



**Public Service Alliance of Canada  
Regional Executive Vice-President, Ontario  
Report  
May 13, 2017 to September 22, 2017**

**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*

- Anishinabek Police Service (APS) – (DCL 426 officers) On September 19, 2017, a tentative agreement was reached and now ratification meetings are being planned.
- City of Timmins Airport (UCTE 00075) – The bargaining team met during the week April 10, 2017 to look over proposals. Bargaining dates have been scheduled for October 24, 25, 26, 2017, and January 30, 31, and February 1, 2018.
- Great Lakes Pilotage Authority (UCTE 00057) – The bargaining team met on March 8, 2017. Meetings to begin bargaining with the employer are expected in the winter of 2017.
- Kingston Commissionaires (DCL 818) – bargaining will continue with meetings scheduled for October 26 and 27, 2017.
- North Bay Airport (UCTE 00006) - The bargaining team met on May 16, 2017, to finalize a proposal package to commence bargaining in the fall of 2017.
- Teaching Assistants and Teaching Fellows employed at Queen's University met with their employer on July 12, 13, 17, 18, 2017. Bargaining is expected to resume in the fall of 2017.
- On July 4, 2017 an input call for demands was placed for DCL 500, Georgian Downs Racetrack members.

- UNDE 639, Cleaners at Petawawa have begun bargaining with their employer, GDI Services Canada. After meeting on September 7, 2017, the team has decided to apply for conciliation.
- NPF Petawawa (UNDE 00680) members have reached a tentative agreement and ratification votes are being scheduled.

### *Renewal Agreements*

- Township of Edwardsburgh/Cardinal (UCTE 00066) members ratified their new collective agreement on June 12, 2017.
- Wequedong Lodge (DCL 00002) members ratified their new collective agreement on June 28, 2017.
- The University of Ontario Institute of Technology Teaching Assistants and Research Assistants (DCL 555) ratified their new collective agreement on July 17, 2017.
- NPF Trenton (UNDE 00683) members ratified their new collective agreement on July 18, 2017.
- OLG – Slots at Woodbine (DCL 533) members ratified their new collective agreement on August 3, 2017.
- University of Western Ontario (UWO) Postdoctoral Associates and Fellows (DCL 610) ratified their new collective agreement on August 10, 2017.
- Commercial Cleaning Services in Hastings County (UNDE Local 650) members ratified their new collective agreement on August 15, 2017.

### **Organizing**

#### Operational Managers at Ontario Corrections (600 members)

On July 31, 2017, the Ontario Labour Relations Board dismissed PSAC's application for certification for Sergeants and Youth Services Managers employed by the Province of Ontario (Corrections). The decision brings to a close a legal dispute extending over a period of years between the Province, PSAC, AMAPCEO and OPSEU over this unit.

The Labour Board ruled that all employees of the Province are employed in one of four bargaining units and that each bargaining unit is represented by either OPSEU, AMAPCEO, Professional Engineers Government of Ontario. Consequently, PSAC could not file a certification application for a sub-group of these four bargaining units and our application was dismissed.

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

Efforts to organize course assistants, contract faculty, part-time faculty and food service workers at Brescia University College in London (ON) are ongoing. The college is affiliated with the University of Western Ontario where we represent members of PSAC 610. A management dominated Association has posed a challenge but outreach to build support and establish inside contacts continues. Renewed outreach efforts will commence in the Fall term upon the recommencement of school when staff return to the College.

### Queen's University research assistants join PSAC Local 901

After more than a two year wait, research assistants at Queen's University are joining PSAC Local 901 following an overwhelming vote in favour of union representation. Approximately 600 research assistants voted on union certification in 2014. However, the Ontario Labour Relations Board (OLRB) ordered the ballot boxes sealed until it decided if the research assistants are eligible to join a union. When the OLRB finally ruled to open the ballot boxes, the vote was counted and the majority had said yes to join PSAC effective February 16, 2017. These new members now join thousands of other PSAC members who work in the university and research sectors.

### Ontario Lottery and Gaming (OLG) – Sault Ste. Marie (DCL 946)

The Ontario Labour Relations Board ordered a decertification vote among 375 workers employed by the Ontario Lottery and Gaming Corporation (OLG) in Sault Ste. Marie on May 17, 2017. These workers had voted to join PSAC, however the slow progression in reaching a first collective agreement, while at the same time seeing non-unionized workers receive pay raises and other incentives, led to the loss of this unit.

### Ontario Lottery and Gaming (OLG) – Lesmill (DCL 900) (90 members)

Following the decertification of the OLG Sault Ste. Marie headquarters, who's workers perform the same duties as workers at Lesmill, a decertification application was filed less than a week later. This followed a difficult round of negotiations that saw little movement from the OLG, and resulted in a year passing without a first collective agreement, leading to an open period for decertification. This situation, highlights the importance of changing Ontario's labour laws to enact arbitration for first collective agreements.

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

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

## **Provincial**

### Sault Ste. Marie By-election

A by-election was called for Sault Ste. Marie on June 1, 2017. The Ontario Liberals chose Debbie Amaroso as their candidate to run in this by-election, which became vacated by former cabinet minister David Orazietti in December. The Conservatives announced in November that

Ross Romano would be their candidate and the NDP announced city Councillor Joe Krmpotich would be running for their party.

Ross Romano won with 40.3 per cent of the vote. This is the fifth by-election the PCs have won under leader Patrick Brown. The party has not won an election in this riding since 1981. NDP candidate Joe Krmpotich finished in second, seven points down from Romano with 33 per cent of the vote. The Liberal Party failed to retain the seat held by David Oraziotti for 13 years, with candidate Debbie Amaroso receiving 22 per cent of the vote.

## **PSAC Ontario Triennial Convention**

The PSAC Ontario 7<sup>th</sup> Triennial Convention took place from May 26-28, 2017 at the Hilton Meadowvale in Mississauga. The Convention theme was “Our Union, Our Future!”. Guest speakers included Maude Barlow from the Council of Canadians and Ryan Hinds, a critically acclaimed theatre artist. Sister Robyn Benson, PSAC National President, was also in attendance to address the Convention floor and conduct elections.

The selected Convention charity was the Assaulted Women’s Helpline, which has been instrumental in positively impacting the lives of hundreds of thousands of women across Ontario. This charity was selected by Ontario Regional Council in consideration of PSAC’s stop domestic violence campaign.

## **PSAC Ontario Activism Awards**

This Convention was also the first in which we held an awards ceremony for members who have shown a high level of activism and outstanding contributions to PSAC. The awards ceremony was undertaken to celebrate our union’s successes by recognizing some of our incredible activists who have worked tirelessly on behalf of PSAC. After receiving nominations from across the province, three members were selected and were surprised with awards during Convention in a special awards ceremony. The three awards recipients were Lynda MacLellan (CEIU 638); Craig Berggold (DCL 901); and Ed Jones (DCL 818).

## **Mobilization**

### **Phoenix Rally**

A rally was held on May 31, 2017, outside the Royal Military College by the PSAC Kingston Area Council to continue to pressure the government to fix Phoenix. The event also highlighted the fact that executives received performance pay bonuses, while at the same time public service workers continue to suffer with incorrect wages due to Phoenix.

### **Hamilton/Niagara Young Worker Committee Social Event**

On May 31, 2017, the PSAC Hamilton Niagara Young Worker Committee hosted a social night at Serve Ping Pong Bar & Lounge in Hamilton. Six new members came out to the event, as the Committee continues to grow.

### Kingston Area Council BBQ

The PSAC Kingston Area Council held a BBQ on June 6, 2017, for all members in the area outside of the PSAC Regional office. The event was held to promote greater participation by all members in working to advance our members' issues.

### National Public Service Week (NPSW) Boycott

This year's National Public Service Week (NPSW) was held from June 11-17, 2017. PSAC once again decided to boycott NPSW employer activities due to the ongoing Phoenix pay system problems. Stickers, postcards and handbills were developed by PSAC National and handed out to Locals. Locals were encouraged to hold their own member appreciation events for NPSW and continue our campaign to #FixPhoenix.

### Customs and Immigration Union (CIU) Day of Action

June 20, 2017 marked the 3-year expiry date of the FB Collective Agreement. Cakes and pizzas were dropped off at various CIU Locals where members enjoyed the pizza and cake along with a bargaining update during their break.

### Ontario Lottery and Gaming (OLG) Corporation – Slots at Woodbine Lock-out

Over 400 members employed at the Ontario Lottery and Gaming (OLG) corporation, Slots at Woodbine in Toronto were locked out as of July 14, 2017 at 12:01 a.m. Workers had rejected two previous tentative agreements, which had failed to address the issues of precarious work at the site. Over 60 per cent of the workforce is part-time, yet many have been working full-time hours for years, without the status of full-time and the benefits that go along with it.

To highlight this issue, and get the OLG back to the table, PSAC Ontario ran a digital truck ad on July 15-16, 2017, to drive around the entrances, parking lot, nearby malls and public spaces for 6 hours each day with messages of support for our Woodbine members. Radio ads were placed starting on July 15, 2017, for a full week on both 680 News and 640 News in Toronto. An online email letter was placed on the PSAC Ontario webpage, where supporters could send an email message to the Premier, Minister of Finance, Minister of Labour and the OLG CEO, Stephen Rigby. In addition, a petition to the Ontario Legislature was created for our members to use on the picket line to get support from patrons, and demand the Ontario government provide a new directive to their crown corporation, the OLG.

On July 27, 2017, members went to picket the local Liberal MPP's office, Shariq Qadri, as he had been absent for 2 weeks while his constituents had been locked-out. Members met with his legislative assistants to present a letter written by myself demanding he takes action to pressure the OLG back to the bargaining table.

Kingston Caravan of Support - On July 29, 2017, members and community supporters from the Kingston area, traveled down to come support our picket lines at Woodbine. This included our PSAC Kingston Area Council as well as the Fight for \$15 Kingston chapter, which helped show our Woodbine members that they were not alone in this fight.

A mass Solidarity Rally had been scheduled for August 3, 2017, with the help of the Ontario Federation of Labour and the Toronto and York Region District Labour Council. However, the OLG agreed to go back to the table on August 1, 2017, and after a lengthy day of negotiations a tentative agreement was reached. The Solidarity Rally had to be cancelled as ratification

meetings were scheduled on this day. Members voted to ratify the new agreement, ending a 3-week lock-out. The new agreement included the creation of 25 new full-time positions, improved job security language, and better scheduling practices to address work-life balance.

#### Solidarity with Teamsters Local 419 – Pearson Strike

On July 31, 2017, locked-out Woodbine members, as well as PSAC staff, went to Pearson airport to do a solidarity picket with striking Teamsters Local 419. This act of solidarity was in recognition of their own struggles and sharing the support they had received from other unions.

#### University of Western Ontario Postdocs (DCL 610) Family Fair

One of the issues facing postdocs is the extraordinary cost of childcare. PSAC was recently able to negotiate childcare benefits for our members at Queen's University (PSAC Local 901), and we believe that Western University should follow this example in fairness with their postdocs. In addition, postdocs at Western, would like access to the same health benefits as the faculty have at the University.

To highlight this important issue, PSAC Local 610 organized a fun, family fair event, called; '*Western, Be Fair!*' The event was held on July 20, 2017, in front of the University Community Center (UCC) at Western University. All unions on campus (faculty, staff, and others), as well as grad students, and the London District Labour Council were invited to attend, which received media coverage from CTV.

#### Queen's DCL 901 Postdoc Contract Celebration

On July 26, 2017, in light of achieving one of the most progressive collective agreements in Canada for postdocs, including winning childcare benefits, Local 901 held an appreciation BBQ. Members came out to celebrate this historic advancement that will help set higher standards for bargaining in the academic sector.

#### Kingston Phoenix Protest and Farewell BBQ to UNDE National President

John MacLennan's 18-year tenure as Union of National Defense Employees (UNDE) National President was commemorated with a mass rally and farewell BBQ in Kingston. The Phoenix rally took place outside the office of Liberal MP Mark Gerretsen on August 2, 2017, followed by the farewell BBQ for MacLennan. Members joined PSAC National President Robyn Benson, UNDE Executive Vice-President June Winger, UNDE Vice-President (Ontario) Serge Desbiens, PSAC Kingston Area Council and PSAC Ontario Regional Council members, and myself.

## **Labour Movement/ Solidarity**

#### Make It Fair Campaign

On May 30, 2017, the Ontario Liberal government announced a raise to the minimum wage of \$15 an hour, along with many other progressive changes to labour legislation, through Bill 148; *Fair Workplaces, Better Jobs Act*. Some of the measures in this Bill include: Equal pay for part-time, casual, temporary and contract workers, including temporary agency workers; Fairer scheduling; An extra week's paid vacation (after 5 years of service); 10 emergency leave days for all workers, two (2) of which will be paid and no doctor's note will be required for any worker

taking emergency leave; Protection for contract service workers against contract flipping in the building services sector and publicly-funded institutions (like colleges and universities); an extension in card-based certification for union organizing and other measures to make it easier for workers to join unions.

However, the Bill still has major flaws in it, like exemptions to the *Employment Standards Act*, the lack of arbitration for first contracts, the allowance of continued use of replacement workers, among others. The Labour movement and community groups took part in the government's public hearings across the province to speak on the need for these progressive amendments and others, and to urge the government to act.

### National Aboriginal Day

As a step in the continuing effort towards reconciliation, PSAC partnered with the Aboriginal Peoples Television Network (APTN) this year. PSAC signed on as a major sponsor of the National Aboriginal Day Live event; which took place in eight cities: Halifax, Montréal, Ottawa, Toronto, Winnipeg, Yellowknife, Edmonton and Vancouver.

These events featured some of the biggest names in Indigenous music and television, including JUNO Award winners and on-the-rise artists. Talent from all genres, regions and nations, were showcased, ensuring the recognition and inclusion of all First Nations, Inuit and Métis peoples. The event also provided space to showcase PSAC's "Thirsty for Justice" campaign, where members asked the public to sign a petition in support of safe drinking water on Indigenous territories.

### Coalition of Graduate Employee Unions Conference

From August 11 to 13, 2017 PSAC Local 610, which represents Graduate Teaching Assistants and Postdoctoral Researchers at Western University, was the host for the 2017 annual conference for the Coalition of Graduate Employee Unions (CGEU) in London, Ontario. The CGEU encompasses union locals from across North America and meets in order to exchange and discuss strategies for organizing and bargaining.

### Teamsters Solidarity Rally

On September 3, 2017, PSAC members who are Commissionaires at Pearson airport (DCL 802), joined striking Teamsters Local 419 members on the picket line. The rally was held at Terminal 3 on Sunday, September 3 at 1pm.

### Labour Day

Labour Day continues to grow with PSAC members participating in Labour Day events across Ontario. To commemorate the day, members were given Labour Day t-shirts that PSAC Ontario produced with one of the three following slogans on them: *Our Power, Our Movement; We Are Union and Stronger Together*. Members took part in Sarnia, Windsor, Niagara, London, Toronto, Brampton, Kingston, North Bay, Sudbury, Thunder Bay and many more.

In Kirkland Lake, to commemorate Labour Day, our members held a food bank drive. Over 75 pounds of food was donated for the Kirkland Lake food bank and 30 pounds to the Englehart food bank. \$80 was donated to the Kirkland Lake food bank and \$25 was donated to Englehart food bank

## **Education**

### **Ontario Regional Council Training**

On July 5-6, 2017, the new Ontario Regional Council was trained in their roles as Council members, after being elected at the 2017 Ontario Regional Convention that took place on May 26-28, 2017. Training included anti-oppression, media training, reporting and responsibilities of Council members.

## **Equity and Human Rights**

### **Celebration of South Asian Month**

The PSAC Toronto Racially Visible Committee held a South Asian Heritage Month celebration on May 31, 2017, at the PSAC Toronto Regional Office. Guest speakers included Chris Ramsaroop, from “Justicia for Migrant Workers”, Mohammed Hashim, from the Toronto and York District Labour Council, and myself

### **Injured Workers Day**

On June 1, 2017, a rally was held on the grounds of Queen’s Park in Toronto to advocate for changes to our WSIB system to commemorate Injured Workers’ Day. Members from PSAC’s Toronto Members with Disabilities Access Committee attended this important rally, which highlighted how our Workers Compensation system is failing.

### **Body Positivity Workshop**

The Toronto Regional Women’s Committee held a body positivity workshop, titled: “Empowering Ourselves, Empowering Others”, on June 14, 2017, at the PSAC Toronto Regional office. The guest speaker for the event was Luna Matatas. Luna Matatas is an educator, facilitating workshops on health, equity and sex and body positivity.

### **Pride**

Pride celebrations took place across the province throughout the summer, beginning in May up to September. Members took part in celebrations in Windsor, London, Toronto, Barrie, Kingston and many more.

### **Homeopathy**

The PSAC Hamilton Members with Disabilities Access Committee (MDAC), held an event on the benefits of homeopathic medicine on June 6, 2017, that was open to all members in the area. A second session on homeopathy was held on September 18, 2017, after the first session received positive member feedback. This second event continued the discussion on the benefits of homeopathic medicine.

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,

A handwritten signature in blue ink that reads "Sharon DeSousa". The signature is written in a cursive, flowing style.

Sharon DeSousa  
Regional Executive Vice-President  
Public Service Alliance of Canada, Ontario

## **REVP Schedule for the period May 13, 2017 to September 22, 2017**

May 16-17, 2017 – Alliance Executive Committee in Ottawa  
May 25, 2017 – Ontario Council meeting  
May 26-28, 2017 – PSAC Ontario Triennial Convention  
May 31, 2017 – PSAC Racially Visible Committee South Asian Heritage Month Celebration  
June 4-5, 2017 – Alliance Executive Committee meeting in Ottawa  
June 6-9, 2017 – National Board of Directors meeting in Ottawa  
June 12, 2017 – Ontario Lottery and Gaming Corporation in Sault Ste. Marie meeting  
June 12-16, 2017 – National Public Service Week Boycott  
June 26, 2017 – Ontario Federation of Labour meeting on Labour Law Reform  
July 5-6, 2017 – Ontario Regional Council training  
July 7, 2017 – Ontario Regional Council meeting  
July 13, 2017 – Union of Solicitor General Employees (USGE) Convention Elections  
July 14, 2017 – OLG Woodbine Lockout began, picket at the Woodbine site  
July 19, 2017 – Diversity and Inclusion Taskforce Technical Committee Meeting  
July 21, 2017 – Labour Law Reform Queen’s Park Press Conference  
July 23-26, 2017 – Union of Canadian Transportation Employees (UCTE) Convention  
Aug. 2, 2017 – PSAC Kingston Area Council Phoenix Rally and Farewell BBQ for John  
MacLennan, Union of National Defence Employees, National President  
Aug. 3, 2017 – OLG Woodbine Negotiations meeting  
Aug. 23-24, 2017 – Union of Health and Environment Workers (UHEW) Convention  
Aug. 31, 2017 – London Labour Day Cakes, worksite visits  
Sept. 7, 2017 – Ontario Council Finance Committee Training  
Sept. 11-12, 2017 – Alliance Executive Committee Meeting in Ottawa  
Sept. 17-19, 2017 – Union of Postal Communications Employees (UPCE) Convention  
Sept. 20, 2017 – Ontario Federation of Labour Executive Committee meeting  
Sept. 21, 2017 – Ontario Federation of Labour Executive Board meeting