Student Achievement Awards

We all know “One Strong Woman’. We all have one in our lives. She may be a teacher, mother, best friend or an activist that we have read about. That was the inspiration for the OSSTF/FEESO 2020 Student Achievement Awards. We received submissions from the most remote locales to busy metropolitan centres across Ontario. Whether Writer’s Craft or Visual and/or Media Arts, teachers and education workers are using the Student Achievement Awards, in honour of Marion Drysdale, as an essential tool in classrooms to engage all students.

This year, our creative artists, whether in visual or digital/media arts, excelled. The OSSTF/FEESO judges had great difficulty choosing a winner in each category.

The nine award winners will be officially honoured at AMPA during a ceremony featuring the traditional video and will be presented with awards of $1,000 each. For a sneak peek at the provincial winners, please read on.

In the Prose and Poetry Division, Diya Verma, of Mayfield Secondary School in Caledon, was the winner of the Intermediate Academic 9–10 category, with an incredibly touching story called Luna. This story highlights the hate turned regret of a mother at the changing identity of her son to a daughter. Diya’s story encourages us to love before it is too late and to be compassionate and accepting, even when we do not always understand.

In the 11–12 College/Workplace category, Julie Mak, of Stephen Lewis Secondary School in Thornhill, narrates the loneliness and agony of striving for the perfection of being and becoming a strong woman in The Golden Goose. Julie perfectly illustrates the great effort that many women must make to balance life while striving to be perfect. She shows how letting go of that false expectation opens up the possibilities for a change from stressful perfection to her realization that “Life should be an enjoyable adventure.”

Livvy Blaber, of Gloucester High School in Gloucester, won the category of French Prose and Poetry 9–10, for her poem, Ma definition d’une femme forte—My Definition of a Strong Woman.

Winner of the Intermediate 9–10 Visual Arts category, Arc en ciel du futur actuel by Yomna Ismail, École secondaire Gaétan-Gervais in Oakville

Winner of the Senior 11–12 Visual Arts category, A Garden of Support by Sarah Hancock, Nottawasaga Pines Secondary School in Angus

Maria Fernanda Lima Fernandes Reis of John F. Ross Collegiate Vocational Institute in Guelph claimed the Intermediate 9–10 Applied/Essential with her beautiful poem about her mother called Fabiana. Maria, an International Baccalaureate student from Brazil, shares with us the struggles that her mother encountered on her journey to becoming a physician, a mother and a strong role model for Maria. She also cites her teacher, Ms. Taylor in her supporting letter to us, saying that her poem is “in fact, the fruit of three strong women: the one who inspired it, the one who wrote it, and the one [Ms. Taylor] who believed in it.”

Brooke Sinclair, a student at Lambton Central Collegiate & Vocational Institute in Petrolia, won in the Senior 11–12 University category for her poem And You Will Sing, inspired by Indigenous singer, Buffy Sainte-Marie. Brooke takes us through Buffy’s life, through painful words of the genocide of her people and the forced assimilation of children through the church. The words Brooke uses are strong and powerful, and yet, in the end, she marveled at how, despite the pain Buffy felt and has lived through, she sang.
Livvy writes that she aspires to be a strong woman in the future. Caring, compassion, understanding, and strong. She describes the qualities that she believes part of being a strong woman, as seen in the inspiration of her poem, her mentor, Kelley.

The winner of the French Prose and Poetry 11–12, Sophia Andia from Colonel By Secondary School in Gloucester, moved us with her work *Une Ode aux Vergetures—An Ode to Stretch-marks*. The piece speaks to fretting, as women, about the physical imperfections on our bodies, when we should be amazed at the remarkable things our bodies have done. A woman’s strength has made those lines. The writer states, “The strength that flows in a woman’s veins is similar to the silk that flows on her skin.”

École secondaire Gaétan-Gervais in Oakville is home to Yomna Ismail, whose art piece *Arc en ciel du future actuel*, depicts three strong young women, each working in different fields, who are the future female change makers in the world. The artist’s realistic portrayal of each woman makes them instantly recognizable on a backdrop of the colours of their chosen fields, depicted as a rainbow.

Sarah Hancock, a second time Student Achievement Award winner from Nottawasaga Pines Secondary School in Angus, stunned us again with her artistic excellence. Her piece, *A Garden of Support*, was the winner of the Senior 11–12 Visual Arts. Meticulously drawn, this piece took over 80 hours of pencil work to create. A woman is depicted as a garden, beautiful with flowers, grounded in the earth but surrounded by parasites that might destroy her. Sarah states that “Misogyny will try to break us, but our roots are strong” and we definitely see that in this piece.

Finally, the winner of the Digital Arts 9–12 category was Issra and Isaac Ali, of Harold M. Brathwaite Secondary School in Brampton, for their original song, *Fragrant*. This hip-hop piece was recorded, produced, and performed by Issra and Isaac and highlights their mother’s perseverance over the major trials and tribulations she was faced with growing up in Vietnam. The piece refutes the claim that throughout history, and in some cultures currently, women are subordinate, overly emotional, and weak.

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**International Women’s Day 2020**

International Women’s Day is marked every year on March 8. Born during the early struggles for women’s equality, International Women’s Day has served two primary purposes through the years. It is both a celebration of the achievements and contributions of women and a reminder of the need for continued work to maintain and extend equality rights. Gradually the emphasis has shifted more to the first goal, and today the celebration has become a truly global day of recognition, spanning both the developed and developing worlds.

Certainly, Canadian women have much to celebrate. Equality is enshrined in our Charter of Rights and Freedoms. Women participate in higher education in greater numbers than men do, while women’s presence in the labour force continues to grow. We should not make the mistake, however, of thinking we have achieved complete equality. A growing gender wage gap, high rates of poverty and violence, particularly among First Nations women, and inadequate representation of women in government underline the fact that there is still much to do.

Neither should we think that our achievements are unassailable. In recent years, governments have taken several actions that undermine women’s equality, including the scrapping of a national childcare program, the removal of the right to pay equity for federal public sector workers, the de-funding of women’s advocacy groups, as well as the closure of the majority of Canada’s Status of Women offices. Current governments across Canada are taking action to roll back women’s reproductive rights.

Perhaps the time has come for Canadian women to return to the second goal of International Women’s Day and take action, both to protect our achievements and to extend equality benefits to those women in Canada who do not currently enjoy them. The theme for International Women’s Day 2020 is #EachForEqual and is built on the idea that individual beliefs, conversations and actions can have a positive impact on our larger society.

International Women’s Day events will take place in many communities across Ontario. Here are a few of the publicized events:

- **Collingwood**—panel discussion and networking social on Simcoe Street 2–4 p.m.
- **Toronto**
  - International Women’s Day Gala at Hart House 5 p.m.
  - Eat for Equal (March 6) 240 Richmond Street 8 a.m.
  - Women Empowering Women Forum, 192 Spadina Avenue 2 p.m.
  - IWD Celebration, Toronto City Hall, 1 p.m.
  - Gr(iris) 20 Leadership Forum (March 7), 44 Gerrard Street East 9 a.m.
- **Guelph/Wellington**—(March 5) at the Grand Guelph, 340 Woodlawn 4 p.m.
- **Niagara** (March 6)—IWD with Autumn Peltier, Fallsview Resort, 2:30 p.m.
- **London**—IWD Breakfast and Auction (March 6), 300 York Street, 7 a.m.
- **North Bay**—IWD with Dr Robyne Hanley-Dafoe (March 9), 192 Main Street East 10:30 a.m.
- **Peterborough**—IWD Peterborough Golf and Country Club (March 6) 12 p.m.
- **Trenton**—Quinte International Women’s Day (March 5), Trent Port Marina 5 p.m.
- **Hamilton**—Hamilton Plaza Hotel 150 King Street East 1 p.m.
- **Halton Hills**—IWD Party Mold-Masters Sportsplex—5 p.m.
- **Penetanguishene**—IWD Penetanguishene Public Library (March 5) 10:30 a.m.

/Michelle Daltrymphe is the Vice-Chair of the provincial Status of Women Committee.
Toward 2022 and Beyond: Protecting Our Future

OSSTF/FEESO Vice Presidents Paul Caccamo and Karen Littlewood have assembled a Strategic Action Plan for presentation and endorsement at the Annual Meeting of the Provincial Assembly (AMPA) 2020. Below are excerpts from the report.

The 2019–2020 Strategic Action Plan, Doing Better: How to Maximize Best Governance Practices was very ambitious. Its overall goal was to optimize the day-to-day services to members and Bargaining Units. Autonomy and independence for Districts and Bargaining Units is still paramount. At the same time, we must focus on providing adequate guidance and support.

This plan, Toward 2022 and Beyond: Protecting Our Future, builds on that momentum but also serves to prepare us for what is to come, known and unknown, and preserve our viability as education workers and a union. By definition, a Strategic Action Plan serves to ensure an organization’s vision is made concrete and describes the strategies to meet its objectives. This plan adds a high level of security and confidence for our Districts and Bargaining Units but also ensures our next government will value public education and its workers.

Programs continuing from 2019–2020

Bargaining Unit/District governance

The work has begun to review District and Bargaining Unit constitutions. Constitutions will be divided up over three years with an estimated date of completion of June 2022. Along with that, checklists will be created for locals to use in planning for AGMs as well as providing support for new leaders going forward.

Bargaining Unit executive meetings and record keeping

Support for best practices provided by Field Secretaries is ongoing. Workshops will have been reviewed this year and webinars for online record keeping/retention and effective meetings are being developed. Estimated date of completion is June 2023 with ongoing support for best practices as well as the investigation of the use of the provincial database for this record keeping.

Financial accountability

To date, seven Districts have been visited to provide assistance, which has included six financial audits. Recommendations are provided each time to assist the local treasurer and office manager/administrator in improving the processes related to bookkeeping, financial reporting and the safeguarding of assets. In the coming months, plans are underway for visiting numerous other Districts. The assistance to Districts and Bargaining Units has included not only procedures but also the development of resources. It quickly became evident that assistance was required in the reconciliation of bank accounts and a template to assist has been developed.

Other 2019–2020 programs continuing include:

- Local Staff and Elected Officials’ Working Conditions
- Direct Digital Communications to Members
- Grievance Arbitration Model
- Mental Health First Aid (MHFA)

New programs for 2020–2021

Towards 2022—Building for an Education-Friendly Government and Official Opposition

Provincial, municipal and school board elections are always important but the ones scheduled for 2022 promise to be crucial in safeguarding Ontario’s publicly-funded education system. OSSTF/FEESO provides a constant and ongoing safeguard against policies that are detrimental to public education. We resist, protect and defend against these regressive policies. In many ways, the next election will provide a real test for the future of the publicly-funded education system. Recent events have confirmed that OSSTF/FEESO has positioned itself to provide an effective counter-weight to these types of regressive policies.

As the 2022 provincial, municipal and school board elections approach, it is imperative that workers and supporters of the publicly-funded system work in concert to provide all the tools necessary for an effective political presence leading up to, during and after the next elections.

District/Bargaining Unit IT environments

In conjunction with the Direct Digital Communications to Members and Grievance/Arbitration Module and Member Relations Tracking initiatives from the 2019–2020 Strategic Action Plan, it is incumbent upon us to recognize that inconsistencies exist in the security practices and the protection of data within our District and Bargaining Unit IT environments.

Our local offices would be provided with a baseline level of functionality, an acceptable level of protection for OSSTF/FEESO data and extended technical expertise. Note that it does not intend to provide a solution for every technology solution used. For example, desktop support, internet connectivity, telephone and fax services are outside of the scope of services provided.

This multi-year project will require further investigation and solution engineering in the initial year. We expect that field testing would also occur in a few local offices. In subsequent years, the solution would be offered to all local offices and implemented on a priority basis. If there is wide acceptance additional IT support staff could be required in a future year.
Making our history, one struggle at a time

We knew from the outset that the struggle to defend Ontario’s publicly-funded education system against the devastating agenda of the Ford government would not be a short one. We also knew it would not be easy. The one-day, province-wide full withdrawal of services that Federation members were compelled to undertake in early December marked the first province-wide strike by OSSTF/FEESO members in more than 20 years. Since then we have taken a measured approach, with a series of one-day walk-outs in targeted locations around the province.

Now, as the winter wears on and we find ourselves several weeks into one of the largest job actions in the history of the Federation, OSSTF/FEESO members around the province are gaining a new appreciation for words like “resolve” and “solidarity.” These are words we reference frequently, but they are anything but clichés or hollow platitudes. More than a hundred years of Federation history tells us that the resolve and solidarity of the members have been at the heart of every success and every victory OSSTF/FEESO has won.

In 1919, 123 educators took a significant risk by standing together to form OSSTF/FEESO. They understood, as we do now, that the risks involved in defending publicly-funded education are risks worth taking.

In 1973, thousands of OSSTF/FEESO members stood together when their rights were under attack. Their determination to remain united allowed them to push the government to increase funding for the system. In 1985 and 1997, and in several local actions in years since, Federation members have repeatedly stood together, not just in defence of their rights as workers, but also to protect the integrity of the education system in which they worked.

Over and over again, the history of OSSTF/FEESO tells us that solidarity and the resolve of the members have been central factors in every significant accomplishment. Our current struggle is no different. Yes, we are facing a government that seems determined to avoid the real issues and cloud the discussion with disinformation and outright lies. But those tactics simply do not resonate with the public. Ontarians instead, according to all available polling data, have seen the passion and determination with which teachers and education workers have come to the defense of our world-class public education system, and a significant majority have sided with educators. The public understands, it seems, that the current dispute is about those key issues that the government doesn’t want to talk about—issues like class size and mandatory online learning. Issues that have huge consequences for the quality of the learning environment and the integrity of the system.

In a highly politicized dispute, having the public on our side is no small thing. It doesn’t guarantee us the victory we need, but it gives us a distinct advantage. The public has seen our resolve and our solidarity. They have witnessed the passion with which OSSTF/FEESO members have stepped up to defend what is arguably the province’s most important asset—a world-renowned public education system. And many, many Ontarians have now come to understand that when we fight to defend our students’ learning conditions, we are really fighting for the future of the province.

OSSTF/FEESO members, of course, have always known that. Our history tells us that our victories lay the foundation for the future of education in Ontario, and the current struggle with the Ford government is already part of that tradition. This is our history in the making.

Asserting our presence at the CECE

In spring of 2019, the Provincial Executive approved a plan for increased presence at the College of Early Childhood Educators (CECE) Council meetings for the 2019–2020 school year. So far this year, members of the field have joined staff at two Council meetings and the Annual Meeting of Members. The members of Council are beginning to adjust from the previous one or two observers at their meetings to the ten or fifteen who now attend. While the Annual Meeting was made less palatable by the playing of a video greeting from Minister of Education Stephen Lecce, many Council members made themselves available for discussion with OSSTF/FEESO members following the meeting stating that it was “nice to see actual practicing ECEs.”

Two meetings remain before full assessment of this plan, but the following comments from members speak to their experiences to date:

“I was not happy that they compared our ‘professional learning’ to a doctor’s professional learning...It was nice to see the ECE council member stand up to the member from the public when discussing discipline RE: CPL (Continuous Professional Learning), and the need for there to be more education about the requirements and expectations. I would say that, overall, that is the biggest issue that I have heard about CPL, the ‘what exactly do you want me to do.’”

—Cody Campbell, District 25, Ottawa-Carleton

“The one true thing that stuck to me and left a horrible, sour taste in my mouth was the presentation of Lecce’s video. I feel that by showing this video, we have allowed a wolf into our pack of strong, devoted and powerful educators.”

—Angèle Lefso, District 31, Franco-Nord Ontarien

“I was so excited for this opportunity and can’t thank you enough. Now, more than ever, I recognize how important it is for the College to know we are there, that we want to know more, and that they should not be able to hide behind closed doors. It has made me eager to find out more and learn more about it as well...I believe that is a great start.”

—Amanda Zinger-Hornick, District 18, Upper Grand

If you have questions, concerns or comments on issues of Early Learning, contact Rosemary.Judd-Archer@osstf.ca.
Vers 2022 et au-delà : Protégeons notre avenir


Le Plan d’action stratégique 2019-2020, Mieux faire : Comment maximiser les meilleurs pratiques de gouvernance, était très ambitieux. Son but global était d’optimiser les services quotidiens aux membres et aux unités de négociation. L’autonomie et l’indépendance des unités de négociation et des districts sont toujours primordiales. Il demeure toutefois important d’offrir des conseils et un soutien adéquats.

Le présent plan, Vers 2022 et au-delà : Protégeons notre avenir, s’appuie sur cette lancée tout en nous préparant pour l’avenir, que nous connaissions ou non, et en assurant notre viabilité en tant que travailleuses et travailleurs en éducation et syndicat. De par sa définition, un plan d’action stratégique sert à faire en sorte que la vision d’un organisme se concrétise et décrit les stratégies pour atteindre ses objectifs. Non seulement ce plan rehausse-t-il la sécurité et la protection des négociations ainsi que des relations de travail des membres dans le futur.

Le présent plan, Vers 2022 et au-delà : Protégeons notre avenir, donne une aide efficace aux membres et aux représentants élus locaux. Il s’agit de la suite d’une lancée qui est positionnée pour offrir un contrepoids efficace à l’action des partis politiques qui se portent à la défense de la survie du système de gouvernement financier à même les deniers publics.

Responsabilité financière

Jusqu’à présent, sept districts ont reçu de l’aide dans le cadre de visites qui ont entraîné six vérifications des états financiers. Des recommandations sont faites chaque fois afin d’aider le trésorier et la gérance de l’unité locale à améliorer les processus liés à la tenue de dossiers, aux rapports financiers et à la protection des actifs. Des plans sont actuellement en branle pour se rendre dans de nombreux autres districts dans les prochains mois. L’aide offerte aux unités de négociation et aux districts comprenait non seulement des procédures, mais également l’élaboration de ressources. Il est vie devenu évident qu’une aide était requise en ce qui concerne le rapprochement des comptes bancaires. Un modèle a également été élaboré.

Les autres programmes de 2019-2020 qui se continuent comprennent :

- Conditions de travail du personnel et des représentants élus locaux
- Communications numériques directes aux Membres
- Module d’arbitrage des griefs
- Premiers soins en santé mentale (PSSM)

Environnements de la TI au sein des unités de négociation et districts

Dans le cadre des initiatives de communications numériques directes aux membres et au module d’arbitrage des griefs et de suivi des relations de travail des membres dans le Plan d’action stratégique 2019-2020, nous devons de reconnaître qu’il existe des incohérences dans les pratiques de sécurité et de protection des données au sein de l’environnement de la TI des unités de négociation et des districts.

Nos bureaux locaux auraient accès à un niveau de fonctionnalité de base, un niveau de protection acceptable pour les données d’OSSTF/FEESO et une expertise technique élargie. À noter que cela ne vise pas à apporter une solution pour chaque technologie utilisée. Par exemple, le soutien pour les ordinateurs de bureau, la connectivité à Internet et les services de téléphone et de télécopie ne font pas partie de la gamme des services offerts.

Ce projet pluriannuel nécessitera une exploration et une ingénierie de solutions plus approfondies au cours de la première année. Nous prévoyons que les mises à l’essai auraient également lieu dans quelques bureaux locaux. Au cours des années subséquentes, la solution serait offerte à tous les bureaux locaux et mise en place sur une base prioritaire. S’il y a une acceptation générale, du personnel de soutien supplémentaire en TI pourrait être requis dans le futur.

Programmes de 2019–2020 se poursuivant

Gouvernance d’unité de négociation/ de district

Le travail lié à l’examen des statuts d’unité de négociation/de district est déjà commencé. Les statuts seront répartis sur une période de trois ans et nous prévoyons terminer en juin 2022. De plus, des aide-mémoire seront créés à l’intention des unités locales pour aider à la planification de leur AGA et appuyer les nouveaux dirigeants à l’avenir.

Réunions de l’exécutif d’unité de négociation et tenue de dossiers

L’appui par le Secrétariat sur les meilleures pratiques se poursuit. Les ateliers auront fait l’objet d’un examen cette année et des webinaires sur la tenue de dossiers/conservation et les réunions efficaces sont en voie d’être créés. La date d’achèvement prévu est en juin 2023 avec un soutien continu en matière de meilleures pratiques ainsi que des recherches sur l’utilisation de la base de données provinciale pour la tenue de dossiers.

Nouveaux programmes pour 2020–2021

Vers 2022 – Se préparer en vue d’un gouvernement et une opposition officielle qui favorisent l’éducation

Les élections provinciales, municipales et scolaires sont toujours importantes, mais celles qui sont prévues en 2022 promettent d’être cruciales pour la protection du système d’éducation financé à même les deniers publics de l’Ontario.

OSSTF/FEESO fournit une protection permanente contre les politiques qui sont préjudiciables à l’éducation publique. Nous montons une résistance, une protection et une défense contre ces politiques régressives. De nombreuses façons, les prochaines élections s’avèrent être le vrai test pour le système d’éducation financé à même les deniers publics. Les récents événements confirmant qu’OSSTF/FEESO s’est positionné pour offrir un contrepoit efficace à ce type de politiques régressives.

Il n’est pas question de rester passifs lors des élections de 2022. Cela pourrait menacer la survie du système d’éducation financé à même les deniers publics. À mesure que nous nous approchons des élections provinciales, municipales et scolaires, il est très important que les travailleuses et travailleurs et les supporteurs du système d’éducation financé à même les deniers publics travaillent ensemble pour faire en sorte que le gouvernement provincial, les conseils municipaux et les conseils scolaires prochainement élus soient composés de représentants et de partis politiques qui se portent à la défense de l’intérêt des élèves.

À cet égard, le Plan d’action stratégique d’OSSTF/FEESO doit se concentrer sur la mobilisation des membres. Dans cette optique, les unités de négociation, les districts et le Bureau provincial doivent travailler ensemble pour offrir tous les outils nécessaires afin de générer une présence politique efficace avant, pendant et après les prochaines élections.
2019 audit at a glance

DISTRICT FUNDING $15,347,801 30.6%

District Funding Master rebates, PD (including workplace representative training and new member workshops), Union Training, Inter-district Meetings, Supplemental Time Release for Small Bargaining Units, Involving the Not Yet Engaged, Community Outreach, Special Political Action Programs, District Coalitions, Labour College, Mapping and Mobilization, District Environmental Funding, Local Climate Change Initiatives, District WSIB premiums, Human Rights Initiatives and Member Accessibility funding.

EDUCATIONAL SERVICES $3,851,822 7.7%

Teacher Certification, Mediation Services, Federation Library, Member Training Modules, French Language Committee, Educational Services Committee, Status of Women Committee, Human Rights Committee, Faculty of Education Work Group, Strategies for Dealing with Difficult People Workshop, Cognitive Science and Learning Workshop, Professional Colleges in Education Campaign Corporate Intrusion in Public Education, Resource Books, and a portion of staff salaries and benefits.

PROTECTIVE SERVICES $10,919,668 21.8%

Protective Services Committee, protective services materials and research, Health and Safety/WSIA, Pension Advisory Work Group, LTD Advisory Work Group, ELHT Advisory Work Groups, Organizing, Legal Costs, Grievances, and a portion of staff salaries and benefits.

COMMUNICATIONS/POLITICAL ACTION $3,821,970 7.6%

Publications including Update and Education Forum, Advertising, Communications Political Action Committee, political action materials, training and lobbying, Charter for Public Education, coalition memberships, Lobby Day, First Nations, Métis and Inuit Advisory Work Group, Equity Advisory Mentorship Program, Communications Training, awards and international assistance, and a portion of staff salaries and benefits.

PROVINCIAL MEETINGS MEMBERSHIPS $6,575,095 13.1%


PROVINCIAL EXECUTIVE $2,075,765 4.1%

Provincial Executive meetings, allowances for affiliations and conventions, field services and expenses, and salaries and benefits (including transportation) for the elected members of the Provincial Executive.

OFFICE OPERATIONS $7,559,680 15.1%

Provincial office (realty taxes, insurance, utilities, security and repairs and maintenance), Information Services, Telecommunications, Membership Database, Professional fees, General Office Expenses, Secretariat Field Services and Expenses, Staff Training, Translation services, and a portion of staff salaries and benefits.

Coup d’œil sur la vérification de 2019

FINANCEMENT DES DISTRICTS 15 347 801 $ 30.6%

Remboursement de base aux districts, PP (y compris formation à l’intention des représentantes et représentants en milieu de travail et ateliers à l’intention des nouveaux membres), formation syndicale, réunions interdistricts, libération additionnelle pour les petites unités de négociation, engagement de ceux qui ne le sont pas encore, sensibilisation de la communauté, programmes spéciaux d’action politique, coalitions de district, Collège syndical, cartographie et mobilisation, fonds environnementaux du district, initiatives locales sur les changements climatiques, primes de la CSPAAAT pour les districts, initiatives en matière des droits de la personne et fonds pour l’accessibilité des membres.

SERVICES ÉDUCATIFS 3 851 822 $ 7.7%

Certification du personnel enseignant, services de médiation, bibliothèque de la Fédération, modules de formation à l’intention des membres, Comité des services en langue française, Comité des services éducatifs, Comité du statut de la femme, Comité des droits de la personne, Groupe de travail des facultés d’éducation, atelier sur les stratégies pour traiter avec les personnes que vous trouvez difficiles, atelier sur les sciences cognitives et l’apprentissage, campagne d’information sur les ordres professionnels, ingérence des entreprises dans l’éducation publique, cahiers pédagogiques sur l’établissement d’objectifs stratégiques pour la collaboration professionnelle et une partie du salaire et des avantages sociaux du personnel.

SERVICES DE PROTECTION 10 919 668 $ 21.8%

Comité des services de protection, documents et recherches des services de protection, Comité sur la santé et sécurité/LSPAAT, Groupe de travail consultatif sur les pensions, Groupe de travail consultatif sur l’ID, groupes de travail consultatifs de la FSSBE, recrutement, frais juridiques, griefs et une partie du salaire et des avantages sociaux du personnel.
COMMUNICATIONS/ACTION POLITIQUE

3 821 970 $  7,6 %
Publications, y compris Update et Educa
tion Forum, annonces publicitaires, Comité des
communications/action politique, documentation
d’action politique, formation et lobbying, Chart
e pour l’éducation publique, adhésion à des coali
tions, Journée de lobbying, Groupe de travail des
Premières Nations, Métis et Inuits, Programme de
mentorat consultatif en matière d’égalité, forma
tion en communication, prix et aide internationale
et une partie du salaire et des avantages sociaux du
personnel.

RÉUNIONS PROVINCIALES DES MEMBRES
6 575 095 $ 13,1 %
Réunion annuelle (RAAP), atelier de forma
tion d’ét, Conseil provincial, conférences, adhés
sions à la FEO, au CTC et à la FTO, conseil des
gouverneurs de la FEO, programmes nationaux/
internationaux, rencontres au Bureau provincial,
Conseil d’entraide, Conseil judiciaire, Conseil par
lementaire et constitutionnel, Comité des finances,
ateliers financiers, Conseil des membres retraités
actifs, Groupe de travail consultatif en matière d’égalité, Groupe de travail sur l’examen de
la gouvernance, Groupe de travail sur les questions
émergentes liées aux universités, associations par
matière, Groupe de travail sur l’environnement,
Groupe de travail consultatif et initiatives sur l’en
gagement des nouveaux membres, Groupe de
de travail sur la fusion/lé regroupement d’unité de né
gociation et une partie du salaire et des avantages
sociaux du personnel.

EXÉCUTIF PROVINCIAL
2 075 765 $ 4,1 %
Réunions de l’Exécutif provincial, allocations
pour adhésions et congrès, services aux mem
bres, dépenses, salaire et avantages sociaux (y
compris les déplacements) des membres élus du
l’Exécutif provincial.

FONCTIONNEMENT DU BUREAU
7 559 680 $ 15,1 %
Bureau provincial (taxes foncières, assu
rance, services publics, sécurité, réparations et
entretien), services d’information, télécommunica
tions, base de données des membres, honoraires
professionnels, dépenses générales de bureau,
services aux membres et dépenses des membres
du Secrétariat, formation du personnel, services
de traduction et une partie du salaire et des avan
tages sociaux du personnel.

Strike action

After a one-day, province-wide strike on Decem
ber 4, 2019, OSSTF/FEESO members have con
tinued the resistance to the Ford government’s
education agenda with five one-day full withdraw
als of service in selected locations over the en
suing five weeks. OSSTF/FEESO’s strategy has
continue to be measured, and focused on main
taining the quality of public education in Ontario.
OSSTF/FEESO’s job actions send a strong
message that education workers and teachers are
ready and willing to take action—including full-withdrawals of service—to defend Ontario’s
publicly-funded education system.

Any job action can create fear, angst, and
frustration amongst members. For many, this is
the first time they have participated in a limited or
full withdrawal of service. Yet, based on the pleth
ora of actions members are taking—from letter
writing, media interviews, creative picket line ac
tions, to social media monitoring and reaction to
every post made by a Ford MPP—regardless of
the school or worksite picket location, the com
mitment and resolve of members remain strong.

Although it is impossible to predict how this
will end, there are signs that our strategy, along
with the solidarity shown by members, are having
the desired effect.

Although the job actions taken by educa
tion workers and teachers can be temporarily
disruptive to families, a number of polls show
that the majority of Ontarians do not support
the Ford education agenda and believe the govern
ment is on the wrong track when it comes to
public education.

Perhaps even more encouraging than the
poll results is the surge in grassroots, parent,
and community advocacy groups that continue
to sprout up across the province since the elec
tion of the Ford government. Ford’s and Lecce’s
actions have inspired many Ontarians to stand
up and fight back. This kind of mobilization has
not been seen in Ontario since the dreaded
Harris years.

Parent and community groups understand
what is at stake. Groups like Ontario Families for
Public Education and the Ontario Parent Action
Network have helped spark a new movement
that is determined to push back against any gov
ernment-led attack on publicly-funded education.

Education sector workers will continue to be
tested by this government. History has shown
that labour negotiations are, more often than
not, a marathon rather than a sprint. However,
your commitment and solidarity in support of
the Federation’s bargaining strategy remain the
best hope to thwart this government’s misguided
ideology and its efforts to dismantle Ontario’s
publicly-funded education system.

It is your passion, desire, and commitment to
providing the best possible learning environment
for students that fuels all of our efforts to defend
public education.

Stay strong. Stay united. Moreover, as al
ways, let us help one another as we fight to pro
tect and enhance public education.

• April 29, 2019 OSSTF/FEESO files notice to
bargain
• August 31, 2019 Collective Agreements ex
pire for members workers covered under the
School Boards Collective Bargaining Act
• November 18, 2019—OSSTF/FEESO’s edu
cation workers voted 92 per cent in favour
of strike action, and the Federation’s teacher
and occasional teacher members provided a
95.5 per cent strike mandate.
• November 26, 2019—limited withdrawal of
services begins, first province-wide job action in
more than twenty years
• December 4, 2019—one-day, province-wide
full withdrawal of services
• December 11, 2019—one-day, full withdrawal
of services in selected locations across Ontario
• December 18, 2019—one-day, full withdrawal
of services in selected locations across Ontario
• January 8, 2020—one-day, full withdrawal of
services in selected locations across Ontario
• January 14, 2020—one-day, full withdrawal of
services in selected locations across Ontario
• January 21, 2020—one-day, full withdrawal of
services in selected locations across Ontario
Remembering Alina Tarbhai

Like many, I have gone through the dark night of the soul trying to make sense of horrors that media brings to our doorsteps and into our homes, carrying messages of fear and hate. Instead of coming out of devastating experiences with bitter, angry hearts seeking revenge, we can choose to nurture reconciliation and restitution.

The reality of human tragedy hit home hard when I discovered that one of my former students, Alina Tarbhai, was on a plane with her mom on a sacred pilgrimage. They were passengers on Ukrainian International Airlines flight PS752, brought down by a military missile only minutes after takeoff from Tehran’s main airport on Wednesday, January 8, 2020.

Around the world, we suffer terrible loss of life in many forms, on many levels of tragedy, both manmade and natural. Fires consume areas in Australia now larger than England. There are all kinds of strife caused by earthquakes, tectonic shifts, volcanoes, tidal waves, droughts, floods, famine, disease, war and all kinds of pollution expanding above, below and within the earth.

Instead of being devastated and shutting down in the face of catastrophe, regardless of source or intent behind it, what if we turned our own realities around to give life more meaning? What if we became better custodians for the world, and more compassionate caretakers for each other?

We need to stay in a very light heart space, no matter what winds blow our way. Mother Theresa shared many words of wisdom with the world:

There are no great things, only small things with great love.
Peace begins with a smile.
If you can’t feed a hundred people, then feed just one.
Spread love everywhere you go. Let no one ever come to you without leaving happier.
There are no great things, only small things with great love. Happy are those.
Let us always meet each other with a smile, for the smile is the beginning of love.
If you judge people, you have no time to love them.
Be faithful in small things because it is in them that your strength lies.
Kind words can be short and easy to speak, but their echoes are truly endless.
I have found the paradox that if I love until it hurts, then there is no hurt, but only more love.
If we have no peace, it is because we have forgotten that we belong to each other.

I used to encourage student leaders like Alina in elementary and high schools to get involved in community outreach. Many like Alina continued into their adulthood carrying hope for humanity. That unpaid part of my vocation was the best and most meaningful part of my life.

Even after retirement, it is hard for educators to put encouragement to rest. It is healthiest and best to rekindle our own spirits to be revitalized. We can listen and talk to help young eagles spread their wings and fly again.

Maybe the hurt from the loss on flight PS752 can help foster more love in the world. I know Alina would like that.

/Yvonne Dufault is a retired teacher and former member of OSSTF/FEESO from the York Region.

Alina Tarbhai (above) was an employee at OSSTF/FEESO Provincial Office.

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We can each do our best, whatever that is, wherever we are, to inspire and uplift one another rather than be bystanders. We can do this in memory of those we love, in memory of loving people like Alina Tarbhai who perished on flight PS752.