



**Public Service Alliance of Canada
Regional Executive Vice-President, Ontario
Report
May 18, 2013 to September 6, 2013**

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

Highlights of Ongoing Negotiations

- DCL Local 901 Unit 1 bargaining team met with the Employer on June 13 and 14, 2013 to review proposals. The next bargaining meetings are set for the week of September 23, 2013.
- Windsor Airport (UCTE 00012) 15 members voted down a tentative agreement on June 24, 2013. PSAC filed for conciliation and is now waiting on hearing dates.

Renewal Agreements

- On May 28, 2013 PSAC DCL 533 members who work for the Ontario Lottery and Gaming Corporation Slots at Woodbine ratified their new collective agreement.
- On May 28, 2013, 10 members (DCL 0003) at the Hearst, Kapuskasing, Smooth Rock Falls Family Support Services Centre in Moosonee ratified their new agreement.
- On June 10, 2013, members of UCTE 57 ratified their new agreement with their employer, the Great Lakes Pilotage Authority (GLPA).
- On Oct. 25, 2012 PSAC filed a bargaining bad faith complaint with the Ontario Labour Relations Board for the Commissionaires who work at Lester B. Pearson airport in Toronto (DCL 802). The hearing date for this matter was set for June 20 and 21, 2013. After the first hearing date on June 20, 2013, PSAC was successful in resolving the complaint resulting in a new collective agreement.
- On July 3, 2013 municipal employees who work for the Town of Moosonee (DCL 285) ratified their new collective agreement.

Organizing

Operational Managers at Ontario Corrections (600 members)

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. Hearing dates have been set for September and October 2013.

Ontario Lottery and Gaming Corporation (OLG) – Lottery Division (300 members)

A campaign is underway for workers at the site located in Sault Ste Marie. PSAC Ontario would like to increase our presence in the gaming sector and strengthen the bargaining power of our existing locals.

Queen's University Graduate Research Assistants (700 members)

PSAC is organizing 700 research assistants at Queen's University. PSAC already represents 1,300 Graduate Teaching Assistants and 200 Postdoctoral Fellows at Queen's University in a single composite Directly Chartered Local 901, which fully supports the organizing campaign. Card signing continues and a vote is anticipated for fall 2013.

Postdoctoral Fellows at Western

PSAC is certified to represent 40 Postdoctoral Associates at the University of Western Ontario. PSAC has filed a grievance taking the position that the employer has misclassified over 200 Postdoctoral Fellows as non-bargaining unit independent contractors instead of bargaining unit Postdoctoral Associates. We are currently awaiting hearing dates.

Provincial By-Elections

Premier Kathleen Wynne called 5 by-elections to fill the 5 seats vacated by Liberal members of provincial parliament. The by-elections were called for August 1, 2013, a move that had opposition Party's angry because of the date's proximity to the statutory long weekend, creating a barrier for voter participation.

PSAC Ontario sent letters to members from the PSAC Regional Executive Vice-President for Ontario, Sharon DeSousa, with a candidate questionnaire on the reverse of the letter. The questionnaire was designed to help members gauge where the candidates and their Party's stand on key issues such as; defending public services, childcare, healthcare, education and workers' rights.

PSAC Ontario also had members within the ridings conduct phone banks to PSAC members who also resided in the riding. The phone banks were meant to ensure that members got out and voted and also provided information on Party platforms.

The 4 provincial by-elections in the PSAC Ontario Region, which excludes the Ottawa-South by-election that is covered by the PSAC National Capital Region, were: Etobicoke—Lakeshore, London West, Scarborough—Guildwood and Windsor—Tecumseh.

The results of the by-elections were; the Liberals held on to two of the ridings, with Liberal Mitzie Hunter keeping the Toronto-area riding of Scarborough-Guildwood and Liberal John Fraser will succeed former Ontario premier Dalton McGuinty in Ottawa South.

The NDP won victories with Percy Hatfield in Windsor-Tecumseh and Peggy Sattler in London West, and Conservative Doug Holyday won Etobicoke-Lakeshore for the Conservative's first win in Toronto since 1999.

Therefore the current standing in the Ontario Legislature is Liberals at 50 seats (-3), the PC's at 37 seats (+1) and the NDP at 20 (+2) seats.

Mobilization

Slots at Woodbine

Our DCL 533 members who work for the Ontario Lottery and Gaming (OLG) Corporation Slots at Woodbine in Toronto were struggling to achieve a fair second collective agreement with their employer. After two tentative agreements were voted down, the 400 PSAC members would soon be in a strike/lock out situation on May 27, 2013. Through a series of mobilization and pressure tactics, including a strategic media campaign, a final tentative agreement was reached and ratified on May 28, 2013.

Treaty Three Police

In late May, the Treaty Three Police Service Board threatened to shut down the police service and layoff all workers if PSAC did not give in to demands to have pay and benefits cut, as well as to give up the collective agreement and negotiate a new agreement under Provincial legislation. These ultimatums were made because the Police Board stated it was in severe debt and that they were financially not able to continue to offer officers what they had agreed to in the collective agreement.

Although PSAC demonstrated that the Police Service debt was not created by the officers, and the Police Board agreed, the Police Board continued to place the onus of the closure on the officers' unwillingness to accept their ultimatum. This was clearly stated in media interviews, which gave the closure deadline of August 19, 2013 if PSAC did not give-in to the Police Board's demands.

On July 23, 2013, police officers and community supporters attended the Annual General Meeting of the Chiefs of the First Nation Communities that are policed by Treaty Three, which was held in Kenora. A solidarity rally was held in front of the hotel before the meeting and then members attended the meeting to speak on the importance of keeping the service. At this meeting 6 of the 8 Police Board members were replaced, with the new Board stating that they would not shut down the service for at least a year to try and find a solution. PSAC has reached out to this new Police Board to begin talks to ensure that our members are protected and that Treaty Three Police Service continues to function for years to come.

Labour Day

This year's Labour Day was a tremendous success, with members participating in events all across Ontario. Members came out to Labour Day events in Hamilton, Toronto, Mississauga/Brampton, Windsor, Sudbury, North Bay, Thunder Bay, Kingston, Chatham, London, Timmins and Barrie. Chris Aylward, PSAC National Executive Vice-President joined Sharon DeSousa, PSAC Regional Executive Vice-President for Ontario for the Toronto Labour Day parade, which had over 20,000 participants. Also marching were NDP federal leader Tom Mulcair, Ontario leader Andrea Horwath, CLC Secretary-Treasurer Hassan Yussuff and a large turnout of elected officials.

Members received t-shirts produced by PSAC Ontario that signaled the importance of unions with one of the following three slogans: *Workers Standing Together – That's a Union!*; *Fight Poverty – Protect Unions*; *Unions: Fighting for Fairness!* Members and the public also received a Labour Day pamphlet that highlighted the history of how Labour Day came to be through the struggles of unionized workers.

We Are All Affected Campaign

Regional Leadership Meetings

The conservative assault on unions and workers rights has been highlighted by the Ontario Progressive Conservatives. Tim Hudak, leader of the Ontario Conservatives has made it his election platform to ban mandatory dues (Rand formula) and closed union shops. There have been rumors that similar labour law reforms may be introduced federally by the Conservatives through a private members' Bill. These types of changes are based on similar legislation that has been growing in the United States called "Right to Work". The Republican Party has been championing these reforms to weaken unionized labour and lower labour standards in the process.

These changes could have a tremendous negative impact in Canada/Ontario, should they become law. PSAC and all labour unions have recognized this and are working in coordination with the Canadian Labour Congress to prepare against these attacks. The PSAC National Board of Directors has adopted a plan that models an organizing drive with our own members to garner internal support as a first step. To accomplish this first step, Regional Leadership Meetings were scheduled across Canada to educate, mobilize and provide the necessary tools to our leaders.

In Ontario, we delivered 11 meetings across the province, including in Barrie, Hamilton, Toronto, Kingston, Windsor, London, Kitchener, Thunder Bay, Sault Ste. Marie, Sudbury and Timmins. The number of members registered for each Regional Meeting and the number of members who attended reflected a high membership engagement, with almost every Local in Ontario being represented.

We are now proceeding with phase two of our member to member engagement campaign that is part of our National We Are All Affected Campaign. This phase focuses on training campaign trainers to speak to members about the importance of union membership and having rank and file members sign union pledge cards. We have integrated the Campaigner training into our fall education schedule and regional representatives have been contacting their locals to maintain our campaign momentum.

Community Engagement

On July 30, 2013, members from UNE Local 00383 attended a community fundraising BBQ in Sturgeon Falls in support of *Community Living West Nipissing*, a community service provider (<http://www.communitylivingwestnipissing.com>). The event was sponsored by MP Claude Gravelle, who was joined by MP Olivia Chow, MPP John Vanthoff and West Nipissing Mayor Joanne Savage.

Raise the Rates

In Sudbury, the Sudbury Coalition Against Poverty (SCAP) has been placing pressure on city councillors to support a restoration of the Community Start-up and Maintenance Benefit (CSUMB), a benefit that helps those on social assistance keep their housing.

Thanks to SCAP and PSAC members who took part in lobbying activities, the city agreed to restore funding to CSUMB. On June 11, 2013 a victory celebration was held in Memorial Park in downtown Sudbury for all Raise the Rates campaign supporters who helped to win this achievement.

In Toronto, the Ontario Coalition Against Poverty (OCAP) held a rally on July 17, 2013 at the David Pecaut Square in Toronto. This rally was designed to pressure the province to restore the CSUMB province-wide. PSAC Ontario was proud to help sponsor the rally in conjunction with Parkdale Against Poverty, Parkdale Community Legal Services, Bread and Bricks Social Justice Group, and many more.

PSAC Ontario will continue to advocate for increased social assistance rates, the restoration of the CSUMB and an increase in the minimum wage as part of our We Are All Affected campaign.

People's Shadow Summit

In 2014, the 10 year health accord, which guaranteed funding from the Canadian government to the Provinces, will expire. On July 24 and 25, 2013, all provincial and territorial premiers from across Canada came together in Niagara, for the last "Council of the Federation" meeting before the Accord ends.

The Ontario Federation of Labour, along with the Canadian and Ontario Health Coalitions, the Council of Canadians, seniors' and patient advocacy groups, unions and community groups came together at this time for a Shadow Summit and Mass Rally at the Council of the Federation meeting. This action was meant to draw the federal government's attention by applying public pressure on this issue and have the federal government negotiate a renewed Health accord to continue high quality universal healthcare in Canada.

PSAC Niagara Area Council members attended the summit and worked with the Niagara Health Coalition to ensure the event was successful. PSAC Ontario provided financial support both to the Niagara Health Coalition and the Ontario Health Coalition in support of this action.

Unionized Labour in Ontario - Toronto Star Ad

On Thursday August 29, 2013, in advance of Labour Day and as a mechanism to support and promote the Labour Movement's involvement in creating Labour Day, PSAC Ontario placed an ad in the Toronto Star's *Unionized Labour in Ontario* newspaper insert.

The Toronto Star subscription totals more than half a million potential readers and the ad campaign will continue through an electronic format for one month after the August 29, 2013 release date. Please find the link to the full digital campaign in which you can also download the full insert: <http://ca.mediaplanet.com/unionized-labour/>

Education

New Education Travel Policy

PSAC Ontario Regional Council approved a newly developed Ontario Region Basic Regional Office Education Travel and Expense Entitlement Policy. The Policy was developed to ensure that members, regardless of which PSAC Regional Office services them, would be given the same entitlements.

This policy also outlines how the costs incurred by members who attend basic education courses will be offset in a consistent, transparent and equitable manner. The policy has been sent out to all members via email and posted on the PSAC Ontario website.

Labour Movement/ Solidarity

Jack Layton Sculpture

On August 22, 2013, the Ontario Federation of Labour unveiled a beautiful bronze sculpture of Jack Layton, former NDP Leader, on the second anniversary of his passing. The life-sized bronze statue features Jack Layton sitting on the back seat of a tandem bicycle, with room on the front seat for visitors to have their picture taken riding with Jack.

The tribute was titled, "Jack's got your back. Stronger Together: The Layton Memorial". The sculpture is dedicated to working people across Canada and will be forever located at 9 Queens Quay West in Toronto at the Jack Layton Ferry Terminal.

Unifor

The Canadian Auto Workers Union (CAW) and the Communications, Energy and Paperworks Union (CEP) have merged creating UNIFOR, Canada's largest private sector union with over 300,000 members. To celebrate this merging and commemorate Labour Day, UNIFOR held a free public concert at Nathan Phillips Square in Toronto on September 1, 2013.

Government of Canada Workplace Charitable Campaign (GCWCC) Labour Luncheon

On August 28, 2013 approximately 20 GCWCC Co-chairs began their training at the PSAC Toronto Regional office. Labour and management representatives were greeted and thanked for their participation in the GCWCC 2013 campaign by Bob Black, Alternate Regional Executive Vice-President for PSAC Ontario.

Peoples Social Forum

The first ever Canadian Peoples' Social Forum will be held in the summer of 2014 in Ottawa, and promises to bring thousands of activists together to unite against the Neoliberal economic model that is devastating our quality of life, environment and undermining our democracy.

On June 8, 2013, members of the Toronto expansion commission of the Social Forum met at Six Nations Territory in Ontario to prepare for the General Assembly. PSAC Ontario REVP, Sharon DeSousa was in attendance to speak about the issues facing workers in today's economy.

The second General Assembly took place in Edmonton on July 2nd and 3rd 2013. The Edmonton General Assembly brought together dozens of participants to begin the planning work for the 2014 Social Forum.

NO Private Public Partnership (P-3) Hospital Campaign - Kingston

Beginning in March, this two month campaign was initiated to educate and inform the public on the potential consequences of a P3, as opposed to a publicly built and operated hospital in Kingston. This campaign has engaged our membership in the Kingston area, as well as the public and all levels of government. The Union of Solicitor General Employees (USGE) in partnership with PSAC Ontario, PSAC Kingston Area Council, Kingston District Labour Council, CUPE and OPSEU are all partnered in this campaign.

Ontario Common Front – South Asian Community Activism Awards

PSAC Ontario is part of the Ontario Common Front, a coalition of trade unions, the Ontario Federation of Labour and 90 community groups. On June 1, 2013, the Ontario Common Front held a South Asian Community Activism Awards dinner to recognize and award South Asian activists as part of the South Asian Heritage Month celebration.

Justicia for Migrant Workers

April 17, 2013 marked the first day of an historic hearing at the Ontario Human Rights Tribunal. The tribunal examined evidence regarding the workplace death of a Jamaican migrant worker, Ned Livingston Peart. Mr. Peart was crushed to death while working on a tobacco farm near Brantford, Ontario on August 22, 2002. Mr. Peart was one of over 30,000 migrant workers under the Seasonal Agricultural Workers Program; a government program that brings farm workers from Mexico and the Caribbean to farms across Canada.

This case is of historical importance because it seeks to ensure a safer working environment for all migrant workers in the province by requesting an inquest into Mr. Peart's death as well as wider systemic reforms in how the Office of Chief Coroner investigates the death of migrant agricultural workers in Ontario.

There has never been a coroner's inquest into the death of a migrant worker to date. The hearings at the human rights tribunal were held on April 17th, 18th, 24th, 25th and 26th, and June 28, 2013.

To mark this historic event, PSAC Ontario endorsed a lunch time rally organized by Justicia for Migrant Workers (<http://www.justicia4migrantworkers.org/>) at the Ontario Human Rights Tribunal on June 28, 2013. The tribunal will likely render its decision in three months time.

ACORN Canada

PSAC Ontario was a proud sponsor of this year's ACORN Canada Convention that took place at Ryerson University in Toronto on June 22-24, 2013. ACORN Canada is a valued community partner, which works to improve the lives of lower income families across the country. The Convention drew hundreds of ACORN members from across Canada to continue to strategize

on current campaigns. Sharon DeSousa, PSAC REVP for Ontario gave a keynote speech at the awards celebration on Sunday June 24, 2013 at the Steelworkers hall in Toronto. As part of our We Are All Affected campaign, PSAC Ontario will continue to partner with ACORN Canada as a respected ally.

Equity and Human Rights

2013 PSAC Ontario Regional Women's Conference

The PSAC Ontario 2013 Regional Women's Conference was held at the Courtyard Marriott in Toronto on May 31 through June 2, 2013. There were 59 delegates and 12 observers representing 51 Locals including 3 Directly Chartered Local's and 12 Components from across the Ontario Region.

The Conference theme was *Reach, Mobilize, Get Involved*, and was opened by addresses from Sharon DeSousa, REVP Ontario and Robyn Benson, PSAC National President. The conference focused on sharing 'Herstory' of Feminism, our gains and successes and also addressed a number of the issues that still face women in our society today.

A panel discussion on 'Women and the Economy' included issues of equity, equal pay, and child care, to name a few. Skills building workshops were conducted on the Consensus Model - decision making process, Media training, and building a network of allies to support women, all with a view to educating our Sisters that "We are All Affected" when services are cut by the Federal Government.

Kingston Pride – Members from the PSAC Kingston Area Council, Regional Women's Committee and locals took part in this year's Pride on June 16, 2013.

Toronto Pride – With over one million visitors, Toronto Pride is one of the largest in the world. PSAC Ontario entered into the Pride parade on June 30, 2013, with a beautifully decorated float that highlighted the link between public services and community services. This is the second year that PSAC has entered a float in the Toronto Pride parade and members have expressed their appreciation of PSAC's support for GLBT rights. Preparations are already underway for next year, when Toronto will host the 4th World Pride, with estimates of nearly 3 million attendees.

Sudbury Pride – Union of Taxation Employees Local 42 and the PSAC Sudbury Area Council members took part in this year's Pride celebration on July 21, 2013. Treana Campbell, President of the PSAC Sudbury Area Council spoke at the rally, emphasizing the connection between human rights and organized labour.

London Pride – Members of the PSAC London Area Council and Regional Women's Committee took part in this year's London Pride on July 28, 2013. Members handed out PSAC Ontario Pride fans and rainbow whistles to the public.

Windsor Pride – The PSAC Windsor Area Council celebrated their second year marching in the Windsor Pride parade, which took place on August 11, 2013. About a dozen members took part in the parade and the Area Council is already planning on building member participation for next year.

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 18, 2013 to September 6, 2013

May 22-23, 2013 – Alliance Executive Committee Meeting
May 24, 2013 – Moosonee Regional Leadership Meeting
May 25, 2013 – Weeneebayko Area Health Authority Local 603 and Town of Moosonee
Local 285 meeting
May 28, 2013 – Timmins Regional Leadership Meeting
May 29, 2013 – CUPE Convention
May 31-June 2, 2013 – PSAC Ontario Regional Women’s Conference
June 6, 2013 – PSAC Ontario Council Education Sub-Committee Meeting
June 8, 2013 – Peoples’ Social Forum meeting at Six Nations Territory
June 10, 2013 – Alliance Executive Committee Meeting
June 11-14, 2013 – National Board of Directors meeting
June 17, 2013 – Ontario Federation of Labour Executive meeting
June 23, 2013 – ACORN Canada Convention
June 24, 2015 – PSAC Windsor Area Council meeting
June 25, 2013 – CEIU Local 576 Annual General Membership meeting
June 27, 2013 – Nishnawbe-Aski Police Local 401 meeting in Thunder Bay
June 30, 2013 – Toronto Pride Parade
July 4, 2013 – PSAC Ontario Council Committee meetings
July 4, 2013 – PSAC Toronto Regional office official opening ceremony
July 5-6, 2013 – PSAC Ontario Council meeting
July 8, 2013 – Alliance Executive Committee Meeting
July 9, 2013 – PSAC Hamilton Area Council, Regional Women’s Committee, and
Members with Disabilities Action Committee Labour Day planning
meeting
July 18, 2013 – PSAC National Racially Visible Conference Resolutions Committee
meeting
July 19, 2013 – Canadian Labour Congress Women in Leadership school
July 24, 2013 – PSAC National Racially Visible Conference Resolutions Committee
meeting
July 31, 2013 – Strategy meeting
Aug. 1, 2013 – PSAC Ontario Council Education Sub-Committee meeting
Aug. 8, 2013 – Academic Sector meeting
Aug. 8, 2013 – PSAC National Pride Conference Delegate Selection meeting
Aug. 8, 2013 – PSAC National Aboriginal Peoples’ Conference Delegate Selection
meeting
Aug. 10, 2013 – PSAC Greater Toronto Area Council Appreciation BBQ
Aug. 12, 2013 – PSAC National Racially Visible Conference Delegate Selection
meeting
Aug. 14, 2013 – Alliance Executive Committee Conference Call
Aug. 15, 2013 – PSAC National Women’s Conference Delegate Selection meeting
Aug. 25, 2013 – Union of National Employers Ontario Seminar
Aug. 29, 2013 – PSAC London Area Council Labour Day Celebration
Sept. 2, 2013 – Toronto Labour Day Parade
Sept. 3, 2013 – Union Development Program meeting