

August 2007

TO: ALL AFFILIATES

**OFL EMPLOYMENT EQUITY SEMINAR:
LESSONS LEARNED, VISION FOR THE FUTURE
DOUBLETREE INTERNATIONAL PLAZA HOTEL
655 DIXON ROAD, TORONTO, ONTARIO
FRIDAY & SATURDAY
NOVEMBER 9 & 10, 2007**

Greetings:

Our mobilizing for equality rights makes our unions, the trades labour movement and communities stronger and better for everyone. To increase our actions, the OFL will be holding a seminar on ***Employment Equity: Lessons Learned, Vision for the Future***. It will be held at the Doubletree International Plaza Hotel, 655 Dixon Road, Toronto on Friday and Saturday, November 9 and 10, 2007. All locals are urged to send delegates to this important session.

Employment equity focuses on equality rights at work for five designated groups: lesbians, gay men, women, Aboriginal peoples, persons with disabilities and racially visible people. The goal of employment equity is to increase our rights in the workplace. One measure of success is how closely the employment rate of designated groups matches their representation in their surrounding communities. Although the Employment Equity legislation was dismantled in 1995 by the Conservative Harris government, the labour movement has continued to push for employment equity gains through collective bargaining over the past decade.

Employment equity has shown it can create fairer workplaces and increase our rights for working people in Ontario.

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Seminar Objectives

- The seminar discussion will assist participants in continuing to advocate for employment equity in Ontario through political action and collective bargaining.
- The seminar discussion will assist us in dispelling the myths and focusing on the positive realities associated with employment equity.
- The seminar discussion will assist us as a collective to overcome the challenges of implementing and advocating employment equity.

Panel Objectives

There will be a morning and afternoon panel. The morning panel will be representatives from the designated groups who will discuss employment equity from a legal standpoint.

The afternoon panel will be representatives who will give examples of how unions have bargained employment equity measures. Through the two panels and group discussions, the participants will gain valuable knowledge and resources including:

- Current employment equity trends and issues.
- Employment equity requirements and where you might find challenges.
- The consequences of not implementing employment equity even without legislation.
- Dispelling the myths, focusing on the realities.
- Model employment equity practices and collective bargaining language.
- Future political action around advocating for employment equity legislation.

The seminar registration form is enclosed. The registration fee is **\$150.00**. Please note that **the deadline for seminar registration is October 26, 2007**. Please send the completed registration form together with your cheque payable to "**OFL Employment Equity Seminar**". We expect space will be limited and registrations will be accepted on a first-come first-serve basis.

Hotel Accommodation

A block of hotel rooms has been reserved by the OFL at the rate of \$145.00 per night, plus taxes, single or double occupancy. Reservations can be made through W. E. Travel either by telephone or on-line.

To reserve accommodation by telephone, the number to call is (toll free) 1-888-676-7747.

To reserve accommodation on-line, click the conference button on the OFL website www.ofl.ca and complete the hotel registration form.

Please do not contact the hotel directly.

Child Care

It is OFL policy that we will provide child care services if more than ten children are registered for this service. **The deadline for the child care registration is October 19, 2007**, as we must make these arrangements separately with the child care provider. We have enclosed a **Child Care Registration Form**.

Accommodation

Accommodation can be provided for delegates with disabilities if advance notice is received. If services are needed, please complete and return the attached **Personal Assistance Request Form and return it to us by October 15, 2007**.

Allergy Alert Notice

As is OFL policy, this conference will be scent free to ensure the active involvement of those with chemical sensitivity.

Additional information and registration forms may be obtained from the OFL website at www.ofl.ca or by contacting Margaret Law at (416) 443-7656 or toll-free at 1-800-668-9138.

n solidarity,

IRENE HARRIS
Secretary-Treasurer

TERRY DOWNEY
Executive Vice-President

cc. W. Samuelson
OFL Executive Board and Council

Attachments

IH/TD/JG/ml/cope343