



**Public Service Alliance of Canada
Regional Executive Vice-President, Ontario
Report
May 17, 2019 to August 16, 2019**

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

- Great Lakes Pilotage Authority (UCTE 00057) – the bargaining team met with the employer and the conciliation officer on July 17 and 18. The team is looking for dates in the fall.
- Kingston Commissionaires (DCL 818) – After months of frustrating negotiations, including a forced final offer vote, our members decided to take strike action and have been on the picket line since June 24, 2019.
- Nishnawbe-Aski Police Police Service officers (DCL 401) – The team met with the employer on May 6th and filed for arbitration. Arbitration dates have been set for September 11th and 12th, 2019.
- Treaty Three Police Service members (DCL 410) – The bargaining team met with the employer on June 26th and 27th, 2019. The next scheduled bargaining dates are September 25th and 26th, 2019.
- GDI Cleaners at Garrison Petawawa (UNDE 639) – are now on strike as of July 25th, after a disappointing meeting with the employer and conciliation officer held on July 24th, 2019.
- Wequedong Lodge of Thunder Bay (DCL 002) - Notice to Bargain was sent on April 29, 2019.
- 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) - Notice to Bargain for the University of Ontario Institute of Technology (UOIT) Exam Invigilators was sent on June 19, 2019.
- UOIT Research and Teaching Assistants (DCL 555) - Notice to Bargain for the University of Ontario Institute of Technology (UOIT) Teaching Assistants & Research Assistants was sent on June 19, 2019.
- Blue Water Bridge (DCL 501) – The bargaining input call was issued in June 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

- Anishinabek Police Service (DCL 426) officers – ratified their new collective agreement on August 2, 2019.
- Thunder Bay International Airport (UCTE 50505) ratified their new collective agreement on August 8, 2019.
- Woodbine Casino (formerly OLG Slots at Woodbine – DCL 533) – ratified their new collective agreement on August 15, 2019.

First Agreements

- On June 26, 2019, Post-Docs at the University of Ontario Institute of Technology ratified their new collective agreement.

Organizing

Invigilators at UOIT

Over 200 invigilators at the University of Ontario Institute of Technology (UOIT) in Oshawa, Ontario, are now Public Service Alliance of Canada (PSAC) members following an overwhelming vote in favour of unionization. The invigilators supervise exams, tests and labs and are precariously employed by UOIT on unpredictable, short-term contracts. The invigilators will join PSAC's existing Directly Chartered Local 555 at UOIT, which includes over 450 research and teaching assistants as well as other academic workers.

Woodbine Casino

With the expansion of the Woodbine Casino and with it our Local 533's membership from approximately 400 members to over 1000, an organizing campaign to support ongoing contract negotiations continues.

UOIT

We recently approved a proposal to organize Research Associates and Contract Research Techs at UOIT. 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

The organizing team will re-launch this organizing drive in September 2019 for nearly 500 Teaching Assistants and Research Assistants at Wilfred Laurier University.

Federal

Federal Election

The 2019 federal election is scheduled to take place on October 21, 2019. Ontario has 124 ridings within its boundaries, more than any other province and a necessity for any Party wanting to form government. PSAC Ontario's federal election plan will focus on strategic ridings where we have strong membership density, active Area Councils and committees and the results of the last election were close.

All Candidates Town-hall Meeting in Kingston

The PSAC Kingston Area Council organized a special all-candidates' debate on June 25, 2019, at the Royal Canadian Legion Branch 560. The event was open to members and the public. Candidates from the following Party's participated: Liberals (Mark Gerretsen), NDP (Barrington Walker), Greens (Candice Christmas), and the People's Party of Canada (Andy Brooke). The Conservatives had a campaign manager there but not the candidate.

Candidates also took questions on Phoenix, privatization, healthcare, mental health in the workplace, contracting out, cannabis legalization, electoral reform, collective bargaining, labour rights/back to work legislation, anti-scab legislation, and much more. The event was a success, with over 100 people attending.

Provincial

Progressive Conservative (PC) Cuts

Two-thirds of people in this province do not support the changes the PCs are making in terms of legislation and cuts to services. The Labour movement has been taking action to highlight these negative changes to avoid them being re-elected. To mark the one-year anniversary of the PC's forming a majority government. on June 7th, 2019, the Ontario Federation of Labour held over 50 actions across the province to protest cuts and legislation that has passed.

With polls showing Premier Ford's approval rating plummeting just a year into his term, the Premier announced a 5-month break of the legislature until October 28th, the longest break in

25 years. The Labour Movement will continue to increase public pressure against this government and help to put a stop to further public service cuts and privatization that have made the Premier so unpopular.

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 next Party to form government not address these issues properly.

Young Worker Engagement

On May 17, 2019, CEIU member Amit Tandon organized a young worker initiative in Cornwall, with Amanda Gebara attending as the PSAC Ontario Young Worker representative on Ontario Council. At this event members discussed how they can access resources, ways to better network with each other and mental health.

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. After months of frustrating negotiations, including the employer demanding multiple concessions, we increased our mobilization efforts to pressure them into bargaining fairly.

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.

On June 6, 2019, members from the PSAC Kingston Area Council, the Kingston District Labour Council, striking sheet metal workers and UNDE members took part in a flying squad at the Petawawa base to hand out leaflets letting the public know GDI's position of concessions on this round of bargaining.

With negotiations stalled, PSAC requested a No Board report in July. With the employer still refusing to remove concessions from the table our members entered into a legal strike on July 25, 2019. PSAC Ontario ran a media and ad campaign that included radio buys, a billboard and an online email action that targeted GDI's CEO.

In coordination with PSAC's NCR region, we held a rally at MaxSys Staffing-Consulting firm, located in Ottawa, which hires scabs to do the work of our members for GDI. The rally took place on August 2nd, with our members being bussed from Petawawa and joining our NCR members. We will also be holding a rally at GDI Headquarters in Ottawa on August 20th, 2019.

On August 16, 2019, the cleaners decided to picket their local MP and MPP to pressure them to assist in getting GDI back to the table. Our members picketed the Victoria Centre where the Conservative Federal MP Cheryl Gallant and the MPP John Yakabuski offices are located in

Pembroke. The action received media attention from the radio station My FM 104.9. We have also received support from the NDP candidate Kurt Stoll who will be submitting an article to the local paper on our behalf.

Kingston Commissionaires Strike

Our members who provide security services at the Base in Kingston (the Kingston Commissionaires DCL 818) have been fighting for better paid sick leave and a boot allowance in this round of bargaining. When the Ontario Conservative government eliminated the 2 paid sick days for everyone, the Employer took these away from the workers, leaving them with no paid sick days nearly 8 months ago.

The Corps stands that they can only afford 2 paid sick days and presented the members with a tentative offer. The members voted the offer down and the employer then filed for a forced vote with the Ministry of Labour, presenting the same offer that was again rejected by the membership.

With no movement at the table and the Employer refusing to compromise, PSAC requested a No Board report and entered into a legal strike position as of June 24th, 2019. PSAC Ontario undertook a media and ad campaign, running radio ads, electronic billboards across the city, including on the base and ran ads in several local magazines.

The picket line has been strong with a tremendous outpouring of support from Base personnel and the public, often resulting in extensive traffic delays right up to the highway. We have received support from Locals in the Area, the Fight for \$15 and Fairness, the Kingston District Labour Council, OFL and affiliates.

We then targeted the sitting Liberal MP Mark Gerretsen, who was the only political candidate not to visit the picket line and continue to pressure him to demand the government do more to protect workers in the contracts it awards. We have held solidarity rallies with the OFL, occupied Mr. Gerretsen's office, picketed the Union of Veterans Affairs office and the Royal Military College.

National Public Service Week (NPSW)

The 2019 National Public Service Week (NPSW) took place from June 9 to 15th, 2019. This year, instead of our members boycotting the employer's NPSW activities, we used the employer's events to highlight our fight for a fair contract and for Phoenix compensation. A flyer and stickers were developed by PSAC with this goal in mind and provided to the regional offices for distribution to Locals.

Casino Woodbine Mobilization

The current round of bargaining has been difficult for our Woodbine members (DCL 533), as they are negotiating a first agreement with their new private sector employer (Great Canadian Gaming Corporation).

To prepare for a potential labour disruption, and to continue to pressure the employer, PSAC Ontario held a solidarity rally with the Ontario Federation of Labour and its affiliates. The one-day action took place on June 29, 2019, at the Queen's Plate, the Casino's busiest day of the

year. Our members and allies picketed the two main gates on this day, handing out flyers to the public to get their support for this round of bargaining.

Hamilton Annual BBQ

On July 9th, the Hamilton Area Council, Regional Women's Committee, Young Worker Committee and Members with Disabilities Committee held their joint annual BBQ for the members in the Hamilton area. The yearly event continues to build cross-committee support and is a time to plan for Labour Day as well as celebrate the year's successes.

Bargaining Information Session

On July 15, 2019, a bargaining information session was held at the Grand Valley Institute for Women in Kitchener at USJE – Local 00950. MP Harold Albrecht was invited to discuss and hear the concerns of our members affected by the Needle Exchange Program and introduction of the Drug Over Protection site. We had 30 members attend the session.

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 last year. The campaign trains activists in key areas 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.

June 7 and 8 – Day of Action to mark 1 year of Conservative Rule

To commemorate the first year of the Progressive Conservative majority government in Ontario, the OFL held Days of Action events across the province on June 7th and 8th. Over 50 actions took place, including, rallies, MP office pickets and community BBQ's; all to raise awareness of the devastating cuts that have taken place since Premier Ford took office.

Tabs 4 Chairs Campaign

The PSAC Kingston Area Council undertook this campaign over a few months before its successful completion in July 2019. Members were tasked with engaging with our Locals and activists to collect pop can tabs to be utilized to produce wheelchairs for families who are in need.

The campaign "Tabs 4 Chairs", was started in 2015 by Brett Babcock. The project's goals include building public awareness on disability issues, helping children and families in need, and to collect enough can tabs to purchase a wheelchair for a needy family.

Equity and Human Rights

Pride

The 2019 Pride season saw the continuation of a growing attendance and participation by our members, Area Councils and Committees at Pride events across the province.

National Indigenous Peoples Day

We recognize National Indigenous Peoples Day yearly on June 21st. This year our Indigenous Representative on Ontario Council, Sheila Karasiewicz, took part in the celebration in Thunder Bay.

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 May 17, 2019 to August 16, 2019

May 22-24, 2019 – Canadian Labour Congress meeting in Winnipeg
May 25, 2019 – Commemoration event of the Winnipeg General Strike in Winnipeg
May 27-28, 2019 – Alliance Executive Committee meeting in Ottawa
June 4, 2019 – Temporary Help Services Campaign meeting
June 9, 2019 – National Capital Region Women’s Conference in Ottawa
June 10-11, 2019 – PSAC National Women’s Steering Committee meeting in Ottawa
June 12, 2019 – PSAC Ontario Area Council call
June 13, 2019 – PSAC Education Sub-Committee meeting
June 13, 2019 – PSAC Ontario Regional and National officers call
June 17, 2019 – Alliance Executive Committee meeting in Ottawa
June 18-21, 2019 – National Board of Directors meeting in Ottawa
June 22, 2019 – Union of Taxation Employees Ontario Conference in Niagara Falls
June 23, 2019 – Toronto Pride parade
June 24-25, 2019 – Alliance Executive Committee retreat in Alberta
June 27, 2019 – Union of Health and Environment Workers Ontario Seminar in Guelph
July 9, 2019 – Kingston Commissionaires (DCL 818) picket line in Kingston
July 9, 2019 – Hamilton Area Council and Committees Annual BBQ in Hamilton
July 11, 2019 – Ontario Council Committees meeting
July 12-13, 2019 – Ontario Council meeting
July 15, 2019 – Petawawa Cleaners (UNDE 639) local meeting in Petawawa
July 16, 2019 – Kingston Commissionaires (DCL 818) strike line in Kingston
July 19, 2019 – Casino Woodbine Negotiations meeting in Toronto
July 23, 2019 – Kingston Commissionaires (DCL 818) strike line in Kingston
July 24, 2019 – Bargaining meeting for Petawawa Cleaners (UNDE 639) in Petawawa
July 25, 2019 – Petawawa Cleaners Strike line (UNDE 639) in Petawawa
July 26, 2019 – National Human Rights Committee meeting
July 29, 2019 – Kingston Commissionaires Solidarity BBQ (DCL 818) in Kingston
Aug. 8, 2019 – Petawawa Cleaners Strike line (UNDE 639) in Petawawa
Aug. 9, 2019 – Kingston Commissionaires Strike line (DCL 818) in Kingston
Aug. 12, 2019 – Casino Woodbine bargaining meeting in Toronto
Aug. 13, 2019 – United Way Toronto meeting
Aug. 14-15, 2019 – Casino Woodbine Ratification Vote meetings
Aug. 16, 2019 – Kingston Commissionaires (DCL 818) picket line in Kingston