



255 Duncan Mill Road Unit 404, Toronto, Ontario M1B 3H9

Friday, September 8th, 2023

I write this in my capacity as President of the largest Professional Student Services Personnel (PSSP) union in Ontario. Our Members, such as Child and Youth Workers/Counsellors, Social Workers, Black and Indigenous Graduation Coaches, and Psychologists to name a few, work in the Toronto District School Board, and we are a part of OSSTF/FEESO District 12. The pathway presented to and voted on by local Presidents and Chief Negotiators from across the province during the August 25th meeting is the best option at this time for District 12 PSSP Members. I encourage all of them to attend and engage in our town halls and exercise their vote on this pathway. I do support this pathway.

District 12 PSSP members provide support and stability for over 200,000 students, many of whom are the most vulnerable in the TDSB. As the leader of the elected executive team, I take my responsibility very seriously to be responsive to the needs of the membership that I was elected to represent. Achieving a collective agreement that protects and enhances the D12 PSSP member's working conditions and compensation is, and always will be, the top priority during contract negotiations.

Our Members' working conditions are the students' learning conditions, and when we make gains for workers, those gains positively impact students. That is why bargaining can be incredibly frustrating, especially when faced with government representatives who seem determined to undervalue and dismiss the contributions and efforts of

District 12 PSSP members. That's why the pathway that was presented to the membership from OSSTF/FEESO, that could include binding interest arbitration, is a way forward for my members.

While the ability to strike or withdraw services is one of the cornerstones of the labour movement and has been hard fought for over the years, there is no evidence that this proposed pathway takes away our right to strike during the next rounds of negotiations. This is a pathway to a deal for this round of bargaining. PSSP members are education workers, and I do not believe this will potentially set a dangerous precedent for education workers and the entire labour movement.

I encourage all Members to attend the town halls and information sessions over the coming weeks to learn more about this proposal and how it will help OSSTF/FEESO members get the best possible deal.

Regards,

A handwritten signature in black ink, appearing to be 'Solange Scott', with a horizontal line extending to the right from the end of the signature.

Solange Scott
President, PSSP D12