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

15 Gervais Drive, Suite 202, Toronto, Ontario M3C 1Y8
416-441-2731 • 1-800-668-9138 • info@ofl.ca
TDD: 416-443-6305 • FAX: 416-441-1893

www.OFL.ca  OFLabour  @OFLabour #OntarioWeWant

This document was proudly produced with unionized labour.
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Thursday, November 26, 2015
Justice for Injured Workers Rally
Cliff Pilkey Awards Dinner and Dance (Ticket Order Form)
★★★★ Important Notice ★★★★

Caucus Registration

Delegates planning to participate in election caucuses must register. To facilitate this, we have set up caucus registration in the Concourse Checkroom from Sunday to Wednesday.

**Sunday, November 22, 2015**
3:00 pm to 8:00 pm

**Monday, November 23, 2015**
7:30 am to 5:00 pm

**Tuesday, November 24, 2015**
7:30 am to 4:30 pm

**Wednesday, November 25, 2015**
9:00 am to 4:30 pm

In addition, you can register at the Caucuses.
# Election Caucuses

<table>
<thead>
<tr>
<th>Date</th>
<th>Time</th>
<th>Meeting Room</th>
<th>Caucus</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sunday, November 22, 2015</td>
<td>7:30 p.m.</td>
<td>Dominion Ballroom South</td>
<td>Labour Councils</td>
</tr>
<tr>
<td>Monday, November 23, 2015</td>
<td>5:00 p.m.</td>
<td>Civic Ballroom North</td>
<td>Smaller Affiliates</td>
</tr>
<tr>
<td>Tuesday, November 24, 2015</td>
<td>12:00 p.m.</td>
<td>Sheraton Hall C</td>
<td>Persons with a Disability</td>
</tr>
<tr>
<td></td>
<td>5:00 p.m.</td>
<td>VIP</td>
<td>Aboriginal Persons</td>
</tr>
<tr>
<td></td>
<td>6:30 p.m.</td>
<td>Huron</td>
<td>Lesbian, Gay, Bisexual &amp; Transgender</td>
</tr>
<tr>
<td>Wednesday, November 25, 2015</td>
<td>5:30 p.m.</td>
<td>Civic Ballroom North</td>
<td>Workers of Colour</td>
</tr>
<tr>
<td></td>
<td>6:30 p.m.</td>
<td>Wentworth</td>
<td>Young Workers</td>
</tr>
</tbody>
</table>

Election Caucuses are for the purpose of electing representatives to the OFL Executive Board (see OFL Constitution Article V Sections 1.1 and 1.2), and they are open to self-identified members of the particular designated group who are convention delegates.
Allergy Alert

Increasingly, workers are becoming sensitized to chemicals in the environment.

For many workers, attending conferences and being exposed to perfumes and other strong scents can pose a serious health risk.

In the interest of the health and safety of the sisters and brothers whose health may suffer from these exposures, we ask that conference participants refrain from the use of scented products such as perfume and aftershave while in attendance at the conference.

Attention aux Allergies !

Les travailleuses et travailleurs sont de plus en plus nombreux à manifester des sensibilités aux substances chimiques.

Pour un nombre croissant de syndiqués, participer à une conférence, s’exposer à des parfums et d’autres odeurs, peut poser de graves risques pour leur santé.

Afin d’éviter de compromettre la santé et la sécurité de nos consœurs et confrères qui pourraient en souffrir, nous vous demandons de vous abstenir d’utiliser des eaux de cologne, après-rasage ou autres produits parfumés lorsque vous assistez à une conférence ou un congrès de la FTO.
Dear Attendees:

We have made arrangements with the Toronto Parking Authority for a special parking rate at their adjacent Toronto City Hall parking garage. The garage is connected through an underground walkway directly to the Sheraton Centre.

When arriving, please park in the City Hall parking garage located directly across from the Sheraton Centre. Remember to bring your parking entry ticket to the Parking Control Office on the main floor of the City Hall parking garage together with your completed application form (see below). A rebate ticket will be issued to you; which will allow you entry and exit privileges throughout the duration of the convention. The rebate tickets are non-transferable and are to be used by the registered vehicle holder only.

Your parking fee for the period from 2:00 PM on Sunday, November 22, 2015 to 6:00 PM on Friday, November 27, 2015, is $107.00/vehicle (CDN) includes HST. Members must pay the Parking Authority directly for the rebate ticket.

Note 1.: Rebate Tickets must be obtained on either Sunday, November 22 (btwn. 2:00 p.m. – 9:00 p.m.) or Monday, November 23 (btwn. 7:30 a.m. – 5:00 pm) at the Parking Control Office noted above. Rebate Tickets will not be available after these dates and regular parking rates will apply. If Rebate Tickets are lost a new rebate ticket will have to be purchased at the regular rate.

Note 2.: Refer to the parking level map attached which outlines the location of the Parking Control Office in the City Hall Garage.

1. Name of Convention/Meeting: “Ontario Federation of Labour (OFL)”
2. Name and Address: __________________________________________________________
   __________________________________________________________
   __________________________________________________________
3. Vehicle(s) Licence Number: __________________________________________________
   Province/State: __________________________________________________________
   Signature: _______________________________________________________________

   For Office Use Only

   Rebate Ticket No. ___________________________ Method of Payment: ___________________

   Parking Ticket Returned: Yes ________ No ________

   Guests are responsible for their parking expenses outside the hours stated on this form.
ONTARIO FEDERATION OF LABOUR

Equality Statement

The Ontario Federation of Labour is committed to providing a positive environment at all Federation activities and ensuring that all individuals are treated with respect and dignity.

Union solidarity is based on the belief that all peoples are equal and deserve respect. Words, actions or conduct which are racist, sexist, homophobic or transphobic divide us. Discrimination on the basis of disability, age, religion, language and ethnic origin also divides us. Mutual respect must be the basis of interaction among trade unionists in addition to cooperation and understanding. Any behaviour that embarrasses, humiliates, excludes or intimidates a fellow union member prevents us from working together and will not be tolerated nor condoned.

Harassment and/or bullying are an expression of perceived power and superiority by the harasser(s) over another person, usually for reasons over which the victim has little or no control: sex, race, age, creed, colour, marital status, sexual orientation, gender identity/expression, disability, political or religious affiliation or place of national origin. These are prohibited grounds under the Ontario Human Rights Code.

Harassment can be defined as any unwelcome action by any person whether verbal, psychological or physical, on a single or repeated basis which humiliates, insults or degrades. “Unwelcome” or “unwanted” in this context means any action which the harasser knows or ought to reasonably know is not desired by the victim of the harassment.

Bullying can be defined as unwanted conduct, comments, actions or gestures that affect a person’s dignity, psychological or physical health and well-being. Bullying may result from the actions of one individual towards another, or from the behavior of a group. It is the abuse of perceived power that degrades, threatens and/or intimidates.

Trade union principles prohibit us from infringing on the human rights of others and oblige us to stand together to protect rights when others are attacked or victimized.

The OFL considers harassment and bullying of any kind a serious offence. Complaints of harassment at activities of the OFL will be investigated. A substantial complaint could result in the removal of the harasser from the event. A letter outlining the reasons for the removal will also be sent to the appropriate affiliate.
RESOLUTION AND COMPLAINT PROCEDURE

A person who believes that he or she is a victim of harassment or bullying on any grounds prohibited under the Human Rights Code should take immediate remedial action.

Make it clear that you do not welcome the attention or offensive behaviour, either on your own (verbally or in writing) or if you do not feel safe to do so via a third party. Warn him or her that if the behaviour continues, you will pursue the matter. (It may be that the individual is unaware that the behaviour is offensive).

If the inappropriate behaviour persists, approach one of the designated representatives and ask him or her to act on your behalf.

The designated representative (with or without the complainant present) will advise the OFL Staff of the problem.

The OFL Staff (or his/her designate) will separately interview the complainant and the alleged harasser (and witnesses if there are any). If the problem cannot be resolved informally, the complainant will be asked to put the complaint in writing.

The written complaint will then be submitted to a meeting of the OFL Staff and the OFL Officer in charge. The complaint will be evaluated and investigated. If it is determined that the respondent’s conduct has fallen within the definition of harassment under the Human Rights Code, appropriate disciplinary action will be taken which includes, but is not limited to, an apology, reprimand and expulsion. The principal officers of affiliated unions to which the parties are members shall be advised of all particulars.
RULES OF ORDER
Ontario Federation of Labour Constitution Article IV Section 16

1. The President, or in the absence of the President or at the President’s request, a Vice-President shall take the chair at the time specified, at all regular and special conventions. In the absence of both the President or the designated representative, a person to chair the convention shall be chosen by the Executive Board.

2. No question of a sectarian character shall be discussed.

3. A delegate wishing to speak shall proceed to one of the microphones provided for that purpose. When recognized by the Chair, delegates shall give their name and the organization they represent and shall confine their remarks to the question at issue.

4. Speeches shall be limited to five minutes except in moving a resolution, when the delegate shall be allowed ten minutes.

5. A delegate shall not speak more than once upon a subject until all who wish to speak have had an opportunity to do so.

6. A delegate shall not interrupt another except it be to call to a point of order, or question of privilege.

7. If a delegate is called to order he/she shall, at the request of the Chair, be seated until the question of order has been decided.

8. Should a delegate persist in unparliamentary conduct, the Chair will be compelled to name such delegate and submit the delegate’s conduct to the judgement of the convention. In such case the delegate whose conduct is in question should explain and then withdraw, and the convention will determine what course to pursue in the matter.

9. When a question is put, the Chair, after announcing the question, shall ask: “Are you ready for the question?” If no delegate wishes to speak, the question shall be put.

10. Questions may be decided by a show of hands, or a standing vote on the basis of one vote per delegate. A roll call vote may be demanded by one-third of the delegates present. In a roll call vote each delegate shall be entitled to one vote.

11. A delegate may appeal the decision of the Chair. The question is not debatable. The delegates challenging the Chair may briefly state reasons for the challenge. The Chair may make an explanation of the ruling. The question shall then be put, thus, “Shall the decision of the Chair be sustained?”

12. The Chair shall have the same rights as other delegates to vote on any question. In case of a tie vote, the person chairing shall cast the deciding vote.

13. When the previous question is moved, no discussion or amendment of either motion is permitted. If the majority vote that “the question be now put,” the original motion has to be put without debate. If the motion to put the question is defeated, discussion will continue on the original motion.

14. Committees may combine resolutions or prepare a composite to cover the intent of the question at issue. Reports of the Committees are not subject to amendment except such as is acceptable to the Committee, but a motion to refer back to the Committee for reconsideration shall be in order.

15. A delegate shall not move a motion to refer back after they have spoken on the question at issue.

16. A motion to refer back is not debatable and when properly seconded the question shall be immediately put to the convention.

17. If the report of a Committee is adopted, it becomes the decision of the convention. If defeated, it may be referred back to the Committee for reconsideration.

18. When a question is pending before the convention, no motion shall be in order except – to refer – for the previous question – to postpone for a definite time. IF any of the foregoing motions is negated, it cannot be renewed until after an intermediate proceeding.

19. A motion may be reconsidered providing the mover and seconder of the motion to reconsider voted with the prevailing side and notice of motion has been given for reconsideration at the previous sitting. A motion to reconsider shall require a two-thirds majority to pass.

20. The Executive Board is empowered to establish the hours of convention.

21. In all matters not regulated by these rules of order, Roberts Rules of Order shall govern.

22. When two or more nominees are to be elected to any office by ballot, each delegate voting shall be required to vote for the full number of candidates to be elected or the delegate’s ballot will be declared spoiled. (Canadian Labour Congress Constitution).
RÈGLES DE PROCÉDURE
Chapitre IV, article 16, des Statuts de la Fédération du travail de l’Ontario

1. À tout congrès ordinaire ou extraordinaire, le président, la présidente ou, en son absence ou à sa demande, un vice-président, une vice-présidente, pr sidente à l’heure prévue. En l’absence à la fois du président, de la présidente et de ses représentantes, représentants attitrés, le Bureau exécutif choisit une personne pour présider le congrès.

2. Nulle question de caractère sectaire ne peut être débattue.

3. Un délégué, une déléguée qui désire prendre la parole doit s’avancer vers l’un des microphones installés à cette fin. Dès que le président, la présidente leur donne la parole, les délégués et déléguées déclinent leur nom et le nom de l’organisation qu’ils représentent; ils doivent s’en tenir à la question à l’étude.

4. Les discours ne doivent pas durer plus de cinq minutes, sauf que, pour la présentation d’une proposition, le membre a droit à dix minutes.

5. Un délégué, une déléguée ne doit pas parler plus d’une fois sur le même sujet tant que tous ceux qui désirent s’exprimer n’ont pas eu l’occasion de le faire.

6. Un délégué, une déléguée ne doit pas en interrompre un autre, sauf pour invoquer le règlement ou une question de privilège.

7. Si on invoque le règlement contre une déléguée, un délégué, il doit à la demande du président, de la présidente se rasseoir jusqu’à ce que la question de règlement soit tranchée.

8. Si un délégué, une déléguée persiste à maintenir une conduite non parlementaire, la présidente, le président se verra obligé de nommer ce délégué, déléguée et de soumettre la conduite du délégué au jugement du congrès. Le délégué, déléguée dont la conduite est ainsi mise en cause doit s’expliquer, puis se retirer et laisser le congrès décider de la suite à donner à l’incident.

9. Lorsqu’une question est mise aux voix, le président, la présidente, après avoir annoncé le vote, demande : Êtes-vous prêts à voter? Si aucun délégué, déléguée ne demande la parole, la question est mise aux voix.

10. Les décisions peuvent se prendre par un vote à main levée, ou par un vote assis et levé, chaque délégué, déléguée ayant droit à un vote. Un vote par appel nominal peut être exigé par un tiers des déléguées, délégués présents. Dans le vote par appel nominal, chaque délégué, déléguée a droit à un vote.

11. Un délégué, une déléguée peut en appeler de la décision du président, de la présidente. La question ne peut pas faire l’objet d’un débat. Le délégué, la déléguée qui conteste le président, la présidente peut énoncer brièvement les raisons de sa contestation. Le président, la présidente peut expliquer sa décision. La question est ensuite mise aux voix dans les termes suivants : << La décision du président, de la présidente, doit-elle être maintenue?>>

12. Le président, la présidente a le droit, comme tous les autres délégués, déléguées, de voter sur toutes les questions. En cas d’égalité des voix, la personne qui préside a un vote prépondérant.

13. Lorsque l’on pose la question préalable, aucune des deux motions ne peut être débattue ni modifiée. Si la majorité décide que << la question soit mise aux voix dès maintenant >>, la motion originale doit être mise aux voix sans débat. Si la motion réclamant la mise aux voix est rejetée, la discussion continue sur la motion originale.

14. Les comités peuvent réunir plusieurs projets de résolution en un seul ou rédiger une résolution composée pour couvrir l’esprit de la question débattue. Les rapports des comités ne sont pas susceptibles d’amendement, sauf si cela convient au comité, mais une motion de renvoi au comité pour reconsideration est conforme au règlement.

15. Un délégué, une déléguée ne peut pas présenter une motion de renvoi après avoir parlé sur la question à l’étude.

16. Une motion de renvoi ne peut pas être débattue, et si elle est convenablement appuyée, elle doit être immédiatement soumise au vote du congrès.

17. Si le rapport d’un comité est adopté, il devient la décision même du congrès. S’il est rejeté, il peut être renvoyé au comité pour reconsideration.

18. Lorsque le congrès est saisi d’une question, aucune motion n’est admissible, sauf une motion de renvoi, une motion posant la question préalable, ou une motion d’ajournement à une date déterminée. Si l’une de ces motions est refusée, elle ne peut être renouvelée au cours du même débat.

19. Une motion peut être reconsiderée à condition que celui qui propose la reconsideration et que celui qui l’appuie aient voté avec la majorité, et qu’un avis de motion ait été donné à la séance précédente. L’adoption d’une motion de reconsideration requiert l’appui d’une majorité des deux tiers.

20. Le Bureau exécutif a le pouvoir de fixer les heures de session du congrès.

21. Pour toute question non prévue par les présents règlements, les règles de procédure de Roberts font autorité.

22. Lorsqu’il y a deux ou plusieurs candidats, candidates à élire à un poste, chaque déléguée, délégué votant est tenu de voter pour autant de candidats, candidates qu’il y a de postes à remplir, sans quoi son bulletin de vote est déclaré nul. (Statuts du Congrès du Travail du Canada).
Child Care

Child care services will include various centres to appeal to children from infancy to fifteen years of age; a creative area to paint, crayon, cut and paste; a dress up centre; truck and building centre; library centre and a puzzle and game centre. For older children, a special area is set up. We provide cold lunches and snacks. Excursions to major Toronto tourist attractions are available if requested.

Child care will be in the following rooms located on the 4th Floor of the Sheraton Hotel.

<table>
<thead>
<tr>
<th>Date</th>
<th>Location</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>Monday, November 23, 2015</td>
<td>Yorkville East/West</td>
<td>8:30 a.m. to 8:00 pm</td>
</tr>
<tr>
<td>Tuesday, November 24, 2015</td>
<td>Yorkville East/West</td>
<td>8:30 a.m. to 8:00 p.m.</td>
</tr>
<tr>
<td>Wednesday, November 25, 2015</td>
<td>Yorkville East/West</td>
<td>8:30 a.m. to 8:00 p.m.</td>
</tr>
<tr>
<td>Thursday, November 26, 2015</td>
<td>Yorkville East/West</td>
<td>8:30 a.m. to 1:00 a.m.</td>
</tr>
<tr>
<td>Friday, November 27, 2015</td>
<td>Yorkville East/West</td>
<td>8:30 a.m. to 1:00 p.m.</td>
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</table>

For questions regarding the above, please email Elizabeth Smith-VanBeek at esvb@ofl.ca

Cope343
CHILD CARE REGISTRATION

The Ontario Federation of Labour will be providing child care facilities at the Convention. Child care will be available from 8:30 a.m. to 8:00 p.m. Monday, November 23 to Wednesday, November 25; 8:30 a.m. to 1:00 a.m. Thursday, November 26 and 8:30 a.m. to 1:00 p.m. Friday, November 27.

Child care services will include various centres to appeal to children from infancy to fifteen years of age; a creative area to paint, crayon, cut and paste; a dress up centre; truck and building centre; library centre and a puzzle and game centre. For older children, a special area is set up. We provide cold lunches and snacks. Excursions to major Toronto tourist attractions are available if requested.

Please complete and return by October 26, 2015.

Name of Delegate

Organization

Local No.

Address

City/Province

Postal Code

Telephone (Home) (Work)

Email (Cell)

Name of Child

1. ________________________________ Age __________________

2. ________________________________ Age __________________

3. ________________________________ Age __________________

4. ________________________________ Age __________________

Special Needs (all needs must be specified, without exception):

_____________________________________________________________________________________

_____________________________________________________________________________________

I hereby release the Ontario Federation of Labour from any and all claims for damages to the safety or health of my child, however caused.

________________________________________
Signature of Parent or Guardian

Please complete and return by October 26, 2015 to:

Ontario Federation of Labour

c/o Director of Administration

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

Phone: 416-443-7652 Fax: 416-441-1893 Email: esvb@ofl.ca
Fédération du travail de l’Ontario
13ᵉ congrès biennal

INSCRIPTION AU SERVICE DE GARDE D’ENFANTS

La Fédération du travail de l’Ontario offrira un service de garde d’enfants pendant la durée du congrès. La garderie sera ouverte aux heures suivantes : du lundi 23 novembre au mercredi 25 novembre de 8 h 30 à 13 h ; le jeudi 26 novembre de 8 h 30 à 13 h ; et le vendredi 27 novembre de 8 h 30 à 13 h.

La garderie sera équipée de divers centres d’activité à l’intention des enfants de tous les âges, des nourrissons jusqu’aux jeunes de 15 ans : une aire de créativité pour la peinture, le dessin, le découpage et l’assemblage ; un centre de déguisement ; un coin camions et construction ; une bibliothèque, des casse-tête et des jeux. Une aire spéciale est réservée aux enfants plus âgés. Nous servirons des repas froids et des goûters. Des excursions aux principaux sites touristiques de Toronto seront offertes sur demande.

Veuillez remplir et retourner au plus tard le 26 octobre 2015

<table>
<thead>
<tr>
<th>Nom de la déléguée ou du délégué</th>
</tr>
</thead>
<tbody>
<tr>
<td>Organisation</td>
</tr>
<tr>
<td>Adressse</td>
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<tr>
<td>Ville/Province</td>
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<tr>
<td>Téléphone</td>
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<tr>
<td>Courriel</td>
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</tbody>
</table>

<table>
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<tr>
<th>Nom de l’enfant</th>
<th>Âge</th>
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<tr>
<td>1. ______________________________</td>
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<td>2. ______________________________</td>
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<td>3. ______________________________</td>
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<tr>
<td>4. ______________________________</td>
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</table>

Besoins spéciaux (indiquer tous les besoins sans exception) :
..........................................................................................................................................................................................
..........................................................................................................................................................................................

Je dégage par la présente la Fédération du travail de l’Ontario de toute réclamation de dommages-intérêts pour tort causé à la santé ou à la sécurité de mon enfant, quelle qu’en soit la cause.

___________________________________
Signature du parent ou tuteur

Veuillez remplir et retourner avant le 25 octobre 2015 à :
Fédération du travail de l’Ontario
a/s du directeur de l’administration
15, promenade Gervais, bureau 202, Toronto (Ontario) M3C 1Y8
Téléphone : 416-443-7652  Teléc. : 416-441-1893  Courriel : esvb@ofl.ca
Notice

Accessibility at the
Ontario Federation of Labour Convention

In 1957 at the founding Convention of the Ontario Federation of Labour (OFL) Cleve Kidd in his first remarks as President said in part:

This is the Parliament of labour, this is where we reason things out and this is where our policies will be formed. On my part, I promise you to do all in my power to ensure that everyone is heard and that the Ontario Federation of Labour will be known as a truly democratic organization.

In 1993, a constitutional amendment created a position on the OFL Executive Board for a Person with a Disability. In 1997, another constitutional amendment created a Standing Committee for Persons with Disabilities. Since that time, this Committee has taken as one of its aims to ensure in the words of Brother Kidd that everyone is heard. The Committee has worked closely with the OFL officers and staff to ensure that the OFL Convention is the Parliament of Labour; that it is accessible to allow all delegates, especially those with disabilities, to play a full role in the deliberations of the Convention. The OFL has always been receptive to the suggestions of the Committee.

Suggestions include:

- Make the OFL web page www.ofl.ca an important information source, accessible by posting material in PDF and HTML formats.

- All convention material is posted as soon as it is available on the OFL web page both PDF and HTML format. This will also include emergency or revised resolutions prepared during the Convention.

- Convention information, which is mailed to all affiliates, includes a form for accessibility needs. Delegates who send back the form are contacted individually and their needs are discussed and acted upon by the OFL.

- All emergency or revised resolutions, prepared during the Convention will be available in large print font.

- A separate registration for the equity caucuses (which includes Persons with Disabilities) is held to allow delegates to self-identify in order to take part in the caucus deliberations.
The Persons with Disabilities Caucus is held as close as possible to the Convention floor to allow maximum involvement by delegates with mobility difficulties. The Caucus is held at noon on Tuesday, in Sheraton Hall B and lunch is provided to allow for the maximum involvement of delegates who, for health consideration, must eat on a regular schedule.

Provision is made to provide transportation for delegates with disabilities who wish to take part in the traditional demonstration held during the Convention. Delegates needing such transportation must register at the same time as they register for the caucus.

An accessibility orientation will be part of the New Delegates Orientation session, on Sunday afternoon in the Simcoe-Dufferin Room.

Hotel security will have a list of all delegates with special needs. Should guest rooms have to be evacuated, security and other designated hotel staff will be attending to the guest rooms that are occupied by delegates with special needs. In the event of an evacuation, delegates with special needs are asked to remain in their rooms, as the elevators will not be functioning for general use. Hotel staff and/or the Fire Department will operate the elevators only.

The hotel will be asked to turn off all scent dispensers and where possible use unscented products for cleaning and sanitary purposes only.

The hotel will be asked not to have hotel staff use latex gloves during the Convention or for food services.

A ramp to allow accessibility to the Convention platform.

Adjustable microphones on the convention floor to allow easy access for delegates with mobility difficulties.

Roving microphones ensure that delegates with mobility difficulties have the opportunity to play a full role in the policy debates.

Efforts have been made to ensure that the aisles and spaces between tables on the Convention floor are wide for easy movement of all delegates especially those with mobility challenges.

Provision is made for personal attendants who regularly assist a person, to be with that delegate on the Convention floor.

While there has been improvement over the years, both the Ontario Federation of Labour and the OFL Persons with Disabilities Committee realize that there is more work to be done to ensure, to quote Cleve Kidd, that everyone is heard.
Ontario Federation of Labour
13th Biennial Convention

ACCESSIBILITY NEEDS FORM

In order to address the particular needs of delegates attending the 2015 OFL Convention, please complete the form below and return to the Ontario Federation of Labour no later than October 26, 2015. The Ontario Federation of Labour will endeavour to make the appropriate arrangements to address the needs of individual delegates.

Name __________________________________________________________

Address _______________________________________________________

Affiliate Union ____________________________ Local

Phone number (Home) (Work) (cell)

Email __________________________________________________________

Delegate requirement(s) from hotel:

☒ partial accessibility (grab bars) ☐ mobility challenges ☐ blind or visually impaired

☒ full accessibility (roll-in shower) ☐ a wheelchair or scooter ☐ a guide dog

☒ medication that requires refrigeration ☐ a raised toilet seat ☐ deaf or hearing impaired

☒ an attendant ☐ attendant that requires separate bed in guest room ☐ lower bed

Convention material will be available on the OFL website (www.ofl.ca).

Will you require material in alternate media? ☐ Yes ☐ No

If yes, please specify:

______________________________________________________________

What supports do you require (if any) for your mobility, hearing or vision challenges?

Please specify (ie. transportation required to a demo, rally if part of the convention agenda):

______________________________________________________________

Do you require special assistance in the event of an emergency? ☐ Yes ☐ No

Please provide details if you would require attendant services during an emergency.

______________________________________________________________

Emergency contact (optional): Name ___________________________ Phone ________________

Other comments: _______________________________________________

Please complete and return by October 26, 2015 to:

Ontario Federation of Labour
c/o Director of Administration
15 Gervais Drive, Suite 202, Toronto, Ontario, M3C 1Y8
Phone: 416-443-7652 Fax: 416-441-1893 Email: esvb@ofl.ca
FORMULAIRE DES BESOINS EN MATIÈRE D’ACCESSIBILITÉ

Fédération du travail de l’Ontario
13e congrès biennal

Afin que nous puissions répondre aux besoins particuliers des déléguées et délégués qui assistent au congrès 2015 de la FTO, veuillez remplir le formulaire ci-dessous et le retourner à la Fédération du travail de l’Ontario au plus tard le 26 octobre 2015. La Fédération du travail de l’Ontario s’efforcera de prendre les dispositions nécessaires pour répondre aux besoins des déléguées et délégués individuels.

Nom

Adresse

Syndicat affilié

Numéro de téléphone (dom.) (travail) (cellulaire)

Courriel

Besoins de la déléguée ou du délégué, à l’hôtel :

☐ accessibilité partielle (barres d’appui)
☐ pleine accessibilité (douche adaptée)
☐ médicament devant être réfrigéré
☐ accompagnatrice ou accompagnateur
☐ accompagnatrice ou accompagnateur ayant besoin d’un lit séparé dans une chambre d’appoint

☐ mobilité réduite
☐ fauteuil roulant ou scooter
☐ siège de toilette surélevé
☐ lit à profil bas

☐ cécité ou problèmes de vision
☐ chien-guide
☐ surdité ou problèmes d’audition

La documentation du congrès sera accessible sur le site Web de la FTO (www.ofl.ca).
Avez-vous besoin de matériel dans un autre média?  ☐ Oui ☐ Non

Dans l’affirmative, veuillez dire lequel :

De quels aides avez-vous besoin (le cas échéant) pour votre problème de mobilité, d’audition ou de vision?
Veuillez l’indiquer (c.-à-d., transport requis vers une manifestation ou un rassemblement dans le cadre du programme du congrès) :

Avez-vous besoin d’assistance dans l’éventualité d’une urgence?

☐ Oui ☐ Non

Veuillez fournir des détails si vous avez besoin des services d’une accompagnatrice ou d’un accompagnateur en cas d’urgence :

Contact en cas d’urgence (optionnel) : Nom       N° de téléphone

Autres commentaires :

Veuillez remplir et retourner avant le 26 octobre 2015 à :
Fédération du travail de l’Ontario
a/s du directeur de l’administration
15, promenade Gervais, bureau 202, Toronto (Ontario) M3C 1Y8
Téléphone : 416-443-7652   Téléc. : 416-441-1893   Courriel : esvb@ofl.ca
NEW DELEGATE ORIENTATION
Sunday, November 22, 2015
4:00 - 5:30 p.m.
Simcoe/Dufferin Room
Sheraton Centre Hotel
OFL 13th BIENNIAL CONVENTION
WOMEN'S CAUCUS

Monday, November 23, 2015 @ 6:00 p.m.
Sheraton Hall E
November 2015

Greetings Sisters and Brothers:

I am writing to invite your union to participate in the sixth year of our exciting March 8th Project developed by the OFL Women’s Committee celebrating International Women’s Day (IWD).

This year’s theme celebrates women’s Sisterhood, Solidarity and Strength. Both the pewter pin and poster are a work of art that our members and community partners will wear for many years to come.

Unions that place orders of 500 or more pins will have their union logo added to the poster. Posters will be available in limited quantities in both English and French. Posters (11x17) at a cost of $1 each.

The pin is sold at the cost price plus .25 cents. Any surplus of this added cost will be donated to a provincial women’s organization recommended by the OFL Women’s Committee to the OFL Executive Board.

The price per pin for orders of 500 or more is $3.50. Orders of less than 500, the cost is $3.75 per pin. In order to have the pins produced and shipped to affiliate head offices in advance of IWD, all orders must be placed by February 10, 2016. We will do our best to deliver pins ordered after the deadline by March 8 (IWD).

Please complete the attached order form and return by February 8, 2016 to Kathy Neumann at kneumann@ofl.ca | or by fax: 416-441-0722 | or by mail. If you have any questions, please contact Kathy at 416-443-7674.

Below is the unveiling of our 2016 IWD poster and pin design!

Yours in Sisters, Solidarity and Strength,

Nancy Hutchison
OFL Secretary-Treasurer

COPE343
Sisters, Solidarity and Strength
International Women’s Day – March 8, 2016

Unions that order 500 or more pins will have their union logo added to the poster

(500 or more) $3.50 x ________ = $ ________
(Less than 500) $3.75 x ________ = $ ________

Cheques payable: “OFL March 8th Project” | Check # ____________ Amount $ ____________
(Combine total of Pins and/or Posters)

English and French Posters
(11 x 17) -- $1 Each

Limited quantities available upon request

☐ English ________
☐ French ________
$1.00 x ________ = $__________

Ship to (Name):
Organization:
Address:
City/Province: Postal Code:
Email: Telephone: (       )

All orders must be received no later than February 8, 2016, to receive pins for March 8.
Additional order forms can be downloaded from our website at www.ofl.ca.

Please complete and send to: Kathy Neumann, 202-15 Gervais Drive, Toronto, ON M3C 1Y8
Telephone: 416-443-7674 | Fax: 416-441-0722 | Email: kneumann@ofl.ca
13th Biennial Convention
The Ontario We Want
Sheraton Centre Toronto Hotel
123 Queen Street West

Aboriginal Circle
Learn about Aboriginal Culture
Sharing Circle
Round Dance
Everyone Welcome

Wednesday, November 25, 2015
6:00 p.m. to 8:00 p.m.
Sheraton Hall C
Toiletries Drop-Off Box

Each morning, please drop off your toiletries in the boxes provided at the back of the Grand Ballroom. These will be parceled up and donated to shelters around the province.
November, 2015

Greetings:

2nd Biennial Cliff Pilkey Awards Dinner and Dance
Thursday, November 26, 2015
Sheraton Centre Toronto Hotel
Cocktails 6:00 pm | Dinner 7:00 pm (dancing to follow)

The Ontario Federation of Labour will host the 2nd Biennial Cliff Pilkey Awards Dinner at the upcoming 2015 Convention. The 2013 awards dinner was such a success that we expect to sell out tickets this year.

The dinner will be held on the evening of Thursday, November 26, 2015 in the Grand Ballroom of the Sheraton Centre, 123 Queen Street West, Toronto.

Cliff Pilkey’s contribution to the labour movement was enormous. He was shrewd, tough and yet passionate and thoughtful. Cliff Pilkey was a labour leader who was way ahead of his time. He knew injustice when he saw it and he always stood true to his principles and he devoted his life to improving the lives of all working people and those who are the most in need. Those of us who had the privilege of working with Cliff are all better for having known him and his imprint of activism can still be felt across Ontario.

The OFL will present six awards at the dinner:

- The Cliff Pilkey Labour Activist of the Year Award
- Olivia Chow Child Care Award
- Bob Borch Human Rights Award
- OFL Cultural Award
- OFL Young Worker Award
- Linda Jolley Lifetime Achievement Award for Health and Safety

Awards criteria and nomination form can be accessed online www.ofl.ca. For your convenience, attached is the ticket order form. Please make your cheque payable to “OFL Cliff Pilkey Awards Dinner” and mail it along with the completed registration form to the attention of Judy Chow. If you require any other information, please contact Judy at 416.443.7653 or by email at jchow@ofl.ca.

My fellow officers and I look forward to celebrating labour activism with you again this year.

In Solidarity,

Sid Ryan
President

SR/jc/cope343/attachment
TICKET ORDER FORM

Ontario Federation of Labour
2nd Biennial Cliff Pilkey Awards Dinner
Thursday, November 26, 2015 | Sheraton Centre Toronto Hotel
Cocktails 6:00 pm | Dinner 7:00 pm (followed by a dance)

☐ Patron - $5,000
Includes a reserved table for 10 at the Awards Dinner and a 2-line listing in the event program.

Please list us in the program as:
Union/Organization ______________________________________________________________
President ____________________________________________________________
Secretary-Treasurer __________________________________________________________

☐ Table Host - $1,000
Includes a reserved table for 10 at the Awards Dinner and a listing in the event program.

Please list us in the program as:
Union/Organization ______________________________________________________________

☐ Delegate/affiliate/guests - $85
Number of tickets _____ x $85 = $_____

Enclosed is a cheque in the amount of $___________. Tickets can be sent to: (print clearly)

Attention
Union/Organization ____________________________________________________________
Address ____________________________________________________________
City/Province/Postal Code ______________________________________________________
Telephone/Fax ( ) ( )
Email ____________________________________________________________

Please make cheque payable to ‘OFL Cliff Pilkey Awards Dinner’, and return completed form to:
Judy Chow, Ontario Federation of Labour
200-15 Gervais Drive, Toronto, ON M3C 1Y8
Tel: 416-443-7653 Fax: 416-441-1893 Email: jchow@ofl.ca

Please indicate entrée choice (how many) for your table by November 12, 2015:
# ________ Chicken  # ________ Beef  # ________ Vegetarian

Cope343
By its very name, social media is social. Social media gives every labour activist the power to become the media. You can help spread labour’s message, raise awareness, educate our members and win public support. During this convention, we need your help in opening up this conversation to an online audience of media, our members and the public by becoming an active “labour tweeter.”

However, it is important to remember that everything you post online can become a part of the public record – it can be read and used by the media and by politicians and pundits with an anti-labour agenda. So we ask that you help us put forward a strong, confident and united labour movement by only posting and sharing content that helps advance the interests of workers and the social justice values we represent.

Here are four easy steps to get you started:

- Sign up for convention email updates, by texting the keyword “OFL” to 647-496-5602
- Like the OFL on Facebook.com/OFLabour
  Post content, share updates, tag photos
- Follow the OFL on Twitter.com/@OFLabour
  Tweet using the hashtag: #OntarioWeWant
- Share convention photos at Facebook.com/OFLabour
  Download photos from Flickr.com/OntarioFedLabour
  Instagram your photos using the hashtag #OFLabour
A CONVENTION OF ACTIVISM!

Help promote the OFL’s two big convention rallies by sharing these events on Facebook:


**RALLY NOV. 25 FIGHT FOR $15 & FAIRNESS**

FAIRNESS = A UNION + PAY EQUITY + BAN SCABS + NO CONTRACT FLIPPING

MARCH @ 11:30: SHERATON HOTEL, 123 QUEEN ST W
RALLY @ NOON: QUEEN’S PARK, TORONTO

ONTARIO FEDERATION OF LABOUR


**Justice for Injured Workers**

Rally on Thur. Nov. 26

NOON: Sheraton Centre Toronto Hotel (123 Queen St W), followed by a march
12:30 P.M.: Protest at the WSIB Office (200 Front St W) to demand justice

ONTARIO FEDERATION OF LABOUR

or Tweet them, using the hashtag #OntarioWeWant
SELF-IDENTIFICATION SURVEY

This self-identification survey is the result of an Executive Board recommendation. With the delegate’s permission, the statistics will enable the OFL to maintain an up-to-date record in their database of convention participants.

(Please check all that apply)

1. ______ I am a female
2. ______ I am an Aboriginal, Métis, Inuit, Innu worker
3. ______ I am a gay, lesbian, bisexual, intersex or trans-identified worker
4. ______ I am a young worker (30 or under)
5. ______ I am a worker of colour
6. ______ I am a worker with a disability
7. ______ I am a Human Rights ally
8. ______ Do you hold a leadership position at any level of your union?

The information contained in this form is confidential and will not be disclosed under any circumstances to anyone outside of the Human Rights Department, unless we have the delegate’s permission to do so.

(PLEASE TYPE OR PRINT IN BLOCK LETTERS – OPTIONAL)

Last Name ___________________________ First Name ______________________
Address ______________________________________________________________
City/Province ___________________________ Postal Code ____________________
Phone ________________________________ Cell Phone _______________________
Email ________________________________________________________________
Health Action Assembly
& Conference

ASSEMBLY Saturday, November 21
10 a.m. – 4:30 p.m.
Church of the Holy Trinity
10 Trinity Sqr. (tucked in beside Eaton Centre off of James St.) Toronto
$0 - $40 sliding scale per day
(Please pay what you are able. Your fees help subsidize coalition members from across Ontario to attend.)

CONFERENCE Sunday, November 22
9 a.m. – 1 p.m.
Metro Hall
Rooms 308/309, 55 John St., Toronto
$0 - $40 sliding scale per day
(Please pay what you are able. Your fees help subsidize coalition members from across Ontario to attend.)

- How can we save our local health services?
- What now? Our new federal government and our next steps.
- Ontario is paying off massive corporate tax cuts by cutting funding for public services and health care, and by privatizing public assets and services. Discuss what we can do to stop the redistribution of needed health care funding to the wealthy and corporations.
- Can we build a vision for progressive health care reform that will supersede the cuts and privatization agenda? Ideas include: democratic hospital governance, use of local suppliers, public home care, controls on executive salaries, improved primary care, better pharmaceutical management, better promotion and prevention.

Featuring Speakers:

Harry Leslie Smith 92 year-old activist, a YouTube sensation for his impassioned speech on austerity and saving health care for all at last fall’s British Labour Party conference.

Miriam Laugesen Ph.D. associate professor at Columbia University, expert on democratic reform in hospitals and the New Zealand system of elected hospital boards.

Herb John president of the National Pensioners Federation who has worked in his community to elect a hospital board to save his local hospital.

Amani Oakley LLB senior partner at Oakley and Oakley with a focus on medical issues, speaking on disclosure and public access to information.

Natalie Mehta the OHC’s own intrepid executive director, writer, long-standing activist and health care expert.

Dr. Ray Dawes family doctor, former chair of the Ontario Medical Association section on rural health speaking on best practices and saving rural hospitals.

Shirley Roebuck R.N., chair of the Chatham-Kent and Sarnia-Lambton Health Coalitions and advocate for small and rural hospitals.

Jacqueline Choiniere, Ph.D., R.N. associate professor at York University’s Faculty of Health, former Director of Policy and Research at the RNAO and co-theme lead in an international study on Reimagining Long Term Residential Care.

Alex Himelfarb Former clerk of the Privy Council and Secretary to the Cabinet, speaking on taxes, sustainability and funding health care for all.

Hotel Rooms
NOTE: DEADLINE EXTENDED – We have reserved a block of hotel rooms at the Bond Place Hotel, 65 Dundas St. E. (across from the Eaton Centre downtown). It is a unionized hotel. To get the reduced rate of $98 per night, call before November 6, 416-362-6061 or 1-800-268-9390 and cite “Ontario Health Coalition rate” or email reservations bondplace.ca.

Registration Form
Please fill in this form and return with cheque to the Ontario Health Coalition at 15 Gervais Drive, Suite 604, Toronto, Ontario M3C 1Y8. tel: 416-441-2502 email: ohc@sympatico.ca or online at www.ontariohealthcoalition.ca

Name_________________________________________Organization (if applicable)________________________________________
Street Address________________________________City/Town____________________________Postal Code________________________
Number of people attending_________________Additional Names of Attendees (if applicable)________________________________
Tel (day)_____________________Tel (evening)____________________Email______________________________

SATURDAY ASSEMBLY
Number of people attending _____ x $ ____ (registration fee $0 - $40 sliding scale) = $ ______ Subtotal A

SUNDAY CONFERENCE
Number of people attending _____ x $ ____ (registration fee $0 - $40 sliding scale) = $ ______ Subtotal B

Subtotal A $_________+ Subtotal B $_________ = $_________ Total These fees help cover the cost of the venue, speakers and bringing in local health coalitions from across Ontario. It's a pay what you can sliding scale from $0 - $40 per day.

For office use only: ___ confirmation sent ___ pkg sent ___ registered ___ db ___ eis ___ lists
Ontario Health Coalition
Monthly Giving Plan & Regular Membership

Municipality or Organization: ____________________________

Contact Name: ________________________________________

Mailing Address: _______________________________________

City/Town: ____________________________ Postal Code: ________

Phone: (H) ____________________________ (W) ____________________________

Phone: (C) ____________________________ Email: _______________________

☐ I am a new member (please check if applicable)

☐ I am renewing my membership (please check if applicable)

PLEASE JOIN OUR MONTHLY GIVING
Under this plan, a set amount will be withdrawn directly from your account each month as a personal donation to the Ontario Health Coalition.

YES! I will give per month a fixed amount monthly: (circle one) $5 $10 $20 other ______________

Every 1st or 15th of the month (circle one).
Starting date: ____________________________ 2015

Please attach a blank voided cheque.
If only 1 signature is required for the account, then only 1 Payor need sign. If 2 or more signatures are required, then both or all Payors must sign.

I/we authorize the Ontario Health Coalition to debit my account with the financial institution noted on my cheque for the amount and frequency described above until written notice to the contrary is given.

Payor signature(s):

________________________________________

Date:

____________________________________________________________________

I have certain recourse rights if any debit does not comply with this agreement. For example, I have the right to receive reimbursement for any debit that is not authorized or is not consistent with the PAD Agreement. To obtain more information on my recourse rights, I may contact my financial institution or visit www.cdnpay.ca

This Authorization may be cancelled at any time upon notice being provided by me either in writing or orally, with proper authorization to verify my identity within 10 days before the next PAD is to be issued. I acknowledge that I can obtain a sample cancellation form or further information on my right to cancel this Agreement from the Ontario Health Coalition or by visiting www.cdnpay.ca

CAN’T GIVE MONTHLY?
ANNUAL MEMBERSHIP FEES 2015

Individual members: $20

Organizations:
Under 100 members: $25

Over 100 members, membership rates set at $0.20 per member, e.g:

500 members = $100
1,000 members = $200
5,000 members = $1,000
10,000 members = $2,000 etc.

Municipalities:
Population under 49,999: $100
Population 50,000-99,999: $200
Population over 100,000: $300

Your membership fee rate enclosed is $________

Additional donation (circle one):

$20 $50 $100 $200 $500 $1000

Is this a membership renewal? (check one)

☐ Yes ☐ No ☐ Not Sure

Please fill out this form and send it to us at:

Ontario Health Coalition
15 Gervais Drive, Suite 604
Toronto, Ontario M3C 1Y8

Phone: 416-441-2502
E-mail: ohc@sympatico.ca

Check us out online at: www.ontariohealthcoalition.ca
A Gift that Keeps on Giving

Beautiful hand-crafted collages made from Indian, Japanese, Tibetan and Chinese paper, turned into holiday and thank you cards by our own OHC director Natalie Mehra. These cards are for sale. The proceeds help fund all the OHC’s work, such as the initiatives outlined in this mailing. To see all card designs in colour – including several brand new designs – and to make your order, please go to the OHC Store (dark grey button on the main page) on our website at www.ontariohealthcoalition.ca where you can pay by credit card online if you would like.

Dozens of designs to choose from! Prices start at $2.50 per card, or $10 for pkg of 4 cards, a discount at $20 for 10 cards $40 for 20 cards, and larger discounts for bulk orders (call us). We need to receive your order by Nov. 30 in order to get the cards out to you in time for Christmas. Allow approx. 10 days for delivery.

A. Season's Greetings Wreath   # ordered____
B. Blowing Poppies           # ordered____
C. Christmas Tree Quilt      # ordered____
D. Pattern Tree             # ordered____

D. Peace Dove               # ordered____
E. Peace, Love, Joy         # ordered____
F. Peace On Earth           # ordered____
G. Snowy Cardinal           # ordered____

H. Thank You                # ordered____
I. Birds & Moon             # ordered____
J. Starry Starry Night      # ordered____

I'd also like to order these additional card designs (from OHC website store):
Item ___ # ordered____
Item ___ # ordered____
Need more space? Attach your own paper with more items.

See lots more card designs at www.ontariohealthcoalition.ca click on <OHC Store>. Please make your order online or fill in this page & mail a copy with your cheque to Ontario Health Coalition 15 Gervais Drive Suite 604 Toronto ON M3C 1Y8.

Name_________________________ No. of Cards (total)_______ Cost $______ + $3 shipping= $______ Total
Address________________________ Town________________ Postal Code________________

Phone_________________________ Email_________________________
This third edition of Building a Better World offers a comprehensive introductory overview of Canada’s labour movement. The book includes an analysis of why workers form unions; assesses their organization and democratic potential; examines issues related to collective bargaining, grievances and strike activity; charts the historical development of labour unions; and describes the gains unions have achieved for their members and all working people.

“Since it was first published, Building a Better World has been the best available book to introduce readers to unions in Canada. … With workers and unions facing increasingly severe attacks from employers and governments, this new version is most welcome.”

— David Camfield, University of Manitoba, author of Canadian Labour in Crisis

“Building a Better World affirms the critical role unions play in promoting democracy, greater economic equality, and social justice for all citizens.”

— James Clancy, National Union of Public and General Employees

Stephanie Ross is an associate professor and coordinator of the Work and Labour Studies Program in the Department of Social Science at York University. Larry Savage is Director of the Centre for Labour Studies at Brock University. Errol Black was a professor, activist and city councillor who wrote about politics, economics and labour. Jim Silver is a professor and chair of the Department of Urban and Inner-City Studies at the University of Winnipeg.

EXAMINATION COPIES
For an examination copy please email examrequest@fernpub.ca or fax 204.475.2813. Please include the course name, expected enrollment and expected date of adoption in your exam copy request.

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