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P.5 FIGHTING TO KEEP HYDRO PUBLIC



P.22 RALLY FOR JOBS JUSTICE & CLIMATE

PRESIDENT'S REPORT

ONTARIO FEDERATION OF LABOUR

SUMMER 2015



VOLUME 5, ISSUE 3



REFORMING LABOUR LAWS:

THERE'S A LOT ON THE LINE

SPECIAL FEATURE ON LABOUR LAW

ON PAGE 6 THROUGH 9

**OFL CONVENTION
NOV. 22-27
P.23**

MEET THE OFL OFFICERS

President



Patrick "Sid" Ryan

Secretary-Treasurer



Nancy Hutchison

Executive Vice-President



Irwin Nanda

PRESIDENT'S REPORT ONTARIO FEDERATION OF LABOUR

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

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PRESIDENT'S REPORT ONTARIO FEDERATION OF LABOUR

**VOL. 5 NO. 3
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P.22 NAOMI KLEIN CALLS ON LABOUR TO RALLY FOR JOBS, JUSTICE & THE CLIMATE

PHOTO: JOEL DUFF

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COVER PHOTOS: KIM HUME (MAIN); TOP ROW (L TO R): JOEL DUFF, JOSHUA BERSON, UNIFOR

June 17, 2015

Sisters and Brothers,

@SIDRYAN_OFL



Since the OFL and CLC came together in January to launch a coordinated campaign to stop Stephen Harper in the October 19 election, the seemingly unthinkable has happened. Alberta NDP leader Rachel Notley's team swept the provincial elections, unseating a 44-year-old Conservative dynasty and securing the province's first NDP majority.

The inspiring electoral upset will have reverberations across the country but it is a game-changer for the federal election. After all, this Orange Wave wasn't in Prime Minister Harper's backyard, it was in his living room.

There are several lessons that can be learned from the Notley campaign but three stand out as signposts for organized labour's plans to hand Harper his pink slip:

First, the unmistakable conclusion is: campaigns matter. Pre-election polls must be taken in context. In fact, any public opinion poll simply gives a snapshot of public sentiment at a given moment, based on existing circumstances. Real leadership doesn't simply take queues from public opinion, it seeks to change it.

Second, principled leadership that is rooted in values can win. Notley didn't craft a platform based on vague platitudes, the way Justin Trudeau has done. She took a bold stand on corporate tax fairness, the environment and minimum wage and secured more than a win: she got a strong and progressive mandate. If Thomas Mulcair's clear convictions on Bill C-51, a \$15 federal minimum wage, national child care and abolishing the Senate are any indication, he too is positioned to shape the debate in the federal election around progressive values.

Third, the NDP are positioning themselves to be the real "Conservative slayers" in this election. Québec voters will, no doubt, feel emboldened by the Alberta returns and in downtown Toronto, where Tories are desperate for seats, it is the NDP, not the Liberals, who are the bookmakers' choice.

However, with Thomas Mulcair's NDP finally topping the polls with a two-point lead, this is no time to be complacent.

In the 2014 Ontario Election, the OFL's unprecedented mobilization of the labour movement didn't just defeat the Tories, it sent party leader Tim Hudak into political oblivion. That strategy, coupled with an inspiring, substantial and bold NDP platform, is a recipe for working class victory.

We must direct all of our actions in the next four months towards election organizing designed to mount the campaign that will defeat Stephen Harper.

As we gear up to reform Ontario's labour laws for the first time in 20 years, we need to be instigating a national debate about Harper's attempts to convert Canada into a low-wage economy. As we mobilize to create good, green jobs that provide for our families and save our planet for future generations, we must expose Harper's bankrupt "petroleum politics" that collapsed with the plummeting price of oil. As we rally to stop the Ontario Liberal sale of Hydro One, we must also take aim at Harper's record on privatization and dramatic cuts to vital public services.

With a focused campaign and a united labour movement, the conditions are right for a federal electoral upset of Alberta proportions.

In solidarity,

Sid Ryan

Sid Ryan, President of the Ontario Federation of Labour

Sign up for the OFL's new e-blast updates by texting the word "OFL" to **647-496-5602**



Follow & Retweet the OFL on Twitter at: **@OFLabour** and **@SidRyan_OFL**



Ontario Budget sells false choices

When the Wynne government released the 2015 Ontario Budget on April 23, it triggered a lightning storm of public outcry with the announcement of the sale of Ontario's power grid, Hydro One. However, behind the headlines was a story of a much deeper betrayal of voters and the public interest.

When Kathleen Wynne won the Liberal Leadership and campaigned to be Premier, she sold herself to Ontarians as the "Social Justice Premier" in an attempt to distinguish herself from the discredited and disgraced former Premier, Dalton McGuinty. Yet, like her predecessor, she has chosen the path of cuts and privatization over tax fairness and economic stimulation.

The result will be a damaging and irreversible legacy that entrenches the economic divide, erodes public services and leaves a poorer province for future generations.

"Premier Wynne's budget sells more than just Ontario's public assets, it sells false choices," OFL President Sid Ryan told Queen's Park reporters. "She is telling Ontarians to choose between public transit and public hydro; municipal infrastructure versus hospital closures; good jobs or a balanced budget. It is a sort of budgetary 'Hunger Games' that pits

It is a sort of budgetary 'Hunger Games' that pits public priorities against vital public services instead of addressing the most obvious choice: asking corporations and high-income earners to pay their fair share.

- OFL President Sid Ryan

public priorities against vital public services instead of addressing the most obvious choice: asking corporations and high-income earners to pay their fair share."

In its pre-budget submission, the OFL called on the Wynne government to use public investment and tax reform to ensure that prosperity is shared, to get more Ontarians working and to build a fairer society.

The OFL called attention to the 370,000 Ontario children who live in poverty; the one million workers who earn at or near the minimum wage; the one in five Ontarians who receive help from a food bank or charity; and the nearly half of all residents in the Greater Toronto Area and Hamilton who are working in precarious, part-time and insecure employment. All of this stands in stark contrast to Canada's highest paid CEOs, who today make 171 times the average Canadian income at a time when Ontario's corporate tax rate is the lowest in North America.

Simply restoring corporate tax rates to 14 percent, cracking down on tax cheaters and removing exemptions in the Employer Health Tax could inject an estimated six billion into infrastructure, jobs and anti-poverty initiatives each year. However, the 2015 budget continues to impose an impossible freeze on public funding for vital services, like schools and hospitals, rather than addressing inequities in the tax system that are at the root of the crisis.

"This budget has identified many important problems but it arrives at all the wrong solutions," said Ryan. "Ontario needs long term, stable and reliable revenue to protect valuable public services and to lift people out of poverty."



Hydro One sale betrays future generations

The 2015 Ontario Budget revealed the Wynne Government's plan to sell up to 60 percent of its current 100 percent ownership of Hydro One Inc. to investors through an Initial Public Offering (IPO), commencing with an initial 15 percent sell-off in 2015-16.

This privatization of Ontario's publicly-owned electricity transmission and distribution utility will significantly reduce Ontario's annual revenues, drive the cost of electricity upward and impair the ability of the government to promote energy conservation and environmental sustainability.

The sale of Hydro One Inc. has met stiff opposition from both the Ontario PC Party and the Ontario NDP, as well as vehement public outrage from every corner of the province. A public opinion poll of 1,000 Ontario residents conducted by StratCom Communications found that 63 percent of respondents oppose the Liberal government's plan to sell shares in the provincial electricity transmission system. Fewer than 20 percent of Ontarians support the move.

"Selling off revenue-generating assets means future generations of Ontarians will be footing the bill for yet another government's short-

sightedness," said CUPE Ontario President Fred Hahn. "History tells us that privatization will leave Ontarians in the dark."

This short-sighted cash grab will only net the government a meager \$4 billion through the one-time sale of Hydro One – but it will gut \$340 million in revenue from our provincial

On May 28, a rally of thousands merged at the CUPE Ontario Convention and marched up to the Ontario Legislature to bring public opposition directly to the doorstep of the Premier. On the same day, NDP Leader Andrea Horwath introduced a private member's bill to force the Ontario government to hold a public referendum before putting electricity assets up for sale.

"We know that hydro prices will increase with the sell off," Horwath told protesters at Queen's Park. "The premier claims that she's been upfront and honest with the people of this province but no matter what she says, she did not run on the sell-off of Hydro One. If she wants a mandate to sell this vital public asset, she has to take that decision right to the people of Ontario."

As the NDP continues the fight inside the legislature, labour and community activists continue to organize online and on the streets.

Get involved in the campaign at www.KeepHydroPublic.ca and join the discussion on Twitter at #KeepHydroPublic.



#KEEPPHYDROPUBLIC

coffers from every budget going forward. Once it's sold, that income will be lost forever.

The OFL and several affiliates have banded together through a coalition to stop the sale of Hydro One, under the banner and hashtag #KeepHydroPublic. The campaign has been gaining momentum ever since.

LABOUR. LAW. REFORM.

A JOB SHOULD BE A

PATHWAY OUT OF
POVERTY

Share!   #FairLabour



ONTARIO FEDERATION OF LABOUR

REFORMING LABOUR LAWS

THERE'S A LOT ON THE LINE

Ontario's labour laws are set for review this year and there is a lot on the line.

It has been 20 years since labour laws were re-opened in Ontario and that was under a Mike Harris government, when many of the gains made during the province's first-ever NDP government were rolled back.

Today there is new hope. The Wynne government has bent to pressure from the labour movement, sustained media attention to the growing trend towards precarious work and the ensuing public outcry. This year, the Ontario government has appointed two Special Advisors to review Ontario's *Labour Relations Act* and *Employment Standards Act* and, in May, the province officially launched the "Changing Workplaces Review" with the release of a discussion paper and public consultation dates that span from mid-June to early September (see below for the full list).

There can be little doubt that this is a once-in-a-generation opportunity to change Ontario's outmoded labour laws to lift employment standards for every worker and provide easier

access to unionization and the protections it affords.

The OFL has responded by bringing together a big table of affiliates, progressive economists, labour-side lawyers and community allies to analyze the existing gaps in labour law and the impact on the people who are falling through them. All of this in an effort to develop a clear vision that is shared across the labour movement and to put forward a comprehensive set of policy proposals that can restore the balance to labour relations in Ontario and ensure that having a job will always be a pathway out of poverty.

History has shown that when workers act collectively in their workplace they can improve their wages and working conditions. Such collective action has resulted in critical improvements in health and safety standards for workers and for decent wages and benefits.

The OFL is proposing a series of improvements to the *Labour Relations Act* that would eliminate the barriers to unionization, prevent employer intimidation and harassment during an organizing drive, help secure

collective agreements and resolve disputes and maintain union protection in the workplace.

Key among the OFL's recommendations are:

- Card-based union certification;
- Early disclosure of employee lists;
- Reinstatement following an organizing drive;
- Neutral and off-site voting, including telephone and electronic voting;
- Interest arbitration for a first contract;
- Successor rights for the contract services sector; and
- Ending protracted strikes through binding arbitration and anti-scab rules.

The OFL's initial presentation to the "Changing Workplaces Review" is timed with the release of this edition of the President's Report and a full submission will follow in the weeks ahead.

For copies of the OFL backgrounder on labour law, contact Sylvia Stewart at 416-443-7677 or SStewart@ofl.ca

For updates and information, visit:

www.ofl.ca/index.php/campaigns/LabourLawReform

SCHEDULE OF PUBLIC CONSULTATION MEETINGS

Jun. 16 Toronto 9:00 a.m.-5:00 p.m. Marriott Downtown Eaton Centre Hotel (525 Bay St.)	Jun. 25 Guelph 9:00 a.m.-5:00 p.m. OMAFRA (1 Stone Rd. W.)	Jul. 23 Sudbury 9:00 a.m.-5:00 p.m. Venue TBD
Jun. 18 Ottawa 9:00 a.m.-5:00 p.m. Courtyard Ottawa Downtown (350 Dalhousie St.)	Jul. 7 Windsor 9:00 a.m.-5:00 p.m. Holiday Inn (1855 Huron Church Rd.)	Sep. 10 Hamilton 9:00 a.m.-5:00 p.m. Venue TBD
Jun. 24 Mississauga 9:00 a.m.-5:00 p.m. Courtyard Toronto by Marriott (7015 Century Ave.)	Jul. 8 London 9:00 a.m.-5:00 p.m. Station Park All Suite Hotel (242 Pall Mall St.)	Sep. 16 Thunder Bay 9:00 a.m.-5:00 p.m. Venue TBD
		Sep. 18 Toronto 9:00 a.m.-5:00 p.m. Venue TBD

For up-to-date information, visit: <http://www.labour.gov.on.ca/english/about/workplace/consultation.php>

LAW S MUST STOP SCABS

By far, the majority of collective agreements are negotiated without labour disruptions. However, the actions of some employers result in strikes by unionized workers in order to achieve a fair contract. The use of replacement workers, or “scabs,” undermines the collective bargaining process and unfairly weakens unions’ ability to bring about a negotiated resolution.

The use of scabs and replacement workers prolongs labour disputes and escalates tensions.

Removing the ability of employers to use scabs or replacement workers to grind down striking workers results in smoother labour relations and shorter disputes with less risk to everyone involved.

Québec and British Columbia have anti-scab laws today and the results are clear. The year after B.C. changed its *Labour Code*, the province realized a 50 percent drop in the amount of work-time lost to strikes. The number of work days lost each year in Québec due to labour disputes is about half of the national average.

Ontario banned the use of replacement workers in 1992 but the Mike Harris government lifted the ban a few years later. Despite the rhetoric used by the opponents of the law, the short period it was in place was characterized by few work stoppages, moderate union demands and picket line peace.

Banning scabs and replacement workers from Ontario workplaces would prevent disruptive, long and bitter labour disputes, like the one underway at Crown Holdings in Toronto, where USW Local 9176 members have been forced to strike for over 21 months to resist a 42 percent cut to wages for new employees.

The Supreme Court has upheld the constitutionally-enshrined right to strike so it is not acceptable for the Ontario government to sit idly by while employers undermine that right through scabbing that protracts the strike and leaves workers to wither on the line.



PHOTO: KIM HOWE

PROFILE CHERYLE

Cheryle Dollimore has worked for Crown Holdings for 28 years, making cans for leading food and beverage companies. A single mom whose father and grandfather worked at the plant before her (her family has contributed over 100 years of service to the plant). Cheryle was a skilful and valued employee who worked hard for decent wages and benefits that allowed her to provide for her family.

That changed in 2013 when her profitable employer demanded that all new hires earn up to 42 percent less for doing the same work. She and her fellow workers made the difficult decision to strike because they thought it was important to protect reasonable wages for the next generation of workers.

They also believed they would be back at work within a few weeks, and certainly before the big production period in the spring. The only previous strike in the facility’s history had lasted only six weeks in 1995.

Crown had other ideas. Soon after the strike began, Crown started busing replacement workers (scabs) across the picket line and resumed production. Instead of bargaining a fair deal with its long-time employees, Crown made increasingly worse offers and insisted that it would keep all the scabs and allow only about 25 percent of the strikers to return to work even

if an agreement was reached. Everyone else would be fired without cause or left in limbo.

With no fair deal to vote on, Cheryle is still on strike nearly two years later and still watching replacement workers cross the picket line every day. Talking about how the strike has affected her, Cheryle says, “It’s been difficult and upsetting to have to watch the buses of replacement workers cross

our line day in and day out. Financially, it’s been tough. I’m in my fifties and any retirement savings I had are null and void. I have nothing left for retirement. It’s not just tough on me and the people on the line; it impacts our families. When you’re on strike this long,

everyone worries about you: your parents, your brothers and sisters, your kids. It affects everybody.”

After so long on the line, Cheryle just wants to return to work so that she can retire with her pension—she just needed a couple more years. “I hope the government intervenes so this can’t happen again. Companies shouldn’t be allowed to keep us out like this,” she says, “but big money has more power than the little guy. We don’t have strong enough labour laws in this province to protect us. People think we do, but we don’t.”

But big money has more power than the little guy. And we don’t have strong enough labour laws in this province to protect us.

- Cheryle Dollimore, USW 9176 Member

SUCCESSOR RIGHTS MEAN JOB SECURITY

Current legislation provides successor rights when a business is sold or transferred. Since the 1950s, Ontario legislation has recognized that employees who have democratically decided to form a union should not lose their collective bargaining rights – and employers should not be able to circumvent their obligations – when a business is sold or transferred. Such provisions were strengthened in the 1960s and in the early 1990s these provisions were extended, not just

to the sale or transfer of a business, but also to the contract services sector. Unfortunately, during the years of the Mike Harris government, these and other critical improvements to the *Labour Relations Act* were dismantled, including those provisions that protected some of the most vulnerable workers in society.

Loopholes in the current legislation absolve sub-contracted companies of honouring union certification when a contract changes hands,

even if the very same employees were called back to work for the new company. This penalizes companies who pay fair and reasonable wages and forces workers who want a union into a perpetual organizing drive ... simply to regain the wages and benefits they lost.

Extending successor rights to the contract services sector will remove the current bias in favour of non-union employers and provide job security for some of the most vulnerable workers.



PHOTO: UNITE HERE LOCAL 75

RAYMOND

Raymond Chung has worked for two and a half years in the cafeteria of 89 Chestnut Street, a hotel-turned-student residence run by the University of Toronto (U of T). The husband and father of two young children works hard setting up meals for university students, clearing tables and washing dishes.

Because Raymond works directly for the University, his job is relatively secure. He makes \$17.94 an hour, has modest benefits and if he keeps at it, when his children are old enough, they will be able to attend the university for free. This is a significant attraction to the job.

Raymond's union, UNITE HERE Local 75, is in the middle of bargaining a new contract. While his salary has been frozen for a couple of years, he is hoping for an increase to keep up with the rising cost of living.

"Kitchen jobs like this aren't perfect but we're doing better than other food service workers on campus who work for sub-contractors," said Raymond. "When you have job security, your union can work to improve things little by little."



PHOTO: JOEL DUJFF

VALERIE

Valerie Gaynor has worked full-time as a cook in a cafeteria on the same campus of the University of Toronto for almost 15 years. However, she makes only \$14.55 an hour. When the day is done, the 56-year-old mother is required to take her uniform home and wash it herself. Neither she nor her family members get a break on tuition fees at the university.

Why the difference in pay, benefits and job security? Valerie is actually employed by Aramark, a food service provider contracted by the University of Toronto, not for the university itself. When a new company won the contract to run the cafeteria, Valerie and her co-workers had to fight to keep their jobs.

"If a new contractor comes in at U of T, they don't have to keep us. It's very stressful because it means we have to fight just to protect our jobs every time the university's food service contract is up," says Valerie. "We'll never significantly improve our standards as long as we're struggling just to hold on to what we've got – it's like we're running to stand still."

THE DIFFERENCE THAT SUCCESSOR RIGHTS CAN MAKE

With the *Ontario Labour Relations Act* under review for the first time in 20 years, precarious workers like Valerie are hopeful that existing successorship provisions will be extended to include contract workers.

Many of them are in contracted positions that are typically underpaid with few benefits and little job security. When a new sub-contractor is

hired, all workers can be fired and they have to fight to get their jobs back — leaving essentially no possibility of improving their situations.

"There are other people on campus who work directly for the university, and they're doing the exact same work as us, serving the same students. But we're way behind because we work for a sub-contractor and we don't have

successorship protection," says Valerie. "It's time for us all to be treated fairly, with equal protection under the law."

There are hundreds of thousands of contract employees like Valerie, working in hospitality, airports, laundry and food service and many other industries. Successorship protection will keep them from falling through the cracks.



PHOTO: WORKERS' ACTION CENTRE

CHANGES TO EMPLOYMENT STANDARDS CAN RAISE THE FLOOR FOR EVERY WORKER

The changing economy and unfair government policies have resulted in a growing power imbalance between management and organized workers, while leaving millions of more workers labouring without the power of a union to represent them. Non-unionized workers, must rely on inadequate and poorly enforced employment standards to protect their interests.

Currently in Ontario, 41 percent of work is part-time, contract or own-account self-employed. The number of part-time jobs has risen much faster than that of full-time jobs and, since the last recession, many full-time, better-paid jobs have been permanently lost. Precarious and low-wage work is increasingly the new normal and yet the *Employment Standards Act (ESA)* has not kept up with the changing nature of work, leaving workers unprotected and struggling to get by in bad jobs. Ontario is developing a low-wage economy but the “Changing Workplaces Review” provides an opportunity to reverse the tide.

The government’s “Changing Workplace Review” gives us the opportunity to open up labour laws, identify the gaps and develop a new legislative architecture that can support decency in Ontario workplaces.

The OFL is committed to elevating the standards of every worker, whether unionized or not. Throughout their history, labour unions have fought to improve the livelihoods of their

members at the bargaining table, while seeking to generalize those gains through legislation. By extending union gains to the general workforce, unions hope to see all workers prosper.



The OFL is supporting the *ESA* submission of the Workers’ Action Centre. Key among the OFL’s recommendations are:

- Raise the minimum wage to \$15 per hour in 2015;
- Ensure that temp agency workers receive the same wages, benefits and working conditions as workers doing the same work;
- Make client companies jointly responsible with temp agencies for all rights under the *ESA*;
- Establish a reverse onus on employee status so that a worker is presumed to be an

employee unless the employer demonstrates otherwise;

- Enshrine an 8-hour day and a 40-hour workweek, such that overtime is paid on work above 40 hours and employees have the right to refuse work beyond 40 hours;
- Enable all employees to accrue a minimum of one hour of paid sick leave for every 35 hours worked;
- Increase paid vacation entitlement to three weeks per year.
- Require two weeks’ advance posting of work schedules and impose penalties for last minute shift changes;
- Remove all exemptions and special rules that erode the minimum standards; and
- Establish a Migrant Workers’ Bill of Rights and legislative changes to protect the labour and human rights of every worker.

Shady employment practices such as flexible staffing, low wages and abandonment of basic minimum standards are not permanent features of our economy. Rather, they are symptoms of labour regulations that have failed to keep pace with changing workplaces.

The OFL will be tabling comprehensive recommendations to improve the *Employment Standards Act* that will raise the floor for every worker and help to ensure that prosperity is shared across our economy and society.

TEACHERS' STRIKES FORECAST A YEAR OF LABOUR UNREST FOR THE WYNNE GOVERNMENT

As soon as the spring budget rolled out in April, it became clear that Premier Kathleen Wynne was setting the province up for a year of labour unrest. Without even inflationary increases, pretty much every public service that Ontarians depend on was thrown under the infrastructure bus.

However, for the province's education workers, who were still smarting from the Liberal's draconian Bill 115, that stripped their democratic rights, further erosion of classroom quality simply wasn't up for negotiation.

Ontario Secondary School Teachers' Federation (OSSTF) members were the first to take a stand, with high school teachers in Durham Peel and Sudbury's Rainbow school districts voting with hefty mandates to strike their local school boards over proposals that would threaten educational quality and take Ontario's school system backwards.

OFL Officers visited picket lines in all three regions over the course of the strike to call on the school boards to bargain an agreement that put the classroom first.

While the province sharpened its pencil to draft back-to-work legislation, the three school boards turned their attentions away from the bargaining table, opting to scuttle the labour dispute over technical grounds through a complaint to the Ontario Labour Relations Board (OLRB).

Over 10,000 teachers and supporters joined in a massive rally at Queen's Park to demand an end to Wynne's austerity agenda.

"We didn't start this fight but we'll be here to finish it!" OSSTF President Paul Elliott declared to thunderous applause.

Over three weeks after the strikes began, a negative labour board ruling put an end to the job action just days before the Wynne government passed its heavy-handed legislation.

"This ruling does not change the fact that our members have grown increasingly frustrated by the lack of progress at both the local and central bargaining tables," Elliott told the press. "If these school boards had made an honest effort to engage in meaningful negotiations at their local bargaining tables, there would have been no strike and no need for a hearing."



While the dispute may have been temporarily dialed back from the boiling point, there is no mistaking the tensions that are simmering below the surface.

In the meantime, ETFO members began "phase 1" of a work-to-rule strike action across the province, OECTA members gave themselves a 94.2 percent strike mandate and CUPE's 55,000 education workers will be gearing up for bargaining in the months ahead.

"We didn't start this fight but we'll be here to finish it!"

- OSSTF President Paul Elliott



Clockwise from Left: OSSTF President Paul Elliott, OECTA President James Ryan, CUPE Ontario President Fred Hahn and ETFO President Sam Hammond address a rally of 10,000 demanding an end to Kathleen Wynne's austerity cuts to education and vital public



CLC President Hassan Yussuff has travelled the country with the 'Time for Change' tour to mobilize the incredible volunteer capacity of the labour movement. Together, workers will call on Canadians to choose a better government and demand change on October 19.

CLC FEDERAL ELECTION CAMPAIGN CALLS FOR A “BETTER CHOICE”

Back in January 2015, CLC President Hassan Yussuff called on the labour movement to rally to defeat Prime Minister Stephen Harper in the upcoming federal election. The Harper Conservatives, he reminded union activists, have dedicated their time in power to attacking the labour movement, public services, the environment, Aboriginal peoples and democratic rights in “the most aggressive way we’ve seen in any government.”

This call to action framed the launch of the CLC federal election campaign around the primary goal of engaging union activists to recruit their co-workers and neighbours to help defeat Harper on October 19.

The result has been an entirely new approach to election campaigning. Gone are the doomsday forecasts and the vilifications that characterized past campaigns; in their place are positive, hopeful messages designed to inspire new activists – and new voters – to

choose a better government and demand the changes we need.

With just five months to go before Canadians are back at the ballot box, the second phase of the CLC campaign, called ‘Time for Change’, is already in full swing, with:

- 17 training sessions;
- 23 mobilization rallies;
- 1.85 million leaflets distributed; and
- 3,500 activists trained.

The slick new materials have driven thousands of visitors to the BetterChoice.ca website and recently the CLC’s viral new issues-based videos have recently broken the 100,000 viewer mark.

However, the impact and influence that the labour movement brings to the 2015 election will be based on the engagement of the membership.

“We can make a difference in the election,” said Yussuff. “By working together we can mobilize thousands of union activists to get involved in the campaign this fall and reach out to new allies, co-workers, friends and neighbours who we’ve never engaged before”

Get involved by attending a ‘Time for Change’ event, distributing campaign material in your workplace and volunteering for a local candidate.



11 million Canadians do not have a workplace pension plan



Let’s choose to help people retire with dignity.

[Learn more](#)



COMMON FRONT BUILDS MOVEMENT AGAINST POVERTY

Nearly 400 activists converged on the University of Toronto education building for an intensive two-day assembly addressing concrete solutions to poverty in Ontario. The incredible turnout built on the momentum of previous Common Front assemblies and demonstrated a growing appetite to build a broad-based coalition for social justice in Ontario. The Assembly also gave voice to a wide-spread frustration with the lack of government action to address the poverty crisis in Ontario.

After a string of failed policies, broken promises and false expectations raised by successive governments, the poverty crisis in Ontario has come to a head. However, the Assembly was also convened based on the generally accepted understanding that while excellent organizing work is being done by

I'd rather be at the table, than be on the menu.

**- Chicago McDonald's worker
Jessica Davis**

social justice and anti-poverty groups across the province, a better effort must be made to align efforts, share strategies and coordinate our demands.

Powerful panels launched discussions on each day of the Assembly under two distinct themes. The opening panel focused on the lessons learned from recent social movements, including Idle No More, the Fight for \$15

campaign and the Québec student strike.

"Fast food workers are coming together to demand fair wages and union representation. I know I speak for all of us when I say, I'd rather be at the table, than be on the menu," said Chicago McDonald's worker Jessica Davis.

The second panel brought together anti-poverty and disability activists with scholars on race and economic inequality to examine the differential impact of poverty across society.

However, for many, the highlight of the Assembly lay in the 16 participant-led discussions addressing various dimensions of poverty and the 8 regional action discussions that gave rise to collective campaign planning.

Stay tuned to the WeAreOntario.ca website for a full action plan. This interactive website also allows activists to post their own events, reports and actions.

ALL PHOTO: JOEL DUFF



OFL President Sid Ryan and Common Front Co-Chair Carol Baker opened the Assembly with a call to action. Baker welcomed activists to the Assembly on behalf of the 90 labour and community organizations that comprise the Ontario Common Front. Ryan framed the event around the forces of austerity that seek to weaken social movements and the social safety net by isolating communities and dividing their interests. “To build the movement we need - we can’t just be concerned about the struggles of others, we need to see them as our own,” said Ryan. “Access to money and resources cannot define who directs the movement that we are building together. All of us must be equals or none of us will succeed.”



Toronto organizer for #IdleNoMore, Crystal Sinclair, shared powerful stories about surviving residential schools and the *Indian Act*. She called on activists to break down the barriers between them to model the change they seek. “Even with all the challenges faced by our community and collective society, I don’t speak from a place of despair but from a place of optimism and determination,” said Sinclair.



Former Québec student leader, Gabriel Nadeau-Dubois, gave a hard-hitting address that reflected on the achievements and lessons of the province-wide student strike. “The good news is that collective action works. We fought back and we won,” said Nadeau-Dubois, “but after we toppled the government we realized that we had no plan for the future. We left an incredible vacuum of leadership in the election.”



OPP TO GIVE WORKPLACE FATALITY A SECOND LOOK

An OFL request to the Ontario Provincial Police (OPP) detachment in Almaguin Highlands, north of Orillia, has the potential to give new life to a two-year-old workplace fatality file.

On May 12, a Parry Sound court fined GRC Contracting \$90,000 for *Occupational Health and Safety Act* violations that led directly to the 2013 death of 29-year-old Justin Wilson, who fell through a roof while wearing a body harness that was not attached to a fall arrest system. In

its ruling, the court found that “three days prior to the incident, GRC had been warned by the constructor about ensuring fall arrest was worn by workers.”

In light of this evidence, OFL President Sid Ryan wrote to OPP Staff Sergeant Stacey Whaley to ask the force to take a second look at the case through the lens of Bill C-45 amendments to the *Criminal Code* that allow employers to be held criminally liable for negligence causing

workplace deaths. Two weeks later, Whaley responded to say that a new detective had been assigned to the file.

“We are very pleased that the OPP have agreed to give this case a second look, but we need a radical shift in perspective from police and crown attorneys across the province,” said Ryan. “After all, when criminal negligence results in a worker’s death, it is a crime, not an accident, and those responsible should be put behind bars.”

WSIB COVERS UP 1,150 WORKPLACE DEATHS

On April 28, the *Day of Mourning for Workers Killed or Injured on the Job*, the OFL blew the whistle on a shameful ploy on the part of the Workplace Safety and Insurance Board (WSIB) to cover up 1,150 fatalities, a third of all the lives lost over a nine-year period.

Just days before workers and family members gathered to recognize the lives lost at work, the WSIB released a revised set of death and injury statistics, dating back 10 years, that under-report workplace fatalities by an average of 128 each year. Prior to 2013, the WSIB provided death and injury statistics in a consistent manner through a “Monthly Monitor” report. Those reports demonstrated that between 2004 and 2012, a total of 3,375 workers had died due to occupational disease or traumatic on-the-job accidents. However, the WSIB changed their data reporting practices in 2013 and issued new statistics this year claiming that only 2,225 workers had died over the same nine-year period.

“Every one of the 1,150 fallen workers who have been scrubbed from the WSIB spreadsheets is a real person with a real spouse, real children, real friends and real colleagues,” said Ryan. “No amount of statistical gerrymandering can conceal an alarming trend in workers being killed while trying to provide for their families.”

The WSIB brushed off the change as nothing

more than “data maturity and [changing] definitions”, but failed to justify how and why 1,150 fallen workers, who had been counted in every previous WSIB report, had suddenly disappeared. The OFL is continuing to work with the Ministry of Labour to get answers from the WSIB. Read the full story at:

www.OFL.ca/index.php/WSIBdata



OFL President Sid Ryan joined building trades activists at the fallen worker monument in Lindsay, Ontario, for the Day of Mourning ceremony.

Seeking justice for fallen workers

SID RYAN

It was a scene of twisted steel and carnage. Two bricklayers were killed on March 27 when a massive hydraulic scaffold — sometimes called a mastclimber — plunged five stories at a condo development in Toronto’s west end. In another fatal accident just days ago, a worker fell five metres from a construction site in Toronto’s financial district. These chilling tragedies dominate local headlines for the day and leave construction workers and their families in a state of shock. But there is never a parade in their honour, no flags are lowered and there is often little political hand-wringing in the legislature.

These incidents are eerily reminiscent of an Etobicoke swing stage collapse on Dec. 24, 2009, that killed four workers and left a fifth with life-altering injuries. Only one worker on the platform survived the ordeal unscathed — he was the only one connected to a lifeline.

Sadly, tragedies like these occur with alarming regularity and, too often, they are marked by private sorrow rather than public outrage.

An average of 80 workers die horribly each year in traumatic on-the-job accidents, another 200 die a slow, agonizing death from occupational diseases and over 200,000 more are maimed at work. Between 2008 and 2013, there was an alarming 36 percent increase in workplace fatalities.

Every April 28, workers across the country pay tribute to their fallen co-workers at solemn ceremonies to commemorate the “Day of Mourning for Workers Killed or Injured on the Job.” This day was officially recognized in Canada almost 30 years ago, yet today workers’ deaths continue to go largely unrecognized — except by the surviving family, friends and colleagues.

It isn’t enough to mourn for the dead; we must also fight for the living.



It has been 11 years since labour unions won historic changes to the Criminal Code that made it possible to convict employers for criminal negligence causing workplace tragedies and, to date, not one has served a prison sentence. The law was changed in the wake of the Westray Mine disaster of 1992 that claimed the lives of 26 miners in Nova Scotia, and it came into effect in 2004.

On the “Day of Mourning for Workers Killed or Injured on the Job,” it isn’t enough to remember the dead; we must also protect the living.

While many companies receive government fines for fatal health and safety violations, all too often local police and crown attorneys are not trained to view these accidents as potential crime scenes. To add insult to injury, an audit of Ontario Workplace Safety and Insurance Board payouts last year revealed that the employer-subsidized agency is rebating millions of dollars in premiums every year to companies that have been found guilty of fatal safety violations.

The labour movement is seeking to find justice for these fallen workers.

After the Christmas Eve tragedy in 2009, the Ontario Federation of Labour launched a “Kill a Worker, Go to Jail” campaign to demand police investigations into fatal workplace incidents and prison sentences for employers found guilty of criminal negligence causing injury or death. Three years later, Metron Construction was finally convicted of criminal negligence causing the Etobicoke deaths. It was Ontario’s first conviction under the Westray provisions

in the Criminal Code. The company was awarded the highest fine in Canadian history for a workplace death, but the company’s owner escaped personal prosecution. Today, workers are left clinging to the hope that the on-site project manager might yet be sentenced to actual jail time.

It is too soon to speculate as to the cause or preventability of the recent deaths that rocked Toronto’s construction industry. However, these deaths — and the others that will be remembered on April 28 — are grim reminders that every worker who is killed on the job deserves the full attention of the law. Their families deserve to know the police have done more than rule out foul play, that they have investigated employer negligence as a possible cause.

After all, when criminal negligence results in a worker’s death, it is a crime, not an accident.

Victims and their families waited 20 years to see an Ontario company fined in a criminal court for killing workers; they cannot wait another 20 years to see the bosses who make the tragic decisions go to jail.

Ontario’s justice system must send a clear message to CEOs and managers that they cannot simply chalk workers’ lives up to the cost of doing business. Otherwise, more Ontario workers will continue to die each year in preventable workplace tragedies.



Sid Ryan is president of the Ontario Federation of Labour

INJURED WORKERS' RALLY OPENS COMPENSATION CONFERENCE



Chanting “No more cap in hand!”, hundreds of injured workers, advocates and family members gathered at the Queen’s Park legislature to demand justice, fairness and dignity for injured workers, their families and their survivors.

On Monday, June 1, the Ontario Network of Injured Workers’ Groups (ONIWG) and the Ontario Federation of Labour (OFL) marked the 33rd annual Injured Workers’ Day with a rally at Queen’s Park, followed by a march to the Ministry of Labour. The rally was followed by a joint ONIWG/OFL compensation conference that celebrated 100 years of Workers Compensation.

Hundreds of injured workers, labour allies and family members assembled on the steps of the legislature to demand better compensation for those who survive workplace accidents.

“Our workers’ compensation system is in a state of crisis,” ONIWG President Eugene Lefrancois declared to the crowd. “Just like we’re seeing with social programs and public services struggling with cuts across the board, a regime of extreme austerity reigns at the WSIB and this has meant a full-fledged assault on people who have been injured or made ill at work.”

Emotional speeches from injured workers and advocates alike underscored the desperate plight of injured workers living on Workplace Safety and Insurance Board (WSIB) benefits that have shrunk by 6.8 percent due to lack of protection against the climbing cost of living. They called on the Wynne government to take immediate action to alleviate the grinding poverty forced on working people who, through no fault of their own, have suffered serious workplace injuries and health impairments.

“Cuts to benefits and changes to policy have thrust injured workers and their families into poverty and hardship,” said OFL Secretary-Treasurer Nancy Hutchison. “It is time for Ontario’s compensation system to serve the very people it is designed to protect.”

When the march reached the Ministry of Labour, Minister Kevin Flynn addressed the crowd to recommit his promise to fully index WSIB compensation for all injured workers.



Labour Minister Kevin Flynn announced that cost of living increases are only “a few months away.”

Making it clear that this change was only “a few months away,” he went on to announce other changes that had been put before the legislature to address concerns that had been raised by ONIWG and the OFL. Among them were:

- A change to the calculation of survivor benefits to prevent spousal benefits from being dramatically reduced (see article on page 17);

- Measures to protect injured workers from employer intimidation or retribution in an effort to suppress injury or illness claims; and
- Increased maximum corporate penalties from \$100,000 to \$500,000 for convictions under the *Workplace Safety & Insurance Act*. Minister Flynn also affirmed the effective lobby efforts of ONIWG and the OFL by announcing that his office had heeded the advice of injured workers and rejected an employer-backed appeal to remove fixed benefits for WSIB recipients receiving 100 percent Loss of Earnings, in order to effectively keep injured workers on probation for the rest of their working lives.

While Flynn’s announcements were welcomed by the crowd, the activists present were inspired to keep the pressure on the government, and the WSIB, to deliver just, fair and adequate benefits to every injured worker.

After the rally, 120 injured workers and advocates packed the Toronto Steelworker Hall for the two-day compensation conference. Participants developed a plan for an intensive lobby campaign targeting retroactive cost of living increases and the elimination of the controversial practices of experience rating and deeming.

After the WSIB shamefully denied funding to cover conference costs, generous monetary and in-kind donations of the OFL and affiliates enabled participation from across the province.

FOUR YEARS OF LOBBYING DELIVERS MAJOR VICTORY FOR VICTIMS OF OCCUPATIONAL DISEASE

Four years ago, the widows of miners in Sudbury became the victims of targeted claw-backs of WSIB survivor benefits. Since then, the Steelworkers and Firefighters have been backed by the OFL and NDP in pushing the government to close a loophole that denies loss of earnings and survivor benefits to the victims of occupational disease and their families. A four-year campaign for justice that spanned four Labour Ministers finally delivered a major victory for victims when the Ontario government included provisions to close this loophole in their omnibus legislation, Bill 109, *Employment and Labour Statute Law Amendment Act, 2015*.

After United Steelworkers Local 6500 members raised concerns about this legal technicality to claw-back WSIB benefits from widows, the OFL weighed in by lobbying the Premier directly. Since then, four Labour Ministers have acknowledged the problem, but

no action was taken until May 7, 2015, when Oshawa MPP Jennifer French tabled Bill 98, her first Private Member's Bill, the *Protecting Victims of Occupational Disease Act*.

surviving spouses of any of the hundreds of workers who die every year from exposure to harmful chemicals at work.

French said the loophole literally added insult to injury. "It is appalling that hundreds of families lose a loved one to occupational diseases every year, and this loophole has allowed these families to become victims once again," she said. "Widows were losing their pensions while they were still grieving."

French's Bill 98 will be debated in the fall. She is hoping that the legislature will pass her bill in its entirety since the government has so far ignored the need to reinstate loss of earnings benefits for

workers who are diagnosed with occupational diseases after retirement.

"The situation is unconscionable and that's why the NDP and the labour movement have worked so hard to put a stop to it. I'm glad that my Private Member's Bill has been the kick in the pants the government needed to finally take action."



Three short weeks later, the government tabled legislation that would incorporate the portion of French's Bill that pertains to survivor payments.

For survivors it can mean the difference between receiving \$2,000 and \$700 a month. While miners and firefighters are among the most frequent victims, the issue could affect

INJURED WORKERS CYCLE 600 KM FOR JUSTICE

Injured worker activists Richard Hudon and Peter Page cycled from Ottawa to Toronto to draw attention to the poverty and hardship facing injured workers under the current workers' compensation system. Their 600 km ride stopped in Cornwall, Brockville, Belleville, Kingston, Cobourg and Oshawa, drawing media attention and public support along the way.



The denial of a worker's right to fair compensation is fundamentally wrong and goes against everything the system was set up to do.

- Richard Hudon, who lost his leg in a saw accident 54 years ago

PHOTO: ONTARIO NETWORK OF INJURED WORKER GROUPS



PHOTOS: REEMA DEON

Bhupinder Sanghera, from Workers United Canada Council, helped countless women win respect at work by inspiring them to take on bad employers. She is also active in the Brampton and Mississauga Labour Council and the Asian Canadian Labour Alliance.

COMMON FRONT RECOGNIZES SOUTH ASIAN ACTIVISTS

In a packed reception hall in North Mississauga on May 23, the OFL and the Ontario Common Front hosted an amazing evening event to recognize South Asian Heritage Month with a celebration of community activism. Over 500 participants representing the diversity of the GTA population gathered to honour four award recipients whose contributions to social justice and human rights have strengthened labour and community movements.

Since being formed in early 2012, the Ontario Common Front has brought together over 90 labour and community groups to challenge austerity and build a diverse coalition that is committed to lifting every Ontarian together.

The awards dinner was hosted by OFL Executive Vice-President Irwin Nanda, the OFL's first Executive Officer of South Asian descent.

"The alliances formed between labour groups and community organizations have been the Common Front's defining feature," said Nanda. "There is incredible activism taking place in communities and neighbourhoods across the province, but we need to do a better job of connecting our struggles, recognizing leadership and inspiring action."

The award recipients honoured at the event were Workers' Action Centre Coordinator Deena Ladd and long-time union organizer, Bhupinder Sanghera, of Workers United Canada. Both women have made formidable contributions and have helped to strengthen the connections between workers and the communities they come from.

The event was made possible through generous donations that demonstrated a deep community commitment to social justice and all proceeds were pledged towards supporting the ongoing work of the Ontario Common Front in building a community-based movement across the province.



Workers' Action Centre activists accepted the award on Deena Ladd's behalf. For 23 years, Ladd has fought to improve wages and working conditions for vulnerable workers plagued by low-wages, violations of rights, precarious and part-time work.

2ND AFRICAN CANADIAN SUMMIT TACKLES ISSUE OF CARDING AND LAUNCHES #BlackVotesMatterCDN

The 2nd African Canadian Summit turned into a day of action-oriented dialogue between government leaders, key public institutions and community stakeholders.

The OFL teamed up with the African Canadian Legal Clinic (AFLC), Midaynta Community Services, the Coalition of Black Trade Unionists (CBTU), and the Canadian Labour Congress (CLC) to address the root causes of youth violence and the ongoing disparities affecting Black communities with the goal of developing a concrete plan of action.

The event was the first time the new Chief of Police of the Toronto Police Service, Mark Saunders, addressed the Black community in his capacity as Chief and the controversial practice of carding quickly dominated the discussion. The practice, which was official police policy until it was put on hold in January of this year, involves stopping people on the street to collect information about them, even when they are not suspected of committing a crime. As the city's first Black Chief of Police, the participants and media in attendance were eager for answers about the fate of the practice. However, while Saunders admitted there is "room for improvement," he made it clear that terminating the program is not in the cards.

Toronto Mayor John Tory addressed the Summit after the Chief and, to the frustration of those in attendance, reiterated the Chief's support for carding – a position that the Mayor reversed just 5 weeks later.

The rich discussion and debate continued throughout the day with a variety of other speakers, including Minister of Children and Youth Services Tracy MacCharles, NDP MPP for Bramalee-Gore-Malton Jagmeet Singh, Hamilton first Black City Councillor Matthew Green and other politicians and representatives of key public institutions and the business community. OFL President Sid Ryan and CLC President Hassan Yussuff added a labour perspective to the discussions.

An immediate action flowing from the Summit was the creation of #BlackVotesMatterCDN campaign to mobilize the Black community as a significant electoral force in the upcoming federal election.

A full report of the 2nd African Canadian Summit proceedings and recommendations for future action will be posted on the OFL website in the near future.

Margaret Parsons, Executive Director of the African Canadian Legal Clinic gave voice to community anger of the targeted use of carding against Black youth in Toronto.



NDP MPP Jagmeet Singh shared his personal experiences with carding in the city of Toronto and spoke about the need to respect the rights of young people of colour.



City of Toronto Police Chief Mark Saunders defended the controversial practice of carding to an audience that felt the practice was evidence of systemic racism and discrimination.

PHOTOS: JOEL DUFF

THE OFL TEAM

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Joel Duff, Communications Director
 Vern Edwards, Health & Safety Director
 Laurie Hardwick, Organization Services Director
 Carrol Anne Sceviour, Human Rights Director
 Antoni Shelton, Director of Government Relations & Liaison to the President
 Elizabeth Smith-VanBeek, Director of Administration
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Judy Chow, Executive Secretary (Secretary-Treasurer & Administration)
 Sue Fratric, Secretary / ODRT Administrative Assistant
 Paulette Hazel, Secretary
 Brian Morgan, DocuTech Operator
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 Ethiraju Ramachandar, ODRT Secretary / Bookkeeper
 Sylvia Stewart, Secretary

ODRT DIRECTORS

Colin Argyle, ODRT Director, Promotions, Supply & Services
 Clarence MacPherson, ODRT Director, Operations and Communications

OFL SAYS SEXUAL VIOLENCE IS AN ISSUE OF WORKPLACE SAFETY

On May 20, Secretary-Treasurer Nancy Hutchison presented an OFL submission to the Select Committee on Sexual Violence and Harassment. The OFL and many affiliates responded to Ontario's "Action Plan to Stop Sexual Violence and Harassment" with cautious optimism.

The OFL's submission to the government focused on the role of the workplace in the government's action plan and placed particular emphasis on changes needed to the

Occupational Health and Safety Act. Among the changes sought by the labour movement are provisions to target bullying, harassment and abuse in the workplace.

The OFL drew attention to the unique vulnerabilities of precarious workers, in particular temporary foreign workers, and called for specific protections dedicated to that category of workers.

Read the submission: <http://ofl.ca/wp-content/uploads/2015.05-SUB-SexualViolence.pdf>



Nancy Hutchison presents OFL response to Ontario's Sexual Violence Action Plan.

PHOTO: CATHERINE FIFE

OFL STATEMENTS ON HUMAN RIGHTS

During this reporting period, the OFL issued the following statements:

April 28:
Day of Mourning for Workers Killed or Injured on the Job

May 1:
South Asian Heritage Month

May 17:
International Day Against Homophobia and Transphobia



EQUAL PAY DAY GETS ACTION!

As a testament to the incredible work of the OFL and the Equal Pay Coalition, Ontario Premier Kathleen Wynne recognized April 20, 2015, as "Equal Pay Day" by announcing the creation of a new Steering Committee to develop a "Gender Wage Gap Strategy" for the province of Ontario.

The four-person committee will consult with diverse groups across the province this year to examine the complex causes underlying the province's persistent gender wage gap. The committee will report back to government with recommendations in early 2016.

While the OFL applauded this commitment to examining wage inequality, it also called on the government to look for multi-faceted solutions.

"Women are over-represented in precarious jobs in every sector, so we need more than just equal pay legislation to level the playing field," said OFL Secretary-Treasurer Nancy Hutchison. "Raising the minimum wage, improving employment standards and making it easier to join and keep a union are all important steps towards equal pay for women."

Learn more at: www.equalpaycoalition.org



Labour activists braved the rain at one of many actions marking April 20 as Equal Pay Day.

PHOTO: UFCW LOCAL 1000A

UNION SISTERS TAKE ON AUSTERITY

REPORT-BACK FROM THE OFL'S 2ND WOMEN'S LEADERSHIP SUMMIT

In May, the OFL brought together over 170 women leaders from the labour movement and community organizations for the second OFL Women's Leadership Summit. Women activists shared skills, strategies and experiences in working together to challenge inequality.

The Summit focused on the need to build stronger unions, ensure diversity within the leadership and strengthening partnerships with community allies in the struggle for a more just and equitable society. Drawn from every sector of the workforce, sisters working in government, manufacturing, building trades, administration, services, health care and education discussed the shifting demographics of the labour movement and its impact on labour leadership. Participants

identified the key challenges faced by women within their unions and research showing that the greatest potential for the future growth in the labour movement lies within workplaces dominated by women – and women from equity-seeking groups in particular.

With a federal election just six months away, Summit participants devoted their attention to developing strategies for organizing to defeat the Harper Conservative government.

"Union sisters know that, as women, trade unionists and community activists, they are at a critical crossroads for the future of Canada," said OFL Secretary-Treasurer Nancy Hutchison. "We must and we will Stop Harper!"

The Summit provided an important forum for women activists to discuss the gendered impact of the austerity agenda and share strategies for challenging the cuts to jobs and services that are so vital to every community. In doing so, participants connected women's struggles with those of other marginalized groups and identified key priorities for defending equity against austerity.

While focused on the upcoming election, the sisters did not lose sight of the austerity agenda being touted by the Ontario Liberals, municipal governments and employers across this province.

Stay tuned to the OFL website for a full report of recommendations for action from the OFL 2nd Women's Summit.

Union sisters know that, as women, trade unionists and community activists, they are at a critical crossroads for the future of Canada. We must and we will Stop Harper!

- OFL Secretary-Treasurer Nancy Hutchison



PHOTO: UNIFOR FAMILY EDUCATION CENTRE



MASS RALLY IN TORONTO ON JULY 5 TO DEMAND 'JOBS, JUSTICE AND THE CLIMATE'

In what some are calling an unprecedented alliance, labour unions joined forces with environmental activists and Indigenous communities across Canada on May 21, 2015, to announce plans for the July 5 “March for Jobs, Justice and the Climate.”

The table was set by internationally acclaimed author and activist, Naomi Klein, whose award-winning book “This Changes Everything” issued a call to action for a new kind of climate movement – one that puts justice at the centre.

“The really inconvenient truth is that global warming is not about carbon—it’s about capitalism,” said Klein.

“The convenient truth is that we can seize this existential crisis to transform our failed economic system and build something radically better.”

The appetite for collective action was apparent in the broad and diverse coalition that emerged out of discussions on how to build a movement around a new set of values. The OFL joined key affiliates, environmental groups, civil society organizations and Indigenous activists to plan for a mass rally and march on July 5.



The march will call for a justice-based transition to a clean-energy economy in Canada, and is expected to attract thousands of people in Toronto on the eve of the Climate Summit of the Americas and Pan American Economic Summit. A justice-based transition ensures that those most impacted by the climate crisis – Indigenous, racialized, poor and working people – are the first to benefit from this new economy.

At a media kick-off event in the heart of

Toronto’s financial district, Naomi Klein forecasted that “the mobilization will demonstrate massive and growing public support for a new economy that creates thousands of climate-friendly jobs, tackles inequality, honours Indigenous rights and stops runaway climate change.”

She was joined by Jerry Dias, president of Unifor, a union that represents 300,000 private sector workers, including thousands of energy workers in Alberta.

“We need a commitment to climate and it doesn’t have to come at the expense of jobs. We know we can have both,” Dias told reporters. “We

call on the Canadian government to go to the Paris climate negotiations with credible climate goals to prevent more than a two degree celsius warming of the world. I call on corporate Canada to make employment-centered investments in sustainable energy and innovation to meet Canada’s climate goals.”

Get active and join the movement at www.JobsJusticeClimate.ca

UPCOMING EVENTS

SUMMER: PRIDE EVENTS

Starting in June and running through the course of the summer, LGBTQ Pride events will be held across Ontario. For a list of local Pride events, visit: www.ofl.ca/index.php/pride2015

JUL. 5: RALLY FOR JOBS, JUSTICE AND THE CLIMATE

Renowned activist and author Naomi Klein and a broad coalition of Aboriginal, labour, environmental and community groups have come together to mobilize a mass rally for “Jobs, Justice and the Climate” in Toronto on the eve of the Climate Summit of the Americas and Pan American Economic Summit.

Join the action at: www.JobsJusticeClimate.ca

JUL. 10 - OFL/AIL SCHOLARSHIP APPLICATION DEADLINE

Grade 12 students entering college or university in September 2015, whose parent is an OFL member are eligible for one of two \$2,500 OFL/AIL Labour Post-Secondary Scholarships. Applications are due on July 10. Download the package at: www.ofl.ca/index.php/scholarships

AUG. 4: CBTU GOLF TOURNAMENT

On August 4, the Coalition for Black Trade Unionists will host its annual golf tournament at the Richmond Hill Golf Club to support scholarships for youth. Visit: www.CBTU.ca

SEPTEMBER: TAKE BACK THE NIGHT EVENTS

Throughout September, labour and community groups across Ontario will host “Take Back the Night” events to empower women and challenge gender-based violence. Check with your local labour council for events in your region.

SEP. 7: LABOUR DAY

In 1894, Labour Day became an official statutory holiday in recognition of the achievements of workers and organized labour. Help celebrate workers by joining Labour Day events in your region: Visit the CLC website for details: www.CanadianLabour.ca/Event-Calendar

SEP. 11-12: OFL WORKERS OF COLOUR SYMPOSIUM

On September 11 and 12, the OFL will host a Workers of Colour Symposium, “Connected & United: Solidarity Against Racism,” at the Toronto Holiday Inn Yorkdale. For information, contact Paulette Hazel at 416-443-7667 or PHazel@ofl.ca. Download the registration package at: www.OFL.ca

OCT. 7: WORLD DAY FOR DECENT WORK

The International Trade Union Confederation (ITUC) has declared Oct. 7, 2015 the “World Day for Decent Work.” The OFL will be working with

the Workers’ Action Centre and the Campaign to Raise the Minimum Wage to organize a day of action. Stay tuned to www.OFL.ca for details.

OCT. 19: FEDERAL ELECTION

As set forth in the *Canada Elections Act*, the election for the 42nd Canadian parliament will take place on **Monday, October 19, 2015** ... unless Prime Minister Harper meddles with the rules. Stay tuned to: www.Elections.ca

NOV. 21 - CBTU 19TH ANNUAL AWARDS DINNER & DANCE

On November 19, join the Coalition for Black Trade Unionists in celebrating their 19th annual dinner, dance and fundraiser at Le Parc Dining and Banquet Hall in Markham. Stay tuned to www.CBTU.ca for details.

NOV. 22-27 - OFL 13TH BIENNIAL CONVENTION

The 13th biennial convention of the OFL will be held, under the aspirational banner “The Ontario We Want,” at the Sheraton Centre Toronto Hotel from November 22-27, 2015.

The Convention call will be issued in late August, but take note of the following deadlines:

- RESOLUTIONS: Oct. 26
- ACCESSIBILITY/CHILD CARE: Oct. 26
- AWARD NOMINATIONS: Oct. 30
- CREDENTIALS: Nov. 9

Visit: www.OFL.ca/index.php/convention-2015

LABOUR & HUMAN RIGHTS DATES

- Jun. 21 National Aboriginal Day
- Jun. 27 National Multicultural Day
- Jul-Sep LGBTQ Pride Events
- Jul. 18 Nelson Mandela International Day
- Aug. 9 International Day of the World’s Indigenous People
- Sep. 7 Labour Day
- Sep. 21 International Day of Peace
- Oct. 4 Sisters In Spirit Vigils
- Oct. 10 World Mental Health Day
- Oct. 17 International Day for the Eradication of Poverty
- Oct. 28 Childcare and Early Childhood Educators Appreciation Day
- Nov. 20 International Transgender Day of Remembrance
- Nov. 25 International Day for the Elimination of Violence Against Women
- Dec. 3 International Day of Persons with Disabilities
- Dec. 6 National Day of Remembrance and Action on Violence Against Women

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OFL/AIL LABOUR POST-SECONDARY SCHOLARSHIP

APPLY TODAY

WWW.OFL.CA/INDEX.PHP/SCHOLARSHIPS

Worker's Compensation Essentials & Topical Seminars 2015

Weekday Seminars			Weekend Seminars		
Topical Seminars			Workers' Compensation Levels I & II		
Location	Topic	Date	Location	Dates	
				Level I	Level II
Kingston	Written Submissions	Mar 13	Ottawa	Jan 24-25	Feb 21-22
North Bay	Electronic Evidence & Mental Stress	May 21	London	Mar 28-29	Apr 18-19
Mississauga	Written Submissions	Jun 17	North Bay	Sep 26-27	Oct 3-4
Windsor	Professional Responsibilities	Oct 7	Toronto	Oct 24-25	Nov 14-15
Hamilton	Written Submissions	Nov 17			
Thunder Bay	Confronting Work Disruptions & WSIB Orientation	Dec 9			



Get the latest on compensation law, jurisprudence, WSIB policies and disability prevention strategies

Registration Fee

Weekday Seminar (6 hrs.)
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Weekend Seminar (12 hrs.)
\$149

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