

Provincial Executive Liaison Report

To: District 10, Council

From: Martha Hradowy, Vice-President

Contents

1. The Sixty Eighth Session of the United Nations Commission on the Status of Women (UNCSW68)	1
2. Ontario Coalition for Better Child Care Fall 2023 Report.....	2
3. Ontario Autism Coalition.....	4
4. Worker's Bowl	4
5. Transitional Teaching Certificates.....	5
6. CLC National Political Action Committee Report	6
7. CLC Lobby on the Hill – November 28, 2023.....	8
8. 2024-2025 Education Funding Consultations	8
9. Canadian Apprenticeship Forum (CAF) AGM and National Symposium	8
10. College of Psychologists of Ontario – Regulation of Applied Behaviour Analysis Update Fall 2023	9
11. PPM 169 – Student Mental Health.....	10
12. Canadian Labour Congress (CLC) Training and Technology Committee Meeting	12
13. Ontario Teachers' Federation (OTF) and Affiliates Meeting with the Ontario College of Teachers (OCT)	13
14. Ontario Universities & Colleges Coalition (OUCC) Meeting	14
15. Ontario Federation of Labour (OFL) Apprenticeship and Training Committee Meeting Notes	15
16. Summary of FAO Expenditure Monitor 2023-24: Q1.....	17
17. DBU Memos Issued	18

1. The Sixty Eighth Session of the United Nations Commission on the Status of Women (UNCSW68)

The sixty-eighth session of the Commission on the Status of Women will take place at the United Nations Headquarters in New York from March 11 to 16, 2024.

Representatives of Member States, United Nations (UN) entities, and ECOSOC-accredited non-governmental organizations (NGOs) from all regions of the world are invited to attend the session.

- **Priority theme:** “Accelerating the achievement of gender equality and the empowerment of all women and girls by addressing poverty and strengthening institutions and financing with a gender perspective.”

The Canadian Labour Congress (CLC) is an UN accredited organization for this Commission, and they typically bring a large delegation of women leaders to participate in both the formal meetings and the parallel conference organized by non-governmental organizations (NGOs). This year, the United Nations Commission on the Status of Women (UNCSW) is an in-person event in New York City, held from March 11 to 16, 2024, but delegates will arrive earlier for pre-commission events.

OSSTF/FEESO is inviting up to three women to participate as part of the CLC delegation to the 68th session of the Commission on the Status of Women (CSW68). Preference will be given to those Members who identify from equity/sovereignty seeking groups.

All costs pertaining to participation would be the responsibility of OSSTF/FEESO Provincial Office. This would include travel, accommodations and all other costs including meals.

Letters of suitability were to be sent to Tracey Marshall (tracey.marshall@osstf.ca) by no later than 4:00 p.m. November 1, 2023.

All OSSTF/FEESO delegates are expected to:

- Attend daily briefing sessions with the labour delegation and Canadian delegation.
- Attend official sessions and/or NGO-organized side events.
- Write short summaries for publication on the trade union delegation's blog and submit a summary of the event to OSSTF/FEESO upon return.
- Attend Canadian UN Mission or ministerial events, if any.
- Lobby delegations on labour's priorities for the session.

Some participants may take on additional roles, which might include:

- Working with trade union delegates from the Global South.
- Providing informal interpretation services to unilingual delegates (usually in briefing sessions).
- Assisting with communications, including posting articles on the blog.
- Liaising with NGO delegates.
- Assisting with the drafting of language for the trade union delegation or the coordination of the delegation's activities.
- Assist with the coordinating of a CLC side event.

Members will be asked to submit a letter outlining their suitability to participate in the conference as soon as possible to tracey.marshall@osstf.ca. OSSTF/FEESO will apply the following criteria to determine nominees to submit to the CLC for delegate status:

- Self-identification as First Nation, Métis, Inuit and/or Equity-Seeking
- Engagement in advocacy work on behalf of OSSTF/FEESO, local labour organizations (i.e., labour councils), and advocacy experience on women's issues
- Ability to secure release time to attend the entire event

Please send your letter outlining suitability. Successful applicants will be notified by November 6, 2023. This does not necessarily guarantee OSSTF/FEESO delegates a spot with the CLC delegation. You will be notified by the CLC, and will be followed up by OSSTF/FEESO if you are successful in achieving a delegate spot.

If you have any questions, please contact Tracey Marshall at tracey.marshall@osstf.ca.

2. Ontario Coalition for Better Child Care Fall 2023 Report

As a member of the *Ontario Coalition for Better Child Care* (OCBCC), OSSTF/FEESO attends all Annual General, Provincial Council and Board meetings of the Coalition.

Further, currently assigned staff sits at the Table of Officers and serves on two committees of the Board (Bylaws and French Language).

The Annual General Meeting (AGM) took place over two days late September 2023. AGM reports indicated that membership has been maintained and that financial goals have been exceeded (by \$7,000). The benefits plan continues to increase in both members and benefits available to those members. Motions to change the bylaws to clarify language regarding vacancies were carried. Changes to bylaws to be compliant with *Ontario Not-for-Profit Corporations Act* (ONCA) were also carried. The Provincial Advisory Council was confirmed for 2023-2024.

Notably, for the first time in six years, no one from the Ministry of Education came to address the OCBCC AGM.

The *Women and Gender Equality* (WAGE) team is an OCBCC funded project and has a new working group. The focus of the working group is to promote an anti-racist childcare system in Canada. Key recommendations have been developed for the Ontario government, for post-secondary and professional development training and for childcare operators (see www.childcareontario.org/wage_project for the full list of key recommendations).

A second OCBCC funded project is the creation of a Parent Action Network. To begin this work, regional and organizational representatives were asked to consider ways in which this network could be best mobilized.

New childcare spaces continue to be announced by the government. The reality, as reported through regional reports, is that these spaces are not available because there are not enough workers to staff the positions. The situation is even worse for those seeking francophone spaces.

Work has begun on a new iteration of the Roadmap to Universal Childcare in Ontario, originally released in July 2021 (see www.childcareontario.org/press). New program profiles are being created and several policy briefs will be out soon - the first one will be regarding compensation.

Representatives expressed frustration with the lack of action on the part of the government to implement a new fee structure. The Ministry of Education has stated to OCBCC that the childcare sector is “not likely to see movement until 8 months into 2024.”

Orders for the upcoming *Child Care and Early Learning Worker Appreciation Day* (CCWAD) have been higher than previous years; currently 2,500+ posters and 13,000+ buttons.

Morna Ballantyne, Director of *Child Care Now* (CCN, the national body of the Coalition), joined for a discussion on the two national priorities: address the workforce crisis and plan the systematic expansion of accessible childcare spaces. CCN will be making a seven billion dollar ask to the federal budget to address these issues. Having completed a visit to Newfoundland and Labrador, CCN will be stopping at five other jurisdictions (including Ontario) to assess how the *Canada-Wide Early Learning and Child Care* (CWELCC) funding is being used. A National Childcare Advocacy Assembly is being held in Ottawa, November 18 and 19, 2023, with 50 representatives from across the country.

With the entire Provincial Council in attendance, time was taken for strategic planning.

The following dates/timelines should be noted:

- October 17, 2023: CCWAD
- October 18 and 19, 2023: National Assembly
- November 30, 2023: National Day of Action – details forthcoming, likely will include a rally at Queen's Park
- Spring 2024: Day of Action – details forthcoming, likely to be focused on the lack of government movement on new funding structures in the sector

Assigned Educational Services Staff will continue to liaise with OCBCC and provide information regarding upcoming events so that members of OSSTF/FEESO can show their support for, and recognition of, childcare workers.

3. Ontario Autism Coalition

The Ontario Autism Coalition (OAC) hosted a day of action and lobby day from October 16-17, 2023 at Queen's Park.

The OAC reached out to OSSTF/FEESO requesting support for their mobilization efforts and logistical planning to bring children, parents, and supporters to convene on Queen's Park.

The recent revelations brought to light by a Canadian Press Freedom of Information request ([CP Ontario Autism Program FOI article](#)) have cast a glaring spotlight on the dire state of the Ontario Autism Program. It has become painfully evident that this essential program, intended to support our most vulnerable members of society, is woefully underfunded, mismanaged, and egregiously behind schedule. This crisis, which has been unfolding under the watchful eyes of our provincial government, has had devastating consequences for countless children and their families who are left waiting for the support they desperately need.

In addition to the critical issues surrounding autism services and therapies, we must also address the provincial government's attack on special education in Ontario ([Star Education article](#)). These policies have led to increased school exclusions for students with disabilities, compounding the challenges faced by families who are already struggling to access essential services. It is an issue that cannot be ignored, as it further deepens the inequality faced by some of our most vulnerable community members.

Children with autism are missing out on valuable developmental time, while we are told to wait for the government to "get it right." The OAC firmly believes that the time for action is now, and we cannot afford to stand idly by as the futures of these children, and their families, hang in the balance.

The OAC asked that OSSTF/FEESO assist in sponsoring buses from various regions across the province ranging from Ottawa, Windsor, Sudbury. There were more locations pending based on what kind of turnout they document.

The OAC also planned their lobby day the very next day after their initial show of community force. They were being sponsored by MPP Monique Taylor of Hamilton Mountain.

4. Worker's Bowl

The Ontario Employment Education & Research Centre (OEERC) along with the Worker's Action Centre is hosting its 12th annual Workers' Bowl in-person on Saturday, November 18, 2023.

Annually, unions and community partners form bowling teams and fundraise for the OEERC as a partner agency of the Workers' Action Centre.

OSSTF/FEESO hosted their first team last year and it was an excellent opportunity for OSSTF/FEESO to fundraise and support a critical agency dedicated to workers rights and leadership.

This year the following teams have been registered from these organizations:

- ETFO
- Unifor
- OPSEU
- Ursel Phillips Hopkinson LLP
- Goldblatt Partners
- Social Planning Toronto
- OCUFA
- ONA
- OFL
- USW

All funds raised at the Workers' Bowl go directly to the **OEERC Education and Leadership Fund for Workers in Precarious Employment** to create collaborative community leadership development and educational projects with the Workers' Action Centre (WAC), an organization committed to improving the lives and working conditions of people in low-wage and precarious employment in Ontario.

5. Transitional Teaching Certificates

During the pandemic, in response to a shortage of daily occasional teachers, the Ontario College of Teachers (OCT) introduced a Temporary Teaching Certificate program that allowed 2nd-year teacher candidates, who were approved by their Faculty of Education, to work daily occasional assignments as part of their practicum requirements. At the time, most Faculties of Education welcomed the opportunity for their Teacher Candidates (TCs). However, due to the disruption caused to both teacher education coursework and placements, most Faculties of Education soured on the initiative and decided to end the practice.

This summer, the Ministry of Education announced that the initiative would be replaced by a permanent program called the Transitional Teaching Certificate, which was essentially identical to the Temporary Teaching Certificate, except that instead of the faculties deciding who is eligible to participate, the OCT would now be approving Teacher Candidates.

Quick facts to know about Transitional Teaching Certificates:

- 1) To be eligible to apply for a new Transitional Teaching Certificate, Teacher Candidates (TCs) must have completed a minimum of 30 credits in their preservice program (normally two semesters of course work) and 40 days of practicum.
- 2) The new certificate is valid for 18 months, with the possibility of a 6-months extension. The certificate would remain valid, even if the TC leaves the program without completing it.
- 3) Holders of the new Temporary Certificate may use up to 20 days of teaching to satisfy practicum requirements.
- 4) TCs working under a Transitional Teaching Certificate have all the rights and privileges of a certified teacher except they cannot take AQ or ABQ courses.

They can apply for daily occasional work, LTOs, and even permanent contracts if an employer deems them eligible.

- 5) The new certificate is valid for 18 months, with the possibility of a 6-months extension. The certificate would remain valid, even if the TC leaves the program without completing it.

Faculties of Education are quite concerned as they have already experienced the disruption of Temporary Teaching Certificates caused to their classes and placements, and they fear that certifying TCs before they complete their teacher pre-service requirements will ultimately degrade the quality and reputation of the degrees they confer. Some faculties are considering measures to mitigate potential disruption by making attendance at course work days mandatory and possibly limiting the number of days a TC can miss a placement to work as an occasional teacher. It is unclear whether the Ministry will allow such restrictions.

While in many ways the Transitional Teaching Certificate is a problem for the Faculties of Education, it also raises concerns for OSSTF/FEESO as well:

- 1) As soon as a TC works a single day as an occasional teacher, they become a member of OSSTF/FEESO. That means that hundreds, perhaps thousands, of TCs could be working in classrooms under the protection of OSSTF before they have successfully completed their teacher education program.
- 2) Associate Teachers (ATs are already in short supply) as faculties increase their cohort size and teachers are overwhelmed with increasing workloads. There is a legitimate concern that teachers may be reluctant to take on TCs if their placements are constantly being interrupted by TCs taking on last minute occasional work. Currently, becoming an AT is a voluntary act, but if a shortage of ATs threatens TC placements, the Ministry and school boards may move to make AT work an assignment. Neither OSSTF/FEESO nor the Faculties of Education want to see that happen.
- 3) A TC who has worked at least one day as an occasional teacher before the end of their last placement, will return to that placement as a full member of OSSTF. This will put their AT in the uncomfortable position of evaluating a fellow member.
- 4) There has been at least one documented case of a TC on a Temporary Teaching Certificate who applied for an LTO and was successful over an established occasional teacher. While both candidates were OSSTF/FEESO members and both were eligible to apply, there was certainly a perceived injustice of someone who had not yet completed their teacher training over someone who had.

OSSTF/FEESO and its affiliates, including OTF, support the Faculties of Education in their opposition to the Transitional Teaching Certificate program and we have sent a letter to Phil Graham, Assistant Deputy Minister of Strategic Policy and Planning at the Ontario Ministry of Education, strongly outlining our position. We recognize the importance of protecting the reputation of the teaching profession and see the new Transitional Teaching Certificate program eroding that reputation. OSSTF/FEESO also strongly believes that the voluntary role that teachers take on as ATs is an integral part of the teacher preservice program and encourages all teachers to participate as one if they are able. We are currently working on a document to be shared with ATs to explain the Transitional Teaching Certificate program and how it may affect TC placements.

6. CLC National Political Action Committee Report

The CLC National Political Action Committee met on Wednesday, September 13, 2023.

The agenda included the following items:

Federal and Provincial Political Landscape and Elections

- Federal
 - Redistribution of Federal Electoral Districts*
 - According to the official Federal Electoral Districts Redistribution [website](#), the earliest date the new distribution would come into effect is April 2024.
 - It is highly likely the next federal election will be conducted using the new distribution – 333 seats/170 for majority.
 - CLC Election Readiness Preparation*
 - SACA – the current Supply and Confidence “agreement” between the NDP and Liberals remains in effect and, based on the information available to the CLC, there is no indication of an imminent collapse.
 - Pierre Poilievre is surging in polls but the race between the Conservative Party of Canada and the Liberal Party of Canada remains tight.
 - The NPAC consensus is that research is required now to aid in election readiness strategies.
- Manitoba, October 3, 2023
 - The Manitoba NDP has a strong chance to form government and to elect the first Indigenous Premier in history.
- Saskatchewan, October 28, 2023

CLC’s Fall Legislative Priorities

- Anti-Scab Legislation
- Care Campaign & Pharmacare
- Sustainable Jobs (C-50)
- *Canada Early Learning and Child Care Act (C-35)*
- *Firearms Act (C-21)*
- Affordability
- [Budget 2024 – CLC Submission](#)

Fall Lobby Days

- Indigenous Lobby (October 3, 2023)
- Lobby on the Hill (November 27-28, 2023)

Christian Labour Association of Canada (CLAC) Campaign Update

Lobbying Commissioner of Canada

- *Elections Canada Act, Lobbying Act*, and the impact on CLC and affiliates.

Affiliate Campaign Updates (Round Table)

Action Items/Recommendations

1. Fall Legislative Priorities

OSSTF/FEESO staff continue to rely on CLC legislative updates and coalition partners for information and updates regarding federal legislation relevant to Federation members.

Example – *Canada Early Learning and Child Care Act (C-35)*
Legislative Observer consults with staff assigned to Ontario Coalition for Better Childcare (OCBC) and the ECE College.

2. Lobby Days
OSSTF/FEESO participated in the 2023 Indigenous Lobby Day as per DBU #10 2023/2024.

CLC Lobby on the Hill is taking place on November 28, 2023.

Next NPAC Meeting - November 8 and 9, 2023.

7. **CLC Lobby on the Hill – November 28, 2023**

The CLC is organizing a lobby day on Parliament Hill on November 28, 2023.

The following three issues will be the focus of the lobby day:

- Anti-scab legislation
- Sustainable Jobs
- National Pharmacare Program

Meetings with MPs and/or their staff will occur on November 28, 2023, and be followed by a reception in the evening.

8. **2024-2025 Education Funding Consultations**

[OSSTF/FEESO's Submission to the 2024-2025 Education Funding Consultations](#) can be found on the OSSTF/FEESO website.

9. **Canadian Apprenticeship Forum (CAF) AGM and National Symposium**

The CAF AGM and Global Apprenticeship Summit – *Best Practices Exchange*, took place on September 28, 2023, in Ottawa. Assigned Staff from the Educational Services Department attended the events on behalf of OSSTF/FEESO as a voting delegate. Guest presenters from Australia, New Zealand, Switzerland, Argentina, and the United States joined CAF member organizations for this international Best Practices Exchange, to share insights and highlight promising practices.

Items of Interest

Employers discussed the benefits of hiring apprentices, and much like Education, the return on investment (ROI) is positive. In some provinces, the ROI on hiring apprentices is reported to be between \$1.36 and \$1.41 for every dollar spent. Non-financial benefits of hiring apprentices were also highlighted, including but not limited to, apprentices are the future of a company, with better Health and Safety training and outcomes, better fit with the organization, higher productivity, and fewer mistakes.

One employer, Cummins, shared their [Technician Apprenticeship Program](#) (TAP), in which they pay apprentices for their time in the classroom. They also noted that apprentices needed a minimum of a high school diploma to be considered for the program. They also needed to score at least 65% on an aptitude test, as they found that students entering the wrong trade or profession were much more likely to drop out of the program. In response to a question, they noted that we need to introduce elementary age students to the skilled trades, to encourage a mind shift in parents, who often still want their children to 'go to university' as a first career path, regardless of aptitude.

A question for employers at the symposium this year involved what they can do to support a pool of talent often underemployed or overlooked in the skilled trades: those who identify as neurodivergent. Employers were supportive of this idea and highlighted the need for more task-oriented education and assessment of apprentices to evaluate competencies. This would include revisiting high-stakes exams at the end of an apprenticeship. Focusing on mechanical over academic aptitude could help address equity concerns and tap into an underutilized pool of potential apprentices.

There were a number of statistics of interest from panelists from other nations:

- In the USA, there is lots of opportunity for careers in the skilled trades involved in renewable energy projects. The USA has a goal to add four million apprentices in the next ten years. It was noted again that completion rates for apprentices are much higher when students come with high school and post secondary education.
- In Switzerland, 2/3 of youth go through an apprenticeship program. They noted that even in Switzerland, they deal with educators who tell students that they should go to university if they 'are smart' or 'get good grades.'
- In New Zealand, apprenticeship rates are up 59% since COVID-19, and new entrants into the skilled trades who identify as female are now at 23%. They noted that attracting and retaining neurodivergent apprentices is a growing area of focus.

This *Best Practices Exchange* reaffirmed OSSTF/FEESO positions regarding Ontario's approach to the skilled trades and apprenticeship: students are much more likely to be successful if they complete high school with the needed education and skills for their trade, and there is still work to do in terms of attracting and retaining apprentices from equity and sovereignty seeking communities.

10. College of Psychologists of Ontario – Regulation of Applied Behaviour Analysis Update Fall 2023

Background

Discussions regarding the regulation of Applied Behaviour Analysis (ABA) began at the provincial government level in 2017. In 2019, the *College of Psychologists of Ontario* (CPO) voted in favour of undertaking the regulation of ABA. Bill 283, *Advancing Oversight and Planning in Ontario's Healthy System Act*, was passed in 2021. It was written to repeal the *Psychology Act* of 1991 and replace it with the *Psychology and Applied Behaviour Analysis Act*. Regulation approval took place July 20, 2023. The new *Act* will be proclaimed effective July 1, 2024 and the name of the College will become the *College of Psychologists and Behaviour Analysts of Ontario*. Updates and a full history can be found on the college portal at: <https://cpo.on.ca/aba/aba-information-and-updates/>

Notice for July 1, 2024

This information is a heads-up notice as the college is NOT yet accepting applications for registration of behaviour analysts.

As of July 1, 2024, there will be two Certificates of Registration for Behaviour Analysts in Ontario:

1. Certificate of Registration for a Behaviour Analyst Authorizing Autonomous Practice.
2. Certificate of Registration for a Behaviour Analyst Authorizing Supervised Practice.

Initially, there will be a transition phase with three possible routes:

- #1: Active Board Certified Behaviour Analysts with the Behaviour Analyst Certification Board (BACB; who have BCBA or BCBA-D designation) who are in good standing will qualify for Autonomous Practice once they successfully complete a jurisprudence Module.

- #2: Non-BCBA/BCBA-D Behaviour Analysts who have been working with the Scope of Practice of ABA and can demonstrate practice of 1500+ hours within the past four years will qualify for Autonomous Practice once they successfully complete the Ontario Examination for Professional Practice in Applied Behaviour Analysis, AND the Jurisprudence and Ethics Course and Assessment in Applied Behaviour Analysis.

Further details for #1 and #2 can be found at: <https://cpo.on.ca/aba/transitional-routes-to-registration/>

- #3/Entry level: Applicants who are not eligible to apply for Autonomous Practice under #1 or #2, must meet requirements (namely, post-graduate degree from program, or with coursework, in behaviour analysis) in order to be certified with Supervised Practice.

Further details for #3 can be found at: <https://cpo.on.ca/aba/entry-level-route-to-registration/>

Next Steps

Bargaining Unit Presidents who represent PSSP members – particularly, but not limited to, behaviour analysts – should share this information with their members.

11. PPM 169 – Student Mental Health

Summary

On July 28, 2023, the Government of Ontario released PPM 169 – Student Mental Health. The PPM outlines the requirements of school boards, school authorities, and the Consortium Centre Jules-Léger to “provide culturally responsive, evidence-informed student mental health promotion, prevention and early intervention services that respect students as complex individuals and provide appropriate supports for their diverse needs”. It also outlines expectations for the roles these systems play in the provincial system of care.

School Boards will also be required to report, on an annual basis, activities undertaken to meet the requirements of PPM 169, and to use data collected to inform their plans and strategies. PPM 169 indicates that it will be reviewed every five years.

Requirements of School Boards

1. Three-Year Mental Health and Addictions Strategy and One-Year Action Plan.
2. Joint Local Planning with Community-Based Child and Youth Mental Health Providers.
3. Multi-Tiered System of Supports.
4. Consistent Use of Evidence-informed Brief Interventions and Standardized Measurement.
5. Suicide Prevention, Intervention and Postvention Protocols.
6. Virtual Care Delivery.
7. Enhanced Educator and Staff Mental Health Literacy.
8. Mandatory Mental Health Literacy Learning for Students.
9. Family Mental Health Literacy and Awareness.
10. Social-Emotional Learning.
11. Mental Health Absences.

Implementation

PPM 169 identifies School Mental Health Ontario and the Knowledge Institute on Child and Youth Mental Health and Addictions as the key implementation partners in support of student mental health and addiction services. It also outlines stakeholders with specific

roles and responsibilities.

PPM 169 identifies several other PPMs that may intersect from an implementation standpoint, notably PPM 81: Provision of health support services in school settings, and PPM 149: Protocol for partnerships with external agencies for provision of services by regulated health professionals, regulated social service professionals, and paraprofessionals.

Roles and Responsibilities

Guidelines for roles and responsibilities are identified for multiple partners, including:

- Ministry of Education
- Ministry of Health
- School Boards
- Community-Based Child and Youth Mental Health Agencies
- Children and Youth Mental Health Lead Agencies
- Public Health Units
- Superintendent with Responsibility for Mental Health
- Mental Health Leaders
- Regulated School Mental Health Professionals
- Non-regulated School Mental Health Professionals
- Mental Health and Addictions Nurses in Schools
- Educators
- Guidance Teacher-Counsellors

PPM 89 Review

In October 2021, a joint review of **PPM 81 – Provision of Health Support Services in School Settings** was announced. Risks related to proposals in the draft revision of PPM 89 included downloading some health support services from nurses to school staff, allowing privately hired service providers to work in schools, and a shift of already established school delivered services to external agencies. On February 10, 2022, OSSTF/FEESO participated in a discussion on the PPM 89 review at the Committee on Ministry Initiatives. A written submission was also made by OSSTF/FEESO, as well as ETFO, the TDSB, and multiple community stakeholders. Generally, these submissions were highly critical of the changes proposed in the draft PPM 89 review. At this point in time, there have been no updates provided from the Ministry of Education on the status of the PPM 89 review. PPM 169 has the potential to be the Ministry of Education replacement, for what may be a failed review of PPM 89.

PPM 149

PPM 149 was issued in September 2009, and provided a framework for identifying services in schools provided by regulated health professionals, regulated social service professionals, and paraprofessionals, as well as which services were or could be delivered by school-based staff. Expectations for the provision of these services by external agencies were outlined, and school boards were expected to develop a related policy which implemented these expectations. While many school boards implemented appropriate policies, there continues to be school boards who did not. PPM 149 has the potential to assist in ensuring local bargaining units are engaged in if and how external agencies operate in schools, with a goal of avoiding duplication of services already provided by school based staff.

For Consideration

The impact of PPM 169 on OSSTF/FEESO Members will vary from bargaining unit to

bargaining unit, job class to job class, and from school board to school board. While many OSSTF/FEESO members are already doing much of the work identified in PPM 169, attention should still be paid to increased workload demands resulting from additional professional development related to Mental Health Literacy, collaboration with community care providers, as well as additional demands for data collection and reporting.

OSSTF/FEESO members who are school mental health professionals (both regulated and non-regulated), already exist in schools and delivery critical programs and supports within the school community. Service delivery models for these services vary from school board to school board. PPM 169 outlines general expectations related to a service delivery model. While there does not appear to be a significant departure from recent ministry initiatives, local leaders should monitor employer planning at the local level, and insist on participating in any review or update of the local service delivery model. While the PPM 89 review proposed significant changes in service delivery, PPM 169 makes no mention of the key concerns such as changes to health service delivery, allowing privately purchased services in schools, and a shift of school based services to community agencies.

12. Canadian Labour Congress (CLC) Training and Technology Committee Meeting

OSSTF/FEESO staff joined members of a variety of unions and associations at the CLC office in Ottawa for a Training and Technology Committee Meeting on October 5, 2023.

Items of Interest

Employment Social Development Canada (ESDC) Union-led Advisory Table on Skills Development

In the Spring of 2022, the federal government announced what looked like a joint employer-union table which became the union-led advisory table, with CLC taking the lead on putting the table together but it stalled. Within the last month, invitations to unions came from the CLC to participate and provide advice on how to improve results for mid-career workers, how to help workers approaching retirement, needs of workers facing transition to different sectors, and how to support diversity and inclusion. Preliminary advice will be provided to Ministers and a final report will be provided to ESDC by October 2024. Currently, the table is represented by 16 unions and chaired by Bea Bruske, President of the CLC. The goal of this table is to reach consensus on shared priorities and bring them directly to the Minister. The CLC consulted on the formation of the table and sent invitations to affiliates last month. There were no education unions invited to this table and OSSTF/FEESO is following up to determine whether or not we need or want to be involved in this project.

CLC/Pembina Sustainable Jobs Blueprint – Alex Callahan, CLC

[Bill C-50 An Act respecting accountability, transparency and engagement to support the creation of sustainable jobs for workers and economic growth in a net-zero greenhouse gas emissions economy](#), introduced in June 2023, requires the federal government to create five-year action plans, create a sustainable jobs partner council, and establish a secretariat to ensure policy coherence. Broadly, the legislation is supposed to create sustainable jobs. Labour has some concerns about: representation on the partnership council (only 1/3), making sure that people can go from high emitting to low emitting work and with the same employer; and how a 'sustainable job' is defined. Bill C-50 has had second reading, debate has begun, and it will go to the committee soon. The Bill is under [EnerCan](#), which is unusual, and the CLC would like to see the ESDC involved at some point. The aim is to ensure that a sustainable job is defined as a union job.

The idea was to bring together labour and an NGO research firm to study just transition global best practices, conduct qualitative and quantitative research, and develop policy interventions to transition to a net zero economy. The first report has completed, and there is a second report in the works. Researchers are looking into net zero modelling policies and economy, as well as transferable skills that would be needed in the future net zero economy.

Climate Literacy and Building it Green Project – John Calvert, Simon Fraser University adjunct professor with an in-interest labour (former CUPE staff member for approximately 30 years)

The project is intended to bring climate literacy into the trades training modules and programs. *Canadian Building Trades Union* (CBTU) is leading the *Building it Green* project. The goal is to develop training modules over the four-year project 2021-2025, that will introduce climate literacy into Canada's trades training programs for apprentices, journeypersons and trainers. Training modules are ready to be rolled out in the fall/winter of 2023/2024. Phase 1 is completed - the environmental scan and literature review in Canada, US and Europe. Phase 2 is completed – the determination of the objectives of the training modules by [SkillPlan](#), in consultation with the Advisory committee. Phase 3 – Curriculum development – is underway and soon to be tested and evaluated in fall 2023/winter 2024.

[Bill C-27 and the Artificial Intelligence and Data Act \(AIDA\)](#)

A briefing note on AIDA is currently in front of the committee, a first step toward putting a fence around AI in workplaces. Government purpose is to commercialize AI, foster research, and development of AI that impacts our workplaces. Concern that public interest and risk mitigation is not a priority of the government. Regulates high impact AI systems, with no regulations at present. Science, Innovation and Economic Development mandate is to promote industry, it does not take a human rights approach. The Act leaves out the Government of Canada and its agencies from being covered by it, where most of the concerns are likely to be generated. A number of Unions have been pushing for a major redrafting of this Bill and calling for increased public engagement. Workers currently have no vehicle to raise their issues and concerns on this Bill. The CLC has crafted a draft submission on Bill C-27 and a CLC task force report is in the works regarding automation and artificial intelligence: there are real concerns that AI companies will look to set up shop in Canada where currently, there are limited, or no restrictions, placed on them.

13. Ontario Teachers' Federation (OTF) and Affiliates Meeting with the Ontario College of Teachers (OCT)

On October 13, 2023, OTF and the affiliates met with the OCT. Prior to this meeting, OTF had requested to do a public presentation to the new governing OCT Council, and the request was denied. This meeting was a follow-up to the denied presentation request. The OCT had also cancelled the spring meeting with the group, citing not enough applicable agenda items were brought forward. Present at the October meeting was Jamie Robertson, Interim Deputy Registrar and Director of Investigations and Professional Conduct, Anna Marie-Nielsen, Director of Standards of Practice and Accreditation, Adam Tracey, Manager of Policy and Governance, and staff from OTF, OSSTF/FEESO, OECTA, ETFO and AEFO.

The meeting largely focused on OTF and the affiliates, emphasizing the importance and value of having the OCT collaborate with the Federations. OTF reminded the OCT that improving relationships is important and that staff at the affiliates can work well with staff at the OCT on important issues such as internal and external consultations, the impact of legislation that affects interested parties (e.g., Transitional Certificates and the Math

Proficiency Test, the Sexual Abuse Prevention Program (SAPP) and discipline trends across the province).

The College highlighted their disappointment that the Federations' politicians have publicly undermined the work and importance of the college. OTF reminded the College of the different roles between politicians and staff.

OSSTF/FEESO reminded the OCT that they had previously offered to collaborate on work to track trends of professional misconduct in the field, specifically related to members from equity-seeking demographics and taking a proactive approach to improving public protection. Additionally, OSSTF/FEESO provided feedback on the SAPP and potential areas of implementation and the effectiveness of its rollout.

The OCT committed to continuing the meetings with the OTF and affiliates on a go forward basis and articulated they found the discussion more helpful than they anticipated. The parties agreed to look at meeting again in the new year.

14. Ontario Universities & Colleges Coalition (OUCC) Meeting

The meeting of the OUCC started at 2:02 p.m. on Tuesday, September 26, 2023.

Representatives from The Ontario Confederation of University Faculty Associations (OCUFA), Ontario Public Service Employees Union (OPSEU), Ontario Secondary School Teachers' Federation (OSSTF/FEESO) and Public Service Alliance of Canada (PSAC) were on the virtual call during which the following issues were discussed:

i. Blue Ribbon Panel (BRP) Consultation: Update

The Ministry of Colleges and Universities has not provided any new information regarding the Blue Ribbon Panel since the last OUCC meeting.

None of the members of the OUCC have been made aware of any official or unofficial information about the panel.

ii. 2023 Canadian Senators Discussion Paper – Strengthening the Integrity of Canada's International Student Program: Review and Discussion

On September 20, 2023, four Senators (The Honourable Sabi Marwah, The Honourable Ratna Omidvar, The Honourable Hassan Yussuff, The Honourable Yuen Pau Woo) published a discussion paper on Canada's International Student Program. OSSTF/FEESO staff shared the paper with the members of OUCC in hopes that the report could be incorporated into the group's plan of work.

The paper has three components:

- A. Brief overview of Canada's international student program, including its goals and benefits.
- B. A discussion on international student program integrity challenges.
- C. Suggestions for actions/strategies aimed at resolving integrity challenges.

Although there was significant interest in the paper, due to the timing of the meeting, the majority of OUCC members present did not have an opportunity to review the paper.

The paper will be added to the next OUCC meeting agenda. A copy of the news release, and English and French versions of the Discussion Paper can be found here:

- News Release: <https://www.ratnaomidvar.ca/news-release-senators-urge-governments-to-better-manage-canadas-international-student-program/>
- English version of discussion paper: https://www.ratnaomidvar.ca/wp-content/uploads/2023/09/EN_CanadasInternationalStudentProgramDiscussionPaper-Final.pdf
- French version of discussion paper: https://www.ratnaomidvar.ca/wp-content/uploads/2023/09/FR_CanadasInternationalStudentProgramDiscussionPaper-Final.pdf

iii. **Calls for Solidarity & Support were made in respect of various issues at different Colleges & Universities specifically:**

- The Northern Ontario School of Medicine University (NOSM U) admin is trying to force concessions at the bargaining table unseen at any other university in Ontario -- gutting the teaching experience is not the answer if the goal is to increase the number of trained physicians in the North. See (<https://www.nosmfsa.ca/#newmode-embed-185-60075>)
- Western's Librarians and Archivists could be on strike as of Oct 4. They are bargaining for better complement and fair monetary package after having their compensation capped at 1% since their last agreement. See (<https://www.uwofa.ca/take-action>)
- The Algoma University Faculty Association (AUFA) is fighting back against the privatization of their university. Faculty at Algoma U (AU) have been designing and delivering courses in a graduate certificate in Project Management since 2021. This fall, AU management has transferred course design and delivery responsibilities for this certificate to Yorkville University, a private, for-profit university with non-unionized faculty who will be paid much less to deliver the courses than AU faculty. See (<https://opseu.org/news/petition-to-algoma-university-senate-stop-the-privatization-of-public-education-at-algoma-university/200086/>)

The next meeting took place on Tuesday, October 31, 2023.

15. Ontario Federation of Labour (OFL) Apprenticeship and Training Committee Meeting Notes

Assigned staff joined representatives from a variety of trade and education unions at an *Ontario Federation of Labour* (OFL) Apprenticeship and Training Committee Meeting on the morning of October 16, 2023. The agenda focused on resolutions and logistics for the upcoming OFL convention in November, as well as a discussion around the government's plan to allow grade 11 students to leave school to join full-time apprenticeship programs rather than completing high school before moving on to a career in the skilled trades.

Amendments to the Education Act made by the *Better Schools and Student Outcomes Act, 2023* received Royal Assent on June 8, 2023. The government announced an 'Accelerated Apprenticeship Pathway Consultation' on October 11, 2023. The government claims that '*These changes will help to ensure that all boards across the province are focused on delivering on the government's priority of addressing labour market needs for the skilled trades and helping students enter the skilled trades faster by enabling students*

to pursue an accelerated apprenticeship pathway, starting in Grade 11, pending the feedback received over the course of the consultations.'

The Ministry of Education is proposing two models for consideration to implement the accelerated apprenticeship pathway. While these models may not be the only approaches to implementing an accelerated apprenticeship pathway, they are being proposed through the consultation for the purposes of supporting stakeholders in providing targeted feedback and input. The two models being proposed for consideration by stakeholders are:

- Equivalent Apprenticeship Learning whereby the student remains a student of their school board while pursuing apprenticeship learning full time.
- Employer Supervised Apprenticeship whereby the apprentice would no longer be a student of the school board and would be excused from attendance at school while pursuing apprenticeship learning full time.

A variety of stakeholders, including OSSTF/FEESO, have been invited to consult with the government about Ontario's recent proposed plan to accelerate students' pathway into apprenticeships. OSSTF/FEESO and many other stakeholders, including trades unions and employers, have expressed concerns with this model, given low apprenticeship completion rates and missed opportunity to attain the knowledge, skills, and competencies taught in grade 11 and 12 compulsory courses. Deskilling of the skilled trades and workforce would be another outcome of concern.

Action

There is the opportunity to comment on the two proposed models directly to the Student Achievement Division, Ministry of Education, on the plans via email embedded in the following link:

<https://www.ontariocanada.com/registry/view.do?postingId=45747&language=en>. The website notes that all comments and submissions received will become part of the public record, and that relevant comments received as part of the public participation process for this proposal will be considered by the decision maker for this proposal. Assigned OSSTF/FEESO staff will prepare a response prior to the submission deadline of November 24, 2023, and will explore being a part of a joint OTF response: there was consensus around the OTF table that a joint statement through OFL may be more powerful as it lets the government know that labour and education partners have been talking and are on the same page.

The committee prepared draft convention resolutions around the following topics:

- i. Campaign to promote the skilled trades.
- ii. Campaign on Electrification of public transit.
- iii. Apprenticeship pathways and curriculum changes.
- iv. Support for Ontario Workers through changes to WSIB.
- v. Climate and Hazardous Environments (extreme temperatures and environments).
- vi. OFL adopt the ILO recommendations.
- vii. Lobby the government to adopt the ILO recommendations.

The International Labour Conference closed their June Convention with the adoption of a new recommendation on quality apprenticeships and a call for regional, national and international cooperation for quality apprenticeships:

https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---relconf/documents/meetingdocument/wcms_885174.pdf

Assigned OSSTF/FEESO staff assigned will draft speaking notes for some of the draft resolutions to assist our delegation during the OFL Convention.

16. **Summary of FAO Expenditure Monitor 2023-24: Q1**

On October 4, 2023, the Financial Accountability Office of Ontario (FAO) released its Expenditure Monitor for the first quarter (Q1) of 2023-24. In order to manage and monitor its program spending during the fiscal year, the government divides its spending plan into expected spending by quarter, which reflects historical spending patterns, seasonality and other factors. The Q1 report provides information on spending for the period from April 1, 2022, to June 30, 2023, and it is based on the FAO's analysis of unaudited transactions recorded in the government's financial accounting system as of June 30, 2023.

The complete report, briefing deck, and press release are available at: [https://www.fao-on.org/en/Blog/Publications/2023-24-expenditure-monitor-q1](https://www.fao.on.org/en/Blog/Publications/2023-24-expenditure-monitor-q1).

Changes to the 2023-24 Spending Plan

For the 2023-24 fiscal year, the government's spending plan is \$197.3 billion (including \$4.0 billion in unallocated funds in the Contingency Fund). The government may change its spending plan throughout the year, either by requesting additional spending authority from the Legislature or by reallocating spending among different programs through Treasury Board Orders. By the end of the first quarter, the spending plan had been reduced marginally by a net of \$32 million.

Changes to the spending plan include:

- \$14 million decrease to planned spending for health
- \$2 million increase for education
- \$1 million increase for postsecondary education
- \$190 million increase for justice, including \$68 million to the OPP to investigate organized crime and for corporate and strategic services
- \$604 million increase for 'other programs', including \$358 million for job creation, industrial development and investments in the electric vehicle battery manufacturing sector

Actual Unaudited Spending vs. Planned Spending

The government expected to spend \$42.8 billion in the first quarter of 2023-24. The actual spending in the first quarter was only \$40.2 billion, \$2.6 billion (6.1%) less than was planned.

All but two sectors spent less than planned, with:

- health spending down \$1.2 billion (6.5%), including, \$326 million less for operation of long-term care homes, and \$875 million less for various provincial drug programs but also including \$163 million higher than planned for operation of services, \$106 million higher for payments to physicians
- 'other programs' spending down \$1.0 billion (14.3%), including \$658 million less for electricity subsidy programs
- postsecondary education down \$160 million (9.8%), including \$72 million less than planned in Colleges, Universities and Student Support, which provides operating grants for colleges and universities, and student financial assistance programs and \$91 million less than planned in Support for Postsecondary Education (Capital), which provides capital grants to colleges, universities, and Indigenous Institutes

- education spending up \$25 million (0.4%), including \$133 million more funding to school boards and \$79 million less on childcare and early years programs
- justice spending up to \$95 million (7.4%)

2023-24 Spending vs. 2022-23 Spending

The FAO report also compares spending in the current fiscal year against spending in the previous fiscal year to provide context for provincial spending trends. In the first quarter of 2023-24, the government spent \$296 million (0.7%) more than in the same period in the previous year.

The largest year-over-year change in spending was:

- \$720 million increase (13.5%) in 'other programs', including \$673 million in transit infrastructure and operating subsidies
- \$428 million increase (7.2%) in education, including \$239 million for school board operating grants and \$138 million to meet its \$10-a-day childcare commitment
- \$3 million increase (0.2%) in postsecondary education
- \$1.1 billion decrease (-5.8%) in health.

Status of Contingency Fund

The Contingency Fund serves as a mechanism for addressing spending pressures or accommodating program changes throughout the fiscal year, with the allocation of these funds requiring execution through Treasury Board Orders, rather than direct expenditure by the government. The government has been criticized for using such high levels of these funds, as there is no parliamentary oversight on spending. Notably, despite underspending by \$2.6 billion in comparison to the initial plan, the government opted to transfer \$849 million from the Contingency Fund, resulting in a remaining balance of \$3.2 billion.

Conclusion

While quarterly expenditures may exhibit fluctuations, it is noteworthy that FAO has forecasted a modest surplus of \$3 billion for the fiscal year 2023-24, in contrast to the government's anticipated deficit of \$2.2 billion. Notably, during the first quarter, the government has already under spent by \$2.6 billion in its allocations for public services. The period spanning from 2022-23 to 2023-24 witnessed only marginal increases in service expenditures across most sectors, even as inflation was over 4.4% for a substantial portion of this timeframe.

The government continues to underfund public services and underspend on its commitments. The combination of growing demand and persistently high inflation means that there are real cuts to services.

17. DBU Memos Issued

- 21 Women's Advocate Program Regional Training
- 22 Professional Development in Response to Employer Discipline
- 23 OFL Convention
- 24 Children's Mental Health Ontario Conference – November 19-21, 2023
- 25 Student Achievement Awards 2024
- 26 Cross-Country Response to Anti-2SLGBTQI+
- 27 Egale webinar for OSSTF/FEESO Members - Registration Open
- 28 CPAC Regional Meetings
- 29 Job Posting: Executive Assistant, Negotiations and Contract Maintenance
- 30 Message from the Canada Revenue Agency - Back to School Tips for Educators
- 31 OSSTF Benefits Transition to Direct Billing of Member Contributions for all remaining plan members
- 32 Application for Educational Services Workshop Presenter Training
- 33 Canadian Teachers' Federation - World Teachers' Day Town Hall
- 34 National Day for Truth and Reconciliation/Orange Shirt Day and Treaties Recognition Week

-
- 35 National Day for Truth and Reconciliation
 - 36 OSSTF/FEESO Union Training Review Survey
 - 37 Ministry Correspondence - Cyber Awareness Resources
 - 38 College of Early Childhood Educators Advisory on Duty to Report and Resources
 - 38 College of Early Childhood Educators Advisory on Duty to Report and Resources
 - 39 OSSTF/FEESO Provincial LTD Plan
 - 40 Ministry Correspondence: Supporting Students Following Recent Terror Events in Israel
 - 41 2024-2025 OSSTF/FEESO Member Award and Non-Member Award Changes
 - 42 Launch of OSSTF/FEESO BU Equity Anti-Racism and Anti-Oppression Officer Triennial Conference
 - 43 Ministry Correspondence: Changes to the Kindergarten Provincial Report Card Templates
 - 44 December 6th Commemorations/Shine The Light
 - 45 CCPA Ontario and York South-Weston Tenant Union Fundraising Event
 - 46 Access to Starling Minds for OSSTF/FEESO Members and Their Families
 - 47 Call for Writers ITQ 233 and 234
 - 48 Policy for Approval of Legal Assistance
 - 49 Online Voting Service to Districts and Bargaining Units
 - 50 Ministry Correspondence – OECM’s Launch of Early Reading Screening Tools
 - 51 The Sixty Eighth Session of the United Nations Commission on the Status of Women (UNCSW68)
 - 52 Ontario Liberal Leadership Event - Leading the Liberal Way Co-hosted by OSSTF/FEESO
 - 53 Call for participants: Survey on Violence & Harassment
 - 54 Requesting a Speaker for AGM Request Form Final
 - 55 Upcoming Equity, Anti-Racism, and Anti-Oppression Conferences
 - 56 OMERS Sponsors Corporation (SC) Appointment
 - 57 OSSTF/FEESO Research Grant for Emergent Issues and Priorities
 - 58 College of Psychologists to include Behaviour Analysts
 - 59 Ministry Correspondence – Remembrance Week
 - 60 Ministry Correspondence - Additional Supports for Professional Activity Days
 - 61 OYAP, Co-Op, and SHSM, MLITSD Initiative
 - 62 Canadian Labour Congress (CLC) Virtual Lobbying Week December 4 - 8, 2023
 - 63 CTF Project Overseas 2024
 - 64 Appointment of Executive Assistant