

A decorative graphic on the left side of the page features a thick, curved yellow swoosh that starts near the top left and curves down towards the bottom right. Several autumn leaves in shades of red, orange, and yellow are scattered along this swoosh and in the background. The leaves vary in size and shape, some resembling maple leaves. The overall design is clean and modern, with a focus on warm autumnal colors.

Autumn *View*

EDITION 2, 2026

2026-2028 OPSEU/SEFPO Retirees Executive



Supporting Local 550 in Toronto at Salvation Army Picket Line on Railside.

Left to right - Sandra Snider Reg 7 (Vice Chair - Communications), Beth Anich Reg 6 (Secretary), Tina Faibish Reg 5, Gino Franche Reg 1 (Chair), Betty Cree Reg 3, John Hanson Reg 4 (Vice Chair) and Ed Faulknor Reg 2.

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Autumn View is a special publication of the OPSEU/SEFPO Retired Members Division.

Authorized for Distribution:



JP Hornick
OPSEU/SEFPO President

Important Numbers	
Great West Life	1-800-874-5899
Sun Life	1-800-361-6212
Pension Board (retired before Dec. 31,1992)	1-800-668-6203
OPSEU Pension Trust (retired after Dec. 31,1992)	1-800 906-7738
CAAT Pension Plan	1-866-350-2228
HOOPP Pension Plan	1-888-333-3659
OMERS Pension Plan	1-800-387-0813
Province of Ontario - OPSEU - Travel Insurance - Can/USA	1-855-222-4051
OPSEU Head Office	1-800-268-7376





A Message from past Chair OPSEU/SEFPO Retired Members Division

As I pass the chair on to Gino Franche, I am proud of the Retirees Division and what we have accomplished over the past two years of my term. I have high hopes on what this strong group of activists I am privileged to work with will accomplish going forward.

As a committee we have worked hard to communicate issues with our members at meetings we attend, conventions, and in Autumn View, in which I am editor and will continue in my new role as Vice Chair of Communication. We continue to educate the membership, our union and the labor movement on issues of retirees and of working seniors through resolutions and one on one communication.

I remember I am extremely privileged to have a good pension and paid benefits and have led the committee to fight for those not as privileged.

Thirty per cent of seniors live in poverty through no fault of their own. The majority are immigrants, disabled and women as we continue to be paid less than men and have limited advancement opportunities due to our family responsibilities. Death or divorce in later life can lead to incomes being drastically reduced.

My mother's generation didn't go back to work until after their children went to school. There was no daycare, never mind affordable day care. My mother and mother-in-law both had spouses; those jobs required them to relocate frequently. In my mother-in-law's case she was a military spouse, moving every four years, always searching for a new entry-level job with no pensions. Her CPP contributions and therefore pension reflected that. After her husband's passing, she received only 60 per cent of his military pension. Her household bills didn't reduce by 40 per cent and she was struggling and planning to sell her home to cover her expenses. So, we fight for better CPP and OAS to lift seniors out of poverty. We fight for better affordable long-term care as half of his pension would have gone to his care if he had not died when cancer meant his care was beyond what she could do.

We fight for better home care so people can stay in their homes as long as they want.

We fight for a national pharmacare program because those without benefits should not have to choose between food or heat and getting the medications they need to stay alive. That's why in the meantime we had a resolution in asking OPSEU/SEFPO to make locals aware of the CURC benefit plan for those without post-retirement benefits, so the member isn't forced to keep working to cover expensive medications not covered.

We also fight for those forced to keep working after 65, with resolutions to OFL, CLC and OPSEU for them to be entitled to all the benefits that younger employees receive. Those over 65 currently have no right to long-term sick benefits, WSIB benefits

or under most plans, drug and healthcare benefits after 70. Most people were not even aware of this. OPSEU/SEFPO VP has checked their benefit plans and 90 per cent cut people off at 70 years of age, even if they are working full time. The first step is awareness of a problem, then we fight to fix it!

We also fight for place in our union, for our experience to be recognized and time and energy to be welcomed and utilized. We also need that space within the union to be funded for us to do this important work.

We are busy working on an event with CURC for United Nations Day of Older Person on October 1st that will have events across the province and online. Our second Retirees Conference is keeping us busy. We plan to update the attendees on the current issues involving seniors and ask them to go home and educate those around you and lobby for improvements to the lives of seniors. Registrations should be out soon. Consider attending.

I have a vision of OPSEU/SEFPO Retirees Division being recognized as a powerful force and being a place that all are welcome; a place we can meet for socialization and education; a place where we can be loud and proud unionists supporting our siblings still in the workforce on picket and lines and in lobbies. We must keep fighting for seniors' issues that affect everyone. And we can do things like volunteering in our community on a regular basis, keeping active, staying passionate and be UNION in our own way.

I spoke up at CLC Convention in Winnipeg, asking unions to check their benefit plans to see if they exclude those working who are over 70 and asking if they will fight for them to have the same benefits as other workers.

I swear I've been at the mic more as a retiree rep than in all my years before I retired.

Respectfully Submitted,

Sandra Snider
Region 7



Rights of Older Persons

Older people deserve respect, fairness, and the same rights as everyone else. But around the world, many older adults face unfair treatment, discrimination, or even violence just because of their age. To fix this, the Congress of Union Retirees of Canada (CURC) are working with other groups and other countries to create stronger laws to protect older people's rights.

A UN Convention is like a big agreement made by many countries to follow certain rules. The aim of this new convention is to make sure that the rights of older people are protected everywhere. It would help stop ageism, when people are unfairly judged or treated badly just because they are older. The convention will make sure older people can live with dignity, independence, and full participation in society.

Since 2020, COVID-19 exposed terrible conditions in some long-term care homes in Canada. The army had to step in to help residents, and the public was shocked. In response, some provinces tried to limit health care for older people during the pandemic, based on age.

These actions are unfair and go against the values of health care that everyone should have access to. That's why many believe we need a strong international law, a UN Convention that protects older people from discrimination and unfair treatment.

The journey toward this convention began in late 2022. CURC joined an NGO group of organizations at the United Nations (UN) in New York. They were working on a plan to create a new international law that would protect the rights of older adults.

In spring 2023, CURC presented a resolution at the Canadian Labour Congress (CLC) Convention, and many unions showed their support by passing this resolution. This showed that workers and union retirees across Canada agree that older people need better rights.

By June 2025, CURC also passed its own resolution at its national convention, calling for an action campaign to move forward with this plan.

In February 2026, CURC took part in the first official UN meeting to discuss how to write the convention. We supported GAROP (Global Alliance for the Rights of Older People), which is made up of over 400 NGO groups working to protect older people's rights.

Another UN meeting is planned for July 2026, where CURC will share their ideas again.

Many countries and groups believe that older people should be recognized as full human beings who have the right to live without discrimination. The convention will include principles like equality, respect, and participation. It will also aim to eliminate ageism, unfair stereotypes, and unfair practices built into laws and society.

Many groups like the Canadian Labour Congress have passed resolutions backing this effort.

GAROP, which CURC is a member, has prepared important reports to guide the process, emphasizing the importance of listening to older people's voices.

Without strong international laws, many older persons remain vulnerable to abuse, neglect, and discrimination. National laws often lack clear protections, and societal attitudes can be dismissive or stigmatizing. A legally binding treaty would create a universal standard that all countries must follow, making sure that older persons everywhere are treated with respect, fairness, and dignity.

This effort shows that the global community recognizes how important it is to protect the rights and dignity of older adults.

The Congress of Union Retirees of Canada campaign going forward will be to urge the UN and governments around the world including our own, to adopt this treaty. It is a vital step toward building a society that values and protects everyone, regardless of age. Every older person deserves to live with dignity, respect, and the full enjoyment of their human rights.

Read more - [Why do we need a convention for older people? – The Global Alliance](#)

OPSEU/SEFPO Region six Retiree's at the Fight Ford Protest in North Bay April 25, 2026

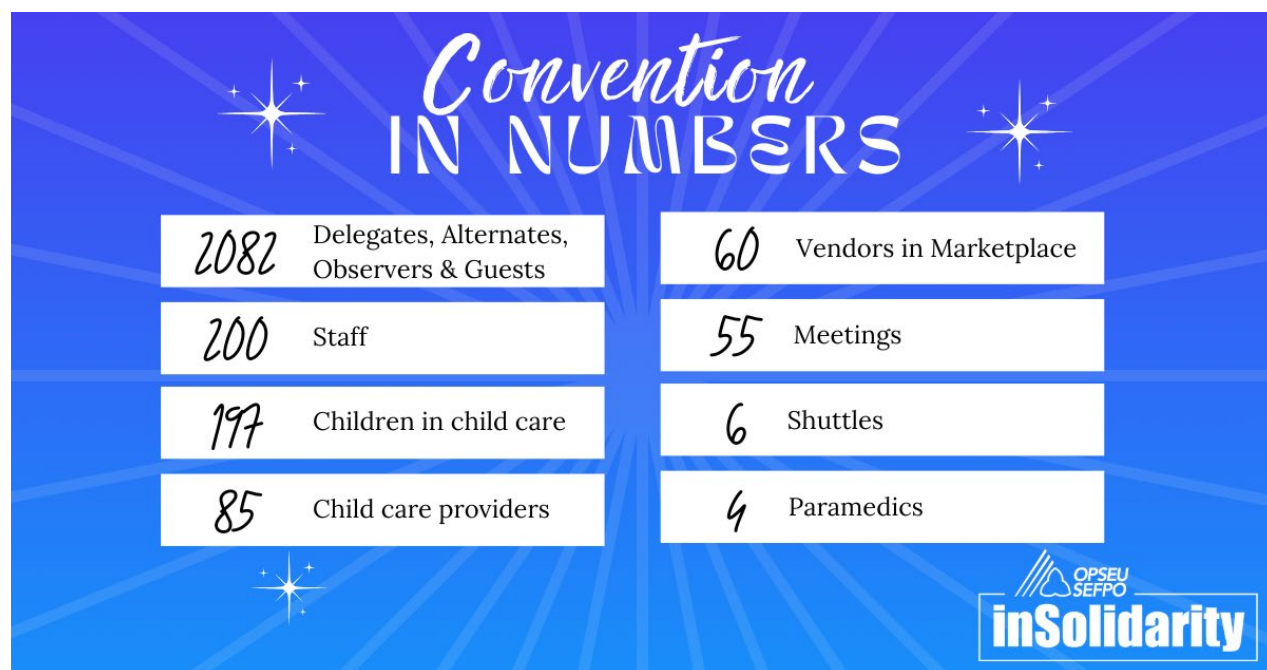


Left to right -
Carolle Hamilton,
Sharon Brown,
Michel Bisailon,
Brian Lockett, Sue
Brown.

OPSEU/SEFPO CONVENTION 2026

Delegates at the Ontario Public Service Employees Union (OPSEU/SEFPO) 2026 convention have re-elected both JP Hornick and Laurie Nancekivell for a third term as the union's two highest ranking officers. At the union's largest gathering yet, more than 1,200 members from across the province cast their ballots to select their President and First Vice-President/Treasurer. They will serve for the next three years.

JP Hornick, President (left), Laurie Nancekivell, First Vice-President/Treasurer (right) with Burt Blundon, NUPGE President (middle) who conducted our elections



HONOURARY LIFETIME MEMBERSHIP AWARDS

Everyone knows OPSEU/SEFPO members who spend their careers being active in their union. They go to extraordinary lengths to bring workers together in solidarity in their workplaces, their sectors, their regions, and across the union as a whole.

Every year, members are chosen to honour with an Honorary Lifetime Membership Award. This year, we have five members to add to the growing list of members who have received this award.



Janice Hagan, Local 561

The first-ever Honorary Lifetime Membership Award was presented by JP Hornick to the family of Janice Hagan, the longtime Local 561 member at Seneca College who passed away in February 2026.

“Janice was an OPSEU/SEFPO member at Seneca College for 38 years and served as President of Local 561 for 30 of those years,” said Hornick.

“Janice was a giant in the labour space. She is remembered by her colleagues as someone for whom no issue was too big or too small to tackle, and who approached every issue with joy, optimism and radical encouragement. “

Beyond her own contributions as the backbone of her local, Janice built up generations of labour activists. She spent years as the trainer of “Stewards 101” – shoring up new OPSEU/SEFPO stewards across our union to be as fierce and as unapologetic as she was.

Janice is greatly missed – though her legacy will continue to live on through the thousands of stewards she’s trained, through her members and through her lasting impact on our union.

“It is my honour to invite Janice’s daughter, Jaqueline, and her husband, Greg, to come accept the award on her behalf,” said Hornick.

Patrick Riley, Local 553

Patrick Riley served as an OPSEU/SEFPO member for 36 years at the Ministry of Environment, Conservation and Parks.

Patrick's unwavering solidarity with workers and investment in others has been felt across OPSEU/SEFPO, including his involvement with the Coalition of Racialized Workers (CORW), which put forward his nomination.

His colleagues note that Patrick is respected not only for the roles he held, but for the way he carried them out, with integrity, humility, and a tireless willingness to step forward whenever members needed support.

Patrick's impact cannot be measured only by meetings attended or titles held, but by the culture of unionism he helped build: one that is member-driven, respectful, courageous, and committed to making the workplace better.

His legacy is reflected in stronger structures, better-informed members, and a union community that is more resilient because of his efforts.



Greg Snider, Local 714/740

Greg served as Local President for Local 714 for 10 years and has been an inspiring leader in our labour movement; tirelessly advocating for the rights of workers with disabilities.

Greg's lifetime work has propelled disability justice to the top of the union's agenda, including his efforts alongside the late Carol McGregor to co-found and then co-chair the union's first ever Disability Rights Caucus (DRC). He went on to spearhead the resolution that created the accessibility fund for OPSEU/SEFPO locals and members, which continues to this day.

In Thunder Bay, Greg worked supporting people with developmental disabilities in group homes for over a decade, as well as serving on the board of the Thunder Bay and Region Injured Workers support group, amongst many other initiatives.

Greg's lifetime commitment to disability rights has been recognized by the Canadian Labour Congress (CLC) and across the Canadian labour movement. We are excited to honour him here today as well. For his lifetime of service to OPSEU/SEFPO.

Ben Treidlinger, Local 449

Ben got his start as an activist and member mobilizer within the OPS, and he went on to serve for 12 years on the Executive of Local 449 in Renfrew County until his retirement in 2017.

His activism over the years has taken him all over: he represented Region 4 on the NUPGE Fairness Express Bus to bring attention to Tax Fairness and Income Inequality and was part of multiple OPS bargaining rounds.

Over the years, Ben has never been known to turn down an educational, the chance to lobby an MPP, or the opportunity to capture a rally, a strike or union gathering as an amateur photographer – hoping to inspire new interest and spread solidarity on social media.

Not one to sit idle, Ben has taken his activism into his retirement, serving now as the Vice Chair of the Retired Members Division, and he was recently appointed Sergeant at Arms for the Renfrew and District Labour Council, in between rounds of golf and tennis matches.



Maggie Wakeford, Local 631

Maggie has been an OPSEU/SEFPO member for nearly two decades and has held many roles, including President of Local 631.

In 2008, marking the beginning of her OPSEU/SEFPO legacy, Maggie successfully led a unionizing campaign at CMHA Cochrane-Timiskaming, making it one of the first CMHA branches in Ontario to unionize.

As a fierce leader and advocate, she went on to lead 147 mental-health workers on a month-long labour dispute in 2024, during which the workers ultimately won a favourable agreement.

Maggie is known by her colleagues for dedicating an impressive amount of time to mentoring new unionists, is a bastion of solidarity, and has commanded the respect of her fellow members for her profound dedication to justice.

Congratulations to all!

Taken from InSolidarity Convention edition slightly edited.

Retirees fighting for healthcare and to stop the privatization for our Healthcare system

Health Coalition Rally Toronto May 28, 2026



Retiree Betty Cree, Fleming College support staff Carman Gillette, Retiree Peter Votsch

Region 4 Retirees Dave Lundy, John Hanson Div Chair and Ben Treidlinger met Region 3 Retirees chair Betty Cree on the lawn. They carpooled to event from Region 4 to fight for health care in Ontario. To keep it Public!





Crowds were massive and many more OPSEU/SEFPO and other retirees were there with unions and community organizations.

Seniors and Retirees are WORTH FIGHTING FOR.

June 8, 2026

by Nancy Pridham, OPSEU/SEFPO Region 5 Retirees Executive member

I first heard the term “aging equitably” at a recent Congress of Union Retirees (CURC) meeting in Toronto during a talk given by York University Professor Dr. Tamara Daly.

Topics introduced were:

Current challenges in long term care

Advocacy strategies for better care

Updates and community discussions

Aging in Place

A great deal of conversation these days take place around a notion of “*aging in place*”. Having health, housing, and social supports to live safely and independently in your own home or community as you grow older is difficult to achieve for obvious reasons: lack of funding to the sectors that provide those services leading to long waiting lists a real need for supportive care in the community

There are also a lot of assumptions made around aging in place. For example, do we all have a good home to go back to if we are being released from hospital? Not necessarily. Do we have the supports we need? Sadly, people often remain in hospital longer than necessary because they don’t have decent housing or supports in place to assist with the transition.

Three pillars must be addressed in order for people to age equitably

Income

Housing

Health

Research shows that it is far more difficult for seniors to avoid poverty in their later years.

As costs rise and pensions remain stagnant or even nonexistent, this becomes more difficult. Women are impacted on a greater level. They are out of the workplace longer due to care giving responsibilities impacting post-retirement income. And women continue to earn less money than their male counterparts in the workplace. Over time a few cents an hour adds up to thousands of dollars.

Poverty and housing are inextricably linked

Housing affordability is an issue that transcends the ages and is one of our greatest challenges today. The idea of purchasing a house is often out of reach. As our population ages those disadvantaged by racism and sexism are impacted even further. For example, Black and Indigenous people’s rental costs often consume a larger proportion of their total income than others.

As for other services in the health care sector, not everyone would want open heart surgery.

But if we needed it, we would want the highest level of care possible. Long term care should be no different. We need a brave new approach starting with a shift in funding to address the realities facing seniors today who wish to age in place.

This requires a collective sense that we are responsible for each other. People who are aging should not just be viewed as vulnerable citizens but as people who have contributed their entire lives to weave the fabric of today's society.



Region 4 Retirees Executive ELECTED at May Meeting

Chair: John Hanson, Vice-Chair: Ben Treidlinger, Secretary: Bonnie Sweet, Treasurer: Tara Langford, Members At Large: Garry Guigue (Ottawa), Dale Jones (Brockville), Gavin Anderson (Kingston), Craig Jackman (Quinte), Trustees: David Lundy and Deb Sonego (not all are in picture and may not be in order listed).



CCPA
CANADIAN CENTRE
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CENTRE CANADIEN
de POLITIQUES ALTERNATIVES

Why are Ontario social and community service workers striking?

OPSEU workers are dealing with more work, less funding, and lower wages. So they're fighting back

By [Ricardo Tranjan](#) and [Katherine Scott](#)

JUNE 9, 2026

In response to growing workload, worsening working conditions, and wage suppression, [4,000](#) Ontario Public Sector Union (OPSEU) workers are on strike at 24 picket lines across the province. They work in social services agencies, Children's Aid societies, community health clinics, developmental services providers, and other caregiving facilities.

Workload has increased in response to international factors and policy choice

In addition to global and macroeconomic factors making life harder—like higher oil prices and U.S. trade tariffs—many provincial policies have created pressure on social services, including weakening [rent controls](#), keeping the [minimum wage](#) low, closing supervised drug consumption sites, and consistently underfunding [public schools](#) and [hospitals](#).

Adam King, a professor of Labour Studies at the University of Manitoba, [explains](#) that the stakes of these labour actions extend beyond wages. “Decades of underfunding and chronic staffing shortages have pushed the sector to a breaking point,” he says. “Programs are closing. Waitlists are growing. Violence and burnout are rising.”

The Ontario government responded with less, not more funding

As of 2026, the richest province in the country spends \$2,889 less per capita on programs than the national average, and the provincial government is doing nothing to reverse this trend. On the contrary, our [analysis](#) of the 2026 Budget shows that the province is set to continue underfunding key programs.

At the Ministry of Children, Community and Social Services (MCCS), as of last October, funding was set to [decline](#) by 0.5 per cent between 2024-25 and 2027-2018, whereas it needed to increase by 4.2 per cent to maintain current service levels—in other words, a nearly five per cent funding cut over three years.

To make matters worse, wages are not keeping up

Between 2018 and 2025, the average hourly wage of Ontario workers in the social assistance sector (NAICS 624), which includes social sector and community workers, increased by 22.1 per cent, against an accumulated inflation of 22.7 per cent. They earn less today than they did in 2018.

In the same period, the average hourly wage in Ontario's social assistance sector, 22.1 per cent, also fell behind the national average increase for the sector (excluding Ontario), 27.2 per cent, and the average increase across all sectors in Ontario, 33.9 per cent.

An inter-provincial comparison shows wages are deteriorating relative to other parts of Canada.

Between 2018 and 2025, average wage increases in Ontario's social assistance sector (22.1 per cent), were lower than in all provinces but two: Alberta (13 per cent) and Newfoundland (21.8 per cent). The increase in Ontario lagged considerably behind the increases in British Columbia (36.7 per cent) and Quebec (36.5 per cent).

The burden is falling mostly on women, racialized, low-income workers

The outcome of low and falling wages is that a large share of workers providing social and community services are living in poverty themselves.

In Ontario, 18 per cent of workers in the social assistance sector have incomes which are only two-thirds of the median income in Ontario, which is the technical definition of poverty.

Women are grossly overrepresented in this work. They make up 87 per cent of Ontario's social service workforce, one-third of whom are racialized.

No surprise there. Women (and other marginalized groups) continue to be concentrated in lower-paying occupations and sectors of the economy, work presumed to align with their "natural" or "traditional" abilities and interests.

Women's work is more poorly paid precisely because the majority of workers are women. [It simply isn't valued as highly](#) as "traditional" male work.

The message from the Ontario government: social service workers don't matter

The Ontario government seems completely dismissive of both the workers in the sector and the hundreds of thousands of Ontarians they support and care for on a daily basis.

Austerity is a political choice. Workers are banding together to make their case. They've had enough. They deserve our support.

OPSEU Retirees Supporting the “We are Worth Fighting For” Campaign and Strikes Across the Province.



OPSEU/SEFPO and CURC retirees with members of OPSEU Local 740 CLTB strikers in front of Nurse Next Door in Thunder Bay. Nurse Next door in Thunder Bay who facilitated the hiring of SCABS while OPSEU/SEFPO Local 740 is on strike for a fair contract against Community Living Thunder Bay.



Region 5
Early morning
hard picket at
6am supporting
L518 with Tina
Faibish, Chair
Reg RMD,
including
retirees Myles
Magner former
Reg 5 EBM,
Janice Ariza
and Loretta
Fisher

Region 1

Philip Shearer
and Lorna
Bulgin in
London
supporting the
line.





Top left - Region 3 - Betty Cree joins 351 as they support Local 358 on the picket line.

Top left Region 4 Ben Treidlinger, John Hanson and Debbie Allsop, supporting a picket line.

Bottom left – John Hanson Region 4 well experienced dealing with police.

**COMMUNITY AND
SOCIAL SERVICES ARE
WORTH
FIGHTING
FOR**

**FAIR BILL 124 COMPENSATION –
BREAK THE LAW, PAY THE PRICE**

**SUPPORT
OPSEU LOCALS!**

STOP

**OPSEU
— RETIRED MEMBERS DIVISION —
RETIRED FROM THE JOB,
BUT NOT
FROM THE FIGHT**

HOLD THE LINE

OUR WORK. OUR COMMUNITIES. OUR FUTURE.

TOGETHER WE STAND

**OPSEU
SEFPO**

**OPSEU
ON STRIKE
FOR OUR
COMMUNITIES**

**FAIR
LIKE
US!**

A man in an orange OPSEU shirt and cap is the central figure, holding a large red stop sign in his right hand and a brass instrument in his left. He is wearing sunglasses and a cap with 'STAFF UNION' on it. The background shows a picket line with other people holding signs that say 'OPSEU ON STRIKE FOR OUR COMMUNITIES' and 'FAIR LIKE US!'. The scene is outdoors on a street with trees and a blue sky.

Richard Bradley OSSU Retiree is never far from a picket line.

OPSEU/SEFPO In The News: “Over \$1 billion goes to private companies administering Ontario government programs”

A new report authored by a public sector union [whose members are striking](#) for a second week is calling attention to how much more public money is going to private companies that administer government services.

The report, by the Ontario Public Sector Employees Union (OPSEU), says it’s calculated that last year, just the top three private administrators earned over \$1 billion in payments for their work on programs from Employment Ontario to autism supports.

“That is a waste of money,” said OPSEU president JP Hornick in an interview on Tuesday.

“This is an example of how the Ford government has taken public money and put it into black boxes so it’s impossible to trace.”

The report details payments sent to a few companies, including Accerta, which is involved in administering Ontario Works, Ontario Disability Support Program, and the Ontario Autism Program.

Provincial payments to Accerta more than tripled from \$202 million in 2018-2019 to \$672 million in 2024-2025.

Payments sent to WCG, which the report describes as a for-profit employment services administrator owned by an Australian company backed by US private equity, increased 525 per cent, from \$36 million in 2021 to \$225 million in 2025.

Neither company responded to a request for comment, though the other private administrator in the top three, Serco, said it has operated in Canada for over 30 years.

“Serco values the relationship we have built with Ontario, and we are proud to work within the direction and guidelines provided to us by the Ontario government in service of its citizens. We employ more than 1,100 professionals across the province and work closely with local organizations, including indigenous community groups, to deliver regionally focused programs and services. We look forward to being part of many more successes for Ontario and its citizens well into the future,” the statement from spokesperson Jake Weyant said.

A spokesperson from the Ministry of Children, Community and Social Services didn’t address questions about the reason for the funding increase.

“Our government has made historic investments in the development services sector, including nearly \$4 billion this year, an increase of \$1.6 billion since we took office in

2018 to provide people with access to the services they need, when they need them,” the spokesperson said in a statement.

“While collective bargaining is a matter between the employer and the union, we expect every service provider to have strong contingency plans to protect residents and ensure their care is not disrupted,” the spokesperson added.

Nearly 4,000 OPSEU members who work in dozens of community organizations across Ontario are on strike or locked out. Among the union’s demands is retroactive pay related to Bill 124, which capped public-sector wage increases. It was later ruled unconstitutional.

At one site providing autism services, Surrey Place in North York, about 80 workers on a picket line chanted and waved signs.

“Community services are worth fighting for!” said one woman with a bullhorn, referring to the tagline for the job action, “Worth fighting for,” which involves some 4000 workers provincewide.

Bel Reymundo, who works for the school support program at Surrey Place and is the vice president of OPSEU Local 511, said she was on strike to get more funding for the public sector and regain some of the losses from Bill 124, which capped public sector wages.

“Funding to developmental sector has definitely gone down. We have had ourselves over 50 layoffs in the past two years. Our waitlists have gotten longer and longer,” she said.

By Jon Woodward – taken from OPSEU web site
Published: June 02, 2026 at 5:49PM EDT

Organizing for Power – Dismantling Anti-Black, Anti-Indigenous and all Forms of Racism Training



Saturday, June 20, 2026 Region 5 retirees members Tina Faibish - Chair, Nancy Pridham- Vice Chair join Region 5 Women's Committee for training on dismantling racism.

OPSEU/SEFPO is actively dismantling systemic racism through its mandatory **Dismantling Systemic Racism Program (DSRP)**. The union has instituted constitutional amendments requiring all elected leaders, bargaining team members, and appointed representatives to complete this targeted training aimed at identifying and removing anti-Black, anti-Indigenous, and other racist barriers.

Region 7 Retirees and Region 5 have already started having their executives receive the training. Other Regions are starting to select dates.

An Activist Retirees Perspective – poem sort of/ food for thought!

**BCGEU BC Federation of Labour Canadian Labour Congress - Congrès du travail
du Canada**

Some people give 30... 35... sometimes 40 years of their life to the
union. Not for recognition. Not for applause. Just because they
believed in solidarity. They believed in us.

They stayed late. They answered calls when others didn't. They carried stress so
someone else wouldn't have to. They fought battles most people never even saw.

Yes, positions get filled. The work must continue. That's normal.

But what hurts isn't replacing a role.
It's quietly replacing a human being.

It's when someone who gave decades suddenly feels like they no longer
belong. Like their voice doesn't matter anymore. Like once they step
back, the door gently, or not so gently, closes behind them.

Workplaces do that. We don't expect much there.

But a union? A union calls itself solidarity. Family. Brothers and
sisters in the same fight.

And that's why it hurts more.

Because one day, it will be you.
One day, it will be me.

One day, we will retire. Or step back. Or not be able to carry the same weight. And the
people sitting at the table will be the next generation, the ones we once stood beside
and called family.

How do we want that moment to feel?

Remembered? Respected? Still welcomed?
Or quietly dismissed... like our years were just something to

Some people give 30... 35... sometimes 40 years of their life to the
union. Not for recognition. Not for applause. Just because they
believed in solidarity. They believed in us.

They stayed late. They answered calls when others didn't. They carried stress so someone else wouldn't have to. They fought battles most people never even saw.

Yes, positions get filled. The work must continue. That's normal.

But what hurts isn't replacing a role.
It's quietly replacing a human being.

It's when someone who gave decades suddenly feels like they no longer belong. Like their voice doesn't matter anymore. Like once they step back, the door gently, or not so gently, closes behind them.

Workplaces do that. We don't expect much there.

But a union? A union calls itself solidarity. Family. Brothers and sisters in the same fight.

And that's why it hurts more.

Because one day, it will be you.
One day, it will be me.

One day, we will retire. Or step back. Or not be able to carry the same weight. And the people sitting at the table will be the next generation, the ones we once stood beside and called family.

How do we want that moment to feel?

Remembered? Respected? Still welcomed?
Or quietly dismissed... like our years were just something to move past?

This isn't about attacking anyone.
It's about pausing and reflecting.

If solidarity means anything, it has to mean we don't disappear people after they've given their lives to the cause.

Because if we forget the ones who built the path... One day, we may find ourselves walking it alone.



Tipping in tough times: What to do when rising requests strain tight budgets

With many Canadians facing greater financial constraints, sentiment around tipping culture is shifting.

Over the past few years, customers have seen "suggested" tipping amounts rise, and with more people paying on debit and credit machines instead of cash, they are being asked to tip more often.

Some say they are feeling annoyed at a time when they might be strapped for cash even before the bill arrives, but experts say there are ways to mitigate the issue.

"People need to do a bit of soul checking," said Stacy Yanchuk Oleksy, CEO of Money Mentors.

"Just because someone asks for 30 per cent on the machine, it doesn't mean that's what it warrants; it doesn't mean that's what you have to do. And I think we need to get around the culture of tipping, that it's become this guilt-laden, 'If you don't tip, therefore somehow that says something about you,'" she said.

"Sometimes it's just, you can't afford it, and that's OK too."

Yanchuk Oleksy said she recommends people be intentional about managing their finances and look at their budget to determine what they can afford. For example, it might make sense to pick up their own food instead of tipping for delivery.

She said consumers can also decide to tip differently than what is prescribed.

A recent H&R Block survey found 93 per cent of respondents said they were annoyed when card machines asked for tips on purchases or services that haven't typically involved gratuities. The same amount said tipping was out of hand and is applied to goods and services they feel are unwarranted.

The survey was conducted from Feb. 19 to Feb. 23 among 1,545 Canadians who are members of the Angus Reid Forum, an online market research platform.

Kelley Keehn, CEO of Money Wise Institute, said that as consumers are being asked to tip at more places, fatigue can set in.

"We kind of moved from tipping for service, and now it's sometimes tipping for transactions," she said.

For sit-down meals at a restaurant, Keehn said it is best to continue to tip to support workers, but for things like counter service, it is more optional.

She said it's also important to factor tipping into a budget, especially for larger ticket items like big family dinners out.

Wayne Smith, a professor and director at the Institute for Hospitality and Tourism Research at Toronto Metropolitan University, said that before the pandemic, it was commonplace to tip about 15 per cent in restaurants. Today, he said, tipping norms are closer to 20 per cent in restaurants, with the increase in the tip percentage coming alongside increases in the overall price due to inflation. The tips are really becoming pricey and costly as a result," he said. "There are a lot of studies starting to be done around Canada where they're finding that people just aren't tipping at all."

The rise in tipping costs also comes as the gap between the rich and poor continues to widen, Smith said, which could have implications for the way Canadians interact with the service industry.

"If you want to have a real service encounter with people, it's going to get really expensive. Otherwise, you're going to be ordering via your phone, picking up your own stuff ... so that gap in the service model is getting wider and wider," he said.

Overall, Smith said the practice of tipping is a personal choice, and people should tip whatever they feel comfortable with based on their experience.

Neesha Miljanovic, a senior operations manager at Waterworks Food Hall in Toronto, said that sometimes, higher tip options being displayed to customers can push people away from tipping altogether.

Instead, she said lower options can allow some businesses to potentially get more tips through volume.

As for her own tipping practices, Miljanovic said there are some rough guidelines she follows.

For a delivery or takeout experience with minimal interaction, she said she rounds up to the nearest zero and orders directly from a business instead of third-party apps. For counter service, she said she tips between 10 and 15 per cent and generally rounds up change to the nearest dollar or two for bar service.

For a restaurant setting, she said there is a range she will tip based on her experience.

"Fifteen (per cent) for me is terrible service, 18 (per cent) is 'I'm polite, that was OK,'" Miljanovic said.

"Twenty per cent for me is standard, and then anything above that is an opinion, or a feeling of 'You really went above and beyond to make my experience incredible here and the whole team did a great job, and I want that to be reflected financially.'"

Overall, she said it's important for customers to remember that tipping is always voluntary, with the exception of larger groups where gratuity is added automatically.

"You don't have to tip; the whole thing is supposed to be if you had a good service experience, that you want to give something extra to them, it is not mandatory. On every payment terminal, you can hit zero, you can hit bypass, you can do custom. So, there is actually a lot of power in the guest experience to do that," Miljanovic said.

This article was originally published in the Canadian Press and written by David Johnson and was supplied to Autumn View by Leony de Graf Hastings of de Graf Financial Strategies, 905 632-9900, www.dgfs.ca

The Care Economy is a Climate Solution Worth Fighting For

Region 5's Retirees newly elected executive May 29, 2026



Left to right
Tina Faibish - Chair
Joe Healy -
Treasurer
Nancy Pridham –
Vice Chair
Gary Shaul –
Secretary

Other members of the
executive committee
are Gary Patterson,
Edna Bowes, Yasmin
Damini, Sam Chopra
Trustees Sue Craig,
James Cushing



Seniors for Climate

At the time of writing, [4,000 OPSEU members in 23 locals are on strike or locked out](#), and have launched a campaign to make the case that community public services are Worth Fighting For.

These courageous care economy workers in community, health, and social services are fighting for stolen wages and an end to chronic underfunding of community services by the Ford government.

CARE WORK IS CLIMATE WORK

Meanwhile, as the climate crisis deepens, so too does its impacts on public health, mental health, education, our workplaces, and our homes. These are the very parts of our social infrastructure that OPSEU members are fighting to protect.

[Policy Options points out that](#), “because the care industry is more labour-intensive than energy-intensive sectors like construction or manufacturing, an investment in the care sector could create 2.7 times as many jobs as the same investment would generate in energy-intensive industries.”

Care jobs are green jobs. The community public services that OPSEU members are fighting for are a climate solution and as climate organizers we are in complete solidarity. Instead, the Ford government’s underfunding of the care sector is undermining our communities **and** climate action.

[OPSEU recognizes that](#), “Ontario’s public service workers will play a key role in ensuring a healthy greener future for this province. There cannot be climate justice without social justice, and to achieve both we need a strong and powerful labour movement working alongside and with our communities.”

A just transition should include recognizing the immense economic value of women’s unpaid work, paid care jobs in the public sector like health care and human services, and jobs in education that support future generations.

BREAKING THROUGH THE CLIMATE SILENCE

[Research from Re.Climate has shown](#), “The challenging news is that while 42 per cent of Canadians think about addressing climate change at least weekly, they believe other Canadians do so only 33 per cent of the time and their neighbours only 26 per cent of the time. That is a 16 per cent perception gap between what Canadians think and what they believe their neighbours think.”

Along with waning media coverage and dwindling public discussion by elected officials, Re.Climate notes, “a climate silence has fallen over Canada,” despite the severity of the crisis.

Breaking through the climate silence is urgently needed in order to tackle the climate crisis.

WHY SENIORS AND RETIREES ARE STEPPING UP FOR THE CLIMATE

Seniors for Climate is a growing national network of older Canadians determined to protect a liveable future.

We are grandparents, retirees, professionals, caregivers, and community leaders who recognize that the climate crisis is accelerating and that the time for stronger action is now.

Seniors represent **one in four Canadians**. We vote in large numbers, participate actively in civic life, and are trusted voices in our families and communities. That gives us an important responsibility and opportunity to help move our country forward on climate action.

Seniors for Climate believes that older Canadians have a unique role to play: speaking up for our children and grandchildren, helping [break through climate silence](#), and creating the space for the bold action this moment requires.

Later is too late.



Article and photo were provided by Seniors for Climate for this edition



Expect to be nickel and dimed with airport privatization. June 12, 2026

As a former governor of the Bank of England, Prime Minister Mark Carney would have seen what happens at privatized British airports. Based on the fact his government is looking at privatizing Canada's airports, he seems to feel that model will work for Canada.

But a quick look at what happens at privatized airports in Britain shows privatization will push up costs. And the ways we'll be forced to pay will be designed to hide the full cost from us.

We will see the increased costs in higher airport charges that push up the cost of airline tickets. Or people will find themselves being charged for things that we don't currently pay for at Canadian airports.

Charges for dropping people off or luggage carts

At most Canadian airports, dropping someone off to catch a flight is free, if the driver isn't leaving the car. At privatized airports in Britain, it's a very different story. Depending on the airport, you can be paying as much as \$24 to drop someone off at privatized airports.

And charging people for drop offs is only one way that the owners of privatized airports make a profit. Many privatized airports in Britain are now charging for baggage carts. While there is no charge for baggage carts in most Canadian airports, the owners of privatized airports charge up to \$3.70 to use one.

For-profit ownership means higher costs

Currently airport authorities in Canada are not-for-profit. This means that the fees they charge are only intended to cover costs. With for-profit ownership, that changes.

Vinci SA is one of the companies that owns British airports. In its 2025 annual report, it states that two airports where it is the majority owner — London Gatwick and Edinburgh — were able to “pay €1.2 billion of dividends to their shareholders, including almost €0.6 billion to the VINCI Group.”

€1.2 billion works out to just almost \$2 billion Canadian. And when the owners of just 2 privatized airports are taking \$2 billion in profits, it's airline passengers who are footing the bill.



OPSEU North Bay Flying Squad



Left to right - Randy Brousseau, Sue Brown, Sharon Brown, Jim Finnigan, Dave Vadnais, Carolle Hamilton, Deb Clarke, Mike Bisailon, Bob Bird, Brian Luckett, Dave Fluri.

OPSEU North Bay Flying Squad first meeting of this year. What a wealth of knowledge and experience, great ideas, good plans of action,

Region 6 is doing an amazing job of getting active service area groups, currently they are active in North Bay and Sault Ste Marie, and they are working on Sudbury and Timmins. Funding for their efforts remains an issue as OPSEU/SEFPO only funds for 2 meetings a year per region so area council meetings need to fund another way.

OPSEU /SEFPO Retirees Conference.
October 28, 29 and 30th. Call will come out
July/Aug.
Keep a lookout and consider applying.

OPSEU/SEFPO Women's Committee Celebrates 50 years.



Retirees Executive Women attend the 50th Anniversary event of the OPSEU/SEFPO Women's Committee at Convention 2026. Left to right, Yasmin Damani, Sandra Snider, Beth Anich, and Betty Cree. Both Sandra Snider Reg 7 and Beth Anich Reg 6 are past Women's Committee Chairs in their regions.

Special thank you to Yasmin Damani for her service on the Retirees Committee from 2010 – 2026.

Yasmin Damani has represented Region 5 OPSEU/SEFPO Retirees Division as chair for the last 16 years. She will continue on the Region 5 Retirees Committee as a member at large.





Canada's only not-for-profit, union run, union members' benefit program.

If you are an OPSEU/SEFPO Retiree member or a CURC member you are a member you are entitled to use this program.

<https://unionsavings.ca>

Did you know OPSEU/SEFPO members can get a 15% discount on admission to the Royal Ontario Museum (ROM)? Use promo code: OPSEU. I used it yesterday to visit the ROM. Check out more discounts for members on the OPSEU website and save money.

In Memoriam



	Region	DOD
Maxwell Arthur (Art) Clarke	3	Dec. 22, 2025
Michael Cunliffe	2	Feb. 3, 2025
Bridget Krajnak	2	Jan. 10, 2026
Robert Lyon	7	Feb 7, 2026
Bill Merritt	2	May 31, 2026
Frederick George Rodley	2	May 27, 2026
Guy Ryan	2	Jan. 12, 2026
Dawn Stewart	2	Jan. 22, 2026

Please contact your Retirees chair if someone is missing and we can add for next edition. This list will be sent to the OPSEU/SEFPO Convention Committee and people will be submitted to be recognized as part of the honour role at Convention.

Book recommendation: Confronting the Resurgent Right by Miriam Edelson



CONFRONTING THE RESURGENT RIGHT was on the front page of the Winnipeg Free Press's Books! "This particularly relevant book reveals why "hot-button issues" such as climate change, immigration and perceived government overreach...must be confronted by well-reasoned, fact-based counter-arguments."

I had the privilege of having Miriam as a femtor while being on the OPSEU/SEFPO Women's Committee in the early 2000's while she was the Equity Staff assigned to that committee. - Sandra Snider



UPCOMING Regional Retiree Meetings in all Regions

Region 1 Wednesday, November 4, 2026

10:00 am

Chaired and hosted at Windsor Membership Centre

Unit 100 at 4510 Rhodes Drive, Windsor, ON ***NEW LOCATION***

and a **zoom link** will be set up in London Membership Centre

Lunch is provided. Please RSVP and include dietary restrictions and location you will be attending so we can plan properly

RSVP Gino Franche gino_f@bell.net 519-437-1900

This is a hybrid meeting. Contact Gino for the zoom link.

Region 2 Monday, October 19, 2026

Hamilton Regional Office

505 York Blvd., 2nd Floor, Hamilton, ON

11:00 am (registration starts at 10:30 am)

Lunch is provided and you are requested to RSVP, so we are prepared for any dietary restrictions and have enough food. Contact

Ed Faulknor 905-973-2673 tedfaulknor14@gmail.com

Region 3 Thursday, November 12, 2026

Oshawa Membership Centre

500 King St W, Oshawa, ON

11:00 am (in person registrations will start at 10:30 am)

This will be a hybrid meeting. For the zoom link please contact Betty Cree at 705-748-2076 or email at betty.cree@gmail.com.

Lunch will be served so please confirm your attendance and any dietary restrictions.

Region 4 Wednesday, September 23, 2026

11:00 am – 2:00 pm

Ottawa OPSEU/SEFPO Membership Centre

2525 St. Laurent Blvd., Suites 103 and 204, Ottawa, ON

Standard Agenda with Guest Speaker.

Meals as per usual- let John know of any dietary concerns

John Hanson 613-213-4674 hansonj1@yahoo.ca

Region 5 Tuesday, November 17, 2026

11:00 am (registration will start at 10:00 am)

OPSEU Regional Office

155 Lesmill Road, Toronto, ON

Lunch is provided. Please RSVP and include dietary restrictions.

Tina Faibish 416- 420-5550 tinafaibish@gmail.com or

Nancy Pridham 416-625-6364 npridham@icloud.com

Region 6 Friday, September 25, 2026

9:30 am

Sudbury Regional Membership Office

666 Newgate Ave., Sudbury, ON

This is a hybrid meeting. For zoom link contact Beth Anich 705-949-6135 beth.anich@sympatico.ca.

Region 7 Wednesday, November 25, 2026

OPSEU/SEFPO Membership Center 10:30 am

326 Memorial Ave, Thunder Bay, ON

and Kenora Membership Center 9:30 am

This is a hybrid meeting.

Lunch is provided. Please RSVP and include dietary restrictions.

Sandra Snider 807-630-4751 13sasnider@gmail.com

Janet Wright 807-630-5064 janmarwright@gmail.com (TBay)

Joanne Villeneuve 807-464-4164 jmvilleneuve@gmail.com (Kenora)

Region 7 Retirees and Friends continue to volunteer at the RFDA Fridays of the month at 10:00 am, 570 Syndicate Ave S, in the warehouse, more if requested.

Other Dates

Labour Day – September 7, 2026

Truth and Reconciliation Day - September 30, 2026

International Day of Older Persons - October 1, 2026

Thanksgiving - October 12, 2026

OFUR Convention – October 2026

OPSEU/SEFPO Retirees Conference – October 28-30, 2026

Halloween – October 31, 2026

Remembrance Day – November 11, 2026

OPSEU/SEFPO Convention – Toronto - April 9-11, 2027

Our executives also have Members-at-large that are indispensable in the work we do now and want to do in the future.

Region 1 – Heather McMichael, Janis Pechinger, Mary Ellen Gibbons, Debbie Riopelle, Jim Sanders

Region 2 – Dan Murphy, Richard Bradley, Renee Kearsley, Cindy Reichert

Region 3 – Cindy Reichert (Peterborough), Tracy Vyfschaft (Oshawa), Geoff Cain (Orillia), Marilou Martin

Region 4 – Craig Jackman (Quinte), Gavin Anderson (Kingston), Dale Jones (Brockville), Garry Guige (Ottawa). Trustees - Dave Lundy, Deborah Sonogo

Region 5 – Gary Patterson, Edna Bowes, Yasmin Damin, Sam Chopra. Trustees - Sue Craig, James Cushing

Region 6 – Linda Ferguson (Sudbury), Sue Brown (North Bay), Ruth Galinis (Sault Ste Marie), Carole Larche (Timmins)

Region 7 – Brenda Clapp, Shelia Miller, Joanne Villeneuve (West), Norma LaBelle (interim) (East). Trustees - Michelle Templeman, Mary Cory and Sharon Corston.

Please note: each regional executive is selected slightly differently to reflect the needs of that particular region.



For up-to-date information on retirees' events check out our Facebook pages

Region 1 - OPSEU/SEFPO Region 1 Retirees

Region 2 - OPSEU Region 2 Retirees

Region 3 - in process of developing a page once we get training

Region 4 - OPSEU Region 4 Retirees

Region 5 - OPSEU Retired Members Division - Region 5

Region 6 - OPSEU Region 6 Retiree's

Region 7 - OPSEU Retired Members Division - Region 7

Provincial page - OPSEU Provincial Retired Members Division or the OPSEU/SEFPO website at www.opseu.org

Quick and Easy Budget Friendly Recipe



Egg Roll in a Bowl Ingredients

- 1 lb Ground Meat – pork, ground turkey, or chicken. For a vegetarian version, try scrambled eggs or tofu
- 2 cups pre-made coleslaw mix or broccoli slaw makes it easy, but you can shred your own cabbage as well.
- 1 cup shredded carrot
- ½ yellow onion
- 1 green onion or scallion thinly sliced
- 1 tbsp of vegetable
- 1 tbsp sesame oil
- 1 garlic clove, finely chopped
- 1 tbsp finely chopped ginger
- ¼ cup of soy sauce
- 1 tbsp sriracha (optional)
- 1 tbsp toasted sesame seeds

Directions

Step 1 In a large skillet over medium heat, heat vegetable oil. Add garlic and ginger and cook, stirring, until fragrant, about 1 minute.

Step 2 Add pork and cook, breaking up meat into small pieces with a wooden spoon, until browned in parts and cooked through, 8 to 10 minutes.

Step 3 Push pork to the side and pour in sesame oil. Add cabbage, onion, and carrot then stir to combine with meat. Add soy sauce and sriracha. Cook, stirring frequently, until cabbage is tender, 5 to 8 minutes; season with salt.

Step 4 Divide pork mixture among bowls. Top with scallions and sesame seeds.

Serve egg roll in a bowl as it is or over rice, ramen noodles, or even low-carb zoodles.

Write for Autumn View!

Autumn View encourages articles, opinion pieces, cartoons, recipes, etc. from our members and others. All such items will be screened to follow OPSEU/SEFPO policies and will be reviewed by the editorial committee.

Publication does not mean an opinion or idea is in any way an endorsement by committee members of those ideas or opinions.

At an event – take and send us fun, interesting pictures.

Remember, we need to include who, where, why, what and when.

If you are a writer and want to share, send to any of the Regional Chairs.

CLC CONVENTION 2026 May 10-15, 2026 Winnipeg



CLC leadership for 2026-2029,

left to right

Executive Vice-President:
Marc-Édouard Joubert

Secretary-Treasurer: Lily Chang

President: Bea Bruske

Executive Vice-President:
Siobhán Vipond

International Day of Older Persons - October 1, 2026

OPSEU Retirees Division is working with CURC Area Councils to have events across the province on October 1st, 2026

Chalie Angus will be the keynote speaker via webinar across the country at our watch party. Refreshments will be provided.

We are in the planning stages so not all regions' locations are finalized. Chalie Angus will be at 2pm to facilitate those from British Colombia to Newfoundland. Stay tuned!





100 Lesmill Rd.
Toronto, ON
M3B 3P8

