



**Public Service Alliance of Canada  
Regional Executive Vice-President, Ontario  
Report  
May 28, 2016 to September 9, 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**

*(\*\*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*

- Nishnawbe-Aski Police Service (NAPS) – (DCL 400 officers) filed for Conciliation for on June 2<sup>nd</sup>, 2016. On August 24, 2016, conciliation broke down and PSAC applied for a No Board report. However, the bargaining team will continue to meet with the employer on September 14 and 15, 2016, to attempt to avert a strike or lock-out.
- Anishinabek Police Service (APS) – (DCL 426 officers) The Ontario Labour Relations Board has activated our certification and now our APS members will be under provincial jurisdiction as they begin bargaining. However, On June 14, 2016, the Employer's legal counsel at APS stated to that they would not meet with PSAC to bargain. Instead, they will be filing for a judicial review of the Boards decision to certify PSAC as the bargaining agent. PSAC will be filing for Conciliation and will be pursuing an unfair labour practice complaint against APS.
- The Bluewater Bridge (DCL 501) will begin conciliation with dates set for September 9 and 14, 2016.
- OLG Sault Ste Marie (DCL946) bargaining team met with the employer to exchange proposals on July 20 and 21, 2016. Next meeting dates will be in late September 2016.
- Wequedong Lodge (DCL 00002) has elected their bargaining team and received input from the membership. Bargaining will commence shortly.

## *Renewal Agreements*

- Treaty Three Police officers (DCL 410) have a new collective agreement through an interest arbitration award in February. The new collective agreement will expire on March 31, 2018.
- Commissionaires in Sudbury (DCL Local 608) ratified their renewal collective agreement on May 15, 2016.
- Commissionaires (DCL 818) at CFB Kingston ratified their new collective agreement on June 30, 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 and is expecting a hearing in the winter of 2016.

### Postdoctoral Fellows at the University of Western Ontario

Postdoctoral Fellows (PDFs) at Western University have voted to join the Public Service Alliance of Canada (PSAC) to improve their working conditions. Western had challenged the employment status of all PDFs, stating that they were in fact not employees of the university. This challenge delayed the opening of the ballot box, which held the ballots of these workers on whether they wished to unionize.

After an 8-month delay, on August 24th, 2016, the ballot box for Western PDFs was finally opened, and PDFs have voted overwhelmingly in favour of unionizing with PSAC. The Ontario Labour Relations Board will now issue a certificate to commence the process for bargaining for a first collective agreement. PDFs at Western now join PDFs at UOIT and at Queen's University in being represented by PSAC Ontario.

### Certification Application at OLG – Lesmill

PSAC welcomed workers from the Ontario Lottery and Gaming Lesmill Lab, who were officially certified to join our union on May 16, 2016. These 92 new members work in Toronto in an I.T. facility owned by the OLG and have endured years of wage freezes. The desire for better working conditions and concerns about an impending privatization motivated them to join our union. Following the successful unionization of their colleagues in Sault Ste Marie, OLG Lesmill workers reached out to PSAC about a campaign of their own.

### Contract Cleaners at CFB Trenton

PSAC filed a certification application to re-organize sixty-five contract cleaners employed by Commercial Cleaning Servicers at Canadian Forces Base – Trenton. PSAC had represented these workers; however, when their former employer lost the cleaning contract a reorganizing campaign was started to protect their collective bargaining rights. A vote was held on June 30, 2016, and an overwhelming majority of the workers have decided to make PSAC their union once again.

## Provincial By-election

### Scarborough—Rouge River By-election

A by-election was called for the riding of Scarborough—Rouge River after Liberal MPP Bas Balkissoon resigned his seat. On June 28, 2016, members of PSAC's Greater Toronto Area Council (GTAC) held a phone bank letting members that reside in the Scarborough - Rouge River that a by-election was taking place, scheduled for September 1, 2016.

Raymond Cho was the successful candidate and will now represent Scarborough—Rouge River for the Tories. Cho bested Liberal candidate Piragal Thiru and NDP candidate Neethan Shan. According to Elections Ontario, Cho had 9,693 votes (38.6%), to Thiru's 7,264 votes (28.9%), Shan came third with 6,883 votes (27.4%). Voter turnout was 28.14%.

The Tory win is a breakthrough that gives PC leader Patrick Brown's party an MPP in Toronto for the first time since Doug Holyday won Etobicoke-Lakeshore in a 2013 by-election. It's also a blow to Premier Kathleen Wynne, as the Liberals have held the riding since its creation in 1999.

### Niagara-West Glanbrook

Former PC leader Tim Hudak has resigned his Niagara-West Glanbrook seat on September 16, 2016, to become CEO of the Ontario Real Estate Association. Hudak was first elected at age 27 in the Mike Harris-led Tory sweep that defeated the one-term New Democrat government of Bob Rae in 1995. Wynne has six months after Hudak's resignation to call a by-election for this riding.

## Prorogue

Premier Kathleen Wynne will be proroguing the Ontario legislature, with the throne speech to be delivered Monday, September 12, 2016. A speech from the throne is an opportunity for the Liberal government to outline a new set of priorities less than two years away from the next provincial election.

Major pieces of legislation have already been passed, including ones to enable a cap and trade system and the partial sale of Hydro One. All government bills are being kept active, including election finance reforms, but it's not yet clear what will happen to private members' bills.

## **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. The survey continues to be used and from that information, regional representatives have been working with identified Locals to create action plans to improve the capacity of those Locals.

### **June 8 – PSAC Day of Action**

On June 8<sup>th</sup>, 2016, Locals across Ontario held solidarity events to show our federal bargaining teams solidarity and to demand the restoration of our public services. Locals were asked to come up with creative actions during their lunch breaks.

Craig Reynolds, Union of National Employees (UNE) Assistant Regional Vice-President released a video to mobilize support for June 8<sup>th</sup> on June 2, 2016. Sharon DeSousa, REVP for Ontario, also released a short video to mobilize our members on June 4, 2016, and took part in the action by UNE Local 210 in Mississauga where members stood outside for photos before cutting a “We support our bargaining team” cake.

Many of the Local events received media coverage, including:

- London – CTV television - <http://london.ctvnews.ca/video?binId=1.1807099> (begin at 13:31)
- Kingston – CKWS Television - <http://www.ckwstv.com/2016/06/08/action-day/>
- Kingston – Kingston Whig Standard: <http://www.thewhig.com/2016/06/08/union-members-take-action>
- Barrie – CTV Television <http://barrie.ctvnews.ca/video?clipId=887301>
- Sarnia – Blackburn News Radio: <http://blackburnnews.com/sarnia/sarnia-news/2016/06/09/workers-rally-new-contracts/>
- Chatham – Chatham Daily News: <http://www.chathamdailynews.ca/2016/06/08/information-picket-held-at-judy-lamarsh-building-in-chatham>

### **PSAC 901 Queen's PostDoc Mobilization BBQ**

On June 14, 2016, PSAC Local 901 held a successful membership BBQ at Queen's. Over 50 people came out in celebration, as the Local continues their efforts to build capacity, particularly with a membership that has a high turnover ratio, due to the nature of academic work.

## Nishnawbe-Aski Police Service (NAPS) Officers

NAPS Local 401 officers have given their bargaining team an overwhelming strike mandate. The central issue in dispute is concerning health and safety, particularly officers working alone in remote communities. The possibility of reaching a negotiated settlement is remote in the absence of a new funding agreement with the Federal and Provincial governments. PSAC filed for a No Board report when conciliation on August 24, 2016 resulted in little movement on this issue. A strike or lock-out can now take place as of September 16, 2016, however, PSAC has meeting dates with the employer on Sept. 14 and 15, 2016, to attempt and avoid a labour disruption.

PSAC launched an online letter writing campaign targeted at the Prime Minister and the Ontario Premier to address the issue of under-funding of First Nations policing. The results have been tremendous with over a thousand letters being submitted.

Also, PSAC REVP Sharon DeSousa, and Local President Jason Storkson held a press conference on July 21, 2016 in Thunder Bay with NDP MPP Gilles Bisson on the discriminatory way First Nations policing is funded compared to other police services in Canada.

The media coverage of this impasse and potential labour disruption has been overwhelmingly positive and extensive. Here is a snapshot of some of the media, however, there has been much more since the No Board report was filed:

- <http://theturtleislandnews.com/index.php/2016/07/15/nishnawbe-aski-police-officers-vote-favour-strike-action/>
- <http://www.cbc.ca/player/play/2691705284>
- [http://www.ctvnews.ca/canada/ontario-indigenous-leaders-ndp-mp-call-for-new-policing-agreement-1.2988907#\\_gus&\\_gucid=&\\_gup=Facebook&\\_gsc=wGXiKdW](http://www.ctvnews.ca/canada/ontario-indigenous-leaders-ndp-mp-call-for-new-policing-agreement-1.2988907#_gus&_gucid=&_gup=Facebook&_gsc=wGXiKdW)
- <http://www.winnipegfreepress.com/canada/first-nations-leaders-call-on-feds-ontario-to-hash-out-new-policing-agreement-387016121.html>
- <https://www.guelphtoday.com/national-news/first-nations-call-on-feds-ontario-to-hash-out-deal-as-police-strike-looms-338470>
- <http://theturtleislandnews.com/index.php/2016/07/15/nishnawbe-aski-police-officers-vote-favour-strike-action/>
- <http://www.wawataynews.ca/breaking-news/canada-and-ontario%E2%80%99s-failure-negotiate-policing-agreement-causes-naps-workers-vote>
- <https://www.guelphtoday.com/national-news/first-nations-call-on-feds-ontario-to-hash-out-deal-as-police-strike-looms-338470>
- [http://tbnewswatch.com/News/National/391533/First\\_Nations\\_call\\_on\\_feds,\\_Ontario\\_to\\_hash\\_out\\_deal\\_as\\_police\\_strike\\_looms\\_\\_](http://tbnewswatch.com/News/National/391533/First_Nations_call_on_feds,_Ontario_to_hash_out_deal_as_police_strike_looms__)
- [http://charlieangus.ndp.ca/sites/default/files/multisite/76282/field\\_content\\_files/20160714\\_letter\\_to\\_minister\\_goodale\\_re\\_naps.pdf](http://charlieangus.ndp.ca/sites/default/files/multisite/76282/field_content_files/20160714_letter_to_minister_goodale_re_naps.pdf)
- <http://www.wawataynews.ca/breaking-news/canada-and-ontario%E2%80%99s-failure-negotiate-policing-agreement-causes-naps-workers-vote>
- <http://www.cbc.ca/news/canada/thunder-bay/nishnawbe-aski-police-union-applies-for-conciliation-in-contract-dispute-1.3678067>
- [http://www.chroniclejournal.com/news/local/i-was-soaked-in-blood-lone-officers-face-scenes-too/article\\_544fcce2-49da-11e6-bd78-ffc27f81835d.html#.V4fOtzuuGxY.facebook](http://www.chroniclejournal.com/news/local/i-was-soaked-in-blood-lone-officers-face-scenes-too/article_544fcce2-49da-11e6-bd78-ffc27f81835d.html#.V4fOtzuuGxY.facebook)

- [http://www.tbnewswatch.com/News/391437/NAPS officers give union nearly unanimous strike mandate](http://www.tbnewswatch.com/News/391437/NAPS_officers_give_union_nearly_unanimous_strike_mandate)
- <http://www.cbc.ca/news/canada/thunder-bay/nishnawbe-aski-police-union-applies-for-conciliation-in-contract-dispute-1.3678067>
- [http://www.chroniclejournal.com/news/local/i-was-soaked-in-blood-lone-officers-face-scenes-too/article\\_544fcce2-49da-11e6-bd78-ffc27f81835d.html](http://www.chroniclejournal.com/news/local/i-was-soaked-in-blood-lone-officers-face-scenes-too/article_544fcce2-49da-11e6-bd78-ffc27f81835d.html)
- [Des députés donnent leur appui aux policiers de la Nation Nishnawbe Aski Ontario First Nations threaten to disband police service over funding issues](#)

#### OLG Slots - July 20th Action in Sault Ste. Marie

On July 20, 2016, our OLG Slots in Sault Ste Marie Local 00946, held a membership BBQ to raise support for their first round of collective bargaining. More than 100 members participated in the BBQ, with about half of them walking around the hotel where negotiations were taking place with messages of support for the bargaining team.

#### UTE Day of Action

On August 8, 2016, UTE members across the country were asked to take action in their locals to support their bargaining team, which was returning to the table on this day. Locals held different events from information pickets to wearing I support my bargaining team stickers.

#### Lobby

August 9, 2016 – TB Area Coordinator Navnita Richardson and fellow PSAC member activists: Haseeb Ahmad, Navindra Sahedeo, and Joe Klich met with Brampton South MP Sonia Sidhu. They discussed numerous issues including ensuring the Liberals live up to the commitments made during the Federal election with regards to bargaining and respecting public service workers.

They also discussed the need to respect the voices of First Nations communities in the recently called national inquiry into the missing and murdered Aboriginal woman and girls. The PSAC activists spoke about updating the Employment Equity language used by Statistics Canada, the Fairness and \$15 campaign, as well as improved support for the Status of Women funding - among other issues. It was a positive meeting that resulted in a commitment for further discussions including the MP speaking to MP Scott Brison, President of Treasury Board about the current bargaining challenges.

#### Kingston Young Worker Committee

The Kingston Young Workers' Committee has now been re-activated as of May 3, 2016. This is positive news as there are many young workers in the region, especially with the academic workers PSAC represents at Queen's University.

#### Kingston Commissionaires

The Kingston Commissionaires (DCL 00818), held an information picket at CFB Kingston on May 19, 2016. The Local had been facing an extremely difficult round of bargaining in an attempt to get paid sick leave for this group, that mostly consists of older veterans. The picket received a tremendous showing of community and labour support, as well as media attention.

### First Nations Healthcare Funding

PSAC represents mental health care workers at the Weeneebayko Area Health Authority (WAHA), who provide mental health care services to vulnerable First Nations communities throughout the James Bay region. The Attawapiskat suicide crisis brought a lot of attention on the need for mental health care services and the Ontario region reached out to PSAC's Social Justice Fund to seek funding for mental health support in the area.

Local VP, and resident of Attawapiskat sought and received assistance from the Social Justice Fund to deliver traditional healing for youth and others in the community. In addition, the local NDP MPP and health critic, France Gélinas, was lobbied to raise the issue at question period.

### Labour Movement/ Solidarity

#### Sexual Violence and Harassment Legislation

Ontario's Minister of Labour invited several unions to be a part of consultations to discuss key documents in support of the Ontario government's 2015 initiative, *It's Never Okay: An Action Plan to Stop Sexual Violence and Harassment*.

The action plan outlines steps to help change attitudes, provide more supports for survivors, and make workplaces safer and more responsive to complaints about sexual violence and harassment. Sharon DeSousa, REVP took part in these consultation on June 28, 2016 at the Ministry of Labour.

The *Workplace Violence and Harassment: Understanding the Law Guideline* is a revised document and complements the *Code of Practice* and the *Occupational Health and Safety Act* and has come into force on September 8, 2016.

#### World Social Forum

Thousands of people gathered in Montreal on August 9-14 for a social movement summit called the World Social Forum (WSF). Participants spent the week attending a great variety of workshops, lectures and cultural events, more than 1200 in total. On August 9, 2016, the Forum kicked off with a mass rally, in which PSAC members attended. Bob Black, Alternate REVP was in attendance, along with Craig Berggold, President of PSAC local 901 at Queen's University, member activist Janel Coe, Steve Khan, LGBT Representative on Ontario Council, Ryan Ward, GTA Region 5 representative on Ontario Council, and Lynda MacLellan, PSAC Toronto Regional Women's Committee Chair.

#### Labour Day

The Ontario region continues to see increased participation from communities across the province for Labour Day. Members took part in Windsor, Niagara, London, Hamilton, Toronto, Barrie, Orillia, Kingston, Sudbury and many more. Members who came out for the Hamilton Labour Day parade and community BBQ were delighted to have Chris Aylward, National Executive Vice-President attend.

Kirkland Lake had an early Labour day celebration on Aug. 31, 2016, where they provided members with a cake and had a food bank collection.

In London, Sharon DeSousa, REVP Ontario, on August 31, 2016, went to various PSAC Locals with the PSAC London Area Council to provide members with PSAC 50<sup>th</sup> anniversary celebratory cakes as a pre-Labour Day celebration. As is the tradition in London, a mass BBQ was organized by the PSAC London Area Council and held at noon at 451 Talbot St., where over 400 members came out. NDP MP Irene Matheson attended the BBQ and helped out with distributing the 50<sup>th</sup> anniversary celebratory cake to members. Patti Dalton, President of the London District Labour Council and Jamie VanSydenborgh, Union of Taxation Employees, RVP Southwestern Ontario Region were in attendance.

In Sarnia, CIU Local 19, PSAC Local 501 and UCTE Local 00047 participated in the Sarnia Labour Day Parade. PSAC ended up winning the Sarnia District Labour Council's 2016 award for best float.

## **Education**

### **Ontario Women's Conference**

The 2016 PSAC Ontario Regional Women's Conference took place from June 2-5, 2016 at the Chelsea Hotel in Toronto. This year's theme was "*Confronting ISMs...Empowering Women!*" Sister Robyn Benson attended the PSAC Ontario Women's conference and participated in a fundraiser for the Town of Moosonee Family Resource Centre called "Omushkegiskew House".

## **Equity and Human Rights**

### **Pride**

#### **Barrie Pride**

On June 11, 2016, PSAC members in the Barrie area took part in the ever growing Barrie Pride, with this being the 5<sup>th</sup> year the city has held a Pride event. PSAC Ontario donated \$1,000 to assist the Pride organizing committee with this year's expanding celebration.

#### **Toronto Pride**

The PSAC Toronto Pride Committee led the organizing for our members' participation in Pride Toronto's Trans march on July 1, 2016, the Dyke March on July 2, 2016 and the Pride Parade on July 3, 2016. Our float was full of members, and we had over 250 members and their families participate, many of which marched alongside our float. There were even UNE members from Sturgeon Falls who traveled down at 7:45am by bus to take part in the parade. This year members wrote messages of support on the float to show solidarity with the family and friends of the Orlando tragedy.

#### **Thunder Bay**

At the Thunder Bay Pride, Sister Sheila Karasiewicz, Aboriginal Members Representative on Ontario Council joined with other activists to mark this year's celebrations.



London

The PSAC London Area Council, as well as rank and file members took part in this year's Pride festivities on July 24, 2016.

National Aboriginal Day

On June 21, 2016, Sheila Karasiewicz, Aboriginal Members Representative on Ontario Council took part in the Thunder Bay National Aboriginal Day celebration. A booth was set up to create red dress pins to support the call for a national enquiry for the murdered and missing Indigenous Women and Girls.

Childcare Campaign

The newly re-activated PSAC Sudbury Regional Women's Committee will be making PSAC's child care campaign a priority for the committee. This includes getting signatures for a petition being distributed by Rethink Child Care, the Canadian Labour Congress and the Child Care Advocacy Association of Canada.

The PSAC Toronto Regional Women's Committee has also been working on the child care campaign over the summer. The petition being circulated can be found at <http://www.childcareontario.org/petition>. The Committee is also running a competition for members, with the member with the most signatures at the end of the summer will win a seat at the LEAF Annual Persons Day Breakfast on October 19th, featuring Margaret Atwood and Elizabeth Renzetti.

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 28, 2016 to September 9, 2016**

May 31, 2016 – CUPE Rally to stop Hydro One privatization  
June 1, 2016 – Injured Workers Day Rally at Queen’s Park and the Ministry of Labour  
June 2, 2016 – Ontario Regional Women’s Conference preparation work  
June 3-5, 2016 – Ontario Regional Women’s Conference  
June 6-7, 2016 – Alliance Executive Committee meeting in Ottawa  
June 8, 2016 – PSAC Day of Action attended UNE Local 210 event in Mississauga  
June 10, 2016 – Education Committee meeting in Ottawa  
June 11-12, 2016 – PSAC NCR Regional Women’s Conference in Ottawa  
June 14, 2016 – WSIB Board Meeting  
June 15, 2016 – Transition committee meeting in Ottawa  
June 18-19, 2016 – National Bargaining Teams meeting in Ottawa  
June 20, 2016 – Alliance Executive Committee meeting in Ottawa  
June 21-23, 2016 – National Board of Directors meeting in Ottawa  
June 28, 2016 – Windsor Regional Women’s Committee and Area Council meeting in Windsor  
June 29, 2016 – DCL 610 Local Executive Committee meeting in London  
July 3, 2016 – Toronto Pride Parade  
July 5, 2016 – Ontario Council Committees meeting  
July 6-7, 2016 – Special Regionalization Strategy Session  
July 8-9, 2016 – Ontario Council meeting  
July 13-17, 2016 – Union Development Program in Halifax  
July 19, 2016 – CEIU Mental Health Forum  
July 21, 2016 – Nishnawbe-Aski Police Service Press Conference in Thunder Bay  
Sept. 1, 2016 – Labour Day celebration in London  
Sept. 5, 2016 – Labour Day in Thunder Bay  
Sept. 8, 2016 – OFL Heads of Union meeting  
Sept. 8, 2016 – PSAC Toronto Racially Visible Committee meeting