



Mobilizing to Win!



Bargaining a new collective agreement is never easy. Each improvement that we gain is hard fought and relies on our members showing their support for their bargaining teams. This show of support is critical, whether you belong to a large national bargaining unit of tens of thousands of members, or a small Local of less than a hundred. When an employer sees that the membership is active, engaged and willing to participate, our bargaining power increases, and

strong collective agreements are achieved.

In our region we have been holding multiple lunch and learn sessions virtually that cover key topics in this round of bargaining. The five broad themes covered in these sessions are: Equity in the Workplace, Work-life Balance, Demystifying the Bargaining Process, Fair Wages, and Protecting Public Services. These are key issues that affect us all and ones that are worth fighting for. Together we will help shape our working conditions and make significant improvements to prioritize our members health, wellbeing and quality of life.

Craig Reynolds, Ontario Regional Executive Vice-President



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Ontario Council Members' Bios



I am a member of the Couchiching First Nation, located in Treaty #3 Territory, residing in Thunder Bay. I started my career with the federal public service in 2001, as a Programs Officer for the National Crime Prevention Centre. Currently I work at ISC-Ontario Region as the Senior Capital Management Officer.

When I'm not working, I am actively involved in my union's activities at the local, regional and national level. I have a passion for learning, and I love taking on new adventures that help me grow.

I take pride in volunteering for my union and I have assumed many roles over the years. My interest lies with Indigenous issues and supporting the members within this equity-seeking group. I hope to continue to advance important issues throughout my term on Council and engage with as many members as possible. I am a very proud mother to a teenage daughter, Mikaela, and our family dog Tehya.

Michelle Woods, Indigenous Members Representative

Ontario Election 2022

It's never too early for activism!



Ontario Council Members' Bios



Hi, my name is Chandra Buschold, and I'm your Regionally Based Separate Employer Locals Representative. I represent Locals across Ontario and I work as a cleaner at Garrison Petawawa. I am also our Local President.

Nearly three years ago, my Local went on strike. Through this experience I became interested in the inner workings of our union and started to get more involved. Since then, I've been doing what I can to learn and grow.

It has been an honour serving in my elected Council position over these last few months, which has been a great learning opportunity. I look forward to continuing my work with Ontario Council, and helping out my constituents in any way that I can.

Chandra Buschold, Regionally Based Separate Employer Locals Representative



Recognizing Members



United Way Labour Appreciation Awards

Congratulations to Barb Pawlovich (UTE Local 00017), the recipient of this year's Elgin Middlesex United Way Labour Appreciation Award. The presentation took place virtually on January 20, 2022, as a way to recognize and honour labour activists and their contributions to the community.

Barb has been a long-time community and labour activist, volunteering for years with our union and local food security organizations.

Understanding the Collective Agreement: Let's Talk!

The Joint Learning Program (JLP) is proud to introduce its newest *Empowering Conversation: "Understanding the Collective Agreement: Let's Talk!"*. This new workshop will improve relations between unionized employees and managers in the interpretation and application of collective agreement rights and help promote consistent application across the public service.

This new offering joins the JLP's four current guided discussions:

- Grounding Ourselves in Uncertain Times
- Returning to the Workplace: Now What?
- Mental Health: Let's Talk!
- Anti-Racism: Let's Talk!

To learn more about the JLP program, please visit: www.jlp-pam.ca or contact the Regional Field Coordinators, Ryan Winger (WingerR@psac-afpc.com) and Teresa Morgan (MorganT@psac-afpc.com).



JOINT
LEARNING
PROGRAM



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NOTE: Some Agencies and Directly Chartered Locals do not participate in the Joint Learning Program. Contact your Local Executive for more information.



PSAC Ontario Council Health and Safety Committee

Historically, organized labour has played an important role in preventing and reducing workplace accidents. Prior to the pandemic, we might have taken for granted all the hard work and sacrifices made by union activists. Such activists did not have the same tools and resources that we have today. In order to pressure employers to embrace change, they had to organize and build their collective power.

Our health and safety rights are built on the work of these dedicated activists over decades, challenging their employers to improve health and safety standards. It did not come easy, and we have seen some declines in some of our rights over the last few years.

The pandemic has created enormous health and safety challenges for our union. It has completely flipped our understanding of what a safe workplace looks like in the fast-paced digital age. In order to help protect the physical and mental health for our members, we have to organize and work together to make improvements. For this reason, the PSAC Ontario Health and Safety Committee is proud to introduce a new webpage to help educate our members on health and safety, which can be found here:

<https://ontario.psic.com/topics/health-and-safety/>

The Committee is here to help and listen to the needs of the membership, so please reach out if you have questions or comments. We would love to hear from you!



PSAC Ontario Council Health & Safety Committee,
Leslie Searl, Chair, Souad (Sue) Soubra Boone, Barry Lamont, Michelle Woods, Marie Polgar-Matthews, Travis Carey, Ingrid Ritums and Trisha Roach

Moose Hide Campaign

The Moose Hide Campaign started eleven years ago, as a way to raise awareness of the crisis of violence against Indigenous women and children. Since then, the campaign has expanded to call for an end to violence against all women and children, while also supporting the reconciliation process between Indigenous and non-Indigenous peoples.

Each year the campaign holds a Moose Hide Campaign Day as a call to action on these critical issues. This year, on May 12, 2022, join people from across the country to support reconciliation and take a stand against violence against women and children. To learn more about the campaign or take part in the Campaign Day ceremonies, please visit www.moosehidecampaign.ca.

Chi Miigwetch

Michelle Woods,

Indigenous Members Representative





Members' Corner



In November 2021, I chaired the resolutions committee at the PSAC National Pride Conference. During debate, an emergency resolution was introduced, which garnered intense debate by delegates for over an hour. Debate is a necessary part of the democratic process; but I was saddened that this left us with only 30 minutes to discuss the other 6 resolutions remaining.

As I read the next resolution on the docket before the delegation, I expected it to be the last. Surely, we'd run out of time before we could deal with any other resolutions. But then the first one passed. Pure luck? I read the second. It passed. The third. The fourth. And so on until I'd read them all.

I am proud of our LGBTQ2S+ community for what I witnessed that day - the solidarity with transgender people, with queer folks of intersecting identities, and with everyone else in the room for making sure we voted on every resolution.

Ande Benedict

(Ande has accepted an opportunity outside the public service and no longer represents LGBTQ2S+ PSAC members on Ontario Council. We thank Ande for her service and wish her well in her future endeavours.)

PSAC members — and retirees — across Ontario are doing amazing things! Rallies, parades, training, lobbying MPs, picnics and many more — we want to hear about it! Share your thoughts, tell a story, speak on an issue that's important to you. We've set aside space in every issue for a member's submission. Articles should be approximately 250 words and pictures are welcome!

Send your submissions to Lino Vieira, PSAC Ontario Political Communications Officer, at vieiral@psac-afpc.com.

Submissions are welcome anytime!

For information on educational offerings in Ontario, you can check the following link:
<https://ontario.psic.com/course/>

OR

You can subscribe to the Regional email list by going to <https://ontario.psic.com/> and scrolling to the bottom of any page.

You'll receive notification of all educational offerings immediately, so you won't miss registering for upcoming courses!

Having Support



The pandemic has affected all of us in various ways. My heart goes out to anyone who has lost a loved one or has faced serious health issues. I want to send a big hug to all our members who have been exceptional throughout this pandemic; ensuring that the public received the help they needed.

I work for Service Canada at an in-person office. I must admit it has been hard to stay focused and healthy while working. We have done well for the most part, working to keep our members safe, while continuing to provide the necessary services to the public.

I want to say that PSAC and my Component (Canada Employment and Immigration Union – CEIU), have worked extensively to provide us with the necessary resources to ensure our safety. I know that many other workers are not as fortunate, particularly those who are not union members.

I would like to thank our union staff for their hard work and assistance throughout this pandemic. As well as our union volunteers and elected representatives, Committees, and Area Councils, for continuing to support our membership during this difficult time. Until we meet again in person, stay safe and healthy.

Wendy-Ann Moulton, Region 6 (Hamilton/Niagara) Representative

Members with Disabilities Committee: WSIB Webinar

Members of the PSAC Toronto Members with Disabilities Access Committee (MDAC), sponsored a webinar on the “Workplace Safety and Insurance Board (WSIB)”, on November 15, 2021. The webinar examined some of the WSIB’s processes and several issues surrounding COVID-19, including:

- When is an injury eligible for compensation;
- Reporting an injury and filing a claim; and
- Reporting to the employer.

The webinar was well received, and the information provided was appreciated by all. Participants were able to ask detailed questions around the process with answers provided by PSAC’s Health and Safety staff representative, Angela Fairweather.

Souad (Sue) Soubra Boone, Members with Disabilities Representative



Border Officers Take Action for Fair Agreement

On August 6, 2021, Border Officers, who are members of our Customs and Immigration Union (CIU) Component, were officially in a legal strike position. The CIU bargaining team had met with the Employer over 2 years and, after going through the PIC process, had officially declared impasse.

The following Monday, the federal government had scheduled the re-opening of the land borders, placing our members in a unique and advantageous bargaining position. Every officer, trainee, inland, and non-uniform member came together that day to demand a fair contract that recognizes our members' service.



Every single member did their part, and the result was a huge backlog at land borders, in airports, and at postal and courier centres. After a mere 14 hours of action, the Employer presented us with an offer that addressed our members concerns, which was later ratified by the membership. Our members have shown the importance of solidarity, and we will again in this round of bargaining.

Leslie Searl, Region 5 (Greater Toronto Area) Representative

