

VOLUME 7 // ISSUE 3

# ONTARIO FEDERATION OF LABOUR ACTION REPORT

SUMMER 2017

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Make It Fair Actions

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Unveiling a monument to  
Injured Workers

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// Winning Decent Work  
for all.

## // OFL OFFICERS



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Secretary-Treasurer



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Vice-President

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

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## SUMMER 2017

VOLUME 7 // ISSUE 3

# ONTARIO FEDERATION OF LABOUR ACTION REPORT

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## FRIENDS,

This has been a busy time in the lead up to the release of the report on the final recommendations in the Changing Workplaces Review, legislation on changing workplaces and a \$15 minimum wage by 2019.

With that in mind, our Make It Fair campaign has gone into high gear, setting up meetings with MPPs across the province and we have invited all Ontarians to use a new online calling tool that connects them with their MPP, at the same time, our postcard campaign is going strong.

While the legislation tabled in the legislature on June 1, Bill 148, *Fair Workplaces, Better Jobs Act, 2017*, went a bit further than the recommendations set out by the Special Advisors, the OFL remains committed to winning all the changes to labour and employment law that our movement called for in our submissions to the Special Advisors.

In the weeks preceding the government's announcement, the OFL and Fight for \$15 and Fairness held a joint press conference calling for the release of the long-overdue recommendations.

Any legislation must Make It Fair for Ontario workers, without leaving any worker behind. To that end, the Make It Fair campaign is gearing up for more visits to MPPs, setting up online tools to make it easier to lobby, and hosting teleconference trainings to give activists the confidence that they can tell their stories and win change in this province.

I was very happy to welcome the delegates of the Canadian Labour Congress to Toronto at their convention in May, and I look forward to working with their new executive to support workers' rights across this country and in Ontario.

The OFL has continued to advocate for increased funding and an expanded mandate for Ontario's Anti-Racism Directorate, pushing for better funding for its work and the inclusion of labour's voice as it moves forward. We know that workers of colour, and Indigenous workers face a pay gap in this province that must be closed, along with the gender pay gap.

The OFL continues its work with community organizations to combat precarious work. At recent meetings we were honoured to welcome the Equal Pay Coalition and hear about their work in the lead up to Equal Pay Day. Colour of Poverty – Colour of Change joined us for a discussion about their work, and their collaboration with the OFL on advocating to strengthen the Anti-Racism Directorate.

The National Day of Mourning is an important memorial day across Canada. This year I was honoured to participate in unveiling a new monument in Orillia to workers killed and injured on the job on the Day of Mourning. I stand in solidarity with the fight for safety standards and the continued work to ensure that any employee's death in the workplace is followed by a criminal investigation.

Winning decent work is one of the most important social justice and equity issues of our time.

I encourage all of you to take the opportunity to speak to your MPPs, to tell them what needs to be in the legislation that comes from the Changing Workplaces Review. We can win gains for Ontario workers. The time for action is now.

In solidarity,

**Chris Buckley**

President of the Ontario Federation of Labour



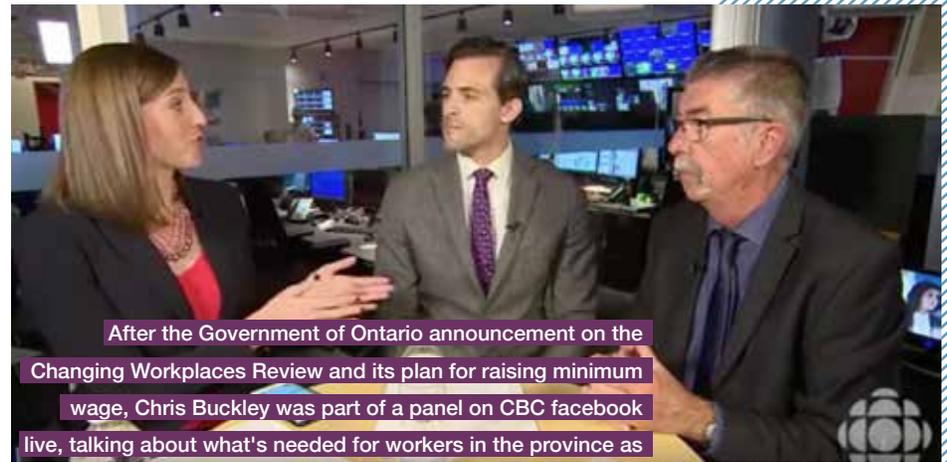
// FOLLOW AND RETWEET OFL AT:

@OFLabour and @ChrisBuckleyOFL

# LEGISLATION FOR DECENT WORK MUST FOLLOW \$15 MINIMUM WAGE COMMITMENT



The OFL recognizes the collective efforts of workers in Ontario for their strong advocacy on changes to the labour and employment laws in our province and winning a schedule for reaching a \$15 minimum wage.



After the Government of Ontario announcement on the Changing Workplaces Review and its plan for raising minimum wage, Chris Buckley was part of a panel on CBC facebook live, talking about what's needed for workers in the province as legislation moves forward.

The OFL congratulates the Ontario government on the steps it has taken toward updating Ontario's outdated labour and employment laws, and on their plan to increase minimum wage across the province

"The Labour movement has supported the call for a \$15 minimum wage, and we're pleased to see this important step being taken," said OFL President Chris Buckley. "Now it is time to put legislation in place that will guarantee decent conditions in the workplace for all workers, as well as decent pay."

The Labour movement in Ontario is advocating for wide-ranging changes to

the *Employment Standards Act* and *Labour Relations Act* to make sure every job in Ontario is a decent job, and that it is easier for workers to join and keep a union. The OFL will be engaging with the legislative committee and MPPs over the summer to ensure that the details of the proposed legislation will yield the desired outcome: delivering stability and fairness for all workers in Ontario.

"Every Canadian has a constitutional right to access meaningful collective bargaining under the Charter of Rights and Freedoms," said Buckley. "Our government must protect this right through legislation that removes obstacles for all workers who desire to exercise their rights and join a union."

Employment and labour laws are 20 years behind the times, and this is a much-needed update. While some of these announcements go further than the Special Advisors' recommendations, there are improvements that can still be made through legislation, said Buckley.

# TO MAKE IT FAIR, LEGISLATION SHOULD IMMEDIATELY INCLUDE:

- \* Guaranteeing the Charter right of all Ontarians to bargain collectively with their employer by implementing card-based certification in every sector and for all workplaces to reduce barriers for employees who want to organize.
- \* Extending access to collective bargaining for all Ontario workers by introducing broad-based bargaining models that include other sectors of the economy.
- \* Providing options for neutral telephone or online voting when union members need to vote.
- \* Extending the *Labour Relations Act* to cover all workers with no limitations. All workers deserve protections under the *Labour Relations Act* and the *Employment Standards Act*.
- \* Removing all exemptions to the minimum wage.
- \* Mandating parity for all workers with respect to wages, benefits, and working conditions – regardless of whether they are full-time or part-time workers.
- \* Protecting the right to concerted activity so that workers can form groups to pursue collective action.
- \* Extending and increasing access to just cause protection for all workers, unionized and non-unionized workers alike.
- \* Extending successor rights to protect employees against losing their jobs and their union when a worksite changes hands, not only to the building services but also to all other contract service industries.
- \* Prohibiting replacement workers to make sure the law does not undercut workers who are fighting for decent work.
- \* Extending Personal Emergency Leave to all workers and ensuring that it is not combined with any other leave.
- \* Providing ten paid job-protected days of leave for survivors of domestic and sexual violence.
- \* Providing seven paid sick days for all workers separate from Personal Emergency Leave.

The list above is a partial list of OFL priorities. To see the full list please visit [www.makeitfair.ca/priorities](http://www.makeitfair.ca/priorities). To read the OFL submission to the Changing workplaces review, [click here](#).

For information on the Fight for \$15 and Fairness demands, please visit: <http://15andfairness.org/demands/>.



## CALL TOOL MAKES LOBBYING YOUR MPP EASY

With legislation on modernizing employment and labour laws now tabled in the legislature, the next step in our campaign for decent work has begun.

We need to keep calling MPPs over the coming months to let them know that we support the increase of the minimum wage to \$15 as soon as possible, that we support paid sick days, and we need to remove the barriers that make it easier to join a union.

The OFL has made calling your MPP easy by using a nifty new tool for Ontarians to contact their MPPs. It's called the Make It Fair Call Tool. With the click of a button, this app sets a call in motion. After you click, your phone will ring and you'll be connected to your MPP's office. You will be prompted with a script that outlines why your MPP must support legislative changes that will help ensure decent work for Ontarians.

The calling tool can be found at [www.makeitfair.ca/call](http://www.makeitfair.ca/call).

The system has been in operation for over 2 weeks, and over 100 calls have been made to MPPs. The OFL encourages you to try out the calling tool using your smart phone.

"It's important to keep calling our MPPs and telling them what workers need, because MPPs are most likely being lobbied by folks who would much rather that they reverse their legislative announcements and bring back poverty wages," said OFL President Chris Buckley.

If we want to win changes in legislation that will make positive changes for workers, we need to keep our point of view at the forefront, and that means calling MPPs often to let them know they can improve lives across Ontario, simply by supporting decent work through meaningful legislation.

Call your MPP today and tell them you appreciate the changes announced to employment and labour laws and that you think they should go further!

# POSTCARD CAMPAIGN PRESSES FOR FAIR LEGISLATION ON DECENT WORK



The tireless work of activists across the province that has made the government take the needs of workers into consideration as it updates Ontario’s employment and labour laws.

While some of the OFL priorities have been recognized in legislation, we must continue to advocate until all our demands are met.

To this end, the OFL postcard campaign continues to deliver our message to MPPs across the province through in-person meetings where activists deliver postcards to their representatives.

“These meetings give workers a chance to tell their stories to the MPPs and the MPPs have the opportunity to hear about the experiences of a worker in their riding,” said OFL Director of Political Action and Outreach. “These postcards are a powerful tool for workers to reach out into their communities to talk about decent work,



Meeting MPP Tracy MacCharles



Meeting MPP Yvan Baker



Meeting MPP Vic Dhillon

and to carry that message back to their representatives.”

The OFL would like to thank all the affiliates, labour councils and activists across the province for mobilizing to invite friends, family members, and colleagues to take part in this campaign.

Every postcard signed and delivered represents a potential voter to these MPPs, and we have dropped off hundreds at each of our meetings.

Workers across the province are keeping the message at the forefront as the Changing Workplaces legislation moves through committee. For example, the Waterloo Regional Labour Council

delivered 1,500 postcards to the MPP for Cambridge and Minister for Natural Resources and Forestry Kathryn McGarry. John Kerr, of Windsor, delivered thousands of postcards to MPPs in Windsor and the surrounding area.

This campaign is ongoing, and the OFL invites you to take part. You can order postcards at [makeitfair.ca](http://makeitfair.ca), or email Melisa Bayon at [mbayon@ofl.ca](mailto:mbayon@ofl.ca). The conversation about the changes that are still needed must continue until every working person in Ontario has decent work.





Meeting MPP Cheri Di Novo

# THE SOCIAL MEDIA LOBBY



Meeting MPP Monique Taylor



First a meeting, then some tweeting at the MPPs the OFL has lobbied.

**@OFLABOUR**

We can stop precarious work. We talked with MPP @CheriDiNovo act what workers need from #CWR. Call YOUR MPP now: [makeitfair.ca/call](http://makeitfair.ca/call)

**@OFLABOUR**

Talking w/ MPP @dhillonvic re: what ON workers need from workplace legislation. You can too! Click to call your MPP: [makeitfair.ca/call](http://makeitfair.ca/call)



Meeting MPP Sophie Kiwala



Meeting MPP Indira Naidoo-Harris

**@OFLABOUR**

We met w/ @MPPIndiraNH abt the need for fair employment and labour laws in ON. Join us by calling your MPP: [makeitfair.ca/call](http://makeitfair.ca/call)



Meeting MPP Lou Rinaldi

## HONOURING DISABILITY PREVENTION ACTIVISTS ACROSS ONTARIO

Prevention Link is promoting the recognition of labour activists across Ontario. Each year, the program invites Labour Councils to nominate a notable volunteer who has worked in the fields of injured workers, disability prevention, or disability rights. Prevention Link then prepares a plaque for them which can be presented by the Labour Council.

Each plaque is printed with the statement "In acknowledgement of your fight for justice and dignity for Injured Workers."

Prevention Link will also help arrange a keynote speaker for Labour Council events.

In May, Tori Redgate of OPSEU was honoured by the North Simcoe Muskoka District Labour Council for her work improving return-to-work outcomes.

"She has helped countless medics through some of their most difficult times in their career," they wrote on their blog. "She has done that quietly, selflessly, and with the utmost professionalism. She has achieved some great successes for our members."



# PRESSING FOR ACTION ON THE CHANGING WORKPLACES REVIEW

In advance of the April 27 provincial budget, the OFL and Fight for \$15 and Fairness held a joint press conference.

They called on the government to release the final recommendations of the Changing Workplaces Review, and to follow up the release with immediate and meaningful legislation that will create the framework for an economy built on decent work.

Flanking the press conference speakers were piles of reports and studies detailing the decline of the quality of work and the case for comprehensive change.

"It's time for Ontario to take updating its employment and labour laws off the backburner," said OFL President Chris Buckley. "A strong economy must be built on decent jobs. The government has been examining the problem of precarious work for years and the results are clear. There is no reason for Ontario to leave workers suffering under outdated employment laws."

Provincial Coordinator of the Fight for \$15 and Fairness Pam Frache spoke about the need to raise the minimum wage.

"We are expecting the Special Advisors to make comprehensive



Labour leaders and advocates gather to send a message about decent work: recommendations are long overdue, unions are a powerful anti-poverty tool. The government needs to act now!

recommendations that address the root causes of precarious work" she said. "Communities across the province participated in the consultations, and called for sweeping reforms. If the advisors are not willing to bring that message forward, despite the overwhelming evidence outlining the problems, they will have failed to meet their mandate."

Ontario's health providers are also anxiously awaiting the final recommendations of the Changing Workplaces Review.

"The rise in part-time, low-wage jobs with no benefits is a crisis" said Emergency Room Physician Dr. Kate Hayman, member of the Decent Work and Health Network. "An increasing number of patients today struggle to manage their chronic illness while not being able to take time off to receive care, afford the medications prescribed to them or deal with the detrimental effects of stress." Dr. Hayman stated, "raising the minimum wage, providing at least 7 paid sick days, and providing schedules in advance, decent hours and equal pay for part-time, temporary and casual workers will go a long way to improving health outcomes for all Ontarians."

"The barriers to joining a union are much higher than they should be," said Tim Hum, member of UFCW Local 175. "The current system is outdated and creates so much fear and pressure on workers – it's clearly unbalanced to prevent people from getting the representation they need." Hum works in a food processing facility and he and his co-workers were out on strike for 22 months to reach a first contract and secure union representation.

The press conference was covered by the Toronto Star under the headline *Ontario urged to take updating labour laws 'off back burner.'*

## JOINT OFL AND \$15 AND FAIRNESS PROVINCE-WIDE TELECONFERENCE TOWN HALL

.Hundreds called to join the call, so many that the line hit its maximum capacity.

“Congratulations to the Fight for \$15 and Fairness and labour activists for the incredible achievement of winning a \$15 minimum wage,” said OFL Secretary-Treasurer Patty Coates. “It took vision, resolve, dedication and passion to drive toward that victory and the OFL is very grateful for their partnership.”

The call reviewed the Changing Workplaces legislation, with the goal of preparing activists for the lobbying to come.

“There are places where this legislation can be improved to meet the priorities set by the labour movement,” said OFL President Chris Buckley. We need to make it very clear to the government that there are improvements needed to the legislation if workers are to win decent work.

Now that legislation has been tabled, the Make It Fair campaign and the Fight for \$15 and Fairness are going to continue working through the summer while the legislation is in committee, so that MPPs know how important these changes are for workers, and what workers would like to see.

Summer campaign activities will be listed at [makeitfair.ca](http://makeitfair.ca).



## FURTHER CONSULTATION ON CHANGING WORKPLACES REVIEW UNNECESSARY, OFL TELLS PREMIER



The OFL continues to press the government, demanding that it make good on the priorities laid out in the OFL submission to the Changing Workplaces Review.

With the release of the final recommendations from the Special Advisors, the OFL wrote to the Premier to emphasize its position that legislation is needed immediately and that the government should not consider any further consultation on needed changes to the *Employment Standards Act* and the *Labour Relations Act*.

The letter addressed the rapid spread of insecure work throughout the economy, and the challenges this presents for Ontario workers who find themselves in a state of insecurity, holding multiple jobs, often at low wages with little job security.

It emphasized that sweeping reforms are needed to Ontario’s employment and labour laws, and the importance of unions for workers when it comes to improving work conditions and

providing protections in the workplace.

The letter outlined the need for unions and to making it easier to join a union.

“Unions play a paramount role in helping workers make changes to their conditions at work and their lives outside of work too. It’s important to understand that every time a union secures better pay, better benefits, and/or better working conditions for its members, it helps raise the standard of work across the board. It makes it that much easier for other unionized and non-unionized workers to obtain similar rights,” wrote OFL President Chris Buckley in the letter. Further encouraging the Premier to change the *Labour Relations Act* to remove barriers to workers who want to exercise their Charter rights to collective action.

“To provide these workers with an option to join a union – which is their constitutional right – different types of bargaining models that allow for stronger standards and protections are required,” he wrote, outlining the changes to the *Labour Relations Act* that the OFL supports.

He then wrote of the need for changes to the *Employment Standards Act* that would raise the floor for all Ontarians.

Buckley encouraged the Premier to make significant, progressive and positive changes to the *Employment Standards Act* and the *Labour Relations Act* to “create a framework for decent work that allows every worker to succeed and contribute in our economy.”

To read the full letter to the Premier, visit [OFL.ca](http://OFL.ca).

# A GUIDE TO ACKNOWLEDGING ONTARIO'S TRADITIONAL TERRITORIES

A new document is available from the OFL to aid in the journey toward truth and reconciliation.

Ontario is covered by 46 treaties and other agreements, which include land purchases by the Crown. These agreements were signed between 1781 and 1930. Those treaties and agreements continue to be the legally binding agreements that set out the rights, responsibilities and relationships of First Nations and the federal and provincial governments.

All events held by the Labour movement in Ontario take place on the Traditional Territories of Indigenous Peoples. It is both responsible and respectful to acknowledge those territories when we meet anywhere across the province. The erasure of Aboriginal history across Canada has created barriers to this practice, leaving many of us unaware of the territories on which we live and work. It can be difficult to find information about which First Nations use the lands on which we meet.

A document created by the Aboriginal Circle at the Ontario Federation of Labour aims to provide that information to labour activists so that we can take part in this important element of reconciliation. The document is called "Territorial Acknowledgements" and is available at [OFL.ca](http://OFL.ca). It lists locations across Ontario and the territorial acknowledgement appropriate for each region.

"The goal of this guide is to encourage the acknowledgement of the First Peoples on whose traditional territories we live and work," said OFL Secretary-Treasurer Patty Coates. "It is important that the Labour movement work toward reconciliation. The proper acknowledgement of Traditional Territories is a step in this direction."

The acknowledgement should be used at the beginning of courses, meetings, conferences, and presentations. Acknowledging territory shows recognition of, and respect for Aboriginal peoples.

"This is an essential element of establishing healthy, reciprocal relations, which are key to reconciliation," said Coates.



**"The goal of this guide is to encourage the acknowledgement of the First Peoples on whose traditional territories we live and work. It is important that the Labour movement work toward reconciliation. The proper acknowledgement of Traditional Territories is a step in this direction."**

**-- OFL Secretary-Treasurer  
Patty Coates**



## SPEAKING OUT ON THE ANTI-RACISM DIRECTORATE

Dear Minister Coteau,

The Ontario Federation of Labour (OFL) and Colour of Poverty – Colour of Change (COP-COC) welcome several of the announcements made earlier this week around the government's Three Year Anti-Racism Strategic Plan, which includes the launch of Ontario's Black Youth Action Plan, public education and awareness campaigns, and an anti-racism impact assessment. The OFL is also very pleased to see your steadfast commitment to pass legislation that will mandate the collection of race-based data across multiple sectors and environments (e.g., education, child welfare, justice, education, and health) in the Spring of 2017.

Together, Colour of Poverty – Colour of Change and the OFL – which formally represents one million unionized workers across the province – calls on the Anti-Racism Directorate to construct a comprehensive strategy around the economic and employment disparities facing Indigenous workers and workers of colour in Ontario. This includes collecting race-based data across the Ontario labour market, applying an equity lens to Ontario's employment and labour laws, and committing to introducing mandatory extended and robust employment equity legislation. For other recommendations, please refer to COP-COC's and OFL's submissions on the Anti-Racism Directorate as well.

In March, the Ontario Federation of Labour partnered with Colour of Poverty-Colour of Change to produce an open letter to the Minister Responsible for Anti-Racism Michael Coteau. The letter was signed by community groups, academics, and non-profits committed to anti-racist work. The March 10 letter called for commitments that would enhance the work of the Anti-Racism Directorate. It is printed below:

We know that insecure work is at the core of racial inequality in Ontario. Although workers of colour have slightly higher levels of labour market participation, they continue to experience higher levels of unemployment and earn a lower income than non-racialized Canadians. In fact, as a whole Canadians of colour earn 81 cents for every dollar paid to non-racialized Canadians. This wage gap is even wider for Indigenous and workers of colour that are female, have accessibility issues, and/or are recent newcomers.

This racialized wage differential is partly due to the lack of opportunity afforded to Indigenous workers and workers of colour in accessing well paying, secure jobs. It is therefore imperative that the government leverage the opportunity of the Changing Workplaces Review to apply an equity lens on employment conditions in Ontario and make meaningful changes to the *Employment Standards Act* and the *Labour Relations Act* that will create decent work for all Ontarians.

The government must also introduce effective employment regulating legislation to ensure that all Ontarians have fair and equitable opportunities in the labour market. This piece of legislation must assist in removing employment barriers, establishing transparent human resource policies and practices, and cultivating a culture of equity and inclusion in all Ontario workplaces.

It is incumbent on the government to help ensure that Indigenous workers and workers of colour do not fall further behind in the labour market.

**Sincerely,**

Ahmad Gaied

Executive Vice-President, Ontario Federation of Labour

Signatories:

The COPC Steering Committee members, Access Alliance Multicultural Health & Community Services, African Canadian Legal Clinic, Canadian Arab Federation, Chinese Canadian National Council Toronto Chapter, Council of Agencies Serving South Asians, Hispanic Development Council, Karuna Community Services, Mennonite New Life Centre of Toronto, Metro Toronto Chinese & South East Asian Legal Clinic, Midaynta Community Services, Ontario Council of Agencies Serving Immigrants, La Passerelle – I.D.E., South Asian Legal Clinic of Ontario, Thorncliffe Neighbourhood Office, Professor Grace-Edward Galabuzi (Ryerson University)

## CLC delegates choose new executive at the 28th Constitutional Convention

Delegates at the CLC's 28th Constitutional Convention elected CLC Officers for the next term, 2017-2020.

CLC President Hassan Yussuff won a second mandate by acclamation. Yussuff was originally elected to the presidency at the 2014 CLC Convention in Montreal, becoming the first person of colour to lead Canada's labour movement.

"I am looking forward to working with this very talented and determined team to build on the victories we've won over the last three years and to moving us closer to a fair future for all workers," said Yussuff.

Marie Clarke Walker was elected to replace retiring Secretary-Treasurer Barbara Byers. Walker was previously a CLC Executive Vice-President, having held the position since her election in 2002. She was the first racialized woman and youngest person to hold the position of CLC Executive Vice-President.

Returning Executive Vice-President Donald Lafleur was re-elected for a second term. Lafleur was first elected to the position at the 2014 CLC Convention in Montreal.

Newly elected Executive Vice-President Larry Rousseau was previously the Regional Executive Vice-President of the Public Service Alliance of Canada (PSAC) for the National Capital Region. He also served as Vice-President on the Ontario Federation of Labour Executive Board.

Over the course of the week, delegates debated issues like Just Transition for a greener economy, better protections for equity-seeking members, the creation of more good jobs in Canada to put an end to precarious work, and the fight to implement a \$15 minimum wage. Delegates also heard from inspiring speakers like Alberta Premier Rachel Notley. This helped set a strong mandate for the incoming Executive, focusing on creating a fair future for all Canadian workers.

Delegates to the Convention also elected new equity representatives for the next three years, as part of the different equity committees of the CLC. These positions include representation for LGBTQ, young workers, workers of colour, Aboriginal workers and disability rights, as well as Labour Council regional representatives from across Canada.



Canadian Labour Congress

Congrès du travail du Canada



# SAVE THE DATE:



First-ever OFL Equity and Justice Summit on November 17 & 18, 2017 at the Sheraton Centre Hotel, Toronto.

Ontario's labour movement is at our best when all voices are reflected, and our collective voice represents a drive toward equity and inclusion. The inaugural OFL Equity and Justice Summit is coming up this November. It will be an opportunity to build the culture and climate of empowerment that will create labour leadership that reflects the diversity of the membership in the labour movement.

It is critical that inclusion and equity be at the core of our organizations, integrated and practiced in the daily work of our movement. A key component of the OFL Equity and Justice Summit is supporting and developing leadership that reflects our movement and is designed to empower members to lead their locals, labour councils, unions and the Federation into the future.

The Summit will be a safe space for participants to discuss, strategize and mobilize for social and economic equality in the labour movement, in workplaces and in our communities. Summit workshops will assist participants to develop the skills, tools and resources they need to participate fully in their workplaces and in their unions.

Detailed information and registration will be posted on the OFL website [www.ofl.ca](http://www.ofl.ca) in mid-September.



## CELEBRATING INCLUSION ON DAY OF PINK

On April 12, OFL staff were proud to don their pink shirts on the Day of Pink this year to show their opposition to bullying in all its forms, including homophobic and transphobic bullying.

"Wherever you work, it is important to stop bullying, intimidation, prejudice and discrimination," said OFL Secretary-Treasurer Patty Coates. "The labour movement has an important role to play in making sure that bullying is not tolerated, and inclusion is supported throughout our workplaces."

The Day of Pink got its start in Nova Scotia when two straight high school students saw a gay student wearing a pink shirt being bullied. The two students decided to wear pink shirts in solidarity with their classmate and, a few days later, got everyone at school to share in this expression of support by wearing pink to class. By creating a "sea of pink" in their school, these students helped to trigger an international movement to challenge homophobic and transphobic bullying in schools. In Canada, three-quarters of LGBTQI\* students and 61 percent of students with LGBTQI\* parents report that they feel unsafe at school, according to the EGALE Canada national school survey.

## THIS JUNE: SOLIDARITY AND PRIDE CHAMPION AWARD RECEPTION

The inaugural Solidarity and Pride Champion Award will be awarded on June 23rd of this year.

This recognition acknowledges and celebrates individuals or groups who have made a significant or ongoing contribution to the advancement of lesbian, gay, bisexual, trans, intersex and two-spirit (LGBTQI\*) human rights, equity and inclusion.

The recipient of this award will have a long history of exceptional achievement and union/community activism that incorporated and promoted human rights and equality for LGBTQI\* people.

For more information on the award please contact OFL Human Rights and Women's Department Director Carrol Anne Sceviour at 416.443.7670 or [csceviour@ofl.ca](mailto:csceviour@ofl.ca).

## ONTARIO BUDGET: ONTARIANS NEED MORE

“It is not possible to build a strong economy without first addressing the growth in insecure work,” said Chris Buckley, addressing the April 27 Ontario Provincial Budget.

“If the government is committed to making life fairer for working people, it must introduce a \$15 minimum wage and legislative changes immediately.”

Buckley called the budget a missed opportunity to raise the floor for Ontario workers by introducing a higher minimum wage. A higher minimum wage is a fundamental issue of equity – it is women, racialized workers, immigrants and young people who are most likely to earn low wages and be stuck in precarious work, he said.

The OFL was pleased to see the reference to the Changing Workplaces Review, but is concerned about the lengthy delays in the process which has meant workers continue to suffer with woefully outdated laws. Buckley pressed on the need for the government to introduce and pass legislation this year.

Buckley said that the announcements around pharmacare, childcare and healthcare were heartening, and that at no point should a deficit be used as an excuse not to invest in stronger public services and bold new ideas to help Ontarians.

“Pharmacare for children and young people will help many families who struggle without workplace benefit plans,” said Buckley. “This is an important first step in introducing a plan

that could cover all Ontarians – which ultimately should be the end goal.”

Buckley said that the universal pharmacare plan proposed by the Ontario NDP earlier this week would go much farther though in helping Ontarians, in that the plan introduced today would still exclude a sizable portion of the population – adults between 25 to 64 years old.

Buckley also welcomed the new investment of \$200 million for child care spaces. “Ontario parents desperately need more quality, affordable child care options,” said Buckley. “Even with these changes, Ontario parents will still pay the highest child care fees in the country.”

“It is encouraging to see the government listening to parents and advocates with the introduction of subsidized child care spaces. But subsidized spaces don’t replace the need for a universal, affordable, public child care system.” The dearth of child care options continues to be a barrier to women in the workforce, as recognized by the Gender Wage Gap Review in 2016.

Investment in child care must also translate to good jobs for early childhood educators, Buckley said. More than 20 per cent of registered early childhood educators and more than two-thirds of other program staff make less than \$15 an hour.

Similarly, the new investment in health care of an additional \$7 billion over the next three years is positive news for Ontarians but must translate to a longer-term commitment to health care services and an investment in more front line workers and better conditions for patients and staff.

Buckley raised concern that the government has wrongheadedly remained steadfast in its commitment to privatize public assets, including Hydro One. “This could have been an opportunity to correct a past mistake,” said Buckley, calling the decision to sell-off Hydro One “wildly unpopular.”



## ONDP ENDORSES MAKE IT FAIR CAMPAIGN

OFL President Chris Buckley addressed the ONDP convention, welcoming delegates and outlining the challenges ahead in the fight for decent work across the province

He spoke about the challenges faced by people of all ages who are forced to survive on precarious work.

The 1.7 million Ontarians who are paid at or near minimum wage need change, he told the crowd, applauding the ONDP’s leadership in the legislature for their endorsement of a \$15 minimum wage.

The minimum wage is one part of improving the lives of workers in our province. The Changing Workplaces Review is another part, and Ontario workers want protections and rights on the job.

“The reality is, the laws are stacked against Ontario workers. There are very few rules that make decent work the law of the land and employers are finding whatever loopholes they can,” he said. “This is why, like New Democrats across Ontario. We’re fighting hard for many other changes to the *Employment Standards Act* and *Labour Relations Act*,” he added.

The ONDP then passed a motion resolving to support the OFL’s Make It Fair campaign, and include the OFL’s recommendations to the Changing Workplaces Review in their labour policy.

# PROTECTING WORKERS FROM ASBESTOS REQUIRES ROBUST REGULATIONS



On Injured Workers Day, June 1, the OFL wrote to federal government ministries responsible for upcoming changes to policies around asbestos.

In the letter, OFL officers wrote that the OFL “is pleased to be part of a bigger movement that has long advocated for a ban on asbestos.”

Asbestos exposure is a leading cause of work-related deaths in the country. Moreover, recent figures from Statistics Canada show that the number of cases and deaths from mesothelioma, a deadly cancer caused primarily by workplace asbestos exposure, has continued to rise and shows no signs of slowing down.

The OFL wrote that it is encouraged to see the federal government taking steps in the right direction, implementing new regulations under *Canadian Environmental Protection Act, 1999* (CEPA 1999) to ban asbestos, and emphasized that there is more work to be done.

“The OFL stands by the 14 recommendations on asbestos made by the Canadian Labour Congress,” said OFL President Chris Buckley. “This substance has harmed workers for many years, and we must do all we can to protect today’s workers from the dangers asbestos poses in today’s work sites.”

#### **CANADIAN LABOUR CONGRESS RECOMMENDATIONS INCLUDE THE FOLLOWING:**

- \* Canada should ban all substances containing asbestos at any measurable concentration and should support the development of alternatives to asbestos.
- \* Canada must establish a regulatory framework requiring existing buildings with asbestos-containing materials be audited, identified, and labelled – in addition to prohibiting the use of asbestos-containing materials in new buildings or renovations.
- \* Canada’s federal government must demonstrate leadership working with provincial and territorial, municipal and First Nations governments to assist other levels of government in developing registries of asbestos-containing properties.
- \* The federal government must demonstrate leadership with provincial and territorial governments to develop minimum national certification standards for asbestos removal contractors.
- \* A national registry to track occurrences of asbestos diseases should be created and maintained in collaboration with provincial, territorial and First Nations governments.
- \* Canada must develop a comprehensive health response to asbestos diseases, including working with other levels of government on early detection and treatment as well as monitoring the health of workers who are exposed to asbestos.
- \* Proposed CEPA regulations should include an expert advisory panel with a tripartite membership from government (all levels), worker and employer representatives, for monitoring and evaluation of the implementation of the ban.

The OFL will continue to stand with the workers who strive to improve health and safety on work sites across Canada, and encourages the government to take immediate action on the labour movement’s recommendations to ensure that workplaces are safe for all workers.

# UNVEILING A MONUMENT TO INJURED WORKERS

On April 28, the National Day of Mourning, OFL President Chris Buckley joined North Simcoe Muskoka and District Labour Council President Doris Middleton, Vice-President Ron LePage, Orillia Mayor Steve Clarke, and activists from across Ontario in unveiling a new monument commemorating workers killed and injured on the job. The monument stands at Tudhope Park in Orillia.



“I was proud to be able to be a part of this important event,” he said. “No worker should put their life at risk on the job. Employers must do everything they can to protect the people who work for them.”

He spoke about the tragedy of preventable worker deaths, in particular, the Westray Mine Disaster, which killed 26 workers 25 years ago on May 9.

“Safety standards must be followed, to guarantee that each worker who enters a workplace will return home safely at the end of the day,” said OFL President Chris Buckley. “The Westray explosion took workers away from their families and communities. As a labour movement, we must ensure that this does not happen again, in any workplace.”

No one was ever held to account for the negligence that caused the deaths at the Westray Mine. That underground methane explosion was the catalyst for years of lobbying by the United Steelworkers that finally resulted in Bill C-45 changes to the criminal code, allowing the prosecution of negligent employers.

The OFL’s Kill a Worker Go to Jail campaign was launched in 2009 following the deaths of four workers at Metron Construction, and demands jail time for employers’ criminal negligence that results in a worker death. The campaign paid off in 2012 when Metron received Ontario’s first criminal conviction since the Criminal Code of Canada was amended in response to the 1992 Westray Mine Disaster.

The new monument in Orillia will both serve as a strong message and a reminder to continue working for safe and healthy workplaces.

“My hope is there be a monument like this one in every town across Canada,” said Buckley.

OFL Secretary-Treasurer Patty Coates spoke at the Peel Regional Labour Council ceremony honouring workers killed or injured on the job.



OFL Secretary-Treasurer Patty Coates, speaking at the Peel Regional Labour Council Day of Mourning ceremony.

## OFL ON BILL 114, ANTI-RACISM ACT

The OFL advocated for the formation of the Anti-Racism Directorate and continues its work to make sure that the government provides adequate funding and support to ensure the directorate will be effective in achieving its goal.

OFL Executive Vice-President Ahmad Gaied spoke to the Standing Committee in support of *Bill 114, Anti-Racism Act*.

He addressed the labour market issues that racialized Ontarians face.

“Racialized workers have a 30 per cent lower unionization rate than non-racialized workers,” he said. “It is important that the Anti-Racism Directorate work alongside the Ministry of Labour in applying an equity lens on employment conditions in Ontario and through the Changing Workplaces Review, make meaningful changes to the *Employment Standards Act* and the *Labour Relations Act* to create decent work for all Ontarians.”

The OFL recommended that the government introduce employment equity legislation to ensure that all Ontarians have fair and equitable opportunities in the labour market.

Stronger language is needed to demonstrate the government’s commitment to addressing systemic racism and advancing racial equity.

All public sector organizations – with no exceptions – must be required to collect data and comply with the data standards, and allow analysis of the intersectionality of racism.

The OFL then recommended that Anti-Semitism and Islamophobia be considered a core focus of the Anti-Racism Strategy – along with Anti-Indigenous and Anti-Black racism. Also, that collected data be made more easily accessible to the public in order to protect the Anti-Racism Directorate and its work, through various iterations of government.

Finally, the OFL recommended that the government must establish an Anti-Racism Secretariat and Disability Rights Secretariat supported by Ontario’s Human Rights legislation.

The government must also introduce employment equity legislation to ensure that all Ontarians have fair and equitable opportunities in the labour market.

Strong legislative measures are needed to foster a culture of equity and inclusion in all Ontario workplaces.

## TOGETHER FOR DECENT WORK

Chris Buckley spoke to the CUPE Ontario convention about the Make It Fair campaign, and the need to keep up the pressure on the government and make sure they implement the OFL’s recommendations to the Changing Workplaces Review in any legislation.



The CLC Convention delegates were welcomed to Ontario by OFL President Chris Buckley and Toronto and York Region Labour Council President John Cartwright.

“I’m here to tell you that the Ontario Federation of Labour stands with you and all workers across this country in the fight against precarious work,” said Buckley. “We need fair employment laws in every province across Canada.”



## CALL FOR APPLICATIONS: OFL/AIL SCHOLARSHIP

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

Two OFL members, or the children of members, will be selected from a pool of applicants to each receive a scholarship for \$2,500 to support them as they enter their first year of full-time post-secondary study in September 2017. The scholarships will be awarded in honour of distinguished trade union activists who have made a significant contribution to the life and growth of the labour movement in Ontario.

The OFL is committed to social justice and equity and believes strongly that post-secondary education provides important opportunities that should not be limited by tuition fees or student debt. We hope this scholarship helps make education more affordable while we fight to make access universal. We proudly encourage women, people of colour, Aboriginal people, LGBTQI\* people, people with disabilities and those from other equity-seeking backgrounds to apply for this scholarship.

The OFL represents more than one million unionized workers in Ontario from 50 affiliated unions and is proud to have the support of AIL Canada, a 100% union company that is a leader in providing supplemental insurance benefits.

**THE DEADLINE FOR RECEIPT OF APPLICATIONS IS JULY 10, 2017. THE APPLICATION FORM AND ELIGIBILITY CRITERIA ARE AVAILABLE AT OFL.CA. SCHOLARSHIP WINNERS WILL BE ANNOUNCED IN AUGUST 2017.**

For more information on AIL Canada, visit: [www.AILife.com](http://www.AILife.com).

# GETTING THE #FAIRFUTURE PARTY STARTED

The CLC Convention brought together thousands of delegates representing unions from across Canada.

What better time for the labour movement to make a lot of noise and demand fair work?

The OFL and the CLC seized the moment, and organized a lunch hour party in the heart of Canada's Financial district.

The street party, complete with popcorn, ice cream, and a DJ, took on four themes: equity, green jobs, and an end to Islamophobia as key to a fair future for all Canadians.

OFL President Chris Buckley spoke about the need for change to Ontario's employment and labour laws.

"Tackling insecure, precarious work is the most important social justice and equity issue of our time in that women, racialized people, new Canadians, young workers and those with disabilities are the most affected," said OFL President Chris Buckley. "Here in Ontario, we need to see changes this year to our outdated employment laws."

"The vision for a fair future means different things to different people. All of you here today show how important

Canada's unions are in fighting to make our country better for all workers," said CLC President Hassan Yussuff. "We have to elevate the standard for all Canadian workers," he added.

Student union leaders spoke to the importance of building a fair future for generations to come.

"Students in Ontario pay the highest tuition fees in the country," said Rawan Habib, President of the York Federation of Students. "As a result, students from the most marginalized communities end up taking on two to three jobs to access education and cover the cost of living. This often places us in precarious working conditions in a competitive workforce."

Bilan Arte, National Chairperson of the Canadian Federation of students, added: "Students and workers must be united in our collective struggles against austerity, and for good jobs, social justice and equity. A better world is possible – and united, we will never be defeated!"



# LABOUR PUSHES GOVERNMENT TO IMPROVE THE LIVES OF MILLIONS BY GOING FURTHER THAN CWR RECOMMENDATIONS ADVISE TO PROTECT WORKERS

On May 23, the Special Advisors to the Changing Workplaces Review released their final recommendations, as the labour movement had been urging them to do.

The 500-page report lists 173 recommendations for updating Ontario's employment and labour laws. Initial reactions from the labour movement were that the recommendations make some needed steps but must go much further if Ontario's most vulnerable precarious workers are to have access to protections under the laws.

Two press releases from the OFL detailed areas in which the recommendations must reach further, based on the priorities set in the OFL submission to the Changing Workplaces Review.

"Until legislation is passed into law, the government has a chance to do the right thing, and I encourage them to improve on these recommendations so that workers receive the protections they need under both the *Employment Standards Act* and the *Labour Relations Act*," said OFL President Chris Buckley.

The OFL will continue to advocate strongly for needed changes and for the government to immediately

implement the changes listed in the OFL submission to the Changing Workplaces review.

"The government has an opportunity here, and it would be a shame to let it go to waste," said Buckley. "We know that the most vulnerable workers in our province are the ones who can benefit the most from these changes, and we urge the government to give the Changing Workplaces Review added value for Ontario workers.

For a list of OFL priorities go to [makeitfair.ca/priorities](#). For a list of further improvements needed to the legislation, go to p.4."

# INJURED WORKERS' DAY

On June 1, Injured Workers Day, Chris Buckley joined a rally at Queen's Park demanding fair treatment for workers from the WSIB.

Speakers included advocates, activists, labour leaders and injured workers who called for fair regulations before joining activists from the CUPE convention at a rally in front of the WSIB building.

Buckley spoke of the need for fair rules, and the work the OFL has done to push for better treatment for workers. He concluded by talking about young people entering the workforce, getting summer jobs, and the need for employers to follow safety standards to ensure that those young workers are safe, especially new workers who may not yet know their rights in the workplace, including the right to refuse dangerous work.



# SPOTLIGHT ON PREVENTION LINK



It has been a productive few months at Prevention Link. The OFL-governed program recently certified 21 new Instructors, hosted an exhibition booth at the CLC convention and successfully launched its Occupational Mental Health & Illness 101 workshop in four Ontario cities.



## CURRICULUM REDESIGN

Important and much needed curriculum updates to core and topical courses continue at Prevention Link. Updated materials for Occupational Disability Response Training: Workers' Compensation 101 (previously known as WSIB Orientation) along with selected materials for core courses are now available for purchase at [www.preventionlink.ca](http://www.preventionlink.ca).

## INSTRUCTOR TRAINING 2017

Another talented group of advocates have made it through eight days of the most intense training anywhere. These amazing individuals are prepared to educate on making the link between primary (health and safety) and secondary (accommodations) prevention, disability prevention and how to professionally represent their members on matters relating to disability.

Thank you to all the participants and their home unions for sending them to Prevention Link's 2017 Instructor Training and welcome to the newest Prevention Link instructors!

## 19 CLC CONVENTION

The Prevention Link team hosted its program booth at the recent Canadian Labour Congress' "Together for a fair future" convention exhibition. The Toronto-based, week-long summit was a crucial outreach opportunity for the team to meet with prospective participants and instructors who were keen to learn more about the Occupational Disability Prevention Training, amongst other services, offered by Prevention Link. Our Regional Coordinator, Erin Doucette, noted the convention "provided an excellent chance for the Prevention Link team to showcase our efforts to promote a culture of workplace safety geared toward improved return-to-work outcomes for both workers and workplaces across Ontario."

## MENTAL HEALTH 101

Mental illness is considered the number one cause of workplace disability in Canada yet stigma around the topic is a key reason why many Ontarians don't talk

about mental illness in their workplaces. Prevention Link's inaugural series of mental health workshops held in Toronto, Ottawa, London and Sudbury in May and June, aimed at opening the conversation around mental health challenges in workplaces across the province. This half-day workshop enabled more than a hundred participants to become more informed and talk more openly about mental health in their respective workplaces.

## PREVENTION LINK 'CHANGE THE WORK, NOT THE WORKER' T-SHIRTS

Did you know that Prevention Link's "Change the Work, Not the Worker!" t-Shirts are now available to order? The popular, 100% cotton, red t-shirt is available in size xs - 2xl and can be ordered at [www.preventionlink.ca](http://www.preventionlink.ca).

# EQUAL PAY DAY PRESS CONFERENCE



On Equal Pay Day, the Equal Pay Coalition called on the Ontario government to introduce a new Pay Transparency to Close the Gender Pay Gap Act

On Equal Pay Day, the Equal Pay Coalition called on the Ontario government to introduce a new Pay Transparency to Close the Gender Pay Gap Act.

OFL Secretary-Treasurer Patty Coates spoke at a press conference alongside \$15 and Fairness' Coordinator Deena Ladd, and Equal Pay Coalition's Fay Faraday.

"It has been 30 years since pay equity was made law," said Coates. "Now is a perfect time for this act.

Right now, the government is in the process of reviewing its employment and labour laws through the Changing Workplaces Review."

The Coalition also met with Minister of Labour Kevin Flynn and the Minister Responsible for Women's Issues Indira Naidoo-Harris, to demand immediate implementation of the law.



# OFL SUPPORT FOR EQUAL PAY DAY



The Equal Pay Coalition presented to the OFL Executive Council about its campaign aiming to obtain equal pay for all women in Ontario.

The Coalition used Equal Pay Day, April 11, to call on the Ontario government to take concrete action to close the gender pay gap by creating a new Pay Transparency Act.

Equal Pay Coalition co-chair Fay Faraday outlined how the lack of pay transparency fosters wage inequality and a new Pay Transparency Act is a basic step to close the gap. This law would require annual mandatory reporting by private and public sector employers to the Ministry of Labour on the state of the gender pay gap in their workplaces, by individual classification and job status.

Although pay equity is the law in Ontario, women still earn roughly 30% less than men.

With a 30% pay gap, a woman will have to work 3.5 months into the new year to earn what men do by December 31 of the previous year. It takes Ontario women 15.5 months to earn what Ontarian men do in 12 months. Women who are racialized, disabled, Indigenous, migrant and immigrant, or sexual minorities or gender variant will have to work into May and June.

"If we are to create true equality for workers in this



province the gender pay gap must be closed," said OFL Secretary-Treasurer Patty Coates.

The Equal Pay Coalition provided many options on how to participate in Equal Pay Day on April 11, from Equal Pay Day bake sales, where women pay .70 on the dollar, to tips on mobilizing your MPP.

All activists are encouraged to continue the fight against the gender pay gap throughout the year.

For information on how you can participate in the campaign visit [equalpaycoalition.org](http://equalpaycoalition.org).



# UPCOMING EVENTS

**June 21, 2017**

**NATIONAL ABORIGINAL DAY**

A day recognizing and celebrating the cultures and contributions of the First Nations, Inuit and Métis peoples of Canada.

**June 27, 2017**

**NATIONAL MULTICULTURALISM DAY**

A day celebrating the wealth of cultures that bring our country to life.

**July 1-31, 2017**

**LGBTQI\* PRIDE MONTH**

Celebrating activism and equality for LGBTQI\* people.

**July 1, 2017**

**CANADA DAY**

A federal statutory holiday, celebrating the anniversary of the July 1, 1867, enactment of the *Constitution Act*, 1867.

**August 9, 2017**

**INTERNATIONAL DAY OF THE WORLD'S INDIGENOUS PEOPLES**

This day is observed to promote and protect the rights of the world's Indigenous population.

**September 4, 2017**

**LABOUR DAY**

Celebrate the achievements of workers around the world!

**September 21, 2017**

**INTERNATIONAL DAY OF PEACE**

Each year the International Day of Peace is observed around the world on 21 September.

**October 4, 2017**

**SISTERS IN SPIRIT VIGILS**

Across Canada vigils are held on this day to remember missing and murdered Indigenous Women and Girls.

**October 7, 2017**

**WORLD DAY FOR DECENT WORK**

Since 2008 the ITUC has been organising the World Day for Decent Work (WDDW) on 7 October. This is a day for mobilization all over the world: one day when all the trade unions in the world stand up for decent work.

**October 10, 2017**

**WORLD MENTAL HEALTH DAY**

World Mental Health Day is a day for global mental health education, awareness and advocacy against social stigma.

**October 17, 2017**

**INTERNATIONAL DAY FOR THE ERADICATION OF POVERTY**

A day to recognize the struggles of the poor to make their voices heard by governments and ordinary citizens.

**October 25, 2017**

**CHILDCARE AND EARLY EDUCATOR APPRECIATION DAY**

A day to call for stronger government investment in childcare and early childhood education, and decent work for educators.

**November 17-18, 2017**

**OFL EQUITY AND JUSTICE SUMMIT**

Details will be posted at OFL.ca by mid-September.

**November 18, 2017**

**OFL YOUNG WORKERS' ASSEMBLY**

This is the third Young Workers' Assembly. It will be held at the Sheraton Centre Toronto at the 14th OFL Biennial Convention.

**November 19-24, 2017**

**OFL CONVENTION**

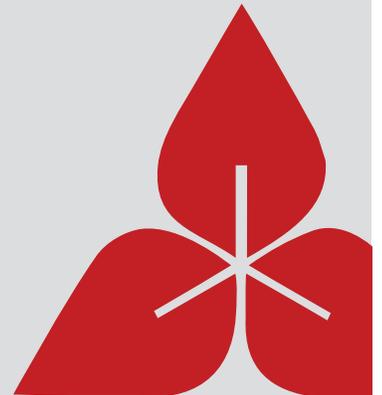
The 14th Annual OFL Convention will be held at the Sheraton Centre Toronto Hotel. Details to be posted at OFL.ca by mid-September.

## SAVE THE DATE: OFL CONVENTION

# NOVEMBER 19-24, 2017

Every two years, Ontario's labour movement comes together to talk about our gains, our demands, and our goals at the Ontario Federation of Labour Convention.

The 2017 OFL Convention will be held November 19 -24 at the Sheraton Centre in Toronto, Ontario.



# SOLIDARITY



Mike Seaward

## IN MEMORIAM

The labour movement mourns the loss of the labour activists who left us too soon: brother Mike Seaward (USW) and brother Stan Raper (UFCW).

Their inspiring activism for working people will not be forgotten.



Stan Raper

## CUPE 1600

CUPE 1600, Toronto Zoo workers were on strike. Congratulations to these workers on reaching a tentative agreement! OFL President Chris Buckley and Executive Vice President Ahmad Gaided were able to visit the picket lines and stand with these workers, who had some very punny picket signs.



## CUPE 2073

Congratulations to CUPE 2073, Canadian Hearing Society workers, who ratified a collective agreement after over two months on strike.



## UNITE HERE

### 75

Congratulations to Unite Here 75 Aramark Cafeteria workers on obtaining an agreement.

## VICTORY at UTSC!



We are very pleased to announce that Friday afternoon, sub-contracted cafeteria workers at the University of Toronto Scarborough Campus ratified a groundbreaking settlement. Details to follow!



## THE OFL TEAM

### EXECUTIVE DIRECTOR:

ROB HALPIN

### OFL & PREVENTION LINK STAFF

(In alphabetical order by last name)

MELISA BAYON, Director of Political Action and Outreach, OFL

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

ERIN DOUCETTE, Return-to-Work Coordinator, PL

VERN EDWARDS, Health & Safety Director, OFL

SUE FRATRIC, Secretary, PL

LAURIE HARDWICK, Executive Director, PL

PAULETTE HAZEL, Secretary, OFL

OGHO IKHALO, Senior Communications and Outreach Specialist, PL

JODY JONES, Return-to-work Coordinator, PL

JANE LIU, Controller, OFL

BRIAN MORGAN, Production Coordinator

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

MEAGAN PERRY, Communications Director, OFL

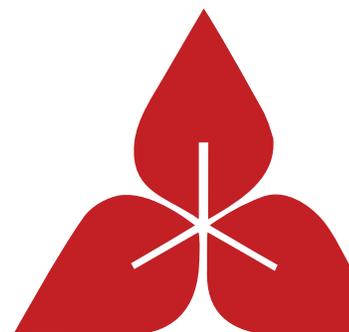
RENATA PUCEK, Bookkeeper, OFL

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

ETHIRAJU RAMACHANDAR, Administrator/Finance, PL

THEVAKI THEVARATNAM, Research and Education Director, OFL

AMALIA SAVVA, Administrative Support, OFL



# LEVEL 3

>>> Pre-requisites: LEVELS 1 & 2

## Appeals & Dispute Resolution

### New look, same quality training.

In the third of six core certification courses offered within Prevention Link's disability prevention curriculum, participants that complete this hands-on course learn how to begin the appeal's process and the legal principles involved in the preparation for a hearing.

Get the latest information on the appeals branch of the Workplace Safety and Insurance Board (WSIB).

**SEPTEMBER 24-29, 2017**

**Location:** BAYVIEW WILDWOOD RESORT  
1500 Port Stanton Pkway  
Severn Bridge, ON

**Cost:** \$1,800\*

\*Includes room plan (based on double occupancy) and meals

**For further information:**

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