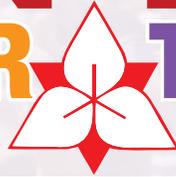




ACTION REPORT

ONTARIO FEDERATION OF LABOUR

SUMMER 2016



VOLUME 6, ISSUE 3



Union Pride

MEET THE OFL OFFICERS

President



Chris Buckley

Secretary-Treasurer



Patty Coates

Executive Vice-President



Ahmad Gaied

ACTION 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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ACTION REPORT

ONTARIO FEDERATION OF LABOUR

VOL. 6 NO. 3
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P.4 LONDON ACTIVISTS #MAKEITFAIR

MAKE IT FAIR

Local Organizing Meetings Kick Labour Law Campaign Into Gear	4
Show Your Pride for Decent Work	5
Temp Agency Workers are Among Ontario's Most Vulnerable	6
Toronto Star Op-Ed: Ontario Labour Laws are Failing Ontario Workers	7

ONTARIO WE WANT

Protesters Remind Hydro One that Ontarians are the Majority Shareholders	8
CUPE Ontario Convention Rally Focuses on Stopping Dangerous Privatization	9
Private Member's Bill Declares it as "Time to Care" About Long-Term Care	12
OFL & Parents Oppose Cuts to Autism Support	12
More than 94,000 Ontarians Vote to Stop Hospital Cuts	13

EQUITY & HUMAN RIGHTS

Bill C-16 Seeks to Protect Transgender Rights in the Human Rights Act and Criminal Code... 14	14
OFL Celebrates Labour and LGBTQ Rights with a Special Screening of 'Pride!'	14
Provincial Roundtable Takes on Violence Against Women	15
CBTU Ontario Makes its Voice Heard	15
OFL Human Rights Activists Resolve to #MakeItFair for Every Worker	18
Union Pride: Ontario Events Listings	18

HEALTH & SAFETY / WCB

OFL & CLC Call for Ban on Asbestos	10
Hundreds Rally for Justice on Injured Workers' Day ..	11
April 28 Marked by Sombre Ceremonies	11

OFL NEWS

Letter from OFL President Chris Buckley	3
Even in Retirement, Colin Argyle Inspires Labour's Fighting Spirit	16
OFL Communications Director Joel Duff Accepts New Role as Assistant to CLC President	17
Labour & Human Rights Dates	16
Upcoming Events	19
CLC Human Rights & Young Workers' Summits	20

RALLY FOR DECENT WORK

OCTOBER 1

1:00PM • QUEEN'S PARK



RSVP at MakeItFair.ca



FRONT COVER PHOTOS: NANCY HUTCHISON



PHOTO: PETER BOYLE

Sisters and Brothers,

Balmy Canadian summers are characterized by backyard barbecues and vibrant festivals. This year is no exception. Across Ontario, LGBTQ Pride celebrations, Canada Day, Caribana, Labour Day and many other festivities will bring diverse communities together to celebrate our cultures, share our histories and connect our struggles. Many Ontarians will find time this season to plan family getaways and to explore our vast provincial parks, but as they do, many working Ontarians will be vacationing without pay and many others won't be able to afford the time off at all.

It is a sad reality that 1.7 million Ontario workers are living on the margins and, in some regions, as many as 50 percent of all workers are stuck in precarious part-time, contract and temporary jobs.

We have an historic opportunity to change that.

That is why the OFL is calling on workers across the province to add activism into their summer schedule.

In April, the OFL launched the "Make It Fair" campaign to fight for sweeping changes to Ontario's employment laws, through the Wynne government's "Changing Workplaces Review." The review is set to release its initial report shortly after this publication goes to press and will be soliciting input from Ontarians before producing its final recommendations in the late fall or early winter.

Unionized and non-unionized workers alike are recognizing this review as a once-in-a-generation opportunity to bring greater fairness to every workplace. Yet we also know that the legislature won't make decent work the law of the land unless workers like you help to mobilize your own workplace and community to demand it.

Working with the Canadian Labour Congress and Ontario labour councils, the OFL has determined 16 key regions and we are organizing workers in every one of them throughout the summer to make employment law reform a hot topic of discussion at every community event. Over the next few months, we will be hosting local assemblies throughout Ontario to kick each region into action and we will be training up our activists to spread the word and lobby Members of Provincial Parliament right in their own communities.

Together, we will be working with the Fight for \$15 and Fairness to demand new employment laws that improve standards for every worker and make it easier to join a union.

On Labour Day, our campaign will shift into high gear as we organize community information blitzes and mobilize tens of thousands of workers to travel from every region in Ontario to a mass rally for decent work, right on the front lawn of the Ontario legislature at 1:00 pm on Saturday, October 1.

Taking the first step towards fairness at work is easy: all you need to do is text the word "fair" to **647-496-5602**. Once you plug into our campaign, we can start working together to **make it fair** for everyone.

In solidarity,

Chris Buckley,
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 **@ChrisBuckleyOFL**



**MEMBER ORGANIZERS
TAKE IT ON THE ROAD:**



SUDBURY



#MAKEITFAIR TO SURVEY PRECARIOUSNESS: LOCAL ORGANIZING MEETINGS KICK LABOUR LAW CAMPAIGN INTO GEAR

Since launching in April, the OFL's "Make It Fair," the OFL has identified local campaign leaders, secured union book-offs for the campaign and organized all-presidents and local union leaders organizing meetings in regions across Ontario. A team of well-trained member organizers are mobilizing labour for the Fight for \$15 and Fairness.

On May Day, OFL President Chris Buckley published an opinion column in the Toronto Star that called attention to recent reports of massive workplace abuses in Toronto's Chinese restaurant industry and the plight of striking food processing workers to illustrate the dramatic power imbalance that exists between employers and employees.

The OFL has been readying itself to respond to the much-anticipated Interim Report of the Changing Workplaces Review. Originally slated for release in early May, the over 300-page Interim Report is now expected in late June or early July. The report is expected to identify the scores of failings, loopholes and shortcomings of the *Employment Standards Act* and the *Labour Relations Act*, while presenting different approaches for



solving each issue. Less a prescription for reform than a menu of options, the report is expected to lay out a strong groundwork for change.

The regional campaign meetings have been designed to build capacity to mobilize labour activists in response to the report and to take the campaign deep into every community where sitting Liberal MPP's hold office.

Large regional assemblies are being planned over the summer and into the fall, to coincide with the launch of the next phase of the campaign: a massive survey of precariousness.

SURVEY OF PRECARIOUSNESS

Print and online versions of the survey will be launched in June to canvass the experiences of Ontario workers and their families in a precarious job market. With as many as 50 percent of all workers in certain regions trapped in part-time, contract and temporary jobs, nearly every worker has a friend or family member who is effected. The survey results will be presented to the Changing Workplace Review, the Government of Ontario and the media to demonstrate the magnitude of the problem and raise expectations for legislative reform.

LABOUR DAY CAMPAIGN KICK-OFF

The OFL will be kicking the campaign into high gear at Labour Day events across Ontario on September 5.

DAY OF ACTION FOR DECENT WORK

The OFL will be working with the Fight for \$15 and Fairness campaign to mobilize for a massive Day of Action for Decent Work at Queen's Park at 1:00 pm on Saturday, October 1, 2016.



FIVE EASY ACTIONS TO SUPPORT EMPLOYMENT LAW REFORM THIS SUMMER

1. Promote the campaign on social media using the hashtags #MakeltFair & #15andFairness.
2. Take the survey on precariousness and share it with friends & colleagues.
3. Join a community chapter of the Fight for \$15 and Fairness.
4. Organize a lobby session with your local member of provincial parliament.
5. Identify community barbecues, festivals and events in your region to target for campaign outreach and flyering.

For more information, event listings and to order materials, visit: www.MakeltFair.ca

SHOW YOUR PRIDE FOR DECENT WORK

LGBTQ labour activists will be showing their pride for decent work by taking the Make It Fair campaign to local Pride events during the summer. Labour's message to the Queer and Trans community is simple: unions have marched side-by-side with the LGBTQ community to secure legal, social and economic rights and now it is time to fight together to change Ontario's outdated employment laws to #MakeltFair for everyone!

By reaching out to Ontario's diverse communities, Make It Fair organizers hope to build a broad-based movement that cannot be ignored. Equity-seeking groups, like LGBTQ people, benefit greatly from union protection and are often vulnerable to workplace exploitation.

Order Make It Fair balloons and materials to show your solidarity and pride: www.MakeltFair.ca





TEMP AGENCY WORKERS ARE AMONG ONTARIO'S MOST VULNERABLE



NEW FILM EXPOSES THE HARSH CONDITIONS FACED BY TEMP AGENCY WORKERS

The OFL and the Ontario Network of Injured Workers' Groups (ONIWG) joined the Fight for \$15 and Fairness Campaign in recognizing June 1 as Injured Workers' Day by hosting the Canadian Premiere of the award-winning documentary, "A Day's Work."

The film tells the story of 21-year-old Day Davis who was killed on his first day of work as a temp agency worker. Temp agency workers are particularly vulnerable to health and safety risks because temp agencies and client companies are not jointly responsible for workplace injuries. In fact, too many companies deliberately use temp agency workers to do the most risky jobs so that they can avoid the WSIB rate increases that would accrue to an employer if a directly-hired worker were injured on the job.

With the Ministry of Labour reviewing Ontario's employment laws, unionized and

non-unionized workers have an incredible opportunity to make decent work possible for everybody in Ontario. For temp workers who are faced with unfair working conditions this means winning equal pay for equal work, stronger protections and an end to permanently-temporary positions.

the film's Executive Producer, Dave DeSario, explained that Canada and the United States are among only a handful of countries around the world where temp agencies operate largely without regulation that protects their employees.

Brave workers joined the two panel discussions to share their experiences of working in temp agencies and getting injured on the job. The stories they told highlight some of the key recommendations that the OFL and the Workers' Action Centre have made to the province's "Changing Workplaces Review."

Right after the movie screening, the Fight for \$15 and Fairness campaign launched its newest campaign video,



The film was screened at two events on the same day and was followed by a discussion after each showing. During the first discussion,

called "Fairness Means Decent Work for Temp Workers." Watch the video at this link: <https://youtu.be/X237BVijmJE>

A SHORT LIST OF RECOMMENDATIONS TO #MAKEITFAIR FOR TEMP AGENCY WORKERS:

- Guarantee temp agency workers the same wages, benefits, and working conditions as workers hired directly by the client company.
- Require temporary help agencies to disclose the hourly mark-up fees to each employee.
- Make client companies jointly responsible with temp agencies for all rights under the *Employment Standards Act*, not just wages, overtime, and public holiday pay.
- Eliminate barriers to client companies hiring temp agency workers directly during the first six months.
- Make the client companies and the agency liable for termination notice or pay in lieu of notice when the assignment is without a term or when a worker is terminated.
- Prohibit long-term temporary assignments. Require that agency workers become directly hired employees after a working a cumulative total of six months for the client company.
- No more than 20 percent of staff can be assignment employees. Every employer shall ensure that the total number of hours worked by assignment employees in a work week does not exceed 20 percent of the total number of hours worked by all employees, including assignment employees.

Source: "Still Working on the Edge: Building Decent Jobs from the Ground Up," Workers' Action Centre, March 2015.

Ontario labour laws are failing Ontario workers

CHRIS BUCKLEY

This week, a new study found widespread workplace abuse facing Chinese restaurant workers in Toronto. The story revealed the seedy underbelly of a food service industry that many of us take for granted when we treat the family to a night out, but what do we know about the workers who bring us the food we put on our tables at home?

At nearly every stage of food production, from picking to packing to plating, there are appalling stories of vulnerable and precarious employees who barely earn enough to buy the food they serve.

Right now, in an industrial plaza tucked in the shadow of Toronto's Gardiner Expressway, there is another story breaking that exposes the legislative shortcomings that are failing workers even further down the food chain.

A group of 12 Tibetan produce pickers, working for Fresh Taste Produce out of the Ontario Food Terminal, are one week into a strike as they fight for their very first collective agreement. Almost every one of them is a refugee, who came to Canada after a decades-long flight from persecution that left their families stateless. They are not people who are accustomed to having the law on their side but their stories are similar to many people who seek asylum and new opportunities in Canada.

These immigrant workers start their warehouse shifts while the city sleeps, sorting the produce you find at your local big box grocery store for wages that range from \$14 to \$17 an hour. Some have worked there for 19 years. Without a union, many haven't had a raise in nearly a decade and all of them earn wages well below the other workers at the terminal who benefit from union protection.

Last November, these workers took the bold step of voting to join a union.



It was a process that they rightly expected to end with a contract but, after five months of seeking wages, benefits and pensions on par with their counterparts, they are still without a first contract. Their only recourse was to go on strike, while the law allows their indifferent employer to simply bus temp agency workers past them to do their jobs.

Without a union, many haven't had a raise in nearly a decade and all of them earn wages well below the other workers at the terminal who benefit from union protection.

The use of replacement workers undermines what little leverage the law gives employees and the hardship of strike pay wears at their resolve. With no automatic mechanism to bring both parties to an arbitrated settlement, callous employers can simply play the waiting game. That is what happened at Crown Metal Packaging, which left striking workers dangling on a North York picket line for over two years.

It is a frequent scenario that illustrates just how little Ontario's outdated labour laws can do to remedy the dramatic power imbalance that exists between well-heeled company owners and the increasingly precarious employees who work for them.

While in principle, most workers in Ontario have the right to associate for the purposes of collective bargaining; in practice they face barriers at every step of the process, not to mention bullying, intimidation and harassment from their employer.

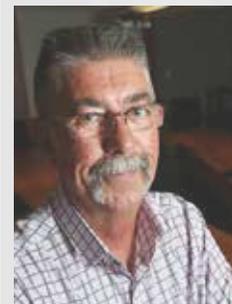
Since the mid-1990s, Ontario has seen a dramatic growth in income inequality. During that time, anti-union legislation has given employers in the public and private sectors more confidence and scope to undermine the influence of employees over their working conditions by subverting their ability to join a union and collectively negotiate at the bargaining table.

It is time to restore balance and fairness to Ontario workplaces.

For the first time in over 20 years, the Ontario government has opened up the laws pertaining to employment standards and labour relations across the province. In doing so, it has given hope to many Ontario workers, like the 12 Tibetan refugees who are standing up to Fresh Taste Produce. They work alongside unionized employees whose superior salaries and job security provide daily evidence that union membership can be a pathway out of poverty.

One of the Fresh Taste workers recently said, "Before the union, we were worried about losing our jobs, but now we know that we can support each other and we have the confidence to stand up for our rights."

He and millions of other Ontario workers are counting on the Wynne government to overhaul the Labour Relations Act and make it fair for everyone.



Chris Buckley is president of the Ontario Federation of Labour



PROTESTERS REMIND HYDRO ONE THAT ONTARIANS ARE THE MAJORITY SHAREHOLDERS

#KEEPHYDROPUBLIC COALITION FIGHTS ASSET SALE

While Hydro One's Annual Shareholder Meeting took place inside the MaRS building in downtown Toronto, protesters from across the province rallied outside to remind the Ontario government that Ontarians themselves are the majority shareholders of the public energy utility.

As the Ontario Government gears up to sell off another 74.2 million shares in Hydro One, the broad-based Keep Hydro Public coalition is calling for an immediate moratorium on the sale of the province's hydro transmission and distribution company.

OFL President Chris Buckley called on the government of Ontario to stop the sale of Hydro One and buy back the shares that have already been sold.

"The people of Ontario own Hydro One," he announced to media cameras before hundreds of protesters. "This is not Kathleen Wynne's hydro to

sell. It is the hydro that our parents and grandparents paid to build over decades in this province and we plan to fight to keep it."

In poll after poll, more than 80 percent of Ontarians, including the majority of Liberal voters, have strongly opposed the Hydro privatization and nearly 200 municipalities have passed resolutions opposing the sale of Hydro One. The Keep Hydro Public coalition has vowed to make hydro privatization a key election issue, as popular public outrage continues to mount with climbing hydro bills.

"In cities and towns across this province, Ontarians know that the sale of Hydro One is a mistake and we are here today to remind the government of Ontario that we are the majority shareholders," said CUPE Ontario President Fred Hahn.

"What is happening here in Ontario today is licensed larceny!," declared OPSEU President Warren "Smokey" Thomas.



Unifor Ontario Director Katha Fortier. Above: CUPE Ontario President Fred Hahn.



OFL Officers Chris Buckley, Ahmad Gaied and Patty Coates.



OPSEU President Smokey Thomas. All Photos: Joel Duff.



CUPE ONTARIO CONVENTION RALLY FOCUSES ON STOPPING DANGEROUS PRIVATIZATION

HUNDREDS RALLY TO TAKE BACK WHAT'S OURS

OFL Secretary-Treasurer Patty Coates joined twelve hundred delegates to the CUPE Ontario Convention who descended upon the heart of Canada's financial epicenter to say no to dangerous privatization schemes.

The rally defined the defiant theme of the whole convention: Taking Back What's Ours!

"Premier Wynne's fiscally irresponsible privatization plans are dismantling our communities and hurting the people of our province and they must be stopped," said CUPE Ontario Secretary-Treasurer, Candace Rennick to the hundreds of protesters amassed at the corner of Bay St. and King St. "CUPE members work hard for Ontarians in every community in this province and we feel a strong obligation to protect the people of Ontario. We're building a movement to take back what's ours and stop the Premier from funneling our tax dollars to corporate profits rather

than investing them in our communities."

Successive austerity budgets have left Ontario with the lowest per-capita program spending in Canada and serious cuts to front-line public services such as health care, schools, universities and social services. The Wynne government's plans to hold a fire sale on public services flies in the face of the voters who elected her government to be the champion of social justice.

"Wynne's short-sighted cash grab will leave a legacy of high user fees, high debt and bargain basement wages for current and future generations," said OFL Secretary-Treasurer Patty Coates. "Public sector workers are on the front lines in the fight against austerity because they know that dismantling our public services is an attack on every Ontarian who relies on them, it is an attack on good jobs and it will drive a stake through the heart of women's hopes for pay equity."



CUPE Ontario Secretary-Treasurer Candace Rennick rallies the crowd. Above: Exec Board Members Heather Duff & Tiffany Balducci belt out the chants.



CUPE Leadership leads the march on Toronto's financial district.



OFL Secretary-Treasurer Patty Coates. All photos: Joshua Berson.



The OFL Officers joined the Ontario Network of Injured Workers' Groups and hundreds of protesters who marched from Queen's Park to the Ontario Ministry of Labour to demand justice for injured workers. Three photos: Joel Duff.



Toronto and York Region Labour Council President joins Michelle Côté as she recounts her personal story as the daughter of an asbestos victim. Photo: Joel Duff

OFL & CLC CALL FOR BAN ON ASBESTOS

In the lead-up to this year's National Day of Mourning, the OFL joined the CLC and Canadian unions in renewing the national call for a comprehensive ban on asbestos.

"Asbestos claims the lives of 2,000 workers every year and is the leading cause of work-related death in Canada," CLC President Hassan Yussuff told reporters at a national media conference. "That's why we are calling on the federal government to commit to a comprehensive ban on all kinds of asbestos and to outline its plans

for doing so before Parliament rises for its summer recess."

Michelle Côté, whose father Clem Côté, a boilermaker by trade, is very ill with mesothelioma and made a passionate and personal plea to Prime Minister Trudeau.

"My dad knows we can't help the men and women who have already been exposed. This plea to ban asbestos is something he and we can do to help stop future generations from having to face the same death sentence. I hope the Prime

Minister is listening," said Côté.

OFL President Chris Buckley wrote to the federal Minister of Labour and the Minister of Science to call for a national ban on all asbestos products. Across the country, provincial labour federation and regional labour councils also supported the CLC campaign.

Less than two weeks after the Day of Mourning, Trudeau promised that the federal government "is currently reviewing its strategy on asbestos, including a potential ban."

HUNDREDS RALLY FOR JUSTICE ON INJURED WORKERS' DAY

Across Canada, June 1 is recognized as Injured Workers' Day and in Toronto, this year, hundreds of injured workers, labour allies and family members assembled on the steps of the Queen's Park legislature to demand better compensation for those who survive workplace accidents. The rally was followed by a march to the Ontario Ministry of Labour.

"Our workers' compensation system is in a state of crisis," ONIWG's Catherine Fenech 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 Workplace Safety and Insurance Board (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 underscored the desperate plight of injured workers living on WSIB benefits that continue to shrink in the face of 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 President Chris Buckley. "It is time for Ontario's compensation system to serve the very people it is designed to protect."

The Fight for \$15 and Fairness campaign partnered with rally organizers to draw attention to the vulnerability of temp agency workers who too often lack legal protections when they are injured at work.



Ottawa injured worker Richard Hudon described the WSIB's refusal to finance a new prosthetic leg.



OPSEU members drew attention to the personal risks faced by public service staff in the face of budget cuts.

APRIL 28 MARKED BY SOMBRE CEREMONIES

The OFL and affiliates recognized April 28 as the National Day of Mourning for Workers Killed or Injured on the Job. Several OFL staff and all three officers travelled to different regions of the province to participate in Day of Mourning Ceremonies. An OFL statement was issued and distributed.



Clockwise from upper left: Chris Buckley in Toronto; Patty Coates in Niagara; CN Tower illuminated in yellow light to honour fallen workers; Ahmad Gaied in Thunder Bay; Italian Fallen Workers' Monument unveiled in North York.





Time to Care

PRIVATE MEMBER'S BILL DECLARES IT AS "TIME TO CARE" ABOUT LONG-TERM CARE

Care and nursing staff who have for over a decade called for legislated, higher care levels for Ontario's 80,000 long-term care residents, urged Ontario MPPs to put "partisanship" aside and support a private member's bill for a daily care standard of at least four hours, that they say will provide residents care with dignity.

"It's the right thing to do. We're urging all MPPs to come together, put aside partisan politics and vote in support of this bill because there is broad public support for a legislated care standard for nursing home residents and because they deserve a higher quality of care," said CUPE Ontario Secretary-Treasurer Candace Rennick, who has been a long-term care worker for nearly 20 years.

Bill 188, the Time to Care Act (Long-Term Care Homes Amendment, Minimum Standard of Daily Care), 2016 was tabled by NDP MPP

France Gélinas to amend the *Long-Term Care Homes Act, 2007* so that a long-term care home will have to provide its residents with at least four hours a day of nursing and personal support services.

Nursing home residents are a highly vulnerable, aging and frail population with an increasing number diagnosed with cognitive impairments, dementia and alzheimer's disease. There is widespread consensus and mounting research evidence that residents need a higher level of care than they are currently getting.

CUPE Ontario's "Time to Care" campaign was the inspiration for the bill and a contingent of personal support workers, registered practical nurses, dietary aides and other front line long-term care staff descended on Queen's Park to lobby MPPs of every stripe to support Bill 188. The OFL helped to amplify the message online by promoting: <http://cupe.on.ca/campaigns/time-to-care-long-term-care>

We're urging all MPPs to come together, put aside partisan politics and vote in support of this Bill.

- CUPE Ontario Secretary-Treasurer Candace Rennick

OFL & PARENTS OPPOSE CUTS TO AUTISM SUPPORT

On March 29, Minister of Children and Youth Services, Tracey MacCharles, announced the Wynne Government's new Ontario Autism Program, which proposed to reduce wait times for intensive therapy by drastically cutting eligibility for these vital interventions. Under the new regime, Intensive Behavioural Intervention (IBI) will be limited to children between the ages of 2 and 4, despite the fact that, on average, children living with Autism Spectrum Disorder (ASD) are diagnosed at four years of age. The impact of the new program on the 30,000 working families with children who have an ASD diagnosis will be devastating.

The OFL and affiliates joined the Alliance Against the Ontario Autism Program in calling on the Government of Ontario to immediately reverse the changes to autism support at a Queen's Park rally on May 5.

Read the OFL Letter to the Premier and the Minister: <http://ofl.ca/index.php/autismsupport>

For more information on the Alliance, visit: www.allianceagainstoap.com



OFL Secretary-Treasurer Patty Coates joined parents in calling for restored autism support.

MORE THAN 94,000 ONTARIANS VOTE TO STOP HOSPITAL CUTS

From across Ontario, representatives from dozens of communities facing devastating hospital cuts carted thousands of ballots to the Ontario Legislature. More than 94,000 votes were cast in a province-wide referendum on hospital funding held by the Ontario Health Coalition.

More than 40 communities took part in the referendum and more than 1,000 volunteers took to the streets to staff voting stations outside grocery stores, corner stores, busy retailers, Legion halls, churches and other high-traffic areas.

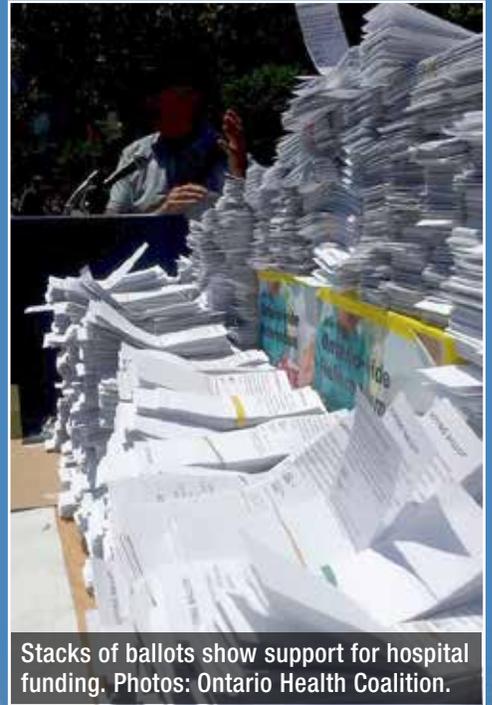
Ontarians were asked to vote on whether the Ontario government should stop the cuts to community hospitals and restore services to meet the population need for care. More than 99.6 percent voted in favour of stopping the cuts. Everywhere, people expressed their gratitude to volunteers for holding the referendum and taking action to stop the cuts in their communities.

“The huge turnout is representative of deeply-held values that cross all political lines and all

regions in our province,” reported Ontario Health Coalition Executive Director, Natalie Mehra. “The message we received was overwhelming. People are angry about hospital cuts in their communities. In no uncertain terms, they want the services restored and they want to ensure that funding is adequate and it goes to care and support services, not executive tiers and consultants. They were happy to be able to vote on it.”

OFL Secretary-Treasurer Patty Coates joined opposition party leaders and scores of volunteers and supporters at the Coalition’s impressive media event to call upon the Ontario government to raise public hospital funding to the national average.

“By every reasonable measure, Ontario’s hospital funding is at or near the bottom of all the provinces in Canada,” said Coates. “Ontarians urgently want their voices heard. It is time to stop the cuts and bring back the services we have lost at our local public hospitals.



Stacks of ballots show support for hospital funding. Photos: Ontario Health Coalition.



Ontario Health Coalition Executive Director Natalie Mehra presents more than 94,000 referendum ballots to Ontario’s opposition leaders in a bid for restored hospital funding.



Charlie Lowthian Rickert, a 10-year-old transgender girl, said the proposed bill made her feel safe and gave her hope for a better future. Photo: Canadian Press.

BILL C-16 SEEKS TO PROTECT TRANSGENDER RIGHTS IN THE HUMAN RIGHTS ACT AND CRIMINAL CODE

The Government of Canada recognized May 17 as the International Day against Homophobia, Transphobia and Biphobia by tabling historic legislation that is designed to safeguard transgender rights in Canada.

Tabled by Justice Minister Jody Wilson-Raybould, Bill C-16 adds gender identity as a prohibited ground for discrimination under the *Canadian Human Rights Act*, and to the list of distinguishing characteristics of 'identifiable

groups' protected by the hate speech provisions of the *Criminal Code of Canada*.

This law has been 12 years in the making. Two similar bills were passed by the House of Commons only to die on the order paper.

The first bill to recognize gender identity was tabled by former NDP MP Bill Siksay in 2004, 2006, 2007 and 2009 before making some progress with C-389 in 2010. That bill passed the House of Commons in 2011 by a vote of 143-

135, but Parliament was dissolved for an election shortly thereafter.

When Siksay retired, NDP MP Randall Garrison tabled C-279 in 2013 and narrowly passed the bill with support from Liberals and 18 Conservative MPs, but the bill later died in the Senate.

In its current incarnation, Bill C-16 marks the first time such legislation has been tabled by a sitting government and it is favoured to become law.



Pride, the film, tells the story of LGBTQ activists uniting in solidarity with striking miners in Thatcher's Britain.

OFL CELEBRATES LABOUR AND LGBTQ RIGHTS WITH A SPECIAL SCREENING OF 'PRIDE!'

The OFL helped to kick off summer Pride celebrations with a screening of the U.K. film 'Pride,' an extraordinary true story of the LGBTQ community uniting in solidarity with striking miners in Wales during the rein of Margaret Thatcher.

Pride is inspired by an extraordinary true story: It's the summer of 1984, Margaret Thatcher was in power and the National Union of Mineworkers was on strike, prompting a London-based group

of gay and lesbian activists to raise money to support the strikers' families. Initially rebuffed by the union, the group identifies a tiny mining village in Wales and sets off to make their donation in person. As the strike drags on, the two groups discover that standing together makes for the strongest union of all.

Presented on June 9 by TIFF Bell Lightbox, in partnership with Ontario Federation of Labour &

Pride Toronto, the film screening filled the theatre with LGBTQ union activists, community members and allies for a night of solidarity and pride.

The OFL and its affiliates will be supporting LGBTQ Pride events that are scheduled in communities across Ontario throughout the summer. For a full listing of events, see the listing on page 18 of this report or visit: <http://ofl.ca/index.php/prideevents/>

PROVINCIAL ROUNDTABLE TAKES ON VIOLENCE AGAINST WOMEN

OFL Secretary-Treasurer Patty Coates was appointed this spring to Ontario's Roundtable on Violence Against Women. The roundtable, which held its inaugural meeting on March 31, 2015, is the first of its kind in Ontario and plays a key advisory role to the government on emerging issues of gendered violence.

The roundtable is co-chaired by Sly Castaldi and Farrah Khan, well-known violence against women advocates. It also comprises representatives from 22 provincial umbrella organizations in the violence against women sector, as well as experts from other sectors to speak about issues affecting specific populations.

"We are providing critical advice for the government's 'It's Never Okay' plan to provide more security, protection and equal opportunity for all Ontarians," said Coates. "Working women are committed to fighting for a province where everyone can live in safety and is free from the threat, fear or experience of sexual violence and harassment. I am proud to bring our voices to this table."



Farrah Khan is the co-chair of the Ontario Provincial Roundtable on Violence Against Women.

CBTU ONTARIO MAKES ITS VOICE HEARD



OFL Executive Vice-President Ahmad Gaied and CBTU Ontario President Yolanda McClean joined a strong contingent of Ontario activists at the 45th International Convention of the Coalition of Black Trade Unionists. Conference delegates focused on fighting injustice, defending black lives and stopping a billionaire bigot from reaching the White House.

OFL Executive Vice-President Ahmad Gaied joined more than 30 Ontario delegates to the CBTU Convention in Washington. Far right: CBTU Ontario President Yolanda McClean addresses convention.



THE OFL TEAM

EXECUTIVE ASSISTANT TO THE OFFICERS:

Shannon Devine, Executive Assistant

OFL & ODRT DIRECTORS

Melisa Bayon, Campaign Organizer

Joel Duff, Communications Director

Vern Edwards, Health & Safety Director

Rob Halpin, Director of Research and Education & ODRT Project Coordinator

Laurie Hardwick, Organization Services Director

Jane Liu, Controller

Carrol Anne Sceviour, Human Rights and Women's Director

OFL & ODRT STAFF

Judy Chow, Executive Secretary (Secretary-Treasurer & Administration)

Paulette Hazel, Secretary

Brian Morgan, Production Coordinator

Kathy Neumann, Executive Secretary (President, Exec. V.P., Exec. Assistant)

Ethiraju Ramachandar, Secretary / Bookkeeper

Sylvia Stewart, Secretary

LABOUR & HUMAN RIGHTS DATES

Jun. 21	National Aboriginal Day
Jun. 27	National Multicultural Day
July	LGBTQ Pride Month
Jul. 1	Canada Day
Aug. 9	International Day of the World's Indigenous People
Sep. 5	Labour Day
Sep. 21	International Day of Peace
Oct. 4	Sisters In Spirit Vigils
Oct. 7	World Day for Decent Work
Oct. 10	World Mental Health Day
Oct. 17	International Day for the Eradication of Poverty
Oct. 24	Childcare and Early Childhood Educators Appreciation Day
Nov. 25	International Day for the Elimination of Violence against Women
Dec. 1	World AIDS Day
Dec. 2	International Day for the Abolition of Slavery

EVEN IN RETIREMENT, COLIN ARGYLE INSPIRES LABOUR'S FIGHTING SPIRIT

Colin Argyle is not the kind of guy to leave things unfinished, but he knows that if anyone can fight to rebuild the OFL's Occupational Disability Response Team (ODRT), it is OFL Researcher and ODRT Project Coordinator, Rob Halpin. After all, it isn't the first time the program funding has been thrown into political jeopardy only emerge stronger than ever.

Colin is confident it will do so again.

Colin retired from the ODRT this spring after dedicating a lifetime to fighting for workers' compensation. He left his mark on the lives of countless injured workers and their survivors.

Colin got his start in 1977 at the old UAW/CAW Local 303 working for Scarborough Van while spot welding G-Vans, which were commonly known as "Shaggin' wagons." The plant closed in 1993, like so many other manufacturing plants.

It was in 1990 that his political eyes were opened to the power of the union. He attended a CAW school at the newly constructed Family Education Centre in Port Elgin and his mind was blown away by Education Director Len Hope's intensive curriculum of social democratic issues and left-leaning economics. The last thing Len told him was "go back to your local and become a mover and a shaker." Colin went on to do just that, becoming a lifelong labour and NDP activist.

Known for being a local "shit disturber," Colin was soon elected as a Benefit Rep with the largest majority for any full-time position in his local's history. He enjoyed the benefits work but it was workers' compensation that really inspired him. It was such an interesting and complicated area of law and the stakes were high.

His first case was a worker who had suffered a heart attack at work. While others chalked the case up to a pre-existing condition, Colin dove into the Tribunal library, digging up precedents and argued that the workplace had been a "significant contributing factor." He won the claim and realized he had a knack for advocacy.

The OFL had just launched the WCB Training Project and Colin quickly devoured Levels 1-2-3 and the Return to Work Program. In 1994, he was called upon to become an instructor and he did so for nearly every weekend for the next 6 years. In April 1996, Colin became the Project Coordinator and moved over to the OFL full-time, but the challenges started almost immediately.

The Harris government had axed the Workplace Health and Safety Agency in 1995 and they had the OFL in their crosshairs. In 2000, Tory Minister of Labour Chris Stockwell slashed funding for the ODRT and sent the project into a tailspin. Colin and the OFL team swung into action and negotiated a new deal with the Workplace Safety and Insurance Board (WSIB) that gave the project new life, a broader mandate, and new letterhead, under the name "Occupational Disability Response Team."

"Colin has a passion for justice and a passion for teaching that echoes in everything he does. His impact will continue to be felt through those he helped, those he trained and those he inspired," said OFL President Chris Buckley.

For the next 15 years, the ODRT earned incredible respect for delivering vital training for union and non-union employees, as well as employers. It dramatically changed the lives of tens of thousands of injured workers and it produced thousands of skilled labour advocates. Perhaps it was this success that put the ODRT back under political and financial attack.

Last year, project funding was cancelled by the WSIB after a concerted Tory campaign. The OFL has defiantly maintained ODRT courses and is drafting new plans that could see the project emerge stronger than before. Nothing would make Colin happier in his retirement.



Colin Argyle retired this spring, after a lifetime of labour and NDP advocacy. Photo: Joel Duff

LOOK OUT #CANLAB, HERE COMES JOEL DUFF!

OFL COMMUNICATIONS DIRECTOR ACCEPTS NEW ROLE AS ASSISTANT TO CLC PRESIDENT

OFL Communications Director Joel Duff is hanging up his camera and heading to the nation's capital for a new job as an assistant to Canadian Labour Congress President Hassan Yussuff, starting on June 20.

Duff served as the OFL's Communications Director for nearly six years as he worked not only bring the Ontario Labour movement into the 21st Century, but situate the OFL as a leader in online activism.

Joel helped put the Federation back on the map by activating union members across Ontario through dynamic campaigns, fostering compelling media coverage of workers' issues and building up digital communications, including one of the strongest social media presences of any labour organization in North America.

Thousands of activists across Ontario will know Joel as the man behind the camera, where he has been afforded a sharp view of the labour movement on account of both his height and political acumen.

"Joel is a principled labour activist, determined strategist and talented communicator who has spent thousands of hours building the confidence of working people in their own capacity to affect change," said OFL President Chris Buckley. "Since our leadership team took over in December, Joel has been a tremendous asset and an ally, providing thoughtful advice and insight into the Federation. Joel will be missed, but I know he will apply his impressive skills and abundance of energy to his new post at the CLC."

Prior to joining the OFL, Duff was active in the student movement for a decade, starting at his alma mater, the University of Ottawa, where he was elected president of the Graduate Students Association, later going on to become the Chairperson of Canadian Federation of Students-Ontario and the lead provincial organizer.

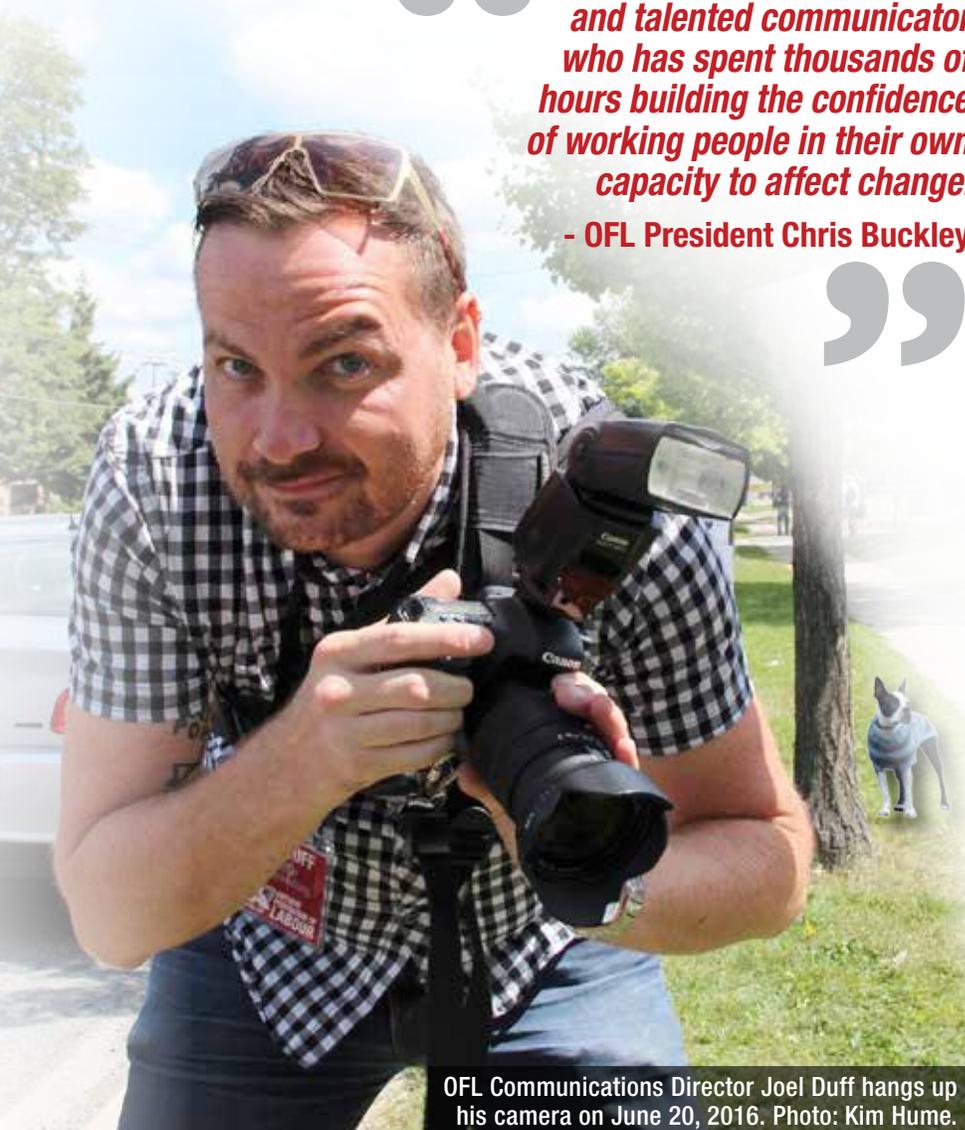
What many people may not know about Joel is his propensity for unsolicited advice, for which he is unapologetic. Despite this habit, or maybe even because of it, at the CFS and the OFL, Duff has built strong friendships across labour and community, evidenced by the outpouring of support for his new role.

"CUPE is proud to have been Joel Duff's first home in the labour movement," said CUPE Ontario President Fred Hahn. "Through his work organizing in the student movement, Joel mentored a generation of leaders, built coalitions with the labour movement and epitomized what it means to build solidarity. I have no doubt that the entire Canadian labour movement will benefit from the passion, principled politics and talent he has brought to all his activism in CUPE Ontario and his work at the OFL."

"Joel's activism and commitment to the labour movement has been inspiring," said Unifor Ontario Director Katha Fortier. "As much as he will be missed in Toronto, I know he will make an incredible contribution to the Canadian Labour Congress."

"Joel's level of dedication and enthusiasm in everything he has done at the OFL is so commendable and will be missed greatly," said OSSTF Vice-President Cindy Dubué. "I wish him all the best in his new position. In this case our loss is also our gain. Good luck at the CLC and in Ottawa Joel, so glad this is not goodbye."

“ Joel is a principled labour activist, determined strategist and talented communicator who has spent thousands of hours building the confidence of working people in their own capacity to affect change. - OFL President Chris Buckley ”



OFL Communications Director Joel Duff hangs up his camera on June 20, 2016. Photo: Kim Hume.



OFL Equity Activists bring the solidarity! Photo: Joel Duff

OFL HUMAN RIGHTS ACTIVISTS RESOLVE TO #MAKEITFAIR FOR EVERY WORKER

The OFL assembled 50 equity activists for a two-day Human Rights Strategic Planning Session on June 7 and 8.

The intensive agenda drew from the strength and experience of some of the labour movement's most committed activists from all of its Equity and Human Rights committees in order to develop a strategic plan for driving the Federation's equity agenda in the year ahead.

The session produced a comprehensive plan

for advancing human rights in the province, starting with a strong push for employment law reform. Recognizing the systemic barriers faced by so many equity-seeking communities, the OFL equity committees committed to mobilize each of their constituencies for the #MakeItFair campaign for employment law reform.

Ontario Human Rights Commissioner, Renu Mandhane, addressed the session participants and solicited feedback on the province's track

record on human rights. "Unions are where the rubber meets the road with respect to human rights in the workplace," Mandhane said before inviting the OFL to work more closely with her commission.

The two-day retreat produced concrete plans to host an OFL Aboriginal Round Table in November 2016, as well as a Women's Summit in March 2017 and an Equity Summit next spring.

Union Pride

ONTARIO EVENTS LISTINGS

Apr. 29 – May 8: Guelph Pride www.guelphpride.com	Jun.11 – Jun. 19 York Pride www.yorkpridefest.com	Jul. 11 – Jul. 16 Peel Pride www.peelpride.ca
May 27 – May 29 Elliot Lake Pride www.elpride.ca	Jun. 18 Hamilton Pride www.pridehamilton.ca	Jul. 16 Brockville Pride https://sites.google.com/site/brockvillepride
May 28 – Jun. 4 Pride Niagara www.prideniagara.com	Jun. 18 Brantford Pride www.brantfordpride.ca	Jul. 14 – Jul. 24 Pride London www.pridelondon.ca
Jun. 18 Kingston Pride www.kingstonpride.ca	Jun. 24 – Jun. 26 Kenora Pride Facebook "Kenora Pride"	Jul. 28 – Aug. 6 Simcoe County Pride www.simcoepride.com
Jun. 1 – Jun. 5 Pride Durham www.pridedurham.com	Jun. 24 – Jul. 3 Pride Toronto www.pridetoronto.com	Aug. 3 – Aug. 7 Windsor-Essex Pride Festival www.wepridefest.com
Jun. 4 Barrie Pride www.barriepride.com	Jul. 16 – Jul. 23 Belleville Pride www.bellevillepride.ca	Aug. 15 – Aug. 21 Capital Pride (Ottawa) www.capitalpride.ca
Jun.6 – Jun. 11 Timmins Pride www.timminspride.com	Jul. 18 – Jul. 23 Sudbury Pride www.sudburypride.com	Sep. 17 – Sep. 24 Peterborough Pride www.peterboroughpride.ca
Jun. 11 – Jun. 18 Thunder Bay Pride www.thunderpride.com	Jul. 15 – Jul. 24 Muskoka Pride www.gaymuskoka.com	

This list of LGBTQ Pride events across Ontario is accurate at the time of printing. Please check your local listings for the most current updates.

UPCOMING EVENTS

SUMMER: PRIDE EVENTS

Throughout the summer, LGBTQ Pride events will be held in cities and towns across Ontario. Read the listing on page 18, but for up-to-date information, contact your union for local events, or visit: <http://ofl.ca/index.php/prideevents/>

JUN. 30: OFL'S LABOUR HONOUR ROLL NOMINEES

Each year, the OFL adds five retired or deceased trade unionists to the OFL Labour Honour Roll. These are activists who made a significant contribution to the trade union movement. The deadline for nominations has been extended to June 30.

Contact: 416-443-7667 or PHazel@ofl.ca

JUL. 3-8: CLC ONTARIO REGION SUMMER SCHOOL

The CLC Ontario Region's Summer School will be held at the UNIFOR Family Education Centre in Port Elgin, Ontario from July 3 to 8, 2016.

Register: <http://canadianlabour.ca/event-calendar/all-events/2016-clc-summer-school>

JUL. 10: OFL/AIL SCHOLARSHIP APPLICATION DEADLINE

The OFL and American Income Life Canada are proud to offer two \$2,500 scholarships to OFL members, or their children, who will be starting post-secondary education in September 2016. Apply at: <http://ofl.ca/index.php/scholarships/>

JUL. 30: TORONTO CARIBBEAN CARNIVAL PARADE

The most important and biggest event of the Caribana weekend is the Toronto Caribbean Carnival Parade and it kicks off July 30, 2016 starting at the Exhibition Place at 9:30 am and ending at Lakeshore and Parkside Drive at 8:00 pm.

OCT. 1: MASS RALLY FOR DECENT WORK

The OFL and the Fight for \$15 and Fairness campaign are organizing a mass rally for decent work at Queen's Park at 1:00 pm on Sat. Oct. 1, 2016. The action will demand sweeping changes to the province's employment laws to **make it fair** for everyone. For information, visit: www.MakeltFair.ca

OCT. 6: "NEW RIGHTS, NEW CHALLENGES": CONFERENCE ON VIOLENCE & HARASSMENT IN THE WORKPLACE

The OFL will be hosting a conference on violence and harassment in the workplace at the OFL Building on October 6. Stay tuned for details.

OCT. 20-23: RISE UP! CLC HUMAN RIGHTS CONFERENCE

This conference will bring our movement's diverse activists and allies together in a unique space that explores strategies and skills. Together we will empower and engage workers to build a stronger

movement based on equity and inclusion, which reflects the changing demographics of the workforce. Find out more and register now at: riseup2016.ca

OCT. 23-25: CLC NATIONAL YOUNG WORKERS' CONFERENCE

This conference will bring together young workers, youth activists, and allies to build young workers' power to address the changing nature of work, empower young and new leadership in workplaces and unions, and lay the framework for a renewed and growing labour movement. Find out more and register now at: yws2016.ca

NOV. 3-4: JOINT OFL & ONIWG CONFERENCE ON WCB

The OFL and ONIWG will be hosting a conference on Workers' Compensation and Benefits on November 3 and 4. Stay tuned for details.

OFL / AIL
JACK LAYTON LABOUR
POST-SECONDARY
SCHOLARSHIP

2016

APPLY BY: JULY 10, 2016
WWW.OFL.CA/INDEX.PHP/SCHOLARSHIPS




RALLY FOR DECENT WORK

Join workers across the province calling for changes to Ontario's outdated employment laws to **MAKE IT FAIR** for everyone.



OCTOBER 1

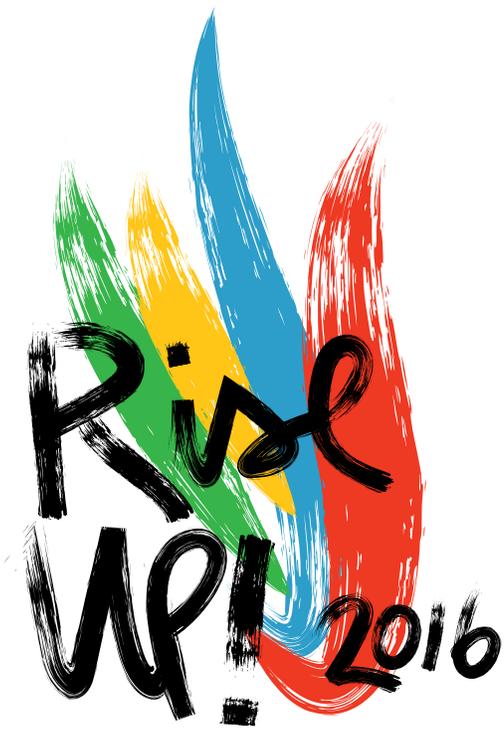
1:00PM • QUEEN'S PARK



#15andFairness

RSVP at MakeltFair.ca

#MakeltFair



LIVE THE CHANGE

Register now for one or both great events hosted by the Canadian Labour Congress:

RISE UP!
2nd NATIONAL HUMAN RIGHTS CONFERENCE

Shaw Convention Centre in Ottawa, Ontario
October 20 to 23, 2016

Register at riseup2016.ca

Both events will be held on the Algonquin Anishinabek territory.

BUILDING YOUNG WORKERS' POWER
FIRST-EVER NATIONAL YOUNG WORKERS' SUMMIT

Shaw Convention Centre in Ottawa, Ontario
October 23 to 25, 2016

Register at yws2016.ca



Canadian Labour Congress
Congrès du travail du Canada