

## Provincial Executive Liaison Report

To: District 10, District Council

From: Colin Matthew, Executive Officer

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### 1. In-House Equity Team and OSSTF/FEESO Equity Action Plan

The Federation has developed a structure for equity supported by a provincial Equity Officer, [a provincial In-House Equity Team](#), an Equity Advisory Work Group, and In-House Equity Work Group. There are several [committees and work groups](#) made up of members that assist the Federation in reducing barriers to member participation and fostering equity and inclusion within OSSTF/FEESO.

- The Equity Officer, a member of provincial office staff, provides advice and assistance to members regarding equity-based barriers to participation in the Federation. Don't hesitate to get in touch with Jennifer Seif by email at [jennifer.seif@osstf.ca](mailto:jennifer.seif@osstf.ca).
- The Provincial In-House Equity Team comprises provincial office staff, including the Equity Officer, who promote equity, anti-racism and anti-oppression within the Federation.
- The Equity Advisory Work Group is tasked to advise the Equity Officer about addressing barriers to participation and fostering equity and inclusion within OSSTF/FEESO.
- The In-House Equity Work Group is tasked with organization issues related to caucuses, training, self-identification, and employment equity.

There are several committees and work groups made up of members that assist our Federation in reducing barriers to member participation and fostering equity and inclusion within OSSTF/FEESO.

#### **Comité des services en langue française**

This committee advises our Federation on matters relating to the unique needs of Francophone members and members who speak French as part of their role within OSSTF/FEESO and to French education.

#### **Equity Advisory Work Group**

This work group consists of members representing the diversity of OSSTF/FEESO's membership and advises our Federation on any matters related to inclusion and equity within our Federation and any other matters referred to by the Provincial Executive.

#### **First Nations, Métis and Inuit Advisory Work Group**

This work group consists of members who self-identify as First Nations, Métis or Inuit and advises our Federation on any matters affecting First Nations, Métis and Inuit members and education policy, and any other matters referred by the Provincial Executive.

**Human Rights Committee**

This committee advises our Federation on human rights matters within our union and assists in upholding our Federation's objectives to ensure equity and inclusiveness in the workplace and is a forum to advise on human rights issues relevant to members.

**Status of Women Committee**

This committee monitors the professional status of women members of our Federation, advises our leadership on the need for appropriate action concerning any developing trends, and provides a forum for discussing issues relevant to women in OSSTF/FEESO.

**Black Persons and Persons of Colour Advisory Work Group**

This work group consists of members who self-identify as Black or racialized and advises our Federation on any matters related to inclusion and equity for Black and racialized members within our Federation and any other matters referred by the Provincial Executive.

The Provincial Executive has temporarily increased the Black Persons and Persons of Colour Advisory Work Group from 10 to 25 Members-at-Large for the 2021-2022 school year. The BPPOCAWG was organized in February 2021 and has been held since. All 10, 2020-2021 terms were extended, and all applicants (15) were added to the group for the 2021-2022 year.

The BPPOCAWG will be working on the following in the fall:

- Establishing a new name for the advisory work group
- Review of Dismantling Anti-Black Racism Committee motion
- Review and analysis of the Action Plan to Support Equity and Anti-Oppression with the addition of timelines
- Review of Roberts Rules
- Participation in focus groups and one on one interviews

For OSSTF/FEESO resources and to view our Action Plan to Support Equity and Anti-Oppression please visit <https://www.osstf.on.ca/about-us/what-we-stand-for/equity.aspx>

**2. COVID-19 FAQ**

There are four documents addressing frequently asked questions (FAQs) on the following topics:

1. COVID-19 and Vaccine Science
2. COVID-19 Vaccination Policies
3. COVID-19 Vaccination Exemptions
4. COVID-19 Vaccination Disclosure

These documents were emailed out to Bargaining Unit Presidents on Friday, September 3. These documents are to be shared with members and are posted on the secure <https://me.osstf.on.ca> website, which should also be communicated to members.

If you have any questions about the FAQ documents, please contact your Protective Services field secretary.

### 3. PE/Secretariat District/Bargaining Unit Liaison Assignments

Attached please find a listing of Field Secretary topics/questions broken down by Department: Protective Services; Educational Services; and Political Action/Communications. Your Field Secretaries for 2021-2022 are:

Protective Services	Educational Services	Political Action/Communications
Dan Staples <a href="mailto:dan.staples@osstf.ca">dan.staples@osstf.ca</a>	Ellen Hinan <a href="mailto:ellen.hinan@osstf.ca">ellen.hinan@osstf.ca</a>	Tracey Germa <a href="mailto:tracey.germa@osstf.ca">tracey.germa@osstf.ca</a>

### 4. OSSTF/FEESO to Conduct Survey Examining Rules of Order

During the 2021 Annual Meeting of the Provincial Assembly (AMPA), delegates and alternates raised significant concerns about the Rules of Order that the Ontario Secondary School Teachers' Federation (OSSTF/FEESO) uses to govern their meeting. To address this concern and as part of an overall strategy to combat systemic racism and oppression within the Federation informed by *the Action Plan to Support Equity and Anti-Oppression*, an examination of the Rules of Order will be undertaken. Specifically, the study focuses on the barriers that members may have experienced when navigating the Rules of Order.

#### Who can participate in the survey?

Any OSSTF/FEESO member who has attended AMPA in the last four years as a delegate or alternate will receive a secure link to the survey.

#### What are you being asked to do?

You are being asked to voluntarily complete an online survey that should take approximately 10-12 minutes to complete.

Once the survey has been completed, participants will be given the opportunity to enter their name into a draw for a chance to win one of five cash prizes valued at \$100 each.

#### Confidentiality

Several steps will be taken to ensure your confidentiality should you participate in this survey.

This survey is anonymous and, as such, will not be collecting information that will easily identify you, like your name or other unique identifiers. All results will only be presented in aggregated form, and no aggregated results with less than five responses will be reported.

The survey will close on September 20 at 11:59 p.m.

### 5. OSSTF/FEESO Education Platform for 2022 Elections

OSSTF/FEESO initiated the education platform development process at its earliest point in recent history. The process began on January 29 with Education Platform consultations with local leaders. This was followed by a comprehensive policy consultation outreach that included districts, bargaining units, committees, work groups, community groups, parent groups and individual members. An online consultation process was created and all were encouraged to make submissions.

The submissions were subsequently reviewed by Provincial Office staff and the Provincial Executive. The final Education Platform document was released at Provincial Council on June 4.

The OSSTF/FEESO Education Platform is now available on our website at: <https://www.osstf.on.ca/public-education/strengthening-public-ed-rebuild-ontario.aspx>. OSSTF/FEESO has met and engaged in discussions about the platform with the Liberals, NDP, and the Greens.

## 6. **Presidents' Symposium**

The Presidents' Symposium held on August 18–20 brought together Bargaining Unit presidents from across the province for three days of intensive training using a virtual platform. The first day provided training for new and second year presidents, while the remaining two days saw presentations and workshops delivered to all presidents.

Former OSSTF/FEESO Provincial Executive Officer, Pat Wright, gave a two-part presentation to all presidents called *Effective Tools for Addressing Race and Equity Issues*. In addition, Pat provided a workshop for new presidents called *Perspectives on Leadership in a Diverse Union*. Presidents had access to training sessions focusing on a variety of topics that will support the work they do in their Bargaining Units.

President Karen Littlewood opened the full session of the symposium on August 19 with an address to all delegates. Members can view **President Littlewood's address** on the OSSTF/FEESO YouTube channel. A transcript of the president's address is available [here](#).

## 7. **Ontario Federation of Labour**

The OFL Action Report is regularly posted on the OFL website. [www.actionreport.ofl.ca](http://www.actionreport.ofl.ca) It contains information about upcoming events and actions that the OFL is undertaking. Along with the new video ad, the OFL launched [www.DougFordDisaster.ca](http://www.DougFordDisaster.ca), which has a new tool for people to write to themselves about what it has been like living under Doug Ford's leadership. People can schedule their letters as an email reminder for themselves ahead of next year's election.

We know Ford's failures extend beyond his government's pandemic response. From massive cuts to education to his unprecedented use of the notwithstanding clause to silence his critics by ramming through Bill 307. A year out from the election, we're encouraging Ontarians to virtually '[tie a string around their finger](#)' so they won't forget any of it.

To view and share the latest OFL Video: <https://youtu.be/89Wdn78uuL8>

## 8. **OSSTF/FEESO Support of Boycott of Sheraton Hotel**

In March of this year, management at the Sheraton Ottawa Hotel made the unfortunate decision to terminate 70 employees, many of whom are women and racialized workers, despite accessing Federal government supports designed to prevent such actions.

Further, they appear to be the only hotel in the National Capital Region of Ottawa taking this unwarranted and calculated action against their valued employees, many of whom have given decades of service and economic benefit to their employer.

The Sheraton Ottawa Hotel, like other Sheraton Hotels, is independently owned. The owner of the hotel, Keck Sang from Hong Kong, clearly has no regard for workers' rights and, ultimately, is attempting to bust this small chapter of 70 members of UNITE HERE Local 261.

Like other Ontario hotels, the Sheraton Ottawa had the option of keeping their loyal workers and either paying them through the pandemic or laying them off, according to their collective agreement provisions, enabling them to be called back post-pandemic. Unfortunately, Keck Sang has instead decided to terminate all 70 of their workers, ignore their collective agreement provisions and prevent them from having any rights to recall. According to Patty Coates, President of the Ontario Federation of Labour, the concern of the union is that not only will those workers need to find other employment post-pandemic, but also the hotel will change job titles and classifications, enabling them to hire lower-paid, non-unionized workers with few to no rights and essentially busting this union local.

OSSTF/FEESO is supporting the boycott of the Sheraton Ottawa Hotel until the hotel management honours the collective agreement of the 70 members of UNITE HERE Local 261. The hotel must bring back the terminated workers and extend their recall rights so that when the work comes back, the workers will be brought back to the positions they held before the COVID-19 pandemic. OSSTF/FEESO will not be using the Sheraton Ottawa Hotel for any accommodation purposes until the worker's rights, afforded to them under the collective agreement, are honoured.

OSSTF/FEESO has also sent a letter to the management of the Sheraton Ottawa Hotel to voice OSSTF/FEESO's concerns and to indicate that OSSTF/FEESO will be looking for alternative venues moving forward until this matter is satisfactorily resolved.

To take further action, you can visit <https://actionnetwork.org/letters/sheraton-ottawa-why-are-you-firing-workers/>

## **9. OTPP/OMERS Workshops**

Please be advised that OSSTF/FEESO and Educators Financial Group (EFG) will continue to provide OTPP and OMERS pension webinars to our members until the end of semester one. In semester two, we will be returning to in-person workshops and holding a few webinars for members who prefer that format. Leaders are encouraged to promote the webinars to their members.

These webinars will focus specifically on pension planning and retirement. Whether members are fifteen years from retirement or a few months away, they will discover common sense financial strategies and retirement planning ideas. The webinars are approximately 75 minutes long and allow members to ask questions of the OSSTF/FEESO and EFG presenters.

Members will also be able to request a meeting to speak privately with an EFG the financial specialist assigned to their region when they complete the survey, or they can submit a request through the following web link: <https://educatorsfinancialgroup.ca>

### OTPP Pension Webinars

OTPP members should choose from one of the following dates for the OTPP Pension Webinar.

Please register using the link below for the date that you have selected.

- Tuesday, October 5, 2021, 4:00 p.m. – 5:15 p.m.  
<https://attendee.gotowebinar.com/register/1000744014867480847>
- Wednesday, October 20, 2021, from 4:30 p.m. – 5:45 p.m.  
<https://attendee.gotowebinar.com/register/6504290094072490767>
- Wednesday, November 24, 2021, from 5:00 p.m. – 6:15 p.m.  
<https://attendee.gotowebinar.com/register/1466504836976850188>
- Thursday, January 13, 2022, from 4:30 p.m. – 5:45 p.m.  
<https://attendee.gotowebinar.com/register/1903909254203851788>

### OMERS Pension Webinars

OMERS members should choose from one of the following dates for the OMERS Pension Webinar.

Please register using the link below for the date that you have selected.

- Wednesday, October 6, 2021, from 5:30 p.m. – 6:45 p.m.  
<https://attendee.gotowebinar.com/register/6273350870797608719>
- Tuesday, October 19, 2021, from 6:00 p.m. – 7:15 p.m.  
<https://attendee.gotowebinar.com/register/1706521628248646927>
- Tuesday, November 23, 2021 from 6:30 p.m. – 7:45 p.m. **(French webinar)**  
<https://attendee.gotowebinar.com/register/6952657741741903116>
- Saturday, December 4, 2021, from 10:00 a.m. – 11:15 a.m.  
<https://attendee.gotowebinar.com/register/5886442624589890060>
- Wednesday January 12, 2022, from 5:00 p.m. – 6:15 p.m.  
<https://attendee.gotowebinar.com/register/4886128935871848972>

## **10. Recent DBU Memoranda**

- 024 - OSSTF/FEESO Speaker Bank Expanding and Looking for New Voices
- 023 - Update on OSSTF Provincial Operations
- 022 - OFL Convention 2021
- 021 - Ministry Correspondence - Instructions issued by the office of the CMO of Health
- 020 - Ministry Correspondence - Mandatory Immunization Disclosure Policy - Rapid Antigen Testing Updates
- 019 - Ministry Correspondence - Covid 19 - Immunization Disclosure Policy
- 017 - CLC - Workers Are The Recovery Labour Day Campaign Launch
- 016 - OTPP and OMERS Pension Workshops
- 015 - National Day for Truth and Reconciliation, Orange Shirt Day, Truth and Reconciliation Week
- 014 - Communications Specialist Job Posting
- 013 - Selection of Election Organizers - Update
- 012 - Ministry Correspondence - COVID-19 School Testing Pilot Program
- 011 - COVID-19: Immunization Disclosure Policy - School Board Implementation Resource
- 010 - Revised PPM No. 151 - Professional Activity Days
- 009 - Analysis of the Governments Return to School Plan for September 2021

- 008 - Staffing Chart - Updated Secretariat Assignments 2021-2022
- 007 - Ministry Correspondence - COVID-19 Immunization Disclosure Policy & Testing Requirements
- 006 - Ministry Correspondence - Ontario College of Teachers Governance Modernization
- 005 - Ministry Correspondence - COVID-19 Absence Reporting and Board Leads 2021-22
- 004 - Ministry Correspondence - School Ventilation
- 003 - Appointment of In-House Legal Counsel
- 002 - OSSTF - FEESO Support of Boycott of Sheraton Ottawa
- 001 - Benevolent Council Application Form 21-22

CM/jm

*Protecting and Enhancing Public Education*  
*Protéger et faire avancer l'éducation publique*

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**Fédération des enseignantes-enseignants**  
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## Division of Field Secretary Questions and Topics

<b>Protective Services</b>	<b>Educational Services</b>	<b>Political Action/ Communication</b>
Grievance/Arbitration	Constitution	Communication Training and Assistance
Collective Agreement Issues/Labour Relations	Steering/Meetings	Lobbying (Trustees, MPP's etc)
Member Discipline	Member Counselling/ Professional Difficulties	Media Relations
Legal Assistance	Certification/Qualifications	National/International Work
WSIB/LTD/EI	Ministry Initiatives	Labour Council Liaison
Accommodation	Collaborative Professionalism	Member and Community Engagement
College Complaints	Mediation/MSRB	Human Rights
Performance Appraisal Representation	Performance Appraisal Support	Union Anti-harassment Work
Employee Harassment	Equity and Mentorship	Elections
Workplace Rep. Training	Workplace Rep. Training	Workplace Rep. Training