

## Provincial Executive Liaison Report

To: D10, District Council

From: Martha Hradowy, Vice-President

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### 1. OSSTF/FEESO Equity, Anti-Racism, and Anti-Oppression Training for Members – Egale Virtual Workshop Proposal (Wednesday, November 29, 2023)

[Egale](#) is Canada’s leading organization for 2SLGBTQI people and issues. Egale improves and saves lives through research, education, awareness, and by advocating for human rights and equality in Canada and around the world. Their work helps create societies and systems that reflect the universal truth that all persons are equal, and none will be othered.

Egale will be participating as an exhibitor at the inaugural Bargaining Unit Equity, Anti-Racism, and Anti-Oppression Officer Triennial Conference in October 2023. Egale has offered to facilitate a free virtual workshop for OSSTF/FEESO Members on Wednesday, November 29, 2023 from 6:00 p.m. to 8:00 p.m. (English Session), and Thursday, November 30, 2023 from 6:00 p.m. to 8:00 p.m. (French Session). In addition, Egale will be providing attendees at the Triennial Conference with a calendar of workshops for the 2023-2024 year to share with the Members of their respective Bargaining Units.

#### Workshop Details

The proposed workshop will be a fusion of the Introduction to 2SLGBTQI Inclusion: Building Inclusive Schools and Affirming Adults webinars. Please see the details of the workshops below.

#### (i.) Introduction to 2SLGBTQI Inclusion: Building Inclusive Schools

This webinar is the perfect starting point (or refresher) for educators looking to

build more inclusive schools and communities. Participants will be introduced to foundational terms and concepts about 2SLGBTQI inclusion. From learning about the 2SLGBTQI acronym and components of identity, to understanding pronouns and best allyship practices, participants will leave with the foundational knowledge and tools they need to create more inclusive schools for 2SLGBTQI students and staff.

**(ii.) Affirming Adults**

The presence of affirming adults both inside and outside the home environment are a critical factor in protecting the positive mental health and overall well-being of 2SLGBTQI youth. This webinar explores the vital role that all adults across the whole school community can take up in promoting environments where 2SLGBTQI youth and adults can thrive.

Key characteristics of what being affirming means will be explored along with the sharing of practical strategies and support resources. Participants will also have an opportunity to exchange promising tips and tools with one another.

Registration will open in late-September.

**2. Women's Advocate Updated Training Plan**

The OSSTF/FEESO Women's Advocate Program new advocate training was to begin in April 2020 and was delayed, due to the COVID-19 pandemic until November 2020. At that time, a 2-day training session, in conjunction with the Centre for Research and Education on Violence Against Women and Children (CREVAWC) occurred. An additional day of training, in February 2021, was needed to cover some of the regional and local components of the program and create some opportunities for advocates to role play. In July of 2021, an additional 2-day training was offered, again led by the CREVAWC, for advocates who were not able to attend the training in November and February. Due to the pandemic, training was held through Zoom.

We had proposed that our next training of advocates was presented regionally. Adopting the regional model is cost saving as it asks Members to travel within their communities to attend the up to 2.5-day training session.

Our revised model would follow our original training plan which occurred over three days using 2 days to train new Advocates and a third day for all Advocates to get together in their regions as an opportunity for Region/District planning and role playing.

**Training of New Advocates**

May and August 2023 were the anticipated dates for Women's Advocates training, following a regional model. Not all Districts trained their full complement of Advocates in 2020 and some Advocates have left the role, therefore new Advocates will need the two-day initial training.

**Refresher Training of Current Advocates**

These dates would also offer an opportunity to gather all current Advocates for retraining, to work in regional groups with new Advocates and to work with a women's shelter worker in their area to gain further expertise.

**Issues**

Unfortunately, training planned for region 2 encountered some pitfalls and it was necessary, due to the lack of replacement workers in those areas and limited release time,

to postpone the training to a more suitable date. We have decided to continue the training but are going forward with some of the pitfalls in mind. To ensure the continued success of the Women's Advocate Program, we must remain flexible to the needs of our Advocate Members. It was also decided to try and condense the training into a two (2) day, rather than three (3) day model. As we move forward with this year's training, we will be taking feedback of Advocates to ensure that our training guarantees that Advocates have the full capacity to support OSSTF/FEESO Members who are experiencing domestic violence.

#### **Tentative Training Table**

Day 1 – New Advocates	9:00 am to 5:00 pm (Tuesday)	CREVAWC training part 1
Day 2 – New Advocates Current Advocates (1/2) day	9:00 am to 5:00 pm (Wednesday)	CREVAWC training part 2/refresher training

#### **Total Complement and Training Dates of Advocates by Region**

**(Note: Training for regions 3 and 4 will continue to be three (3) days due to the number of advocates in those regions.)**

Region 1: Thunder Bay – Total Advocates – 10 (mid June 2023)

Region 2: TBD - Total Advocates – 19 (September 29, 30)

Region 3: Mississauga area – 37 (combined with Region 4) (August 21, 22, 23)

Region 4: Mississauga area – 49 (combined with Region 3) (August 21, 22, 23)

Region 5: Kingston – 27 (September 22, 23)

### **3. Toronto Caribbean Festival**

This year, the Toronto Caribbean Carnival kicked off its festivities from July 11, 2023 through to the Grand Parade on August 5, 2023. Major events took place throughout Toronto with over 1.5 million attendees. We saw OSSTF/FEESO's involvement with the festival to be an important start to a long-term relationship with the organization.

Although many events occur during the festival, staff felt a great opportunity to engage the Caribbean community, and many other diverse communities, was the Junior Carnival held on July 22, 2023. At this particular event, youth conducted their own parade in the Malvern burrow in Scarborough, Toronto. Over 40,000 parents and youth from various ethnicities took part in the family-friendly event.

The Provincial Executive approved up to \$32,000 for sponsorship of the Junior Carnival as well as the production of swag materials and prizes for attendees and winners in the Carnival.

In June, staff met with the Festival's Management Committee (FMC), who were very excited about establishing a relationship with our Federation. They loved the idea of OSSTF/FEESO sponsoring the Junior Carnival as a primary way to build a profile on public education in their activities. OSSTF/FEESO provided \$15,000 for setting up a booth along with some key opportunities for exposure, including presenting a prize to the winner of the Junior Carnival.

The FMC also shared a desire to introduce an education program to secondary school students around the cultural traditions of the Caribbean community. They have piloted a program with the TDSB and the Elementary Teachers of Toronto but have long desired to make it possible for students at the secondary level across the Peel, York, Toronto and

Durham regions altogether. With our support, for a long-term strategy, we can see this program expand with support from our members.

OSSTF/FEESO provided freebies for the kids and various swag items for carnival attendees who visited our booth. We also conducted a raffle for those who signed up on our *Here for Students* campaign website.

#### 4. OSSTF/FEESO Pronoun Pins

In the spring of 2023, all employees of OSSTF/FEESO Provincial Office were provided the opportunity to order a personal pronoun pin. Pins have been ordered by the majority of staff, with additional pins ordered to facilitate new hires in the coming year. Response to the initiative has been very positive.

Next steps in distributing pronoun pins are as follows:

- Provincial Office > completed.
- Provincial Council (at the cost of Provincial Office from Account 6140 – Provincial Council) > order forms shared at PC in September 2023 with orders to be in by early October 2023 with fulfillment of the orders the following month.
- Provincial committees (at the cost of the committee) > order forms shared with committee staff liaison in October 2023 for orders by November 2023 with fulfillment of the orders by early 2024.

The in-House Equity Team has reviewed this plan and see no concerns. This initiative builds on the Federation's history of support for and solidarity with the 2SLGBTQI+ community and our members and staff who identify as part of this community.



#### 5. Summit on Ending Streaming on Aotearoa (New Zealand) – June 2023

The Post Primary Teachers' Association Te Wehengarua ([PPTA](#)) invited a delegation from OSSTF/FEESO to attend their Summit on Ending Streaming in Aotearoa (New Zealand) in June 2023. President Karen Littlewood and Director of Communications and Political Action Gary Fenn were invited to attend, and to participate in a series of meetings prior to the summit.

PPTA staff and leadership invited OSSTF/FEESO to the New Zealand capital, Wellington, to learn more about the federation's recent experience with destreaming as the country is in the process of ending streaming in high schools by the year 2030. The PPTA represents about 20,000 members, who are teachers working in high schools in the public education system.

##### Implementation of Destreaming in Aotearoa

In 2019, Tokona Te Raki, a Māori-centred research group, published a report, [He Awa Ara Rau – A Journey of Many Paths](#), that provided the results of a study that tracked over 70,000 Māori on their journey through education and into employment, with a view to

better understanding what propels people forward, the barriers to success they encounter, and the potential levers to change. In 2021, this led to the Ministry of Education, Māori Leader Groups, Education Unions, and Tokona Te Raki coming together to design an action plan to end streaming in New Zealand.

The product was [Kokirihiā](#) – the plan to remove streaming from our schools.

Streaming is not mandated by the government, but neither is the move to destreaming in secondary schools. Each New Zealand school has its own board made up of parents and community members. Therefore, each of the 2,000 schools in New Zealand have their own independent school boards. It is up to each school to implement destreaming. The only requirement is for each school to ensure that they offer educational opportunities for all students that is equitable.

The goal of all parties is to have every secondary school end streaming by 2030. However, Kokirihiā is facing the same challenges we have in Ontario. There is resistance from some educators, parents, and communities. The government has provided limited financial support for destreaming, but it is now up to each school to decide if they will implement the Kokirihiā plan.

The PPTA shared with us that destreaming emerged as an issue from multiple education stakeholders following decades of colonialist practices that oppressed the Māori population through the public education system. Māori communities united with educators, academics, and other interested groups to bring forward research that showed the benefits of ending streaming schools as a means of bringing greater equity into the school system and significantly reducing systemic oppression of Māori communities.

OSSTF/FEESO also met with representatives from the New Zealand Educational Institute Te Riu Roa ([NZEI](#)), including President Mark Potter, to learn more about the destreaming process from the perspective of elementary teachers. The NZEI is the largest education union in the country organizing over 46,000 elementary teachers, support staff, service specialists, early childhood educators, and school advisory services workers.

PPTA leadership arranged a meeting with the Minister of Education Jan Tinetti where President Littlewood shared our recent experiences with the destreaming of Grade 9. In addition, President Littlewood reinforced the importance of investing in public education, especially in human resources and supports, to ensure a successful implementation of destreaming initiatives in New Zealand, something that we are not seeing in the province of Ontario.

The PPTA arranged a special meeting of staff and leadership to talk about the issue of privatization in public education. OSSTF/FEESO shared some of its findings from the Addressing Corporate Intrusion in Public Education Task Force, including recent public opinion research. We also shared some historical and contemporary examples of creeping privatization in Ontario, including handouts to parents for private tutoring and increased access to online course credits outside of the school board system. The PPTA shared similar concerns and stories of historical attempts by the national government to bring in privatization measures, mainly by the National Party (conservative). The current Labour government appears to have backed away from privatization measures. However, Aotearoa will be going to the polls in less than a year and the right is gaining momentum in the polls. OSSTF/FEESO and the PPTA committed to continue to share information about privatization in education and to connect each other with existing networks, including with the American Federation of Teachers.

Prior to departing New Zealand, a meeting with representatives from the PPTA Secondary Principals' Council (SPC) was arranged, which included President Kate Gainsford, Principal of Aotea College.

### **Ending Streaming in Aotearoa Summit**

The PPTA and the Secondary Principals' Council ([SPC](#)) co-hosted the Ending Streaming in Aotearoa Summit, the first of what they anticipate will be a series of summits. Because it will be up to each school to decide if they will implement destreaming, the summit was designed to begin a sector wide discussion about why destreaming is essential to ending discrimination in the education system, especially against Māori and Pasifika children.

The PPTA is taking the lead in facilitating the challenging conversations about destreaming to convince the nation's schools, educators, parents, and communities of the need for change.

Approximately 120 participants attended the summit, including PPTA members, principals, deputy principals, Māori and Pasifika community leaders, academics, and Ministry of Education staff. Delegates were welcomed to the event with a pōwhiri – a Māori ceremony that welcomes guests, including those from other countries, involving speeches, singing, and the hongi. The hongi is the traditional greeting for Māori people where two people press their noses and foreheads together.

The summit opened with an address from President Littlewood where she outlined the history of destreaming in Ontario and offered lessons on what not to do given the Ontario government's poor implementation plan. Participants expressed great interest in the roll out of destreaming in the province and were very interested in the politics of the government's destreaming strategy. Many delegates approached Karen and Gary to make additional inquiries about the destreaming experience in Ontario throughout the summit.

There were other keynote speakers who provided their insights about the need for destreaming in Aotearoa schools and recognizing the challenges ahead. There were panels of academics, educators, and principals who shared their experiences in introducing destreaming in their schools recently, and how initial data shows that student achievement is on the rise in their schools. They also shared the challenges they have faced with resistance from parents, school board trustees, and from students.

Interactive workshops were held to expand on these topics so that participants could share information and talk about how they are looking to implement destreaming in their schools. These workshops involved tough conversations and many participants commented on the courage that everyone showed by both attending the summit and opening up about their fears moving forward.

The summit concluded with the poroporoaki – a Māori farewell ceremony.

### **Key Takeaways from the Delegation to New Zealand**

- Public education in New Zealand is very similar to Ontario.
- Centering First Peoples first is important and has put Aotearoa education in a better place in combating the legacies of colonialism and racism.
- New Zealand/Aotearoa is very far ahead of Canada in recognizing and integrating Indigenous ways of knowing in our education system and in other aspects of life. Māori culture, ceremony, and language were fully integrated in all the meetings and all aspects of the summit. Most non-Māori that we met at the PPTA, NZEI, and the summit could speak key phrases or sing songs in Māori with great fluency.

- The challenges that the PPTA is facing with the implementation of destreaming are similar – achieving buy-in from schools, members, parents, and students is a significant barrier.
- Government support in both countries is limited; while the government of New Zealand is supportive of destreaming, they are leaving up to each school to decide if they will implement it, whereas in Ontario, the government is leaving it up to each school board to implement it in their own way with some parameters and no additional funding or support.
- We share in the notion that streaming has its roots in colonialism and institutional racism and is a concept that is counterintuitive to how people learn; it is based on an industrial classist model created to separate Indigenous Peoples and oppressed minorities from the rest of society.
- New Zealand educator unions continue to fight against privatization of the education system; increased privatization in education in Australia is threatening the public education system in Aotearoa.

### **Industrial Action**

While we were in New Zealand, the PPTA was engaged in limited job action, called industrial action in their terms, whereby they were withdrawing their services two days per week by grade level. Their actions began on June 1. For example, on one day, teachers would strike teaching Year 12 classes, and then Year 10 classes a few days later. On June 19, the PPTA withdrew extra-curricular activities. However, on June 20, the PPTA agreed to an arbitration process with the government and ceased industrial actions.

OSSTF/FEESO sent a letter to the PPTA thanking them for their invitation to the summit and for their hospitality while representatives were in New Zealand. The letter also offered OSSTF/FEESO's support and solidarity in their effort to get a contract settlement that works for their members and the students they serve.

On June 21, the National Executive of the PPTA voted in favour of entering a non-binding arbitration process with the government and paused their industrial action. The independent arbitrator provided their recommendation to both parties in late July. Both the government and the PPTA membership voted in favour of the arbitrator's recommendation leading to a new collective agreement ending in July 2025.

The PPTA got a 14.5% raise over three years – 6% retroactive to July 2022, 4% in April 2024, 3.9% in December 2024.

## **6. Languages Curriculum Revision, Grades 1-8 and Grade 9 De-streamed English and French**

On June 16, 2023, the Ministry of Education held a meeting with education affiliates only to provide a briefing of the Languages, Grades 1-8, Français 1<sup>e</sup> à la 8<sup>e</sup> année, English Grade 9, and Français 9<sup>e</sup> année. The Ministry provided an overview of the strands and their content of the revised curriculum. The Ministry indicated that the information was highly confidential and embargoed.

An overview of the changes in the curriculum for Grade 9 English and Français is provided below. The revised curriculum was described as being “science and evidence-based”, “focusing on the teaching of language foundation” and explicit instruction, which is similar to the “back-to-basics” narrative around the math curriculum. The changes were generally viewed to be a complete overhaul, while the Ministry contended that there will be much in the curriculum that will be familiar.



	2006	2023
<b>Strand</b>	<ul style="list-style-type: none"> <li>• Oral communication</li> <li>• Reading</li> <li>• Writing</li> <li>• Media literacy</li> </ul>	<ul style="list-style-type: none"> <li>• Literacy, Connections, and Applications,</li> <li>• Foundations of Language,</li> <li>• Comprehension Understanding and Responding to Texts,</li> <li>• Composition: Expressing Ideas and texts</li> </ul>
	15 overall expectations 70 specific expectations	12 overall expectations 59 specific expectations

### Areas of Concern for OSSTF/FEESO

#### Timelines

- The curriculum will be implemented as of September 2023, even though it wasn't released until June 20<sup>th</sup>.
- Teachers are expected to implement the curriculum with minimal time to read it and prepare their lessons and teaching resources to align with the new curriculum.
- The same short notice was provided when de-streamed math was implemented, and yet with consultations on this curriculum being sought in late Winter 2022 and an expected roll out in Spring 2023, the Ministry again has not released it at a time that would allow for meaningful digestion of the content and revisions, training, and development of the curriculum by teachers.

#### Training

- The Ministry will provide training through Ministry-hosted webinars, will partner with principal councils and there will be PD days devoted to literacy and math.
- The Ministry indicated that there is funding in the GSNs as a permanent fixture around curriculum implementation which could be used for release time. Looking at the Technical Paper, the amount for the Curriculum and Assessment Implementation Allocation (Including Indigenous-Focused Curriculum) is \$4.4 million for 2023-24, which breaks down to \$20,551.47 per school board + (\$612.44 per school), hardly enough for any time release.

#### Resources

- The only resources that the Ministry specifically indicated would be provided are those being created by *Dyslexia Canada*, which the Ministry has partnered with, that they are hoping will be ready by September 2023.
- When pressed on the question of resources, the Ministry indicated that the Language Conventions Continuum, which is a new feature in the curriculum, would be a useful resource. A screenshot of the continuum is below and is hardly a resource.
- Therefore, the Ministry is in effect providing minimal if any resources.

#### **Of Note**

1. In October 2022, the Ministry indicated that as part of its "Plan to Catch Up", \$11 million was earmarked to support implementation of de-streaming all Grade 9 subjects.
  - It is not clear how much of that is available to support the implementation of de-streamed Grade 9 English.



2. In April 2023, the Ministry announced “The Ontario government is investing more than \$180 million in targeted supports in the classroom and at home to help students build the math and reading skills and knowledge they need to succeed in the workforce. This investment will support nearly 1000 more educators to help students develop these important skills.”
  - It is not clear how much, if any, of the \$180 million dollars will be earmarked for the implementation of de-streamed Grade 9 English.
3. ETFO sent a lobby letter to the Ministry of Education advocating for a two-year implementation phase several weeks ago.
  - The Ministry indicated that there would not be an implementation phase.

Since the announcement in 2020 of the implementation of de-streaming across Grade 9 courses, OSSTF/FEESO and OTF have advocated for additional dedicated funding to support resource development and deployment related to de-streaming, along with dedicated funding to support timely training during the instructional day. The Ministry has not committed to an effective roll out of de-streamed curriculum, when it should have learned from the roll out of the math and science curricula and improved timelines, training, and availability of teaching and wrap around resources. Yet again it is a hasty, ill-prepared, and under-funded release that does not set educators or students up for success.

OSSTF/FEESO issued a media release on June 20, 2023, following the posting of the new curriculum on the Ministry of Education website followed by a DBU on June 21, 2023. The ENL 1W and FRL 1W documents can be accessed at the following links: <https://www.dcp.edu.gov.on.ca/en/curriculum/secondary-english/courses/enl1w> and <https://www.dcp.edu.gov.on.ca/fr/curriculum/secontaire-francais/cours/frl1w>.

Assigned staff will continue to monitor the implementation.

## 7. **Account 2047 – Community Outreach and Organizing**

As OSSTF/FEESO continues to develop its Community Organizing strategy, groundwork is being laid for local leaders to better engage in community organizing work. Staff have proposed revisions to the Account 2047 – Community Outreach guidelines to include funding opportunities for Districts and Bargaining Units to engage in community organizing work that goes beyond the typical community outreach approaches we have seen in the past.

AMPA 2023 approved a budget that included a \$30,000 increase to Account 2047 to \$100,000 to accommodate the change in guidelines to promote more community organizing work at the local level.

The most notable updates to the funding guidelines are:

- Change in the title: Account 2047 – Community Outreach and Organizing.
- Increase in available funding to \$100,000.
- Addition of section 1 in the introduction outlining funding to cover community organizing work.
- Minor edits to previous language that highlights the importance of member participation in community events.

As the Community Organizing Implementation Ad Hoc Work Group comes together to help formulate the federation’s community organizing implementation strategy into the

next year, this change in the funding guidelines will provide some opportunities for local leaders who are already involved in local community organizing efforts to access funding to support their work. At the same time, Districts and Bargaining Units can continue to seek reimbursement for traditional community outreach activities.

It is worth noting that Account 2047 funds were heavily accessed this year leading to requests for funding that reached the maximum allocation for 2022-2023.

## **8. Common Frontiers – Update (June 2023) Lawfare vs. Democracy Report by the Progressive International & Common Frontiers**

In May 2023, Common Frontiers released a report on how Lawfare, or the abuse of legal systems as an instrument of war, is being used against democracy in Latin America.

“Lawfare achieves what political elites fail to achieve at the polls - a monopoly on political power. Through a perversion of the judicial system, elites use the cover of judicial legitimacy to undertake what amounts to nothing less than a Lawfare coup d’état,” says Raul Burbano - Program Director at Common Frontiers.

Parallels can be drawn from this report and applied to the Ford Government’s political agenda and disposition to trample on the rights and freedoms of Ontarians wherein:

- 2018, the Ford government threatened to use the notwithstanding clause to reduce the number of seats on the Toronto City Council,
- 2021, the Ford government invoked the notwithstanding clause for the first time in Ontario’s history to limit third-party election financing, and finally, in
- 2022, when they introduced back-to-work legislation to prevent education workers from being able to strike.

### **Update on Common Frontiers Staffing**

In June 2023, Raul Burbano – Program Director at Common Frontiers, submitted his resignation. Raul has accepted the position of Director of Programs for the Center for Spanish.

Staff assigned to Common Frontiers, Jalong with other Common Frontiers’ Executive Members will meet in the upcoming months to discuss next steps for the potential hiring of a new Program Director at Common Frontiers to replace Raul.

## **9. Special Meeting of the CLC National Political Action Committee (NPAC) re Bill C-50 Sustainable Jobs Act**

On Friday, June 16, 2023, the CLC NPAC met to discuss the government’s tabling of the C-50, the Sustainable Jobs Act, formally known as an Act respecting accountability, transparency, and engagement to support the creation of sustainable jobs for workers and economic growth in a net-zero economy.

The bill passed First Reading on June 15, 2023. The full contents for C-50 can be found [here](#).

The CLC/CTC acknowledges the bill isn’t perfect, but it is a monumental victory for labour and the pursuit of sustainable jobs. Once enacted, C-50 will ensure mechanisms and authority to hold the government accountable.

The CLC/CTC [media release](#) called the introduction of the bill as “an unprecedented opportunity to foster collaboration among workers, their unions, industry, and governments to strengthen our economy as we tackle climate change.”

CLC VP Vipond and Staff provided an overview of the bill, identified the areas needing improvement, and a high-level overview of the government relations and public relations efforts that will be created and led by the CLC.

### **C-50 Simplified**

The Bill establishes three things:

1. Sustainable jobs secretariat within government
  - ensure financial resources allocated to implement sustainable jobs plan
2. Sustainable jobs partnership council
  - outside of government but enshrined in an act
  - 15-member tripartite council, 2 co-chairs – one from trade unions
3. Framework for sustainable jobs plan

### **CLC Identified Weaknesses/Areas Needing Improvement**

- Inadequate details related to transition planning (language, EI, skills recognition, new training etc.)
- Government is “allergic” to the use of the phrase “just transition.”
- Need to push for seats at the council – CLC goal to have 5 of 15 seats.
- Enshrine the CLC/CTC as the representatives of labour on the council.
- Council terms of references not established by in bill, but by the council, will need to push CLC agenda/goals/priorities.
- Need for some explicit commitments for services to workers - Ministry of Natural Resources tends to focus on resources not workers.

### **Next Steps**

Over the summer and into the fall, the CLC will prepare a government relation and public relations strategy as C-50 proceeds through the committee and legislative development stages.

The CLC/CTC’s goal is to lobby and advocate for improvements to C-50 during the committee stage that will:

- Strengthen the bill and prevent future governments from undermining the bill AKA “tory proof” it.
- Address CLC identified areas for improvement.
- Campaign to build public, labour, and government support for passage of the bill.

### **Next Steps**

CLC/CTC will:

- Continue to craft amendments through an ongoing consultation process with affiliates – information will be circulated to CLC/CTC NPAC.
- Focus on building solidarity and support within the CLC/CTC that will counterbalance industry/employer goals.
- Strong public facing campaign and coalition building – traditional media.

### **Requests of Affiliates**

- Input and support - amplify CLC approach, sign on, echoing campaign messaging.
- Where possible influence provincial levels to build out channels to work with Federal government – get them to match funding to spur growth and create jobs.

**OSSTF/FEESO**

Staff will monitor C-50, participate in future National Political Action Committee (NPAC) meetings, collaborate with colleagues to implement NPAC recommendations, and provide updates to the Provincial Executive.

**Related Resources/Links**

CLC/CTC C-50 Media Release

<https://canadianlabour.ca/canadas-unions-canadian-sustainable-jobs-act-an-unprecedented-opportunity-for-collaboration/>

Government

Bill – First Reading

<https://www.parl.ca/DocumentViewer/en/44-1/bill/C-50/first-reading#:~:text=COMMONS%20OF%20CANADA-.BILL%20C%2D50,in%20a%20net%2Dzero%20economy>

**10. Ontario Coalition for Children and Youth Mental Health – June 2023**

On June 16, 2023, the Coalition met to receive a presentation from School Mental Health Ontario (SMHO) regarding the grade 7 & 8 modules that are in development. The focus of the discussion was to get input regarding implementation and fall/winter roll-out to educators.

It is important to note that following the Coalition's letter to Minister Lecce (April 2023 PC Appendix B) expressing concerns about a mandatory credit and a private company for creation of a resource, the Ministry of Education announced that the roll-out would NOT include a mandatory secondary credit, but rather modules for grade 7, 8 and grade 10 Careers, and that SMHO would be the lead on development.

Throughout the process, SMHO with co-developer Sick Kids Hospital, has had over 30 consultations with OSSTF/FEESO, other educational unions, health professional unions and youth. There has been input regarding content, format, notes regarding cross-curricular activities as well as the importance of including an Educator Guide. All materials will be available in English, French, ASL and LSQ and housed on the Ministry of Education's virtual learning environment with linked resources, different viewing modes, and the ability to print all content.

SMHO will be meeting with board mental health leads and teams regarding implementation. All affiliates have been expressing that high quality professional development leads to competence and confidence that, in turn, leads to high quality pedagogy/delivery to students. It is likely that there will be many choices available for boards – in person, webinar, etc.

The timing of the release of this mandatory curriculum component is concerning to the Coalition as we are anticipating release of language curriculum, will be involved in negotiations and those in the education sector are anticipating much activity this coming fall. To that end, the Coalition hopes to regroup early fall on this matter.

**11. Child, Youth, and Family Services Act (CYFSA) Roundtable Participation**

The Child, Youth, and Family Services Act (CYFSA) is the primary legislation governing child, youth and family services that are provided through the Ministry of Children, Community and Social Services. This includes services such as child welfare, adoption, youth justice and out-of-home care services, as well as services for First Nations, Inuit and Métis children and youth.

The legislation requires that a formal review and a public report be completed every five years. The CYFSA was proclaimed in 2018, and the 2023 review will be the first review of the legislation.

In spring of 2023, the Ministry hosted a series of virtual cross-sector roundtable discussions. The Ministry received input from various organizations that provide services covered under the CYFSA or to populations served under the Act. The feedback is to be used to assess the effectiveness and relevance of the CYFSA, and to gather information on further areas of improvement so as to ensure that the Act continues to promote the best interests, protection and well-being of children and youth.

Assigned staff participated in a guided discussion with 13 other professionals on June 22, 2023. The discussion was divided into 6 focus areas:

1. Children and Youth Rights
2. First Nations, Inuit, and Métis peoples
3. Equity and Anti-Racism
4. Prevention and community-based care
5. Quality services
6. Accountability

The questions for each area were slightly different but focused on seeking suggestions for changes to the act (or its regulations) that would help with improvements in:

- Upholding the rights of children and youth
- Giving greater voice to children and youth about decisions that affect them and their care.
- The collection and use of personal information/and access to it.
- Decreasing barriers to children and youth accessing culturally responsive services.
- Helping service providers better meet the needs of the populations they are serving.
- Reducing the overrepresentation of Black, Indigenous, racialized populations and children and youth with disabilities in the child welfare and youth justice services.
- Maximizing prevention, early identification and early interventions procedures in a way that is reflective of different cultures and communities.
- Ensuring that policies, tools and protocols are equity-based, culturally appropriate and sensitive to issues of individual and systemic biases; and,
- Balancing strong reporting and compliance measures with the time service providers need to spend on providing direct services to children, youth, and families so that we eliminate gaps in service.

Each focus area had separate questions and there was time for participants to answer as well as discuss key concerns. The following are a few of the key points that were raised in the June 22, 2023, session:

- reconsider the use of the word 'residential' to describe live-in/out-of-home care.
- making documents more accessible through its language (i.e., highly professionalized/technical in places) but also through modes of availability (social media).
- revision of language with an eye to protections (ex. preferred pronouns)
- highlight messaging that peer groups/youth's own community groups can provide significant support.
- consider getting rid of "residential" as a word to describe live-in/out-of-home care.

- interesting comments regarding “status” within some of the services for those who are on unceded lands and, therefore, not necessarily “qualifying” for the Indigenous services available to that area.
- continue to collect data and to ‘enforce’ the act.
- Professional Development for those in the sector regarding any changes, particularly in this area.
- changes without having an external body to monitor implementation often do not end up happening.
- training that is situation/need specific (i.e., no one in local centre trained with tube feeding so student based far away).
- some alignment conflicts with other acts (i.e., CCEYA – Child Care and Early Years Act).
- should not be talking either/or when it comes to who delivers services; need to be talking “and” as well as “how best.”
- improving coordination and consistency becomes more problematic as the number of sectors increase (i.e., 2 works but 3, 4+).
- gap analysis in order to formalize processes that will eliminate cracks.
- funding constraints limit access to some services and may require an open file with a child welfare agency, which limits early intervention options, requires additional resources that might otherwise be unnecessary, and may force some families to become overinvolved in the child welfare system.
- in order to access services, must have a file open with Child Welfare so kind of forces youth into the system when they do not necessarily need to be there long term...too few of the services are funded in early intervention/preventative areas.
- while we need to have documentation, etc. we also need to consider the impact of these requests on families (i.e., respite – 2hrs every visit/same as residential, just becomes so onerous).
- licensing officers have a digitized checklist as opposed to being able to actual have situational conversations.
- we need funding at ground and system level that allows us to provide the services.
- training that is ongoing and properly funded for those on front line.
- access not the only issue...in many instances, culturally responsive services don’t actually exist within our agencies...we need to be trained.
- more assistance (financial, training) to service providers so that they can provide services to communities they serve.
- changes needed regarding limiting the number of children that can be supported in unlicensed beds, especially youth that need to transition to adult care (currently 2 children under 18 per agency, historically 2 children per home).
- really hoping that these questions are asked of those who use the services on an ongoing basis; and not just every five years for the review period.

Assigned Staff contributed to the verbal and “chat” discussions (which were recorded) while allowing significant space for front-line professionals to voice concerns and offer suggestions. We are aware that colleagues and associations who work more directly with the CYFSA will be handing in written submissions to complement the information gathered during these sessions.

## **12. Ontario College of Teachers Meeting – June 8, 2023**

The Ontario College of Teachers (OCT) Council met virtually on June 8, 2023. OSSTF/FEESO staff Lisa Black-Meddings and Jessica Burnie were present.

Diana Miles was in the Chair.

**Items of Interest:****Proposed Amendments to the Public Presentations Policy (Public and Stakeholder Engagement Pathways)**

Discussion was held regarding the capability and effectiveness of public presentations to the OCT Council. In March, a notice of motion was provided, and during this Council meeting, the motion was passed to amend their policy with immediate effect. The new policy revises the process for parties interested in presenting to the College. OSSTF/FEESO, through Ontario Teachers Federation (OTF), has presented in the past to the Council on key issues impacting the education sector. Unfortunately, it is anticipated the new process will create further barriers to the OCT allowing presentations from stakeholders, despite these being a useful tool in educating members of Council. The briefing note containing rationale to change the policy is linked here: [5.1 Proposed Amendments to Public Presentations Policy](#), and the new Policy is linked here: [Public and Stakeholder Engagement Pathways](#).

**Bill 98 – Better Schools and Student Outcomes Act, 2023**

The Registrar seemed pleased with the legislative changes put forward in *Bill 98*, as they had been proposed to the government through the former Transition Supervisory Officer (TSO), who was appointed during the governance restructuring at the OCT. The College is already preparing for the implementation of the changes. The Registrar summarized the changes as mostly making discipline processes at the OCT more efficient, while lending some further authority to the Investigations Committee. A summary is found here, excerpt from College Memo [7.3 Update re Legislative and Regulatory Amendment Requests](#).

**Ontario College of Teachers Act, 1996**

	Topic	Date of Initial Council Request	Subsequent Requests	Comments	Status
1	Stay Pending Appeal (Bill 37 proposal)	October 11, 2016	September 18, 2018 September 6, 2019 February 25, 2020 May 22, 2020 May 10, 2021 [TSO]	An order to revoke a certificate for any reason should apply immediately despite any appeal. Currently, this only happens when revocation occurs for sexual abuse, child pornography, incompetence, incapacity or if College applies to judge to deem public at risk. Also need to add 'prescribed sexual acts'.	<i>Bill 98</i> amendments forthcoming
2	Funding for Therapy Nexus	June 28, 2021 [TSO]	January 26, 2022 [TSO]	Remove the requirement that funding can be provided if the victim was a student of the Member.	<i>Bill 98</i> amendments forthcoming
3	Retroactive Revocation – Meaning of “Order”	January 27, 2022 [TSO]	n/a	Clarify that a former member can only apply for reinstatement 5 years from the date of retroactive revocation (to do this word “order” must be expanded in the relevant section).	<i>Bill 98</i> amendments forthcoming
4	IC Direct Referral	May 10, 2021 [TSO]	n/a	Remove requirement that agreement by member and IC for a direct referral to DC be made in writing.	<i>Bill 98</i> amendments forthcoming
5	IC Outcomes	May 10, 2021 [TSO]	n/a	Broaden IC authority so that it can order remedial coursework/ training.	<i>Bill 98</i> amendments forthcoming
6	Administrative Revocation	May 10, 2021 [TSO]	n/a	If the member has been criminally convicted for act of sexual abuse, child pornography or prescribed sexual act underlying a complaint,	<i>Bill 98</i> amendments forthcoming



				no appeal has been made, and penalty is mandatory revocation, the Discipline Committee can revoke without a hearing.	
7	School Board as Complainant (Bill 37 proposal)	October 11, 2016	September 18, 2018 September 6, 2019 May 22, 2020 May 10, 2021 [TSO]	Removing the provision that the employer becomes the complainant to a matter when an employer report required under the <i>Ontario College of Teachers Act</i> is filed.	<i>Bill 98</i> amendments forthcoming
8	Amendments to Employer Reporting Requirements (Bill 31 proposal)	March 1, 2018	May 22, 2020 May 10, 2021 [TSO]	Expand the fine mechanism if employers fail to provide additional information to the College in discipline matters.	<i>Bill 98</i> amendments forthcoming
9	SAPP completion before suspension removed	July 27, 2021	n/a	Ensure that members who have been suspended for non-payment of fees (inactive/non-practicing) and who wish to return to a good standing status must first successfully complete the sexual abuse prevention program requirements.	<i>Bill 98</i> amendments forthcoming

OSSTF/FEESO staff have identified no major concerns from the anticipated changes, and they do provide for more effective and timelier processes. Of note, OSSTF/FEESO has requested more information from the OCT on what courses may be ordered by the Investigations Committee without forwarding to the Discipline Committee, and if these courses would be recorded on the Registrar permanently.

### Sexual Abuse Prevention Program (SAPP)

Currently the OCT reports a SAPP completion rate of 94.4%, with 4.1% of members having not yet completed the SAPP. The remaining 1.5% are assumed to be older members who continue to pay their fees because they enjoy the title of being a teacher but are unlikely to ever teach again. The college will be taking a measured approach to those who are non-compliant. Currently, they are strongly encouraging teachers to take the program, rather than using a disciplinary approach. A scheduled email will be going out to college members as a reminder as the one-year anniversary of the SAPP approaches. The OCT has planned with the program developer to provide ongoing access to the materials for those who have completed the program and may want to access them from the website in the future.

### New Certificate Proposal

The College acknowledged that filling vacancies is currently very difficult for employers, and that this results in the cancellation of programs or unqualified individuals working as teachers. This creates a concern for the safety of students.

Through consultation, the OCT is working with the government to amend *Reg. 176.10 Teachers' Qualifications*, as well as review the benefits to making a more permanent opportunity for individuals to transition earlier to employment from teaching faculties (e.g., during their second semester they could enter the teaching profession while still having to complete their faculty programming). Counsel was asked to support the concept and approval for OCT staff to work with the Ministry of Education staff on drafting solutions through regulatory amendments.

A special meeting of the OCT Council was called to approve the changes on July 19, 2023. Governing Council approved the following amendments to three regulations made under the Ontario College of Teachers Act:

Teachers' Qualifications Regulation to (i) create a new transitional certificate of qualification and registration, (ii) enable the College to create a new Additional Qualification course guideline on Holocaust Education and Countering Antisemitism, and (iii) reflect other required housekeeping amendments.

Alternative Eligibility Requirements for Therapy or Counselling Regulation to ensure that all students who have been sexually abused by members of the College are able to access funding from the College's therapy and counselling program.

Fair Registration Practices Regulation to improve certification timelines for applicants.

The goal is to implement the changes for September 2023. The OCT would need to refocus resources to address certification staffing and communication demands.

### **13. Arbitration decision granting Ontario Nurses Association (ONA) significant wage increases in recognition of the nursing shortage**

A recent arbitration decision was awarded on July 20, 2023 by arbitrator William Kaplan granting average wage increases of 11 per cent over two years to Ontario hospital Registered Nurses (RNs) and health-care professionals. When added to two additional recent arbitration decisions stemming from the overturn of *Bill 124*, ONA members will receive wage increases that average 16 per cent from March 31, 2023 to April 1, 2024. This amounts to an average hourly wage increase of approximately \$5 to \$7.

The news article released by ONA can be viewed here:

<https://www.ona.org/news-posts/20230720-hospital-central-decision/>

The full arbitration award can be viewed here:

<https://www.ona.org/wp-content/uploads/participating-hospitals-ona-2023-hospital-decision.pdf>

Below is a short summary of the award:

This interest arbitration was consensually convened to settle the terms and conditions of the central collective agreement between the Participating Hospitals – represented by the Ontario Hospital Association (OHA) – and the ONA.

There were certain statutory criteria under the *Hospitals Labour Dispute Arbitration Act* (HLDAA) that needed to be adhered to by the parties:

9 (1.1) In making a decision or award, the board of arbitration shall take into consideration all factors it considers relevant, including the following criteria:

1. The employer's ability to pay in light of its fiscal situation.
2. The extent to which services may have to be reduced, in light of the decision or award, if current funding and taxation levels are not increased.
3. The economic situation in Ontario and in the municipality where the hospital is located.
4. A comparison, as between the employees and other comparable employees in the public and private sectors, of the terms and conditions of employment and the nature of the work performed.
5. The employer's ability to attract and retain qualified employees.

The two most important issues for ONA were: “the need to address a severe RN shortage and to catch up on overall compensation that has fallen behind over the past decade, a situation made even more untenable by continuing high inflation and its corrosive impact on spending power.”

Overwhelming evidence was submitted by ONA showing that hospitals were unable to attract and retain sufficient numbers of nurses, pointing to a staffing crisis. Some examples include emergency room closures, skyrocketing waiting lists for urgent surgical procedures and the huge expansion in use of agency nurses, as well as incentives to attract and retain nurses including raffles, swag, visits by therapy dogs, BBQs, manicures, massages, and free snacks.

ONA maintained that resignations and a huge increase in turnover were the most important contributors to this crisis. A March 31, 2018 hospital resignation rate of 4.98% had more than doubled to 10.93% as of September 30, 2022 in spite of the many incentives offered. ONA argued that “Spending large amounts of money – hundreds and hundreds of millions of dollars – on agency nurses and overtime – to give just two examples that partially and at best inadequately met short-term staffing needs at great cost to morale and with no hope of retaining or recruiting – was not a strategy with any real likelihood of actually addressing the problem.”

ONA’s proposal to address recruitment and retention was as follows:

1. Revised Wage Grid, eliminating the Start and First Year rates, and 12% general wage increase on April 1, 2023 and 6% on April 1, 2024. Add Long-Term Service Entitlements:  
14 years – 2%, 21 years – 4% and 28 years – 6%.
2. Overtime at two times the regular rate and two-and-one-half times on a paid holiday.
3. Substantial increases in shift premiums and restructuring of weekend premiums from \$3.04 per hour to one-and-one-half times the straight hourly rate.
4. Increase percentage in lieu for part-time nurses.
5. Create a six-step grid for Nurse Practitioners.
6. Introduce salary continuation for nurses unable to work due to exposure to a communicable disease and/or required to quarantine and/or as required by law.
7. Introduce an 8-week vacation entitlement at thirty years of service.
8. Introduce a Health Spending Account at \$1000.00.
9. Extend LTD coverage to age 80.

On the other hand, the OHA did not believe that increasing wages would solve staffing shortages because of the central fact that “there were not enough nurses in the province to fill the growing demand, in hospitals and elsewhere.” They believed that the cause of the problem was not one of wages but was rather due to the rapid increase in the number of hospital beds due to the pandemic. There were 1749 new beds added between 2020 and 2021, the largest one-time increase since 2005. They argued that “Hospitals must operate within the confines of the funding provided to them” and also pointed out that there was no history of matching wage increases to inflation in collective bargaining. They believed that the incentives being offered were to address the current shortage as a stop gap until “other broader based strategies to train and recruit more RNs came into place.”

The following is the proposal made by the OHA: “wage increases of 3% in each year of the two-year term, some modest improvements to the evening, night and weekend premiums, the mentorship premium, the student supervision premium and introduction, in year two, of a \$100 health spending account. The Participating Hospitals costed their

increases in each year at 2.997% and 3.006% in contrast to 25.536% and 5.65% calculated for the ONA proposals.”

The board of arbitrators had to consider the following: “In this compulsory interest arbitration regime, our overriding objective is to replicate what the parties would have agreed to in free collective bargaining where there is the right to strike or lockout. Neither party is to be advantaged or disadvantaged by the substitution of an interest arbitration regime.”

Arbitrator, Kaplan, agreed with the evidence presented by ONA that there was a significant staffing crisis and also agreed that an increase in wages was the best solution: “The vast expansion of overtime and agency nurse usage – demonstrated by a truly astonishing growth in both – establishes a true recruitment and retention problem, and it is one that is normatively addressed by compensation increases. Among the best means to recruit and retain, and to incentivize individuals to enter a profession, is compensation.” He also agreed that wages should be considered in the context of inflation: “Considering the economic context includes reviewing the impact of inflation on wages. It is indisputable that nurses have seen their spending power eroded by inflation, with increases in the cost of living now baked into consumer prices.”

The arbitrators also considered the two reopener awards that had recently been awarded after *Bill 124* was defeated:

There are two ONA Bill 124 reopener awards: (*ONA & Participating Hospitals*, unreported award of Stout dated April 1, 2023 and *ONA & Participating Hospitals*, unreported award of Gedalof dated April 25, 2023). In our view, the first of the two earlier ONA reopener awards did not, in awarding an additional 1%, consider the impact of inflation, and to the extent that it did, it is fair to say that this was not reflected in the result. The second ONA award is a different matter: it unequivocally indicated that “soaring inflation” had been considered and in addition to a requested wage increase, a change was made to the grid worth approximately 1.75%, positively impacting approximately half the bargaining unit (and, by and large, the most senior nurses). Nevertheless, neither of these awards addressed inflation in any meaningful manner (and the data is categorical: nurse wage rates have fallen substantially behind). Free collective bargaining, on the other hand, has begun to reflect persistent high inflation in outcomes.

In reaching his decision, arbitrator Kaplan considered the context of high inflation to be a reason to look outside the hospital sector at other collective bargaining agreements stating that “in extraordinary circumstances it is entirely appropriate to look at settlements from sectors not normally considered.” Two settlements were examined: Ontario Power Generation (OPG) and Power Workers’ Union (PWU) settlement – authorized by Ontario’s Treasury Board – and the recent settlement between the Government of Canada and Public Service Alliance of Canada (PSAC) covering 155,000 core public servants and employees of the Canada Revenue Agency. Both agreed to 4.75% and 3.5% for 2022 and 2023, along with signing bonuses of \$2,500 in each year and other significant improvements. He stated that “These settlements are among the best evidence available of free collective bargaining in a high and sustained inflation environment.” However, he also conceded that neither the OPG nor PSAC were facing the staffing crisis that ONA was experiencing.

The award crafted by the arbitrator responded to the three most important issues/interest arbitration criteria requiring attention: “replication of free collective bargaining, recruitment and retention and the economy, in particular the impact of inflation on real wages.”

*We have, therefore, replicated free collective bargaining by awarding general wage increases of 3.5% in 2023 and 3% in 2024 and have also made adjustments – given recruitment and retention – to the grid building upon the second ONA reopener. The award takes inflation into account and is an acknowledgement of the incontrovertible evidence that for more than a decade inflation has greatly outpaced RN rates.*

Other increases to leadership positions were also made as well as pay in lieu of benefits and the use of agency nurses was addressed. Of note is that both Brett Christen, OHA Nominee and Phil Abbnik, ONA Nominee dissented with arbitrator Kaplan who chaired the Board of arbitrators.

#### **14. Summary of FAO's Expenditure Monitor 2022-23: Q4**

On August 2, 2023, the Financial Accountability Office of Ontario (FAO) released its Expenditure Monitor 2022-23: Q4 report. This report provides information on spending by the Government of Ontario through the end of the 2022-23 fiscal year, from April 1, 2022, to March 31, 2023. The report: A) identifies changes made to the 2022-23 spending plan; B) reviews actual unaudited spending in the first three quarters of 2022-23 against both the spending plan and actual spending during the same period of 2021-22; C) projects the 2022-23 budget balance; and D) tracks transfers to and from unallocated funds.

Note that there may still be spending transactions that are recorded for the 2022-23 fiscal year before the 2022-23 Public Accounts of Ontario are released, usually at the end of September.

The report, media release, briefing deck and an account of program spending are available at <https://www.fao-on.org/en/Blog/Publications/2022-23-expenditure-monitor-q4>.

##### **A. 2022-23 Spending Plan**

The spending plan at the beginning of the fiscal year included \$193.0 billion in spending. As of the end of the fourth quarter, the government had increased the spending plan to \$194.3 billion, a net increase of \$1.3 billion.

By sector the 'other programs' spending plan increased by \$4,208 million, with education and justice receiving planned increases of \$128 and \$145 million, respectively. This was offset by planned spending decreases in all other sections, with a \$312 million decrease in planned health spending, \$116 million decrease in planned postsecondary education spending and \$65 million decrease in planned children's and social services spending.

The most notable change to the spending plan is a \$5,023 million increase for the Ministry of Indigenous Affairs, Land Claims and Self-Governance Initiatives, primarily for the province's contribution to the proposed \$10 billion settlement agreement between the governments of Ontario and Canada and the Robinson Huron First Nations.

##### **B. Actual Unaudited Spending vs. Planned Spending**

In 2022-23, all sectors spent less than planned with a total underspend of \$7.2 billion. By sector, lower-than-planned spending was led by 'other programs' (\$2,407 million, 6.4%), health (\$1,693 million, 2.2%), interest on debt (\$452 million, 3.5%), postsecondary education (\$277 million, 4.0%), children's and social services (\$275 million, 1.5%), justice (\$163 million, 2.7%) and education (\$141

million, 0.4%). Also, an unspent \$1.8 billion end-of-year balance remained in the Contingency Fund.

This underspending has been typical of this government, which has averaged \$5.9 billion (3.2%) in annual savings from underspending from 2019-20 through 2022-23.

In the education sector, \$26 million less than planned was spent on School Board Operating Grants, \$26 million less was spent on Priority and Partnerships Funding - Third Parties and \$25 million less was spent on Child Care and Early Years program.

In the postsecondary education sector, the government spent \$182 million less than planned in College, Universities and Student Support, primarily on financial aid for students.

### **Comparison of 2022-23 Spending with 2021-22**

Spending in 2022-23 was \$6.6 billion (3.7%) more than in 2021-22. The largest year-over-year spending increase was in the education sector, with an increase of \$2.5 billion (7.7%), primarily due to a \$1.2 billion increase in Child Care and Early Years program and a \$940 million increase in School Board Operating funding.

Health care spending was marginally lower in 2022-23, while postsecondary education sector spending was \$103 million (1.6%) higher.

The \$5 billion allocated for the settlement with the Robinson Huron First Nations represents a significant portion of the total net increase in program spending for 2022-23.

### **C. 2022-23 Budget Balance**

The FAO projects that revenues for 2022-23 will be \$3.3 billion below the government's projections. In contrast, the FAO projects spending of \$5.5 billion less than the government, resulting in a small surplus of \$37 million for 2022-23.

### **D. Unallocated Funds**

The province started the year with \$4.6 billion in the Contingency Fund. The government transferred \$1.7 billion to various programs in the first three quarters of the fiscal year. In the fourth quarter it transferred \$4.4 billion from various programs into the Contingency Fund and \$5.5 billion out, leaving a year-end balance of \$1.8 billion.

The government continues to underfund and underspend on programs, with underspending occurring across all programs. The government had predicted a \$12.9 billion deficit for 2022-23 in its fall economic statement. The FAO predicted much higher revenues and lower spending, resulting in a projected deficit of \$2.5 billion. Through underspending on programs and services the government is now forecasted to post a modest \$37 million surplus for 2022-23.

## **15. DBU Memos Issued**

1	Benevolent Council Application
2	Appointment of Associate General Secretary, Professional Services
3	Update to the Ontario College of Teachers (OCT) Sexual Abuse Prevention Program (SAPP)

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4	2023 CTF/FCE Annual General Meeting
5	Women's Advocate Program Update
6	Ministry Correspondence - Implementation of Priority Reforms to support The Better Schools and Student Outcomes Act, 2023
7	Labour Day 2023 - Better Schools, Stronger Communities & Canada's Unions: Lifting Everyone Up
8	OSSTF Benefits Transition to Direct Billing of Member Contributions
9	OMERS Highlights
10	CLC Second Indigenous Lobby Day 2023
11	Union Training Academy
12	Register for Upcoming Town Halls
13	Educational Services Conference
14	Expiring Policies 2023
15	OSSTF/FEESO Recognizes National Day and Week for Truth and Reconciliation
16	2023-2024 Educational Services PD Workshops
17	Ministry Correspondence - School Ventilation 2023-24
18	Town Hall and Voting Information on Bargaining Pathway
19	HS/WSIAC Conference 2023
20	Ministry Correspondence - Update: PPM 169: Policy