



**Public Service Alliance of Canada  
Regional Executive Vice-President, Ontario  
Report  
May 9, 2015 to September 25, 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) are in interest arbitration. Dates have been scheduled for the week of October 5-9, 2015 and on January 1-19, 2016.
- Anishinabek Police Service officers (APS) (DCL 426) are currently in conciliation.
- Anishinabek Police Service civilians (DCL 425) are in conciliation.
- 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 have meeting dates scheduled for October 7-8, 2015 for the next round of bargaining with the employer.
- Georgian Downs Racetrack (DCL 500) sent out their input call for bargaining demands and to form their bargaining team on July 3, 2015.

*Renewal Agreements*

- Nishnawbe-Aski Police Service (NAPS) officers (DCL 401) were awarded a contract through interest arbitration on July 16, 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 also on September 15-17, 2015. At the last round of dates, the Crown presented a witness, and OPSEU and AMAPCEO gave evidence regarding whether bargaining rights belonged to OPSEU or AMAPCEO at the time of the application. We are now waiting for the board's ruling.

### **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. Instead, all Faculty Advisors have been terminated. We're pursuing an Unfair Labour Practice, which is currently before the board.

### **OLG Workers in Sault Ste Marie**

The Ontario Labour Relations Board ordered a vote among 400 workers at the OLG - Slots at Sault Ste. Marie. PSAC was successful in the vote and these workers are now a part of our union as of September 4, 2015, when PSAC received the interim certificate. The vote made the news in the SooToday and in the Sault Star:

<http://www.saultstar.com/2015/08/10/concerns-voiced-over-potential-job-losses-with-privatezation> and <http://www.sootoday.com/content/news/details.asp?c=96176> and <http://www.saultstar.com/2015/09/08/public-service-alliance-of-canada-has-work-to-do-at-olg-head-office>

## **Federal By-elections**

Sudbury and Peterborough by-elections were called for October 19, 2015, the same time as the federal election. Therefore these by-elections became part of the general election.

## **Federal Election**

Stephen Harper launched the longest election campaign in 143 years when the writ was issued on August 2, 2015, calling the election for October 19<sup>th</sup>. With the changes in the

Elections Act limiting our union's involvement in the election, particularly around messages that could be viewed by the public, PSAC Ontario produced "Vote" buttons and stickers. These were distributed to members and the public at events such as Labour Day and the Western Fair, where our messaging was focused on getting out the vote.

A letter from the REVP was sent to all the 30,000 members in the Ontario region that we had addresses for at the end of September 2015. In this letter our campaign [votetostopthecuts.ca](http://votetostopthecuts.ca) was endorsed, along with the need for change in this election due to the cuts to public services and attacks on workers' rights. The letter also provided detailed information on how to vote, particularly in advanced voting days.

A second letter from the REVP will be sent out just before the Thanksgiving weekend advanced polling to our members in our 16 priority ridings. This letter provides a more detailed breakdown of all the cuts that have transpired under this government, with an emphasis on the degradation of Canadian's quality of life. At the back of the letter is a focus on the impacts to jobs, veteran's services, Employment Insurance, the environment, retirement security and child care.

Our Toronto Young Workers Committee began a social media campaign on September 21, 2015, posting pictures on social media of young workers holding up signs on why it's important to vote. A twitter handle of #youngworkers is being used as a hashtag for the campaign.

Our PSAC Area Councils have been taking the lead in reaching our members in our priority ridings through consistent phone banks that began in late August. These phone banks are taking place every week in each of our 5 Regional Offices, right up to the October 19<sup>th</sup> federal election. This activity and other membership outreach work is being assisted by some trained activists who are on leave without pay.

The REVP has volunteered for three CLC Labour Canvasses (Toronto [Aug. 29], Sarnia [Aug. 17] and Windsor [Oct. 3]). We have also encouraged members to volunteer their own time to take part in these coordinated door to door canvasses.

A province-wide telephone town-hall on the election is slated for September 30, 2015 at 7pm. The REVP will moderate the call, with special guest speakers; Sister Robyn Benson, PSAC National President, Brother Hassan Yussuff, CLC President and David Macdonald, Senior Economist with the CCPA.

Treasury Board and CRA negotiations have been tied to the election, as a change in government would greatly help in moving forward with bargaining. Therefore, plant gates at work sites have been taking place throughout the region with the message, vote for your next employer.

## **Provincial By-election**

Premier Wynne called the by-election in Simcoe North for September 3, 2015. Leader of the Progressive Conservatives, Patrick Brown, was declared the winner. Brown won 53.7 per cent of the vote with over 21,000 ballots cast in his name. That is more than double the 9,200

earned by Liberal candidate Fred Larsen who took 23.6 per cent of the vote. NDP candidate Elizabeth Van Houtte finished third with 6,600 ballots, or about 17 per cent of the vote. Green Party of Ontario candidate Valerie Powell received about five per cent.

## **Mobilization**

### **Treasury Board Mobilization**

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.

Lunch and learns were delivered at work sites the week of May 25 and ending on June 26. The lunch hour presentations on bargaining and promoting signing of postcards and petitions were undertaken by the Area Coordinators in the Toronto region.

The Toronto Area Coordinators also took part in a July 11 political outreach training. The training focused on lobbying and coordinating candidates meetings.

### **MP Visits**

MP visits took place on May 19 to May 23 by our Treasury Board Area Coordinators. MP visits took place in the Oshawa Area, Scarborough Area, Downtown Toronto, the west end of Toronto, Mississauga, Brampton, Barrie, Hamilton and Niagara.

### **Tony Clement Picket**

On Friday May 15, 2015 a group of fourteen PSAC members and two staff headed to an event just north of Barrie to an event with keynote speaker Tony Clement. The event came to our attention after a retired member from UNDE 619 advised us of the activity in Dunchurch, Ontario. Tony Clement was scheduled to make a presentation to seniors in that area on a number of matters.

Upon arrival, one of Tony Clements' deputies greeted our PSAC contingent at the entrance and was refusing them entry. Clement came out and demanded to speak to the leader of the group, but was advised there was no leader and that all our members are leaders. Clement had concerns that we were coming to disrupt the function that had been planned for seniors. However, our activists advised him that they were there to support the seniors and attend the session for informational purposes as well.

While our activists respectively sat down and listened to the presentation, police officers had been called and soon arrived. The officers seeing our contingent respectfully assembled left shortly after. Tony Clement was visually uncomfortable with our PSAC presence.

### **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.

### London Labour Day Work-site Visits

The PSAC London Area Council coordinated their workplace Labour Day cake visits on September 3, 2015. PSAC REVP Sharon DeSousa took part in the workplace visits, which included 10 Components receiving cakes. This was followed by a mass Labour Day BBQ at 451 Talbot Street, in which over 400 members attended. The event was designed for members to ask their political representatives on how they will improve public services for Canadians. In attendance were:

- New Democratic Party MP Irene Mathysen
- New Democratic Party MP Candidate Matthew Rowlings
- Liberal MP Candidate Kate Young
- New Democratic Party MPP Peggy Sattler
- New Democratic Party MPP Teresa Armstrong

Conservative MP Ed Holder was invited to come but then was a no show at the event. The event did receive media attention from the London Free Press.

### Labour Day

PSAC members took part in Labour Day activities across the province, including in: Toronto, Barrie, Mississauga, Kingston, Petawawa, Sudbury, Thunder Bay, Kirkland Lake, Kitchener, London, Windsor, Sarnia, and Niagara. Members were given bright neon yellow shirts that PSAC Ontario Council designed with one of the following slogans on it: Vote for Democracy, Vote for Pensions and Vote for Health Care.

### 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. One member in each regional office area was brought in on LWOP to follow up with Locals on the survey. Based on the responses, Local Development proposals will be issued to ensure that the necessary training takes place in 2016.

### Political Outreach Team Training

Political Outreach Training designed for activists looking to work on the election were provided in each of the 5 Regional Offices. The 2 day training session provides workshops on lobbying, door to door canvassing, phone banking and letters to the editor. Multiple training opportunities have been offered to increase our Outreach Team base throughout the region.

## **We Are All Affected Campaign**

### Stephen Harper Picket

On May 13, 2015, Prime Minister Stephen Harper went to Windsor, where he was joined by Public Works Minister Diane Finley and local MP Jeff Watson for a "roundtable" at a local

hotel. The event was closed off to media and the public; a trend of inaccessibility and lack of transparency this government has become known for.

PSAC members, along with members from UNIFOR, CUPE, OPSEU and the Windsor District Labour Council picketed outside the hotel over the government's latest omnibus budget bill. The picket received media attention: <http://blogs.windsorstar.com/news/pms-two-day-visit-to-windsor-met-with-protesters?hootPostID=b4043149f345836b54be99fb982918dc>

### Election Meet and Greets

Member gatherings at local establishments have been taking place where members can discuss their concerns with the upcoming election with each other. These meet ups began in May with the first one on May 19 at the Midtown Gastro Hub for members who work at 25/55 St. Clair in Toronto. PIPSC's CS President Stan Buday attended, along with Sharon DeSousa, REVP for Ontario.

### Sarnia Picket

On June 2, 2015 at 1pm, members took part in a picket at Conservative MP Pat Davidson's office over the government's budget implementation Bill C-59. CUPE and UNIFOR members came out and a second picket on the same day was held at the Bluewater Bridge in Point Edward.

These pickets received media attention:

- <http://blackburnnews.com/sarnia/sarnia-news/2015/06/02/bill-c-59-protests-planned/>
- <http://www.theobserver.ca/2015/06/01/sarnia-lambton-mp-pat-davidsons-office-to-be-picketed-tuesday>
- <http://www.theobserver.ca/2015/06/02/union-members-opposed-federal-move-on-sick-leave>

The picket at MP Pat Davidson's office had approximately 50 in attendance including members from CIU, UNIFOR, DCL 501, SEIU, and OPSEU. At 4pm the second picket took place at the Bridge with 30 members in attendance including two from CUPE.

### National Public Service Week

This year National Public Service Week took place from June 16-19, 2015. Once again, we encouraged members to boycott the employer's celebrations and instead hold Local member appreciation events.

### Political BBQ

Kingston – Held a political mobilization BBQ sponsored by the PSAC Kingston Area Council on June 13, 2015 in Lake Ontario Park. Speakers included Robyn Benson, Sharon DeSousa, Maude Barlow, Hassan Yussuff, Component Presidents, local NDP candidates including Betty Bannon, former President of UTE. Approximately 300 members attended.

### Stand up for Progress National Tour

PSAC was a proud sponsor of the Broadbent Institute's *Stand up for Progress National Tour* featuring Harry Leslie Smith. Smith is the author of the acclaimed book, *Harry's Last Stand: How the World My Generation Built is Falling Down, and What We Can Do to Save it*, and at

92, he's Canada's oldest rebel inspiring the next generation of activists. PSAC's campaign videos highlighting veterans and their struggle to receive service from Veterans Affairs Canada were shown.

The Tour had two stops in Ontario, the first on July 21 in London where Sharon DeSousa introduced PSAC's veteran's videos. The second was on July 29 in Oshawa, with Bob Black, Alternate REVP introducing the videos.

## **Labour Movement/ Solidarity**

### **Meeting with Finance Minister Charles Sousa**

Sharon DeSousa, along with affiliate leaders met with Finance Minister Charles Sousa on June 23, 2015 at 1pm to discuss the proposed Ontario Retirement Pension Plan, Hydro One Sell-Off, Corporate taxes and Labour Law Reform.

### **United Way Breakfast**

On June 17, 2015 the United Way 2015 Thanks a Million Breakfast was held to celebrate the achievements of this year's campaign. The breakfast was held at the Toronto Region Board of Trade in Toronto. Souad Soubra, PSAC Ontario Council Members with Disabilities Representative accepted PSAC's award, as once again our members were awarded the United Way-Centraide Canada's Thanks a Million award. This national honour recognizes leading corporations, employers and labour organizations who raise \$1 million or more each year in support of United Ways and Centraides across the country.

### **Solidarity Action to Support CUPE 101**

On Tuesday, June 23, 2015, the PSAC London Area Council answered the call for support for CUPE 101 municipal workers who were on the picket line outside of city hall early in the morning.

### **March for Climate, Justice and Jobs**

On July 5th, 2015 PSAC activists took part in a spectacular demonstration of unity with over 10,000 people marching together in Toronto for Jobs, Justice and the Climate. The March brought together frontline Indigenous communities, Canada's largest unions, students, social justice organizations and grassroots activists.

### **Peoples' Social Forum - Toronto**

PSAC Ontario endorsed and supported the People's Social Forum in Toronto, which took place at Ryerson University from July 10-12, 2015. PSAC also designed and delivered a workshop on the Saturday during the 2pm-3:30pm time slot titled, "The face of Public Service Cuts: Impact on Equity, Community Groups", with Bob Black, Alternate REVP delivering the opening address. Chris Aylward, National Executive Vice-President took part in the Forum, including in the planning session on Sunday July 12, to discuss the World Social Forum taking place next year.

### UFCW Local 175 Strike

On Wednesday, July 8th, the PSAC Windsor Area Council organized members in the Windsor area to walk the picket line with picketing UFCW members who work for Zehrs and Loblaws, UFCW Locals 175 and 633. Over a dozen members took part.

### ACORN Convention

PSAC Ontario sponsored the 2015 ACORN Convention, which brought together over 230 ACORN members in Montreal. The Convention occurred from June 13-15, 2015, and continues PSAC's long standing partnership with this community organization that advocates and lobbies for low and moderate income families.

### Harper Picket

On August 19, 2015, our PSAC London Area Council along with other labour activists picketed Stephen Harper as he made his way into London during the campaign trail.

### PSAC Toronto Young Worker Committee Open House

On September 1, 2015 the PSAC Toronto Young Worker Committee held an open house. The event saw 17 participants taking part. Speakers included:

- Sharon DeSousa, PSAC Regional Executive Vice-President – Ontario
- Chris Sloan, President, CEIU Local 613
- Andrew Budden, Greater Toronto Area Council President
- Pablo Godoy, Vice-President, OFL (Workers of Colour)

### Provincial Labour Law Reform

PSAC Ontario, in conjunction with the Ontario Federation of Labour, is taking part in the Liberal government's provincial labour law reform sessions. The purpose of these consultations is to receive input and comments on the issues concerning the changing nature of work (i.e. the rise of precarious, contract and part-time work).

PSAC DCL 901, Queen's University Local President Craig Berggold presented on behalf of PSAC during our scheduled time slot at the Kingston session on July 28, 2015. Craig spoke on the precarious nature of academic sector work and the need for stronger protections for workers and enforcement of regulations by the Ministry of Labour.

Marie Polgar-Matthews, the Directly Chartered Locals Academic Representative on Ontario Council spoke on behalf of PSAC at our Toronto session that took place on September 11, 2015. Marie spoke on the need for job security and for the province to make it easier for workers to unionize, rolling back the changes brought in through the Mike Harris years.

### UNIFOR Solidarity

On September 24, 2015, Sharon DeSousa, PSAC Ontario REVP joined our members at DCL 533 Slots at Woodbine workers in Toronto to rally with UNIFOR Local 252 members who work as security officers at the site. The OLG has locked out these workers who are currently in bargaining.

## **Education**

### **Spring School**

PSAC Ontario Spring School was held on June 4-7, 2015 at the Ivey Spencer in London, Ontario. 80 participants including many first timers attended one of four course offerings, including: Advanced Duty of Accommodation, Human Rights Activism, Advanced Stewards Course and Advanced Anti-Harassment and Bullying in the Workplace.

Guest lecturers included Professor Michael Lynk WHO gave a presentation on "*The Fundamentals of the Accommodation Duty in the Canadian Workplace*". Professor Grace-Edward Galabuzi, Ph.D. gave a presentation on "*The challenge of a Representative Workforce: making space for racialized representation*". Guest speakers included; Barb Byers, secretary treasurer of the Canadian Labour Congress and Chris Aylward, PSAC National Executive Vice-President. Sharon DeSousa, PSAC REVP closed the conference encouraging members to talk to their friends, neighbours and co-workers about engaging in the Federal Election.

### **Young Worker Summit**

The PSAC Ontario Young Worker Summit took place on September 18-19, 2015 in London. Sharon DeSousa, opened the Summit with Lauren Baert, PSAC Ontario Council Young Workers Representative. 30 young members took part in the Summit, which focused on engaging our young workers in this election. The theme for the Summit was "Empower, Build, Network and Strengthen".

## **Equity and Human Rights**

### **Pride Committee Event: Immigration Matters**

The PSAC Toronto Pride Committee held a special event titled "Immigration Matters". This event coincided with World Refugee Day with a special focus on LGBTQ+ refugees and took place on Saturday, June 20th, 2015 at 2PM. The guest speaker for the event was El-Farouk Khaki, a Toronto-based refugee and immigration lawyer who represents LGBTQI people fleeing persecution because of their sexual orientation and/or gender identity and women fleeing gender violence and people fleeing persecution because of their HIV status.

### **Pride**

PSAC members took part in Pride celebrations throughout the province, including: London, Toronto, Kingston, Thunder Bay and Sudbury. This year also saw the introduction of the Barrie Pride parade, which our Barrie Area Council and Barrie Regional Women's Committee co-sponsored.

### **Ontario Chiefs Meeting**

On June 16, 2015, the PSAC Thunder Bay office set up a table at the all Ontario Chief meeting in Kenora. There they handed out the CLC Time for Change handouts to encourage First Nations leaders to encourage their communities to vote in the Federal election.

### National Aboriginal Day

Sheila Karasiewicz, PSAC Ontario Council Aboriginal Representative, in conjunction with the PSAC Thunder Bay regional office staff handed out our National Aboriginal Peoples Circle poster to encourage Aboriginal people to vote in this federal election on National Aboriginal Day. They also asked for signatures to support the National Enquiry for Murdered and Missing Aboriginal Women.

### Black Votes Matter

On July 22, 2015, the PSAC Toronto Racially Visible Committee hosted a Black Votes Matter event in the Toronto office. The event was used to mobilize racially visible members to get out the vote. Lloyd Brown, Racially Visible Members Representative on Ontario Council opened the forum, which had 40 members take part.

### Hamilton Take Back the Night

On Thursday, September 17, 2015 the PSAC Hamilton Regional Women's Committee participated in the Hamilton Take Back the Night event. The Committee had a booth at the community event with vote buttons, vote registry cards, respect buttons and our women's poster fans. Then members took part in the march, which saw hundreds of women and children march for about an hour.

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 May 9, 2015 to September 25, 2015**

May 9, 2015 – Academic Sector Meeting  
May 11-12, 2015 – Alliance Executive Committee meeting  
May 14, 2015 – Education meeting in Ottawa  
May 15, 2015 – Internal Investigation Training meeting  
May 19, 2015 – Member Mobilization meeting for 25-55 St. Clair members in Toronto  
May 21, 2015 – DCL 555 UOIT meeting  
May 26, 2015 – UTE 00048 AGM  
May 28, 2015 – UTE Local 13 AGM  
May 29, 2015 – Union Development Program Step 4 meeting in Ottawa  
June 1, 2015 – Alliance Executive Committee meeting  
June 2, 2015 – National Board of Directors meeting  
June 3-7, 2015 – PSAC Ontario Spring School in London  
June 13, 2015 – PSAC Kingston Area Council Political Action BBQ in Kingston  
June 15- 2015 – Regional Offices Branch Review meeting in Ottawa  
June 16-17, 2015 – Funding Democracy Summit in Ottawa  
June 18-19, 2015 – Bargaining Teams meeting in Ottawa  
June 23, 2015 – Meeting with Charles Sousa, Ontario Minister of Finance in Toronto  
June 23, 2015 – CLC Game Changer event in Toronto  
June 24, 2015 – PSAC Ontario Staff Conference  
June 26, 2015 – PSAC Elections meeting in Ottawa  
June 28, 2015 – Toronto Pride Parade  
June 29, 2015 – Alliance Executive Committee meeting  
July 2, 2015 – Elections calls with PSAC Area Councils and RVP/NVP's  
July 7-19, 2015 – PSAC Social Justice Fund Delegation to Columbia  
July 20, 2015 – Ontario Federation of Labour meeting  
July 21, 2015 – Broadbent Progress Tour in London  
July 22, 2015 – Greater Toronto Area Council Open House  
July 28-29, 2015 – Regional Offices Branch Review meeting in Ottawa  
Aug. 12, 2015 – Windsor Political Outreach Team training  
Aug. 17, 2015 – UCTE Local meeting in Sarnia  
Aug. 18, 2015 – CIU Sarnia Branch meeting  
Aug. 19, 2015 – United Way meeting in Toronto  
Aug. 20, 2015 – CIU Brach 24 meeting in Toronto  
Aug. 26, 2015 – OFL/CLC meeting  
Sept. 1, 2015 – Ontario Council Finance meeting  
Sept. 1, 2015 – PSAC Toronto Young Workers Open House  
Sept. 3, 2015 – London Area Council Labour Day Cake Worksite Visits in London  
Sept. 7, 2015 – Labour Day in Barrie  
Sept. 8, 2015 – Education Committee meeting in Ottawa  
Sept. 9-11, 2015 – National Board of Directors meeting  
Sept. 11, 2015 – Regional Offices Branch Review meeting in Ottawa  
Sept. 12-15, 2015 – Union Development Program in Toronto  
Sept. 18-20, 2015 – PSAC Ontario Young Workers Conference  
Sept. 24, 2015 – UNIFOR rally at OLG Woodbine in Toronto