



WINTER 2017

VOLUME 7 // ISSUE 1

ONTARIO FEDERATION
OF LABOUR
**ACTION
REPORT**

WINTER 2017

SPECIAL FEATURE:

Assembly for Decent Work
PAGES 3-5

OFL NEWS:

To Make it Prosperous,
Make It Fair
PAGE 7

HEALTH & SAFETY:

OFL and the Ontario
Network of Injured
Workers Joint Conference
PAGE 17



// NEW REDESIGNED
OFL ACTION REPORT!

// OFL OFFICERS



CHRIS BUCKLEY
President



PATTY COATES
Secretary-Treasurer



AHMAD GAIED
Executive
Vice-President

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

Volume 7, Issue 1 of the **OFL ACTION REPORT** was produced for the February 8, 2017 meeting of the Executive Board of the Ontario Federation of Labour.

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

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

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

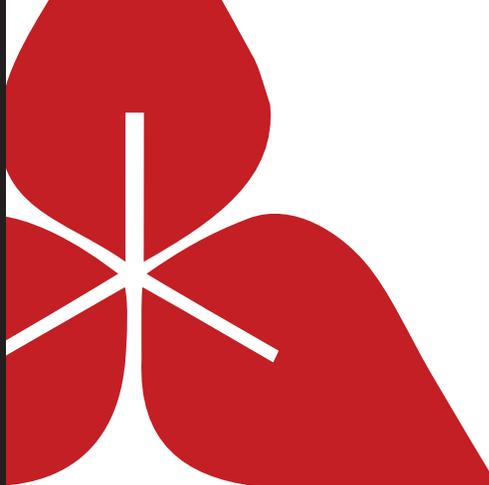
info@ofl.ca

This document was proudly produced with unionized labour cope343

Writing: OFL Communications

Photos: p5 Rose Ha, p4 CUPE 2049, all other by OFL staff

Design/Layout: ale|ca design



WINTER 2017

VOLUME 7 // ISSUE 1

ONTARIO FEDERATION OF LABOUR **ACTION REPORT**

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

MAKE IT FAIR

- 03// Make It Fair Overview, Assembly For Decent Work
- 06// Tell Your MPP You Want Decent Work for All Ontarians!

SOLIDARITY

- 09// Women's March on Washington and Toronto
- 11// All Out! OFL Endorses National Student Day of Action

EQUITY

- 13// Saving Lives, Saving Jobs: Bargaining Domestic Violence Workplace Leave
- 14// Rise Up! Feminist Archive Preserves History of Women's Activism

HEALTH & SAFETY

- 06// RSI Awareness Day, February 28, 2017
- 15// OFL Continues to Demand Criminal Investigations of Worker Deaths
- 16// Working Together for Injured Workers
- 16// WSIB Drug Policy Change
- 17// OFL and the Ontario Network of Injured Workers Joint Conference

OFL NEWS

- 07// To Make It Prosperous, Make It Fair
- 08// Basic Income No Panacea for Poverty
- 12// OFL Condemns the Attack on Centre Culturel Islamique de Québec, Urges Work Against Racism and Islamophobia
- 15// Announcing the 2016 OFL/AIL Labour Scholarships
- 19// OFL Welcomes New Staff
- 20// OFL Celebrates 30 Years of Service from Sylvia Stewart
- 20// Prevention Link Course on Mental Health Awareness
- 21// Upcoming Events
- 22// Join Us at the OFL Women's Leadership Summit

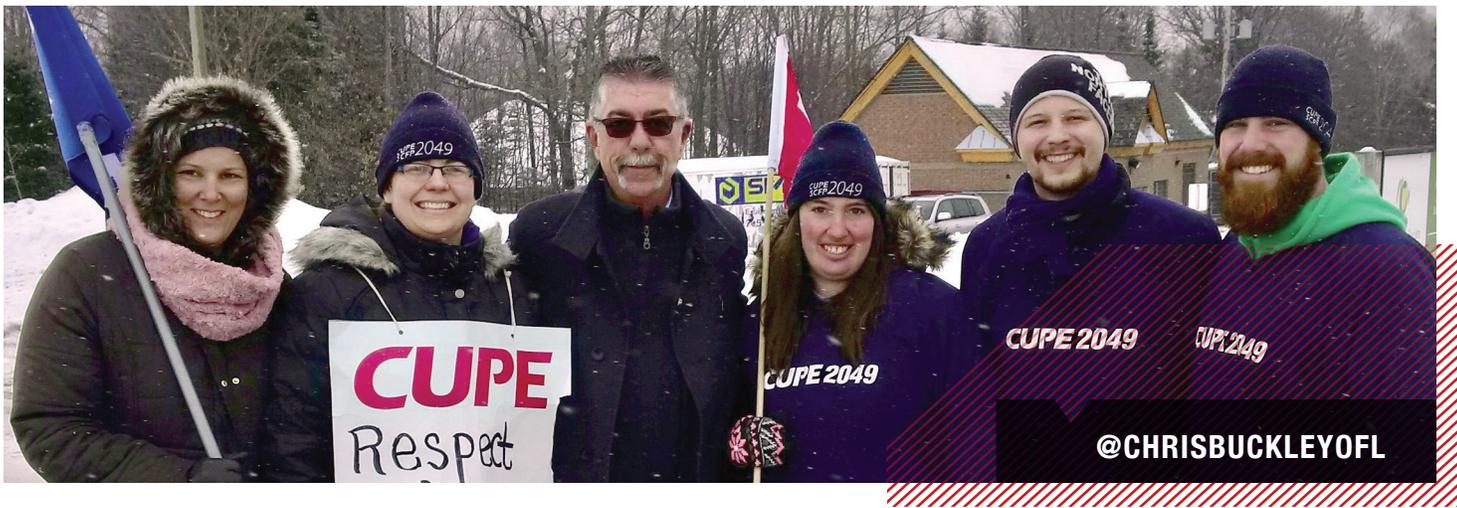
// WELCOME TO OUR NEW AFFILIATES:

SEIU (20,900 members)

CUPE LOCAL 3902 (1,576 members)

ONTARIO SHEET METAL WORKERS' & ROOFERS' CONFERENCE (2,000 members)

Thank you for joining the Federation! We look forward to working together to create fairness for all Ontarians.



FRIENDS,

It has been a very busy few months here at the Ontario Federation of Labour. The end of 2016 saw the election of Donald Trump to the United States presidency. It's tempting to look ahead and worry, but I'm confident that our movement will be able to meet whatever challenges come our way in the next while. I'm very pleased to announce that SEIU rejoined the Federation and we look forward to what we can accomplish together.

The recommendations from the Changing Workplaces Review are expected over the next few months; the government has thus far committed to introduce legislation this year – changes to the *Employment Standards Act* and *Labour Relations Act*. In this Action Report, you'll find out how to get more involved in our Make It Fair campaign to ensure that the changes are what we want to see!

Back in October we held a Lobby Day at Queen's Park, lobbying 62 MPPs about the Changing Workplaces Review, and the opportunity they have to make sure that laws in this province raise the bar for all Ontario workers. The Make It Fair campaign is planning teleconference trainings, forming workplace committees, and launching a new postcard campaign telling MPPs to be sure that any changes that come from the Changing Workplaces Review must create decent jobs and make it easier to join a union. **See page 6 to find out how you can help win changes!**

In January, we presented the OFL pre-budget submission to the government. We were clear: any new budget must provide the funding that will genuinely support building Ontarians up. To end racism in this province it must support the work of the Anti-Racism Directorate and ensure that it is funded to a level equivalent to other directorates. We also called on the government to pass Bill 26, which would provide designated paid leave for domestic and sexual violence survivors along with workplace training and other supports. The OFL urged officials to build on the work they began with the Gender Wage Gap Steering Committee recommendations.

The privatization agenda has not stopped and neither has our fight to protect Ontarians. I was there when workers came together to speak about stopping the sale of Hydro One while Ontario's Premier Kathleen Wynne, Prime Minister Justin Trudeau, and energy executives met in downtown Toronto about public private partnerships.

Ontario needs decent jobs. Employers must treat workers fairly. I have visited picket lines across the province. Most recently I was in North Bay, supporting CUPE 2049 Children's Aid Society workers. They asked for decent working conditions and for that, they were locked out of their workplace.

There are some very long-term, ongoing labour disruptions in Ontario right now and we must continue to work together to show solidarity to the workers who are striking or locked out, and keep working to Make It Fair. Together we can win gains for all Ontario workers.

In solidarity,

Chris Buckley

President of the Ontario Federation of Labour



// FOLLOW AND RETWEET OFL AT:

@OFLabour and @ChrisBuckleyOFL



MAKE IT FAIR OVERVIEW



With the final recommendations for the Changing Workplaces Review expected in just a few short months, the Make It Fair campaign is ramping up its efforts to press the government to do the right thing for Ontarians.

Make It Fair is raising awareness and building activism through a new postcard campaign urging MPPs to make positive changes to the Employment Standards and the Labour Relations Acts (see page 6 for details).

The social media campaign features workers speaking frankly about what precarious work means in their day-to-day lives. The campaign also includes in-person training, webinars and other opportunities for advocates to get involved in raising the bar for all workers.

Currently, the OFL is seeking advocates who can do constituency lobbies and write or call their MPP.

On May 11, the Make It Fair campaign is thrilled to join with the Canadian Labour Congress (CLC) as part of the CLC Convention in Toronto for a public action for decent work.

ASSEMBLY FOR DECENT WORK

Successful advocates make a personal connection with the person they are lobbying. The Make It Fair campaign knows that some of the most powerful stories to illustrate necessary changes to the Labour Relations and Employment Standards Acts come from the people who are suffering because of outdated laws.

People in Ontario know that precarious work is affecting them – through their own experience, or the experiences of friends and loved ones.



Training activists is an important part of Make It Fair and in December the Make It Fair team, Fight for 15 and Fairness, Peel District Regional Council and the Brampton Action Committee organized an assembly, drawing more than 200 people from a diversity of backgrounds to the meeting – with standing room only.

Former MP Olivia Chow led part of the session where participants learned the much-acclaimed Marshal Ganz method of 'telling the story of self.' Next, they practiced telling their stories to illustrate what could be gained if MPPs used the Changing Workplaces Review to improve workplace standards and make it easier to unionize.



Olivia Chow, Former MP



Deena Ladd, Workers' Action Centre co-ordinator and co-founder

Workers' Action Centre co-ordinator and co-founder Deena Ladd co-facilitated a discussion about decent work and the need to raise the minimum wage and NDP MPP Jagmeet Singh spoke to the crowd about the important role they can play by telling their MPPs what it will take to make work fair in Ontario.

The workshop finished with participants committing to take action.



Jagmeet Singh, NDP MPP



WORKER PORTRAITS

The social media aspect of the Make It Fair campaign features images of workers who are living with precarious work, speaking about the ways it affects them. These pieces have been viewed and shared on the OFL social media accounts.

“We're underpaid, we don't know what our job will be from day to day. They keep piling on duties. At the end of my emergency shift I was literally not sure I had a job. I was going online and setting up job interviews.”

Ann-Marie Reid,
Nurse, SEIU Healthcare



“My shifts are different each week and I have kids at home. Shifts changing every few weeks and having to work around daycare... You can only get so many sick days.”

Jasmine Williams Grainger,
Call center worker



“I've been coming on the farm worker program for five years now, and the treatment that they give to some of us guys, we do not deserve it. When we are okay to work everything is fine, but when we are injured they don't want to assist us and see to it that we be treated like a human being. They assist us every morning for us to get up and go to work. When we get injured they should show the same care for us. I would like to stay here, heal to make sure I go home to my family excellent. From there I don't know what the next step would be for me”

Kevin Campbell,
Migrant farm worker, St. Catherine, Jamaica



“I work for an agency in the daytime and in the nighttime I work cleaning because I cannot make do on just one paycheque. I welcome everybody who is not unionized to join this fight because if we are united we can win this fight.”

Elizabeth Morales,
Housekeeper

TELL YOUR MPP YOU WANT DECENT WORK FOR ALL ONTARIANS!



This is your chance to get involved – it's as easy as signing a postcard!

To mobilize members, raise awareness of employment issues and help win the day, Make It Fair campaign is asking union members to sign postcards making it clear to their MPP that they want changes to the *Labour Relations Act* and *Employment Standards Act* which will improve employment standards and make it easier to join a union.

The postcards were launched at the end



of January and they will be delivered to MPPs in the late spring in a series of constituency meetings.

The free postcards are available from OFL and can be ordered by contacting **Melisa Bayon** at mbayon@ofl.ca

If you'd like to attend a constituency meeting with your MPP, please contact **Melisa**.

RSI AWARENESS DAY

FEBRUARY 28, 2017



Every February 29 is recognized as RSI Awareness Day. This day was chosen because it is the only non-repetitive day. In non-leap years it is held on February 28.

Repetitive Strain Injuries (RSIs), also known as musculoskeletal disorders (MSD) are injuries of the muscles, nerves, tendons and/or ligaments that affect millions of Canadians each year. RSIs develop through repetitive, forceful and/or awkward movements. These injuries can be life-altering, interfering with not just the ability to continue working but with everyday tasks. Simple things people take for granted such as brushing teeth, carrying groceries or caring for young children become impossible tasks.

These terrible injuries often rob workers of their ability to earn a living, their mobility and their dignity.

On this day, special events are held to build awareness and action on RSIs and MSDs and the impact these injuries have on workers, their families and the community.

The **OCCUPATIONAL HEALTH CLINICS FOR ONTARIO WORKERS (OHCOW)** holds an annual webinar on RSI Day at Cambrian College in Sudbury. Find more information on their website: www.ohcow.on.ca/news/rsi-day-2017.html

The **WORKERS HEALTH AND SAFETY CENTRE** has developed a range of educational materials and courses for workers and members of joint health and safety committees. A number of these courses are offered on RSI Day often at specially discounted rates. More information can be found on their website: www.whsc.on.ca/Events/RSI-Day

The **OFL'S PREVENTION LINK PROJECT** will also be offering resources on disability prevention and Return to Work as it relates to RSI. For more information check their website: www.preventionlink.ca



TO MAKE IT PROSPEROUS, MAKE IT FAIR

With a new budget on the way, the OFL has continued its work advocating for fairness for Ontario's workers in a document that advocates that the next budget must build Ontarians up with plans that create stable, well-paid work and take on systemic issues that stop Ontarians from prospering.

Make it Fair, Make it Prosperous creates a framework for decent jobs and a more equitable Ontario.

Through its Make It Fair campaign, OFL and its community partners have been mobilizing for changes to outdated labour and employment laws, which do not consider the rise in precarious employment. The OFL urged the government to create a budget that encourages real change through the Changing Workplaces Review, which offers an opportunity to ensure workers are treated and paid fairly across Ontario, whether they are unionized or not.

OFL RECOMMENDATIONS

WORKERS

Through the Changing Workplaces Review, meaningful changes are needed to raise the bar for everyone and make it easier to join and keep a union.

WOMEN

It is time to close the gender wage gap. Ontario's Pay Equity Commission needs to be properly resourced to ensure that pay equity laws are followed and enforced.

RACIALIZED PEOPLE

Other directorates and secretariats in the province have much higher funding than the \$5 million set aside for the Anti-Racism Directorate. A greater annual budget is needed to ensure that the Directorate has the required resources to do its job.

LOW-INCOME PEOPLE

The OFL supports immediately providing a basic income – given that it is responsive

The OFL presents its annual pre-budget submission to the Government of Ontario and the Standing Committee on Finance and Economic Affairs.

“For millions of Ontario workers – who find themselves in a constant state of uncertainty – maintaining the status quo is not an option,” said OFL President Chris Buckley.

Women, racialized people, young people, survivors of sexual and domestic violence, injured workers and people with disabilities are most at risk of economic hardship in our province, and the OFL urges the government to continue the work it has started through the creation of the Anti-Racism Directorate and the final report and recommendations of the Gender Wage Gap Strategy Steering Committee.

The submission provides several recommendations regarding infrastructure, childcare, and environment that can help shape the government's upcoming fiscal and legislative agendas, with a focus on groups that are most profoundly affected by precarious work and systemic issues that stop them from prospering.

to changes in earnings, the cost of living, and provides a standard of living above the poverty line. Other measures to eliminate poverty are needed too.

SURVIVORS

Ontario needs legislation that allows survivors of sexual and domestic violence access to ten days of job-protected, paid leave as well as workplace training and other supports.

INJURED WORKERS

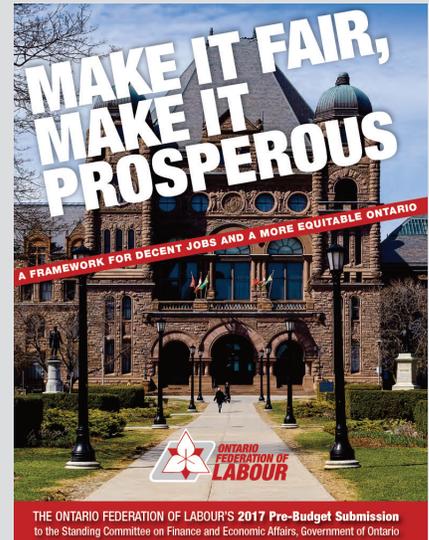
All workers should be covered under the WSIB.

EDUCATION

More funding from the government is needed to ensure that Ontario's workers are not burdened by student debt.

HEALTH CARE

To ensure that the health care system, including its workers, can meet future



“We hope that this document will provide some solutions to the government as they compose their budget, and create improvement for the people across the province in equity-seeking groups that have difficulty finding well-paid stable jobs because of racism or discrimination,” said OFL Secretary-Treasurer Patty Coates.

It is the OFL's hope that the 2017 budget reflects values of decency, equity, and fairness for all workers in Ontario.

You can read the OFL pre-budget submission at ofl.ca

demands, the government must address systemic issues such as precarious employment and chronic underfunding.

ENVIRONMENT

The government must redirect all revenues from the cap and trade program towards green initiatives, like creating a just transition in the workplace.

INFRASTRUCTURE

To build a stronger economy for everyone, the government must stop privatizing public assets and services, such as Hydro One, OLG, the LCBO, and our health care and education systems.

CHILD CARE

Families need access to a universal, publicly-funded, high-quality, and affordable child care system. Greater funding is therefore needed now to reach the government's promise to create 100,000 spaces by 2021.

BASIC INCOME NO PANACEA FOR POVERTY

There is no silver bullet to eliminate poverty, and the government of Ontario must not treat its basic income pilot project as though it may yield the answer to financial need among low-income Ontarians.

“A basic income must be combined with robust labour and employment standards, a meaningful strategy to create decent jobs, and strong social infrastructure”

The OFL submitted its position on basic income to Queen’s Park on January 31, emphasizing that basic income should only be considered as one part of a greater whole.

While it is encouraging that the province recognizes that greater action is needed to help those living below the poverty line, this pilot project spanning three years is not the solution for poverty. It is well-studied that an increase in income will leave people living in poverty better off.

“A basic income should be viewed as one tool among the many needed to lift Ontarians out of poverty,” said OFL President Chris Buckley. “It must be combined with robust labour and employment standards, a meaningful strategy to create decent jobs, and strong social infrastructure.”

The OFL supports providing a universal basic income immediately, but the amount must

reflect changes in income and the cost of living, lift people above the poverty line, and be paid through progressive revenue sources.

The government should take immediate steps on improving the lives of all social assistance recipients, without making them wait for three years, including raising social assistance rates above the poverty line, removing barriers to paid employment, and providing workers at Ontario Works and the Ontario Disability Support Program with the resources to offer more one-on-one services to social assistance recipients.

Ontario still needs to create conditions for decent work and improve the quality of jobs through the Changing Workplaces Review. Ontario’s employment and labour laws must require better working conditions, more permanent full-time work with good wages and benefits, and greater access to joining and keeping a union. As well, the minimum

wage must be raised to \$15 an hour – with no exemptions. Basic income is no substitute for work that pays a sufficient amount to support a worker and their family.

Providing decent jobs to those that are unemployed will reduce inequality, minimize poverty, and provide an opportunity for everyone to meaningfully participate in and contribute to society. Decent jobs are known to stimulate growth through increased consumer confidence and spending in the economy.

Ontario must also work to strengthen access to various universal public services and social programs, including child care, housing, pharmacare, post-secondary education, social and community services, and public pensions.

To read the OFL’s submission on Basic Income, please visit: ofl.ca



WOMEN'S MARCH ON WASHINGTON: D.C. AND TORONTO

The Women's March on Washington and sister marches worldwide were a powerful reminder that racist, sexist, homophobic, transphobic and ablist statements made by U.S. President Donald Trump in the lead up to his election will not be tolerated.



than ever, unions must fight for equity in the workplace and fairness in all areas where we have influence.”

The labour movement continues to work to ensure that principles of fairness and inclusion are implemented in all areas of work and governance, and the OFL encourages all Ontarians to show solidarity with the principles of the Women's March on Washington.

“The energy and inspiration that we brought back from that march with us is going to inspire us to resist the racist and sexist rhetoric that we’re hearing from the United States.”

The Ontario Federation of Labour was proud to participate in the action both in Washington and in Toronto, where OFL staff worked as members of the organizing committee and marshaled the protest.

“It was incredible to be part of such a big march,” said OFL Director of Human Rights and Women’s Issues Carrol Anne Sceviour. “60,000 women and allies came out to this inclusive march to show their solidarity with each other.”

While most staff members stayed in Toronto to march and marshal, the OFL wanted to make sure that the Washington March sent a clear message and organized a bus to carry a contingent of women to Washington D.C.

“Travelling to Washington with my union sisters was a thrill,” said OFL Secretary-Treasurer Patty Coates. “The energy and inspiration that we brought back from that march with us is going to inspire us to resist the racist and sexist rhetoric that we’re hearing from the United States. Now more





WOMEN'S MARCH ON WASHINGTON – TWITTER DIARY



// TWEETS FROM WASHINGTON

@PROGRESSIVISTA

“The Washington Mall does not look all that crowded for **#InaugurationDay2017**. We'll fix that tomorrow!” **#whyIMarch #unionwomenmarch**

@OFLABOUR

“On our way to **#womenmarchonwashington**, w/ a stopover in Pikesville, MD. **#canfem** raising our voices for equity & justice!” **#unionwomenmarch**

@PATTYCOATES

“No words can explain the energy here in Washington” **#WhyIMarch #unionwomenmarch @OFLabour**



@OFLABOUR

“Mass cheers on the subway car as the announcer says 'let's go get 'en ladies!' Yeah!” **#unionwomenmarch #WomensMarchOnWashington #whyIMarch**

@PATTYCOATES

“Made it to hotel with a group of hungry & tired activist Time to fuel & rest before

tomorrow's monumental day at the **#womensmarch @OFLabour**”

@MELMOBARRIE

“**#whylmarch** absolutely positively the best EVER rally/march. Can't describe the empowerment and positive energy.”

@PATTYCOATES

“humbled with the warm welcome & many thank you's received from American women for traveling to March with them on Washington” **#WomensMarch**



// TWEETS FROM TORONTO

@FILOMENAFERRARO

“EQUALITY for all what a turn out! Strong messaging for all world leaders.” **#unionwomenmarch #imarchfor**

@UNIFOR88KIM

“We are the people we've been waiting for! call to march! So much energy here!!!” **#wmwcanada #canlab #unionwomenmarch**

@CUPEONTARIO

“**#CUPE** out in force at **#WomensMarchTO**— 1000s gathered to say NO to hate, YES to justice” **#wmwyyz #wmwcanada #unionwomenmarch #canlab #canfem**

@RILEY_MCC

“Incredible scene at Toronto City Hall as 50,000+ gather for **#WomensMarchtoronto**” **#WomensMarch**



ALL OUT! OFL ENDORSES NATIONAL STUDENT DAY OF ACTION



On November 2, students on 58 campuses across Canada took action, standing up to protest high tuition fees, increasing privatization, and the erosion of worker rights in a National Student Day of Action organized by the Canadian Federation of Students.

The OFL was pleased to endorse this action, which drew attention to the steep rise in precarious work among post-secondary instructors, the increase in low-wage work, and the need for stable jobs across Canada.

Canada's education system is in a crisis of rising fees, skyrocketing student debt and increased privatization. The average Canadian student owes \$28,000 in student debt at graduation. This high upfront cost of education is increasingly a barrier for middle and working class learners, with 60 per cent of Canada's post-secondary students today

coming from the two highest income brackets. Thousands of Indigenous learners are denied support every year due to a funding shortfall of the Post-Secondary Student Support Program and the failure of successive governments in committing adequate funding. Post-secondary institutions are relying ever more heavily on precariously employed sessional instructors.

The Ontario Federation of Labour endorsed the National Student Day of Action on November 2. Along with CFS-Ontario, we encouraged our labour affiliates and all Ontarians to show support for the students who gathered in cities and towns across Canada to make their demands clear. The Day of Action protested high tuition fees, called for a national, universal, tuition-free system of post-secondary education for all Canadians, and protested the increasing privatization of post-secondary institutions and the erosion of worker rights that accompanies it.

“Students suffer when their teachers work for low wages. Students suffer when their professors are hired on short-term contracts. Students suffer when their instructors are temporary employees.”

The erosion of public funding has led to reduced programming at universities and colleges, and an increasing reliance on precarious workers. As a labour movement we need to fight barriers to education and the rise in precarious work among instructors in post-secondary institutions.

OFL Executive Vice-President Ahmad Gaied addressed the protest in Toronto at Queen's Park, calling out university privatization and



OFL Vice-President Ahmad Gaied and Secretary-Treasurer Patty Coates





the rise in precarious work on university campuses: “The rise in contract, low-wage, temporary work doesn’t just affect people who are out of school,” he told the crowd. “Students suffer too. Students suffer when their teachers work for low wages. Students suffer when their professors are hired on short-term contracts. Students suffer when their instructors are temporary employees. Cutbacks to public institutions affect every single one of us.”

The Canadian Federation of Students, represents 650,000 students across Canada and supports the call and their continued activism pushing for greater funding for Canada’s post-secondary institutions. Here in Ontario, the CFS represents 35 member local student unions with 300,000 full-time and part-time students.

For more information, please visit: cfsontario.ca



OFL CONDEMNS THE ATTACK ON CENTRE CULTUREL ISLAMIQUE DE QUÉBEC, URGES WORK AGAINST RACISM AND ISLAMOPHOBIA

The OFL condemns the shootings that killed six worshippers at a Québec mosque, and expresses its solidarity and support for the Muslim community and deepest condolences to the families and friends of those killed in the attack on Centre culturel islamique de Québec in Québec City.

“At this time, the labour movement must come together to support our Muslim brothers and sisters and all those terrorized by these murders,” said OFL President Chris Buckley. “Hatred and Islamophobia must be stopped. OFL and the Ontario labour movement are committed to working to end discrimination, racism and violence.”

The labour movement here in Ontario and across Canada will stand with the Muslim community. Politicians like Donald Trump and Kellie Leitch, through their statements and their actions, create the conditions for growing racist attacks and the labour movement will continue to fight for equal rights and fair treatment for all.

“We will not stand by as our Muslim brothers and sisters, friends and comrades are targeted by hateful actions,” said OFL Executive Vice-President Ahmad Gaied. “The OFL encourages everyone to work with anti-racist movements across Canada to build understanding between communities and stop the growth of anti-Muslim violence and Islamophobia.”

OFL calls on the Québec police to continue their investigation, and to increase protection for mosques and Muslim organizations across Canada.

Now is the time to come together with our brothers and sisters in the labour movement across borders to ensure that all can live in safety.



SAVING LIVES, SAVING JOBS: BARGAINING DOMESTIC VIOLENCE WORKPLACE LEAVE



Just one day before the International Day for the Elimination of Violence Against Women and with *Bill 26, Domestic and Sexual Violence Workplace Leave Accommodation and Training Act* before the legislature, Ontario unions took a step toward ending violence against women, on November 24.

Ontario unions signed onto a pledge, organized by the OFL to negotiate paid leave for survivors of domestic and sexual violence in all collective agreements. The call for paid leave was covered in a feature story in the *Toronto Star*, and the OFL's social media campaign calling for domestic violence leave and support for Bill 26 attained a social reach of over 300,000 people.

"The labour movement has worked hard to make work safer for women by addressing sexual harassment and violence in the workplace. Domestic and sexual violence affects the lives of our members both on



and off the job, and we want to ensure that survivors get the support they need," said OFL Secretary-Treasurer Patty Coates.

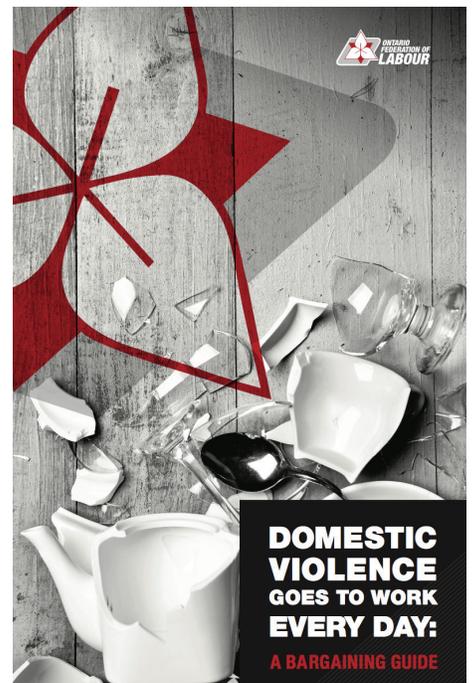
Part of the bargaining priority will be to focus on workplace training on the effects of domestic and sexual violence in the workplace, and violence prevention. To support this negotiation table priority, the Ontario Federation of Labour has released a guide for unions titled *Domestic Violence Goes To Work Every Day: A Bargaining Guide*.

At the morning press conference announcing the pledge and bargaining guide, survivors spoke about their experiences in the workplace. They described missing work due to violence at home, then facing reprimands and discipline in the workplace because of it. Their message was clear: leave is needed for survivors to rebuild their lives without putting their employment at risk.

The pledge and the release of the bargaining guide also coincided with a meeting between an OFL-led delegation of labour leaders and Premier Kathleen Wynne, Minister of Labour Kevin Flynn and then Minister Responsible for Women's Issues Tracy MacCharles, in which the OFL called for designated paid leave for domestic and sexual violence survivors, training and other supports, as well as the quick passage of Bill 26.

By bringing domestic and sexual violence issues to the bargaining table, unions are working to ensure that critical workplace training and education is available for workers and employers, to provide protections for workers trying to escape abuse.

The bargaining guide provides model language that is carefully crafted to provide a range of support measures beyond paid leave. These include confidentiality of employee details; workplace safety planning strategies such as referral of employees to appropriate support services; training for contact people in the workplace; flexible work arrangements; and no adverse action or discrimination on the victims.



RISE UP! FEMINIST ARCHIVE PRESERVES HISTORY OF WOMEN'S ACTIVISM



The '50s and the '60s saw feminist activism spreading across Canada and in the '70s, '80s, and '90s the discussion continued to grow and diversify.

In those years, feminism expanded the cultural and social discourse of Canada as racialized women, lesbians, women with disabilities and Indigenous women brought their voices to the mainstream fight for women's equality, raising different issues from those of white, heterosexual feminists. Their work continues to grow the movement to this day.

Movements for social change and women's history are often not well-recorded and important historical documentation and knowledge is easily lost.

Enter the Rise Up! Feminist Archive. Created by a collective of feminists across the labour movement, the Rise Up! Project aims to create a digital archive of original publications, documents, flyers, posters and the other materials that create a full picture of feminist activism from two vibrant decades.

"Our goal is to help preserve the diversity, vibrancy and radical legacy of this era and to make it accessible online to new generations of activists, students and researchers," states the website.

The OFL was pleased to provide archival material of feminist activism from its collection, and encouraged affiliates to do the same. Materials documented on the site include flyers, posters, buttons, and photos. There are films and music that capture the tone of the time and which recount the issues and struggles that were the focus of feminism in those two decades.

"We want to be sure that the work done by the women of labour is remembered and documented," said OFL Secretary-Treasurer Patty Coates. "The Rise Up! Feminist Archive is a wonderful teaching tool for anyone in the movement. We are always building on what came before and we have so much to learn from the diversity of women who have fought for equality."

When the Rise Up! collective came together, their goal was to digitize three Toronto-based feminist publications: Cayenne, Rebel Girls' Rag and the International Women's Day Committee Newsletter. The project grew into a website that documents many other forms of feminist expression, including personal stories of women in the movement.

The Rise Up! Feminist Archive continues to collect digital records of feminist activism. If you have material to contribute or information that can fill out the picture of feminist activism within the labour movement, please go to www.riseupfeministarchive.ca/contribute

Margaret McPhail, retired OSSTF
& member of the Women's Committee

"We are always building on what came before and we have so much to learn from the diversity of women who have fought for equality."



RISE UP!

a digital archive of feminist activism

OFL CONTINUES TO DEMAND CRIMINAL INVESTIGATIONS OF WORKER DEATHS



2016 was another deadly year for Ontario workers and with three deaths in the first three weeks of January, 2017 is not shaping up to be any better.

In 2004, Bill C-45, also known as the Westray Bill, amended the Criminal Code and brought in special criminal negligence provisions for companies that disregard the health and safety of workers. The intent was to hold employers criminally liable for the deaths of workers, but in the years since the bill became law it has seen little use.

The OFL has been working to change that. Each time the OFL is advised of a worker killed on the job, the OFL gets involved by sending an information package about Bill C-45 to local police, including a letter asking that the police consider negligence by the employer as a possible cause of the death.

“The carnage in our workplaces will never stop until negligent bosses are marched out of their executive offices in handcuffs.”

To enforce health and safety regulations in workplaces, police must treat each workplace tragedy as a potential crime scene and investigate it to determine whether employer negligence was a factor. When criminal negligence results in a worker's death, it is a crime, not an accident.

“These deaths are a grim reminder that every worker who is killed on the job deserves the full attention of the law,” said OFL President Chris Buckley.

“The families of every fallen worker deserve to know the police have investigated employer negligence as a possible cause. The carnage in our workplaces will never stop until negligent bosses are marched out of their executive offices in handcuffs,” he added.

In 2016, two companies were in court after being charged with criminal negligence causing death because of workplace fatalities. One of those fatalities was in Sarnia, where a worker was killed and several others injured at a company which treats metal by blowing heated aluminum powder onto metal. On this particular day, the dust collector exploded. Both the company, Veolia Environmental Services, and the manager were charged with one count of criminal negligence causing death and five counts of criminal negligence causing bodily harm. In a second case, a worker at Detour Gold Mine died of cyanide poisoning while working in the mine. The company was charged with criminal negligence causing death. These cases are still before the courts.

“Our hearts go out to the families of these workers,” said Buckley. “Every worker who heads off to work at the start of a shift, deserves to return home safe and sound to their family at the end of a day.”

The OFL is asking that if you hear about a workplace death in your community to please contact the OFL health and safety director, Vernon Edwards at 416-443-7662 or vedwards@ofl.ca

ANNOUNCING THE 2016 OFL /AIL LABOUR SCHOLARSHIPS

Each year, the OFL awards two scholarships worth \$2,000 each to a member or the child of a member of a local union affiliated to the OFL.

The scholarships are awarded in honour of distinguished trade union activists selected by OFL Affiliates.

The scholarships for 2016 were awarded in the name of the following dedicated activists:

Brother Homer Seguin, USW (Deceased)
Brother Jim Freeman, Durham Regional Labour Council (Deceased)
Brother Wyman MacKinnon, CUPE
Sister Nancy Kearnan, COPE (Deceased)
Sister Helen Fetterly, CUPE

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 and student debt.

We offer these scholarships to assist students in overcoming financial barriers in accessing a public college or university education.

The winners of the two scholarships for 2016 are: **OWEN ZURKAN, KATHRYN CHARRON**



These awards are made possible through a generous donation by American Income Life (AIL), a 100 per cent unionized company that is a leader in providing supplemental insurance benefits.

WORKING TOGETHER FOR INJURED WORKERS

PROVINCIAL BUILDING, CONSTRUCTION TRADES COUNCIL,
AND OFL WORKER COMMUNITY STRATEGY SUMMIT



A hundred advocates packed The International Union of Operating Engineers Hall in Oakville on January 19 and 20 for a Worker Community Strategy Summit.

Conference attendees gathered to discuss problems at the Workplace Safety Insurance Board and how workers have achieved success in the system through legislative changes, obtaining survivor benefits for those who lost a loved one due to occupational disease and compensation for first responders suffering from PTSD. The conference was sponsored jointly by OFL and Provincial Building and Construction Trades Council of Ontario.

Advocates were able to share their strategies and experiences in dealing with problems such as the appeals process, time limits and the weighing of medical evidence. They developed strategies on how to make gains in these areas. The summit came to consensus on a document “Problems and Solutions” that each organization could sign on to and share, in order to provide a consistent set of demands to be used with government and the WSIB when advocating for reform.

“This was a very important conference,” said OFL Director of Organization Services Laurie Hardwick, who heads up the Workers’ Compensation committee and the OFL’s advocacy with injured workers.

“To get all these organizations into one room and work toward a cohesive set of demands is going to make advancing the cause of injured workers more consistent and more efficient.”

Ensuring that government and WSIB receive the same message from each stakeholder is important for a campaign that includes so many different injured worker groups.



The summit reviewed some recent successes in the compensation system and discussed how to use the strategies used to make further gains. Delegates exchanged information about current projects and compared notes on how to make the strategies work moving forward.

Delegates also had the opportunity to address Ministry of Labour senior policy advisor Rob Foote. They explained to him how cuts to the compensation system have a negative impact on injured workers and delivered a message to him to give to the Minister on the changes that are needed to restore balance and fairness to compensation system in Ontario.

“To get all these organizations into one room and work toward a cohesive set of demands is going to make advancing the cause of injured workers more consistent and more efficient.”

WSIB DRUG POLICY CHANGE

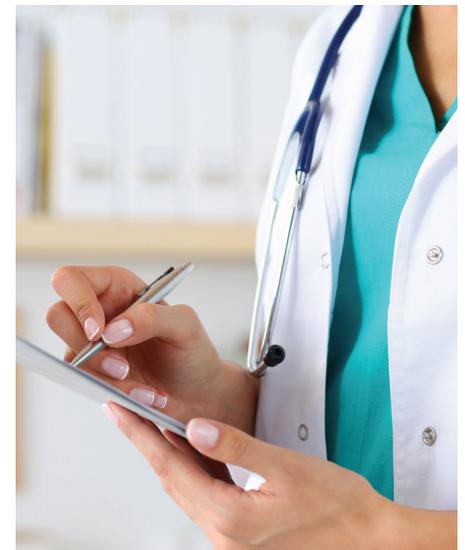


A change in policy at the Workplace Safety Insurance Board means that now it will make its drug formulary policies accessible to injured workers in Ontario.

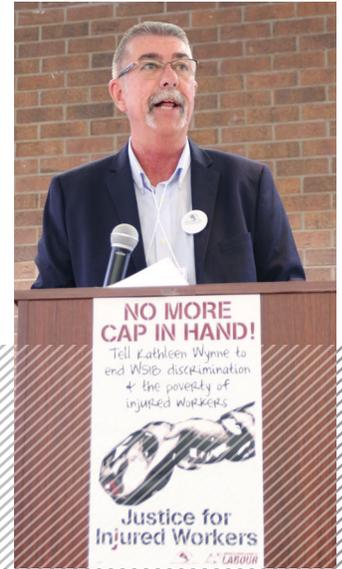
Injured workers are now able to go to the WSIB website and check to see if they will be eligible to have those drugs provided, rather than paying for them out-of-pocket.

The change is a sign that the WSIB is taking action to be more open and transparent in its policies and practices.

This change comes as a result of relentless advocacy by the Ontario Network of Injured Workers Groups (ONIWG), the Industrial Accident Victims Groups of Ontario (IAVGO) and all legal clinics which have been essential voices pushing for more openness and transparency from the WSIB.



OFL AND THE ONTARIO NETWORK OF INJURED WORKERS JOINT CONFERENCE



The OFL has a long proud history of working for and with Ontario Network of Injured Workers Groups (ONIWG) to fight for changes for injured workers.

topics included the issue of compensation for gradual onset mental conditions and the recent Tribunal decisions stating that the current law and Workplace Safety and Insurance Board policy are a violation of section 15 of the Charter of Rights and Freedoms. While this is well known and not challenged by the Attorney General, the Board is ignoring these decisions and continuing to adjudicate claims using those policies forcing workers to fight all the way to the Tribunal which takes years.

A panel presented the OFL/ONIWG report *Prescription Over-ruled* that was issued November 2015, and the complaint to the Ombudsman's office about the Board's practice of ignoring injured workers treating physicians that followed from that report.

November 3 and 4, the OFL joined with the Ontario Network of Injured Workers Groups (ONIWG) to host a joint Workers' Compensation Conference and to celebrate ONIWG's 25th Anniversary. The two-day conference was well attended, with over 100 delegates, many of them injured workers.



Minister of Labour Kevin Flynn attended the Joint ONIWG/OFL Conference

The conference was opened by OFL President Chris Buckley and Karl Crevar, the founding President of ONIWG.

Delegates celebrated 25 years of working together, reflected on victories and lessons learned. Delegates discussed a recent win regarding Bill 163 (*Supporting First Responders Act*) - compensation for first responders, and its limitations not covering all affected sectors and workers. Other

The clothing allowance policy was another victory that arose from a complaint to the Ombudsman's office. The WSIB was forced to implement changes to the clothing allowance policy for injured workers for a 10-year period from 1996 to 2006 and pay back injured workers the money that was cut from them for that time. A recent board report documents that they have paid out approximately \$7 million back to injured workers to date.

The conference then looked at new developments in workers' compensation and wrapped up with a session on strengthening and building ONIWG. A 25th Anniversary celebration dinner was held and attended by the Minister of Labour Kevin Flynn. He addressed the delegates, and they had the opportunity to share their concerns with him.

CLC REPORT TO LABOUR COUNCILS - JANUARY 2017

CANADIAN UNIONS HAVE THREE NEW REASONS TO CELEBRATE



We just won a ban on asbestos.

Canada's unions have campaigned for decades to ban asbestos, sounding the alarm about the leading cause of work-related death in Canada. We ramped up the call this year, producing new awareness videos and taking the issue to meetings with MPs from all parties on Parliament Hill. We won the fight this week, with the federal government's announcement yesterday that it is implementing a comprehensive ban on asbestos. That will finally put an end to the import, export and use of asbestos, and make workplaces and public spaces safer for all Canadians.



We just won stronger public pensions.

Yesterday, the same day the asbestos ban was announced, the Senate passed Bill C-26, legislation that marks the first expansion of the Canada Pension Plan in its 50-year history. Canada's unions campaigned for a better CPP because we wanted to win a better future, especially for the next generation. This is an important victory. Strong public pensions are crucially important, not just to the well-being of workers and their families, but to the economic health and vitality of our cities and communities. We will continue to press the government for improvements to ensure that the expansion does not discriminate against groups of workers like those on maternity or disability leave.



We just won more fairness for Temporary Foreign Workers.

In December, the federal government announced that it would scrap the "four-in, four-out" rule, which limited how long temporary foreign workers could stay in Canada. Canada's unions had long argued that eliminating of this rule would be a first step to creating a path to permanent residency. Good enough to work here? Good enough to live here!

These wins are important for all of us.

These victories are the culmination of the incredible work of the workers who together make up Canada's labour movement. Our thanks to the labour councils, federations, unions, and grassroots activists who have worked together to make this country a more safe, compassionate and just place for all. They are a testament to the incredible power of a united movement with a clear focus, strategic objective and a broad based campaign.



Canadian Labour Congress

Congrès du travail du Canada



OFL WELCOMES NEW STAFF



JODY JONES

Prevention Link
Return-to-work Coordinator

Jody Jones was employed at Kellogg's until it closed in 2014, and has been an injured worker advocate and representative for over 30 years.

She began instructing for the OFL WCB Training Project, a precursor to the ODRT/Prevention Link, in 1994.

Jones was the OFL Vice-President for Smaller Affiliates on behalf of The Bakery, Confectionary, Tobacco Workers and Grain Millers (BCTGM) Local 154G and is an active member of the Labour Committee of the United Way for London and Middlesex, where she received the Images of Hope Award.

Jody has provided support with workers' compensation and return-to-work training programs for Ontario, Newfoundland and Labrador and Northern Territories Federations of Labour in their workers' compensation and return-to-work training programs.

She was a Worker Adviser for the Office of the Worker Advisor, and then joined the staff of UFCW Local 175/633, which has granted her a leave to work at Prevention Link.



AMALIA SAVVA

OFL Administrative Support /
Receptionist

After nearly a decade of involvement in campus and community activism in Ottawa, Amalia Savva recently made the move to Toronto.

Prior to joining the OFL as Secretary/Administrative Assistant, she was the Executive Assistant at the Association of Part-Time Professors of the University of Ottawa (APTPUO) where she engaged contract professors and fought privatization and precarious working conditions on campus.

Amalia is also a long-time organizer within the student movement. Supporting the important work of OFL Directors is a new challenge, and she looks forward to providing support to the OFL's French-speaking affiliates.



ERIN DOUCETTE // Prevention Link Worker Advocate

Erin Doucette is an injured worker advocate and licensed paralegal with more than 10 years of experience committed to seeking justice for injured workers.

Prior to joining the team, Erin was employed as a Worker Adviser with the Office of the Worker Adviser where she provided legal representation services to non-unionized injured workers.

Throughout her professional career, Erin has sat on many committees and working groups dedicated to injured worker issues. She has also enjoyed providing legal education and outreach on injured workers' issues. Erin looks forward to continuing the important work in this field in her new role at Prevention Link.

OFL CELEBRATES 30 YEARS OF SERVICE FROM SYLVIA STEWART



Sylvia Stewart retired from the OFL on December 3, leaving behind a legacy of commitment and hard work.

She was inspired to fight for workers' rights after hearing about the assassination of Dr. Martin Luther King Jr. on the radio before she immigrated to Canada from Jamaica.

After arriving in Canada, Stewart worked outside the labour movement for a number of years, but was hired at the OFL in 1986 by then President Gord Wilson.

She worked at the OFL for 30 years, supporting the work of many committees during that time including the Women's Committee where she helped organized conferences, and the Education Committee which received a ground-breaking grant to teach ESL in workplaces throughout Ontario.

Most recently, she worked with the Workers' Compensation committee to organize the 25th Anniversary Joint OFL/ONIWG conference (see page 17).

Stewart's work did not go unnoticed, and she was the recipient of many awards including the CBTU District 1 Leonard C. Ball Service Award for brilliance, humanity, and generosity. "Sylvia's dedication to her work at the OFL was integral to the success of the organization and she will be greatly missed," said OFL President Chris Buckley. "Her commitment to the labour movement and her tireless work on behalf of all workers is an inspiration to all of us."

Sylvia plans to spend her retirement enjoying her garden and her church choir.

OFL staff wish her all the best.



June Veacock, former OFL Director of Human Rights, OFL President Chris Buckley, and retired OFL secretary Sylvia Stewart

PREVENTION LINK COURSE ON MENTAL HEALTH AWARENESS

In the coming months, the Prevention Link team will deliver workshops to 1,200 or more workplace representatives. beginning this Spring, it will also create a Mental Health Awareness Course aimed at opening the conversation around mental health challenges in workplaces across Ontario.

"It is alarming that approximately 90 per cent of adults with serious mental illness are unemployed because the prevalence of discrimination prevents them from finding meaningful employment or returning to work," said Halpin. "Prevention Link stands in solidarity with working Ontarians in bringing awareness about mental health in the workplace."

Prevention Link's first round of mental health workshops will be held in Toronto, Ottawa, London and Sudbury.

Prevention Link currently offers six core certification courses and more than 20 topical courses. More will be added as the program grows.

Given the complexity of Ontario's health and safety structures, including the workplaces insurance system, it is essential that worker representatives receive in-depth training on disability prevention techniques and work re-integration policies and procedures.

UPCOMING EVENTS

February 1–28, 2017
BLACK HISTORY MONTH

This month events are held across the country to celebrate Black History in Canada.

February 7, 2017 – Ottawa
CLC NATIONAL LOBBY DAY

February 13–28, 2017
"WORKING WHILE BLACK" WEBINARS

On February 13, 2017 in honour of Black History Month, the Canadian Labour Congress is launching "Working While Black", an educational and interactive webinar series for workers of colour and allies.

February 14, 2017
WOMEN'S ANNUAL MEMORIAL MARCHES FOR MISSING AND MURDERED INDIGENOUS WOMEN (MMIW)

Each February 14, marches and ceremonies are held across Canada to remember Missing and Murdered Indigenous Women and girls, and to demand action to improve conditions for Indigenous women across Canada.

February 20, 2017
WORLD DAY FOR SOCIAL JUSTICE

The United Nations' (UN) World Day of Social Justice is annually observed on February 20 to encourage people to look at how social justice affects poverty eradication. It also focuses on the goal of achieving full employment and support for social integration.

February 27, 2017
AFRICAN HERITAGE & BLACK HISTORY MONTH
ANSWERING OUR COMMUNITY: POLITICIZING OUR STRUGGLES

6:00 – 8:30 PM
United Steelworker's Hall 25 Cecil Street,
Toronto, ON M5T1N1

This event is sponsored by CBTU/OFL/CLC

February 28, 2017
INTERNATIONAL RSI AWARENESS DAY

Please see page 12 for more information on Repetitive Strain Injury resources.

March 8, 2017
OFL QUEEN'S PARK WOMEN'S BRIEFING BREAKFAST

A breakfast to introduce female MPPs to the ways that the *Labour Relations Act* and the *Employment Standards Act* can be changed to reduce the gender wage gap and Make It Fair.

March 21, 2017
INTERNATIONAL DAY FOR THE ELIMINATION OF RACIAL DISCRIMINATION

The International Day for the Elimination of Racial Discrimination is observed annually on 21 March. On that day, in 1960, police opened fire and killed 69 people at a peaceful demonstration in Sharpeville, South Africa, against the apartheid pass laws.

March 24–26, 2017
OFL WOMEN'S LEADERSHIP SUMMIT
– Port Elgin

This is a unique opportunity for women in your union to come together with like-minded trade union and community sisters to share information about skill building, strategy and the incredible opportunities for women in the labour movement.

April 12, 2017
DAY OF PINK (ANTI-BULLYING DAY)

The International Day of Pink is a Canadian anti-bullying event held annually on the second Wednesday of April.

April 11, 2017
EQUAL PAY DAY

On this day a woman, on average, has worked enough to earn as much as a man made the previous year.

April 21–23, 2017
ONTARIO NDP CONVENTION – Toronto

April 28, 2017
NATIONAL DAY OF MOURNING

Events hosted by labour councils across Ontario. Contact your local labour council for more information.

May 1–31, 2017
ASIAN HERITAGE MONTH

In December 2001, the Senate adopted a motion proposed by Senator Vivienne Poy to officially designate May as Asian Heritage Month in Canada.

May 8–12, 2017
CLC CONVENTION - Metro Toronto Convention Centre.

May 17, 2017
INTERNATIONAL DAY AGAINST HOMOPHOBIA AND TRANSPHOBIA

The International Day Against Homophobia, Transphobia and Biphobia is observed on May 17 and aims to coordinate international events that raise awareness of LGBT rights violations and stimulate interest in LGBT rights work worldwide.

JOIN US AT THE OFL WOMEN'S LEADERSHIP SUMMIT

Announcing our 3rd OFL Women's Leadership Summit!

The OFL Women's Leadership Summit is a unique opportunity for women in your union to come together with like-minded trade union and community sisters to share information about skill building, strategy and opportunities for women in the labour movement.

Women are now the majority of union members. Study after study shows that the future growth of the labour movement will be women workers, particularly women workers who are from equity-seeking groups. The Summit will explore strategies to fight for the workers' rights agenda, elect progressive governments, build women's involvement in unions and strengthen the labour movement today and in the future.

Sisters who would benefit from our Women's Summit and who are welcome to attend are:

- // Women in your union who are displaying leadership qualities – future leaders;
- // New women activists who would like to learn and share information with other sisters;
- // Women you would like to get active and involved within your union;
- // Current women leaders within your union who can share their expertise and experiences; and
- // Women at any level of activism within

your union (i.e. Local Union, District, Regional, Provincial and/or National women activists).

Participants will benefit from the discussion and participation of leadership panels, learning circle workshops and keynote speakers. They will discover many great opportunities within the labour movement and our communities, as well as the necessity of reaching out to other women with organizing in mind.

A report with recommendations will be produced following the Summit which will assist in giving direction for future work of the OFL and our partners.

WHAT: OFL Women's Leadership Summit 2017

WHERE: Unifor Family Education Centre
115 Shipley Ave, Port Elgin

WHEN: Friday March 24 (7:00 p.m.) to
Sunday March 26, 2017 (noon)

REGISTRATION FEE: \$180 (affiliates are responsible for cost and room bookings)

Please consider sponsoring as many Sisters as possible from your Union to attend the OFL's Women's Leadership Summit, reflecting the rich diversity in our movement.

To register, contact **Paulette Hazel** at phazel@ofl.ca

THE OFL TEAM

EXECUTIVE ASSISTANT TO THE OFFICERS:

SHANNON DEVINE

OFL & PREVENTION LINK DIRECTORS:

MELISA BAYON, Campaign Organizer

MEAGAN PERRY, Communications Director

VERN EDWARDS, Health & Safety Director

ROB HALPIN, Executive Director, PL

LAURIE HARDWICK, Organization Services Director

OGHO IKHALO, Senior Communications and Outreach Specialist

ETHIRAJU RAMACHANDAR, Administrator

JANE LIU, Controller

JODY JONES, Return-to-work Coordinator, PL

ERIN DOUCETTE, Worker Advocate, PL

CARROL ANNE SCEVIOUR, Human Rights and Women's Director

THEVAKI THEVARATNAM, Director of Research and Education

OFL & PREVENTION LINK STAFF:

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

PAULETTE HAZEL, Secretary

AMALIA SAVVA, Administrative Support

BRIAN MORGAN, Production Coordinator

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

RENATA PUCEK, Bookkeeper

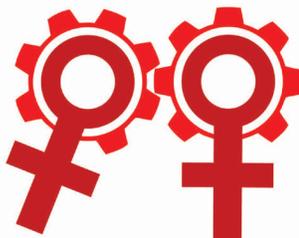
SUE FRATRIC, Secretary, PL

SISTER TO SISTER

OFL WOMEN'S LEADERSHIP SUMMIT

Mar 24 - 26, 2017

Unifor Family Education Centre,
Port Elgin



RETURN TO WORK

»»» PREVENTION LINK

DISABILITY PREVENTION STRATEGIES

One-Day Course » \$200

Learn how an effective Return to Work policy can be a win-win situation for all.

One of the greatest barriers for people with disabilities, when returning to work, is the process of reintegrating into the workplace.

Return to Work (RTW) best practices frame the foundation of the day-long course encouraging participants to use real life examples to put disability prevention into practice and learn the importance of a RTW policy.

For further information:

Tel. (416) 443-7683

Fax: (416) 441-1893

e-mail: info@preventionlink.ca

- BARRIE** » February 15, 2017
- LONDON** » February 22, 2017
- MISSISSAUGA** » February 28, 2017
- OSHAWA** » March 6, 2017
- THUNDER BAY** » March 23, 2017
- HAMILTON** » March 28, 2017



OCCUPATIONAL DISABILITY RESPONSE TRAINING
»»» PREVENTION LINK

PREVENTION LINK
»»» DISABILITY PREVENTION AT WORK



»»» preventionlink.ca