



**Public Service Alliance of Canada  
Regional Executive Vice-President, Ontario  
Report  
January 22, 2015 to May 8, 2015**

**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**

*Ongoing Bargaining*

- Treaty Three Police officers (DCL 410) met with the Employer in December to work on a renewal agreement. On December 18, 2014, talks broke off and the team has decided to apply for arbitration.
- Nishnawbe-Aski Police Service (NAPS) officers (DCL 401) will begin interest arbitration on June 8-10, 2015.
- Anishinabek Police Service officers (APS) (DCL 426) has been granted an extension for the conciliation timeline that expired on January 30, 2015.
- Anishinabek Police Service civilians (DCL 425) are in conciliation, with dates pending confirmation from the employer.
- University of Ontario Institute of Technology sessional instructors (DCL 555) met on January 15 and on January 23<sup>rd</sup>, 2015. Negotiations are expected to continue in the fall of 2015.
- The Bluewater Bridge (DCL 501) bargaining team met with the Employer to begin negotiations on April 9, 2015.

*Renewal Agreements*

- Nishnawbe-Aski Police Service civilians (DCL 400) ratified their new collective agreement on April 30, 2015.

## **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 process is before the Labour Board currently to determine the scope of the bargaining unit.

### **Operational Managers at Ontario Corrections**

PSAC Ontario has launched a campaign to organize 600 Operational Managers employed by Ontario's Correctional Services. Ontario's Correctional Service establishes, maintains, operates and monitors correctional institutions and probation and parole offices. The Union of Solicitor General Employees (USGE), a Component of the PSAC, has expressed their support for this organizing campaign. PSAC filed a certification application to request a Union vote and the Ontario Labour Relations Board (OLRB) ordered a vote for the week of April 16th till April 19th, 2013. All ballots have been segregated and the count postponed until the Employer challenge with respect to managerial exclusion is dealt with. The first hearing date took place on October 9, 2013, with hearings scheduled for September 15-17, 2015.

### **Application for Certification for UOIT Faculty Advisors**

On March 18, 2015, PSAC filed an application for certification for Faculty Advisors at the University of Ontario Institute of Technology (UOIT). The Ontario Labour Relations Board ordered a vote for March 25th, 2015 for thirty Faculty Advisors employed by UOIT. The vote was successful and these Faculty Advisors will now join the existing Directly Chartered Local 555 representing Teaching Assistants, Research Assistants and Sessional Instructors.

### **UOIT Postdocs**

On April 14, 2015, PSAC filed an application for certification for Postdoctoral Fellows at the University of Ontario Institute of Technology (UOIT). The Ontario Labour Relations Board has ordered a vote for approximately twenty Postdoctoral Fellows at UOIT, with the vote held on April 21, 2015. By a unanimous vote, postdoctoral fellows have now joined PSAC and will join PSAC DCL Local 555 representing TAs/RAs, Sessional Instructors and Faculty Advisors at UOIT.

## **Federal By-elections**

Elections Canada announced three federal by-elections to fill vacant seats in the House of Commons, but the date set is the same as the next general federal election. A statement by Elections Canada issued three writs for a trio of October 19<sup>th</sup> by-elections to be held in the ridings of Ottawa West-Nepean, Peterborough and Sudbury.

## **Provincial By-election**

### **Sudbury by-election**

A by-election was held in the Sudbury riding on February 5, 2015. The by-election was called after New Democrat MPP Joe Cimino abruptly resigned for family reasons after five months on

the job. Federal NDP MP Glenn Thibeault resigned his seat to run for the Ontario Liberals in this by-election.

Liberal Glenn Thibeault was elected as Sudbury's new member of the Ontario Legislature, defeating NDP candidate Suzanne Shawbonquit, Independent candidate Andrew Olivier and Progressive Conservative Paula Peroni.

## **Mobilization**

### **Treasury Board Mobilization Meetings**

Mobilization meetings continue to take place across Ontario. Area Coordinators have been identified, received training and continue to meet or conference call regularly in each of the Regional Office areas. The communications network has been established and is being strengthened with monthly actions.

### **UTE Day of Action – March 18**

On March 18, 2015, the Union of Taxation Employees (UTE) held a country-wide day of action to support ongoing bargaining. UTE Locals across Ontario took part by wearing red and black union shirts and posting photos to social media.

### **Actions on the 19<sup>th</sup> of every month**

All Locals across Ontario are being asked to come up with creative actions to show their solidarity on the 19th of each month, in anticipation of the Federal election originally set for Oct. 19, 2015. Locals have worn wrist bands, stickers, Band-Aids, solid colours and union swag all to show their support. Each monthly event has steadily increased with member participation, with photos spread throughout our regional and members' social media.

On March 11<sup>th</sup> PSAC Ontario held a province-wide telephone town-hall for all of our Treasury Board bargaining units to discuss the bargaining process and how they can get involved. The telephone town-hall also served as a call to action for the upcoming March 19<sup>th</sup> day of action. Locals were encouraged to come up with creating events for their area, with the following centralized demonstrations taking place at noon.

- Federal Building 19 Lisgar St. – Sudbury
- Hamilton - Corner of King and Bay
- Canada Center 107 Sherrif Ave. - North Bay
- Scarborough - 200 Town Centre Court, Scarborough
- Municipal Building 225 Holditch St. - Sturgeon Falls  
[http://westnipissing.com/Les\\_employes\\_de\\_Statistiques\\_Canada\\_defendent\\_leurs\\_conges\\_maladie.html](http://westnipissing.com/Les_employes_de_Statistiques_Canada_defendent_leurs_conges_maladie.html)  
[http://westnipissing.com/Statistics\\_Canada\\_workers\\_demonstrate.html](http://westnipissing.com/Statistics_Canada_workers_demonstrate.html)
- Judy LaMarsh Federal Building 65 William St South - Chatham  
<http://www.chathamdailynews.ca/2015/03/19/information-picket-held-at-judy-lamarsh-federal-building>
- Federal Building 4900 Yonge St. - Toronto

Nearly 100 members gathered outside the Federal Building at 4900 Yonge St. in Toronto to show their support for healthy workplaces. Speakers included OFL President Sid Ryan, UNIFOR National President, Jerry Dias, CUPW National Director, Mark Brown and Sharon DeSousa, PSAC Regional Executive Vice-President for Ontario.

- CFB Borden (Angus Entrance) - Barrie

Members gathered from 6:30am - 8:00am and then again at same location from 11:30am - 1:00pm.

<http://barrie.ctvnews.ca/video?clipId=574109>

<http://barrie.ctvnews.ca/members-of-psac-protest-outside-of-base-borden-1.2287916>

<http://m.simcoe.com/news-story/5515609-base-borden-support-workers-stage-demonstration/>

- Collins Bay/Frontenac (Main Entrance Bath Road) - Kingston

<http://www.ckwstv.com/2015/03/19/psac-protests-potential-cuts-to-sick-time/>

### **Ontario Local Health Check Survey**

On January 27, 2015, in preparation for the upcoming 2015 federal election, our Region undertook a new Local Health Check Survey to get Locals ready to take action. PSAC Ontario asked Local Executive members to fill out this survey to assess the health and capacity of their Locals, determine Local development needs and analyze the impacts of the cuts from the 2012 federal budget onward on our membership and the services they provide.

### **CLC Election Preparation Conferences**

The Canadian Labour Congress (CLC) held election preparation conferences across Ontario to train activists on mobilizing for change. Workshops included building local campaigns, how to build political support, using social media and how to reach out to different demographics to get out the vote. Nearly 70 PSAC activists received the training across Ontario.

### **UOIT Students Walkout**

PSAC DCL 555, along with Drop Tuition UOIT, a student organization, organized a mass walkout on March 24, 2015. The walkout was intended to raise awareness that UOIT has some of the highest tuition fees in the country. The demands were simple, for UOIT to lower tuition fees and for the province to provide debt relief for students. The demonstration was successful in garnering local media attention, with over 100 students taking part.

### **Treasury Board Province-wide Telephone Town-hall**

On March 11, 2015, PSAC Ontario held a province-wide telephone town-hall for all Treasury Board members to discuss ongoing negotiations. Sharon DeSousa, REVP for Ontario hosted the call with guest speakers Sister Robyn Benson, PSAC National President and Brother John Wilson, PSAC Negotiator. Feedback from the call was overwhelmingly positive, with members stating that continued and frequent communications in regards to negotiations was welcome.

## **We Are All Affected Campaign**

### **One-on-One Campaign**

Our region continues to focus our one on one campaign through messaging around the importance of solidarity especially in terms of bargaining. Highlighting our wins in our collective agreements and the threat to these achievements has helped connect members with the importance of this campaign. We will continue to sign pledge cards and encourage member to member conversations, as bargaining remains a key priority for our membership.

### **April 15 Actions: Fight for \$15 & Fairness**

Communities across Ontario are joining the North American-wide movement for decent work and a \$15 minimum wage. On April 15, actions took place in over 200 cities in the US, Canada and around the world. In Ontario, activists are demanding that Labour Minister Kevin Flynn use the current review of employment and labour law as an opportunity to curb employer practices that undermine decent wages and working conditions in Ontario.

In Toronto, workers at Pearson airport rallied at Terminal 1 for an important launch of the campaign for a \$15 minimum wage for every worker at Pearson, irrespective of company or union. Its impact would be profound as an airport minimum wage of \$15 per hour plus improved protections around contracting out would go a long way in finally ending the continual assaults on wages, jobs and Collective Agreements.

### **Day of Mourning Radio Ad Campaign**

The week prior to National Day of Mourning, PSAC Ontario ran radio ads to promote workers safety. Seven cities were chosen including Sudbury, Windsor, Sarnia, Kitchener, London, Toronto and Hamilton. The 30 second message radio ad stated the following:

*On average, 4 workers lose their lives across Canada every day, and in Ontario over 1,000 workers are injured on the job each day. On April 28<sup>th</sup> we commemorate National Day of Mourning. A day to remember those injured or killed on the job and to promote safer work places for everyone. A message from the Public Service Alliance of Canada – Ontario region, helping to make workplaces safer!*

These radio ads helped to promote PSAC as a health and safety leader, coinciding with PSAC's healthy workplaces campaign.

### **Support the Youth Vote**

Brigette DePape, the young activist who held a Stop Harper sign while a page, is working with the Council of Canadians to mobilize the youth vote to defeat Harper in 2015. The Toronto event took place on Monday March 23<sup>rd</sup> at Ryerson Student Centre. Supporting the Youth Vote event was sponsored by the Toronto and York Region Labour Council, Student Unions, PSAC Ontario and the Council of Canadians. This event was part of the 2015 Game-Changers Tour, a series of events and trainings across the country to mobilize for political change.

## **Labour Movement/ Solidarity**

### **Picket Stephen Harper Visit**

On January 22, 2015, Prime Minister Stephen Harper took a day trip to St. Catharines, where he was joined by Southern Ontario MPs Dean Allison and Rick Dykstra for an otherwise unspecified announcement at a local frame shop.

Bob Black, Alternate REVP was joined by Ontario Council members Debbie Willet, David Carr, and Donna Struk who picketed Harper's visit to draw attention to the cuts the government has made to public services. There were about 150 people present. Harper did not come out to address the crowd but left from the rear of the building.

### **All-Union Rally and March**

On Provincial Election Day in Sudbury on February 5, 2015, about 150 trade unionists participated in an All-Union Rally and March in front of the Provincial Government Building at Tom Davies Square in Sudbury. PSAC along with the Ontario Nurses Association, Ontario Public Services Employees Union (OPSEU), Unifor, the Elementary Teachers' Federation of Ontario, and the Canadian Union of Postal Workers among others took part.

The rally featured a tall paper maché caricature of Ontario Premier Kathleen Wynne. Signs included the messages "Public not Private!"; "Overwhelmed and Underfunded"; "Billions Lost in Liberal Scandals"; and "Bargaining Concessions is not Fair Bargaining." Speakers at the rally included Louise McNeil, a North East Community Care Access Centre nurse and Bargaining Unit Chairwoman, Kitchener-Waterloo New Democrat MPP Catherine Fife, Sara Labelle, an Ontario Public Service Employees Union Region 3 Executive Board Member, Kerri Chevrier, an OPSEU District 6 bargaining mobilizer, and Jeff Arbus, OPSEU Region 6 (Northeastern Ontario) Vice-President.

### **Meeting With the Premier of Ontario**

On February 10, 2015, the Ontario Federation of Labour (OFL) Women's Committee met with several representatives of the Wynne Ontario Government to raise awareness and advocate for increased support for victims of sexual violence and harassment, including improving support services. Sharon DeSousa, PSAC Ontario REVP was part of the delegation who brought these concerns to the government and lobbied for improved legislation, services and programs.

### **CUPE 3902 and 3903 Solidarity**

On March 13, 2015 a flying squad from PSAC DCL Academic Locals made their way to both York University and the University of Toronto to support CUPE 3902 and 3903, as both were taking strike action. PSAC members from Queen's University, Western and UOIT came down to walk the picket line with their Sisters and Brothers, in support of improving working conditions for both groups. These two locals collectively represent about 12,000 workers, and their working conditions affect the learning conditions of many thousands more, in addition to setting precedents that will affect bargaining across the board.

## **ACORN Convention**

A bus-load of Toronto ACORN members will be heading to McGill University in Montreal for the 2015 National ACORN Convention from June 13-15, as ACORN Canada celebrates 11 years of social justice and leadership development in low income communities across the country.

This convention will be an important event for ACORN members and leaders. PSAC Ontario is proud to sponsor this Convention, as ACORN is one of the community partners we work with closely.

ACORN Canada is an independent national organization of low and moderate income families. With 71,000 members organized into 20 neighbourhood chapters in 9 cities across Canada they have been organizing to win a Canada where low and moderate income families have their voices heard and their power felt since 2004.

## **Mayworks**

The 2015 Mayworks festival was supported by PSAC Ontario, as the two week-long festival commemorates May Day and workers' struggle for better working conditions. 2015 marks the 30th annual festival for Mayworks and PSAC Ontario is a proud to sponsor of this unique labour and arts organization.

## **Education**

### **First Nations Police Sector Conference**

On January 24-25, 2015 the First Nations Police Sector Conference took place in Thunder Bay. The conference allowed Anishinabek, Nishnawbe-Aski and Treaty Three Police Service Locals to come together to strategize and mobilize members in their sector.

The agenda consisted of an Aboriginal Opening by Sheila Karasiewicz - Aboriginal Representative, PSAC Ontario Council and the address and Q&A session was facilitated by Sharon DeSousa, PSAC Ontario Regional Executive Vice President. Members discussed bargaining, best practice techniques and mobilizing strategies for remote communities.

### **Leadership Training**

On January 30-31, 2015 the PSAC Leadership Training was held in Mississauga. Over thirty participants, including members from Regional Council, Component Executives (RVPs, NVPs and Branch Presidents), the National Aboriginal Peoples Circle, and the National Human Rights Committee attended the Ontario Region Leadership Training. The agenda included a wide range of topics, which all centered upon the objective of broadening our union's base of activism.

### **Union Development Program (UDP)**

On February 5-8, 2015 the Union Development Program Phase 2 was held in the PSAC Toronto Regional office. This is the first roll-out of the newly designed UDP program and there are six phases to complete before participants can become UDP graduates. Each phase will take place in a different city across the country and will focus on specific skill sets to train seasoned activists on becoming union leaders.

## **Equity and Human Rights**

### **Black History Month**

The Workers History Museum, the Black Museum in Amherstburg and the PSAC Windsor Area Council sponsored a public viewing of the Cal Best Story video in Amherstburg on February 10, 2015. The event received media attention from the Amherstburg Rivertown Times. A second public screening of the Cal Best video was shown in Chatham at the Mecca Museum on February 28, 2015, and was sponsored by CEIU Local 647.

### **2015 International Women's Day (IWD)**

London - Agriculture Local 17 celebrated IWD with a roundtable discussion that included a poem written in Catalan commemorating the garment-factory fire in March 1911 that killed mostly teenage workers (over a hundred years before the horrific fire in Bangladesh). Participants spoke on the disproportionate effects of negative working conditions through a gendered perspective.

Barrie – The PSAC Barrie Regional Women's Committee took part in the International Women's Day event at CFB Borden, under the theme 'Be the Change'. There were three inspirational speakers and a showing of a compelling documentary film called 'Honor Diaries'. Honor Diaries is a film about arranged marriages, honor killings, and genital mutilation, and the impacts these practices have on women.

Toronto - Sharon DeSousa, REVP Ontario attended the IWD rally with over 5,000 participants. The lead banners at the rally addressed a wide variety of issues, and challenged the Harper Conservatives inaction on childcare, income inequality and missing and murdered Aboriginal women.

### **Missing and Murdered Aboriginal Women**

On April 8th, 2015, the Toronto Regional Women's Committee hosted an event to raise awareness around the issue of murdered and missing Indigenous Women in Canada. The event included a facilitated teaching of the *Faceless Dolls* project and a letter writing campaign. Sister Sheila Karasiewicz, the Ontario Council Representative for Aboriginal Members was the special guest speaker.

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 January 22, 2015 to May 8, 2015**

- Jan. 24-25, 2015 – First National Police Sector Meeting in Thunder Bay
- Jan. 27, 2015 – Treasury Board Negotiations Meeting in Kitchener-Waterloo
- Jan. 28, 2015 – Meeting with Woodbine (DCL 533) Local
- Jan. 30-31, 2015 – Leadership Training in Mississauga
- Feb. 3, 2015 – OFL Executive Board meeting
- Feb. 5-8, 2015 – Union Development Program
- Feb. 5, 2015 – PSAC Toronto Pride Committee meeting
- Feb. 7, 2015 – CLC Election Preparation Conference in Toronto
- Feb. 10, 2015 – Workers Health and Safety Centre meeting
- Feb. 10, 2015 – OFL meeting
- Feb. 10, 2015 – Meeting with the Premier of Ontario
- Feb. 12-13, 2015 – Alliance Executive Committee meeting
- Feb. 16-20, 2015 – PSAC Convention Committees meeting
- Mar. 2, 2015 – Alliance Executive Committee meeting
- Mar. 3-4, 2015 - National Board of Directors meeting
- Mar. 7, 2015 – International Women’s Day march in Toronto
- Mar. 9, 2015 – Health and Safety Supervisor Awareness Training
- Mar. 11, 2015 – Province-wide telephone town-hall for Treasury Board members
- Mar. 15, 2015 – Ontario English Catholic Teachers Association Political Action Dinner
- Mar. 18, 2015 – Greater Toronto Area Council meeting
- Mar. 24, 2015 – University of Ontario Institute of Technology Drop Tuition Rally
- Mar. 25, 2015 – PSAC Toronto Pride Committee meeting
- Mar. 30-31, 2015 – Alliance Executive Committee meeting
- Apr. 9, 2015 – Ontario Council Committee meetings
- Apr. 10-11, 2015 – Ontario Council meeting
- Apr. 14, 2015 – OFL meeting
- Apr. 21, 2015 – Canadian Labour Congress meeting
- Apr. 22-23, 2015 – Alliance Executive Committee meeting
- Apr. 25, 2015 – National Board of Directors meeting
- Apr. 26-May 1, 2015 – PSAC National Triennial Convention in Quebec City