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THE OFFICIAL NEWSLETTER OF THE NATIONAL CAPITAL REGION COUNCIL - PSAC

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**Want to know more?**

- about the National Capital Region Council? Ask for our pamphlet, "Doing It! [Doing What?]"
- about Local Development? Request our leaflet, "The Good Local."
- submit an article [THIS@psac.com](mailto:THIS@psac.com)
- about getting in touch? Phone, fax or e-mail us:

**Regional Executive VP, NCR: 560-4380**  
E-mail: [baglow@psac.com](mailto:baglow@psac.com)

**NCRC website:**  
<http://www.psac-afpc.com/ncro>

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560-2560  
Fax: 234-6209

**PSAC Hull Regional Office:**  
777-4647  
Fax: 777-9407



**F**or over 24 years Brother John Baglow has been a driving force in the labour movement. As founding President of his Local back in 1979 or as REVP for the NCR for the last 6 years, Brother John has never forgotten that the labour movement exists to fight for justice and equity for all. His efforts to mobilize members and build strong Locals will leave a lasting mark in this region.

Trade-unionists like Brother John will never leave the struggle because there will always be an injustice somewhere. That's why we say Farewell and thank you but not Goodbye because you will always be part of the fight!

Drop us a line at THIS, c/o the Ottawa Regional Office, PSAC, 233 Gilmour Street, Ottawa, ON K2P 0P1  
Or e-mail [THIS@psac.com](mailto:THIS@psac.com) We look forward to hearing from you!



# Brothers and Sisters

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Some of you are already aware of the schedule of courses being offered this spring in our region. You have probably already signed up for one or more and for that, I applaud you. You know that in order to become a useful and dynamic union, *knowledge needs to be the first tool in the toolbox*. The knowledge shared by our activists is expanding at an increasing rate as evidenced by our record enrollment in regular courses and at our Union School. I would like to issue this challenge to one and all. If you are already enrolled in a course, find one or more people to take it with you. Many new members don't get educated because either a) they don't know about the opportunities or b) they feel intimidated spending time with people that they don't know who may be more active. You can go along way to removing barriers by being a learning buddy.

For those of you who are unable to take courses because either the classes take place at the wrong time or the subjects you are interested in aren't being offered, please contact our Education Officer, Sister Marie Mulally. She may be able to arrange a course tailored to your requirements. We are committed in the NCR to education and our alliance Facilitators are eager to deliver, so call on us soon and often.

In closing, sisters and brothers, if you don't know about an issue, sign up for a course. If you know it all, come and share your knowledge with a friend. The biggest hindrance to progress is ignorance. Let's keep moving forward.

*Alex Sauvé*  
Co-Chair Education Committee NCRC

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## Solidarity with our Colombian Sister!

The Canadian Labour Congress has asked all of its affiliates to assist in the struggle against the death threats that Colombian union activists have received by sponsoring the activists and their family as a refugees to Canada.

The Ottawa Regional Women's Committee (PSAC) has decided to join forces with other women of various unions in the area/region in sponsoring a Colombian Trade Unionist Sister and her family. By joining forces, we will be demonstrating our solidarity with other Unions locally and internationally. We plan to sponsor the sister (refugee) under the auspices of the ODLC (Ottawa District Labour Council).

We are still in the early stages of planning, budgeting etc. for the sponsorship. Please stay posted for further updates on how you can support as a member of PSAC to enable the women's committee to reach our goal.

*Submitted by: Marilyn Young CUPW*

***Find out what people will submit to and you have found out the exact amount of injustice and wrong which will be imposed on them.***

*Frederick Douglass, 1857 born a slave who later became an editor and one of the foremost leaders of the Abolitionist movement, serving as advisor to Abraham Lincoln.*

# CALLOUT TO ALL ABORIGINAL BROTHERS AND SISTERS of the National Capital Region!

This Callout is for the express purpose of establishing the Aboriginal Action Committee [or Circle] (AAC), which is one of the Employment Equity committees that make up the PSAC National Capital Region Council (NCRC).



For too long there have been NO Aboriginal representatives on the NCRC. As such, a great many opportunities and events where our voices could be heard, have been missed.

**No longer! Now is the time for our involvement and commitment!**

**For more information please contact:**

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Hull PSAC Regional Office  
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Chief Steward  
CEIU Local 70704  
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## FIRST MEETING OF THE AAC!

PSAC Ottawa Regional Office  
233 Gilmour Street Ottawa ON

### E-mail:

[ncr-rcn@psac-afpc.com](mailto:ncr-rcn@psac-afpc.com)

### Website:

<http://www.pscac.com/ncro/>

**When:** That's up to YOU!  
Call and voice your support & commitment! Sign up with John or Tony.

**STAY TUNED TO YOUR EMAIL (when signed up) & THE WEBSITE FOR MORE DETAILS!**

**In Solidarity ... NCRC, PSAC**

*- prepared by Tony  
Nicolas, Dene'soli'ne,  
Cold Lake First Nations,  
Alberta*

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## FROM THE EDITOR

By the time you read this, 2003 will already be in full swing but I would like to take this opportunity to wish all THIS/ÇA readers a peaceful, successful and Happy New Year.

We are pleased to be sending you PSAC's "THIS/ÇA" newsletter. Even in this age of new technology and instant messaging, there is

still a need to be able to have other ways to communicate with our members. It is even more important to do so, when the messages come from our members themselves.

This newsletter is your means to get your views and messages across to all members of PSAC. If you are a member of any equity

group, or have an interest in such areas as Health and Safety, Education, Communications, now is your chance to get involved. Why have a newsletter? We hope that THIS/ÇA will help you to have a means to broaden your interest and impact in labour, equity, globalization, poverty and political issues, and at the same

time, to make new friends and have fun!

The topics in this newsletter, and future issues will of course include labour issues to inform and to help members of the PSAC.

In the future, and with the help of more members, we hope to also include areas of personal interest to members. This will ensure that THIS/ÇA has a broad outreach to those members who are active in the labour movement, as well as to those who have a limited interest in labour issues. Non-labour topics could include columns on health, pets,

hobbies, travel, etc. as well as social issues such as poverty, housing, environment, globalization, volunteerism, etc.

As well, a column featuring a few typical members would help to illustrate the fact that PSAC is about individuals, in solidarity with each other to improve working conditions for all of us.

This is your newsletter, your voice...let this 2003 edition of the newsletter be the call to you to allow your creativity, skills and enthusiasm to flourish and to help our brothers and sisters in the PSAC to have a voice in their workplace and in their community.

Help us keep PSAC members informed, active and united.

*Helen Friel  
editor*

*(if you are interested in taking part in the Communications Committee, please contact Blanche Roy. To submit an article, send an e-mail to THIS@psac.com*

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***My place is marching with the workers rather than riding with General Motors.***

*letter of resignation from Ontario ministry David A. Croll at height of Oshawa strike  
Apr 14 1937*

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## New PSAC Members

We are Field Interviewers, mostly women. We work for the Statistical Survey Operations (SSO), which is part of Statistics Canada. We joined the PSAC just over a year ago and are still negotiating our first collective agreement.

### What do we do?

Field Interviewers collect data used to produce economic indicators such as the unemployment rate and the consumer price index. We also collect data on the health and welfare of Canadians.



One of us might have knocked on your door at some point because our job takes us to people's homes – which explains some of the health and safety issues we are fighting to resolve.



### **What are some of our issues?**

- Our current rate of pay ranges from \$10.69 - \$16 per hour. Most of us receive the lower pay rate. Ten years ago, our wages were similar to those of our counterparts in the Federal Public Service. Today they make at least 40% more than we do. Our responsibilities have increased but our pay has not.
- We all work from our homes but receive no compensation for expenses not even for an additional phone line.
- The use of our car is a requirement of the job but the employer reimbursement for kilometers driven does not cover all the expenses that arise from high volume vehicle use.
- We have to be available 16 hours per day to accommodate the respondents.

### **We are ready to strike if we must!**

We have voted over 90% to take strike action if necessary. Our bargaining team is continuing to meet with a Conciliation Officer to try to reach a reasonable settlement. We hope a strike won't have to take place but we intend to get a fair agreement – whatever it takes.

### **What we need from our Union Brothers and Sisters**

We are a small group scattered throughout the region. We have different strategies to put pressure on our employer but at some point we will need to call upon you for support.

We held our first information picket line on January 27th. Many of you came down to Tunney's Pasture. Thank you! Your presence and energy made a big difference.

*by Madeleine Bachand*



## What is a Rand?

Most unions today have a checkoff clause in their collective agreements. This clause states that the employer will deduct from each employee's pay cheque his or her union dues and forward it to the union. Another clause, the union security clause - otherwise known as the Rand Formula - obliges the employer to deduct the same amount from employees who refuse or fail to join the union.

Why should workers who aren't in the union have to pay the equivalent of union dues? Because they benefit from the union's services and receive the same wage increases and benefits that the union negotiates for the employees who are union members. So it's only fair that they also pay their share of the union's operating costs.

Who says so? Mr. Justice Ivan C. Rand, amongst others. He was asked by the United Auto Workers and the Ford Motor Co. to mediate the end of a strike by UAW Local 200 in Windsor, back in the 1945. The main issue in dispute was the union's demand that all Ford workers join the union within a month after being hired (the union shop). Justice Rand refused to give the UAW the union shop. But he did rule that, since all employees benefit equally from having a union contract, they should all pay union dues, whether they joined the union or not.

This arrangement became known as the Rand Formula, and it spread quickly to other unions and industries and remains a standard feature in most collective agreements.

Sign up now! Become a full fledged member of the Union. See your Local Representative or Shop Steward.

*Submitted by Yukon Employee Union*

## PSAC TRIENNIAL CONVENTION APRIL 28 – MAY 2, 2003



The Triennial Convention of the PSAC is the supreme governing body of our Union. Only at this Convention can dues be raised, or our Constitution changed. Convention sets the budget and debates resolutions on a number of issues, thereby setting the course of our Union for the next three years.

Delegates to Convention, representing the membership as a whole, are elected at Components Conventions (from delegates who have been sent to those Conventions by Locals or Branches); by Directly Chartered Locals (DCL) of more than 100 members (or regional combinations of DCLs with more than 100 members in total); and by Area Councils. In addition, eight equity delegates are chosen by their respective constituencies. Observers, while playing no direct role, will be seen helping on election campaign teams, lobbying and debating off the Convention floor.

Resolutions to Convention come from a number of sources: some national Conferences, Area Councils, Regional Conventions/Councils, Component Conventions, Directly Chartered Locals and the National Board of Directors. Emergency resolutions, arising from recent and unexpected situations, may also be presented. All resolutions are submitted to Resolutions Committees, which make their own recommendations to the Convention ("concurrence" to approve a resolution, "non-concurrence" to reject).

Resolutions cover a wide range of issues: collective bargaining, union, finances, our Constitution, and many other social, political and union matters. At

the 2003 Triennial Convention, we shall be debating what are, in fact, a number of challenges facing our members in the next few years. Time has also been set aside to discuss our Union vision: organizing, bargaining, confronting globalization, politicizing our Union. Delegates will also elect the Officers of the PSAC: our National President, our National Vice-President, and (in regional caucuses) the Regional Executive Vice-Presidents of our seven Regions.

Convention can seem a little intimidating at first. But once the procedures are learned, the Convention floor is a lively and stimulating place. Union activists are passionate individuals, and a lot of thought and emotion can be packed into the three

minutes allotted to speakers. While differences can appear enormous in the heat of the moment, delegates (and observers) will be seen socializing afterwards -- when they aren't planning and strategizing. We have a common goal, and from open and honest debates we deepen our understanding and solidarity, and strengthen our Union.

A bus has been chartered to take observers to the Convention for one day, so that some rank and file members will have the opportunity to get a taste of this event. Watch for information on the NCRC website!

*John Baglow*

## **Attention: Women of the PSAC: *Have your say!***

The Ottawa Regional Women's Committee (ORWC) is composed of PSAC women members from the components and locals in the Ottawa Region. The mandate of the ORWC is to provide a forum for addressing women's issues and concerns.

Meetings are held at 5:00 p.m. on the fourth Thursday of each month, at the PSAC Headquarters, 233 Gilmour Street, Ottawa, Ontario.

PSAC women in the National Capital Region are all welcome to attend these meetings.

**For more information on the ORWC and its current activities, please contact:**

*Madeleine Bachand, ORWC Coordinator  
at (819) 777-4647 or e-mail [RWC-OTT@psac.com](mailto:RWC-OTT@psac.com)*

*Carol-Anne Grenier is the Chairperson and she can also be reached by e-mail at [RWC-OTT@psac.com](mailto:RWC-OTT@psac.com)*

***You can never retire from the working class. If you want to eat, live decently, have a nice house and help your children and grandchildren, the struggle has to go on.***

*Albert Fitzgerald, past president, United Electrical, Radio and Machine Workers of America (UE)*

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**Disclaimer:**

*The opinions expressed in this newsletter are those of the authors and do not necessarily reflect those of the PSAC.*