



**Public Service Alliance of Canada
Regional Executive Vice-President, Ontario
Report
January 30, 2016 to May 27, 2016**

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

- Nishnawbe-Aski Police Service (NAPS) – (DCL 400 officers and DCL 401 civilians) By decision dated, April 7th, 2016 the Supreme Court of Canada denied PSAC leave to Appeal the Federal Court of Appeal decision that ruled that the Canada Industrial Relations Board (CIRB) did not have jurisdiction to certify PSAC as the bargaining agent for Officers and Civilians of the Nishnawbe-Aski Police Service Board. Therefore, the Ontario Labour Relations Board has activated our certification and now our NAPS members will be under provincial jurisdiction as we continue bargaining.
- Anishinabek Police Service (APS) – (DCL 426 officers) The jurisdictional decision received through NAPS also impacts on our APS members. The Ontario Labour Relations Board has activated our certification and now our APS members will be under provincial jurisdiction as they continue bargaining.
- Treaty Three Police officers (DCL 410) have withdrawn their jurisdictional challenge. However, in light of the Supreme Court decision with the other First Nations Officers groups (APS and NAPS), the Ontario Labour Relations Board certified this unit under provincial jurisdiction. Bargaining will continue now under the OLRB.
- The Bluewater Bridge (DCL 501) bargaining team will continue bargaining with a meeting date scheduled for May 31, 2016.
- Commissionaires (DCL 818) at CFB Kingston are currently in conciliation.

First Agreements

- On March 11, 2016, Postdoctoral Fellows (DCL 555) at the University of Ontario Institute of Technology (UOIT) have ratified their first collective agreement.

Renewal Agreements

- Georgian Downs Racetrack (DCL 500) members ratified their new collective agreement on March 3, 2016.
- Sudbury Commissionaires ratified their new agreement on May 15, 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 are waiting for dates for a fourth round as we continue to work toward defining the application of the scope of the unit.

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 has filed a Judicial Review of the OLRB's decision to dismiss the application. Expecting the hearing in the Fall of 2016.

Faculty Advisors at University of Ontario Institute of Technology (UOIT)

The employer has not agreed to add the Faculty Advisors to the existing bargaining unit. These workers had been employed on a contract basis from academic year to academic year. After our application in 2015, their contracts were not renewed for the 2015-2016 academic year. Their work was transferred to the sessional faculty, which is unionized with PSAC 555. We filed an Unfair Labour Practice complaint but accepted a financial settlement for the affected workers. PSAC 555 is pursuing a grievance regarding the increase to the sessional workload brought by this added work.

Ontario Lottery and Gaming Corporation in Sault Ste. Marie

PSAC has reached an agreement with the OLG regarding the bargaining unit description at their Sault Ste Marie facility (PSAC DCL 00946). The Ontario Labour Relations Board has now issued a final certificate for a bargaining unit of employees at the Ontario Lottery Gaming Corporation in Sault Ste. With this decision, bargaining will soon commence.

Certification Application at OLG - Lesmill

PSAC has now been certified as of May 16, 2016 to represent workers at the Ontario Lottery and Gaming corporation's Lesmill facility. This group of approximately 80 workers, work primarily in I.T. Employees at Lesmill heard about PSAC's successful campaign at the OLG Sault Ste. Marie headquarters and decided to reach out to our union to represent them.

Labour Board dismisses Western's Objection

The Ontario Labour Relations Board dismissed an objection raised by the University of Western Ontario to PSAC's certification application for Postdoctoral Fellows at Western. Western had argued that the certification application for Postdoctoral Fellows filed in December 2015 should have been barred because PSAC had entered into Minutes of Settlement in September 2008 for a similar application for "Postdoctoral Associates".

Western is now arguing that the certification application should be dismissed because PDFs are not employees under the Act. PSAC's position is that these are employees of Western. Legal precedents have already been set with PSAC's other academic sector units including; Postdoctoral Fellows at Queen's University and Postdoctoral Fellows at the University of Ontario Institute of Technology, which had both joined PSAC since our first certification application for PDFs at Western in 2008. We are now awaiting a decision by the Labour Board on this challenge.

Provincial By-election

Whitby-Oshawa

Premier Kathleen Wynne called a by-election for the riding of Whitby-Oshawa for February 11, 2016. The seat had been vacant since August, when Progressive Conservative Christine Elliott resigned months after losing the race for party leadership to Patrick Brown.

Progressive Conservative candidate Lorne Coe won the seat with 53 per cent of the vote. Liberal candidate Elizabeth Roy had 28 per cent of the vote with NDP candidate Niki Lundquist achieving 16 per cent.

Scarborough—Rouge River By-election

A by-election will soon be called for the riding of Scarborough—Rouge River after Liberal MPP Bas Balkissoon resigned his seat. Neethan Shan will run for Ontario New Democrats and former federal NDP Rathika Sitsabaiesan is running for the Ontario Liberal Party nomination.

Ontario's 2016 budget

The 2016 provincial budget was released on February, 25, 2016, two months earlier than last year's budget, leaving little time for pre-budget consultation input to be considered. The focus of this year's provincial budget is on creating a "friendlier" business climate in the province, by "modernizing the regulatory system and continuing the reduction of red tape".

The government is continuing with its commitment to infrastructure spending, however, it is worrisome that the funding for these projects seems to be focused on private capital through public-private partnerships and the selling off of public assets, like Hydro One.

Federal Budget

The federal budget was released on March 22, 2016. After a decade of Conservative rule that included yearly departmental budgetary freezes, this was the most progressive budget in a long time. Although much of the damage done to public services by underfunding them is not

addressed in this budget, the financial commitments to Aboriginal and First Nation's communities, along with improvements to Employment Insurance and reducing the age of Old Age Security back down to 65 are welcome. The Liberals have also committed to re-opening the Veterans Affairs Canada offices closed by the previous government and boosting funding to the department as well as to health care spending.

Mobilization

Ontario Local Health Check Survey

At the start of 2015, our Region undertook a new 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. From that information, regional representatives have been working with identified Locals to create action plans to improve the capacity of those Locals. We are continuing this work on a proposal by proposal basis for the remainder of the year.

Treasury Board Mobilization

Treasury Board Area Coordinators continue to meet to strategize on mobilizing members to in support of this round of bargaining. Area Coordinators are also taking part and encouraging members to lobby their local MPs on the need for a fair contract and the importance of sick leave. June 8th has been selected for a National Day of Action, where members are being asked to come up with creative ways to show their support for their bargaining teams through visual actions across the country.

2016 Area Council Plans

In December of 2015, Sister Robyn Benson, PSAC National President held a conference call with all the PSAC Area Council Chairs across the country. The call was meant to engage with our Area Council's to prepare them for determining their plans for political action for the 2016 calendar year. Regional Executive Vice-Presidents (REVPs) will be helping in preparing these plans by working with their respective Area Council's in the regions. Sharon DeSousa, REVP for Ontario has been meeting with the Area Councils, in person or via conference call to assist in finalizing their plans.

PSAC's National Lobbying Campaign

PSAC launched a national lobbying campaign designed to accomplish the following objectives.

- Prior to the first federal budget that is expected for March
- Pressure the Liberals to keep their election promises including: restoring collective bargaining rights (Bills C-4 and C-59), health and safety protections (C-4), union rights (C-377), and protecting workers' rights to organize (C-525)
- Establish a connection with new MPs
- Focus on reinvesting in federal public services and restoring our bargaining rights
- Empower members to discuss how cuts and budget freezes are affecting their workplaces and the delivery of services

Although the initial start of the campaign was to influence the federal budget, members are encouraged to continue to lobby their political representatives on PSAC priorities and develop those relationships.

Young Worker Video

On March 2, 2016, PSAC Ontario launched a young worker video that was filmed at the Ontario Young Worker's Summit in late 2015. At the 2015 PSAC Ontario Young Workers Summit, members spoke about the importance of unions in advancing issues affecting young workers, which is reflected in the video. The video also highlights our union's work in engaging our young members in the Labour Movement and can be viewed online here:

<https://youtu.be/wCg88Sq-CAQ> . The video has reached over 26,000 people with over 7,200 views, 160 likes and 45 shares.

OLG Queen's Park Press Conference and Rally

On March 9, 2016, a press conference was held at Queen's Park to discuss the lockout of PSAC members in the Ottawa region who work at the Ontario Lottery and Gaming (OLG) corporation at the Rideau Carleton Raceway. These workers have been locked out since December 16, 2015, for demanding a fair wage increase and the protection of their pension. NDP MPP and Labour Critic, Cindy Forster spoke on the issue along with two members from the workplace and NCR REVP Larry Rousseau.

After the press conference, we held a rally on the Queen's Park grounds at noon to demand respect for our members and pressure the OLG back to the bargaining table. Members were joined by our members who work at OLG Woodbine, along with labour movement support from the Ontario Federation of Labour, UNIFOR and community groups such as ACORN. Progressive Conservative Lisa MacLeod, who represents the riding spoke on this injustice, along with Sharon DeSousa, REVP for Ontario and Doug Marshall, Union of National Employees President. The following NDP MPP's came out to show their support, Wayne Gates, Percy Hatfield, Taras Natyshak, and Jennifer French. The rally received media coverage from:

- <http://www.cfra.com/news/2016/03/09/locked-out-rideau-carleton-raceway-slots-workers-take-their-fight-to-queens-park>
- <http://www5.tfo.org/onfr/olg-des-employes-en-lock-out-helent-queens-park/>

Agriculture Union Regional Seminar

On March 11 to the 13th, 2016, the Agriculture Union Component held a regional seminar in Toronto. 45 members were in attendance for this annual event. Sharon DeSousa, REVP for Ontario spoke on maintaining pressure on the new government to keep their pre-election commitments. Sister DeSousa highlighted PSAC national lobbying campaign as a conduit for this work.

Hamilton Young Worker Committee

A new PSAC Young Workers Committee has been established in Hamilton. The new Committee held an open house at the Hamilton & District Labour Council on March 19th, 2016. This is the second Young Worker Committee in the Ontario region, which is a testament to the mobilization work in engaging our young members.

Kingston Young Worker Meeting

Sharon DeSousa, REVP for Ontario met with a group of Kingston young workers who are planning to re-establish the Kingston Young Worker Committee. The meeting was held on May 3, 2016.

DCL 818 – Kingston Commissionaires

The Kingston Commissionaires continue to struggle with their employer over paid sick leave. As an older workforce, primarily comprised of veterans, sick leave has become the number one issue. On May 19, 2016, the unit held an information picket at the base and at the Royal Military College. The information picket was supported by the Kingston & District Labour Council, UNDE 641, QUFA (Queen's University), DCL 901 (Queen's University), UNIFOR and OPSEU. The event received favourable coverage:

- <http://www.ckwstv.com/2016/05/19/commissionaires-eager-to-get-back-to-bargaining/>
- <http://www.ckwstv.com/2016/05/16/cfb-kingston-commissionaires-pushing-for-change-from-management/>

Labour Movement/ Solidarity

Bill 177 NDP Private Members Bill on Sexual and Domestic Violence

On March 9, 2016, MPPs voted unanimously on second reading to support Bill 177, put forward by NDP Women's Issues Critic Peggy Sattler, MPP London West. The bill provides survivors of sexual or domestic violence with up to 10 days of paid leave to deal with the harm they experienced. The bill also requires all employers to provide workplace training on domestic and sexual violence. PSAC Ontario and affiliates with the Ontario Federation of Labour lobbied heavily to have this bill pass and continues our work through our national campaign to end domestic violence.

Equal Pay Rally

On April 19, 2016, the Labour Movement came together at the corner of College and University, in Toronto, near Queen's Park to demand that the government undertake several measures to ending the gender pay gap. Although pay equity is the law in Ontario, women continue to earn on average 30% less than their male counterparts. Speakers at the rally included, Mary Cornish (Equal Pay Coalition Chair), Fred Hahn (CUPE Ontario President), and Sharon DeSousa (PSAC Ontario REVP). Members from the Component, the Union of Solicitor General Employees (USGE) who were undertaking training nearby, came out to the rally to show their solidarity, led by their National President, Stan Stapleton.

May Day

The PSAC London Area Council attended May Day celebrations at the London Peace Gardens to see former London District Labour Council President, Joe Wilson, receive the Tolpuddle Martyr award.

Day of Mourning

PSAC Ontario held radio ads the week prior to this year's National Day of Mourning held annually on April 28th. The ads played all across northern Ontario to promote lobbying as a means of improving health and safety protections for workers.

Our Agriculture Local 18 in Windsor combined the national Day of Mourning and May Day actions together. Working with management, the Local co-sponsored a day of mourning event where all staff were asked to wear black and members were invited to participate in a gathering to commemorate the days.

Blood Drive

The PSAC Kingston Area Council decided to sponsor a local blood clinic as part of their campaign priorities for the year. The blood drive continues our regions commitment to raise awareness on the need to donate blood and organ donation, which was a resolution that was passed by delegates at the last Ontario triennial convention in 2014.

Toronto & York Region Labour Council Anniversary Gala

On May 13, 2016, the Toronto and York Region Labour Council held their 145-year celebration gala and Bromley Armstrong awards. PSAC members took part in the celebration, which honoured the many years of strides the Labour Council has made in making our city better for working people. CLC President Hassan Yussuff payed tribute to the leading role of the Labour Council within the country's labour movement, which was illustrated by a slide show covering the Council's work since 1871. The Bromley Armstrong Award was given to two worthy recipients – David Onyalo and Winnie Ng. Both have been ground-breakers on equity and anti-racist work for decades.

Education

Ontario Racially Visible Conference

The first PSAC Ontario Conference was held at the Sheraton Hotel in Toronto on March 18-20, 2016. 78 delegates attended the conference, and of the 78 delegates 47 were first time applications and 21 were young workers.

From the conference, learning materials were developed including discussion papers on the topics of: Employment Equity, Immigration, Precarious Employment, and Workplace Discrimination and Harassment, among other issues.

The conference was a tremendous success and will lay the framework for the other regional racially visible conferences that will take place across the country.

Ontario Women's Conference

The 2016 PSAC Ontario Regional Women's Conference will be taking place from June 2-5, 2016 at the Chelsea Hotel in Toronto. This year's theme is "*Confronting ISMs...Empowering Women!*" Each PSAC constitutionally recognized Regional Women's Committee is entitled to send one Delegate to the Conference.

Equity and Human Rights

Black History Month

On February 25, 2016 the PSAC Toronto Racially Visible Committee and the PSAC Toronto Pride Committee held a joint Black History month celebration featuring guest speaker Ryan G. Hinds. Ryan is a critically-acclaimed Canadian singer, actor and dancer, who spoke eloquently on the barriers facing gay black entertainers.

International Women's Day

International Women's Day is celebrated annually on March 8th. Toronto hosts one of the largest marches in the country, where Sharon DeSousa, REVP for Ontario joined Sisters from the Ontario Federation of Labour Women's Committee, as they led the parade through the city. This year's theme was; *Sisterhood, Solidarity and Strength*.

Heartbeat of the Drum "A Walk for Healing"

On May 8, 2016, the community of Thunder Bay held a traditional hand-drummers' celebration to promote healing for indigenous peoples. Hundreds of hand-drummers participated in the beating to the heartbeat of Mother Earth celebration, including Sheila Karasiewicz, PSAC Ontario Council Aboriginal members representative.

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 30, 2016 to May 27, 2016

Feb. 1, 2016 – Meeting with Treasury Board and Operational Services Group (SV) in Ottawa
Feb. 2, 2016 – Transition Committee meeting
Feb. 2, 2016 – All national bargaining teams meeting
Feb. 3, 2016 – SV bargaining team and Ships Crew meeting
Feb. 4, 2016 – Ontario Federation of Labour (OFL) Executive Committee meeting in Toronto
Feb. 5, 2016 – REVP strategy meeting
Feb. 16, 2016 – Education Committee meeting in Ottawa
Feb. 17, 2016 – Transition Committee meeting
Feb. 17, 2016 – Ontario New Democratic Party meeting
Feb. 18, 2016 – Credit Union meeting
Feb. 18, 2016 – London Area Council meeting
Feb. 19, 2016 – Credit Union meeting
Feb. 22, 2016 – Ontario Lottery and Gaming Corporation (OLG) meeting in Ottawa
Feb. 23-25, 2016 – National Board of Directors (NBoD) meeting
Feb. 26-27, 2016 – Ontario Regional Council meeting in Toronto
Mar. 1, 2016 – PSAC Toronto Young Workers Committee meeting
Mar. 3, 2016 – Union of National Employees (UNE) Local 137 AGM
Mar. 5, 2016 – Toronto International Women’s Day march
Mar. 8, 2016 – PSAC Toronto Regional Women’s Day meeting
Mar. 9, 2016 – OLG press conference at Queen’s Park
Mar. 9, 2016 – OLG rally at Queen’s Park
Mar. 11, 2016 – PSAC Ontario Council Finance Committee meeting
Mar. 12, 2016 – Agriculture Union (AGR) Ontario Seminar
Mar. 14-15, 2016 – Alliance Executive Committee (AEC) meeting in Ottawa
Mar. 16, 2016 – PSAC’s Greater Toronto Area Council meeting
Mar. 18-20, 2016 – Ontario’s Racially Visible Conference
Mar. 21, 2016 – Hamilton Area Council meeting
Mar. 23, 2016 – Transition Committee meeting in Ottawa
Mar. 24, 2016 – Education Committee meeting
Mar. 31, 2016 – Thunder Bay Area Council meeting in Thunder Bay
Apr. 1-3, 2016 – Union Development Program in Nova Scotia
Apr. 4, 2016 – Toronto Racially Visible Committee meeting
Apr. 5, 2016 – Sudbury Regional Women’s Committee meeting in Sudbury
Apr. 6, 2016 – Union of Taxation Employees (UTE) Local 42 information picket
Apr. 6, 2016 – Sudbury Area Council meeting
Apr. 8-10, 2016 – New Democratic Party (NDP) Convention in Edmonton, Alberta
Apr. 11-12, 2016 – AEC meeting in Ottawa
Apr. 13, 2016 – Transition Committee meeting
Apr. 15, 2016 – OFL strategy meeting
Apr. 15, 2016 – Fight for \$15 and Fairness rally at the Ministry of Labour’s office in Toronto
Apr. 16, 2016 – OLG Woodbine (DCL 533) bargaining meeting
Apr. 18, 2016 – Union of Solicitor General Employees (USGE) Ontario Conference
Apr. 19, 2016 – Equal Pay Day Rally in Toronto
Apr. 20, 2016 – OFL Executive Committee meeting
Apr. 21, 2016 – OFL Executive Board meeting
Apr. 25, 2016 – Duty to Accommodate training

Apr. 26, 2016 – MPP Lobby meeting
Apr. 29, 2016 – Toronto Pride Subcommittee meeting
May 3, 2016 – Kingston Young Worker Committee meeting in Kingston
May 4, 2016 – Transition Committee meeting in Ottawa
May 5, 2016 – Alliance Facilitators meeting
May 6-7, 2016 – Academic Sector meeting in Barrie
May 7, 2016 – Union of National Defence Employees (UNDE) meet and greet in Toronto
May 9-10, 2016 – AEC meeting in Ottawa
May 11, 2016 – Hamilton Regional Women’s Committee meeting in Hamilton
May 12, 2016 – UTE ratification vote webinar
May 13, 2016 – Toronto & York District Labour Council gala
May 16-18, 2016 – Research meeting in Ottawa