



**Public Service Alliance of Canada
Regional Executive Vice-President, Ontario
Report
August 17, 2019 to January 10, 2020**

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

*(**Please note that national bargaining units are covered under the PSAC National President's report, along with reports produced through PSAC's collective bargaining branch and are therefore not covered within this REVP report).*

Ongoing Bargaining

- Treaty Three Police Service members (DCL 410) – The bargaining team reached a tentative agreement, which was rejected by the membership on October 24, 2019. We are pursuing arbitration to continue bargaining.
- University of Ontario Institute of Technology (UOIT) Post-Docs (DCL 555) – The bargaining team met with the employer from April 16-18, 2019. Future dates are being scheduled.
- Town of Moosonee (DCL 285) – Notice to bargain was served on June 17, 2019.
- UOIT Exam Invigilators (DCL 555) – bargaining dates have been secured for January 30 and 31, 2020.
- UOIT Research and Teaching Assistants (DCL 555) - Notice to Bargain for the Teaching Assistants & Research Assistants was sent on June 19, 2019.
- NPF Kinston (UNDE 681) – notice to bargain was served on June 19, 2019.
- NPF Trenton (UNDE 683) – bargaining input call sent on March 13, 2019.

Renewal Agreements

- Nishnawbe-Aski Police Police Service officers (DCL 401) – members ratified their new collective agreement on October 24, 2019.

- Wequedong Lodge of Thunder Bay (DCL 002) – members ratified their new collective agreement on November 7, 2019.
- Kingston Commissionaires (DCL 818) – ratified their new collective agreement on November 12, 2019.
- Great Lakes Pilotage Authority (UCTE 00057) – ratified their new collective agreement on November 28, 2019.
- GDI Cleaners at Garrison Petawawa (UNDE 639) – ratified their new collective agreement on November 15, 2019.
- Blue Water Bridge (DCL 501) – ratified their new collective agreement on December 19, 2019.

Organizing

UOIT

A proposal has been approved to organize Research Associates and Contract Research Techs at the University of Ontario Institute of Technology (UOIT), in Oshawa. We currently do not represent Research Associates in Ontario, but the Quebec Region has seen significant growth in pursuing these groups and this would strengthen our bargaining power at the University.

Wilfred Laurier University

Over 400 Teaching Assistants and Research Assistants at Wilfred Laurier University have joined PSAC after the ballots were counted on December 11, 2019. This win is particularly special because several Unions were interviewed by Teaching Assistants and PSAC was chosen because of our longstanding commitment to human rights.

Invigilators at UOIT

In June 2019, over 200 invigilators at the University of Ontario Institute of Technology (UOIT), voted overwhelmingly to join PSAC. The University sector in Ontario now includes over 5,000 members at Western, Queen's, UOIT and Wilfred Laurier.

Auditors at Casino Woodbine

12 Auditors at Casino Woodbine are looking to join PSAC. PSAC Local 533 is one of the three unions present at the Casino. As Casino Woodbine and their Entertainment Facility are scheduled to expand, we welcome the opportunity to be the union that workers choose for representation.

Invigilators at Queens

An organizing drive to support 200 Exam Invigilators at Queen's University to join DCL 901 is currently taking place. Invigilators are minimum wage workers and some report spending 20% of their earnings on the cost of parking on campus. Union representation would go a long way in improving their working conditions.

Federal

Federal Election

The federal election took place on October 21, 2019. Ontario has 124 ridings within its boundaries, more than any other province and critical for any Party wanting to form government. PSAC Ontario's federal election plan focused on strategic ridings where we have strong membership density, active Area Councils and committees and the results of the last election were close. Our Region's Area Councils were instrumental in getting our members out to vote and held a number of initiatives to provide our membership with information on each of the Party's platforms.

The results of the election were a minority Liberal government with 157 seats, the Conservatives with 121 seats, the Bloc with 32 seats, the NDP with 24 seats, the Greens with 3 seats and one independent.

All Candidates Town-hall Meetings

Many of our Area Councils held all-candidates town-hall meetings open to our members and the public. These town-halls were held in Kingston, Toronto, Windsor and Niagara Falls, where the candidates of each Party were invited to attend and answer questions from our members.

Election Phone Banks

Election phone banks were held for our members to talk about the different Party platforms. These phone banks took place in Kingston, Thunder Bay, Toronto and London for several days leading up to vote day. These calls also ensured our members knew about advanced voting and how to check if they were registered with Elections Canada.

Province-Wide Election Telephone townhall

PSAC Ontario held a province-wide telephone town-hall to discuss the election on Wednesday, October 2nd at 6:30 p.m. On the call with the Ontario REVP we had three special guests:

- The Senior Economist of the Canadian Centre for Policy Alternatives, David Macdonald
- The Program Director for the Broadbent Institute, Katrina Miller; and
- Our PSAC National President, Chris Aylward

Our speakers provided members with information on the party platforms and members were able to ask questions live on the call.

Federal Election Mailout

Flyers with a message from the Ontario REVP were mailed to all our members in our 5 priority ridings, with a "Know your Rights" attachment that provided information for our federal public service members on their political rights during an election.

Election Webinars

PSAC Ontario held two province-wide election webinars on October 7th and 16th in the evening for our members on the Party platforms, why elections are important and how to get involved.

Provincial

Oct. 28 – Ontario Federation of Labour Day of Action

After a 5-month long recess, the longest in modern history, the legislature resumed on October 28, 2019. To remind the PC government that we had not forgotten about all the cuts they made the OFL called for a day of action to welcome back the MPPs. Demonstrations took place across the province, with the key rally taking place around Queen's Park in the morning. A press conference was also held with some of the workers who had lost their jobs due to the government's actions, despite the Premier's assurances that not one job would be lost.

Mobilization

Phoenix Campaign

PSAC is the only remaining union that represents federal government workers that has not reached a deal for Phoenix damages and compensation. The five days offered is offensive given the suffering our members have and continue to endure. Therefore, we have linked bargaining and Phoenix and are preparing to take strike action should the government not address these issues properly.

GDI Cleaners in Petawawa

Our members from the Union of National Defense Employees Local 639 provide cleaning services to the Base in Petawawa and are employed by GDI Services. GDI had reneged on two pay increases that they signed off on in the last collective agreement and were now seeking reductions to the workers' health and safety provisions, staffing, employment standards protections and many others. The workers decided to take strike action on July 25, 2019.

Picketing various locations, rallies, lobbying, letter writing initiatives and an extensive radio ad campaign took place in Petawawa and in Montreal, where GDI is headquartered. In addition, postcards were developed, along with a petition demanding the Government of Canada stop contracting out. As a result of all these pressure tactics a new collective agreement was signed on November 15, 2019, without any concessions.

Kingston Commissionaires Strike

Our members who provide security services at the Base in Kingston (the Kingston Commissionaires DCL 818), took strike action on June 24, 2019; primarily to fight for better paid sick leave. Our picket lines were supported by other Base personnel, Locals in the Area, the Fight for \$15 and Fairness, the Kingston District Labour Council, OFL and affiliates; leading to extensive traffic delays right up to the highway on several occasions.

Letters were sent to the Commissionaires Regional and National Board of Directors to get them involved and pressure the employer back to the table, as well as to select MPs who are responsible for the government's contracting out procedures. We used radio and print ads in the Kingston area and often targeted the Liberal MP, Mark Gerretsen, to try and pressure the Corps through the government.

This difficult strike ended on November 12, 2019, with the signing of a new collective agreement. Highlights of the new agreement include: Employer paid Sick Benefit of 1% annual earnings with accrual, changes in hours of work which provide for better work scheduling, wage rates increase of 2.2% effective April 1, 2019, RRSP contribution improvements and Bereavement Leave improvements.

Stop Contracting out Campaign – CFB Kingston

On September 18, 2019, we held an information picket at CFB Kingston to protest the use of contracting out on the base. This rally was spearheaded by UNDE Local 641 on the base. There is concern that contracting out has started again on the base and will be expanded, leading to lower quality jobs and further labour strife.

Trenton Cleaners (UNDE 650)

Cleaners at 8 Wing Trenton work for a private company that had failed to pay a scheduled wage increase. Commercial Cleaning Services signed the collective agreement that included a \$1/hr raise on September 1st. with the hourly wage rising to between \$16.25/hr and \$18.25/hr. Instead, Commercial Cleaning decided to keep that money for themselves, with each cleaner potentially losing about \$1,950 dollars per year from this wage theft.

On September 19, 2019, members came by bus to hold a rally at the base to highlight this injustice, receiving media attention: <https://www.intelligencer.ca/news/local-news/union-pickets-base-over-dispute-with-contractor>

In addition, lawn signs were created and distributed throughout the community, with members going door to door to have the public sign a petition calling on the Government of Canada to stop contracting out.

On December 23, 2019, PSAC received a favourable decision from an arbitral award that challenged the employer's decision to not honour the collective agreement. In a major victory for the cleaners and PSAC, the Arbitrator sided with our union and the cleaners will be receiving the wage increase that they were entitled to.

Great Lakes Pilotage Authority (GLPA)

Members of the Union of Canadian Transportation Employees (UCTE), a Component of the Public Service Alliance of Canada (PSAC), who work for the Great Lakes Pilotage Authority (GLPA), entered into a legal strike as of November 18, 2019.

PSAC/UCTE Local 00057, are the dispatchers and office staff who work in Cornwall and have been without a contract since June 30, 2016. With a coordinated and strategic strike, members were able to achieve a new collective agreement on November 28, 2019, ending the ten-day long strike.

Bargaining Support

PSAC-CIU Branch 18 in Windsor held an information picket on December 16, 2019, in support of ongoing bargaining. The picket was to engage members to call on Treasury Board to get back to the negotiating table as CIU members have been without a new contract since June 20, 2018.

Labour Movement/ Solidarity

Ontario Federation of Labour – Power of Many Campaign

In the face of so many regressive, anti-worker policies and cuts to public services by the Ontario Conservative government, the Ontario Federation of labour (OFL) launched the Power of Many campaign in 2018. The campaign continues to train activists on how to get politically engaged and to take action. Training sessions have been held across the province, establishing hubs in key ridings, with more being planned. The goal is to have trained activists across the province that can respond quickly to any anti-worker announcement in their communities.

October 10th – World Mental Health Day

PSAC Ontario ran a week-long radio ad campaign to promote World Mental Health Day on October 10th in an effort to end the stigma of talking about mental health issues. The radio ads were placed on local radio stations in London (AM980), Niagara (CHTZ 97.7), Sarnia (CHOK 103.9) and Windsor (CKUE 100.7).

Attack on Education Workers

The Ontario Secondary School Teachers' Federation (OSSTF) has been holding strategic one-day strikes across different school boards beginning in December 2019 and continuing this year. These rotating strikes are in support of bargaining, with the PC government continuing to demand cuts and regressive changes to Ontario's education programs and services.

Bill 124

On December 17, 2019, the Ontario Federation of Labour (OFL), in partnership with affiliated unions, including PSAC, launched a coordinated Charter challenge against Bill 124 (*Protecting a Sustainable Public Sector for Future Generations Act*).

Bill 124 allows the government to impose compensation caps, including for pension and health care improvements, on a variety of unionized and non-unionized public sector workplaces. Workers affected by Bill 124 include those employed by the provincial government, crown agencies, school boards, universities and colleges, hospitals, non-profit long-term care homes, children's aid societies, social service agencies and the electricity and energy sectors.

PSAC will stand with the Labour Movement to challenge this government's continued efforts to infringe on the bargaining rights of our members, which are protected under the Canadian Charter of Rights and Freedoms.

Ontario Federation of Labour Convention

The 15th Biennial Convention of the Ontario Federation of Labour was held from November 25 to 29, 2019, at the Sheraton Centre Toronto Hotel. PSAC held a caucus meeting on November 24th, to speak with our members about submitted resolutions and to provide a space for the candidates running for elected positions within the OFL to address our members.

On November 27th, the OFL held a mass rally to oppose the PC government's attacks on workers and public services. The "Power of Many" rally was a key part of the Convention, which saw hundreds of delegates march from the convention to Queen's Park.

In an historic election, Patty Coates became the first woman to be elected President of the Ontario Federation of Labour (OFL). In addition, the Secretary-Treasurer position was won by Ahmad Gaied, and the Executive Vice-President of the OFL is now Janice Folk-Dawson.

The Convention saw many resolutions passed, inspiring guest speakers, equity forums and much more. For a full review of the Convention, please visit: <http://ofl.ca/pomconvention2019/>

Education

PSAC Ontario Regional Women's Conference

The Conference took place on September 27-30th, in Toronto with the theme: "*Building Women's Power for Change*". Four workshops were offered, including; Building Women's Power for Change, Working Together, Increasing Membership Engagement and Taking Effective Political Action.

After initial greetings and opening remarks by the Ontario REVP, conference participants were able to take direct political action by taking part in the Global Climate Strike on September 27th, at Queen's Park. This was a great start to the conference and energized our activists on the important issue of addressing climate change.

2019 PSAC Ontario Fall School

The 2019 PSAC Ontario Fall School was held in Toronto from November 18-24, 2019, with a total of 70 members participating. There were four courses offered: Advanced Representation Training for Stewards, WSIB Level III, Unions Work for Women and Political and Social Activism.

PSAC Programs Officer Michael Desautels presented on Solidarity with Indigenous communities, with the Ontario Director of the CLC, Lisa Bastien, delivering a workshop on Consent Culture. In addition, the CLC set up their Virtual Refugee Exhibit outside the classrooms and allowed members to experience a snapshot of what refugees are currently experiencing throughout the world.

PSAC National Health and Safety Conference

The PSAC National Health and Safety Conference took place from November 29 to December 1, 2019, in Montreal. There were three workshops offered at the conference:

1. Your "Right to Participate" in Hazard Investigations and How to Establish Workplace Strategies to Fix Problems
2. Managing Workplace Stress and Overload
3. Strategies for Preventing Workplace Violence (including Domestic Violence)

The conference was opened by Chris Aylward, PSAC, National President followed by a welcome by Hassan Yussuff, President of the CLC. This was followed by a great panel on understanding addiction in the context of the opioid crisis, with guest speaker *Mark Barnes*, Respect Rx, Pharmacist. There was also a great panel on Mental Health, with Sapna

Mahajan, Mental Health Commission of Canada / Co-Chair of the Centre of Expertise on Mental Health.

Equity and Human Rights

Take Back the Night

Take Back the Night is an internationally held march and rally intended as a protest against sexual violence and other forms of gender-based violence. It is a feminist action movement that brings attention to the violence faced by women, girls and gender minorities in their daily lives. This year's event took place on September 26th, and centred on the missing and murdered Indigenous women, girls, and Two-Spirited people. Members took part in London, Toronto, Hamilton and other cities.

Members with Disabilities Access (MDAC) Committee – Superannuation Session

The Toronto MDAC committee hosted a session for our members on superannuation and retirement on October 7, 2019, in the Toronto regional office. Special guest facilitator David Cuning was in attendance to provide our members with this valuable information.

Holiday Charity Drive

The PSAC Toronto Racially Visible Committee held their annual holiday charity drive, which concluded on December 19, 2019. The Committee collected toys and donations for a local women's shelter. In addition, guest speaker MPP Kevin Yarde came to speak to our members.

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 17, 2019 to January 10, 2020

Aug. 19, 2019 – Rally in Ottawa in support of striking Commissionaires (DCL 818) and Petawawa cleaners (UNDE 639)
Aug. 28, 2019 - Kingston Commissionaires (DCL 818) strike line
Aug. 29, 2019 – UNDE 639 Petawawa Cleaners bargaining meeting
Aug. 30, 2019 - UNDE 639 Petawawa Cleaners strike line
Aug. 30, 2019 – National Board of Directors meeting in Ottawa
Sept. 2, 2019 – Labour Day parade in Hamilton
Sept. 5, 2019 – United Way Labour Appreciation Breakfast
Sept. 6, 2019 – Kingston Commissionaires (DCL 818) strike line
Sept. 9-10, 2019 – Alliance Executive Committee meeting in Ottawa
Sept. 13, 2019 – Ontario Federation of Labour Heads of Union meeting
Sept. 17, 2019 – UNDE 639 Petawawa Cleaners strike line
Sept. 18, 2019 – PSAC Ontario Convention planning meeting
Sept. 19, 2019 – PSAC Greater Toronto Area Council federal election candidates meeting
Sept. 24, 2019 – Kingston Commissionaires (DCL 818) strike line
Sept. 25, 2019 – Ontario Federation of Labour Executive Committee meeting
Sept. 26, 2019 – Ontario Federation of Labour Executive Board meeting
Sept. 27, 2019 – Global Climate Strike rally
Sept. 27-29, 2019 – PSAC Ontario Regional Women’s Conference
Oct. 2, 2019 – PSAC Ontario province-wide telephone townhall
Oct. 5, 2019 – CEIU Women’s Conference
Oct. 7-8, 2019 – Alliance Executive Committee meeting in Ottawa
Oct. 8, 2019 – Gender Equity Task Force meeting
Oct. 9-11, 2019 – PSAC National Human Rights Committee meeting in Ottawa
Oct. 18, 2019 - Kingston Commissionaires (DCL 818) strike line
Oct. 21, 2019 - Kingston Commissionaires (DCL 818) meeting
Oct. 21, 2019 – Canadian Federal Election
Oct. 22-25, 2019 – National Board of Directors meeting in Ottawa
Oct. 22, 2019 – Gender Equity Task Force meeting
Oct. 30, 2019 – Joint Learning Program meeting
Nov. 1, 2019 – Treaty Three Police meeting
Nov. 1, 2019 - Agriculture Local 00014 Annual General Membership meeting
Nov. 11, 2019 – Remembrance Day Wreath Laying Ceremony at Toronto City Hall
Nov. 12, 2019 – Niagara/Hamilton Mobilization meeting in Hamilton/Stoney Creek
Nov. 13, 2019 – United Way Labour Appreciation Breakfast
Nov. 14, 2019 – PSAC Ontario Regional Council Committees meeting in Markham
Nov. 15-16, 2019 – PSAC Ontario Regional Council meeting
Nov. 18-19, 2019 – Alliance Executive Committee meeting
Nov. 21-23, 2019 – PSAC Ontario Fall School
Nov. 23, 2019 – Coalition of Black Trade Unionists Fundraiser Dinner
Nov. 24-28, 2019 – Ontario Federation of Labour Convention
Nov. 29-Dec. 1, 2019 – PSAC National Health and Safety Conference in Ottawa
Dec. 4, 2019 – PSAC Ontario Regional Staff Conference
Dec. 9-11, 2019 – Gender Equity Task Force meeting
Dec. 16-20, 2019 – TC Public Interest Commission in Ottawa
Dec. 17-18, 2019 – Alliance Executive Committee meeting