

**THE PROVINCIAL COUNCIL OF WOMEN OF ONTARIO
LE CONSEIL DES FEMMES DE LA PROVINCE D'ONTARIO**

ANNUAL BRIEF

**FOR PRESENTATION TO
THE GOVERNMENT OF ONTARIO
THE HONOURABLE KATHLEEN WYNNE, PREMIER**



Mary Potter, President

Maide Yazar, Vice-President Resolutions

**The Hon. Elizabeth Dowdeswell
Lieutenant Governor of Ontario
Honorary President, Provincial Council of Women of Ontario
November 2016**

BRIEF TO THE GOVERNMENT OF ONTARIO

PROFILE OF COUNCIL

The Provincial Council of Women of Ontario (PCWO) was founded in 1923 as an affiliate of the National Council of Women of Canada, which was founded in 1893, and the International Council of Women established in 1888.

PCWO'S FEDERATED MEMBERS

LOCAL COUNCILS

London and Area Council of Women

Ottawa Council of Women

Niagara District Council of Women

Toronto & Area Council of Women

STUDY GROUP

Oakville and Area

PROVINCIALY ORGANIZED SOCIETIES

Association of Early Childhood Educators - Ontario

Business and Professional Women's Clubs of Ontario

Elementary Teachers Federation of Ontario

Federated Women's Institutes of Ontario

Ontario English Catholic Teachers' Association

Ontario Dental Hygienists' Association

Ontario Home Economics Association

Polish Canadian Women's Federation

Ukrainian Women's Association of Canada – Eastern Executive

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PREAMBLE

The Provincial Council of Women of Ontario (PCWO) is pleased to present its 2016 Annual Brief to the Government of Ontario and looks forward to hearing of the actions planned by the Premier and the appropriate Government Ministries to address our concerns.

This is the 93th Brief presented to the Government of Ontario. Over the past decades the PCWO has been a leader in bringing the Government's attention to matters of concern to many Ontarians.

Established in 1923, as an affiliate of the National Council of Women (1893) the aim of the Council is to work for the betterment of conditions pertaining to family, community and society. PCWO is composed of 4 Local Councils, 9 Provincially Organized Societies and 1 Study Group.

This year, PCWO will be available on **Tuesday, November 15 from 1:00 to 4:00 p.m. in Room 228, second floor of the Legislative Building** to present our Brief to the Government and our members. We look forward to a dialogue with the appropriate Ministers or their representatives, and the responses of other political parties, on the content of the resolutions and on-going issues, which are presented in this Brief.

THE RESOLUTIONS PROCESS

PCWO speaks only on policies approved by the membership through the resolutions process. Each year the Local Councils and the Provincially Organized Societies research areas of concern to them, such as economics, education, environment, health and safety, housing and land use, justice, mass media and culture, seniors, and status of women. Based on their research findings they prepare resolutions which are then circulated to all PCWO federated organizations for study and input.

Each resolution must include appropriate background material to substantiate the merits of what is proposed. For brevity, the background material is not included in this Brief. The resolutions are then discussed by the delegates from each federate present at the Annual General Meeting (AGM), possibly amended and voted on. Some resolutions are Updates of policies adopted in previous years, and are noted as such. There may also be Emergency Resolutions dealing with issues that require urgent attention. These are brought forward directly to the AGM by an expedited procedure. The grassroots process, following basic democratic principles, produces policies that PCWO can act upon.

The resolutions in this Brief were approved at the 2016 AGM, which was held in Toronto in April, for presentation to the Government of Ontario.

1. CO-PAYMENT A BARRIER TO RECEIVING HOME SUPPORT SERVICES IN ONTARIO

Whereas #1 the Community Care Access Centres (CCACs) across Ontario have been able to decrease length of stay in acute care hospitals by providing OHIP funded health care services in the home to patients whose medical condition can be managed on an out-patient basis; and

Whereas #2 the CCAC is the gatekeeper of community support services, typically provided by a not-for-profit agency in a local community, such as companion sitters, meals-on-wheels, homemaking and transportation programs; and

Whereas #3 these programs require client/caregiver co-payment and many people who require home support services cannot afford the co-payment and therefore decline participation in programs which would keep them out of hospital; and

Whereas #4 not-for-profit agencies are loathe to refuse needed help to clients and sometimes absorb the co-payments into their own budgets; and

Whereas #5 there is not consistent means testing across the province nor amongst different support agencies to determine which clients are truly needy and require having the co-payment waived; therefore be it

Resolved #1 that the Provincial Council of Women of Ontario (PCWO) adopt as policy that Ontarians, with a medical condition manageable on an out-patient basis, be able to remain in their homes with necessary care and assistance for them and their families; and be it further

Resolved #2 that PCWO urge the Government of Ontario to develop a standardized means-test, which is equitable across the province, to ensure that a co-payment or an accumulation of co-payments for community support services is not a barrier to receiving health care services in the home.

2. INTEGRATED DOMESTIC VIOLENCE COURTS

Whereas #1 an Integrated Domestic Violence (IDV) Court is a pilot project started in Toronto in 2011; and

Whereas #2 the IDV court provides a single judge to hear both criminal and family law cases related to one family, where the underlying issue is domestic violence; and

Whereas #3 IDV courts focus on the safety of victims and accountability of the offender; and

Whereas #4 between 2011 and 2015 the IDV court has heard only 44 cases; therefore be it

Resolved #1 that the Provincial Council of Women of Ontario (PCWO) establish as policy that Integrated Domestic Violence (IDV) courts be established across Ontario and that cases of domestic violence be referred to these IDV courts; and be it further

Resolved #2 that the Provincial Council of Women of Ontario (PCWO) urge the Government of Ontario to establish Integrated Domestic Violence (IDV) courts across Ontario and that cases of domestic violence be referred to these IDV courts.

3. Decriminalizing Panhandling and Squeegeeing

Whereas #1 the 'Ontario Safe Streets Act 1999', addressing aggressive panhandling, squeegeeing and protecting motorists from obstructing behaviour, has proven to be costly and ineffective; and

Whereas #2 panhandling and squeegeeing are not a significant problem in Ontario and there are already adequate laws in place to deal with these infractions; and

Whereas #3 the enforcement of this legislation targets those who are homeless, severely disadvantaged and struggling with addictions or mental illness; and

Whereas #4 this legislation contributes to the criminalization of homelessness, and creates barriers for people trying to escape homelessness; therefore be it

Resolved #1 that the Provincial Council of Women of Ontario adopt as policy that panhandling and squeegeeing not be considered criminal acts; and be it further

Resolved #2 that the Provincial Council of Women of Ontario urge the Government of Ontario to amend the Safe Streets Act, 1999 so that it does not classify panhandling and squeegeeing as criminal acts.

Emergency Resolution

4. Support for a Basic Income Guarantee Program

Whereas #1 income insecurity and poverty in Ontario continue to grow as, social assistance rates are well below adequacy, good stable jobs are in short supply, with automation and artificial intelligence playing a steadily increased role, and working full time no longer provides assurance of living above the poverty line;

Whereas #2 an early guaranteed annual income program in Manitoba showed improved health, educational and societal results, and the Federal Old Age Security program (OAS) dramatically reduced senior poverty, particularly for women; and

Whereas #3 investments in a basic income guarantee program would help alleviate poverty, support people in their efforts to participate in the economy, decrease societal costs, improve educational outcomes and improve the quality of life and sense of dignity, for individuals, families and children; therefore be it

Resolved #1 that the Provincial Council of Women of Ontario adopt as policy support for a basic income guarantee program and that there be no negative impact on social service programs; and further be it

Resolve #2 that the Provincial Council of Women of Ontario urge the Government of Ontario to:

- a) move quickly to develop its promised pilot program on a Basic Income Guarantee Program, and
- b) use the provincial pilot project study's research and outcomes to work with the federal government and other provinces and territories to develop a national basic income supplement program and that there be no negative impact on social service programs.

ONGOING ISSUES

Economics

Closing the Gender Wage Gap

We commend the Government of Ontario for the Mandate in 2014 to the Minister of Labour to Close the Gender Wage Gap and followed this in 2016 by mandating the Minister to move forward by implementing the Steering Committee's Recommendations.

Excerpt from letter: Closing the Gender Wage Gap

•Working with the ministers of Women's Issues, Finance, Economic Development and Growth, Education, and Advanced Education and Skills Development, develop a strategy for the economic empowerment of women that addresses the needs of women at all economic levels. As part of this empowerment strategy, you will work with the Minister Responsible for Women's Issues and Associate Minister of Education (Early Years and Child Care) to develop a Gender Wage Gap strategy that will provide practical recommendations by spring 2018 to close the wage gap between women and men. In order to map out this plan, you will consult with stakeholders including leaders in the business, labour, human resources and equality-advocacy communities to garner practical input and expertise.

In addition the Minister Responsible for Women's Issues was mandated to develop and launch strategies to:

- stop sexual violence,
- a long-term strategy to end violence against indigenous women,
- end human trafficking,
- target gender diversity in leadership positions,
- expanding access to training, and
- to assist the Minister of Labour in Closing the Gender Wage Gap strategy.
- To support women's economic empowerment by leading a government-wide approach women's economic empowerment at all economic levels. Lead the development of gender-based analysis (gender lens) to be applied to government policies and programs.

All of these initiatives will help to Close the Gender Wage Gap as women have greater safety, security and access to education and fairness in employment.

The Gender Wage Gap Steering Committee's Final Recommendations were released in August of 2016. We respectfully request all twenty recommendations be implemented.

Sources:

<https://www.ontario.ca/page/september-2016-mandate-letter-labour>

<https://www.ontario.ca/page/september-2016-mandate-letter-womens-directorate>

ENVIRONMENT

Nuclear Power

The Provincial Council of Women of Ontario has long advocated for the phase-out of nuclear power and for an Ontario energy plan that concentrates on and invests in a publically-owned system, where energy conservation, alternative forms of energy and improved transmission systems and energy efficiencies are a priority. Therefore PCWO again commends the government for shutting down coal plants, investing in renewable power and deferring investment in new nuclear reactors at Darlington.

On the other hand, we are concerned about the government's sale of 40% of the public's Hydro One asset and its continued reliance on nuclear power for over 50% of our electricity, just as demand has been reduced considerably due to homeowner and other conservation measures. While the investments in renewables are often blamed for the spike in hydro bills, new nuclear reactors, their refurbishments, and the management of nuclear waste are extremely costly and in the past resulted in billions of dollars of debt, which consumers continue to pay for on their hydro bills. And, although PCWO is pleased that the government is investing in improving the electricity grid, and farmers and other small alternative energy producers are still able to take advantage of the FiT/microFit program, we remain concerned that their ability to tap into the grid to its full potential may continue to be reduced by the nuclear power monopoly of the system in south western Ontario.

Once more PCWO urges the government not to extend the operating life of the oldest and most dangerous nuclear reactors at Pickering, which are in such close proximity to millions of people in the surrounding GTA area. These reactors are well past their intended life-span, and despite the 1997 Andognini report showing a plethora of safety infractions at the existing nuclear reactors, not much has changed, and there have been recent examples of a prevailing lax safety culture at OPG. One very serious one was the recent fine levied by CNSC for infractions where on two occasions "OPG made unilateral decisions to cease corrective actions necessary for compliance with conditions of their Power Reactor Licence for Pickering Nuclear Station without notifying CNSC."

Also of great concern to PCWO, is the seeming lack of Provincial interest in the disposal of nuclear waste at the OPG Bruce site near the shores of Lake Huron and the precedent-setting transport of extremely dangerous high-level liquid nuclear waste containing highly enriched uranium (HEU), 1,800 kms from Chalk River to the Savannah River site in South Carolina. While this is a Federal Government responsibility, and it is, as are all other nuclear projects, now completely under the purview of the Canadian Nuclear Safety Commission, we urge the Provincial Ministers of Energy, Transportation, Environment and Climate Change, Health and Public Safety to keep a watching brief on these activities and consider some form of input and/or intervention to ensure protection of the public, the Great Lakes and the productive farmland and tender fruit and grape lands along the potential HEU transport route.

The Greenbelt

Once more PCWO commends the Provincial Government for its Greenbelt Plan intentions to protect natural areas and prime farmlands, especially the rare Niagara fruit lands, which, as we requested in 2015, should be protected in perpetuity through the purchase of conservation easements. However, it has become apparent that many municipalities and developers are not happy with the restrictions on sprawl in the Greenbelt- Protected Countryside as there are approximately 600 requests for urban expansions. It is also of concern that in its response to the Crombie Panel' s extensive review, the Ministry of Municipal Affairs recommended that with the exception of Niagara, the urban boundaries of municipalities within the Greenbelt Plan, including the Oak Ridges Moraine, be reviewed every five years. This matches the time allowed in the rest of the province under the Provincial Policy Plan and the Planning Act. It is to be hoped that the Ministry will change its position and signal its determination to carry through its original intent to restrict sprawl and protect public natural resources by retaining a ten year period before lands within the Protected Countryside and the Oak Ridges Moraine can be challenged by municipalities and developers, and only then through in-depth studies, proving the need for development and negligible environmental damage.

Incineration

Since the early 1980s PCWO and its local Federated Councils of Women have advocated for the 3 Rs and against municipal proposals for high-temperature energy – from-waste projects, in such areas as Ottawa, Hamilton-Niagara and most recently, Port Robinson in Thorold, and we have supported the efforts of the Ontario Zero Waste Coalition . Consequently, PCWO commends the government for its initiatives to improve waste reduction and producer responsibility, most specifically through the passage of the Waste Free Ontario Act. We also applaud the Green Energy Act and note the absence of energy- from- waste as a component of the Climate Mitigation and Low Carbon Economy Act and the Climate Change Action Plan. This latter omission is important as it recognizes that incineration creates significant greenhouse gas emissions, even more than land-fills. These incinerators also emit such toxins as mercury, arsenic, dioxins, and cadmium. Additionally, the failed pilot program in Ottawa had difficulty in maintaining a steady operation of its high-temperature incinerator which had to handle hundreds of materials, that burn at many different temperatures. This resulted in regular shut-downs and stack gas emissions, including nano- particles which medical scientists note go deep into the lungs, thus seriously threatening human health. It is very important that the province take further concerted action to prevent more incineration of municipal waste and that close watch is taken of the existing facilities.

HEALTH

The discussion in Ontario about a guaranteed annual income promises to have a significant impact on overall cost to health care in this province. Research coming from pilot programs in small communities show that a guaranteed income program actually reduces health care costs (as well as reducing cost for community policing and improving education outcomes). We strongly support the government in this initiative

As VP Health, I am interested in the initiative by the Ontario Health Coalition which is advocating for improvement to the Long Term Care system. The Provincial Council of Women has previously advocated for improved standards of staffing to ensure that the complex-care residents in these facilities are receiving adequate care and that staff have the time allotment in their workload to provide optimum care and not just minimally acceptable care. The idea that people can stay independently "in their own homes for as long as they choose" is only achievable by the wealthy. This government must acknowledge that quality Long Term Care must be available for the frail elderly who can no longer be supported in their own homes.

VP Health, along with the Ottawa Council of Women and a representative from the Ontario Home Support Services network, has been promoting discussion of our 2016 policy: *CO-PAYMENT A BARRIER TO RECEIVING HOME SUPPORT SERVICES*. We have met with local MPP Marie France Lalonde who has a strong background in health and social services and understood the issue. We also met with Assistant Health Minister and Ottawa area MPP John Fraser and the Honorable Yasir Naqvi, MPP, on this issue.

The Provincial Council of Women of Ontario congratulates this government for the work being done to improve conditions of overcrowding and lack of rehabilitation programming in prisons. We are also heartened by the funding being given to mental health programs in this province as well as the funding for training of Nurse Practitioners in Ontario which has ensured that more Ontario residents have access to primary care in the community. In this vein, we have previously urged the government to increase the scope of practice for midwives in Ontario to provide *Well Women Care* for women up to the time of menopause. This would further enhance access to primary care, especially for women in remote parts of Ontario. We continue to urge this government to consider the ultimate cost savings for Ontario citizens by providing a universal pharmacare program and a dental program for low income adults in Ontario.

HOUSING AND LAND USE

We applaud the Ontario Government for re-introducing the Promoting Affordable Housing Act 2016, which is the updated Long Term Housing Strategy. The combining Land Use aspects with Social Housing needs is important because so many municipalities in Ontario are struggling with the implementation of changes to inclusionary zoning to allow secondary suites in old single homes, coach houses or

family units in back gardens or on laneway lots. The new legislation would allow reduced fees for developers and faster approval processes.

The urgent provincial issues now, include various incentives, (in addition to those above), for the implementation of more affordable social housing. Partners & investors need ways to make their contributions stretch in this tight economy.

Many churches are including various types of affordable, accessible social housing on their lands, but timing & delays in provincial legislation implementation have prevented the completion of some proposed projects in Ontario.

Safety is a prime concern of the downtown social housing developments in particular. These need on-site supports for many vulnerable residents: single-parent families, single seniors & youth, First Nations peoples, new immigrants & refugees. These groups must be carefully combined, or separated, to provide a comfortable exterior environment for all these groups and for others in the surrounding neighbourhoods. Thus the new residents will be able to be integrated & to contribute to their communities by working or volunteering.

Thus an overall, combined approach to social housing, with support services of health, medical, social workers, & legal services is necessary. These housing projects also need local transportation, food, laundry & other related services nearby.

The rental market affordability is particularly addressed by Canada Housing & Renewal Association, ACORN & their provincial counterparts.

CMHC's newest Affordable Rental Innovation Fund consultations are to bring us closer to addressing the waiting lists in Ontario. Various other provinces & countries have suggested programmes of rent-to-own homes, as we've seen for major appliance & furniture purchases, as well as Habitat Homes, as examples.

All of our anti-poverty consultations have similar results; let's spend Ontario funds on more enabling of new project implementation, improvement & repair of aging social housing!

So many studies, workshops, conferences, etc., over the past many years have recommended many of the same solutions; why can't our provincial government co-ordinate more implementations of these, instead of 'new' consultations?

SOCIAL DEVELOPMENT

Poverty Reduction Efforts

The Provincial Council of Women of Ontario commends the Government of Ontario for the recent establishment of the Income Security Reform Working Group. It is heartening to see the qualifications of its members, such as George Thomson, whose 1988 plan, "Transitions" highlighted and built upon the benefits to society from the strengths and skills of those receiving assistance, their desire for work to support their families, and the need for adequacy of income, and equitable and accessible service provision .

It is also commendable, given the broad support for a 'Basic Income Guarantee' from many groups, including the Provincial Council of Women, that the Government has initiated work on a pilot program, which will receive input from the 'Working Group'. As our 2016 resolution on this issue notes though, this should be without the withdrawal of needed health, housing and other important services.

Nevertheless, it is unacceptable that social assistance rate increases since 2003 have not kept up with inflation and the 'poverty gap' has continued to grow so substantially. Close to a million people in Ontario go hungry, and struggle to pay their bills such as hydro, rent, transportation and food as these costs rise. Unemployment has increased, with full time jobs being replaced by part time jobs and precarious work. This indeed makes the task ahead for the Working Group, the Minister responsible for the Poverty Reduction Plan, and related ministries a huge challenge.

The speed of the 'Plan's' implementation will be crucial. We note there have been at least 3 public consultations since 2003, with the most recent one conducted by Frances Lankin and Munir Sheikh, and resulting in the 2013 report Brighter Prospects: Transforming Social Assistance in Ontario, completed over 4 years ago. And while many thousands of Ontarians have been kept or lifted out of poverty through government investments such as the Ontario Child Tax Benefit, those most in need should not have to wait through yet another long consultation. It has been 22 years since the draconian rate cuts of 1995 and people, of whom over 25% are children, suffer greatly. If the government wishes to stem the tide, it needs to move ahead with dispatch.

PCWO appreciates that a major step in this direction is the Government's recent announcement that families receiving social assistance will benefit fully from the new Canada Child Benefit. However, while the Federal benefit for children and youth up to 18 years of age, will help Ontario reduce poverty for families, those between the ages of 19 and 65, particularly singles, will lag behind significantly. Adequacy of income is essential for everyone living in poverty, and should be an over-riding provincial goal.

Dental Care

PCWO commends the government for its investments in dental care for children, through the Brighter Smiles program, but is disappointed that the promise of investments in complete adult dental services to counter pain and ill-health, and ensure more potential for job success, did not materialize. It is also difficult to accept that the services offered to adults are on a discretionary basis, with some municipalities providing them and others not.

Knowing that not being able to access dental care affects people who lack financial resources in many deplorable social, employment and health-related ways; that an estimated two to three million people in Ontario have not had access to the care they need in the past year; and that there are huge health care costs to leaving these

Ontarians unserved, PCWO once more urges the Government to immediately expand public dental health programs to all low income adults, including low income seniors and to make current preventative and remedial dental services for social assistance recipients mandatory.

STATUS OF WOMEN

There are many issues that fall under this portfolio. Women often appear to be overlooked in some areas more than others. For example, our policy 2006:1 “Older Women’s Breast and Gynecological Health Status” asks the Government to:

- (a) provide notification of eligibility for an annual or bi-annual breast screening examination and mammogram to women over the age of 74 years; and
- (b) to develop similar routine gynecological health screening programs for cervical, ovarian and other forms of gynecological cancer.

Unfortunately, women over 74, in spite of the fact many develop breast cancers, to date, do not receive any notification for screening. As for gynecological health screening, a recent study from Cancer Quality Council of Ontario (2015), indicates that screening in some parts of the province is dropping at an alarming rate for women aged 21-69 where getting pap smears dropped to 63% from 66% between 2011 and 2013 in the Hamilton Niagara Haldimand Brant Local Health Integration Network. Some women who used to get pap smears to screen for cervical cancer have stopped going altogether. The number of mammograms has held steady at about 50% of women aged 50 to 74 in the LHIN Communities from 2012 and 2013. However, the average screening rate in the province is 45% which is well below the province’s target rate of greater than 70%. This is alarming given that more than 82,000 new cancer cases were projected for the province of Ontario in 2015. PCWO encourages the Minister of Health to increase the allocation of resources and raise public awareness and encourage women to seek out these prevention resources.

Another most urgent area of concern is violence against women. Our policies in this area are many; 1993.8 “Violence and Media Campaigns”; 1993.9 “Violence in Schools”; 1003.3U “Violence Against Women: The Hadley Inquest Recommendations”; 2006.12 “Prevention of Violence Against Aboriginal Women On and Off Reserves”; and 2007.3 “Rental Housing Rights for Victims of Domestic Violence, Sexual Assault or Stalking” and finally, 2007.4 “Funding to Second-Stage Housing and Services for Abused Women”.

We strongly commend the government for their response in 2015 by the formation of the Select Committee On Sexual Violence and Harassment, and Bill 132, enforcing universities and colleges and all workplaces to develop and or update policies, procedures and prevention strategies to increase the safety of staff and students on their premises. We do however, point out some shortcomings. Bill 132 states that notice of termination of tenancy can be given 28 days ahead whereas our policy asked

for 14 days ahead. There is also no mention of women being able to change the locks without requiring permission of the landlord. (Policy 2007.3)
And there remains a greater need than ever for second stage housing and services for abused women. (Policy 2007.4)

**NATIONAL COUNCIL OF WOMEN OF CANADA
2016 RESOLUTIONS WITH PROVINCIAL IMPLICATIONS**

1. Cruelty Free Meat

The current cruelty to Canadian factory farmed animals at all stages: handling and living conditions, transportation to slaughter and slaughter itself is unacceptable in a civilized society.

Resolved that the National Council of Women of Canada urge all Councils of Women to work with their respective Governments to legislate humane handling and living conditions, transportation and slaughter for factory farmed animals with specific instructions about each of these stages, and strictly enforce the legislation.

2. Non-Ionizing Electromagnetic Radiation – Possible Health Consequences to Humans

While Canadians are familiar with the hazard posed by ionizing electromagnetic radiation such as x-rays, they are less knowledgeable about possible hazards posed by non-ionizing electromagnetic radiation such as that emanating from microwave ovens, cell phone towers, and Wi-Fi antennas. Canadians are participating in unprecedented cell phone use and children's brains may be more susceptible to the effects (nerve stimulation and tissue heating) of the electromagnetic energy absorbed when the phone is held next to the head.

Resolved that the National Council of women of Canada urge its provincial and local councils to urge their respective governments to inform and educate the public of the possible health consequences to humans posed by non-ionizing electromagnetic radiation including by wireless communication, especially on children.

3. Paid Internships

Professional training programs are potentially prohibitive in tuition, books and tools and living expenses for the duration of the learning experience. Numerous professions require field experience, which can last several months or even years for which the trainee pay tuition fees but provides real service to the field office setting. Labour legislation related to professional internships differ from province to province, creating a patchwork of different rules across the country.

Resolved that Provincial Councils urge their respective governments to include in the provincial labour legislation that interns practicing professional skills and competencies be remunerated at no less than the respective minimum wage level determined by the province where the internship is taking place.

**PROVINCIAL COUNCIL OF WOMEN OF ONTARIO
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