



**Public Service Alliance of Canada
Regional Executive Vice-President, Ontario
Report
August 30, 2014 to January 21, 2015**

Sisters and Brothers,

This report is a listing of activities that have occurred in the PSAC Ontario region for the period following our last PSAC National Board of Directors Meeting.

Collective Bargaining

Ongoing Bargaining

- Treaty Three Police officers (DCL 410) met with the Employer in December to negotiate a renewal agreement. On December 18, 2014, talks broke off and the team has decided to apply for arbitration.
- Nishnawbe-Aski Police Service (NAPS) officers (DCL 401) are heading to mediation on February 24-25, 2015. Interest arbitration has also been scheduled for June 2015.
- Nishnawbe-Aski Police Service civilians (DCL 400) are continuing to meet with the Employer, with dates not yet finalized for 2015.
- Anishinabek Police Service officers (APS) (DCL 426) has been granted an extension for the conciliation timeline, which will expire on January 30, 2015. The team will then look to apply for conciliation.
- Anishinabek Police Service civilians (DCL 425) are in conciliation, with dates expected in early 2015.
- University of Ontario Institute of Technology sessional instructors (DCL 555) met in November 2014. The bargaining team met on January 15 and will meet on January 23rd, 2015 to continue negotiations.

Renewal Agreements

- On October 6, 2014, UCTE Local 50505 members who work at Thunder Bay Airport ratified their new collective agreement.
- On January 20, 2015, Wequedong Lodge (DCL 0002) members ratified their new collective agreement.

First Agreement

- On January 19, 2015 Weeneebayko Area Health Authority (WAHA) members (DCL 00603) achieved a first collective agreement.

Organizing

Graduate-Student Research Assistants at Queen's University

PSAC filed a certification application on April 23rd, 2014 to represent 1600 Graduate-Student Research Assistants at Queen's University. The vote was conducted on April 30, 2014, however, the results are sealed due to the employer contesting certain ballots cast. The process is before the Labour Board currently.

Operational Managers at Ontario Corrections

PSAC Ontario has launched a campaign to organize 600 Operational Managers employed by Ontario's Correctional Services. Ontario's Correctional Service establishes, maintains, operates and monitors correctional institutions and probation and parole offices. The Union of Solicitor General Employees (USGE), a Component of the PSAC, has expressed their support for this organizing campaign. PSAC filed a certification application to request a Union vote and the Ontario Labour Relations Board (OLRB) ordered a vote for the week of April 16th till April 19th, 2013. All ballots have been segregated and the count postponed until the Employer challenge with respect to managerial exclusion is dealt with. The first hearing date took place on October 9, 2013, with hearings continuing in 2015.

Toronto Municipal Election

On October 27, 2014, municipal elections were held across Ontario. As part of PSAC's We Are All Affected campaign, the protection and promotion of public services is our union's priority for all levels of government. In Toronto the stakes were especially high, as Canada's economic centre, PSAC was involved in challenging the austerity agenda.

An email from the REVP to all the Greater Toronto Area Local Presidents, Area Council and Committee Chairs on the election's importance with key information was sent out. Members were asked to visit the Toronto and York District Labour Council's www.ourcitymatters.ca webpage, which ranked candidates based on their commitment to workers' rights and public services.

A mail-out was also sent, with a letter from the REVP and a candidate report card from the Toronto and York District Labour Council (TYLC), to members in five priority ridings. The ridings were selected based on the TYLC's recommendations, and are as follows:

- Ward 17 Davenport Alejandra Bravo – was not successful
- Ward 9 York Centre Maria Augimer – was elected
- Ward 30 Toronto Danforth Paula Fletcher – was elected

- Ward 12 York South Weston Lekan Olawoye – was not successful
- Ward 29 Toronto Danforth Mary Fragedakis – was elected

Members from the PSAC Greater Toronto Area Council held a phone bank to contact members in the above priority ridings, providing information on the election and the importance of voting. As noted above, three of the candidates endorsed by the TYLC were successful out of the five targeted.

Federal By-elections

A federal by-election was called for the riding of Whitby—Oshawa on November 17, 2014. The seat became vacant after the passing of Conservative MP Jim Flaherty. The riding was a Conservative stronghold and this trend continued with the Conservative candidate Pat Perkins winning 49% of the vote.

However, Liberal newcomer Celina Caesar-Chavannes, tripled the Liberal share of the vote from 2011 by winning 40% support, albeit on a low voter turnout of 31.8%. The NDP candidate Trish McAuliffe saw her share of the vote shrink from 22.3% in 2011, when she came in second, to just 8% in this by-election.

Provincial By-election

Sudbury by-election

A by-election has been called for the riding of Sudbury for February 5, 2015. The by-election was called after New Democrat MPP Joe Cimino, abruptly resigned for family reasons after five months on the job. In a further twist to this by-election, federal NDP MP Glenn Thibeault resigned his seat to run for the Ontario Liberals in this by-election.

Currently the candidates are as follows:

- Ontario Liberal Party – **Glen Thibeault**
- Ontario PC Party – **Paula Peroni**
- Ontario NDP – **Suzanne Shawbonquit**
- Ontario Green Party – **David Robinson**

Mobilization

Treasury Board Mobilization Meetings

Mobilization meetings continue to take place across Ontario. Area Coordinators have been identified, received training and continue to meet or conference call regularly in each of the Regional Office areas. The communications network has been established and is being strengthened with monthly actions.

October 30th, 2014 – Day of Action

The Treasury Board National Strike Strategy Committee mandated a Day of Action at strategic locations across the country for information pickets on October 30th. This action was meant to send a strong message to the Employer that our members stand united in support of their bargaining teams and stand in opposition to concessions, including attacks on members' sick leave.

In Ontario two strategic locations were selected based on recommendations from the Area Coordinators. The information pickets were set for noon, to coincide with members' lunch breaks, to ensure greatest participation. The sites selected were:

- The Arthur Meghen building in Toronto at 25-55 St. Clair Avenue.
- The Judy Lamarshe building in Chatham at 65 William Street South.

Members handed out business cards which had been printed by PSAC Communications, held picket signs and gave out stickers. The Toronto event had roughly 40 members participate throughout the information picket. The information picket in Chatham had approximately 75 members participate, as well as a few retirees and UNIFOR support from the Chatham District Labour Council. The event received media attention from the Chatham Daily News and Blackburn News.

Actions on the 19th of every month

All Locals across Ontario are being asked to come up with creative actions to show their solidarity on the 19th of each month, in anticipation of the Federal election originally set for Oct. 19, 2015.

Locals have come up with terrific ways of displaying their solidarity and photos have been shared on the PSAC Ontario Facebook page for members to comment and share. Locals have worn wrist bands, stickers, Band-Aids, solid colours and union swag all to show their support. A video from the REVP was posted on our Youtube channel and social media to garner further support from Locals to get involved. PSAC Ontario Council also released a short video just before the January 19, 2015 action to increase visibility and encourage more members to participate.

We Are All Affected Campaign

Veterans Affairs Canada Campaign

On January 5, 2015, Harper announced that MP Julian Fantino would be replaced as the Minister of Veterans Affairs by MP Erin O'Toole. Fantino served in the position for 18 months, but with a string of controversies surrounding his treatment of veterans and their concerns, he was demoted back to a junior minister.

With O'Toole stepping into the position, PSAC is once again calling for the opening of the Veterans Affairs offices that were closed down in 2014. Despite Minister O'Toole being a

veteran himself, it seems his appointment will garner little progress from his predecessor in bettering the lives of veterans.

One-on-One Campaign

Our region continues to focus our one on one campaign through messaging around the importance of solidarity especially in terms of bargaining. Highlighting our wins in our collective agreements and the threat to these achievements has helped connect members with the importance of this campaign. We will continue to sign pledge cards and encourage member to member conversations, as bargaining remains a key priority for our membership.

Labour Movement/ Solidarity

Labour Day

Labour Day participation from PSAC members in Ontario continues to grow. Members took part in events in: Kirkland Lake, Hamilton, Toronto, Barrie, London, Brampton, North Bay, Sudbury, Thunder Bay, Windsor, and Kingston. PSAC Ontario Council selected orange PSAC Ontario Labour Day shirts for members to wear at these Labour Day events, with the following three slogans written on the back:

- Solidarity is Power, Stand Together
- Unite - Fight - WIN!
- Stand Proud! Shout Loud!

Western Fair

PSAC London Area Council shared a booth with the London District Labour Council at the Western Fair in London on September 11 and 12, 2014. Materials on the impacts of public service cuts was handed out to the public. Members were able to discuss their experiences with the public on how programs are being impacted by budget cuts and what that means for Canadians.

Save Canada Post Rally

A rally was held outside the constituency office of Conservative MP and Finance Minister Joe Oliver on September 20, 2014. The rally was meant to draw public support and garner media attention at the ending of door to door delivery service by Canada Post. The rally was endorsed by the: Canadian Labour Congress, Ontario Federation of Labour, Toronto and York Region Labour Council, Canadian Union of Postal Workers, CUPE-Ontario, PSAC-Ontario, OPSEU, Unifor, United Steelworkers-Toronto, Ontario Coalition Against Poverty, Friendly Spike Theatre, Queer Ontario, Coalition of Black Trade Unionists, Peel District Labour Council, York Region Catholic Teachers, NDP Socialist Caucus, Toronto-Danforth NDP, C.P.C., I.S., and Socialist Action / Ligue pour l'Action socialiste.

Council of Canadians Annual Conference

Council of Canadians' annual conference *Forging Solidarity* took place in Hamilton on October 3-5, 2014. Bob Black, Alternate REVP for Ontario and Debbie Willet, Area Council representative on Ontario Council attended the conference to voice PSAC's priorities at the Conference.

USW Local 2010 - Pay Equity Rally

On October 2, 2014, USW Local 2010 held a lunchtime pizza rally seeking support from other unions and Locals on the Queen's University campus in Kingston. PSAC staff and Local 00901 Queen's Teaching Assistants and Postdoctoral members attended the rally to show PSAC's solidarity.

Toronto and York Region Labour Council Labour Day Award

On October 2, 2014, PSAC Greater Toronto Area Council members received an award from the Toronto and York Region Labour Council for Best Decorated Vehicle for this year's Labour Day Parade.

Clothing Drive

On November 20, 2014, the Kingston Area Council delivered several bags of clothing collected from members over previous weeks for a clothing drive in support of St. Vincent de Paul. The clothing drive has become a yearly event to improve the lives of the most vulnerable in the Kingston community.

Hamilton Food Share

On December 19, 2014 – Bob Black, Alternate REVP for Ontario, presented a cheque for \$700 to Rachel O'Reilly at the Hamilton Food Share organization. The donation was made by PSAC members during recent events for the PSAC Hamilton Area Council, Hamilton Regional Women's Committee and Hamilton Members with Disabilities Action Committee. Rachel was surprised and delighted to receive the cheque on behalf of Hamilton Food Share, and thanked PSAC for their support during this holiday season.

Food Bank Drive

On December 19, 2014, CIU Local 19 held a canned food drive for the Inn of the Good Shepherd to show support for the PA and FB Bargaining Teams. With the holiday season about to begin this was a terrific initiative to give back to the community.

Government of Canada Workplace Charitable Campaign (GCWCC)

To support the GCWCC, NHU Local 00009 raised \$7,758 for the 2014 calendar year. In spite of the cuts to this Local, members have shown they continue to be a hard-working, caring team of Canadians fighting for a better, healthier, and more equitable country. Of the total stated above, \$3,135 was raised by climbing the CN Tower for the United Way.

Equity and Human Rights

Take Back the Night

On October 2, 2014 in Barrie about 10 PSAC Sisters representing five different components took part in Take Back the Night. The event began with an Aboriginal welcome, then a feminist local band followed before speakers from various women's groups. The event ended with a march through the Barrie downtown core and cake to celebrate 15 years of Sisters taking back the night in the fight against male violence towards women.

Sisters in Spirit Vigil

On October 4, 2014, members in Toronto participated in the 9th annual cross-Canada vigil by Sisters in Spirit (SIS), to raise awareness and demand action for missing and murdered First Nations, Inuit and Métis women and girls. Sharon DeSousa, REVP Ontario joined the vigil along with members to call for a public inquiry into the missing and murdered women.

Toronto Young Worker Committee

On November 27, 2014, an open house was held in the PSAC Toronto Regional office to celebrate the inauguration of the first PSAC Toronto Young Worker Committee. Sharon DeSousa, REVP opened the event, and Lauren Baert, PSAC Ontario Council Young Worker Representative gave closing remarks. Members discussed with each other the challenges of being a young worker in the federal public sector and the challenges to getting young workers engaged in their union.

Stephen Lewis Foundation Film Screening

Through sponsorship from PSAC's Social Justice Fund, PSAC supported this new film screening from the Stephen Lewis Foundation on November 27, 2014 at the Bloor Hot Docs Cinema in Toronto. The film's screening was meant to honour World AIDS Day, as it features the courageous African grandmothers who gave powerful and emotional testimonies at the African Grandmothers Tribunal in Vancouver, BC in 2013. The documentary shines a light on the urgent need to provide better protection for the human rights of African grandmothers who, after watching their adult children die of AIDS, have become the primary caregivers for millions of orphaned grandchildren.

National Day of Remembrance and Action on Violence against Women

Kingston - On December 6, 2014 the *PSAC Works For Women* course was held in Kingston at the Donald Gordon Centre in honour of National Day of Remembrance and Action on Violence against Women. Topics discussed included feminism, "Herstory", and PSAC's gains for women. Guest speakers included sisters from the Kingston District Labour Council and City Council.

Barrie - On December 6th the Barrie Regional Women's Committee gathered with friends and family to honour the lives of women who have been murdered and negatively impacted by violence in their homes and communities. The evening included a smudge, a reading and candle light ceremony, as well as an update on the Sisters in Spirit campaign. The committee continues to support women's shelters, Take Back the Night events and condemns all forms of violence against women and girls.

Thunder Bay - The Thunder Bay Regional Women's Committee and the District Labour Council co-hosted a vigil on Saturday December 6 to mark the 25th anniversary of the Montreal Massacre. Sheila Karasiewicz, Aboriginal Representative on the PSAC Ontario Council provided a lesson about the faceless corn-husk dolls in memory of the 1200 missing and murdered aboriginal women in Canada.

International Human Rights Day

The PSAC Toronto Racially Visible Committee held a celebration commemorating International Human Rights Day on December 10, 2014. Members were invited to the PSAC Toronto office to hear guest speakers: Sebastian Rodrigues, National Vice President for Human Rights CEIU,

Anna Liu - Asian Canadian Alliance (ACLA), and Chris Ramsroop - Justicia for Migrant Workers.

In conclusion,

I have included the details of my activities since the last National Board of Directors meeting for your review.

Respectfully submitted for your approval,



Sharon DeSousa
Regional Executive Vice-President
Public Service Alliance of Canada, Ontario

REVP Schedule for the period August 30, 2014 to January 21, 2015

Sept, 1, 2014 – Kingston Labour Day
Sept. 12-13, 2014 – CEIU Convention
Sept. 15-17, 2014 – Alliance Executive Committee Meeting
Sept. 20, 2014 – CUPW Rally to Save Canada Post at MP Joe Oliver office
Oct. 1, 2014 – Member Appreciation Lunch in Hamilton
Oct. 1, 2014 – Toronto Regional Women’s Committee AGM
Oct. 7-8, 2014 – Sault Ste Marie worksite visits
Oct. 9, 2014 – Agriculture Local 0014 AGM
Oct. 14, 2014 – PSAC Kingston Political Action Dinner
Oct. 20, 2014 – Alliance Executive Committee meeting
Oct. 21-24, 2014 – National Board of Directors meeting
Oct. 25, 2014 – Treasury Board Area Coordinators Training
Oct. 28, 2014 – University of Ontario Institute of Technology Local Meeting
Oct. 30, 2014 – Day of Action at 25-55 St. Clair in Toronto
Nov. 4-6, 2014 – Internal Investigations Training
Nov. 8, 2014 – Coalition of Black Trade Unionists Awards Dinner
Nov. 11, 2014 – Remembrance Day Wreath Laying Ceremony at Old City Hall
Nov. 12, 2014 – Ontario Council Training
Nov. 13, 2014 – Ontario Council Committees Meeting
Nov. 14-15, 2014 – Ontario Council meeting
Nov. 18, 2014 – Meeting in Ottawa for Regional Plan
Nov. 18-19, 2014 – Treasury Board Bargaining meeting
Nov. 20-21, 2014 – Alliance Executive Committee meeting
Nov. 27, 2014 – PSAC Toronto Young Workers Committee Launch
Nov. 28, 2014 – OFL/CLC Executive Board meeting
Dec. 2, 2014 – PSAC Toronto Members with Disabilities Committee Holiday dinner
Dec. 3, 2014 – Hamilton Area Council and Committees Holiday celebration
Dec. 9, 2014 – Pride at Work Lunch and Learn in Mississauga
Dec. 10, 2014 – Human Rights Day celebration by the PSAC Toronto Racially Visible Committee
Dec. 15-16, 2014 – Alliance Executive Committee meeting
Dec. 17-18, 2014 – National Board of Directors meeting
Jan. 9, 2015 – Education meeting in Ottawa