



**Public Service Alliance of Canada  
Regional Executive Vice-President, Ontario  
Report  
May 10, 2012 – August 28, 2012**

**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**

*Highlights of Ongoing Negotiations*

- On May 8, 2012, members from two locals (DCL 603 and NHU 00021) that work at the Weeneebayko Area Health Authority in Moosenee voted to become one local in an affiliation vote, becoming DCL 603. Currently, the local is negotiating a renewal agreement, which will cover the redefined bargaining unit.
- On April 24, 2012 PSAC filed for conciliation for DCL 802 – Commissionaires at Lester B. Pearson airport. Strike votes were conducted on May 8<sup>th</sup> and 10<sup>th</sup>, 2012, with the membership overwhelmingly supporting strike action should the need arise. Conciliation dates have been scheduled for the fall.
- Members from Treaty Three Police Service (DCL 410) voted down a final proposal from the Employer on June 2, 2012. The group will now be heading into arbitration.
- IMP Group Limited, Aerospace Division has recently been awarded a 3 year contract. In 2010, I.M.P. closed its operations at Canadian Forces Base (CFB) Trenton and laid-off PSAC members working at the base. The last negotiated Collective Agreement between I.M.P. Group Limited Aerospace Division, at Canadian Forces Base (CFB) Trenton and the Public Service Alliance of Canada has a term of duration from July 1, 2010 to June 30, 2015. Therefore, with the recently awarded contract I.M.P has attained as mentioned above, PSAC is asserting our bargaining and representational rights as the certified, exclusive bargaining agent for the workers hired in Trenton. PSAC is currently waiting to hear from IMP on its position.
- On July 17, 2012 PSAC exchanged bargaining proposals with OMNI Facility Services Canada Ltd. (previously known as Koprash –Renfrew County – CFB Petawawa) UNDE Local 00639. The bargaining team will continue to negotiate with the Employer in the fall.
- On July 23, 2012 the Canada Industrial Relations Board issued a certificate to PSAC to officially represent members at the YQG Windsor International Airport. This local was previously recognized by the Employer; however, it is now properly certified under the Canada Labour Code. Bargaining has commenced for a renewal agreement, with dates set for the fall.

- On August 14-16, 2012 PSAC met with the University of Western Ontario to exchange proposals for DCL 00610. Negotiations will continue to proceed with dates set for the fall.
- The Ontario Labour Relations Board has issued a new certificate to PSAC to represent approximately ten (10) employees at the Hearst, Kapuskasing and Smooth Rock Falls Counseling Services in Moosonee on August 21, 2012.
- PSAC is currently negotiating with Queen's University in Kingston for a first collective agreement for DCL 901 - Post-Doctoral Fellows at the university.
- The employers for the First Nations Police Civilians and Officers employed at Anishinabek Police Service (APS) and Nishnawbe-Aski Police Service (NAPS) are challenging the jurisdiction of the Public Service Alliance of Canada union certifications under the Canada Labour Code. The Canada Industrial Relations Board has considered their jurisdictional objection and PSAC is now waiting on hearing dates.

### *Tentative Agreements*

- A tentative agreement has been reached on July 26, 2012 for PSAC members at the Non-Public Fund – Kingston – Operational Category (UNDE Local 00681). A ratification vote has been scheduled for September 10, 2012.

### *Renewal Agreements*

- On May 10, 2012 PSAC reached a tentative agreement with members working at Wequedong Lodge in Thunder Bay (DCL 002). The agreement was ratified on May 14, 2012.
- Akwesasne Mohawk Board of Education Teachers bargaining unit ratified their new collective agreement on May 24, 2012.
- UNE Local 00358 ratified their new collective agreement with Candu Energy on May 31, 2012.

### **Organizing**

PSAC currently represents Teaching Assistants and Post Doctoral students at the University of Western Ontario, and would like to recognize their support and contributions in trying to extend the benefits of unionization to their brothers and sisters doing similar work. Unfortunately, on June 28, 2012 PSAC lost a union certification vote for 130 Graduate Student Assistants and Research Assistants at the University of Western Ontario.

### **Provincial By-elections on September 6<sup>th</sup>, 2012**

In Ontario two by-elections have been scheduled, both for September 6, 2012 – Kitchener-Waterloo and Vaughan. Both by-elections are extremely important as they could mean a transformation of the current minority Liberal government to a majority. The Liberals were forced to work with the NDP to pass the Ontario budget, which gave the NDP the ability to negotiate higher taxes for wealthy Canadians, freeze corporate tax rates and provide a slight

increase on welfare payments. Therefore, it is vital that the Liberals are kept at a minority government, forced to work with the NDP and that the Conservatives are highlighted for their anti-union, anti-working class platforms.

PSAC Ontario sent a letter to all our members in both ridings informing them to educate themselves on the issues and vote for a representative that would defend and enhance public services. Members were also called leading up to both by-elections to ensure they knew the candidates platforms and the overall parties' stances on public services. As we have recently seen with the Liberals threatening to interfere with collective bargaining for teachers through legislation; the Liberals have shown their similarity to the Conservative party. With a potential election in the relatively near future, each by-election serves to mobilize and educate our members on these issues.

## **Mobilization**

### **Workforce Adjustment (WFA)**

The Ontario region has and will continue to deliver WFA training through the regional offices and at worksites. The WFA training was designed to inform members of their rights under WFA and help guide members through the process. For this reporting period our region has continued to prioritize the delivery of WFA training to locals as requested. 23 WFA sessions have been delivered during this period in addition to the 37 sessions delivered since the beginning of this year, for a total of 60. Further WFA training has been scheduled for the fall to locals through lunch and learns at worksites and through the regional offices.

To support and mobilize members for Parks Canada bargaining, during the May long weekend (May 19-21, 2012), several parks were targeted for info pickets. Members leafleted the entrances of these parks as visitors entered. The parks targeted include; Fort Malden, Point Pelee, Fort Wellington, Georgian Bay Islands National Park, and Honey Harbour.

### **National Public Service Week – June 11-15, 2012**

Kingston – On June 10, 2012 the PSAC Area Council, in conjunction with locals and Components in the area held a National Public Service Week event at the Royal Canadian Legion branch 560 from noon till 2pm. Members organized a blues band, bouncy castle, face painting, colouring station and games for children.

Toronto – On June 15, 2012, PSAC regional staff, the Regional Executive Vice-President for Ontario and PSAC's National President, Robyn Benson, held a rally at noon in front of 25-55 St. Clair in Toronto. This location was selected since it houses many federal government departments. The rally was a tremendous success and received media attention.

Sudbury – On June 12, 2012, UTE 00042 served more than 300 slices of pizza at a mock funeral for public services in front of the Tax Centre in Sudbury.

Many locals around the province held their own National Public Service Week events. Coordinating barbeques, baking cakes with political messaging, and generally getting together to boycott their employer events, demonstrating their dissatisfaction with cuts to public services.

To support ongoing Frontier Border bargaining, PSAC held a picket at the head office at Pearson Airport on June 22, 2012 at noon. Members from the local, Component and PSAC's Ontario Regional Council stood together to demand a fair contract.

In June, 2012, PSAC Ontario officially launched our new regional webpage: <http://ontario.psac.com>. The website provides a much more user-friendly interface, increasing visual appeal and a greater integration of our online and social media applications. Member feedback has been extremely positive and the site traffic continues to increase.

### **We Are All Affected Campaign**

On June 12, 2012 the Kingston Area Council, with support from UCTE and PSAC Ontario, began a campaign to protect Ontario's Historic Canal Systems. With the slashing of Parks Canada's budget, Ontario's historic canals, such as the Rideau and Trent-Severn Waterway, were under threat of shorter seasons and operating hours. With many local communities depending on these tourist attractions for their economies, and with PSAC members under threat of losing their jobs, an online Twitter campaign and petition to the House of Commons to stop these cuts was created. Various posters and materials were also developed to educate the public on the importance of these canal systems and how cuts were placing local communities in jeopardy. The campaign has garnered media attention, political and community support and thousands of signatures to stop the cuts to Canals.

July 1, 2012 – PSAC entered a float and members marched in the Toronto Pride Parade. The PSAC float was beautifully decorated and highlighted how public services are vital to ensuring equality. As the largest Pride Parade in the country, and one of the largest in the world, this event was vital for PSAC in publicizing the cuts to public services and demonstrating our continued commitment to human rights by standing with the Lesbian, Gay, Bisexual and Trans communities.

July 6, 2012 the PSAC Kingston Regional Office held a Labour Meet and Greet from 12pm – 2pm. The NDP Labour and Community Safety and Correctional Services Critic, Taras Natyshak was invited to speak to members on how the opposition is fighting the cuts to public services.

July 12-15, 2012 – Kingston Buskers Rendezvous

The Kingston Area Council, Ontario Council, USGE and Locals in the Kingston area had a booth at the Buskers Rendezvous festival. Members spoke to the public about the cuts to public services and explained how "We are all affected". People were asked to sign affected letters to Harper and also sign petitions for the Save Our #HistoricCanals campaign as well as the Ontario Healthcare Coalition campaigns.

July 19-21, 2012 - Kitchener Ribfest and Craft Beer Show

Members of the PSAC Kitchener-Waterloo Area Council, armed with Public Services Are Cool fans, attended the Downtown Kitchener Ribfest and Craft Beer Show, to remind Canadians that recent cuts to public services affect us all. Members handed out "Public Services are Your Services" wristbands, offered Protect Public Services fans to cool down attendees and handed out "Stephen Harper Hates Me" buttons.

August 23-26, 2012 – Kingston Blues Festival

The PSAC Kingston Area Council had a tent and tables at the Blues Festival in Kingston, as part of PSAC's We Are ALL Affected summer campaign. Members of the Kingston Area Council, USGE, UCTE, UNDE and DCL 818 and 901, engaged with thousands of Blues fans and collected hundreds of signatures for the Save Our #HistoricCanals campaign as well as the Ontario Healthcare Coalition campaigns.

### **Education**

July 27-29, 2012 PSAC Ontario held a Young Workers Summit in the Toronto Regional Office. Young PSAC activists were selected from around the province to engage with each other on issues facing young workers and how to better engage with their union. The Summit also provided the building blocks to begin outreaching to young workers within our region, with the goal of creating Young Workers Committees.

### **Labour Movement/ Solidarity**

The Regional Executive Vice-President for Ontario, together with a group of members and staff from the Toronto Regional office, lent their support against the recently announced 15% wage cuts for Foreign Temporary Workers at a loud and lively protest in front of Conservative MP Joe Oliver's office on May 24, 2012.

PSAC Ontario made a financial contribution in support of the *Justicia for Migrant Workers* in the amount of \$500 for a vigil on July 22, 2012, to commemorate the deaths of the 11 migrant workers killed in the Hampstead accident. Members were encouraged to participate in the vigil, which highlighted the plight of unsafe working conditions for migrant workers in Canada.

### **Equity and Human Rights**

On June 2, 2012 PSAC Ontario established its first Pride Committee in Toronto. Elections for committee positions were successfully held during the first meeting. This is the third PSAC Pride Committee in the entire country and members are ecstatic over this historic equity initiative.

June 16, 2012 – PSAC Ontario became a Gold sponsor of the Kingston Pride Parade for the amount of \$500. Members marched for equality for the Lesbian, Gay, Bisexual and Trans communities and handed out “We are All Affected” materials to explain how public services are being eroded.

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 June 3 to October 7, 2011**

May 14-16, 2012 – Alliance Executive Meeting  
May 17, 2012 – Stewards Assembly in Scarborough  
May 22, 2012 – NDP Federal Budget Townhall in Toronto  
May 23, 2012 – UTE Local 00013 AGM  
May 30, 2012 – PSAC Toronto Pride meeting  
May 31, 2012 – UNE 00358 Ratification meeting  
May 31, 2012 – Toronto and York Region Labour Council meeting  
June 4, 2012 – Alliance Executive Meeting  
June 5-7, 2012 – National Board of Directors Meeting  
June 11, 2012 – Employment Insurance Rally in Etobicoke  
June 12, 2012 – Presentation to OPSEU Executive on PSAC Fightback Campaign  
June 13, 2012 – PSAC Ontario Staff Conference – strategic planning session  
June 15, 2012 – Public Service Week Rally in Toronto  
June 19, 2012 – Ontario Federation of Labour Executive Board Meeting  
June 20, 2012 – Toronto and York Region Labour Council meeting  
June 20, 2012 – PSAC Barrie Area Council meeting  
June 21, 2012 – PSAC Ontario Council Committee meetings  
June 22, 2012 – CIU Rally in Toronto  
June 22-23, 2012 – PSAC Ontario Council meeting  
June 25-27, 2012 – Alliance Executive Meeting  
July 1, 2012 – Toronto Pride Parade  
July 3, 2012 – Workers Health and Safety Centre Executive Board Training  
July 5, 2012 – Ontario Federal Council WFA Sub-committee meeting  
July 10, 2012 – Hamilton Area Council and Committees Annual BBQ  
July 26, 2012 – Toronto and York Region Labour Council meeting  
August 7, 2012 – WFA meeting at 1 Front Street, Toronto  
August 13, 2012 – UNDE Press conference in Petawawa  
August 20, 2012 – UNDE Press conference in London  
August 22, 2012 – September 15 Day of Action planning meeting in Toronto  
August 25, 2012 – Northeastern Area Council meeting