



**Ontario**

Public Service Alliance of Canada  
Alliance de la Fonction publique du Canada

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# NEWSLETTER

## Anti-Scab Legislation Passed

On June 20, 2025, federal legislation came into effect making it illegal for federally regulated employers to employ replacement workers (also known as scabs) during a strike or lockout.

This is a tremendous win for workers and one the labour movement has been fighting a long time for. Under the new law, employers in federally regulated sectors are forbidden from using replacement workers during legal strikes or lockouts. Violations can carry penalties of up to \$100,000 per day.



Bill C-58 also prohibits the use of internal replacement workers, like new hires and members of the bargaining unit who cross the picket line, or any other employee including managers.

The use of replacement workers prolongs strikes and lockouts and leads to greater labour unrest. Although this Bill does not apply to the federal public service or its agencies (only private-sector employers), it's still a major win that the Labour movement can build upon.

**Craig Reynolds, PSAC Ontario Regional Executive Vice-President**



## In Solidarity with OPSEU Liquor Board Employees

The events at the London LCBO Distribution Depot highlighted the inspiring resilience of workers amid significant labour challenges. With around 250 employees, 70% of who are casual workers starting at just \$17 per hour without benefits, creates a precarious employment landscape.

During my time at the picket line, I was moved by the determination of workers who, facing a contentious lockout, transformed their adversity into a collective fight for improved working conditions and fair treatment. Their resolve to stand together in the face of such hardship is truly inspiring.

It's alarming that only 30% of the workforce holds permanent positions, deepening disparities and limiting job security. However, their decision to strike marks a pivotal moment in their quest for equity and stability.

The energy and solidarity among the workers reflect a powerful desire for dignity and fairness in their employment. Their commitment emphasizes the critical issues of job security, fair wages, and access to benefits, resonating with broader labour rights and social justice movements. This fight is not just theirs; it represents a call to action for all advocating for better workplace conditions.

**Thu Trinh, Alternate REVP**



## Justice for MMIWG2S+

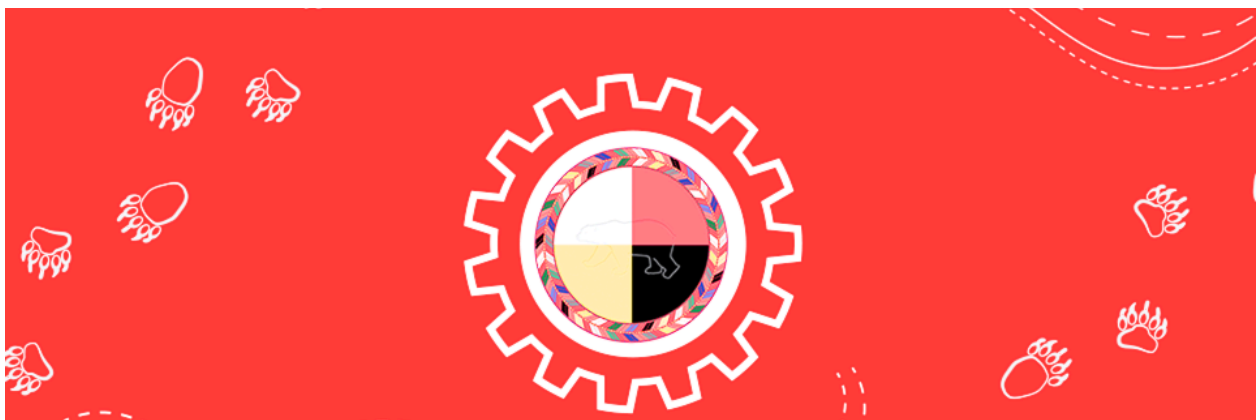
PSAC Ontario extends our deepest condolences to the families, friends and communities of Morgan Harris and Mercedes Myran. We join them in their sorrow and grief.

We also commend the Province of Manitoba, in partnership with the Assembly of Manitoba Chiefs and other partners, for their steadfast efforts to support this critical search.

The Prairie Green Landfill search represents a critical step in seeking justice for missing First Nations women and addressing the ongoing crisis of Missing and Murdered Indigenous Women, Girls, and Two-Spirit+ (MMIWG2S+) individuals. We will continue to honour the memory of Morgan Beatrice Harris, Mashkode Bizhiki'ikwe (Buffalo Woman), Rebecca Contois, and all our women, girls, and Two-Spirit relatives who remain missing or have been taken too soon.

PSAC Ontario remains dedicated to working with our Indigenous members, activists, and communities to facilitate change, raise awareness and take meaningful action on reconciliation by implementing the Truth and Reconciliations Commission's 94 Calls to Action and the United Nations Declaration on the Rights of Indigenous Peoples.

### Michelle Woods, Indigenous Members Representative





## Sisters in Spirit Vigil

On October 4th, 2024, numerous members of PSAC Ontario Council attended the Sisters in Spirit Vigil at Allen Gardens Park in Toronto. Along with other union activists, members of the community, and representatives from the Native Women's Resource Centre, this sombre experience was deeply powerful.

There were several moving speakers, strawberries and flowers distributed, as well as a sacred fire burning. There were also art displays and a drum circle. This was an opportunity for us to stand in solidarity with Indigenous communities and honour the memory of Missing and Murdered Indigenous Women, Girls, and Two-Spirit Peoples (MMIWG2S+).

**Michelle Woods, Indigenous Members Representative**



## Support for CUPW–Canada Post workers

It is so important to build support and community among all unions. We had a show of solidarity from unions, politicians and community members when many PSAC members were on strike last year and it's great to return the favour.

I was happy to be able to support the CUPW strike line and let them know that we have their back too!



**Sara Johnson, Region 4 Southwest Representative**



## In Solidarity with 2SLGBTQIA+ Communities

Attending the London Pride Parade was an incredible experience that filled me with joy. Over the years, I have witnessed growing support for the 2SLGBTQIA+ community in London, which is a testament to the progress we are making. The vibrant atmosphere, filled with colourful flags and uplifting music, showcased the strength and resilience of these communities.

As an ally, it means a great deal to me to stand in solidarity with my 2SLGBTQIA+ colleagues and friends. Our union is committed to inclusivity and being present at the parade was a powerful way to demonstrate that support. It was inspiring to see so many people come together, celebrate love and acceptance, and advocate for equality.

I am “Thu” proud to be part of a union that actively stands behind the Pride community. Events like this remind us of the importance of solidarity and the ongoing fight for rights and recognition. I left the parade with a renewed sense of purpose, knowing that together, we can create a more inclusive environment for everyone. Being an ally is about more than words; it's about showing up and supporting one another in every way we can.

**Thu Trinh, Alternate REVP**



**London Pride Parade**

## Collaboration in the Southwest

On November 8, 2024, the Region 4 Southwest Representative on PSAC Ontario Council, Sara Johnson, Thu Trinh, the Alternate REVP, and Ted Cabanes, the 2SLGBTQIA+ representative met to strategize on how best to support regional equity committees. While together, we were also able to attend the PSAC Southwest Pride Committee meeting and learn about the important work the Committee was undertaking.

Building our Union's strength is based on teamwork; working together with members, elected representatives and staff builds our capacity for change.

**Sara Johnson, Region 4 Southwest Representative**

## It's Time to End Gender-Based Violence

Every year on December 6th, we commemorate the “National Day of Remembrance and Action on Violence Against Women”. To commemorate this important day, I attended the December 6th vigil in Toronto, hosted by Women Won't Forget. It was a powerful reminder of the need for solidarity in addressing systemic issues impacting our members and communities.

The vigil took place during our first-ever 2024 PSAC Ontario Anti-Harassment Summit, and many of the delegates joined the vigil. It was inspiring to see such strong representation by labour, including members from UNIFOR's Ontario Council.

Sadly, gender-based violence is prevalent in our society and we must do more to prevent this crisis. Many are calling for the Ontario government to declare intimate partner violence an epidemic in Ontario, which would go a long way to prioritizing this issue in our legal framework.

Bill 173, introduced by NDP MPP Kristyn Wong-Tam, aimed to do just that. This bill would have been a critical step toward declaring intimate partner violence an epidemic in our province. The Bill had gained cross-party support, with Conservative MPP Jess Dixon voicing agreement at the time, but with the recent Ontario provincial election, sadly the Bill is no longer applicable.

But we can get a new Bill introduced by lobbying our MPPs. Let's work together to advocate for this vital legislation and have it passed as soon as possible.

**Miriam A. Colfax, CEIU Local 592  
Vice-President**



## Solidarity with CUPW!

Canada Post workers, represented by the Canadian Union of Postal Workers (CUPW), stood up for fair wages, better health and safety protections, stronger pensions, and increased staffing – demands that are absolutely reasonable and well-deserved!

Just as CUPW stood by PSAC members during our strike, we have to return the favour by showing our support for their fight. This solidarity is what makes our movement stronger, and it's vital that we continue to build unity across all unions.

I was honoured to visit several CUPW strike lines to offer words of encouragement and bring snacks and drinks to boost morale. CUPW workers were legislated back to work, so the fight is not over. We have to stand with them in this struggle and ensure that they get a new collective agreement that addresses their workplace issues. When we stand together, we're unstoppable - because together, we're stronger!

### Thu Trinh, Alternate REVP





## 2024 Labour Day Parade

Last year's Toronto Labour Day Parade was organized by the PSAC Greater Toronto Area Council (GTAC) in partnership with the PSAC Toronto Regional Women's Committee. It was a celebration of solidarity, community, and the ongoing fight for workers' rights. Held in the heart of downtown Toronto, the parade brought together PSAC members from across the GTA and beyond, creating an atmosphere brimming with energy. This year was a record for member participation, with over 500 members coming out to participate.

We had a PSAC float, with a DJ to play music and an accessibility transport available for members with disabilities to participate. I want to thank the PSAC Ontario Region for providing the necessary financial support to make all of this happen.

I also want to thank our members who volunteered to help put this all together: Bernadette D'Souza, Camar Cameron, Pina Lam, Diana Pereira, Ken Boone, and many others.

As the parade concluded, our members moved to the CNE while a few more helped take down the float. Thank you again to all the members that volunteered, without you we could not put on such a successful event.

**Doron Jacob, Region 5 (GTA)  
Representative**



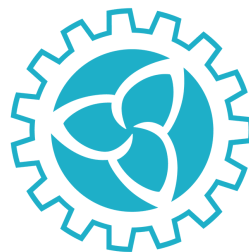
## Casino Woodbine Members Mobilize

Members of PSAC DCL 533 (Casino Woodbine) held a membership mobilization event on September 19, 2024, between 12 and 7 pm. Local members were invited to a BBQ at Paul Coffee Park, where salad, samosas, wraps, hotdogs and hamburgers were provided along with water and pop.

At this event, I approached and engaged members about their workplace issues and promoted the PSAC Greater Toronto Area Council and equity committees. Several members were interested and signed up to attend upcoming meetings.

My hope is to continue to get more members fired up about their Union and get more involved.

**Doron Jacob, Region 5 (GTA) representative**



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