

OSSTF - District 10
Lambton Kent

ANNUAL MEETING OF THE DISTRICT ASSEMBLY

REPORTS

May 4, 2011
Oak's Inn, Wallaceburg



OSSTF/FEESO
District 10

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ANNUAL ACTION PLAN 2011-2012

to the Annual Meeting of District Assembly OSSTF District 10

PREAMBLE

This report is in keeping with the tradition of setting a District Annual Action Plan for the upcoming year. The Annual Action Plan indicates the areas in which District 10 intends to focus its resources, time, and staff. It includes ongoing initiatives and new action items. The District 10 OSSTF Annual Action Plan is formulated to complement the Provincial OSSTF/FEESO Annual Action Plan approved at AMPA 2011 and also to address local needs.

Our District personnel work with a variety of on-going initiatives throughout the year. Their tireless work must be acknowledged as a vital component of Member Services. Also, providing a firm foundation within our organization is the work of the Committees and Council. Their input, knowledge, and expertise supplement the work of our office, creating a true District-wide framework.

ANNUAL ACTION PLAN 2011-2012 – *Mobilizing the Membership*

There are three areas of special focus for District 10 in 2011-2012:

- The Provincial Election
- Collective Bargaining Preparation
- Collective Bargaining Lobbying

Provincial Election 2011

On Thursday, October 6, 2011, the Provincial Election will determine the next government. The District 10 President and District 10 Communications/Political Action Chair, or their representatives, will receive training at Leadership 2011 to support their efforts to mobilize the members for the upcoming provincial election. This initiative will be focused not only on getting our members out to vote for candidates who share the OSSTF goal to protect and enhance publicly funded education, but will also encourage our members to become actively involved in the election process by assisting local candidates who have been identified as priority ridings for OSSTF.

COST: currently in budget

Collective Bargaining Preparation

On August 31, 2012, the District 10 Collective Agreement will expire. Clearly, preparing for negotiations must be a priority in 2011/2012. District 10 will take part in the Provincial Collective Bargaining Committee's plan built around the theme, *Empowering Local Teams*, which includes extensive training for District 10 members at CBC Regional Meetings and a CBC/Provincial Executive Negotiating Conference planned for February 2012.

COST: currently in budget

Collective Bargaining Lobbying

District 10 will expand upon its lobbying efforts in 2011/2012 to highlight the importance of well-funded public education and the importance of the work done by our members. We will continue our efforts at communicating collective bargaining issues to our members, to our employer, and to the general public.
COST: currently in budget

Stephen Lynch, 1st Vice President
Terry Stitch, 2nd Vice President
OSSTF District 10

TREASURER'S REPORT
to the Annual Meeting of District Assembly
OSSTF District 10

Revenue, Expenditure, and Surplus - For the period ending March 31, 2011

REVENUE	Year to Date	Percent	Budget 2010-11
Provincial Funding	\$123,899.00	76%	\$163,000.00
Teacher Levy	\$31,746.11	56%	\$57,000.00
Occasional Levy	\$1,954.93	65%	\$3,000.00
EI Rebate	\$16,284.78	40%	\$41,000.00
Interest Earned	\$93.24	93%	\$100.00
Provincial Grants	\$3,587.80	179%	\$2,000.00
Professional Development/Training	4306.18	57%	\$7,600.00
TOTAL REVENUE	\$181,872.04		\$273,700.00

EXPENDITURES	Year to Date	Percent	Budget 2010-11
Accounting Fees	\$1,073.50	107%	\$1,000.00
Branch Rebates	\$4,000.00	100%	\$4,000.00
Building Maintenance Reserve	\$10,000.00	100%	\$10,000.00
Committee - CBC/Grievance/Staffing	\$2,097.30	28%	\$7,500.00
Committee - CPAC	\$972.57	22%	\$4,500.00
Committee - Educational Services	\$0.00	0%	\$250.00
Committee - Finance Committee	\$37.60	15%	\$250.00
Committee - Health & Safety	\$0.00	0%	\$1,100.00
Council Contingency	\$0.00	0%	\$5,000.00
Executive - Expenses	\$685.69	11%	\$6,000.00
Executive - Federation Officer's Salary	\$20,228.45	70%	\$28,725.00
Executive - President's Salary	\$30,191.71	70%	\$43,130.00
Meeting - AMDA	\$0.00	0%	\$4,000.00
Meeting - AMPA	\$3,226.88	65%	\$5,000.00
Meeting - Council	\$2,570.11	40%	\$6,500.00
Meeting - Executive	\$398.45	11%	\$3,500.00
Occasional Teachers Executive	\$429.60	86%	\$500.00
Office	\$69,583.82	59%	\$118,645.00
Professional Development - Provincial	\$5,785.48	76%	\$7,600.00
Professional Development - District 10	\$355.38	7%	\$5,000.00
Student Achievement Awards	\$14.62	1%	\$1,000.00
Labour Activities	\$455.00	76%	\$600.00
Labour Affiliations	\$701.75	78%	\$900.00
Retirement Dinner	\$0.00	0%	\$5,000.00
Social Activities	\$1,141.61	29%	\$4,000.00
TOTAL EXPENDITURES	\$153,949.52		\$273,700.00
Surplus (Deficit)	\$27,922.52		

Partial Balance Sheet - As at March 31, 2011	
Current Assets	
Chequing Account	\$31,639.90
Educators Financial Investment	\$130,000.00
RBC (GICs)	\$30,000.00
Building Maintenance Reserve	\$20,000.00
TOTAL CURRENT ASSETS	\$211,639.90

Thank you to the members of the Finance Committee: Al Duffy, Greg Sheeler and Barb Young

James Grant, Treasurer
OSSTF District 10

PRESIDENT'S REPORT

to the Annual Meeting of District Assembly OSSTF District 10

ELECTION READINESS - "ready, set...VOTE"

This initiative is an important stepping stone to mobilizing our members for the very important Provincial Election in October, 2011. As part of our Election Readiness plan, District 10 will focus on the involvement of members in the election process and motivating our members to vote.

OSSTF is 60,000 members strong. As such, we could influence the outcome of this election.

SECONDARY STAFFING COMMITTEE

The 2010-2011 school year was difficult for many of our younger members as surplus and redundancy situations were declared during the spring staffing. As September approached all teachers were recalled and placed. This was positive in that all were given 1.0 teaching assignments, although many did not have six contract lines. All permanent positions that arose during the year were posted to allow movement.

As District 10 faces the difficulties associated with declining enrolment, we will continue to be diligent in order to protect teaching jobs.

PROFESSIONAL SERVICES

The 2010 Annual Action Plan gave direction for this District to set as a priority, opportunities to *Involve the Not Yet Engaged*. An informal event organized by the Communications/Political Action Committee was held at Hiawatha Horse Park in Sarnia. The Annual Action Plan also focused on *Encouraging Potential Leaders*. The occasional teacher branch held an informative morning session followed by a social in the afternoon. Both events were well attended.

During the course of the school year, our office provided a number of workshops to help educate and inform our members. In 2010-2011, we were able to give two retirees' workshops, training for our Branch Presidents, several maternity leave workshops, a financial information session, and so on.

In addition, the District sent members to a number of regional and provincial conferences: Leadership, Region Three Health and Safety and Contract Maintenance, Provincial Collective Bargaining Committee Conference, Election Readiness, Education Services, Human Rights and Communications/Political Action Conferences. These experiences give our members a broader perspective on the affairs of the Federation.

A special thank you to Carolyn Trigatti and Hugh Garrett for their work at the District Office and to the entire membership for your continued support.

Barb Young, President
OSSTF District 10

As we head into the 2011 election, our memories of the onslaught experienced during the Harris years may have faded after two successive Liberal governments. Yet there is no question that public education and our members have benefited over the past eight years. It hasn't been perfect, but we must remain very clear about what the return of a Tory government would mean for public education, as well as for other concerns such as economic growth and jobs, health care, social policy, public services, and the environment.

Ken Coran, Provincial President

FEDERATION OFFICER'S REPORT

to the Annual Meeting of District Assembly OSSTF District 10

1. **Collective Agreement 2008-2012**

The current Collective Agreement expires in August, 2012. Priorities for the 2012 round of negotiations are being discussed at the Provincial level. District 10 will focus on local priorities beginning with a survey to gather member input in the Fall.

2. **Grievances**

We had a large number of grievances filed this year, partly due to issues dealing with class size violations. The purpose of these grievances is to strongly encourage all administrators to properly staff their schools and then closely monitor class sizes rather than “timetable” and not look at the classes again. Getting all of the administrators to do this is an on-going process.

Another grievance, dealing with the use of Study Room Supervisors, has been in arbitration since February, 2011. This is proving to be a very slow and time-consuming process but I remain optimistic that a positive outcome will result.

3. **Long Term Disability Plan**

Our LTD plan is renewed with OTIP annually on March 1st. There were no major changes to the plan in 2011. There was a minor increase in premiums for the 2011/12 year—less than one half of one percent.

OTIP has also enhanced their list of services with their Carepath Cancer Assistance Program. This service is available to any member or family members who would like assistance with navigating through the complex process of Cancer treatment.

4. **Workshops (Financial)**

Michael Spohn from Educators Financial Group is available to present financial workshops with teachers. His workshops deal with investing, retirement, mortgages and tax information. Many members are unaware that Educators Financial is solely owned by OSSTF and that the investment products and mortgages are provided to members and their families at a reduced percentage/cost.

5. **EAP (Employee Assistance Program)**

The Lambton Kent District School Board, in conjunction with Family Counseling Centre and Family Services Kent, has their new website available with online surveys on health and wellness issues. The centre will provide workshops for a fee that deal with issues such as Conflict Management, Dealing with Difficult People, Stress Management, Stressed Children, Anger Only Makes Things Worse, and Healthy Living, etc.

To enter the EAP website for LKDSB, go to www.myfseap.com. The groupname is: toLKDSB and the password is: health

Thanks to Barb Young for her efforts in helping this District run smoothly and to Carolyn Trigatti for her efforts in organizing the many meetings and events that are part of the operation District 10.

Hugh Garrett, Federation Officer

PROVINCIAL COUNCILLOR'S REPORT

to the Annual Meeting of District Assembly

OSSTF District 10

Provincial Council has dealt with many important items over the past twelve months. This has been a year where many changes have been discussed. Below are some of the important developments over which Provincial Council has deliberated.

One major change that was discussed at great length was that of **Organizational Restructuring**. The structure of the OSSTF Provincial Executive has not changed significantly in approximately 30 years. During those years, however, membership in OSSTF and the services offered to the members have changed dramatically. As such, restructuring was considered to improve the delivery of services, increase the number of Secretariat available for field duty, and improve the availability of support to bargaining units. The motion to adopt the proposed restructuring was approved at AMPA 2011.

A second significant change that was considered was the introduction of a **Council of Representatives**. After a comprehensive review of seven major structures, the Structure and Strategy Review Committee (SSRC) recommended that a new Council of Representatives (COR) be formed to replace the Provincial Council and the Sector Council of Presidents. The COR would allow presidents of each bargaining unit to be present, thereby improving the flow of information. The COR would also increase the number of representatives present for larger regions, and allow for weighted votes that more accurately represent the sizes of the districts. Those districts with multiple bargaining units would also have an increased representation. After a lengthy, and sometimes heated, discussion at AMPA, the motion to create the COR was defeated. The SSRC will continue to look at the proposal and fine-tune the recommendations.

Three major initiatives were outlined in the **Annual Action Plan** for 2011 – 2012. The first initiative is to prepare for the October 2011 provincial election with an Election Readiness conference in April, and additional training to help in the mobilization of members for the election. The second initiative is to prepare negotiators for the 2012 round of Collective Bargaining, with the addition of training and conferences. Finally, lobbying efforts will be reviewed and updated. The expanded use of production staff, small-scale video production and social networking will be used to promote the importance of a well-funded public education system.

2011 was an election year for the **OSSTF Executive**. President Ken Coran was re-elected. Paul Elliot was re-elected and Harvey Bischof elected as Vice Presidents. Earl Burt continues as Treasurer. Scott Marshall was re-elected and Cindy Dubu  and Leslie Wolfe were elected as Executive Officers.

Finally, on a local note, D10 Occasional Teacher James Grant received the prestigious **Wendell Fulton Award** at AMPA 2011 for his political efforts and contributions. James joined his first political organization at the age of 16, and is now politically involved at both the provincial and federal levels. James serves as Treasurer of the Sarnia and District Labour Council, and is a member of the OSSTF's Provincial New Member Engagement Committee, and the Canadian Labour Congress' Young Workers' Committee. James is also an active contributor to numerous local teams and committees. Congratulations to James on this well-earned honour.

Steve Spring, Provincial Councillor
OSSTF District 10

OCCASIONAL TEACHERS' REPORT

to the Annual Meeting of District Assembly OSSTF District 10

This past year several Occasional Teachers have been involved in committee meetings and workshops. Our Vice-President, James Grant, is also the Communications/Political Action Chair and Treasurer of the District. I continue to serve on the Collective Bargaining Committee as the Chair of the Contract Maintenance Sub-Committee. This involves presenting workshops at District meetings on contract maintenance, grievance and arbitration. At the annual Collective Bargaining Committee Conference in Toronto (April 1 - 2, 2011), the Committee will produce and present a video based on an actual arbitration.

James and I continue to serve on the local Labour Council. He is the Treasurer and I have been asked to be Chair of the annual Links to Life banquet for a second year.

Three Occasional Teachers were voting members at this year's Annual Meeting of Provincial Assembly held in March. Since it was an election year and several contentious resolutions, it certainly was a very interesting three days.

For the second year we held a Professional Development day for our members. The November meeting held at the District Office attracted the largest group to date. Two Provincial Secretariat members were in attendance to give mini workshops.

I would like to take this opportunity to thank the many on Executive and Council who have gone out of their way to give me help and support in my second year as President. A special thanks to our Office Manager, Carolyn Trigatti, who continues to keep us informed and on track with the many deadlines that seem to sneak up on us. Finally, thanks to my entire Executive team of James Grant, Geoff Core and Geoff Brenders. Their input on issues is appreciated.

Al Duffy, Occasional Teachers' Branch President
OSSTF District 10

HEALTH AND SAFETY REPORT

to the Annual Meeting of District Assembly OSSTF District 10

The Full Joint Health & Safety Committee (JHSC) has met three times this school year on the following dates: September 9, 2010, January 13, 2011 and March 10, 2011. We are scheduled to meet again on June 7, 2011.

The minutes of the JHSC meetings can be viewed on the Health and Safety link via the Board intranet.

The members of the JHSC are:

Mike Dodman	CUPE	David Page	OSSTF
Mac Leitch	Human Resources	Andy Scheibli	Plant Operation

Guests:	Wendy Pitvor	Health & Safety Officer
	Connie Ogilvie	Health & Safety Officer
	Betty Meyskens	Health and Safety Secretary
	Jim Morton	Principal Representative

Training:

A Representative Training session was held at Wallaceburg District Secondary School on November 10, 2010. The session covered the following:

- i) The morning session focused on “Violence in the Workplace” (Bill 168) and how to conduct a Violence Risk Assessment. Following this a brief survey of each school was completed.
- ii) The afternoon session was geared towards the general duties of a site based Health and Safety Representative. The following items were covered during this session.

Site Inspection Review:

- Overview Power Point Presentation – presented by Wendy Pitvor
- Inspection Check List – presented by Mike Dodman
- Due Diligence – presented by David Page
- Electronic Report Status – presented by Connie Ogilvie

Review of Administrative Procedures:

- Secondary Technology – presented by Mike Dodman
- Family Studies – presented by Wendy Pitvor
- Secondary Science – presented by David Page
- Working Alone – presented by Connie Ogilvie

Secondary Committee Projects:

- Lockout – presented by Wendy Pitvor
- Hoist Inspections / Drama Inspections – presented by Wendy Pitvor
- Technology & Science Audits – presented by David Page
- Science Teacher Prep Course – presented by David Page
- WHMIS / MSDS /Labeling – presented by Mike Dodman

Ministry of Labour Blitzes:

- Auto Shops – presented by Wendy Pitvor
- Musculoskeletal Injuries – presented by Wendy Pitvor

The Training Day finished with a Review / Question session hosted by Wendy Pitvor.

A four-day Health and Safety Certification Part 1 training Workshop # 6289 was held in November 2010 at Wallaceburg District Secondary School and another, Workshop # 6326, was completed at the same location on March 2, 2011. The course provided basic training to workplace health and safety representatives and an understanding of the Occupational Health & Safety Act, as it pertains to JHSC and employer and employee responsibilities. Part 2 must also be completed to be fully certified as a Joint Health & Safety Committee Member under the *Occupational Health & Safety Act*.

My role as Health and Safety Officer 2010/11 was to:

1. Participate in the JHSC promoting Health and Safety recommendations concerning auditing, accountability, defining roles and responsibilities and communication to all stakeholders on Health and Safety Policies and Procedures.
2. Conduct Health and Safety system audits of two high schools, Wallaceburg District Secondary School and Northern Collegiate Institute & Vocational School, with the CUPE representative and a Health and Safety Officer.
3. Review monthly Inspection Reports from all secondary schools and weekly Incident Reports submitted by the Lambton Kent District School Board.
4. Help organize and deliver appropriate training for OSSTF Health and Safety Representatives in all of our high schools along with a pilot Science Prep. Course for teachers new to teaching the subject.

E-Training for Health and Safety:

Mould, Ladder Use, Slips/Trips and Falls modules have been released and should have been completed by all staff by now. WHMIS training module is to be ready for training during April 2011. Asbestos and Advanced Ladder training modules are expected to be ready for September 2011.

Site Based Representatives of the Joint Health and Safety Committee:

Location	O.S.S.T.F.	C.U.P.E.	Management	Telephone
Alexander Mackenzie	Frank VanPraet	Angela Clayton	Laura Smith-McKelvie	519-542-5505
Blenheim District	James Johnston	Mike Dodman	Mark Sherman	519-676-5485
Chatham Kent	Gord Williams	Jim DeWael (Andrew)	Barb Goldhawk/Todd Haskell	519-352-2870
John McGregor	Karen Parent	Ann Fife	Mike McDonald	519-354-1740
Lambton Central	Kevin Kerby, Mike Petrus	Blake Eastman	Phil Warner	519-882-1910
Lambton Kent	Mike McGrail	Jeff Chesney	Gary Girardi	519- 683-4475
Northern	Jim Stover	Renata Maola	Sean Keane	519-542-5545
North Lambton	Elke Ward	Jim Hansen	Jim Morton	519-786-2166
Ridgetown	Brian de Bakker	Rose Haines	Mark Hunt	519-674-5449
Sarnia Collegiate	Tessa Catton		Linda Jared	519-336-6131
St. Clair	♦ Jerome DeSchiffert	Vittoria Salustro	Tim Hummel	519-332-1140
Tilbury District	Rob Sztrolovics	Kim Belanger	Pam Dobbs	519- 682-0751
Wallaceburg District	♦ Al Foster	Russel Hebert	Rhonda Leystra/Rob Lee	519- 627-3368
Warehouse/Maintenance Shop	N/A		Barna Lenkey	519-332-8183
Maintenance, Chatham		Lee Foster	Tom Leboeuf	519-354-3775
George Perry, Adult Ed		Valerie Berube	Tim DeActis	519-383-8787

COMMITTEE SUPPORT

Committee Technical Advisor & Resource	Committee Secretary	Resource
<p>♦ Wendy Pitvor, Health & Safety Officer Sarnia Education Centre P.O. Box 2019, 200 Wellington St., Sarnia, ON N7T 7L2 Phone: 519-336-1500 Ext. 31468 Fax: 519-337-0613</p>	<p>♦ Betty Meyskens, Human Resources, Sarnia Education Centre P. O. Box 2019, 200 Wellington St., Sarnia, ON N7T 7L2 Phone: 519-336-1500 Ext. 31322 Fax: 519-336-9416</p>	<p>♦ Mac Leitch Director of Human Resources Sarnia Education Centre P.O. Box 2019, 200 Wellington St. Sarnia, ON N7T 7L2 Phone: 519-336-1500 or 519-354-3770 Fax: 519-336-9416</p>
Committee Support		Committee Support
<p>Barbara Young O.S.S.T.F. President, District 10 50 Ube Drive Sarnia, ON N7W 1B6 519- 542-1600, Fax 519-542-4446</p>		<p>Irene Duff, C.U.P.E. President, Local 1238, 1542 Dufferin Ave., Wallaceburg, ON N8A 2W9 1-866-246-6604, 519-627-9087, Fax 519-627-9307, Cell Phone 519-312-2755, Home 519- 332-8875</p>

I would like to offer my thanks to all those mentioned above for the work they do in ensuring that our workplaces are as healthy and safe as possible. I would also like to remind them that both Mike Dodman (CUPE) and I are available to assist with concerns / inspections at any of our high schools.

Dave Page, Health and Safety Officer
OSSTF District 10

COMMUNICATION/POLITICAL ACTION REPORT

to the Annual Meeting of District Assembly OSSTF District 10

It has been an interesting year for the Communications/Political Action Committee portfolio with so much activity under way at Queen's Park. The seriousness of this fall's Ontario general election cannot be understated when it comes to the effect it will have on the education system.

Dalton McGuinty hasn't done a very good job of winning over Ontario's voters if you are to take into account any of the polls reported on in the press. Many OSSTF members in our District could very well be disillusioned with his leadership as well. The alternative, however, may be a Conservative government that would reduce the funding to public education in order to balance the budget. A new "common sense revolution" one might predict.

Tim Hudak and the Conservatives pose a significant challenge to contract negotiations if they form the next government in Ontario. Hudak, a former Mike Harris cabinet minister and husband to former Harris aide Deb Hutton, is going to be looking to cut much in the same way his former boss did. If you can't remember those days, take a minute to ask a teacher who taught under Harris what it was like. It is important to do so.

Come September when school is back in session, the OSSTF will be firing up our campaign to protect public education in our Province. We will need the help and support of every member in our District. We hope to be able to count on you.

By September we will have the platforms of all political parties and a better understanding of the situation at hand. So, get rested up this summer!

James Grant, CPAC Officer
OSSTF District 10

HUMAN RIGHTS REPORT

to the Annual Meeting of District Assembly OSSTF District 10

*I may disagree with what you have to say, but I shall
defend to the death your right to say it.*

- Voltaire

Human Rights...yours to protect.

As of March 2011, there were no reported incidents in District 10 concerning any of the following:

- Violations against the Ontario Human Rights Code;
- Violations against the United Nations Universal Declaration of Human Rights; and
- Reports of Workplace Harassment/Discrimination.

Recent developments on the international front have dominated discussions of violations of Human Rights. Although there have been no requests for relief assistance, each District and Branch may give both moral and monetary support to help those fighting human rights abuses. There are two main issues that have taken centre stage in early 2011:

- the move towards democracy in Egypt, Tunisia, Bahrain, and Libya where ordinary citizens are taking on the forces of autocratic and dictatorial governments;
- the move initiated by a democratically elected government in Wisconsin to strip away collective agreements.

These two issues should move all OSSTF members to give their support because they both involve basic Human Rights. Sometimes we may become passive because we are protected by a democratic system. However, the events in the United States should be a wake-up call for all OSSTF members that nothing is untouchable. With the upcoming Provincial Election, members should not be complacent with the educational system in Ontario because our present provincial contract which expires a year after this election. The recent "democratic" events in Wisconsin prove that nothing is safe even after many years of accepted practice. This surge of "Tea Party Politics" is slowly creeping into Canada. Look at the action of the Liberal Government and the TTC in Toronto to take away the right to strike. That action should serve as a wake-up call. What rights could OSSTF lose if a new wave of politics enters Ontario during and following the next election? Wisconsin showed that no organization is immune.

With the issue of the insurgency of democracy in very autocratic countries in February-March 2011, perhaps OSSTF members must re-examine the events of Ontario Labour History and the basic rights of workers, and decide how far they are prepared to protect the accomplishments of those who came before. As current events have so clearly shown, in order to protect basic Human Rights one must be willing to be politically active.

If you are interested in fighting poverty from within Canada, an interesting link to go to is <http://www.makepovertyhistory.ca/>

2011-2012 District 10 Human Rights Objectives

1. The thrust for 2011-2012 will be to build up local interests in international events where there are reports of Human Rights abuses. Active Human Rights Branch Committees should be set up to make all members aware of what is happening and what repercussions there could be. The absence of any local Branch issues in 2010-2011 should not preclude the fact that none will arise. Branch Human Rights Officers should speak early to members about their purpose in the schools.
2. Local, national, and international Human Rights days/months [Black History Month; International Day For The Elimination of Racism; the Elimination of Violence Against Women; African Heritage Month; Aboriginal Peoples Day] will be openly celebrated in all schools.
3. District 10 members' accomplishments in the area of Human Rights, including the efforts of both teachers and students to assist in relief fundraising, will be made known to all Branches for information and encouragement for others.
4. Classroom resources available from OSSTF/FEESO will be circulated to all teachers via the Branches' Human Rights Committees or Branch Presidents. There are many "classroom ready" lesson plans in accordance with the Ontario Ministry of Education curriculum.

Dave Edwards, Human Rights Officer
OSSTF District 10