on Mental Stress Injuries
- 11 // A Job to Die For?
- 20 // Calling for Criminal Investigations Into Workplace Injuries
- 24 // OFL Responds to Fine for Fiera Foods Death

OFL NEWS

- 02 // Message From the President
- 03 // Sending a Strong Message on Needed Amendments to Bill 148
- 09 // Power On: OFL Convention 2017, OFL Convention Awards
- 14 // Op-eds speak Out on Decent Work
- 17 // Labour Day Across the Province
- 20 // Unions Call for Universal Prescription Drug Plan in Canada
- 21 // Response to Business Lobby's Bill 148 Economic Impact Study
- 22 // Labour Honour Roll
- 23 // OFL/AIL Scholarship Winners
- 25 // Upcoming Events

// COMING UP:

OFL.CA is getting a redesign. Read on to find out about the new features and tools that will be coming at OFL.CA.



@CHRISBUCKLEYOFL

FRIENDS,

It's been a rainy summer, but I was happy to celebrate Labour Day with all of you. It's always inspiring to see the labour movement out in the streets. When we stand together we can make real, significant change. Between stopping traffic alongside Teamsters 419 and marching with my brothers and sisters through the streets of Toronto, at Woodbine, or the Toronto Zoo, I know that our movement continues to stand together and make gains.

This summer the OFL continued its campaign to obtain justice for workers through reforms to the *Labour Relations Act* and the *Employment Standards Act*.

As the government put forward Bill 148 and scheduled province-wide hearings on the bill, activists across the province prepared to depute. The Bill includes positive developments well worth celebrating, but there are also many areas in which improvements are essential. It was important to make certain that the government heard what workers across the province have to say about how these new laws will affect their lives, and what the government should be amending in Bill 148 to Make It Fair.

To drive the message home, the OFL hosted a solidarity breakfast before each hearing, along with our partners Fight for \$15 and Fairness. In each location from Thunder Bay to North Bay to Kitchener-Waterloo, workers gathered to talk about the issues and build momentum, then headed from breakfast to the hearings where they shared their stories and called for needed amendments to the bill.

I have been deeply angered by the number of worker deaths that have happened this summer. The OFL's 'Kill a Worker' go to jail campaign continues, with four new letters being sent to police over the summer, reminding them of their responsibilities under Bill C-45.

The OFL launched a new award this summer: The OFL Solidarity

and Pride Champion Award. The inaugural winner has spent his life dedicated to activism for LGBTQI* communities. I offer my congratulations again to CUPE President Fred Hahn on this very well-earned recognition.

This summer we also worked to create a new website for the OFL that will carry our message forward. The new site will modernize the look and usability of ofl.ca. It will be more easy to use on mobile devices, and provide event listings.

Most importantly, the new ofl.ca site will provide a space where affiliates can register labour actions and disputes, so we can stay up to date on where solidarity is needed across the province. I hope you'll find it useful. If your local is involved in a specific lockout or strike, I hope you'll use it to ensure that we can work together to gain important wins for workers across Ontario.

We are coming up on the 60th Anniversary of the OFL, and we will be convening for the 14th biennial convention this November 20-24.

I hope you'll join me under the banner "Power On" as we continue to advocate labour reforms that will Make It Fair for workers today and in the future.

Yours Truly,


Chris Buckley,
President, Ontario Federation of Labour

 // FOLLOW AND RETWEET OFL AT:

@OFLabour and @ChrisBuckleyOFL

SENDING A STRONG MESSAGE ON NEEDED AMENDMENTS FOR BILL 148

In a press conference on July 21, the Ontario Federation of Labour, Fight for \$15 and Fairness and worker advocates sent the message that with amendments, Bill 148 could safeguard decent work for future generations.

"In Bill 148, the government has shown its commitment to updating laws that are far behind the times," said OFL President Chris Buckley. "Workers in this province are facing unfair conditions every day when they go to work, and it is this government's job to make sure that's no longer the case. Workers need fair standards, and they need fair access to their Charter right to join a union if they so choose," added Buckley.

Bill 148 must bring Labour and Employment laws up to date and halt the growth of precarious work by raising the floor for all workers, and making it easier to join a union.

"When my workplace tried to unionize we faced strong intimidation from the employer," said Ernesto J. Espinoza, a worker organizing with Unite Here 75. "We lost a great deal of support. The employer was threatening suspensions and discipline for workers who were supportive of the union. If we had card-based certification for workers trying to unionize, we would have our union and have a voice," he added.



Worker Ernesto Espinoza, OFL President Chris Buckley, Fight for \$15 and Fairness Provincial Coordinator Pam Frache, construction worker Erendira Bravo, and Rabbi Shalom Schachter spoke about the need for decent work.

"It is well known that low-wage, part-time, and temporary work cannot support families; that the economy suffers when Ontarians are trapped in poverty. With a \$15 minimum wage, and labour laws that support decent work, our government can improve the lives of millions," added Buckley.

"As people of faith, we believe that every human being has value and dignity, and thus our public policies and employment/labour relations standards must reflect this belief in the value of every human being," said Rabbi Shalom Schachter, a member of the Interfaith Social Assistance Reform Coalition (ISARC). "The plight of workers in precarious employment cries out for action. We are encouraged with the Ontario government's tabling

of Bill 148. We strongly urge this Committee to strengthen the legislation and complete its deliberations in time to enable the full House to finalize the contents of the Bill and to pass it before the end of the calendar year, so as to make meaningful progress toward the eventual achievement of a true *Fair Workplaces, Better Jobs Act.*"

"A \$15 minimum wage will not afford me a life of luxury, but it will reduce the pressure on me to juggle multiple jobs, give me some much-needed breathing room and a bit more time to spend with my family. We have already waited far too long for government to end sub-poverty wages. These changes can't come soon enough," said Erendira Bravo, a worker with first-hand experience in low-wage jobs and organizer with the \$15 and Fairness campaign.



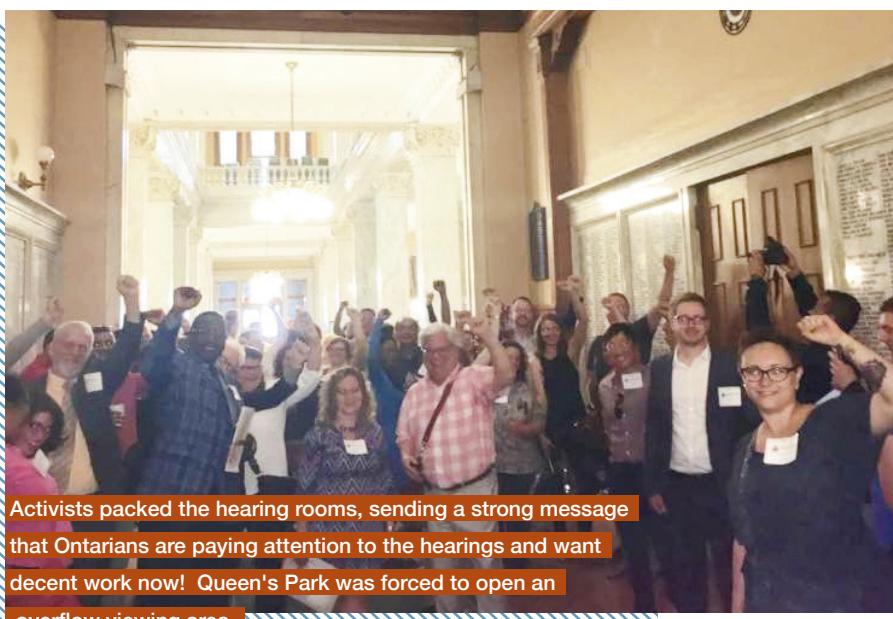
Photo credit : page 1

Needed amendments to Bill 148's proposed changes to the Labour Relations Act are:

- Remove all exemptions to *Labour Relations Act*.
- Prohibit combining bargaining units where bargaining rights are held by different unions. **(update: won)**
- Combine bargaining units of franchisees of the same franchisor.
- Provide greater access to workplace information.
- Extend card-based certification to all sectors.
- Provide greater access to automatic first contract arbitration.
- Extend successorship rights to all contracted services.
- Prohibit replacement workers.

Needed amendments to Bill 148's proposed changes to the Employment Standards Act are:

- Extend *Employment Standards Act* coverage to dependent contractors.
 - Strengthen equal pay for equal work legislation.
 - Prohibit parties from contracting out of the *Employment Standards Act*. **(update: won)**
 - Remove all exemptions to the minimum wage.
 - Extend just cause protection for all workers.
 - Legislate seven paid Personal Emergency Leave (PEL) days.
 - Establish a designated paid leave for survivors of domestic and/or sexual violence.
- For more detail on the amendments proposed to the Bill, please go to ofl.ca.



SOLIDARITY BREAKFASTS BEFORE BILL 148

This July, the Ontario Legislative Standing Committee on Finance and Economic Affairs on Bill 148, the Fair Workplaces, Better Jobs Act conducted a series of public consultations hearings in communities across the province.



Making it fair in Kitchener-Waterloo.

The OFL invited everyone to attend and encouraged attendees to stay for the hearings to extend their support to the presenters and the cause.

After the breakfasts, activists stayed on to fill the hearings, supporting community and labour activists who were deputing.

THUNDER BAY, JULY 10

Ontario's Labour movement wanted to ensure that the experiences of workers who will be directly affected by Bill 148 were heard by the committee on Bill 148.

To ensure that workers' voices were heard loud and clear the OFL worked with Labour Councils province-wide to hold a series of solidarity breakfasts in many of the cities where hearings were scheduled.

At each breakfast, scores of workers and activists met to share a meal and discuss their demands. There was enthusiastic support for decent work. Participants talked about the changes needed to raise the floor for all workers and to make it easier to join and keep a union. They highlighted these demands by sharing their stories about how precarious work has affected their lives, and rehearsed the presentations they were going to make at the hearings.



OFL Secretary-Treasurer
Patty Coates, talking about
the importance of keeping
the pressure on re: Bill 148.

Thunder Bay activists packed the
hearing.



Lots of energy in the early
morning in Windsor-Essex.

The OFL conducted its first solidarity breakfast in Thunder Bay on July 10 just before the Standing Committee on Finance and Economic Affairs on Bill 148.

Social research planner Bonnie Krysowaty from Lakehead Social Planning Council spoke about the shortcomings of Bill 148's proposed changes to equal pay for equal work. Currently, the *Employment Standards Act* acknowledges that workers who do the same work should be paid the same regardless of their gender or sex.

Bill 148 does not go far enough in terms of mandating employers' proactive obligations to pay transparency or accounting for employers' ability to manipulate job duties to evade equal pay.

"Equal pay for equal work is an important poverty reduction tool" said Krysowaty.

In response to claims that \$15 is above the living wage in northern and rural communities, MPP Cindy Forster pointed out that the Chamber of Commerce has not actually calculated a living wage for the Thunder Bay area. Geoffrey Hudson, a professor of the history of medicine at the Northern Ontario School of Medicine spoke about how all exclusions in the *Labour Relations Act* must be eliminated, because they prevent workers from exercising their right to unionize and pursue collective workplace goals.

NORTH BAY, TUESDAY JULY 11

At this Solidarity Breakfast, working people and community members provided a strong show of support.

"Decent work and working conditions are important for a fair and just society," said OFL Secretary-Treasurer Patty Coates, speaking at the breakfast. Participants talked about how unions can help to ensure fairness for workers.

Young workers explained that their support for decent work, stating that higher minimum wages are good for everyone, fostering stronger communities.

At the hearings, workers said that expanding the scope of coverage for both the *Employment Standards Act* and the *Labour Relations Act* and raising the minimum wage will benefit all working people in Ontario.

WINDSOR-ESSEX, JULY 14

Windsor and District Labour Council President Brian Hogan welcomed attendees to OFL Solidarity Breakfast in Windsor, and OFL's Political Action and Outreach Director, Melisa Bayon provided an update on Bill 148, encouraging attendees to mobilize for changes.

At the hearings, Tracie Edward, a science teacher and mother of two, spoke on behalf of OSSTF District 9 about teachers seeking equal pay and called for more proactive employer pay transparency provisions for all workers. Edward also spoke about her son's struggle to find meaningful employment, expressing concerns about low wages and secure work for young workers in Windsor and age discrimination across Ontario.

Jodi Nesbitt of Unifor Local 240—a local representing a high concentration of women workers – called for paid domestic violence leave.

Brian Hogan and John Kerr from Unifor Local 444 talked about the importance of making it easier to join a union by expanding card-based certification to all sectors across Ontario.

The Windsor Workers' Education Centre's Paul Chislett spoke about fairness for immigrant workers, "a \$15 minimum wage is a benefit for all of us," he said.

LONDON, JULY 17

Justin Chong of the London and Middlesex Neighborhood Legal Services addressed the need for employers to provide schedules two-weeks in advance.

OPSEU Local 110 President Darryl Bedford called for better protections for contract, part-time, and sessional faculty in colleges. Bedford said contract and part-time college faculty need access to card-based certification. He called for the same for student workers, saying: "If students are performing work in a co-op program, they are performing work of value. They should be compensated for that."

Marleen Ham, provincial coordinator of the Ontario Association of Interval and Transition House spoke on the importance of paid and job-protected leave days for workers dealing with sexual and domestic violence. "Financial security empowers women to leave violent relationships," she said.

KITCHENER-WATERLOO, JULY 18

Support of better wages, expanded employment standards, and better access to unionization and decent work were key for participants at the Kitchener-Waterloo solidarity breakfast.

"Without a clear definition of employee, a business can move its employees to dependent contractor status," said Mary Gellatly of Parkdale Community Legal Clinic, speaking about the risks of misclassification at the Kitchener-Waterloo hearing.

"Across industries, client companies use temp agencies so they won't have any obligation to their workforce," said Workers' Action Centre Coordinator Deena Ladd. recommending that employers be required to hire temp workers after 3 months of employment and the elimination of temp agency fees to be paid for permanent hirings, and that temp agency fees to hire temp workers permanently be eliminated.

"People know these changes are needed and that we can do better than what is proposed in this legislation," said CUPE Ontario President Fred Hahn, speaking about his concerns for future generations of workers.

DEMANDING UPDATES TO THE FAIR WAGE POLICY

In addition to OFL's advocacy efforts on the Changing Workplace Review the OFL has also been pushing the government to update its Fair Wage Policy.

In addition to OFL's advocacy efforts on the Changing Workplace Review the OFL has also been pushing the government to update its Fair Wage Policy.

The Fair Wage Policy sets some minimum standards on wages and working conditions for companies that want to provide goods and services to government ministries in Ontario. The scope of work covered and protections for workers has been limited but provided some basic protection for companies from unfair competitors who may exploit workers in order to make a lower bid for a contract.

The Fair Wage Policy has not been revised since 1995, when the Conservative government cancelled annual updates to the wage rates. Some of the wage rates listed today are so out of date that they are below the current minimum wage.

"These low wages are unacceptable, and as we continue to push for decent work in Ontario through the Make It Fair campaign, we must send a clear message to the government – exploitation of workers is never acceptable, whatever kind of work they are doing," said OFL President Chris Buckley.

The OFL is calling on the government to expand the scope of its Fair Wage

Policy to include all public-sector organizations, include employment standards protections that labour has been calling for under Bill 148 such as hours of work, being paid on a timely basis, and shift scheduling.

This policy must set a bottom wage rate of \$15 per hour plus an amount for benefits. Workers also need annual updates tied to inflation for the wage rates and benefits,

"With the government's promise to raise minimum wage to \$15 by 2019, outdated rates of pay seem particularly out of place," said Buckley. "These must be updated, and the policy must cover all public-sector organizations and not be limited to government ministries."

Enforcement of the Fair Wage Policy is the responsibility of each individual government ministry; because the Ministry of Labour Employment Standards Branch was not involved there is no data on the effectiveness of enforcement.

You can read the OFL submission at [ofl.ca: http://ofl.ca/wp-content/uploads/Fair-Wage-and-Labour-Standards-Policy.pdf](http://ofl.ca/wp-content/uploads/Fair-Wage-and-Labour-Standards-Policy.pdf)

LAURIE HARDWICK TO LEAD PREVENTION LINK

The Prevention Link Team welcomed an original team member back into the fold recently.

Laurie Hardwick was a key player in developing an OFL Workers Compensation Board Training Project in 1990. That program went on to become the Occupational Disability Response Team (ODRT), which was recently restarted as Prevention Link. She is now Director of Prevention Link.

Hardwick will remain as Director responsible for the OFL Workers Compensation Committee and Persons with a Disability Committee.

"I remember being handed a cheque by OFL President Gord Wilson and being told to go build a project," said Hardwick, remembering the start of the program.

With core funding from the Ministry of Labour, Hardwick established the OFL WCB Training Project to provide training on how to properly represent injured workers at all levels in the workers' compensation system.

"It's great to see Laurie Hardwick at the helm of Prevention Link," said OFL President Chris Buckley. "Her skills and experience are sure to be of great assistance in supporting injured workers through hard times, and when they return to work."

The Prevention Link team will continue its work as dedicated compensation advocates, working to ensure that injured workers in Ontario are treated with dignity and respect.

For more information about Prevention Link, one of Ontario's only comprehensive prevention programs built on more than 25 years of success operating as the ODRT, visit [www.preventionlink.ca](http://preventionlink.ca).

STAND TOGETHER AGAINST HATE

The Ontario Federation of Labour condemns the racist attacks in Charlottesville, Virginia and the rise in racist, Islamophobic, and xenophobic attacks in Canada and the United States.

Racist attacks are on the rise in Canada. In recent times our country has seen the murder of six worshippers at the Centre Culturel Islamique de Québec, vandalism of mosques and synagogues in Toronto and Montréal and the disruption of First Nations events in Halifax by a White supremacist group.

"No one should be subjected to racist language, attacks, or violence in any part of their lives," said OFL President Chris Buckley. "We extend our deepest condolences to Heather D. Heyer's family, friends, and colleagues and to the friends, families and colleagues of all others who have been killed or affected by racist attacks in Canada and abroad. The OFL is committed to fighting against all forms of racism, bigotry, and hate."

Ontario's labour movement will continue to actively fight against racism and hate, and will continue to address inequalities that exist in society.

"We must all acknowledge the threat posed by White supremacists here in Ontario and across Canada. Governments must act with urgency to develop collaborative approaches to address hate; approaches that neutralize the impacts that white supremacists have on our communities. This threat is real," said OFL Executive Vice-President Ahmad Gaied.

"No one should be subjected to racist language, attacks, or violence in any part of their lives."

- OFL President Chris Buckley

At this difficult time, the OFL reiterates its commitment to anti-racism, equity, and justice and encourages workers across the province to stand against racism in all its forms.

Unless it is challenged, hatred will continue to grow. Participate in upcoming rallies for peace and inclusion. We must not be divided but instead stand firm against the realities of white supremacy, racism, Islamophobia, anti-Semitism, and violence.



POWER ON: OFL CONVENTION 2017

The Ontario Federation of Labour will hold its 14th Biennial Convention, under the banner “Power On” from November 20 to 24, 2017 at the Sheraton Centre Toronto Hotel.

To register, download the convention call at ofl.ca/convention2017

To register for the Young Workers' Assembly, go to: http://ofl.ca/index.php/young_workers_assembly/

To register for the Equity and Justice Summit, please contact Csceviour@ofl.ca.



OFL CONVENTION AWARDS

The Ontario Federation of Labour (OFL) is seeking nominations from affiliates, local unions and labour councils for the upcoming OFL 14th Biennial Convention Awards.

The OFL encourages affiliates, local unions and labour councils to remember equity seeking nominees from the racialized, LGBTQ*, Aboriginal and disabilities groups in their selection of potential nominees.

The criteria for eligibility is outlined in the call for nominations at www.ofl.ca/convention

2017 The OFL awards are:

BOB BORCH HUMAN RIGHTS AWARD

CLIFF PILKEY LABOUR ACTIVIST AWARD

OLIVIA CHOW CHILD CARE CHAMPION AWARD

OFL CULTURAL AWARD

LINDA JOLLEY LIFETIME ACHIEVEMENT AWARD FOR HEALTH AND SAFETY

OFL YOUNG WORKERS' AWARD

PREVENTION LINK'S DISABILITY PREVENTION ACTIVIST AWARD

NEW OFL.CA SITE, NEW WAY TO BUILD SOLIDARITY

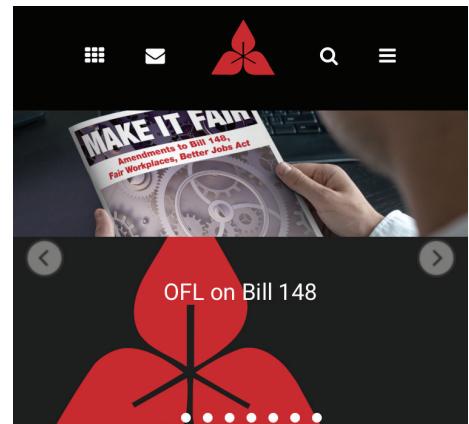
The OFL is redesigning its website to further strengthen bonds of solidarity in Ontario's labour movement

The redesign is upcoming and will provide a new way to reach out to your brothers and sisters in the labour movement.

The new tool on the website allows labour activists to keep the OFL up to date on their labour actions, the location of those actions, and how to show solidarity, all from a button on the front page of the website.

The new site is usable on mobile phones, and features other additions and improvements, including an events calendar.

The new site will be launched shortly. Please try it and send any feedback to mperry@ofl.ca.



OFL CELEBRATES NATIONAL INDIGENOUS PEOPLES DAY AND PLEDGES TO WORK FOR TRUTH AND RECONCILIATION

The Ontario Federation of Labour (OFL) is pleased to celebrate National Indigenous Peoples Day, June 21, and pledge to work for Truth and Reconciliation. This is an important day to recognize the many contributions of the Indigenous Peoples of this land and is an occasion to reflect on the many challenges Indigenous Peoples still face.

The OFL urges its affiliates to support the Truth and Reconciliation Commission of Canada

(TRC) recommendation 80, which calls for a statutory holiday for Truth and Reconciliation. Please sign the Petition to Proclaim June 21 as a Statutory Holiday in Ontario.

Additionally, acknowledging territory shows recognition of and respect for Aboriginal peoples. It is recognition of their presence both in the past and the present. Recognition and respect are essential elements of establishing healthy, reciprocal relations. These relationships are the key to reconciliation, a process to which the Ontario Federation of Labour is committed.

However, acknowledging territory is only the beginning of cultivating strong relationships with Canada's First Peoples. The OFL encourages our affiliates to reach out to local Aboriginal communities to open pathways for dialogue. We will continue to be an active partner with our Indigenous allies across Canada, supporting their crucial work on the issue of missing and murdered Indigenous women and girls, environmental degradation due to resource development policies, and the need for major public investments in Indigenous education, health care, social services, water infrastructure and housing.

The 'Traditional Territory Acknowledgements in Ontario' document provides information on how to acknowledge Aboriginal Territory at events across Ontario. The goal of this guide is to encourage the acknowledgement of the First Peoples on whose traditional territories we live and work.

NEW LEGISLATION LESSENS DISCRIMINATION AGAINST WORKERS WITH MENTAL STRESS INJURIES

Bill 127, *Stronger, Healthier Ontario Act* (Budget Measures), 2017, passed into law on May 17, 2017.

Bill 127 will remove part of the current discriminatory limit on workers' compensation for mental stress injuries. The current Act states that mental stress is not compensable except for in a case of "an acute reaction to a sudden and unexpected traumatic event arising out of and in the course of his or her employment."

The new law, effective for injuries on or after January 1, 2018, will state that a worker is entitled to benefits for "chronic or

traumatic mental stress".

This change is the result of a hard-fought campaign that included three successful Charter challenges to the legislation, years of stakeholder advocacy, and complaints to the Ontario ombudsman and the Ontario Human Rights Commission.

The legislation retains the limitation that mental stress is not compensable if it arises out of employment decisions such as a change to working conditions or discipline. This provision has not yet been successfully challenged as discriminatory, though it may be in the future.

The legislation does not remedy the injustice faced by workers previously and currently affected by the illegal bar on mental stress injuries.

Workers with chronic or unexpected mental stress injuries have been denied compensation for their injuries since the section came into force in 1998, and these workers will still be subject to the prior version of the provision.

In Bill 127, the Government also introduced new provisions allowing the Board to create different evidentiary requirements for different types of injuries, and the Board appears to be using that power in its proposed new stress policies.

These policies would introduce a type of "average worker" test for workers who suffer mental stress injuries. Workers seeking entitlement for chronic stress will be required to show that they were exposed to a "substantial work-related stressor" that is "excessive in intensity or duration." They will be required to prove that the stressors causing their condition were "objectively traumatic." Workers will also be required to provide independent confirmation of the workplace risks that caused their injuries, a requirement that does not bar other workers from entitlement.

The OFL participated in the consultation process on the draft policies.

To read our submission go to OFL.ca.

NORTH BAY PRIDE



North Bay held its first-ever Pride Celebration this year, and OFL Secretary-Treasurer Patty Coates was in attendance.

"It's impressive to see the important role that the local labour council has played in putting together the Pride events for North Bay," she said. "The links between the liberation struggles of LGBTQI* people and the labour movement remain strong and I salute the work of bringing communities together that has happened here this summer."

The North Bay and District Labour Council held a waterfront Pride picnic, the pride flag was raised at North Bay City Hall, and the Pride march filled the streets.



A JOB TO DIE FOR?

Labour and community activists have uncovered two clusters of occupational disease cases – one in Peterborough and one in Northern Ontario.

In both cases the Occupational Health Clinics for Ontario Workers (OHCOW) has been working with the unions to support their efforts to gather the evidence needed to get the claims accepted at the Workplace Safety & Insurance Board (WSIB). Unfortunately, these efforts have been hampered by a lack of funding to address these clusters. Despite promises by the Minister of Labour that he is working with OHCOW to ensure they get the funding to do the work, no funding has yet flowed. In March and August of this year OFL President Chris Buckley wrote to Minister Flynn, pushing for the necessary funding.

"Mr. Minister, I cannot express enough to you how important it is to me and this Federation of Labour that these workers and their families who are suffering are provided the services that they need to ensure they are awarded the benefits and services they are much entitled to from our compensation system," wrote Buckley. "Workers should not be forced to suffer, dying from occupational disease, worrying how their families are going to survive financially after they are gone."

In Peterborough, Ontario workers were exposed to a toxic mix of chemicals, asbestos and toxic metals in the General Electric factory. An investigation into the exposures revealed that between the years 1945 and 2000 workers were exposed to more than 3,000 toxic substances including at least 40 known or suspected human carcinogens with little or no exposure controls. The investigation and report that followed was commissioned by a committee of former General Electric employees and sponsored by their union, Unifor.

The report provides evidence that will help support the claims. An epidemic of occupational diseases including cancers is being uncovered, but the WSIB is denying claims citing a lack of evidence. You can read the report at: <http://www.unifor.org/en/ge-advisory-committee-report>

Miners in Northern Ontario are exposed to silica in the rock formation of the mines. For many years, rather than putting exposure controls in place, mining companies forced the workers to inhale aluminum dust in the mistaken belief that coating the lungs would prevent lung damage from silica dust. This practice started in the 1940's and finally ended in 1979. Many miners who worked during those years now suffer from a range of neurological disorders at a rate higher than the general population.

Scientific research has been making links between aluminum exposures and cardiovascular disease as well as neurological disorders such as dementia and Amyotrophic Lateral Sclerosis (ALS).

An initiative is underway to gather information from these miners and their families. The McIntyre Powder Project seeks to "document the neurological and other health issues that these workers experienced, and seek answers regarding possible links to aluminum neurotoxicity."

The United Steelworkers is working with the project to gather evidence to support occupational disease claims at the WSIB.

More information on the project can be found here: <http://www.mcintyrepowderproject.com/>

CBTU YOUTH SUMMER HUB CAMP



The CBTU Youth Summer HUB Camp was a great success again this summer. OFL President Chris Buckley and Executive Vice-President Ahmad Gaied visited the camp to see the important work that CBTU is doing.



"The importance of this community camp that provides children with the opportunity to explore the outdoors, to learn together, and to see friends over the summer months is clear," said Buckley. "The combination of learning opportunities offered at the CBTU HUB camp, from Black history to swimming to learning about wildlife is what makes this camp so distinct and important."

Ahmad Gaied joined in a game of football and was gratified to hear the kids chanting

"One week more! One week more!" as the camp drew to a close.

"I'm inspired by what I see in the camp participants: drive, enthusiasm, curiosity. These children are the face of Ontario's future and I'm so glad that CBTU can provide them with these valuable opportunities during the summer months," said Gaied.

The CBTU camp creates a fun and safe environment for youth to learn.

IT AIN'T OVER 'TIL IT'S OVER: TAKING THE FIGHT FOR DECENT WORK TO THE PRESS

Legislation on modernizing employment and labour laws is now tabled, and this summer the government held hearings across the province on what is needed from the Bill. The OFL's Make It Fair campaign is still going strong.

Throughout the summer we asked you to phone and email your MPP to tell them what you need from Bill 148, from an increase in minimum wage without exceptions, to paid emergency leave days, to removing barriers to joining a union.

With Bill 148 now going into second reading we're making it easy for you to continue your advocacy, this time in the press. We've developed a tool that makes it easy to email your local paper or media outlet and tell them what workers need for decent work.

With big business loudly complaining about an expected drop in their profits, we need to make sure that worker's voice are even louder. We know that without higher wages and decent work laws, Ontario workers will continue to suffer.

This is our chance to Make It Fair for workers today and for generations to come.

Write to your local editor. It's easy. You can do it at makeitfair.ca/write.

When your letter is printed, please be sure to let the OFL know, we'll post it to our social media.

5TH ANNUAL UNDERGROUND FREEDOM TRAIN - EMANCIPATION DAY 2017



The Slavery Abolition Act of 1833 officially ended slavery throughout most of the British Empire. It is commemorated with Emancipation Day and recognized in Canada on August 1 each year, with a subway ride from Toronto's Union Station to Sheppard West Station.

Participants crowded onto the train to hear inspiring speakers, baby dedications and singing of freedom songs throughout the ride.

"It was a powerful experience and show of community solidarity, remembrance and commitment to the liberation of all those who experience oppression in this country and around the world," said Executive Vice-President Ahmad Gaied.

CBTU Canada also announced a plaque



commemorating black sleeping car porters at the event. Black men were not accepted into white dominated unions in the earlier part of the 20th century, so to improve their standard of living, black men were finally able to organize in mid-1940's. This marked the first time in Canadian history that a group of black men signed an agreement with a white employer (Canadian Pacific Railway).

The plaque will officially be unveiled later this year in November at the CBTU Awards Dinner and Dance event on November 18, 2017. It will then be permanently displayed at Roundhouse Park in Toronto. Congratulations to President Yolanda McClean and all the activists on securing a plaque commemorating the struggles and success of the Sleeping Car Porters.

OFL YOUNG WORKERS' ASSEMBLY

***All are welcome**

Pre-convention assembly, November 18, 2017, Toronto



The OFL Young Workers' Committee will be hosting the third Young Workers' Assembly on November 18th, immediately preceding the OFL Convention.

Join us at the OFL Young Workers' Assembly on November 18th, 2017. Young workers can lead the labour movement to create decent work and push back against hate. Don't miss out on this opportunity to hear from young leaders and organizers charting a pathway toward a more inclusive and just world.

To register: OFL.ca

OP-EDS SPEAK OUT ON DECENT WORK

On Labour Day this year, the Hamilton Spectator published an op-ed by Chris Buckley, speaking to the need for amendments to Bill 148.

Workers in this province can celebrate significant gains thanks to the activism that has been ongoing throughout the changing workplaces review.

"If workers in our province are to receive fair treatment in the workplace, amendments to the *Employment Standards Act* must raise the floor for every worker, and changes to



the *Labour Relations Act* must make it easier to join and keep a union. Our province's outdated laws create the conditions for precarity, and the upcoming changes must provide a remedy to that situation," wrote Buckley.

Patty Coates op-ed in the AIL magazine spoke to the effect of precarious work on women workers, the pay gap for women, racialized, Indigenous and workers with disabilities can be reduced through amendments to Bill 148.

"These amendments are especially important for women workers, who continue to face a shameful pay gap of more than 30 per cent in Ontario. The province's outdated laws support that pay gap by creating the conditions for precarious work to thrive across the province.

Women are more likely than men to have insecure jobs: jobs with low-income, few workplace benefits, little job security, uncertain work scheduling, and no protection through unions. Two-thirds of part-time workers across the province are women, and women also make up 60 per cent of the 1.7 million Ontarian who earn at or near the minimum wage.

Bill 148 must make it easier to join a union, because women who are not in a union are eight times more likely to earn poverty wages. They are also half as likely to have a workplace pension," wrote Coates.

The op-eds were published Labour Day and in the AIL's latest publication.

DECENT WORK IN METRO

The OFL's Make It Fair Campaign was featured in the CLC Labour Day supplement in the Metro, featuring the stories of workers who need amendments to Bill 148. To learn more about this campaign, go to [makeitfair.ca](#).

FAIRNESS A tale of two provinces: How Ontario and Alberta are improving workers' lives

The Ontario and Alberta governments are bringing outdated labour laws into the 21st century and enhancing protections for the growing number of workers in part-time, temporary and low-wage jobs.

Canada's unions are celebrating the changes as a great start, and say they hope other provinces will follow suit.

Ontario's Bill 148 raises the minimum wage to \$15 an hour by 2019, prevents

hopes even more will be done to safeguard decent work for future generations.

"In Bill 148, the government has shown its commitment to updating laws that are far behind the times," said OFL president Chris Buckley. "We appreciate the steps the government has taken, but we encourage them to go further."

The OFL points out that too many workers are still exempt from certain legal protections, and it calls for fairer standards and unionization rights for every working

PERSONAL PERSPECTIVES ON LABOUR LAW REFORM

THE ALBERTA GOVERNMENT IS PROVIDING "DOMESTIC VIOLENCE LEAVE" – A NEW UNPAID, JOB-PROTECTED LEAVE UP TO 10 DAYS FOR EMPLOYEES ADDRESSING A DOMESTIC VIOLENCE SITUATION.

“It's critical that an employee dealing with abuse doesn't have to fear losing their job if they ask for time off. Not all employers recognize that women leaving an abusive partner need time, for example, to sort out legal issues, find shelter and make arrangements for their children.

INAUGURAL SOLIDARITY AND PRIDE CHAMPION AWARD CELEBRATES LIFETIME OF ACTIVISM

CUPE Ontario President Fred Hahn was honoured with the inaugural Solidarity and Pride Champion Award in a ceremony held at the OPSEU Membership Centre in Toronto.

CUPE Ontario President Fred Hahn was awarded the inaugural Solidarity and Pride Champion Award in a ceremony held at the OPSEU Membership Centre in Toronto.

Quite simply put, for more than 25 years, Fred Hahn has been at the forefront of the fight for LGBTQI* equality, in the workplace, in the trade union movement and across this province. To mark his groundbreaking work, he was honoured with the inaugural Solidarity and Pride Champion Award this June.

“Fred Hahn’s lifetime of activism for LGBTQI* communities has made an incredible difference for workers across this province,” said OFL President Chris Buckley. “Workers who, twenty years ago, feared for their jobs because of who they loved are now protected by law. It’s the activism of people like Fred that has created change for all LGBTQI* people in Ontario and beyond.”



Celebrating the OFL Solidarity and Pride Champion Award

During his time on the CUPE Pink Triangle Committees, Fred furthered the inclusion in workplaces and unions, participating in the re-writing of the Pride in CUPE educational materials and also leading the Committee to campaign on the impact of privatization on the LGBTQI* community. As a member of the CUPE Ontario Executive Board since 1998 and then Secretary-Treasurer in 2006, Fred championed support for Martine Stonehouse’s victorious human rights case against the Ontario Ministry of Health after the Harris government de-listed sex-reassignment surgery.

The OFL Solidarity and Pride Champion Award celebrates Hahn for his significant and ongoing contribution to the advancement of lesbian, gay, bisexual, trans, intersex and two-spirit (LGBTQI*) human rights, equity and inclusion, his long history of exceptional achievement and union/community activism that incorporated and promoted human rights and equality for LGBTQI* people.

“The OFL hopes to encourage, by honouring these activists for their work, the continued fight for equity in the workplace. There are still too many barriers for LGBTQI* workers. Our activism will continue to break them down one by one by one,” said OFL Secretary-Treasurer Patty Coates.

For more information on the OFL Solidarity and Pride Champion Award, please contact OFL Human Rights and Women’s Department Director Carroll Anne Sceviour by phone 416.443.7670 or by email csceviour@ofl.ca.

PHOTO GALLERY: LABOUR STANDING OUT LOUD AND PROUD AT PRIDE



FROM THUNDER BAY TO KINGSTON TO TORONTO: LABOUR DAY ACROSS THE PROVINCE

This Labour Day, OFL officers visited celebrations across the province. President Chris Buckley spoke in Toronto, Secretary-Treasurer Patty Coates celebrated the day with the Thunder Bay and District Labour Council, and Executive Vice-President Ahmad Gaeid was in Kingston.

The officers spoke about Labour movement wins, called on activists to work against racism across Ontario, and to ensure that with election coming up our government knows the importance of decent work. They also encouraged activists to continue their fight for amendments to Bill 148.

"Bill 148 isn't a done deal, it's a once-in-a-generation opportunity. Let's take it," said Buckley to the crowd in Toronto. "We are going to keep fighting to raise the bar for all workers, and to make it easier to join a union."

Buckley talked about the Labour movement's wins this year, from achieving a ban on asbestos to the gains that have been made through advocacy on Bill 148 and decent work.

In Thunder Bay, OFL Secretary-Treasurer Patty Coates spoke to the Thunder Bay and District Labour Council. She talked about the activism of workers across the province.

"This summer, there were consultations across the province on Bill 148, the bill called the *Fair Workplaces, Better*

Jobs Act. Did the Labour movement sit back? No. Together, we mobilized in every city and town. Wherever there were hearings, we were there," said Coates.

"The OFL pushed hard for our government to form an Anti-Racism Directorate and we continue to advocate for that directorate to be properly funded," said Gaeid, speaking in Kingston. "I urge you to stand against racism wherever you see it. We cannot let violence grow."



TORONTO



OFL President Chris Buckley speaking on decent work before the Toronto Labour Day Parade.



CLC President Hassan Yussuff spoke out for Pharmacare at the Toronto Labour Day Parade.



THUNDER BAY



OFL Secretary-Treasurer Patty Coates celebrated Labour Day with the Thunder Bay and District Labour Councils.



KINGSTON



OFL Executive Vice-President Ahmad Gaied was in Kingston for Labour Day.





Pharmacare for Ontario

CANADA IS THE ONLY DEVELOPED COUNTRY IN THE WORLD WITH UNIVERSAL HEALTH CARE THAT DOES NOT INCLUDE PRESCRIPTION DRUGS.

Many workers in Ontario pay out of pocket for prescriptions because they don't have a prescription drug plan, or because their plan doesn't cover the full cost. A [national survey by Angus Reid in 2015](#) found that 24 percent of respondents in Ontario said they or someone else in their household hadn't taken medication as prescribed because they couldn't afford to.¹ Many are splitting pills, skipping days to stretch their prescriptions, or not filling their prescriptions at all.

Women are less likely than men to have prescription drug coverage, in part because more women work part time.

Younger workers are less likely to have prescription drug coverage, especially because they're more likely to be stuck in low-wage, precarious jobs.

Nobody should be forced to choose between paying for groceries and paying for the medication they need. That's why Canada's unions are calling on the federal government to establish a single-payer, universal prescription drug plan, in coordination with all the provinces and territories.

¹www.angusreid.org/prescription-drugs-canada/

CALLING FOR CRIMINAL INVESTIGATIONS IN WORKPLACE DEATHS

Over the summer the OFL has reached out to the police six times as a result of workplace fatalities, contacting the Ontario Provincial Police in Huntsville and Prescott, the Chief of Police in Peterborough, the Commander of Division 11 of Peel Regional Police and the Commanders of 31 and 53 Divisions of the Toronto Police Services.

"I am committed to keeping up the pressure on employers to take their occupational health and safety responsibilities seriously and understand that if they kill a worker they could go to jail," said Chris Buckley. "The OFL will not stop this campaign until we know that every workplace death is investigated thoroughly by the police through a C-45 lens and we start to see negligent employers being sent to jail for killing workers."

After each workplace fatality, the OFL sends a letter to the local police with a package of information which includes material prepared by the Ministry of Community Safety and Correctional Services to educate and advise the police services across Ontario about the amendments to the Criminal Code made by Bill C-45 (2003).

The package consists of:

- a memo dated March 30, 2004 that went to every Chief of Police in Ontario as well as the OPP Commissioner;
- a copy of Bill C-45 as it was passed by the House of Commons; and,
- a plain language guide to Bill C-45.
- a copy of "A guide to investigating Corporate Criminal Negligence," a guide prepared by the CLC in consultation with police officers, prosecutors and lawyers to assist police to conduct an investigation of a workplace fatality or serious injury through a C-45 lens.

The police are asked to share the package of information with the investigating officers and are reminded that every worker who is killed at work deserves to have their death investigated through the lens of C-45.

UNIONS CALL FOR UNIVERSAL PRESCRIPTION DRUG PLAN IN CANADA

Canada's Labour Leaders met in Edmonton and sent a message to Canada's Premiers during the Council of the Federation: without a prescription drug plan, Canada is leaving millions of workers without the essential medications they need.

"Canada's multi-payer drug system is expensive, inefficient, and does not ensure that people get the life-saving prescriptions they need," said President of the Ontario Federation of Labour Chris Buckley. "Canadians fund this patchwork system, spending millions of dollars. At the same time, they face some of the highest prices in the world for prescription medications instead of using that money to cover other healthcare needs."

Canada's public per capita prescription drug spending in 2014 was second highest amongst OECD countries, at \$772 USD per person, far above the OECD average. The high costs of the current system are also felt by individuals and families. Almost one in ten Canadians are going without life-saving prescribed medicines because they can't afford them, which can cause serious health complications.

"No one should need to skip their medications or otherwise ignore doctor's orders because of costs. This only leads to additional pressure on the healthcare system that will actually cost everyone more in the long run," said Buckley.

By adopting a single-payer program, Canadians would benefit from bulk purchasing power, giving them the power to obtain competitively priced prescription drugs.

Public opinion surveys show that, over 90% of both citizens and employers believe a universal drug plan is important to Canadian health care coverage. Canada is the only country with universal health care that does not have a universal program for prescription coverage, despite the stated goal of universal coverage in the 2004-2014 Health Accord.

During events concurrent to the Council of the Federation, Presidents of provincial and territorial labour federations will urge premiers from provinces and territories across Canada to re-commit to a single-payer, universal prescription drug plan to save lives while saving Canadians money.

Together, Canada's provincial and territorial labour federations give voice to over three million workers.

To read the full press release, go to: www.ofl.ca.



OFL RESPONDS TO BUSINESS LOBBY'S ECONOMIC IMPACT STUDY ON BILL 148

The Ontario Federation of Labour is raising serious concerns about the validity of the assertions in the Keep Ontario Working (KOW) coalition's commissioned economic impact analysis of Bill 148, conducted by the Canadian Centre for Economic Analysis (CANCEA)

The Ontario Federation of Labour is raising serious concerns about the validity of the assertions in the Keep Ontario Working (KOW) coalition's commissioned economic impact analysis of Bill 148, conducted by the Canadian Centre for Economic Analysis (CANCEA).

"The assertions released by the corporate lobby are inaccurate, incomplete and just not responsible," said Chris Buckley, President of the Ontario Federation of Labour.

This analysis fails to acknowledge the increases in consumer spending of higher incomes for low-wage Ontario workers, the reduced demand on social services and the strengthening of household financial stability that will result from a more equal distribution of income in Ontario. In other words, this report considers only the costs of a higher minimum wage, not the benefits.

"Every economist that we've consulted since the *Fair Workplaces Better Jobs Act* was announced points out that its measures will in fact strengthen Ontario's economy," said Buckley. "Many also note that areas for improvement still exist within the legislation."

"The pessimistic assertions in this report are at odds with the well-established conclusion in published, peer-reviewed economic research that changes in minimum wages have very small, if any, impacts on employment levels," said Jim Stanford, Harold Innis Industry Professor of Economics at McMaster University.

"Some low-wage employers may want to maintain a situation where employees have to work for poverty-level wages. But from the perspective of Ontario's overall economic success, it is these very pools of working poverty that are in fact holding our economy back," said Stanford. "The dire assertions in this report have not been validated or reviewed by other economists. Indeed, the consultants hired by the business lobby have not even explained how these forecasts were generated," Stanford added.

There is strong economic evidence that the provisions of Bill 148 that aim to raise incomes for low-wage workers and contribute to more better workplace rights for Ontarians will lead to a stronger and fairer economy.

"The self-serving scare tactics of certain corporate lobbyists and their consultants cannot refute the actual outcomes seen in those jurisdictions that have already made substantial increases in their minimum wage. The business lobby tried a similar tactic in BC and Alberta, and they were wrong there too," said Chris Buckley.

For example, when the Alberta government began to phase-in a \$15 minimum wage in September 2016 and eliminate the sub-minimum wage rate for liquor servers, corporate lobbyists were quick to predict dire economic consequences, especially for the services sector.

However, those predictions failed to materialize. The Parkland Institute published this rebuke of the outrageous claims made by the business lobby in Alberta: "[The CFIB] made the bold prediction that the government of Alberta's \$15 per hour pledge would cost the province "between 53,500 and 195,000 jobs." In other words, the CFIB believes that almost half of the 350,500 Alberta workers currently making less than \$15 an hour could lose their jobs. This is simply not credible."

As it turned out, Alberta's Treasury Board and Finance Department reported that, despite the recession caused by the drop in oil prices: "The service-producing sector has seen consistent gains throughout the downturn, with employment now 37,800 higher than in June 2016.'

"Today's announcement should be taken for what it's worth, a simple attempt by the employer and business lobby to whip up a frenzy about imagined hardships," said Buckley.

"Ontario's economy is growing relatively strongly right now, including creating 138,000 jobs in the last year alone. This is exactly the time for ambitious, forward-looking measures to ensure that this growth is shared more fairly," said Stanford.

BE A MYTHBUSTER!

Bill 148 is before the legislature and big business is getting louder in its fight against a higher minimum wage and the other elements needed for decent work.

Many of us face friends, co-workers and family who believe what big business is telling them. It's not always easy to know how to respond.

The OFL has produced a new tool to help activists make sure that they have the information that they need to respond so some common, but incorrect, statements: a mythbuster.

Sample mythbusting responses include:

FACT: THE WAY TO PROTECT WORKERS' DEMOCRATIC RIGHT TO FORM A UNION IS THROUGH CARD-BASED CERTIFICATION.

Union votes are different than political votes because politicians do not have the power to fire the voters. In a workplace, a secret ballot can rarely occur without intimidation by the employer, who controls each workers' pay.

The next time someone says: "The only democratic way to join a union is through a secret ballot vote," be a mythbuster. Explain how card-based certification protects employees from employer intimidation.

FACT: RAISING THE MINIMUM WAGE IS GOOD FOR THE ECONOMY

A \$15 minimum wage would pump billions of dollars into the Ontario economy, stimulating new demand and creating jobs, even if some businesses that could only function by paying poverty wages had to cut back, with better employers taking their place.

When someone tells you "Raising the minimum wage will cost low-wage workers their jobs," explain why that's not true.

FACT: RAISING THE FLOOR OF MINIMUM WAGE STANDARDS ALLOWS US TO NEGOTIATE ABOVE THEM.

If someone says: "A \$15 minimum wage makes it harder for union workers to negotiate for better wages," be a mythbuster. Explain that minimum wage increases and more effective employment laws means a higher floor to negotiate from when demanding better wages and fairness.

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.

THIS YEAR'S LABOUR HONOUR ROLL INDUCTEES ARE:

Brother Ed Chudak, OECTA

Brother Gary Parent, Unifor

Brother Stan Raper, UFCW (Deceased)

Brother Dave Ritchie, IAMAW Canada

Sister Joanne Webb, CUPE Ontario



CLC SUMMER SCHOOLS

The CLC's Summer School is a labour education initiative that provides a space for activists, workers, and community organizers to come together to build connections and increase their knowledge and leadership skills.



OFL/AIL SCHOLARSHIP WINNERS

The OFL is proud to be joined in partnership by American Income Life (AIL) Canada in awarding the annual OFL/AIL Jack Layton Labour Post-Secondary Scholarships.

Two OFL members, or the children of members entering their first year of study were awarded \$2500 each in honour of distinguished trade union activists who have made a significant contribution to the life and growth of the labour movement in Ontario.

The theme of this year's scholarship question was about how unions combat discrimination, bigotry and hate, and

This year's summer schools took place in mid-July, while public consultation hearings for Bill 148 were taking place across Ontario.

OFL President Chris Buckley spoke at the close of the CLC Summer School and OFL Secretary-Treasurer Patty Coates closed the CLC Ontario Women's School. Both officers emphasized the importance of the changes to Bill 148, and the need to continue our activism if we are to achieve wins for all workers in Ontario.

"With amendments, Bill 148 could significantly improve employment experiences and opportunities for women, young people, people of colour, and vulnerable workers facing unemployment or underemployment," said Buckley. "We need your help, as members and leaders of the labour movement, to create an economy that works for everyone."

He urged everyone to get involved in the campaign.

Patty Coates spoke about the profound effect that outdated laws have on marginalized workers, particularly women.

"Bill 148 is an opportunity to implement changes that support decent work across the province—changes that workers needed yesterday," said Coates. "Women are over-represented in low-wage, precarious work, and proposals like the \$15 minimum wage is a huge step towards rectifying income inequality and building healthy communities; the government's implementation plan must not be delayed."



"We're also pushing for changes to ensure fair employment standards," said Coates. "This is an opportunity to strengthen equal pay for equal work provisions, and ensure all workers have access to paid emergency leave days."

how young activists can participate in creating fairer workplaces.

"All submissions entered were well composed and I am proud of these young students for bringing their ideas forward. I want to thank all those who applied and wish them the best of success this academic year," said OFL Executive Vice-President Ahmad Gaiad.

This year, the recipients of the scholarship are Kandeel Imran, daughter of Naureen Imran and member from CUPE Local 2563, and Avery Brown, daughter of Todd Brown and member of UNIFOR Local 444.

Thank you to all applicants.



Kandeel Imran



Avery Brown

OFL RESPONDS TO FINE FOR WORKER DEATH AT FIERA FOODS

On September 2, 2016, 23-year old Amina Diaby, a temp agency worker who had been on the job just two weeks, was killed at the Fiera Foods plant in Toronto.

The OFL's Kill a Worker, Go to Jail campaign confirmed that this was the third worker death at that location. The OFL calls on the government to do more to prevent the injuries and deaths of temp agency workers and of all workers.

"It is clear to me that this employer has demonstrated a deep disregard for the safety of those that work in their facility," said Chris Buckley President of the Ontario Federation of Labour. "Media reports have exposed to the public that this employer has little regard for the laws of Ontario."

In August, the Ministry of Labour charged Fiera Foods and a supervisor for lack of guarding and for failing to ensure loose clothing was not worn near a "source of entanglement."

In a plea bargain, the company pleaded guilty on the loose clothing charge and in return, the charge of improper guarding was dropped as were charges against the supervisor. Two unrelated charges involving critical injuries were also dropped. Fiera foods was fined \$300,000.

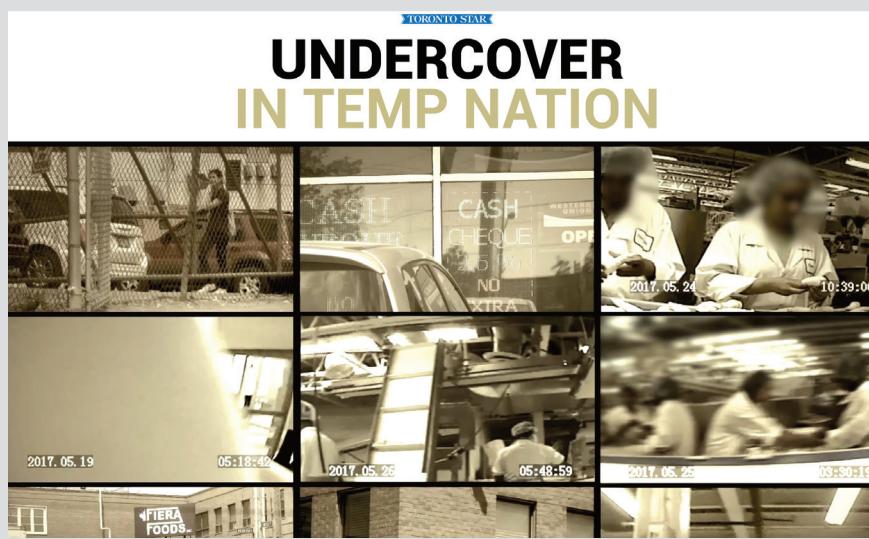
This tragedy underscores the vulnerability of temporary workers when employers treat them as a disposable commodity, often relegating them to the

most precarious and dangerous work.

"The \$300,000 fine is a paltry amount considering the record of this employer," said Buckley. "If the Ministry of Labour is not prepared to hold this company and their senior executives fully accountable, we hope the police have enough evidence to lay criminal charges. This blatant disregard for the health and safety of workers will not be tolerated."

Employers like Fiera Foods must do better by these workers by ensuring health and safety, regard for the law, and decent work are the top priority throughout the entire supply chain.

Conditions at Fiera Foods were recently documented in a Toronto Star undercover investigation.



UPCOMING EVENTS

September 21, 2017

INTERNATIONAL DAY OF PEACE

Peace Day provides a globally shared date for all humanity to commit to Peace above all differences and to contribute to building a Culture of Peace.

September 30, 2017

ORANGE SHIRT DAY

A day to remember the harm the residential school system did to children's sense of self-esteem and well-being, and affirm our commitment that everyone matters.

October 4, 2017

SISTERS IN SPIRIT VIGILS

A day where we honour the lives of Missing and Murdered Indigenous Women and Girls (MMIWG), and demand continued action on violence against Indigenous women .

October 7, 2017

WORLD DAY FOR DECENT WORK

Started by the ITUC in 2008, a day for mobilisation all over the world: one day when all the trade unions in the world stand up for decent work.

October 10, 2017

WORLD MENTAL HEALTH DAY

A day to raise awareness of mental health issues around the world and mobilize efforts in support of mental health.

October 17, 2017

INTERNATIONAL DAY FOR ERADICATION OF POVERTY

A day to renew our commitment to ending poverty and show solidarity with the poor.

October 25, 2017

CHILDCARE AND EARLY CHILDHOOD EDUCATORS APPRECIATION DAY

A day to celebrate these workers and call for more investment in a child care system that provides high quality care and decent work for educators.

November 20, 2017

TRANSGENDER DAY OF REMEMBRANCE

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

November 18, 2017

OFL YOUNG WORKERS' ASSEMBLY

The OFL Young Workers' Committee will be hosting the third Young Workers' Assembly immediately preceding the OFL Convention..

November 17-18, 2017

OFL EQUITY AND JUSTICE SUMMIT

An opportunity to build the culture and climate of empowerment that will create labour leadership that reflects the diversity of the membership in the labour movement.

November 20-24, 2017

OFL 60TH ANNIVERSARY CONVENTION: POWER ON

The Ontario Federation of Labour will hold its Biennial Convention, under the banner "Power On" from November 20 to 24, 2017 at the Sheraton Centre Toronto Hotel.

November 25, 2017

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, 2017

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, 2017

INTERNATIONAL DAY FOR THE ABOLITION OF SLAVERY

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

December 3, 2017

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, 2017

NATIONAL DAY OF REMEMBRANCE AND ACTION ON VIOLENCE AGAINST WOMEN IN CANADA

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, 2017

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, 2017

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.

SOLIDARITY ACTIONS

The Ontario Federation of Labour stands with locked out and striking workers across this province.

"I encourage everyone who is able to get out there, to go and support workers who are on the picket lines," said OFL President Chris Buckley. "These workers need our support. Each time workers stand up for their rights, they are standing up for all of us."

Some of the labour actions in Ontario over the summer included:



Unifor Local 88 at the CAMI plant in Ingersoll voted to go on strike on Sept 18. We stand with these workers!



THE OFL TEAM

ROB HALPIN, Executive Director, OFL

JANE LIU, Controller, OFL

OFL & PREVENTION LINK STAFF

(In alphabetical order by last name)

MELISA BAYON, Director of Political Action and Outreach, OFL

JUDY CHOW, Executive Secretary (Secretary-Treasurer & Administration, OFL

ERIN DOUCETTE, Return-to-Work Coordinator, PL

VERN EDWARDS, Health & Safety Director, OFL

SUE FRATRIC, Administrative Support, PL

LAURIE HARDWICK, Director, PL

PAULETTE HAZEL, Administrative Support OFL

OGHO IKHALO, Senior Communications and Outreach Specialist, PL

JODY JONES, Return-to-work Coordinator, PL

BRIAN MORGAN, Production Coordinator

KATHY NEUMANN, Executive Secretary , OFL (President, Exec. V.P. and Exec. Assistant)

MEAGAN PERRY, Communications Director, OFL

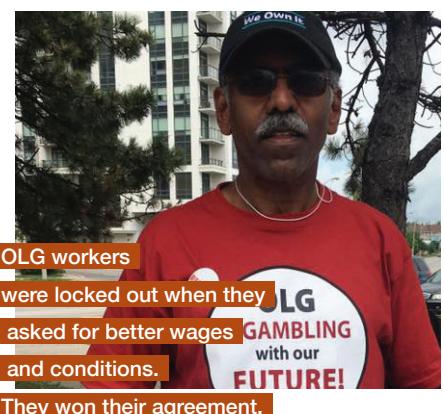
RENATA PUCEK, Bookkeeper, OFL

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

ETHIRAJU RAMACHANDAR, Administrator/ Finance, PL

THEVAKI THEVARATNAM, Research and Education Director, OFL

AMALIA SAVVA, Administrative Support, OFL



Learn how to promote a culture of safety & improved RTW outcomes!

Take a comprehensive week-long workers' compensation training that offers courses to certify you in preventing and reducing the impacts of occupational illness, disease or injury in your workplace.

COURSES OFFERED:

- Level 1, WSIB Rights & Obligations
- Level 2, WSIB Benefits & Services
(no pre-requisite)
- Return to Work
(pre-requisite Level 1 & 2)
- Medical Orientation
(pre-requisite: Appeals or Return to Work)
- Occupational Disease
(pre-requisite: Level 1, Level 2, Appeals & Medical Orientation)
- Workers Compensation Vitals (Workers' Compensation 101, Disability Prevention Strategies, Occupational Hearing Loss, Mental Health and Illness 101)
(no pre-requisite)

Who should attend? WSIB representatives, RTW specialists, H&S reps., Human Resources, union leadership and union stewards

FALL SCHOOL

LONDON, ONTARIO

****REVISED DATE****

OCTOBER 22–27, 2017

Location: DOUBLETREE BY HILTON HOTEL
300 King Street
London, ON

Cost: **\$650 (\$50 Early Bird Discount when you register before September 15)**

*Includes workshop materials, specialist instruction, certificate of completion and lunch

* participants are responsible for their own accommodations.
To book rooms, call: 519-439-1661 or
online at <http://bit.ly/2vPMogs>. Refer to Promo Code: PLW

For further information:

Tel. (416) 443-7683
Fax: (416) 441-1893
e-mail: info@preventionlink.ca

