



**Public Service Alliance of Canada
Regional Executive Vice-President, Ontario
Report
September 10, 2016 to January 6, 2017**

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

- Anishinabek Police Service (APS) – (DCL 426 officers) On June 14, 2016, the Employer's legal counsel at APS stated that they would not meet with PSAC to bargain. PSAC has filed an unfair labour practice complaint as we pursue Conciliation to force the employer to bargain.
- OLG Sault Ste Marie (DCL946) – The bargaining team met with the employer in November 2016. Next meeting dates are expected in January 2017.
- Wequedong Lodge (DCL 00002) – The bargaining team met and exchanged proposals with the Employer in the fall of 2016. Next meeting dates are expected for February 2017.
- University of Western Ontario Postdocs (DCL 611) rejected their tentative agreement on December 12, 2016. Negotiations will now resume with the employer in 2017.
- OLG – Slots at Woodbine (DCL 533) – Bargaining will continue with meetings scheduled with the Employer on January 9-13, 2017 and February 14-17, 2017.
- Queen's University Postdoctoral Fellows (DCL 901) – The bargaining team is waiting on dates to continue bargaining in 2017.
- NPF Petawawa (UNDE 00680) - Notice to bargain was sent in April 2016. Bargaining will commence in 2017.

- City of Timmins Airport (UCTE 00075) - Notice to bargain was sent on October 24, 2016, however the bargaining team has not yet met with the employer. Negotiations are set to begin in 2017.
- Great Lakes Pilotage Authority (UCTE 00057) - Notice to Bargain was sent in July 2016. The bargaining team met in December 2016 to discuss proposals. Bargaining is set to begin in 2017.
- Hearst, Kapuskasing Smooth Rock Falls Counselling Service (DCL 00285) - The Employer has filed for conciliation and we have dates set for February 7 and 8, 2017.
- Weeneebayko Area Health Authority (DCL 00603) - After five years of protracted bargaining, which included the transition of the James Bay General Hospital on the Moose Factory First Nation to Ontario jurisdiction, and a bargaining unit consolidation, a final arbitration award for the more than 400 workers at the hospital was finally released in early December, 2016. The award includes a complex series of wage increases and retention bonuses, which are retroactive to 2013. Since the award covers the period of time expiring on March 31, 2016, the Local has selected a bargaining team and is preparing for negotiations that will open during the last week of February.

Renewal Agreements

- Akwesasne Mohawk Board of Education members (UNE 00780) ratified their new collective agreement on September 27, 2016.
- Nishnawbe-Aski Police Service (DCL 400 officers) ratified their new collective agreement on October 17, 2016.
- The Bluewater Bridge (DCL 501) ratified their new collective agreement on December 9, 2016.

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 application remains before the board. In three previous rounds, witnesses provided written testimony to the OLRB. We will be undergoing a fourth round as we continue to work toward defining the application of the scope of the unit and have hearing dates set for January 24, 26 and 27, 2017.

Operational Managers at Ontario Corrections

In a split (2-1) decision, the Ontario Labour Relations Board has ruled that PSAC's certification application to represent Operational Managers in Correctional Facilities across Ontario is

dismissed. The Labour Board decided that labour relations for provincial Crown employees is regulated by the Crown Employees Collective Bargaining Act and that only those Unions recognized under the Act (OPSEU and AMAPCEO) have the right to represent employees under the Act unless a new Bargaining Agent displaces one of those two Unions, which PSAC was not seeking to do in this certification application. PSAC filed a Judicial Review of the OLRB's decision to dismiss the application. The Division Court referred PSAC's certification application to represent Operational Managers back to the Labour Board for reconsideration in light of recent amendments to the Crown Employees Collective Bargaining Act (CECBA). So now we are waiting for hearing dates from the Labour Board.

Provincial By-election

Niagara-West Glanbrook

Former PC leader Tim Hudak resigned his Niagara-West Glanbrook seat on September 16, 2016, to become CEO of the Ontario Real Estate Association. A by-election was called for November 17, 2016. Progressive Conservative Sam Oosterhoff, a 19-year-old political-science major at Brock University, won the by-election. Mr. Oosterhoff opposes abortion and appears to believe homosexuality is a sin, yet has been elected the youngest MPP in Ontario's history with 54 per cent of the vote to 24 per cent for the NDP's Mike Thomas and 15 per cent for Liberal Vicky Ringuette.

Mobilization

Ontario Local Health Check Survey

At the start of 2015, our Region undertook a Local Health Check Survey to assess our Locals capacity. PSAC Ontario asked Local Executive members to fill out this survey to determine member engagement and what development needs a Local may have. The survey continues to be used and from this information, regional representatives have been working with identified Locals to create action plans to improve the capacity of those Locals.

Queen's Postdocs Rally

On October 11, 2016 a rally was held on the campus of Queen's University to support Postdocs ongoing bargaining. Childcare benefits and fair wages are at the centre of ongoing collective bargaining negotiations, which was highlighted by messages at this rally. There are 175 postdoctoral scholars at Queen's working on a variety of world-class research. The rally gained media coverage in the Kingston Whig Standard:

<http://www.thewhig.com/2016/10/11/benefits-wages-at-centre-of-bargaining>

Phoenix Lobby

On November 2, 2016, members who reside in MP Carolyn Bennett's constituency, along with Sharon DeSousa, REVP for Ontario, went and met with the legislative assistants at MP Bennett's office. Members rallied out front, while a small group met with the assistants to discuss the Phoenix pay fiasco, the problems members are facing, and concerns going forward.

Op-Ed on Phoenix

Sharon DeSousa, REVP for Ontario wrote an op-ed on the Phoenix pay fiasco and the damage it has done to our members in November 2016. The op-ed was published in the Windsor Star and also in the Thunder Bay Chronicle on November 4, 2016.

Lobbying MP Ruby Sahota

Members from UNE Local 00210: Navnita Richardson, Haseeb Ahmad, Navindra Sahedee, and Joe Klich; lobbied MP Ruby Sahota on November 8, 2016 on this current round of bargaining. At this meeting members raised their concerns that the tone at the bargaining table is no different than when we were negotiating with the Harper government. Members expressed their frustration over the attack on our sick leave and the need to respect public service workers.

Blue Water Bridge Strike

Blue Water Bridge Rally

On November 18, 2016, members of DCL 501, Blue Water Bridge held a rally at noon near the bridge to support last minute negotiations that were to take place the next day. Members were joined by our Customs and Immigration Union (CIU Local 19) members in demanding a fair contract.

Blue Water Bridge (DCL 501) Solidarity Rally in Ottawa

On November 24, 2016 a solidarity rally was held at the Federal Bridge Corporation Limited (FBCL) headquarters in Ottawa, as they are responsible for the Blue Water Bridge. Forty-seven of our members who work for Blue Water Bridge, which links Point Edward/Sarnia to Michigan, walked off the job at 6am on November 21, 2016. This legal strike took place after the Employer, the FBCL, walked away from the bargaining table. The 47 workers include toll collectors, cleaners, maintenance workers and currency exchange cashiers. This rally was meant to pressure the key decision makers at their headquarters in Ottawa to bargain fairly and end the concessions demanded by the Employer. The rally was covered in the Ottawa media, along with local media in Point Edward.

Blue Water Appreciation Day

On November 26, 2016, members of DCL 501, Blue Water Bridge workers who were on strike held an appreciation day for residents of the Point Edward/Sarnia community. After a week of being on the picket line, members wanted to show their gratitude for the public support received during this strike. Members gave out Tim Horton's cards to the public at the local Tim Hortons with messages of thank you to the residents in the area.

Blue Water Bridge Solidarity Rally in Point Edward

With our members who work for Blue Water Bridge being on strike for a week, a solidarity rally was held on November 27, 2016 at 2pm at the Bridge. Members from a variety of unions, along with the Sarnia and District Labour Council came out to support our striking members. Over 150 people were in attendance and the rally received great media coverage.

Picket at MP Marilyn Gladu's Office

The strike at Blue Water Bridge lies in Conservative MP Marilyn Gladu's riding. However, despite workers being on the picket line for over a week, their MP remained silent on the issue. On November 29, 2016, our striking members picketed MP Gladu's constituency office in Point Edward. Within fifteen minutes of the picket, MP Gladu came out and spoke with our members and assured them she would contact the Federal Bridge Corporation Board members, along with MP Marc Garneau who is responsible for this file as the Minister of Transport.

Political Support for Striking Workers

On December 5, 2016, NDP MP Brian Masse raised the issue in the House of Commons concerning the strike at Blue Water Bridge, particularly putting people out of work and the company's attempts to bring in replacement workers. This was the first labour dispute in 80 years at Blue Water Bridge, and MP Brian Masse asked why the government was not doing more to bring them back to the table.

The End of the Blue Water Bridge Strike

After 18 days on strike, Bluewater Bridge employees reached and ratified a new collective agreement with the assistance of a mediator on December 9, 2016. With tremendous community, labour, media and political support, along with the strength and determination of the local members, a fair collective agreement was reached. As a show of appreciation a radio ad was produced and ran for one week on three major radio stations in the area thanking the public for their support during this difficult strike.

Phoenix Rally in Kingston

On December 9, 2016, the PSAC Kingston Area Council organized a rally at MP Mark Gerretsen's constituency office to continue the pressure on the government over Phoenix. Over 40 members took part, from various Components and DCLs. The MP supported the picketers and came out to stand with them and say that this issue is unacceptable. The rally gained television media coverage and within the Kingston Whig Standard:

<http://www.thewhig.com/2016/12/09/mp-backs-payroll-protesters>

PSAC Local 901 Queen's University Food Security Campaign

To assist in negotiations, postdocs at Queen's University (DCL 901) created a food security campaign. PSAC Local 901 contributed \$850 to the Alma Mater Society (AMS) Food Bank and PSAC Ontario matched those funds. The campaign was meant to highlight how many postdocs, due to the low baseline salary, are forced to use the local food bank to make ends meet.

Radio ads were placed on two radio stations in Kingston that delivered this same message for two weeks during mid-December. PSAC local 901 launched the radio advertisements on K-Rock 105.7 and KiSS 102.7, two popular radio stations in the Kingston area. The ads were meant to raise awareness on the precarious living conditions facing Postdocs. You can listen to the ads on the Local's webpage at <http://tinyurl.com/PSAC901Ads>.

Labour Movement/ Solidarity

Make it Fair Queen's Park Rally

On October 1, 2016, thousands of union members came together at Queen's Park to demand progressive changes to Ontario's labour laws. Buses came in from 25 cities across Ontario for this mass rally to demand fair changes for workers in the Employment Standards Act and the Labour Relations Act.

Lobby Day at Queen's Park

The OFL's Make it Fair campaign held a lobby training session on the Make it Fair campaign for activists from various affiliates on October 4, 2016, at the Steelworkers Hall at 25 Cecil St. in Toronto. The next day those activists took part in a concentrated lobby effort to promote the goals of the campaign targeted at over 60 MPPs at Queen's Park. PSAC Ontario sent a representative from five of our Area Councils to take part in this initiative, including: Richard Nash (Toronto), Bob Black (Hamilton), Nancy Richter (London), Beverly Bekooy (Barrie) and Robert Beatch (Sudbury).

London Area Council Make it Fair Campaign

On October 27, 2016, Nancy Richter, President of the PSAC London Area Council represented PSAC at an event with MPP Peggy Sattler and Ontario NDP leader Andrea Horwath. Nancy conveyed PSAC's support for MPP Peggy Sattler's private member's bill outlining 10 days paid leave for all sexual assault/domestic violence survivors. The provincial NDPs have pledged to introduce card check certification, first contract arbitration and a \$15/hr minimum wage, supporting the OFL's Make it Fair campaign.

Coalition of Black Trade Unionists (CBTU) Awards Dinner

On November 19, 2016, the annual CBTU awards dinner took place, with this year making the 20-year anniversary of the organization. Congratulations to Lloyd Brown, Racially Visible Members Representative on PSAC Ontario Council and the Chair of the PSAC Toronto Racially Visible Committee for receiving this year's Coalition of Black Trade Unionists - Bromley Armstrong Humanitarian Award.

Meeting with Premier

On November 24, 2016, the Ontario Federation of Labour organized a meeting with Premier Kathleen Wynne to discuss progressive changes to the Employment Standards Act. Sharon DeSousa, REVP for Ontario attended on behalf of PSAC and gave a presentation for job-protected, paid leave for domestic violence survivors, as well as workplace training and other support provisions. Domestic violence affects the lives of our members both on and off the job. In the same way workers need protections for health and safety and equality, they need protections from domestic violence also.

PSAC has also made the commitment, along with other unions, to negotiate paid leave for survivors of domestic and sexual violence and negotiating workplace training on the effects of domestic violence in the workplace and domestic violence prevention. By bringing sexual and domestic violence issues to the bargaining table, we will ensure that survivors of domestic and sexual violence do not have to choose between their safety and their job. Further, workplace training and education for employers and workers is critical to the protection and support of workers trying to escape abuse.

Meeting with the Ontario Minister of Finance and Labour

On November 28, 2016, the OFL organized a meeting with the Ontario Minister of Finance, Charles Sousa and the Minister of Labour, Kevin Flynn. Sharon DeSousa, REVP for Ontario gave a brief presentation on the need to address precarious work, particularly for young workers and the importance of halting the Ontario Lottery and Gaming corporation's privatization plan. In addition, Sharon spoke to both Ministers about the need to expand the definition of an employee to encompass academic sector workers.

Hamilton Committees and Area Council Holiday Fundraiser

This year the Hamilton Area Council, along with the Hamilton Committees, came together to raise funds for members at our University of Ontario Institute of Technology (UOIT) DCL 555, who are precarious academic workers. The money raised was used to build Christmas Hampers for members at UOIT to be able to feed 100 members and their families a holiday meal, along with toys for their children. This show of solidarity was greatly appreciated by DCL 555 members.

Education

World Mental Health

October 10th is World Mental Health Day and PSAC Ontario ran radio ads for the full week prior and leading up to this important date all across Southwestern Ontario; London, Windsor, Niagara, Chatham, Sarnia, Kitchener/Waterloo and Hamilton.

Here is the script of our 2016 World Mental Health Ad:

October 10th is World Mental Health Day. This year's theme is Dignity in Mental Health --- Psychological & Mental Health First Aid for All', which reminds us that many people across the globe continue to struggle to get help because of the stigma surrounding mental health. No one should have to suffer alone. Let's end the discrimination by breaking the silence. A message brought to you by the Public Service Alliance of Canada.

Advanced Representation Training For Stewards (ARTS) Course

In the fall of 2016 we ran three ARTS courses in the London, Toronto and Sudbury areas. Members from Thunder Bay were permitted to attend the Sudbury course and members from Kingston the Toronto course. ARTS is an advanced geo-based, four-day, in-residence course for stewards and local officers to train them on:

- representing members generally; and
- presenting a complaint/grievance during a hearing/meeting with the employer.

Area Council Summit

On December 2-3, 2016 PSAC Ontario held a region-wide Area Council Summit in Mississauga. The theme of the Summit was "*Building Capacity through Engagement & Mobilization*". This Area Council Summit was open to all executive members of Area Councils within the PSAC Ontario Region as well as the Area Council Representative on Ontario Regional Council.

With over 20 participants in attendance, the Summit focused on the following objectives:

- To discuss, strategize and mobilize on how to engage members in Area Councils
- To share experiences and network with other Area Council representatives
- To share best practices among Area Councils including making connections within Union structures

Equity and Human Rights

Eating Well with Diabetes

The PSAC Toronto Members with Disabilities Access Committee held a special teach in session on September 17, 2016, in the PSAC Toronto office boardroom. Aileen Duncan, APSAR Vice-President spoke to members on this critical issue of nutrition and diabetes.

Take Back the Night

Toronto - Members from the Toronto Regional Women's Committee and CIU Branch 24 took part in the Take Back the Night event in Brampton to raise awareness and stop gender based violence. Members across the province have been taking part in their local community Take Back the Night events for several years now, with participation rates growing.

Barrie – The PSAC Barrie Regional Women's Committee also took part in the Take Back the Night event in Barrie, with OSSTF, the Barrie District Labour Council and the OFL Secretary/Treasurer Patti Coates.

National Coming Out Day – October 11th

On October 26, 2016, the PSAC Toronto Regional Women's Committee, PSAC GTA Young Workers Committee and PSAC Pride Committee held a special event in the PSAC Toronto office. The event was meant to celebrate National Coming Out Day with special guest speaker T. Sharp Dopler. The event was open to all members.

T. Sharp Dopler is a two-spirit Indigenous educator and traditional knowledge keeper. Sharp has been educating people about diversity issues for over 20 years, including issues around Indigenous history and colonization, ability, LGBTTIQ2A and women's issues. Sharp has presented at local, provincial, national and international venues. Sharp has been out as a lesbian since 1982 and identifies as non-binary gender – in the Ojibwe language- agokwe-nini or ogichidaa kwe.

The Elimination of Violence Against Women – November 25th

The PSAC Greater Toronto Area Council (GTAC) and the PSAC's Toronto Regional Women's Committee jointly launched a social media campaign to recognize and raise awareness for the International Day for The Elimination of Violence Against Women. The campaign asked members to wear a #WhiteRibbon for 16 Days to show solidarity with our sisters, daughters, mothers and the women we love.

National Day of Action and Remembrance on Violence Against Women – December 6th

The PSAC Toronto Regional Women's Committee took part in the December 6th vigil, marking National Day of Action and Remembrance on Violence Against Women. This important date commemorates all the women who live with the threat of violence, who have died due to violence, and those who have survived.

Toronto Racially Visible Committee Holiday Donation Drive

The Racially Visible Committee sought donations of gently used purses filled with toiletries for the Juliette's Place and a toy donation for the Milestones Foster Homes. The response was overwhelming and the collected donations were delivered to both charities on December 8, 2016.

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,

A handwritten signature in blue ink that reads "Sharon DeSousa". The signature is written in a cursive style.

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

REVP Schedule for the period September 10, 2016 to January 6, 2017

Sept. 12-14, 2016 – Alliance Executive Committee meeting in Ottawa
Sept. 26, 2016 – Education Sub-committee meeting of Ontario Council
Oct. 1, 2016 – OFL Make it Fair Rally at Queen’s Park
Oct. 3, 2016 – Alliance Executive Committee meeting in Ottawa
Oct. 4-7, 2016 – National Board of Directors meeting in Ottawa
Oct. 12, 2016 – Ontario Federation of Labour Executive Committee meeting
Oct. 14, 2016 – PSAC North Racially Visible Conference in Whitehorse
Oct. 17-18, 2016 – Alliance Executive Committee meeting in Ottawa
Oct. 19, 2016 – PSAC Ontario Staff conference in Toronto
Oct. 21-23, 2016 – CLC Rise Up Conference in Ottawa
Oct. 31, 2016 – Phoenix Day of Action – Demonstration at 25-55 St. Clair in Toronto
Nov. 1, 2016 – UFCW Awards Dinner in Mississauga
Nov. 2, 2016 – MP Carolyn Bennett demo and lobby
Nov. 3, 2016 – Ontario Council Committees meeting
Nov. 4-5, 2016 – Ontario Council meeting
Nov. 6-9, 2016 – National Bargaining Teams meeting in Ottawa
Nov. 10, 2016 – Founders Day celebration in the Toronto office
Nov. 11, 2016 – Remembrance Day Ceremony at Old City Hall in Toronto
Nov. 14, 2016 – Education meeting in Ottawa
Nov. 15-16, 2016 – Alliance Executive Committee meeting in Ottawa
Nov. 18-20, 2016 – National Health and Safety Conference in Montreal
Nov. 21-22, 2016 – Blue Water Bridge Picket in Point Edward
Nov. 22, 2016 – Broadbent Institute Gala in Toronto
Nov. 24, 2016 – Meeting with the Premier of Ontario on Domestic Violence
Nov. 26, 2016 – Blue Water Bridge Appreciation event in Point Edward
Nov. 27, 2016 – Blue Water Bridge Solidarity Rally in Point Edward
Nov. 28, 2016 – Meeting with the Ontario Ministers of Finance and Labour
Dec. 2-3, 2016 – PSAC Ontario Area Council Summit
Dec. 3-9, 2016 – Blue Water Bridge Picketing in Point Edward