

# THE ROCK

OSSTF - District 3

## President's Message

### REPORTING VIOLENCE SHAPES EDUCATION CULTURE

When I was a student, things were different. Yes I know, that was then and this is now. When I did something wrong at school and the administrator called home, my mother asked me what I had done to cause the incident. She supported the teacher and more often than not, I had to apologize for my behaviour. Fast forward a couple of decades and as a teacher I am now being asked what I did to make the student act in this manner. Quite a shift in approach when dealing with the same disrespectful behaviour of students.



Because there is a well-documented increase in violence in our schools, coupled with a decrease in suspension rates and limited imposition of rational consequences to this violence, our school culture is under attack and is evolving into a very undesirable work environment.

Insufficient reaction to the increase in violence, both verbal and physical, fosters a disrespectful reaction by students to staff in positions of authority. Verbal insults and threats are allowed to continue mostly unabated resulting in degradation of the education culture in our schools.

We are now in a serious situation which causes us to try to regain control of our schools and our profession one report at a time. The HR-08.

Some examples of recent reports of violence in our workplaces include verbal abuse of staff, pushing a teacher, slamming desks and tables, desks and chairs thrown around a classroom, desks being pushed at teachers, threatening physical assault of a teacher, hitting the teacher with the student's shoulder, and I can unfortunately list many more.

It is imperative that we submit a violence report for every violent encounter. Reporting the incidents documents behaviour of the student which gives administration the opportunity to act, allows for progressive discipline to be applied and shapes a respectful work environment for everyone. Indeed if we care about the quality of education our students receive, we are compelled to act so that we may be protagonists in creating an education culture that opposes violence and nurtures respectful relationships.

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[www.d03.osstf.ca](http://www.d03.osstf.ca)

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for questions or submissions



## OSSTF Provincial Update

20 Years Ago...

Bill 160 Protest



October 27 — November 7, 1997

On October 27, 1997, teachers and support staff working in Ontario's publicly funded elementary and secondary schools walked out of their worksites to protest pending legislation that would have been devastating to the province's education system. Bill 160, *The Education Quality Improvement Act*, introduced by the Progressive Conservative government led by Premier Mike Harris, proposed a series of sweeping changes that would have significantly increased the workloads of education workers and created adverse learning conditions for students. The legislation would also have centralized virtually all decision-making power over publicly funded education with the Ministry of Education through increased regulatory authority.

"This was a proud moment for our union," said OSSTF/FEESO President Harvey Bischof. "We were faced with a government determined to torpedo years of progress and essentially dismantle a superb education system that we had helped to build. But our members, together with other education workers, rose to the challenge in an unprecedented display of solidarity against a government bent on undermining the very foundations of public education."

"As a relatively young teacher, walking those picket lines outside my school in Ajax, Ontario, I gained a profound understanding of, and lasting pride in, OSSTF/FEESO's role in defending this vital public institution," said Bischof.

The protest, which to this day remains the largest job action ever undertaken by education workers in North America, lasted for two weeks. Bill 160 was eventually passed but the Harris government backed away from some of the most contentious elements of the legislation.

"The 1997 protest over Bill 160 reminded us of the true meaning and value of solidarity and collective action," continued Bischof. "Since that time, other governments have confronted us and have discovered that we are more than willing to defend both our rights and the integrity of public education."

"Our challenge now is to ensure that the current generation of education workers understands the importance of this anniversary and what it symbolizes. OSSTF/FEESO members must always remain vigilant and prepared to respond whenever our working conditions, the learning conditions of our students, or the values inherent in a strong public education system come under attack," concluded Bischof.



# Ontario Election 2018

## What's Changed Since 2014?

### 1. CONTRIBUTION LIMITS

- a) Financial donations
  - Individual political donations will still be permitted but will be capped at \$3,600 per year, down significantly from the previous \$33,250
- b) Goods and services donations
  - We can no longer donate goods or services to endorsed parties or candidates
  - Includes time release for OSSTF/FEEO members
  - Also, donations of desks, chairs, computers, food, lending a car, hammers, sticks for lawn signs are prohibited



### 2. THIRD-PARTY ADVERTISING

- Need to Register as a Third Party Advertiser
- Every person or entity spending **\$500** or more on political advertising in either the six months before a fixed date general election (the non-election period) or during an election period and who is not a registered candidate, political party, or constituency association, must register with Elections Ontario. Registration is not required where the third party is spending less than \$500 on political advertising in either the non-election period or the election period
- Unions must register as one entity
- Cannot register as provincial and then every district separately

### WHAT IS POLITICAL ADVERTISING ?

Political advertising is defined as advertising in any broadcast, print, electronic, or other medium with the purpose of promoting or opposing any registered political party or its leader or the election of a registered candidate.

### RESTRICTIONS ON POLITICAL ADVERTISING

Third parties cannot engage in political advertising if it promotes a political party, nomination contestant, candidate, or leadership contestant and is arranged for in coordination with that political party, contestant, candidate, or relevant constituency association.

### POLITICAL ADVERTISING DOES NOT INCLUDE:

- the transmission to the public of an editorial, a debate, a speech, an interview, a column, a letter, a commentary or news
- the distribution of a book, or the promotion of the sale of a book, for no less than its commercial value, if the book was planned to be made available to the public regardless of whether there was to be an election
- communication in any form directly by a person, group, corporation or trade union to their members, employees or shareholders as the case may be
- the transmission by an individual, on a non-commercial basis on the Internet, of his or her personal political views, or
- the making of telephone calls to electors only to encourage them to vote

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### 3. INCREASED NUMBER OF CONSTITUENCIES

- Bill 115, Electoral Boundaries Act 2015 increases the number of electoral districts from 107 to 122. These 15 new seats are all in urban areas, predominantly in the GTA, but also in the areas of Kitchener-Waterloo, Ottawa, Hamilton and Barrie.
- As well, Bill 152, Representation Statute Law Amendment Act, 2017 accepted the Far North Electoral Boundaries Commission. Recommendation that the existing two ridings of Timmins-James Bay and Kenora Rainy-River be split into four ridings.
- 2018 Provincial Election will now be contested in 124 Ridings.



Canadian Labour Congress  
Congrès du travail du Canada

## Canada's unions welcome legislation on workplace harassment and violence



Tuesday, November 7, 2017

Canada's unions say they welcome legislation being proposed to address harassment and violence in federally-regulated workplaces, and look forward to working with the government to address outstanding issues and ensure effective implementation.

The proposed legislation was announced today by Patty Hajdu, Minister of Employment, Workforce Development and Labour, and would amend both the *Canada Labour Code* and the *Parliamentary Employment and Staff Relations Act*.

"Workplace violence and harassment has reached epidemic proportions and is having very real consequences for the day-to-day lives and mental health of workers across the country," said CLC President Hassan Yussuff. "We are pleased to see the government addressing some of the gaps and inconsistencies in current legislation meant to address this issue."

Unions have long lobbied the federal government for comprehensive workplace violence legislation requiring employers to develop policies and programs to help prevent workplace violence and harassment, as well as take precautions to protect workers from domestic violence in the workplace.

"The legislation announced today is an important first step, but questions remain about the effective practical protections that will be available to workers, especially the most vulnerable," said Yussuff.

Yussuff said he would be seeking clarification around issues including:

- Why the legislation does not contain a clear definition of harassment and violence. Unions are concerned that this can't be addressed through a regulatory process. The Ontario government's legislation, for example, contains a clear definition.
- Whether the legislation will be backed up with adequate staffing and training resources. We need to ensure that Labour Inspectors will receive the specialized training necessary to enforce the legislation.
- Whether union members will have the right to union representation throughout any complaint process.
- Whether workers will have the right to access information pertinent to their complaint.
- How this legislation will interact with provisions in collective agreements, such as the right to third party arbitration.
- How this legislation impacts the role of the Canadian Human Rights Commission in addressing complaints.

"We are pleased that the labour minister has committed to a stakeholders' working group to develop regulations and guidance documents and hope that many outstanding issues can be addressed there," said Yussuff.





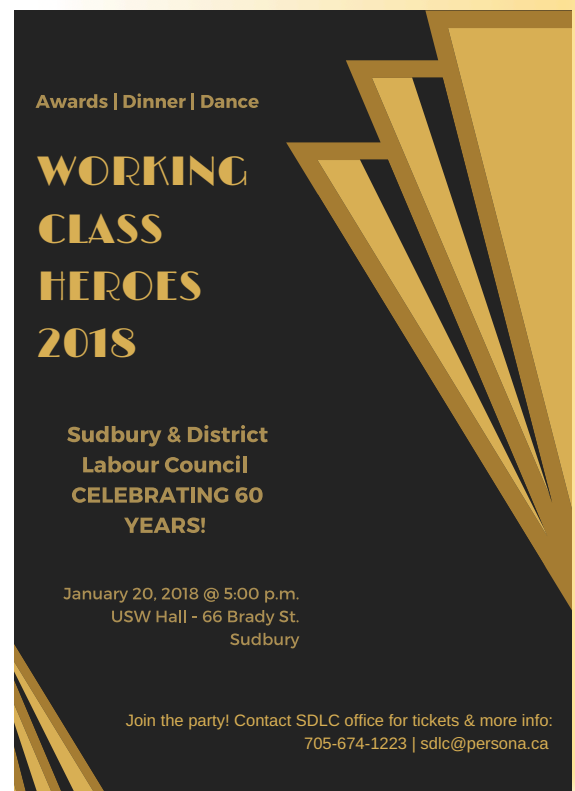
### OFL President Chris Buckley speaks out on Decent Work

At Committee hearings on Thursday just after rallying for decent work with striking contract faculty, OFL President Chris Buckley deputized to the committee, speaking about needed changes to the Labour Relations Act, the need for equal pay for equal work, paid leave for domestic and sexual violence survivors, and card-based certification to make it easier for all Ontarians to join a union. Bill 148 is about to go to third reading. All Ontarians are encouraged to take action by contacting their MPP by going to [www.makeitfair.ca](http://www.makeitfair.ca).



You can also make sure that people in your communities know why decent work is needed, and what laws we need to have for decent work in our province. Tell your community by writing to your local media outlet. Go to [makeitfair.ca/letter](http://makeitfair.ca/letter). Fill in your postal code, and the site will find the closest newspapers to you, and help you send them a letter. It's cool! Try it and see!

There are articles in the paper that paint a negative picture of decent work. If we want to make sure we win legislative change that benefits workers, we need to respond to as many of these articles as we can because we are the majority! If you are interested in writing a letter to the editor, let us know! Please email [mbayon@ofl.ca](mailto:mbayon@ofl.ca).



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