



PSAC
Ontario

REFLECTIONS OF 2016

Days of Action

We've received overwhelming positive feedback on PSAC's Days of Action.

These national days of action have been used primarily to engage with Locals and show our bargaining teams solidarity.

For example, on June 8th, 2016, Locals across Ontario held solidarity events to show our federal bargaining teams their solidarity and to demand the restoration of our public services.

Locals were asked to come up with creative actions during their lunch breaks and share their photos with us and on social media.

I am proud of all of our members who have stood strong with us in demanding respect, fair collective agreements, and protecting public services.



-  PSACOntario
-  @PSACOntario
-  PSACOntarioRegion
-  OntarioPSAC



Equal Pay Day Rally

On April 19, 2016, the Labour Movement came together at the corner of College and University, in Toronto, near Queen's Park to demand that the government undertake several measures to end the gender pay gap. Although pay equity is the law in Ontario, women continue to earn on average 30% less than their male counterparts.

Speakers at the rally included, Mary Cornish (Equal Pay Coalition Chair), Fred Hahn (CUPE Ontario President), and Sharon DeSousa (PSAC Ontario REVP). Members from the Component, the Union of Solicitor General Employees (USGE), came out to the rally to show their solidarity, led by their National President, Stan Stapleton.



Make it Fair Queen's Park Rally

On October 1, 2016, thousands of activists came together at Queen's Park to demand progressive changes to Ontario's labour laws. Buses came in from 25 cities from across Ontario for this mass rally to demand fair changes for workers in the Employment Standards Act and the Labour Relations Act.



OLG Queen's Park Press Conference and Rally

On March 9, 2016, a press conference was held at Queen's Park to discuss the lockout of PSAC members in the Ottawa region who work at the Ontario Lottery and Gaming (OLG) corporation at the Rideau Carleton Raceway. PSAC Ontario took part in the press conference and then held a rally on the Queen's Park grounds to demand respect for our members and pressure the OLG back to the bargaining table.



Members who work at OLG Woodbine, along with the Ontario Federation of Labour, UNIFOR and community groups such as ACORN took part. Sharon DeSousa, REVP for Ontario, Larry Rousseau, REVP for the NCR and Doug Marshall, Union of National Employees (UNE) President, were joined by NDP MPP's: Wayne Gates, Cindy Forster, Percy Hatfield, Taras Natyshak and Jennifer French.



International Women's Day March

International Women's Day is celebrated annually on March 8th. Toronto hosts one of the largest marches in the country, where Sharon DeSousa, REVP for Ontario joined Sisters from the Ontario Federation of Labour Women's Committee, as they led the parade through the city.

This year's theme was; **Sisterhood, Solidarity and Strength.**



Phoenix

With the problems with Phoenix continuing, and the government admitting they weren't going to make their October 31, 2016 deadline, I wrote an op-ed about Phoenix and the negative effects on our members. The op-ed was published in the Windsor Star and also in the Thunder Bay Chronicle on November 4, 2016, which you can read online here: <http://windsorstar.com/opinion/letters/federal-pay-system-a-workers-nightmare>

On October 31st, we held a National Day of Action to demand the government #FixPhoenix. Locals across the country took part and we continue to hold demonstrations and lobby meetings with MPs to pressure the government on Phoenix.



Nishnawbe-Aski Police Service (NAPS) Officers

NAPS Local 401 officers were in a strike position this summer with the central issue concerning health and safety, particularly officers working alone in remote communities.

PSAC REVP Sharon DeSousa, and Local President Jason Storkson held a press conference on July 21, 2016, in Timmins with NDP MPP Gilles Bisson on the discriminatory way First Nations policing is funded compared to other police services in Canada.



Queen's Postdocs – PSAC Local 901

To assist in negotiations, postdocs at Queen's University (DCL 901), created a food security campaign. The campaign is meant to highlight how postdocs, due to the low base salary, are forced to use the local food bank to make ends meet. Radio ads were placed on two radio stations in Kingston that delivered this same message for two weeks during mid-December.

Regionalization

This year marks the 20th anniversary of our Union's monumental structural change, when we moved from a centralized union, to a regionally-based one.

This shift is called regionalization, and it gave rise to our human rights committees, Regional Councils and regional leadership structures.

To explore how our Region has changed over the last 20 years, on July 6-7, 2016, our PSAC Ontario Regional Council and Component National and Regional Officers who reside in Ontario, met to discuss and examine our regional structures.



Labour Day

The Ontario region continues to see increased participation from communities across the province for Labour Day. Members took part in Windsor, Niagara, London, Hamilton, Toronto, Barrie, Orillia, Kingston, Sudbury, Thunder Bay and many more.

Members who came out for the Hamilton Labour Day parade and community BBQ were delighted to have Chris Aylward, National Executive Vice-President attend. In Sarnia, CIU Local 19, PSAC Local 501 and UCTE Local 00047 participated in the Sarnia Labour Day Parade and ended up winning the Sarnia District Labour Council's 2016 award for best float.



Ontario Racially Visible Conference

The first PSAC Ontario Racially Visible Conference was held in Toronto on March 18-20, 2016. Out of 78 delegates, 47 were first time participants and 21 were young workers.

Learning materials were developed including discussion papers on the topics of: Employment Equity, Immigration, Precarious Employment, and Workplace Discrimination and Harassment, among other issues.



Ontario Women's Conference

The 2016 PSAC Ontario Regional Women's Conference took place from June 2-5, 2016 at the Chelsea Hotel in Toronto. This year's theme was "*Confronting ISMs...Empowering Women!*"

Sister Robyn Benson attended the conference and participated in a fundraiser for the Town of Moosonee Family Resource Centre called "Omushkegiskew House".



Pride

Our members have been taking part in Pride celebrations across the province in ever-growing numbers.

In Barrie, Pride took place on June 11, 2016, with this year being the 5th year the city has held a Pride event. PSAC Ontario donated \$1,000 to assist the Pride organizing committee with this year's expanding celebration. The PSAC Barrie Area Council and Regional Women's Committee have been instrumental in assisting with this year's Pride .



Area Council Summit

On December 2-3, 2016, PSAC Ontario held a region-wide Area Council Summit in Mississauga. The theme of the Summit was *"Building Capacity through Engagement & Mobilization"*. This Area Council Summit was open to all executive members of Area Councils within the Ontario Region, as well as the Area Council Representative on Ontario Regional Council. With over 20 participants in attendance, the Summit focused on the following objectives:

- To discuss, strategize and mobilize on how to engage members in Area Councils
- To share experiences and network with other Area Council representatives
- To share best practices among Area Councils





Blue Water Bridge Strike

Forty-seven of our members who work for Blue Water Bridge (DCL 501), which links Point Edward/ Sarnia to Michigan, walked off the job on November 21, 2016. This legal strike took place after the Employer, the Federal Bridge Corporation Limited (FBCL), walked away from the bargaining table.

After a week of being on strike, a solidarity rally was held on November 27, 2016 at the Bridge. Members from a variety of unions, along with the Sarnia and District Labour Council and our Customs and Immigration Union (CIU Branch 19), came out to support our striking members. Over 150 people were in attendance and the rally received great media coverage.

The strike at Blue Water Bridge was in Conservative MP Marilyn Gladu's riding. However, despite workers being on the picket line for over a week, their MP remained silent on the issue. On November 29, 2016, our striking members picketed MP Gladu's constituency office and within fifteen minutes of the picket, MP Gladu came out and spoke with our members and assured them she would contact the FBCL

Board members, along with MP Marc Garneau who is responsible for this file as the Minister of Transport.



After 18 days on strike, Bluewater Bridge workers reached and ratified a new collective agreement with the assistance of a mediator on December 9, 2016. With tremendous community, labour, media and political support, along with the strength and determination of the local members, a fair collective agreement was reached.

PSAC Turns 50!

November 11th, 2016, marked PSAC's 50th anniversary. Open houses were held in all five of our PSAC Regional Offices in Ontario to celebrate this historic occasion.

