

Report Of The Regional Executive Vice-President, Ontario To The National Board of Directors

February 3-6, 2009

It is a privilege to submit my report to the National Board of Directors. The report contains my activities as well as the work of the PSAC in Ontario.

Our Voice in the Region

The PSAC Ontario Council met from October 24-26, 2008. Council had the opportunity to do a debrief of the recent Federal Election campaign. Many members of Council were actively engaged during the election process. Concerns were expressed over the employer's reluctance to grant leave without pay to its' workers, especially if they know it is election related.

Council also discussed the current climate with regards to collective bargaining. As always, the request for their participation in the mobilization process was stressed. Council was also informed that our Sisters and Brothers of UPCE, who work for Canada Post could be on the verge of a strike. The employer wants to dramatically change their benefit package and replace their sick and family related leave with a short term disability plan. Our 2,100 members represent only 5% of Canada Post's workforce therefore we need to assure these members that we will be there for them if they go on strike to protect their hard earned benefits.

The Education Committee recommends that we postpone our Spring School for 2009 until we have had an opportunity to debrief on our 2008 advanced courses deliveries in the sub-regions. Once the courses are complete and all of the data assembled, we will be better able to assess our education plans. The Health & Safety Committee has been busy planning for our Regional Health & Safety Conference scheduled for 2009.

Finally, Council discussed the PSAC Convention being held in Vancouver next spring. The office of the REVP has been very busy dealing with the Convention Call-out and credentials for our Area Councils and Directly Chartered Locals (DCL's). All of our Area Councils have had to hold meetings to elect their delegates as well as forward resolutions to the National Convention. Our DCL's have been equally as busy preparing and have provided several resolutions to be debated at the PSAC Convention.

Collective Bargaining & Mobilization

This reporting period has been unprecedented in the amount of tentative agreements reached by PSAC with our numerous employers. Countless hours have been worked by our bargaining team members, our negotiations staff, our regional offices staff, our elected officers and many of our members over the past few months. My personal thanks to all of you!

One of those agreements resulted in a 5 week strike by our 2100 UPCE members working for Canada Post. Our members were facing an intransigent employer who insisted on taking away their hard earned benefits. Even though Canada Post forced them on the picket line a month before Christmas, our members fought a valiant fight. I am very proud of the bravery, camaraderie, resolve and solidarity these members displayed throughout the strike. The respect they earned throughout the labour movement will serve all of us well. Even though we could not change Canada Post's mind, our UPCE members know that they were responsible for changing some of the conditions of the plan and their leave. They also know that the fight will continue when CUPW next negotiates. We are hopeful that our union will benefit from some of the new activists that will surely come out of this round of bargaining.

Then there was Stevey Harper and his sidekick Jimmy Flaherty. If history has taught us anything it's that negotiating contracts under a Conservative government always brings its share of surprises. Thus the revolving door handling of scores of collective agreements in a one week span in late November. All with a gun to our bargaining teams' head, many after months and months of attempted "negotiations". This was not anything like their PSMA – envisioned bargaining in the 21st century.

Even so some of our members were able to make gains during this round of bargaining. The lump sum for our PA and EB members along with a memorandum of understanding on reclassification should address some of the needs of our membership. The elimination of regional rates of pay for our SV and Parks members is an historic and long awaited mark by our union. The gains made by our FB members came after years of working towards their goal. Nevertheless, many of the demands and changes to the collective agreements that our members were looking for went unanswered yet again.

Political & Social Action

In the midst of all of our bargaining and after the infamous economic statement we found ourselves caught up in the drama of a possible coalition government. PSAC members attended the Pro-Coalition Rally in Toronto and were actively engaged in the ever-evolving political landscape. We wait for the budget to see if Harper learned his lesson.

Organizing

We are disappointed that our organizing drive at Queen's University was not successful. We lost the vote by a slim margin and are contemplating whether to try again in another year's time.

Our efforts to organize TA's at the University of Ontario Institute of Technology continues.

Education

All four of our regionally advanced courses last fall appear to have been successful. We are waiting for further information before we debrief and decide on what type of advanced education we want in the current year.

Our special LOAT for officers and civilians of our Aboriginal Police forces was a huge success. It gave the opportunity for the five locals to meet and learn from one another. I had the pleasure of speaking to them as well as listening to their unique concerns.

National Portfolios

The following duties are my national portfolio assignments:
Collective Bargaining; Federal Sector Reorganization and Modernization; Classification Reform and Pay Equity; and Local Development.

I am also the AEC officer responsible for the following bargaining units:
Technical Services (TC); NAV Canada; and Canada Post.

I sit on the following NBOD Committees:
Roles, Responsibilities and Structure; Collective Bargaining (co-chair); and Local Development (co-chair).

I am also assigned to the Racially Visible National Conference.

The report on these national portfolios is covered in the Report of the National President to the NBOD as well as in the Committee reports to the NBOD.

Respectfully submitted,

Gerry Halabecki
Regional Executive Vice-President, Ontario

REVP Ontario Activities for September 22, 2008 – January 17, 2009

- September 22
 - Thunder Bay Airport Strategy Committee Meeting
 - Meeting with Wayne Samuelson, OFL President
- September 23
 - Travel to Thunder Bay
 - TBay RO Visit
- September 24
 - TBay & NW Ontario Area Council Meeting
 - TBay Airport Strategy Committee Meeting
 - Agriculture 30 Local Meeting
- September 25
 - TBay Airport Negotiations
- September 26
 - TBay Airport Negotiations
 - Travel to Toronto
- September 29
 - OFL Council Meeting
 - OFL Executive Board Meeting
- September 30
 - Day of Action Events, Scarborough Town Center
- October 1
 - NBoD, Collective Bargaining Committee, Teleconference
- October 3
 - Travel to Ottawa
- October 4
 - TB All Teams Meeting
 - Joint NSCC Meeting
 - Travel to Toronto
 - UCTE Convention
- October 5
 - UCTE Convention
 - Travel to Ottawa
- October 6
 - AEC Meeting
 - NBoD Collective Bargaining Committee Meeting
- October 7
 - NBoD Meeting
 - Canada Post Bargaining Meeting
 - Meeting with PA Team
- October 8
 - NBoD Meeting
- October 9
 - TC Team Mediation
 - Travel to Toronto
- October 14
 - Federal Election Day
- October 15
 - UPCE NSCC Conference Call
- October 16
 - Conference Call on Directly Chartered Locals (DCL)
- October 17
 - DCL Convention Call Co-ordination
- October 20
 - Travel to Ottawa
- October 21-22
 - AEC Meeting
- October 23
 - Special AEC Meeting re: Budget
- October 23
 - UPCE NSCC Meeting
 - Travel to Toronto
- October 24
 - Meetings with OC Committee Chairs
 - Ontario Council Committees

- October 25 - Ontario Council Meetings
- October 25 - UPCE Bargaining Teleconference
- October 26 - Ontario Council Meetings
- October 29 - Agriculture Union Local 14 AGM
- October 31 - Day of Action
- November 4 - UPCE NSCC Conference Call
- November 4 - Toronto Racially Visible Committee Meeting
- November 4 - Teleconference with Ontario Directly Chartered Locals
- November 5 - Toronto RWC Meeting
- November 5 - GTAC Aboriginal Committee Meeting
- November 12 - AEC Conference Call
- November 17 - Canada Post Strike – 3 Toronto Locations
- November 18 - Travel to Ottawa
- November 18 - AEC Meeting
- November 18 - NavCanada Strategy Meeting
- November 19 - AEC Meeting
- November 19 - Canada Post Strike, Ottawa
- November 19 - Travel to Toronto
- November 20 - Travel to Ottawa
- November 20 - Treasury Board Negotiations – TC Group
- November 21-23 - TC Negotiations
- November 21-23 - Canada Post Strike, Ottawa
- November 24 - All Teams Meeting
- November 24 - Travel to Toronto
- November 25 - Canada Post Strike – 3 Toronto Locations
- November 25 - MDAC Celebration
- November 26 - Canada Post Strike, Stoney Creek
- November 27 - London LOAT Session
- November 27 - Canada Post Strike, London
- November 28 - Travel to Thunder Bay
- November 29 - Aboriginal Police LOAT
- November 29 - Aboriginal Police Dinner
- November 30 - Aboriginal Police LOAT
- November 30 - Travel to Ottawa
- December 1 - NBoD Committee Review of Area Council Resolutions
- December 1 - General Constitution Committee Meeting
- December 1 - Travel to Toronto
- December 4 - Canada Post Strike, Toronto
- December 5 - Canada Post Strike, Toronto
- December 6 - Coalition Government Rally, Toronto
- December 7 - Travel to Ottawa
- December 8 - AEC Meeting
- December 8 - UPCE NSCC Meeting
- December 9 - AEC Meeting

- December 10 - NBoD Meeting, Regulation 15
- December 10 - NBoD Meeting, Convention Budget
- December 10 - Travel to Toronto
- December 14 - UPCE Ratification Vote, Toronto
- December 14 - UPCE Ratification Vote, Stoney Creek
- December 15 - UPCE NSCC Conference Call
- December 16 - Canada Post Strike – 3 Toronto Locations
- December 16 - Canada Post Strike, Kitchener
- December 17 - UPCE Rally, Toronto Canada Post Headquarters
- December 19 - UPCE NSCC, Conference Calls
- December 22 - UPCE Ratification Vote, Toronto
- January 6, 2009 - Meeting with Acting Regional Co-ordinator
- January 9 - Meeting with Acting Regional Co-ordinator
- January 11 - Travel to Ottawa
- January 12 - AEC Meeting
- January 12 - Convention Constitution Committee Meeting
- January 13 - AEC Meeting
- January 13 - Political/Communication Officer Competition Meeting
- January 14 - Treasury Board Ratification Votes, Toronto
- January 15 - Meeting with Regional Health & Safety Officer
- January 17 - Treasury Board Ratification Votes, Hamilton