

Provincial Executive Liaison Report

To: District 10, Council

From: Martha Hradowy, Executive Officer

1. Ontario Investing in Music Canada's Refurbishment Program

The Ministry of Education and Ministry of Tourism, Culture and Sport announced on May 3, 2018 that it will be investing \$3 million in Music Canada's musical instrument refurbishment. All publicly funded school boards will be supported through this funding.

Music Canada's *Three R's Music Program/Le Programme musical des trois R* "...will put more instruments in classrooms throughout the province through three stages: it will rescue damaged instruments from Ontario's schools or from our communities, restore them to working order, and reunite them with young people."

The money for the program is part of the government's \$21 million investment over three years in arts education announced earlier this month in the 2018.

2. Freedom of Information Requests

Earlier this year, we engaged in talks with OPSBA and the CTA about looking for alternatives/modifications to the current grievance-arbitration model in order to expedite the process. The Member Protection Department developed a number of proposals that were submitted to OPSBA and the CTA, but we have received no formal response.

In February, we sent Freedom of Information (FOI) requests to every school board in the province regarding expenditures for grievances and arbitrations. While many boards have complied with the requests, the following have refused:

1. Algoma District School Board
2. Avon Maitland District School Board
3. Bluewater District School Board
4. Brant Haldimand Norfolk Catholic District School Board
5. Bruce-Grey Catholic District School Board
6. Conseil scolaire de district catholique de l'Est Ontarien
7. Conseil scolaire de district catholique des Grandes Rivieres
8. Conseil scolaire de district catholique du Nouvel-Ontario
9. Conseil scolaire de district catholique Franco-Nord
10. Conseil scolaire public de Grand Nord de l'Ontario
11. Conseil scoalire Viamonde
12. Dufferin-Peel Catholic District School Board
13. Grand Erie District School Board
14. Greater Essex County District School Board
15. Halton District School Board
16. Hamilton-Wentworth District School Board
17. Lambton Kent District School Board
18. Limestone District School Board
19. Near North District School Board
20. Rainbow District School Board
21. Rainy River District School Board
22. Sudbury Catholic District School Board
23. Superior North Catholic District School Board
24. Superior-Greenstone District School Board
25. Thames Valley District School Board
26. Thunder Bay Catholic District School Board

27. Toronto Catholic District School Board Catholic Education Centre
28. Toronto District School Board
29. Trillium Lakelands District School Board Education Centre
30. Upper Canada District School Board
31. Upper Grand District School Board
32. Waterloo Catholic District School Board
33. Waterloo Region District School Board

A number of excuses are cited for the failure to comply, but the predominant argument is that the information requested is related to employment and labour relations and is therefore excluded from the scope of MFIPPA. We have heard through backchannels that numerous boards are leery about providing the information because they believe we will use it to embarrass them.

Other issues raised by school boards include claims that the requested information does not exist, as well as requesting that we reimburse them for their costs, which in some cases are significantly overstated.

Recently, the FOI Office called and advised that they would like us to consider dealing with all of the appeals by choosing one test case board, which would likely allow that decision to get all the other boards to withdraw their objections if we are successful. This seems like a reasonable and logical request, so we are proceeding. We have selected Trillium Lakelands DSB as the test case and our in-house counsel has prepared an appeal. Previous appeals based on similar facts lead us to believe that we have a strong case.

3. TLLP Leadership Skills for Classroom Teachers

The Teacher Learning and Leadership Program (TLLP) is an annual project-based program that funds proposals from classroom teachers seeking peer leadership roles in curriculum, instructional practice or supporting other teachers. While all educational workers can be part of a team, only teachers can be the lead on a team. It is important to note that educational support staff are a part of several projects, most notably Early Childhood Educators in Kindergarten projects. This program is jointly operated through the Ministry of Education and the affiliates of the Ontario Teachers' Federation.

The TLLP held its annual spring training session in Toronto, on May 9-11, for teams that have been approved to carry out their projects in the 2018-2019 school year. Since its inception in 2007, the TLLP has supported over 1,100 teacher-led projects, with 127 being approved for the upcoming year.

The two and a half day conference allowed for those new to TLLP to learn the details of project development and management and for those with more experience to share their tips and tricks on everything from budgeting to timing to reporting. Again this year, one of the plenary sessions gave a detailed description of [Mentoring Moments](#) and the [Provincial Knowledge Exchange](#) connections available through TVO at [Teach Ontario](#).

Along with ETFO, OECTA, OTF, and the Ministry of Education, OSSTF/FEESO offered a workshop session to participants. Assigned Educational Services Staff will attend the reports of the 11th cohort in the fall of 2018 and will follow this 12th cohort as they complete their projects and prepare their projects for the fall of 2019.

4. French as a Second Language Labour Market Partnership Committee

The FSL-LMPC has completed its work for year one of the three-year Partnership Project regarding FSL teacher and support staff supply and demand.

The year one report, entitled, *Understanding Perspectives regarding the French as a Second Language Teacher Labour Market Issue* focused solely on teaching staff and used the sources

below:

- a review of related literature in the field of teaching French as a Second Language;
- input based on experience and expertise of project partners;
- project findings from:
 - two provincial surveys from Human Resources staff regarding current FSL,
 - teacher hiring practices,
 - findings from a survey and focus groups of French as a Second Language (FSL)
 - teachers currently in their first or second year teaching FSL,
 - emerging survey findings from FSL teacher candidates currently seeking,
 - employment as FSL teachers.

Year 2 will extend the focus to support staff and, along with six members of the Research Technical Team and two Research Assistants, all of the following organizations are committed to continuing this work together:

Catholic Principals' Council (CPCO)
 Council of Directors of Education (CODE)
 Elementary Teachers' Federation of Ontario (ETFO)
 Ministry of Education (EDU)
 Ontario Association of Deans of Education (OADE)
 Ontario Catholic Supervisory Officers' Association (OCSSOA)
 Ontario Catholic School Trustee Association (OCSTA)
 Ontario College of Teachers (OCT)
 Ontario English Catholic Teachers' Association (OECTA)
 Ontario Principals' Council (OPC)
 Ontario Public School Boards' Association (OPSBA)
 Ontario Public Supervisory Officers' Association (OPSSOA)
 Ontario Secondary School Teachers' Federation (OSSTF/FEESO)
 Ontario Teachers' Federation (OTF)

As this is a Ministry of Advanced Education and Skills Development (MAESD) project, the year one summary has been submitted to MAESD for approval and will hopefully be published, and available on the OPSBA website, by late May. Assigned Educational Services Staff will continue to represent OSSTF/FEESO at the FSL-LMPC.

5. 100 Year Anniversary Celebration Steering Committee – update

• Update on progress of the history book

The writing team met on Friday, April 13. The book will have approximately seven sections, an introduction, and conclusion. The meeting focussed on reviewing each of the sections of the book and ensuring that each writer has the resources to conduct the necessary research.

The writers are also accessing relevant documents and artefacts from the OSSTF/FEESO library and archives to support the research they are conducting.

The writers check in biweekly with staff to ensure that the writing goes smoothly and any issues are quickly resolved. Each writer will submit an initial draft for their section by August 31, 2018 and a final draft by October 31, 2018.

• On-line museum

The CPA Department is working with the provincial office's IT department to select the appropriate application to run the on-line museum. Currently, three applications are being tested. A decision will be made shortly on the application that will be purchased. Letters to leaders were distributed at Provincial Council, requesting digital photos of local historical documents and artefacts to be included in the museum as well.

- **April Provincial Council**

A letter from the president to local leaders encouraging districts and bargaining units to be involved in the 100 Year Anniversary Celebrations was distributed at Provincial Council.

A DBU memo to committee and council chairpersons encouraging them to consider how to incorporate the 100 Year Anniversary in their committee and council work was sent out on April 27.

The vote for the logo and slogan took place at the April Provincial Council meeting.

- **Historical vignettes**

A Request for Proposals (RFP) for the creation of the historical vignettes has been sent to five companies; OSSTF/FEESO has previously worked with two of the companies and three have been recommended to OSSTF/FEESO. The deadline for proposals to be submitted is the end of May, with a final decision on the awarding of the contact to be made in June.

The deadline for all work to be completed is the end of November.

6. Central Implementation

Although OPSBA and the CTA have been reasonably effective in resolving specific sick leave issues as they arise, there are a couple of boards that consistently repeat the same violation. All parties are frustrated in having to deal with these repetitions. Two new central grievances were filed last week as follows:

- Lakehead – the board continues to ask additional questions for some members who submit the negotiated medical form
- Simcoe – the board continues to insist that members get the functional abilities section of the form completed when the member is totally disabled.

The hope is that these grievances will stop these practices but further internal discussion on strategies to deal with these boards is ongoing. One option is to file further grievances locally rather than centrally so that the board incurs the associated legal costs.

7. Adult Day Wage Parity

The joint committee has a tentative concept for how the funds will be allocated.

- The wage grid will include category rating and likely 2 steps for experience, 5 years and under, and over 5 years.
- Parity will mean that a full day of adult day school (6 hours or more) will earn the same amount as a full day of regular day school. This does not mean that any or all units will reach parity with the available funding, but provides a definition of parity.
- Any hours worked outside the regular school day or beyond a 194-day school year will be paid at the regular Cont. Ed hourly rate.

Communication from the joint committee has been sent to adult day school teachers with deadlines for the submission of rating statements. The deadline for submission of statement to the employer is May 7. Failure to meet the deadlines may mean a loss of the retroactivity of the wages. This is practically unavoidable as the only way to determine the actual wage increases is to know the specific grid placement of every teacher. The Certification Department has been working hard on analyzing the lists of adult day members provided by boards/local units in order to streamline the process. It is understood by all parties that there may be some delay in getting rating statements due to no fault of the members. These situations will be considered and timelines will be extended as appropriate for those boards. It is still expected that the work will be done by the end of the school year.

8. Report on the potential amendments to the Ontario College of Teachers Act, 1996 (OCTA) and the Early Childhood Educators' Act, 2007 (ECEA).

The Toronto Star ran stories investigating teachers accused of sexual allegations in 2001 after the

Robins report was released, and again in 2011 just after the LeSage review was announced. After the passing of the *Protecting Students Act, 2016 (PSA)*, the newspaper began running stories with specific teachers profiled, which criticized the PSA for not going far enough. Under the pressure of the criticisms of the PSA and the Toronto Star stories in conjunction with recent changes to the *Regulated Health Professions Act, 1991 (RHPA)*, the Government is proposing changes to the OCTA and ECEA to bring them in line with the RHPA.

On February 16, 2018, a conference call with OSSTF/FEESO, OECTA, ETFO, AEFO, and The Minister of Education's chief of staff, Sam Andrey took place during which the Government outlined proposed changes and timelines for amending the acts. The proposed amendments to the acts are designed to mirror the changes recently made to the RHPA, and strengthen the sexual abuse provisions.

There were six proposed potential amendments presented during the call:

1. Expanding the list of acts/conduct resulting in mandatory revocation, referred to as, "frank acts" to include, "Touching of a sexual nature of a child's or student's genitals, anus, breasts or buttocks."
2. The ability, through regulation, to add other acts/conduct of a sexual nature to the list of "frank acts" resulting in mandatory revocations.
3. Mandatory suspensions, at the discipline stage, for acts of sexual abuse that are not contained in the list of "frank acts" or a prohibited act involving child pornography.
4. Interim suspensions between the finding of professional misconduct by the discipline committee for a "frank act," or a prohibited act involving child pornography, and the order of certificate revocation.
5. Allow for the collection of current, relevant information that will allow an "evidence-based determination" of incapacity to practice in the profession by authorizing the Colleges to order a member to undergo a physical or mental examination.
6. A new requirement for the colleges to provide funding for therapy and counselling for a student/child subjected to sexual abuse, or a prohibited act involving pornography, by a member. The college will be able to recover the costs from the member, through a court proceeding, money paid for therapy or counselling for a child or student. Regulations would set out maximum amounts of funding and periods of time for which the funding may be provided for therapy and counselling.

It was made clear during the course of the conference call that these amendments are a priority of the Government, and they have released them as Schedule 8 and 19 in the 2018 *Budget (Bill 31 – Plan for Care and Opportunity Act (Budget Measures))*. The Government doesn't seem interested in hearing from the Federations, as they are set on moving ahead with these changes. Considering that all of these provisions currently exist in the RHPA, it will be highly unlikely that we would have any influence on persuading the government not to make these changes.

9. Workplace Violence in School Boards: A Guide to the Law

The Ministry of Labour document, *Workplace Violence in School Boards: A Guide to the Law* has been released and has been posted on the front page of the provincial website under the *Violence in the Workplace Resources* button. It is a very important resource containing valuable information for members to access and the Task Force urges all leaders to draw it to the attention of their members.

In order to continue to highlight the importance of addressing workplace violence and promoting the information regarding rights, responsibilities and reporting contained in the guide, provincial office staff have made presentations to the following groups of members, leaders and employers:

- OSSTF/FEESO Sector Caucus Meetings
- District School Board Ontario North East Supervisor Awareness
- OSSTF/FEESO Collective Bargaining Conference
- Ontario Association of School Business Officials (OASBO)
- HS/WSIAC Regionals
- North Toronto Collegiate Institute – Teacher members
- OSSTF/FEESO D12 Toronto Professional Student Services Personnel AGM
- OSSTF/FEESO D 25 Ottawa Plant Support Staff PD Day

At Leadership 2018, there will also be a 90-minute plenary session for all participants focused on the new guide and related information and resources.

10. Meeting of Affiliates and CUPE re. Bill 148

OSSTF/FEESO convened a meeting of staff representatives from the affiliates and CUPE on April 3, 2018, to discuss our respective organizations' positions on Bill 148, and to explore rumoured differences in the legal opinions with respect to several aspects of the bill.

The meeting was an opportunity for the participants to openly share information about their unions' approach to the Bill. It was confirmed that the legal opinions obtained by the unions were consistent. In addition, there was consensus that the application of the Personal Emergency Leave (PEL) changes to education workers are unclear in many ways, since they must somehow mesh with existing collective agreements, and a measure of what is a "greater benefit" will have to be applied.

Of the attending unions, CUPE is the only organization that has put detailed information and instructions on positions to take with employers into the hands of its local leaders. This is because, in most cases, the application of the provisions on the Bill to their members is much clearer, since their members are not generally exempted from aspects of the Employment Standards Act in the way that teachers are.

Like OSSTF/FEESO, the other affiliates have instructed local leaders to identify when an employer's implementation of Bill 148 is inconsistent with the union's understanding of the Bill, and then determine what actions may be necessary to assert members' rights.

All participants felt that the meeting was a valuable opportunity to better understand everyone's position. We will continue to work cooperatively on Bill 148 related issues, and similar meetings will be organized in the future as common issues arise.

11. Grid Delay Strategy

OSSTF/FEESO has been coordinating with ETFO to deal with the issue of Ontario compensating OECTA members for the grid delay imposed in the 2014-2015 school year. As part of that coordination, our legal counsel has also been consulting with ETFO counsel as we proceed to deal with the issue.

On Friday, April 13, both OSSTF/FEESO and ETFO filed individual Unfair Labour Practices complaints against the government. Our complaint states that the Crown violated its duty to bargain in good faith, its duty not to interfere with a trade union, and has engaged in intimidation and coercion by effectively sanctioning those unions who participated in the Charter Challenge. As remedy, we have requested that a declaration that the Crown violated various parts of the Labour Relations Act, and that OSSTF/FEESO members be compensated in the amount or method used to compensate other education sector bargaining agents. The complete complaint is available to OSSTF/FEESO members in the secure area of the website.

In order to protect our ability to be able to file central grievances on the 2014-2015 grid delay, we have informed both OPSBA and the CTA that OSSTF/FEESO reserves the right to file such grievances should issues arising from the OLRB application cause us to do so.

12. Appeal of EI Claw back for Members on Statutory Leaves

OSSTF/FEESO continues to provide support for the appeal to the Social Services Tribunal for members who had been denied when requesting reconsideration of the claw back of EI because they received their lump sum payment when they were on statutory leaves. A total of 30 members contacted us to have their names added to the appeal, and the Social Security Tribunal agreed to have their appeals combined and heard together.

A pre-hearing conference has been scheduled on June 14, 2018. The purpose of the conference will be to clarify the issue being appealed, to get more detail on any privacy or other matters that may come into play, to allow additional documentation to be provided, and to determine prospective hearing dates.

Further information will be available after the June 14 pre-hearing conference.

13. Removal of Multi-site

On Thursday May 17th at the Joint Health and Safety committee meeting in D20 Halton, members were informed by the school board that they would not be renewing the terms of reference for a multi-site agreement and would be moving to site based committees in the fall. There had been no prior indication that the school board wanted to go this way but one superintendent seemed to think there was some direction from the Provincial Health and Safety working group. Two OSSTF/FEESO staff sit on the PHSWG and this issue has not been discussed at all. In 2007 after the Greater Essex District school Board did the same thing OSSTF/FEESO and ETFO tried to challenge this up to the superior court level and were unsuccessful.

If this is a trend or a direction on the part of the school boards, it will definitely impact the functioning of health and safety in the school system. We are unable to contact the bureaucrats at the Ministry of Labour to see if this has been discussed at their level as the crown is in "caretaker" mode and cannot comment on anything that may have political ramifications. An all affiliate strategy session was held on May 25th in the hopes of derailing the School Board's decision.

14. OMERS Update

An update on OMERS Sponsors Corporation activities for the June 2018 Provincial Council report is included below.

OMERS Administration Corporation (OAC) Appointments

One of the responsibilities of the OMERS Sponsors Corporation (SC) is to interview and appoint individuals to the OAC. The SC has reappointed the following individuals for a three-year term effective January 1, 2019:

- David Beatty, nominated by the City of Toronto
- Darcie Beggs, nominated by CUPE
- Michael Fenn, nominated by AMO
- David Tsubouchi, nominated by the Retirees

OSSTF/FEESO Appointment to OMERS Sponsors Corporation

The Provincial Executive has re-appointed Sandra Sahli to another term representing OSSTF/FEESO on the OMERS Sponsors Corporation board. Our thanks and congratulations to Sandi for her work on our members' behalf.

Update - Comprehensive Plan Review

In response to a resolution approved by the SC Board, the OMERS Sponsors Corporation (SC) is currently conducting a comprehensive review of the OMERS Pension Plans. As reported to Provincial Council, the primary objective of the Comprehensive Plan Review is to ensure that OMERS remains sustainable over the long term providing an appropriate range of benefits within an acceptable range of costs and across generations. The formal resolution states that:

The SC Board undertake a Comprehensive Plan Review in order to ensure the sustainability of the Plan over the longer term, and that this review and subsequent decisions be completed by June 30, 2018.

Working with an external agency over the past several months, the SC Board has identified and modelled a number of plan changes that could ensure the Plan remains sustainable over the long-term. The SC Board has now narrowed its focus on the following areas of the Plan: accrual rate, average earnings, service limit, CPP integration, bridge benefit, post retirement indexing, early retirement provisions, and survivor benefits. Specifics of the proposals being considered by the Board remain confidential at this time.

The Comprehensive Plan Review does not eliminate or over-ride the plan changes currently under consideration by the SC Board, including:

- Modified Inflation Indexing;
- NRA 60 for paramedics; and
- mandatory participation for non-full-time members.

These plan changes must be addressed as part of the Comprehensive Plan Review – or addressed individually under existing practices and by-laws. The SC Board decided to consider these three proposals as part of the Review.

Sponsors and stakeholders have voiced their concerns with the timelines for the Comprehensive Plan Review - specifically with the deadline for decision-making by June 30, 2018. In response to this feedback, the SC Board utilized Section 6.5 of By-Law #12, which specifically permits the timelines of the plan change process to be modified. Such decisions require an affirmative two-thirds vote. The SC Board has approved the following extension of timelines:

- Posting of final specified plan change proposals being recommended will occur one month later on or before June 30, 2018, instead of on or before May 31, 2018.
- Voting on the final specified plan changes will occur at the November 2018 SC Board meeting instead of the June 2018 meeting.

The extended timelines will provide the Sponsors Corporation with four months to conduct a detailed communication plan with sponsors, stakeholders, employers, unions and members. The objectives of the communication plan will be to:

- Provide all key players with a direct engagement in the review process, including details of the specified plan changes being recommended, including any related changes to the Funding Management Strategy (FMS).
- Enhance understanding for the realities for the Comprehensive Plan Review.
- Build broad-based acceptance of the recommended specified plan changes.

The key messages for the four-month communication plan will be:

- The SC Board conducted the Comprehensive Plan Review to protect members' interests – past, present and future – in light of difficult realities beyond our immediate control.
- It is the Board's obligation to assess the Plan's long-term financial health – and to adopt changes that are either necessary or advisable.
- The goals are to ensure that the Plan remains sustainable, meaningful, and affordable for both members and employers for generations to come.
- The SC Board is comprised of equal numbers of employer and employee representatives.
- Any Plan changes that come out of the Review will have no impact on benefits already earned.
- Any specified plan changes will require a 2/3rds majority vote for approval.

The SC Board has approved a communication plan that will utilize a number of tools, including but not limited to: consultation meetings with Sponsors and key stakeholders; postings and videos on

the SC website; information sessions and kits; focus groups; special bulletins; and the development of a SC Facebook page.

15. 62ND SESSION OF THE UNITED NATIONS COMMISSION ON THE STATUS OF WOMEN

The United Nations Commission on the Status of Women meets every year and each year there is a different theme. The theme this year was *Challenges and opportunities in achieving gender equality and the empowerment of rural women and girls*. Through-out the two weeks there are “side events” (plenaries) that are focused on various topics, some germane to the theme, some not; however the vast majority of these side events happen during the first week.

Cindy Dubu  attended the second week of the commission from March 19 – 23, 2018. It was somewhat overwhelming initially, but the few sisters remaining for the second week from Ontario helped Cindy find her way around and assisted her with the process.

The second week is when things start to wind down, there are fewer side events, and the representatives from various countries start to negotiate what will become part of the United Nations Statements on the theme topic. Most of the delegates from Canada left before Cindy arrived, but the four remaining Canadian delegates spent a fair amount of time outside of the negotiations area acting as advisors to the Canadian representatives.

In spite of there being fewer side events Cindy was able to attend about ten, some highlighted the rights and plights of women across the world, but many during the second week are presented by religious groups that were solely there to push their anti-abortion, Trump supporting agenda. At these side events educated, professional women made statements such as “my life was destroyed by the feminist movement”, “women need to return to the basics, and life would be better,” etc.

Ultimately, CSW62 came to an end with governments developing a set of Agreed Conclusions that fail to address the many threats facing rural women yet can be considered an achievement in a global climate of regressive, patriarchal attacks on women’s human rights.

Trade unions and feminist organizations made various proposals and lobbied for policy concepts prior to and during the negotiations. While feminist groups felt that much was achieved in relation to sexual and reproductive rights, in spite of the global backlash and presence of deeply conservative forces, much less was achieved in relation to economic rights, including labour rights. The UN expert group report, developed to inform the CSW, recommended addressing the structural barriers created by neoliberal economic policies, including trade agreements, corporate power, privatization, land-grabbing, tax evasion and avoidance and climate change. These were either deleted or dealt with in a cursory, reductive manner.

Some of the key outcomes covered in the agreed conclusions include:

- Recognition of **trade unions** as contributors and relevant stakeholders in achieving gender equality and the empowerment of women and girls living in rural areas.
- Inclusion of the **decent work** agenda as critical to the empowerment of women in rural areas, making clear reference to the International Labour Organization Declaration on Fundamental Principles and Rights at Work. Recognition of rights to freedom of association, peaceful assembly, and collective bargaining, yet specific mention of migrant workers’ right to work and rights at work were deleted from the final text; as were references to other specific groups of women workers.
- Last year CSW made a breakthrough in recognizing the importance of a gender equitable **just transition** in the context of climate change. We were disappointed that governments failed to include the need for a just and equitable transition of rural economies and workforce given the huge impact climate change has on women living in rural areas.
- The importance of **financing for health services** was included but the language chosen didn’t go as far as the commitment in the 2030 Agenda, which requires states to “substantially increase

health financing and the recruitment, development, training and retention of the health workforce.”

- We were very disappointed that proposed language specifically addressing **community health workers** was deleted in the final agreed conclusions. We need to work out which governments might lobby for that language next year and make it a priority.
- Governments took a narrow and harmful view of equal pay allowing them to choose between equal pay for equal work or **equal pay for work of equal value**. ILO C100 clearly supports the broader concept. The main causes for the gender pay gap come from the historical sexual division of labour and the subsequent undervaluing of traditional women’s work.
- While there are references to the lack of access to **public services** in the text, there are too many mentions of key services without making reference to the public provision of these services. Public infrastructure, public water and sanitation, public energy, public education, public child care and public care are not specified. Where public health is mentioned, it relates to policies and not services. Private sector, on the other hand, is given attention and the idea of “reinvigorating” the Global Partnership for Sustainable Development (often code for private sector partnerships) was highlighted at the last minute.
- PSI is certain that rural women’s human rights and the implementation of the 2030 Agenda will only be possible if we commit to **gender responsive public service**. Each of these components made it into the text but never together. Amongst those included were: mainstreaming a gender perspective in decision-making processes and the management of natural resources, strategies for adaptation and mitigation of climate change; gender responsive economic and social policies; invest in provision of and access to quality, resilient and gender responsive modern energy, and safe drinking water and sanitation for all.
- In addressing the mobilization of financial resources for rural women’s rights, there is a strong message on the need for modernized, **progressive tax systems**, improved tax policy, and more efficient tax collection. While there was reference to combating illicit financial flows, governments failed to address tax evasion and avoidance: tax havens and secrecy jurisdictions, trade mispricing, tax competition and illusory corporate structures.

Reflecting on both the outcomes and the process of CSW62 will help labour affiliates prepare for next year’s important negotiations focused on “*Social protection systems, **access to public services** and sustainable infrastructure for gender equality, and the empowerment of women and girls.*”

16. Recent DBU’s 2017-2018

- 149 – Learning with Screens in School Work Group – Seeking Applications
- 148 – Workshop Writing Team Needed – Classroom Management – Early Learning
- 147 – Workplace Sexual Violence Assault and Harassment Survey
- 146 – Common Threads VII-Call for Team Members
- 144 – White Ribbon Draw the Line Survey
- 143 - Equity Advisory Work Group Call for Members
- 142 - CUPE 3903 Picket Lines and OFSAA Track and Field Championships
- 141 - Changes to OCTA and ECEA
- 140 - Pride Celebrations 2018
- 139 - OTIP Support Staff Worker Award
- 138 - EI and Pregnancy Leaves Booklets
- 137 - Pension Workshop Parameters
- 136 - Consultation on the 2019-2020 Strategic Action Plan
- 135 - Leadership 2018
- 134 - Job Postings for EA
- 133 - CUREE Study Exploring Teachers' Professional Identity
- 132 - OSSTF Regional Math Symposia 2018
- 131 - Embracing Technology Conference - Registration Now Being Accepted
- 130 - Judicial Council Vacancy

- 129 - Support Staff Appreciation Day
- 128 - Education Week 2018
- 127 - OLRB Complaint Against the Government
- 126 - Lifting of Practicum Suspension at York University for Year 2 Teacher Candidates
- 125 - Government Pay-outs to Education Unions

