



NCR·RCN

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

PSAC-NCR Activities Report of the REVP October 20, 2020 – January 15, 2021

PART 1: ACTIVITIES AND REGIONAL PRIORITIES

Regional Council – Activities, Successes and Objectives

The NCRC Regional Executive met on December 7th to discuss:

- Regional Uncover the Costs (Anti-Privatization at DND) mobilization
- Regional child care/699 mobilization
- Regional bargaining priorities
- Updates from the REVP, Regional Coordinator, A-REVP and Treasurer
- Ongoing discussions & updates on activities and news in the region

Regional Activities and Successes:

- NCR Council and Executive have been meeting regularly.
- Area councils and regional committees continue to meet and accomplish goals virtually.
- Hosted PSAC's first virtual bargaining conference for Nav Can bargaining unit.
- Held four joint actions and lobbying meetings on child care with Child Care Now Ottawa.
- Supported NCR DCL coalition building by linking academic workers to the Ontario Universities and Colleges Coalition.
- Supported striking OSSTF PSUO-SSUO uOttawa support staff workers.
- LTDLC H&S campaign made progress and we're seeing open communication from management and sincere efforts to address health and safety issues.

- Held regional info webinar and planning for 2021 actions as part of Uncover the Costs campaign.
- Continued to develop regional mentorship program.
- Updated the NCRC Executive Guidebook.
- Developed online actions and shareable content to build awareness of and break impasse at CSE bargaining table. Preparing for strike votes in January.
- Organized a new unit at NewFound Recruiting Services.
- Hosted multiple online ratification sessions for various bargaining units.
- Earned media on various key issues of importance to membership.

Regional Offices

The Ottawa and Gatineau Regional Offices continue to work from home providing service to members.

There is no return to work date set. Management team is looking into a safe gradual return to work strategy.

Regional Communications

Media

- [Ottawa Citizen: Call for urgent action on child care crisis](#)
- Ottawa Citizen: [Call to action](#)
- 580 CFRA: [PSAC members and child care advocates call for action on childcare shortage](#)
- CBC: [Retour au bureau des fonctionnaires : des syndicats craignent « des abus »](#)
- IPolitics: [Potential strike brewing at Canada's cybersecurity agency](#)
- TVA Gatineau: [44 % des Francophones mal à l'aise d'utiliser le français au travail](#)
- TFO: [Les fonctionnaires fédéraux victimes d'insécurité linguistique en français](#)
- Le Droit: [La pandémie, frein au français dans la fonction publique](#)
- [Ici Ottawa-Gatineau: Phoenix](#)
- Radio Canada Alberta: [Federal workers uneasy about using French in the workplace](#)
- Radio Canada Ottawa- Gatineau: [Système de paye Phénix : les dédommagements pourraient être imposables](#)

Social Media

- Top three organic posts on Facebook included:
 - January 7 – Shareable graphic with information on 699 leave for PSAC members affected by extension of virtual learning. BIL – 9.4k reach
 - January 10 – Link to web update about 699 policy grievance. EN – 3.1k reach
 - October 29 – Link to ici Ottawa-Gatineau story about compensation for members working at home – FR – 2k reach
- Trends:
 - We have 2350 followers on Twitter, 1103 followers on Instagram, 7820 followers on Facebook (up from 7345 last period) and 7510 likes on Facebook (up from 7409 last period).
 - Most page viewers on our Facebook are 35-44
 - 64% of our Facebook fans are women

Email News

- We now have 42,752 subscribers for the NCR Newsletter
- In November we emailed our NCR list asking members to send a letter to save the Tunney's day care centre. 510 people sent letters in English and 60 people sent letters in French. We followed up with those who sent letters to ask if they would take action on child care and recruited 41 people to join an organizing broadcast list for our child care/ 699 mobilization.

Political Action, Campaigns, Solidarity

Political Action

Organized and carried out several joint actions with Child Care Now Ottawa and the PSAC-NCR YWC calling on the federal government to take action to save the Tunney's daycare, reverse Treasury Board's policy change on access to 699 leave for child care, and take concrete steps and action toward a universal accessible affordable child care system as a right (including an immediate \$2B funding and fair wages for child care workers).

- Nov. 5 – sent email to NCR list asking people to send a letter to save the Tunney's Daycare centre

- Nov 22 – emailed 570 action takers to recruit people for in-person and follow up actions, recruited 41 interested participants
- Dec. 3 – Virtual lobby meeting and action outside MP Marie-France Lalonde’s constituency office (Liberal – Orleans). While constituents discussed importance of universal child care and 699 leave with the MP, activists put up “Save Tunney’s”, “Defend 699 Leave” and “Universal Child Care Now” posters on building and kids decorated signs.
- Dec. 3 – Virtual lobbying meeting with MP Greg Fergus (Liberal – Hull-Aylmer). Called on MP and Parliamentary Secretary to the President of the Treasury Board to take action to reverse TB’s recent policy change on access to 699 leave for child care.
- Dec. 4 – Action outside MP Catherine McKenna’s constituency office (Liberal – Ottawa-Centre). Parents, kids, activists decorated outside of office with posters and hand-drawn signs. Called on McKenna to take action to save the Tunney’s Daycare, which is in her riding, and address the child care crisis in Canada.
- Dec. 10 – Action outside MP Mona Fortier’s constituency office (Liberal – Ottawa-Vanier). Poster outside areas of her office and called on Minister of Middle Class Prosperity and Associate Minister of Finance to take action to address the child care crisis in Canada.
- Recorded video assets and child care testimonials throughout actions to be used in future digital actions.
- Provided interviews to various media outlets.

Campaigns

Les Terrasses de la Chaudière: For a Healthy Workplace

- Attended regular meetings with UNE NEVP Brother Andrew Shaver and the Assistant Deputy Minister for PSPC RP Stéphan Déry. Discussions have been positive and updates have been communicated as work proceeds. Ongoing communication and updates from PSPC Real Properties on work being done to modernized LTDLC and create a healthier work environment.
- Update posted on PSAC-NCR website. Survey to members being prepared.

Uncover the Costs (Anti-Privatization at DND)

- Recorded video assets to be used as campaign materials for media outreach.
- Participated in virtual campaign launch press conference.

- Hosted regional webinar on campaign with guest speakers Brother Aylward, Sister Winger, and Sister Girash. Webinar served as an info session for members to hear about the campaign as well as an open-forum to share experiences with privatization in their workplaces.
- Presented campaign to NCRC Executive, OAC, and CRAPO along with UNDE RVP Brother Jeff Wrinn.
- Met with UNDE NCR local presidents and RO team to discuss regional mobilization.
- Plans for regional mobilization had to be delayed due to COVID concerns. Planning for burma shave action in new year. Also planning for digital actions.

CSE Bargaining

- Developed and launched online email tool in support of CSE bargaining team in an attempt to break impasse. 179 emails sent using tool.
- UNDE CSE RVP Brother Eugene Stone presented key issues at Oct. 17 NCR Council meeting.
- Participated in info webinars to provide bargaining update to members at CSE at critical stage.
- Once strike vote announced, provided interview to media outlets.

Solidarity

- **October.** Joined OSSTF PSUO-SSUO picket line in solidarity with striking uOttawa support staff. Sent letters to uOttawa President in support of workers. Region and DCL Committee made contribution of \$500 to PSUO-SSUO strike fund. OAC made donation of coffee & doughnuts to picket line.
- **Oct. 20** – Supported Atlantic region in developing online action in support of Mi'kmaw Treaty Rights
- **Oct. 21** – Attended Indigenous Solidarity Ottawa protest on Parliament Hill for Mi'kmaw Treaty Rights.
- **Oct. 28** – Joined ACORN Ottawa march against demo-viction of Manor Village tenants. Nepean residents who rely on affordable housing being evicted due to LRT construction.
- **Nov. 8** – Participated in Child Care Now Ottawa's "Save Tunney's" chalk action.
- **Nov. 11** – Placed wreath at National War Memorial for Remembrance Day.
- **Nov. 25** – Joined ACORN Ottawa rally at City Hall to protest demo-viction of Manor Village tenants.
- **Dec. 6** – Attended OFL vigil on National Day of Remembrance and Action on Violence against Women.

Collective Bargaining in the Region

(as of December 24, 2020)

Amethyst Women's Addiction Centre	Preparing to bargain
Bank of Canada Head Office (BoC-HO)	CA expires in 2021
Bank of Canada Montreal Auxiliary Operations Centre (BoC-MAOC)	New unit. First collective agreement ratified in December.
Best Theratronics	Employer filed for conciliation after few talks. Employer insisting on major concessions. RSCC working to develop mobilization strategy.
BWXT	Bargaining commenced in November. Will resume in January.
Canada Council for the Arts	CA expires 2022
Canadian Security Intelligence Service (CSIS)	Preparing to bargain
Carleton University - Postdocs	CA expires 2022
Communications Security Establishment (CSE)	Employer refusing to budge on deal-breaking market allowance concession. Strike votes planned for January.
House of Commons - Operational Group and Postal Services	Notice to bargain sent.
House of Commons - Reporting and Text Processing (RPT-TXT)	Declared impasse. Arbitration scheduled.
International Development Research Centre (IDRC)	CA expires 2021
Ingenium (Museums of Science & Tech, Aviation and Agriculture)	Awaiting completion of classification exercise to commence bargaining
Library of Parliament - Librarians	Notice to bargain sent
Library of Parliament - Techs and Clerks	Notice to bargain sent
Museum of History and War	Scheduling dates early 2021
Museum of Nature	Bargaining underway
National Arts Centre (NAC) - Property Management, Parking and Security	Bargaining to resume in 2021.
National Arts Centre (NAC) - Ushers, Tour Guides and Box Office	Bargaining to resume in 2021.
National Capital Commission (NCC)	Bargaining in December.
National Gallery of Canada (NGC)	Negotiations on hold
Nav Canada	Bargaining Team elected. Preparing to bargain in 2021.

NewFound Recruiting Services (NFR)	New unit certified July 2020. Bargaining Team elected. Negotiations on Interim Grievance Procedure finalized. Notice to bargain to be sent December.
Non-Public Funds (NPF) Ottawa	Tentative agreement reached. Ratification sessions in January.
Nordion	Bargaining scheduled for December.
Office of the Auditor General (OAG)	Phoenix damages settled. Bargaining underway since December.
Office of the Superintendent of Financial Institutions (OSFI)	Finalizing Phoenix damages agreement. Canvassing bargaining dates for January-February.
Ottawa MacDonald-Cartier Airport	Tentative agreement reached. Ratification sessions held in December.
Parliamentary Protectice Services (PPS) – Detection Specialists	Bargaining underway. Employer seeking to make changes to classification system.
Royal Canadian Mint Plant Group	New CA translated and signed
Saint Paul University – Part-time Professors	Bargaining underway. New negotiator has met with team. Bargaining held in November, December. Next dates in January.
Salvation Army Ottawa Booth Centre	Preparing for bargaining in January 2021.
SeedChange	Input call sent
Senate of Canada - Operational Group	Declared impasse. Arbitration scheduled for April.
Social Sciences and Humanities Research Council (SSHRC) - Administrative and Foreign Services	Phoenix damages settled. Bargaining to commence in December.
Social Sciences and Humanities Research Council (SSHRC) - Administrative Support	Phoenix damages settled. Returning to table in December.
Université du Québec en Outaouais (UQO) - Étudiant.es et Étudiants salarié.es	Bargaining on hold

Education

With the ongoing pandemic, courses remain virtual.

The following courses were held in the NCR:

- Nov. 17 – Return to the workplace: What to consider (FR)

- Nov. 19 – Return to the workplace: What to consider (EN)
- Nov. 23 – How to organize a virtual meeting in your local (FR)
- Nov. 30 – How to organize a virtual meeting in your local (EN)
- Dec. 3 – UHEW delegate training
- Dec. 10 – Amendments to Part II of the Canada Labour Code regarding the prevention of harassment and violence in the workplace (EN)
- Dec. 14 – Your occupational health and safety rights – NewFound Recruiting members
- Dec. 14 – Amendments to Part II of the Canada Labour Code regarding the prevention of harassment and violence in the workplace (FR)

PART 2: NATIONAL PORTFOLIOS

NavCan Bargaining Team

Bargaining team elected at PSAC's first virtual bargaining conference in October 2020. Bargaining team is reviewing input, prioritizing demands, and preparing for bargaining. Notice to bargain has been sent.

Job security and a "no concessions" agreement will be main focus of bargaining. Sector has experienced cuts and lay-offs due to COVID.

Ontario Federation of Labour Executive Board

(Joint portfolio with Ontario REVP Craig Reynolds)

In keeping with OFL's policy on gender parity when affiliates have 2 seats, PSAC-NCR A-REVP Chantal Fortin will serve on OFL Board as the PSAC-NCR representative. Sister Fortin and I will be working closely together on this file.

We have been participating in planning and coordination of OFL legal challenges to anti-worker legislation in Ontario, and OFL campaigns and activities. Ongoing participation in OFL's Anti-Oppression Committee.

Young Workers

(Joint portfolio with BC REVP Jamey Mills)

New Young Workers Committee Handbook has been reviewed and is ready.

Invited to participate as keynote speaker at PSAC BC Young Workers Summit.

Directly Chartered Locals (DCLs)

(Joint portfolio with Quebec REVP Yvon Barrière)

At the regional level, we are helping foster a network of DCLs in the NCR. Academic DCLs in the region are now involved in OUCC (Ontario Universities & Colleges Coalition).

Official Languages

(Joint portfolio with Quebec REVP Yvon Barrière)

Both Brother Barrière and I have conducted interviews in various national and regional francophone media outlets discussing the state of bilingualism in the federal public service based on feedback from members.

PART 3: REVP ACTIVITIES

Attended and participated in multiple virtual meetings and calls with locals, local executives, members, activists, and leaders.

Participated in regional executive meetings, council meetings, area council and regional committee meetings.

Attended and participated in a variety of activities and actions of allied community and labour organizations to inform and mobilize our activists and membership.

Scheduled Activities

(not all activities and meetings listed)

Oct. 19 th	<ul style="list-style-type: none"> – AEC meeting – Parks Canada ratification sessions – Ottawa Health Coalition meeting
Oct. 20 th	<ul style="list-style-type: none"> – NBoD meeting
Oct. 21 st	<ul style="list-style-type: none"> – NBoD meeting – Attended Indigenous Solidarity Ottawa protest at Parliament Hill for Mi'kmaw Treaty Rights – CFIA ratification session
Oct. 22 nd	<ul style="list-style-type: none"> – NBoD meeting – SJF AGM – OFL Board meeting
Oct 24 th	<ul style="list-style-type: none"> – Interview with Radio Canada Ici Ottawa-Gatineau on Phoenix damages agreement
Oct. 26 th	<ul style="list-style-type: none"> – Uncover the Costs Anti-Privatization Campaign Press Conference – Parks Canada ratification session – AEC update – Meeting w RVAC executive
Oct. 27 th	<ul style="list-style-type: none"> – Meeting OAC executive – Parks Canada ratification session
Oct. 28 th	<ul style="list-style-type: none"> – Attended OSSTF PSUO-SSUO picket line in solidarity with striking Ottawa U support staff workers – Joined ACORN Canada Internet for All virtual action
Oct. 28 th	<ul style="list-style-type: none"> – Joined ACORN Ottawa march against demo-victions of Manor Village residents due to LRT construction
Oct. 29 th	<ul style="list-style-type: none"> – Child care/699 regional mobilization planning (joint actions w Child Care Now Ottawa)
Oct. 30 th	<ul style="list-style-type: none"> – CFIA ratification session
Nov. 2 nd	<ul style="list-style-type: none"> – AEC update – Heat Is On campaign post-mortem
Nov. 3 rd	<ul style="list-style-type: none"> – NBoD meeting – NBoD anti-racism training and workshop facilitated by FBEC – YWC meeting
Nov. 4 th	<ul style="list-style-type: none"> – AEC meeting – Uncover the Costs regional mobilization planning – CRAPO meeting

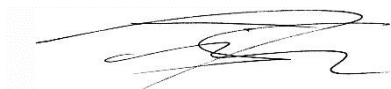
Nov. 5 th	<ul style="list-style-type: none"> – Child care/699 regional mobilization planning – NBoD virtual convention presentation by Encore – MDAC AGM
Nov. 8 th	<ul style="list-style-type: none"> – Child Care Now Ottawa chalk action to Save Tunney's Daycare
Nov. 9 th	<ul style="list-style-type: none"> – AEC update
Nov. 10 th	<ul style="list-style-type: none"> – Child care/699 regional mobilization planning – CSE RSCC – \$15 and Fairness provincial organizing call
Nov. 11 th	<ul style="list-style-type: none"> – Remembrance Day. Placed wreath at National War Memorial on behalf of PSAC-NCR members
Nov. 12 th	<ul style="list-style-type: none"> – Uncover the Costs regional mobilization planning – Meeting w RVAC executive – FB bargaining info session
Nov. 13 th	<ul style="list-style-type: none"> – AEC meeting
Nov. 16 th	<ul style="list-style-type: none"> – AEC meeting
Nov. 17 th	<ul style="list-style-type: none"> – NBoD meeting – Education Committee meeting
Nov. 18 th	<ul style="list-style-type: none"> – Child care/699 regional mobilization planning – FB bargaining info session
Nov. 19 th	<ul style="list-style-type: none"> – Meeting w ODLC President Sean McKenny – CSE bargaining info session – AEC update – Uncover the Costs NCR info webinar w guest speakers Chris Aylward, June Winger, and Michele Girash
Nov. 21 st	<ul style="list-style-type: none"> – CSE bargaining info session
Nov. 22 nd	<ul style="list-style-type: none"> – Child Care Now Ottawa meeting
Nov. 23 rd	<ul style="list-style-type: none"> – AEC meeting
Nov. 24 th	<ul style="list-style-type: none"> – CSE bargaining info session – NBoD anti-racism break-out group meeting
Nov. 25 th	<ul style="list-style-type: none"> – ACORN Ottawa rally at City Hall to stop the demo-viction of Manor Village residents – Child care/699 regional mobilization planning – UNDE 70611 AGM – CSE bargaining info session – CLC "Calling for a National Action Plan on Gender-Based Violence" webinar – Communications Committee AGM – Regional H&S Committee AGM
Nov. 26 th	<ul style="list-style-type: none"> – DCL 76000 AGM – ORWC AGM – Social Justice Fund Education in Action webinar

Nov. 27 th	<ul style="list-style-type: none"> – Meeting w founding executive of newly organized local at Newfound Recruiting Services
Nov. 29 th	<ul style="list-style-type: none"> – PBI Canada International Women Human Rights Defenders webinar
Nov. 30 th	<ul style="list-style-type: none"> – Centraide Outaouais meeting – AEC update – Best Theratronics RSCC – Radio Canada interview on Fall Economic Announcement
Dec. 1 st	<ul style="list-style-type: none"> – NBoD meeting – YWC meeting – PRIDE AGM
Dec. 2 nd	<ul style="list-style-type: none"> – Uncover the Costs regional mobilization planning – Indigenous Climate Action Bear Teachings webinar – DCL 77000 AGM
Dec. 3 rd	<ul style="list-style-type: none"> – Joint action and lobby meeting on child care/699 at MP Marie-France Lalonde's constituency office (Orleans) w Child Care Now Ottawa – Lobby meeting on child care/699 w MP Greg Fergus (Hull-Aylmer)
Dec. 4 th	<ul style="list-style-type: none"> – Joint action on child care/699 at MP Catherine McKenna's constituency office (Ottawa Centre) w Child Care Now Ottawa – CSE RSCC – CFRA Ottawa Live interview on Child care actions
Dec. 6 th	<ul style="list-style-type: none"> – National Day of Remembrance and Action on Violence against Women. Attended OFL vigil
Dec. 7 th	<ul style="list-style-type: none"> – AEC update – Radio Canada Ici Ottawa Gatineau interview on return-to-workplace and LTDLC – NCRC Regional Executive meeting
Dec. 8 th	<ul style="list-style-type: none"> – Meeting w YWC executive – UNDE OGUL (Ottawa-Gatineau Union Locals) meeting
Dec. 9 th	<ul style="list-style-type: none"> – BoC-MAOC ratification session – Uncover the Costs national campaign update – IAC AGM – OAC meeting
Dec. 10 th	<ul style="list-style-type: none"> – Joint action on Child care/699 at MP Mona Fortier's constituency office (Ottawa Vanier) w Child Care Now Ottawa – BoC-MAOC ratification session – FB bargaining info session – Urban Alliance on Race Relations Human Rights Day celebration
Dec. 14 th	<ul style="list-style-type: none"> – AEC meeting – Meeting w members of newly organized local at Newfound Recruiting Services

Dec. 15 th	<ul style="list-style-type: none"> – NBoD anti-racism break-out group meeting – Uncover the Costs regional mobilization planning – NBoD anti-racism break-out group presentations – Ottawa Airport ratification sessions – Fonds de justice sociale : solidarité syndicale sans frontières webinaire
Dec. 16 th	<ul style="list-style-type: none"> – CityNews Ottawa interview on CSE strike vote – AEC update – Regional H&S Committee meeting
Dec. 17 th	<ul style="list-style-type: none"> – IPolitics interview on CSE strike vote – Meeting w PSCP RP ADM Stephan Dery and team for LTDLC update w UNE NEVP Andrew Shaver
Offices closed Dec. 24 th to Jan. 4 th	
Jan. 5 th	<ul style="list-style-type: none"> – Hill Times interview on CSE strike vote – YWC meeting
Jan. 11 th	<ul style="list-style-type: none"> – AEC update
Jan. 12 th	<ul style="list-style-type: none"> – NBoD meeting – Meeting w OSSTF Ottawa District Political Action Chair Susan Rab to discuss early mobilizing for 2022 Ontario provincial election – Interviews with TVA Gatineau, TFO, and Le Droit on bilingualism in the federal public service
Jan. 13 th	<ul style="list-style-type: none"> – OAC meeting – Interview with Radio Canada Alberta on bilingualism in the federal public service – Meeting with PSAC-BC Young Workers Summit Organizing Committee
Jan. 14 th	<ul style="list-style-type: none"> – UNE 70401 AGM – NPF Ottawa ratification sessions – Interview with Radio Canada Ottawa-Gatineau on Phoenix Damages

L'union fait la force.

In solidarity,



Alex Silas

PSAC-NCR REV P