



## Report of the Ontario English Catholic Teachers' Association

This is the report of the Ontario English Catholic Teachers' Association ("OECTA") filed in accordance with the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* ("the Act").

### Overview

OECTA is a trade union as defined by the *Ontario Labour Relations Act* and the *Ontario School Boards' Collective Bargaining Act*. OECTA is the bargaining agent for approximately 45,000 teachers employed by Ontario's Catholic School Boards.

OECTA's core function is to act as bargaining agent for its members in their employment relations with the Ontario Catholic School Boards. We provide additional services to members such as lobbying and advocacy, legal support, and education.

In the course of our activities, OECTA purchases various promotional items which we distribute to members. Items may include clothing items, tote bags, stationary items, computer accessories such as mouse pads, and stickers. All items are purchased from external providers, most of which are subject to the *Act*, and then distributed by OECTA to members. OECTA does not produce, import, or sell goods, and does not have supply chains. We have reviewed the *Act* and determined that our distribution of these promotional item may bring OECTA within the meaning of a "reporting entity" under the *Act*, and therefore determined to file this report.

### Supplementary Information in Accordance with subsection 11(3) of the Act

#### a) its structure, activities, and supply chains;

OECTA is a non-profit corporation, incorporated under the *Ontario Not-for-Profit Corporations Act*. The Association is comprised of forty-four local units, three of which are incorporated. Each local unit has an elected executive. All local units are governed by the Association's Constitution, Bylaws, and policies. None of the local units are entities for the purposes of the *Act*.

OECTA is governed by a Provincial Executive which has ten voting members who compromise the Board of Directors. Voting members of the Provincial Executive are elected at OECTA's annual general meeting ("AGM") and serve for a term of two years. The voting members at the AGM include the president of each local unit as well as voting delegates selected by each local unit, who are selected in accordance with OECTA's By-Laws.

OECTA's core activity is to act as bargaining agent for its members in their employment relations with the Ontario Catholic School Boards. This primarily involves collective bargaining and collective agreement administration. OECTA provides ancillary services to members such as counselling around work-related issues which fall outside the scope of the collective agreement, and legal representation for matters related to the workplace but not falling under the collective agreement, such as matters before the Ontario College of Teachers. OECTA engages in lobbying, advocacy, and public engagement on issues of importance to our members. This can involve engaging in legal challenges on issues that impact our members. OECTA provides professional development and leadership training for members. This includes providing Additional Qualification ("AQ") courses for teachers, and hosting conferences and training opportunities for members.

In the course of our activities, OECTA purchases various promotional items which we distribute to members. Items may include clothing items, tote bags, stationary items, computer accessories such as mouse pads, stickers, and other promotional materials. OECTA does not produce or import any promotional items. All items are purchased from external providers and then distributed to members. OECTA does not produce, import, or sell goods, and does not have supply chains.

(b) its policies and its due diligence processes in relation to forced labour and child labour;

As a trade union, OECTA is committed to the principals of the union movement which include the right of all workers to safe working conditions and fair pay. OECTA endeavors to purchase all goods and services from unionized companies. The commitment is codified in our purchasing policy.

OECTA prioritizes purchases from unionized companies that manufacture goods in Canada. If we cannot source a particular item made in Canada by a unionized company, we endeavour to source the item from a unionized company that manufactures the item in the United States of America.

By sourcing exclusively from unionized, North American suppliers, we are confident nothing we purchase is manufactured using forced or child labour.

(c) the parts of its business and supply chains that carry a risk of forced labour or child labour being used and the steps it has taken to assess and manage that risk;

OECTA has not identified any parts of our business that carry a risk of forced labour or child labour being used. OECTA does not have any supply chains.

(d) any measures taken to remediate any forced labour or child labour;

OECTA has not identified any risk of forced labour or child labour being used in the course of our activities, and therefore has not taken any remediation measures.

(e) any measures taken to remediate the loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labour or child labour in its activities and supply chains;

OECTA has not identified any loss of income to vulnerable families as a result of any measures we have taken. Our purchasing policy has been in place for at least eighteen years and we have not identified the need to modify our purchasing practices to comply with the legislation.

(f) the training provided to employees on forced labour and child labour; and

In the prior fiscal year, OECTA did not engage in any training for employees on forced labour and child labour.

(g) how the entity assesses its effectiveness in ensuring that forced labour and child labour are not being used in its business and supply chains.

OECTA has not identified any significant risk that forced, or child labour are being used in our business. The only activity we engage in which exposes us to any risk is our purchase of goods for distribution to our members. We have assessed that the risk involved in this activity is extremely low due to our existing purchasing policy.