



**Public Service Alliance of Canada
Regional Executive Vice-President, Ontario
Report
September 23, 2017 to January 19, 2018**

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

- City of Timmins Airport (UCTE 00075) – The bargaining team met during the week of October 24, 25, 26, 2017. The next meeting dates are set for January 30, 31, and February 1, 2018.
- Great Lakes Pilotage Authority (UCTE 00057) – The bargaining team met on January 8, 2018.
- North Bay Airport (UCTE 00006) - The bargaining team met with the employer on October 11-12, 2017. The next scheduled meeting dates are set for May 15-17, 2018.
- Kingston Commissionaires (DCL 818) – bargaining took place on October 26 and 27, 2017. Dates need to be confirmed for 2018.
- Georgian Downs Racetrack (DCL 500) – we have served notice to bargain with the employer in December 2017.
- Cleaners at Petawawa (UNDE 639), employed by GDI Services Canada are currently in conciliation. On January 8, 2018, a strike vote was held and members voted in favour of a strike mandate.
- Teaching Assistants and Teaching Fellows employed at Queen's University (DCL 901 – Unit 1) have reached a tentative agreement. Ratification votes are scheduled for January 25-26, 2018.

- University of Western Ontario, Graduate Teaching Assistants (DCL 610), are currently in conciliation. Bargaining took place on January 4-5, 2018, with the next meeting date scheduled for February 6, 2018.

Renewal Agreements

- NPF Petawawa - (CFB Petawawa Garrison - UNDE 00680) members ratified their new collective agreement on December 5, 2017.

First Agreements

- Anishinabek Police Service (APS) – (DCL 426 officers) ratified their new collective agreement under provincial jurisdiction on September 30, 2017.

Organizing

All employees (non-unionized) at Brescia University College (90 members)

Efforts to organize course assistants, contract faculty, part-time faculty and food service workers at Brescia University College in London (ON) are ongoing. The college is affiliated with the University of Western Ontario where we represent members of PSAC 610. A management dominated Association has posed a challenge but outreach to build support and establish inside contacts continues. Employee turnover that occurred in the current academic year has provided an additional challenge.

University of Ontario Institute of Technology (UOIT) Non-Academic Staff

PSAC filed an Application for Certification for 330 non-academic staff at UOIT in May 2017. The application was withdrawn because the employer included additional job classifications and we did not meet the legal threshold for a vote and we could not risk a one-year bar. Outreach and card signing to additional occupational groups continues with a view to a renewed Application for Certification in the near future.

Provincial

NDP Leadership

NDP MPP Jagmeet Singh was declared the new leader of the New Democratic Party of Canada. Singh won after capturing 53.6 per cent of the vote on the first ballot, making him the first racialized person to lead a national political party in Canada.

Federal

Scarborough-Agincourt By-election

The government set December 11, 2017, as the date for the by-election of Scarborough-Agincourt, following the seat becoming vacant due to the death of Liberal MP Arnold Chan. To get our members out to vote, the REVP sent a letter to all members in the riding with a Q & A on questions to ask candidates who were running in the by-election.

Jean Yip ended up winning the by-election to replace her late husband as MP for Scarborough Agincourt. Yip, who ran for the Liberals, won the seat with 49.4 per cent of the vote, the PC's received 40.5%, the NDP 5.1% and the Green Party with 1.4%.

Mobilization

PSAC Hamilton/Niagara Young Worker Committee

On October 27, 2017, the PSAC Hamilton/Niagara Young Worker Committee partnered with Fair Vote Canada to create a "Make Every Vote Count" event. The event focused on the issue of changing the electoral system in Canada from First Past the Post to a Proportional Representation system.

It was a successful event that brought together both community and union members. The Hamilton/Niagara Young Worker Committee will continue to work with Fair Vote Canada and will be looking into hosting further events and taking political actions to promote a Proportional Representation system.

CIU/PSAC Rally in Front of Bill Morneau's office

Our border services members who belong to the Customs and Immigration Union (CIU), are still seeking a resolution to outstanding issues in order to secure a new collective agreement. On November 23, 2017, to coincide with the scheduled date of the release of the third Public Interest Commission mediation session, a rally was held outside of Finance Minister, Bill Morneau's constituency office in Toronto. The rally received media attention (<http://toronto.citynews.ca/2017/11/23/border-security-guards-protest-morneau/>), with a turnout of over 50 people.

Rallies for a fair contract were also held by CIU members in Cornwall on November 24, 2017, in Niagara Falls on December 13, 2017, and in Hamilton. A rally in Windsor took place on January 12, 2018, with CIU National President Jean-Pierre Fortin and 1st National Vice-President, Mark Weber in attendance.

PSAC Teaching Assistants Launch Union Protection Campaign

To get the attention of students in their most recent campaign, PSAC DCL 901, teaching assistants and fellows at Queen's University, began handing out condoms throughout campus that read "Teaching Assistants and Fellows need union protection."

The union protection campaign looks to draw attention to the lack of consistency between how Queen's University treats its different part-time employee groups. Currently, Queen's does not provide teaching assistants and teaching fellows with child care. On top of this, health and dental plans provided by the University are far worse than those offered to other part-time employee groups on campus (<http://www.thewhig.com/2017/11/24/queens-denies-talks-going-nowhere> and <http://www.queensjournal.ca/story/2017-11-24/news/teaching-assistants-union-launches-condom-campaign/>).

PSAC Phoenix Rally and Soup Kitchen

On December 15, 2017, the PSAC Kingston Area Council set up a soup kitchen for our members and the public just outside of Liberal MP Mark Gerretsen's office. The soup kitchen

was meant to highlight the disastrous effects on the Kingston community due to the Phoenix pay system.

To demonstrate the impacts, bowls of soup were handed out. Randomly, some people received a full bowl, some a portion and some soup bowls were empty. This is the situation faced by many public servants at each pay period; where they are left with being overpaid, underpaid, or not paid at all.

Phoenix Rally in Kingston

On January 12, 2018, the PSAC Kingston Area Council held a rally at MP Mark Gerrettsen's office to continue to pressure the government to fix Phoenix. This rally continues the Area Council's commitment to hold biweekly rallies in front of Mr. Gerrettsen's office, now taking place on Fridays.

Phoenix Campaign

As we approach nearly two years of dealing with the Phoenix pay system, and with no new deadline to fix the problem from the government, PSAC is undertaking lunch and learns to help members get trained on navigating the Phoenix system. These lunch and learns will be further complemented with Pay Advocate Assemblies. These assemblies will provide the tools for members to represent other members with Phoenix problems.

Our PSAC Ontario Council has also created a Phoenix plan that will support our Phoenix campaign and includes activities such as lobbying MPs and working with PSAC Area Councils, Committees and Locals, for greater participation in events and actions.

Labour Movement/ Solidarity

College Faculty Strike

12,000 professors, instructors, counsellors, and librarians represented by OPSEU went on strike on October 16, 2017. The main issues that led to the strike were precarious employment, job security and academic freedom.

On November 19, 2017, the Liberal government passed back-to-work legislation to end the five-week strike by Ontario college faculty. As part of the legislation, the parties were sent to binding arbitration. On December 20, 2017, the arbitrator issued a settlement that made major gains for the workers in these issues.

Our members stood in solidarity at many of the picket lines at various colleges. On October 24, 2017, PSAC DCL 610 marched with OPSEU Local 110 on their picket line. As academic workers, the Local shares many of the same concerns about fairness and precarious work. On October 27, 2017, members of DCL 901 in Kingston joined striking OPSEU workers at St. Lawrence College. The Local joined the picket line every Friday to show their solidarity.

On November 7, 2017, OPSEU local 110 received support on the picket line from the PSAC London Area Council and members of the London District Labour Council at Fanshawe College.

Support for the Assaulted Women's Helpline

PSAC Ontario supported the Assaulted Women's Helpline Gala by placing a full page ad in the program on the urgent need to stop domestic violence. The Gala was held on November 17, 2017, in Toronto. The Assaulted Women's Helpline was also the selected charity for our Ontario Regional Convention due to its positive work for over 30 years as a crisis line to support women who have experienced abuse.

Remembrance Day

On November 11th we commemorate Remembrance Day. The REVP laid a wreath on behalf of PSAC Ontario at the Old City Hall ceremony in Toronto at this year's event. In addition, a wreath was laid on behalf of the Thunder Bay PSAC Area Council at the Thunder Bay ceremony.

2017 OFL Convention

The Ontario Federation of Labour (OFL) held its 14th Biennial Convention, under the banner "Power ON" from November 20 to 24, 2017, at the Sheraton Centre Toronto Hotel. This marked the 60th year since the creation of the OFL. Members from PSAC Ontario and the National Capital Region were in attendance to debate and vote on resolutions, along with an action plan for the OFL for the next two years.

During the Convention, delegates re-elected incumbent President Chris Buckley, and acclaimed Secretary-Treasurer Patty Coates and Executive Vice-President Ahmad Gaied to lead the Federation until 2019.

Rally with us for fairness, unity, and justice

As part of the OFL's Convention, delegates joined together to rally at Queen's Park on November 22, 2017, the same day that Bill 148: Fair Workplaces, Better Jobs Act, 2017, was to be voted on. It was a tremendous day as Bill 148 passed, bringing progressive changes to labour laws in Ontario.

Bill 148: Fair Workplaces, Better Jobs Act

On November 22, 2017, Bill 148 was passed. Bill 148 will raise Ontario's general minimum wage to \$14 per hour on January 1, 2018, and then to \$15 on January 1, 2019, followed by annual increases at the rate of inflation. It also mandates equal pay for part-time, temporary, casual and seasonal employees doing the same job as full-time employees. The Bill will expand personal emergency leave to 10 days per calendar year for all employees, with at least two paid days per year for employees who have been employed for at least a week. Employers are now banned from requiring doctor's sick notes from workers taking personal emergency leave. The bill has many other benefits for workers and for unions, as it has now made it easier for workers to unionize.

Day of Action in support of Tim Hortons workers

Several Tim Hortons locations are taking away their workers paid coffee breaks, benefits and tips because of the minimum wage increase in Ontario. The OFL and community partner, The Fight for \$15 and Fairness, organized a day of action in support of Tim Hortons workers. On January 10, 2018, rallies were held at over 15 Tim Hortons locations in Ontario. Many of our members attended, including the PSAC Greater Toronto Area Council and Kingston Area Council. A rally was also held on January 15, 2018, at the corporate headquarters of

Restaurant Brands International, which is the parent company of Tim Hortons, in Oakville. With the tremendous amount of support from the public and the media, a Canada-wide day of action was held on January 19, 2018.

Education

Internal Investigations Committee Training

PSAC Ontario held Internal Investigations Committee Training in Mississauga on November 25-27, 2017. Participants were recommended and selected by Component Presidents. The training provided information and skills-based training on how to perform investigations on behalf of the union.

Equity and Human Rights

Duty to Accommodate - Return to Work

On October 16th, 2017, the PSAC Toronto Members with Disabilities Access Committee (MDAC) held a Return to Work session in the PSAC Toronto Regional office. This Return to Work session provided information on what needs to be done when members are returning back to work after an extended period of time on sick leave. Twenty PSAC members took part in the session.

National Day of Remembrance and Action on Violence Against Women

The PSAC Toronto Regional Women's Committee attended the ceremony to commemorate National Day of Remembrance and Action on Violence Against Women at Philosopher's Walk in Toronto.

Holiday Donation Drive

The PSAC Toronto Racially Visible Committee held its annual donation drive for the Women's Shelter and Milestones' Foster Care. Items collected included gently used purses with toiletries and toys for children.

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 September 23, 2017 to January 19, 2018

Sept. 25, 2017 – Treasury Board Diversity and Inclusion meeting
Oct. 12, 2017 – PSAC Ontario Staff Conference in Kingston
Oct. 14-15, 2017 – Alliance Executive Committee Retreat in Gatineau
Oct. 16, 2017 – Alliance Executive Committee meeting in Ottawa
Oct. 17, 2017 – National Board of Directors meeting in Ottawa
Oct. 30, 2017 – Treasury Board Diversity and Inclusion meeting
Nov. 1, 2017 – Ontario Council Committees meeting
Nov. 2, 2017 – Ontario Council Strategic Planning Session meeting
Nov. 3-4, 2017 – Ontario Council meeting
Nov. 4, 2017 – Canada Employment and Immigration Union (CEIU) Bargaining Conference
Nov. 5-7, 2017 – Canadian Labour Congress meeting in Ottawa
Nov. 11, 2017 – Remembrance Day Ceremony at Old City Hall in Toronto
Nov. 14-16, 2017 – Alliance Executive Committee meeting in Ottawa
Nov. 17-18, 2017 – Canada Employment and Immigration Union (CEIU) Women's Conference
Nov. 18, 2017 – Coalition of Black Trade Unionists Fundraiser
Nov. 19-24, 2017 – Ontario Federation of Labour Convention
Nov. 25, 2017 – Internal Investigations Training in Mississauga
Nov. 29-30, 2017 – National Phoenix Lobby Day on Parliament Hill in Ottawa
Nov. 30 – Dec. 3, 2017 – Leadership Training in Ottawa
Dec. 4-5 – National Human Rights Committee meeting in Ottawa
Dec. 11, 2017 – Alliance Executive Committee meeting in Ottawa
Dec. 12-14, 2017 – National Board of Directors meeting in Ottawa
Dec. 19, 2017 – Members with Disabilities Committee meeting in Kingston
Jan. 9-10, 2018 – Alliance Executive Committee meeting in Ottawa
Jan. 11, 2018 – Alliance Executive Committee Organizers meeting in Ottawa
Jan. 17, 2018 – Ontario Federation of Labour meeting
Jan. 17, 2018 – PSAC Kitchener/Waterloo Area Council Annual General Membership meeting
Jan. 18, 2018 – Ontario Federation of Labour meeting
Jan. 19, 2018 – Rally to Support Tim Hortons workers