



PSAC Ontario Council Meeting Minutes February 22-23, 2013 Delta Meadowvale Hotel

The meeting convened at 9:05 a.m. on Friday, February 22, 2013 with the REVP-Ontario, Sharon DeSousa as Council Chair and the following members in attendance.

Sharon DeSousa, Regional Executive Vice-President, Ontario
Mike Bennett, Region 1 (Northwestern)
Réjean Amyotte, Region 2 (Northeastern)
Laura St-Jean, Region 2 (Northeastern)
Laura Eastcott, Region 3 (Eastern)
Ralf Bucherer, Region 3 (Eastern)
Mike Fummerton, Region 4 (Southwestern)
Melanee Jessup, Region 4 (Southwestern)
Leslie Searl, Region 5 (GTA)
Bob Black, Region 6 (Hamilton/Niagara)
James D. Marchand, Aboriginal Members
Souad (Sue) Soubra, Members with Disabilities
Colleen Wice, Regional Women's Committees
Karen Church, Gay, Lesbian, Bi-Sexual & Transgendered Members
Marie Polgar- Matthews, Academic Workers
Debbie Willett, Area Councils
Christo Aivalis, Young Workers
Judy Phillips, Racially Visible Members (Saturday Only)

Staff: Christopher Wilson, Regional Coordinator- Ontario
Lino Vieira, Political Communications Officer- Ontario
Cleo Reid, Executive Assistant to the REVP, Ontario

Regrets: Mary Jeyanthan, Region 5 (GTA)
Vicki Pine, Directly Chartered Locals
Sandy Bello, Alternate Regionally Based Separate Employer Locals

Observers: Glenn Miller – 2nd National Vice-President of Agriculture Union, B Flamur, Travis Lahnalampi, Vivian Binnion, Aileen Duncan, Kristina Konc, Stephanie Hewis, David Carr

AGENDA:

1. Adoption of Agenda
2. Adoption of previous meeting minutes (November 2-3, 2012)
3. Business arising from previous minute
4. REVP Report
5. Regional Office - Updates (Chris Wilson)
6. Ontario Council Committees Reports
7. Ontario Council Committees - Changes
8. Ontario Council Members Reports
9. Fight-back Plan
 - Activities for the Summer
 - Labour Day
10. Collective Bargaining
11. Rand Formula Presentation
12. PSAC Ontario Regional Triennial Convention
 - Theme
 - Convention Committees
 - Delegate Assistance Committee
 - Meet & Greet
13. PSAC National Leadership Summit
14. PSAC Ontario Strategic Plan
15. In Camera Session

16. OFL Rights and Democracy Rally
17. New Business

The Chair asked Sister Karen Church to read the PSAC Anti-Harassment Policy. Sister Karen Church will be the Harassment Coordinator while Ontario Council is in session.

The hours of sitting will be Friday, 9:00 a.m. – 5:00 p.m., Lunch 12:00 p.m. – 1:30 p.m., Breaks 10:30 a.m. & 3:00 p.m.
Saturday, 9:00 a.m. – 3:00 p.m., lunch 12:00 a.m. – 1:00 p.m.,
Breaks 10: 30 a.m.

Motion to adopt the hours of sitting.

m/s/c Melanee Jessup and Souad (Sue) Soubra

Item 1. Adoption of Agenda

Motion that agenda be adopted.

m/s/c Colleen Wice and Souad (Sue) Soubra

Item 2. Adoption of Previous Meeting Minutes (November 2-3/12)

Motion that November 2-3, 2012 minutes be adopted with noted editorial change on page 34, to replace the statement Brother Bob Black is a long standing member of Council with Brother Bob Black a respected member of Council.

m/s/c Colleen Wice and Bob Black

Item 3. Business arising from previous minutes

Brother Chris Wilson responded to the action items from last meeting in his report.

Motion to accept business arising from previous minutes.

m/s/c Bob Black and Debbie Willett

Item 4. REVP Report

The REVP presented her National Board of Directors (NBoD) report for August 2012-January 2013, which included her schedule. This report is a listing of activities that have occurred in the PSAC Ontario Region.

Below you will find the NBoD report as presented.

Collective Bargaining

Highlights of Ongoing Negotiations

- 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). Hearing dates have been set for later this year.

Tentative Agreements

- PSAC members of Parks Canada reached a tentative agreement. Multiple ratification votes have been scheduled for the month of January 2013.

Renewal Agreements

- On September 10, 2012, members at the Non-Public Fund – Kingston – Operational Category (UNDE Local 00681) ratified their new collective agreement.
- On September 17, 2012, members who are shift workers with OMNI Facility Services at CFB Petawawa (UNDE Local 00639) ratified their new collective agreement.
- On October 20, 2012 Anishnabek Police Services (APS) (Civilian unit) ratified their new collective agreement.

- On December 7, 2012 Graduate Teaching Assistants (DCL 00610) at the University of Western Ontario ratified their new collective agreement.
- On November 21, 2012 municipal employees who work for the Town of Moosonee (DCL 285) voted against the tentative agreement. Conciliation dates have been scheduled for early 2013.
- On December 3, 2012 Treaty Three Police Officers (DCL 410) were awarded, through interest arbitration, a renewal collective agreement.
- On December 4, 2012, PSAC members who work at SNC Lavalin (UNE 358), ratified their next collective agreement.

Organizing

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. Should the grievance not be successful PSAC will conduct an organizing campaign to organize any unrepresented Postdoctoral Fellows.

Research Assistants at Queen's University

PSAC is organizing seven hundred (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.

By-elections

Provincial

On Sept. 6, 2012 PSAC members helped to ensure that the provincial Liberals were not handed a majority. The Liberal candidate Steven Del Duca won in Vaughan, however, in Kitchener-Waterloo NDP

candidate Catherine Fife delivered a surprise win, beating PC Tracey Weiler, who placed second, and Liberal candidate Eric Davis who finished third. The results mean McGuinty's Liberals have 53 seats, one shy of the 54 needed for a majority and the same total they held before the by-elections were called.

The Progressive Conservatives hold steady at 36 seats, while the New Democrats climb to 18.

Federal

A federal by-election was called for Durham to replace Bev Oda, who had stepped down on July 31. A letter from the REVP was sent to all members informing them of the importance of this by-election. Sister Amanda Chum one of the UNE 210 local Stewards to help make calls to our members in the Durham Riding. Unfortunately the riding remained Conservative, with the results as follows: Erin O'Toole, Conservative (50.7 per cent); Larry O'Connor, NDP (26.3 per cent); Grant Humes, Liberal (17.3 per cent); Virginia Ervin, Green (4.1 per cent). Voter turnout was at 35.8 per cent.

Mobilization

UPCE

On Saturday, November 3, 2012, PSAC Ontario Council members decided to sign messages of support on a large PSAC Ontario flag and send it to our UPCE Brothers and Sisters who are currently in negotiations. This round of bargaining is exceptionally difficult for our members and Council wanted to let our UPCE members know that they are not alone in their struggle

FB Bargaining

A day of action was held on Friday, November 23, 2012, "Black Friday" to mobilize PSAC members who work at the border and inform the public what was happening to this vital service. Information flyers were handed out and members spoke out about being without a contract for over a year and a half.

SSO Bargaining

On November 30th, 2012 to mark the one year anniversary of the expiration of the collective agreement, PSAC members working for Statistics Canada participated in an information picket at the regional

office of Statistics Canada in Sturgeon Falls. There was a high rate of participation with well over 100 members participating throughout the day. Four media outlets attended including; CBC Radio Sudbury, Radio Canada Sudbury 2, North Bay Nugget and Nipissing Reader.

Directly Chartered Local (DCL) Conference

The second Ontario Region DCL Conference held at the Marriott Hotel in Toronto on September 27th to September 30th, 2012 was a terrific success. There were thirty participants representing sixteen of the eighteen DCLs across the Region.

The agenda focused upon the broad theme of "Diverse Connected Leaders" and integrated strategies/tools for Local development within each workshop across each sector (i.e. Security and Law Enforcement, Academic Sector, Gaming and Others).

On Saturday, participants attended a student rally against Bill 115 which was reported in the Toronto Star:

<http://www.thestar.com/news/canada/politics/article/1264395--students-protest-in-support-of-ontario-teachers>. Integrating a political action rally into the conference reinforced the theme "We Are All Affected."

Academic Sector Meeting

PSAC Ontario held the first sectoral meeting among Academic Sector Directly Chartered Locals (DCL) on November 23-25, 2012 in London. The central objectives of the sectoral meeting were to bring together workplace leaders/activists to create a space for shared learning and to lay the foundation for building solidarity/networks among DCLs in the same sector.

PSAC Ontario now represents over 4,000 workers within the Academic Sector with an ongoing campaign to organize Research Assistants at Queen's University.

Labour Day

On August 30, 2012, the PSAC London Area Council arranged to deliver "We Are All Affected" cakes to all the locals in the London area to mobilize members to come out for Labour Day. Robyn

Benson, PSAC National President, along with Sharon DeSousa, PSAC REVP for Ontario, joined the Area Council members in delivering each cake to all the locals in the morning. At noon, all attended a Labour Day BBQ held at a centralized location in London where many of our members work.

Hamilton Labour Day - Robyn Benson, PSAC National President, along with Sharon DeSousa, PSAC REVP for Ontario, joined the PSAC Hamilton Area Council and Human Rights committees in the Labour Day march through Hamilton. With over 150 PSAC activists in attendance, PSAC was well represented.

Windsor Labour Day – PSAC activists mobilized members to take part in the Windsor Labour Day, to revive one of Canada’s largest Labour Day events. Chris Aylward, PSAC National Executive Vice-President spoke at the rally, demonstrating PSAC’s commitment to raising public education on the importance of Labour Day for all workers.

Toronto’s Labour Day – The PSAC Greater Toronto Area Council worked tirelessly to mobilize and prepare for this year’s Labour Day. The PSAC turnout was very strong and due to our energetic members and beautifully decorated float, PSAC won the “Most Spirited Participation” award from the Toronto and York Region Labour Council.

Our members participated in Labour Day activities across the province, including Scarborough’s first Labour Day parade. Major Labour Day events attended by PSAC members occurred in: Sudbury, North Bay, Timmins, Kirkland Lake, Chatham-Kent, Waterloo, Sault Ste Marie, London, Barrie, Peterborough, Kingston, and Thunder Bay. This year, PSAC Ontario Council decided on 3 slogans for PSAC Labour Day T-shirts. The three slogans were: "Unions: Prosperity for All, not Profits for Few," "Public Services are Your Services," and "Workers: the Real Job Creators". These PSAC Labour Day T-shirts were distributed to PSAC Ontario Area Council’s across the Region to ensure our members were prominently visible and that our messages reached the public.

PSAC Ontario was extremely proud to have the newly elected PSAC National President, Robyn Benson and PSAC National Executive Vice-President, Chris Aylward participating in events in our region.

We Are All Affected Campaign

Sept 15, 2012 – PSAC National Day of Action

To maximize member participation, six main events were scheduled across the Ontario region for our National Day of Action of September 15th. Members and Locals who were not able to attend these events were encouraged to create their own event, or undertake an action of solidarity to oppose the cuts to public services.

Toronto – “The People’s Court” demonstration at 1pm in front of the Toronto Court House at 361 University Avenue (at Armoury St). The event was a mock trial that was staged, which included puppets of Prime Minister Stephen Harper, Tim Hudak (Provincial Conservative Leader), Premier Dalton McGuinty and Toronto Mayor Rob Ford, all on trial for cut backs on public spending. About 200 people attended the event. Conservative MPs in the Greater Toronto Area were served with a PSAC summons, while at the same time receiving their affected letters. MPs targeted in this action included; Julian Fantino, Jim Flaherty, Tony Clement, Patrick Brown, Lisa Raitt, and Peter Kent.

The Peoples Court garnered endorsements from the Community Alliance for Social Justice, Gabriela Ontario, Toronto Stop the Cuts, Coalition of Black Trade Unionists, Ontario Coalition Against Poverty, Asian Canadian Labour Alliance, Migrante Ontario, Mayworks, Rabble.ca, Justicia for Migrant Workers, Common Front, Greater Toronto Worker Workers’ Assembly, Workers United, Canadian Union of Public Employees, Canadian Federation of Students, Canadian Union of Postal Workers, Independent Women Workers, Latin American Trade Union Coalition, Latin American and Caribbean Solidarity Network, Toronto and York Region District Labour Council, and the Ontario Federation of Labour.

This event sparked a lot of media coverage, demonstrated in videos by The Globe and Mail, and various other news articles, including:

1. <http://www.theglobeandmail.com/news/news-video/video-union-leaders-try-harper-effigy-in-mock-trial/article4547862/>

2. <http://www.theprovince.com/business/Protests+held+against+federal+cuts+include+peoples+court+trying/7248944/story.html>
3. <http://www.newstalk1010.com/News/localnews/blogentry.aspx?BlogEntryID=10438802>
4. <http://rabble.ca/blogs/bloggers/johnbon/2012/09/psac-people%E2%80%99s-court-convicts-politicians-crimes-against-ordinary-cana>
5. <http://thechronicleherald.ca/canada/136422-protesters-hold-mock-trials-over-public-service-cuts>
6. <http://news.ca.msn.com/ontario/kitchener/protests-held-against-federal-cuts-include-%E2%80%99people%E2%80%99s-court%E2%80%99-trying-harper-effigy>

Thunder Bay – Demonstration and rally at the Lakehead Labour Centre (929 Fort William Rd, Thunder Bay) at noon. Around 150 people participated in the demonstration including members from UTE, UNE, UNDE, UCTE, AGR, and DCLs. In addition, labour and community support came from OSSTF, ETFO, Catholic Secondary School Teachers Federation, CUPE, COPE, OPSEU, CAW, Musicians Union and the Port Arthur Branch 5 Legion.

Speakers included local MP John Rafferty, representative for local MP Bruce Hyer, two city councilors and union members Andrew Foulds (OSSTF) and Paul Pugh (CAW), president from OSSTF and ETFO, CAW Coast Guard local, a veteran of the Second World War, Roy Lamore, from Branch 5 spoke, as well as Pietro Masdea, PSAC Local President.

There was media coverage from CBC News, Chronicle Journal and online videos from Thunder Bay News.

1. <http://www.chroniclejournal.com/content/news/local/2012/09/16/public-service-workers-unite-against-cuts>
2. <http://www.tbnewswatch.com/Video/25489/PSAC-Rally>
3. <http://m.tbnewswatch.com/View.aspx?cid=235727>

4. <http://www.cbc.ca/news/canada/thunder-bay/story/2012/09/14/tby-fed-job-cuts.html>
5. <http://www.tbnewswatch.com/news/235587/Dozens-of-area-public-sector-jobs-axed>
6. <http://www.tbnewswatch.com/video/25483/Job-Cuts>

Kingston – “Bon Voyage to Harper and his Austerity Measures!” Demonstration at Confederation Park (2-24 Clarence St, Kingston) at noon. This demonstration joined PSAC members, allied unions and community groups in an interactive awareness raising event within the Kingston community about the impact of Harper’s austerity measures. The event had a “Harper Hates Me” ball toss, a “Resist Austerity and Oppression” can toss, a treasure box with goodies for kids, a large “We Are All Affected” board for the community to post their messages to Harper and in support of quality public services and healthy communities, buttons and pins, petitions, information pamphlets, balloons, “We Are All Affected” popcorn and cotton candy, watermelon, and coffee and snacks.

In addition to the PSAC members who came out from USGE, UNDE, UTE, CEIU, DCL 901, and DCL 818, we had union and community participation from the following: Ontario Public Service Employees Union (OPSEU), The Professional Institute of the Public Service of Canada (PIPSC), The Kingston and District Labour Council (KDLC), Canadian Union of Public Employees (CUPE), Sheet Metal Workers International Association (SMWIA), Queen’s University Faculty Association (QUFA), The Society of Professional and Graduate Students at Queen’s University (SGPS), the New Democrat Party (NDP), The Living Wage Campaign, Kingston Coalition Against Poverty (KCAP), and the Kingston Health Coalition.

Media coverage included CKWS (local CBC), the Kingston Whig Standard, Fly FM, The Drive, and CFRC:

1. <http://www.thewhig.com/2012/09/16/rally-aims-to-educate-the-public>
2. <http://www.ckwstv.com/news/kingston/story.aspx?ID=1775097>

3. <http://www.983flyfm.com/theflyfm/layoff-notices-issued-to-14-government-employees-in-kingston/>
4. <http://cfrc.ca/blog/programming/archives>

Kitchener – Rally at Victoria Park in Kitchener (near the David St. entrance) at 1pm. About 30 people attended the rally. Guest speakers included, Marie Clarke Walker from the Canadian Labour Congress and Natalie Mehra from the Ontario Health Coalition and Catherine Fife, NDP MPP, who spoke on the issues of public service cuts and strategies for job creation.

This event was covered in several media outlets including, CTV news.

1. <http://kitchener.ctvnews.ca/national-day-of-action-rally-in-kitchener-1.957502>
2. <http://www.therecord.com/news/local/article/800680--rally-takes-aim-at-austerity-measures>
3. <http://metronews.ca/news/kitchener/372833/rally-takes-aim-at-austerity-measures/>

Sudbury – Community BBQ in the Market Square (Corner of Elm and Elgin St.) at 1pm. Speakers from the PSAC, Labour Council, and other labour and social groups attended the Saturday rally. The event focused on the Conservative government's austerity measures and how they will affect everyday people. This event included a family friendly BBQ, a bean bag game, and information hand outs.

Media coverage occurred at two local radio stations and in the Sudbury Star.

1. <http://www.thesudburystar.com/2012/09/16/federal-workers-rally-against-cuts>

Trenton – Community BBQ and Open Mic/Music Entertainment at the Centennial Park in Trenton from 11am - 3pm. Members from UTE, UCTE, UNDE, UFCW, CEP, OPSEU, USW, USGE and PWU came together for the National Day of Action in Trenton. Betty Bannon, retired UTE National President spoke at the event, urging sisters and brothers to take the messages they heard of fighting

against austerity to members of their respective locals who weren't able to attend. Roughly 40 people attended.

London Western Fair

As part of the Ontario Region summer "We Are Affected Campaign" the London Regional Office sponsored an information table at the Western Fair on September 7-16, 2012, to raise awareness on the impact of cuts upon public services.

Volunteers from the PSAC London Area Council were instrumental in informing and educating the public on cuts to the public service and how it will affect Canadians.

Save Our Historic Canals

PSAC Ontario in partnership with UCTE held a press conference in Ottawa on October 18, 2012 at the Ottawa Lock Station along the Rideau Canal. Members had collected over 8,000 signatures from community members over the summer to reverse the cuts to the Canals and to Parks Canada. Communities along with canal systems are anxious as to how their communities will be affected by these cuts, as well as to the future of these historic Canadian landmarks.

Members who are canal workers along with UCTE National President, Christine Collins and PSAC Ontario Regional Executive Vice-President, Sharon DeSousa presented the signed petitions to protect our historic Canals to Members of Parliament, Megan Leslie, NDP Environment Critic and Anne Minh Thu Quach, NDP Deputy Environment Critic. The MPs accepted the petitions to present in the House of Commons on behalf of PSAC-UCTE and concerned citizens across Ontario and Quebec.

We Are Wisconsin Film Screening

PSAC Ontario helped fund a screening of the film "We Are Wisconsin", on November 18, 2012 in Kingston. This award-winning feature documentary film follows the unfolding of public outcry against Wisconsin Governor Scott Walker's controversial budget-repair bill attacking public sector workers and their collective bargaining rights.

The event was co-sponsored by the Kingston Coalition Against Poverty, OPSEU, CUPE, Kingston District Labour Council, the

Kingston NDP, Public Services International, UNDE and UCTE. This screening works in very well with PSAC's campaign "We Are All Affected", and it also fits in with our mandate to work within the greater labour movement. It is an opportunity for Public Education that is sorely needed, coalition building and a great way of engaging community Allies and creating a network of activist in the region.

Education

Fall School

The 2012 Ontario Region Fall School successfully brought together eighty activists from across the Ontario Region for intensive in-residence Union training with courses on: Local Officers Training, Duty to Accommodate, Anti-Harassment, and Workers Health & Safety.

The Fall School also integrated a plenary session on the Duty to Accommodate with Michael Lynk (Professor Faculty of Law Western Ontario) who shared his leading paper in this important area of human rights.

Alliance Facilitator Clinic

The Alliance Facilitator (AF) Clinic brought together Alliance Facilitators from across the Ontario Region for a weekend of learning, networking and strategic planning with the central objective of revitalizing the Ontario Region AF network.

The AF Clinic took place on November 23-25, 2012 in Toronto. A Google Site was created that contains all materials and resources from the Clinic and can be found here:

<https://sites.google.com/site/psaontarioafclinic2012/>

Labour Movement/ Solidarity

Raise the Rates Campaign

As a form of Coalition Building and as a Community Unionism initiative PSAC Ontario had joined CUPE and the Ontario Coalition Against Poverty (OCAP) in the Raise the Rates Campaign. The purpose of the campaign is to raise the rates for social assistance in the province of Ontario. This campaign has a larger purpose of

addressing the negative impacts of austerity on poor and working people.

Actions that have taken place with this campaign is a series of town-hall meetings across the province, protests at MPP's constituency offices, and rallies in several locations across the province. After a presentation by John Clarke, OCAP organizer, at our PSAC Ontario Council meeting, the Council has unanimously chosen to endorse this campaign.

On December 27th, 2012, the provincial Liberal government announced that about two-thirds (\$42 million) of the funding cut to the Community Start-up and Maintenance Benefit (CSUMB) will be restored in 2013. The money will go to municipalities under the new system.

This concession was forced by community actions and support from the Labour Movement, including PSAC Ontario. We will continue to pressure the government to restore full funding to this benefit and this message will be taken to the Liberal Convention, occurring on January 25 and 26, 2013, when thousands will gather to denounce the austerity measures this government has undertaken.

CBTU 16th Annual Awards Dinner and Fundraiser

On Saturday November 3, 2012, PSAC Ontario supported our Coalition of Black Trade Unionists (CBTU) community partners by attending this year's awards dinner and fundraiser. Keynotes speakers included Mark Brown and Jan Simpson from the Canadian Union of Postal Workers. PSAC Ontario has a long history of working with CBTU in raising awareness of equity in the workplace and within the labour movement itself.

We Are Ontario

PSAC Ontario, in conjunction with the Ontario Federation of Labour and all its affiliates, along with community groups from the Common Front, contributed and endorsed the "We Are Ontario" webpage (www.WeAreOntario.ca) launched by the Ontario Federation of Labour.

The webpage highlights the cuts occurring in Ontario, provides information on events taking place to oppose these cuts and contains valuable information on the growing inequality in Ontario.

Government of Canada Workplace Charitable Campaign (GCWCC) Labour Luncheon

PSAC was previously recognized at the United Way Toronto's Annual General meeting on June 21st with a 'Thanks A Million Award' for our participation in the Government of Canada Workplace Charitable Campaign (GCWCC) in 2011.

This award recognizes those organizations that raise \$1 million or more in one year, through their workplace campaign. Nationally, federal employees and retirees, contributed \$41.6 million through the GCWCC in 2011. In the GTA together we raised \$1.62 million; a strong achievement which will benefit hundreds of thousands of people throughout our communities.

PSAC held a Labour Luncheon in the Toronto Regional office on September 20th, 2012 at 10:00 am for GCWCC Campaign Chairs and Local Presidents to speak about this year's campaign goals. With austerity measures being implemented at all levels, charities are in dire need to fulfill growing demand.

Peoples Social Forum

The first social forum was the World Social Forum held in January 2001 in Porto Alegre, Brazil. The Forum was a response to the growing onslaught of the Neo-liberal agenda of the ruling parties in many parts of the world. The Forum was open to progressive organizations, academics and activists under the slogan "Another World is Possible".

The World Social Forum was intended as a regular meeting of activists to move experiences from the individual to the collective in battling right-wing ideology and policies. The forum was well received and became an annual event until 2007. The event was hosted in different cities across the globe, with an average participation of 100 000 people. From then onwards a World Social Forum is held every two years, with the next one in 2013 in Tunis.

In addition to this global event, there emerged national and regional social forums. For example “Quebec Social Forum”, “European Social Forum”, “Africa Social Forum”, and “India Social Forum”. Here in Canada, a movement has begun to reproduce a Social Forum in a grassroots approach to a Canada-Québec-Indigenous Peoples’ Social Forum. Expansion meetings of different unions, community groups and activists have taken place throughout 2012 in different cities across the country, including: Toronto, Montreal, Ottawa, Vancouver and St. John’s.

Through these meetings, enough momentum has been build to launch a general assembly meeting that will begin to plan for a Canada-wide Social Forum. The People’s Social Forum General Assembly will take place on January 26-27, 2013 at the PSAC National Headquarters in Ottawa, with over 80 groups from across Canada attending.

The following organizations have endorsed the Social Forum movement: Alternatives; Canadian Union of Postal Workers; Centrale des syndicats du Québec (CSQ); Centre d’écologie urbaine de Montréal; Chantier de l’économie sociale; Coalition Against Israeli Apartheid(CAIA), Toronto; Communications, Energy and Paperworkers Union; Common Frontiers; Confédération des syndicats nationaux (CSN); Conseil Central Montréal métropolitain (CCMM-CSN); Conseil québécois des gais et lesbiennes; Council of Canadians; Fédération des travailleurs et travailleuses du Québec (FTQ); Fédération interprofessionnelle de la santé du Québec (FIQ); Fédération nationale des enseignants et enseignantes du Québec (FNEEQ-CSN); Front d’action populaire en réaménagement urbain; Indigenous Environmental Network; Indigenous Peoples Solidarity Movement; Public Service Alliance of Canada; Quebec Native Women (FAQ-QNW); Latin American and Caribbean Solidarity Network; Occupy Toronto; Toronto Bolivia Solidarity; and Toronto Stop the Cuts.

Community Support - Food Bank Drives

PSAC members have seen first hand the devastating impacts that cuts to the public sector have on local economies. With austerity policies being implemented at every level of government, and the difficulty in finding good quality jobs, there has been a rise in food bank use all across our province.

On October 12, 2012, PSAC London Area Council presented the London Food Bank with food items collected from PSAC members to provide support for needy families in the community. Jane Roy, Co-Executive Director of the London Food Bank came to the Ivey Spencer Leadership Centre to accept the food items, along with a \$500 cheque from PSAC Ontario.

The PSAC Kingston Area Council held a food drive for over a month to collect items from members to donate to the local food bank. On Thursday December 13, 2012, members of the PSAC Kingston Area Council, along with Sharon DeSousa, REVP for Ontario presented the collected food to the Kingston Food Bank. Sandy Singer, Director of the Kingston Food bank, accepted the collection, along with a \$500 cheque from PSAC Ontario.

Area Councils, Human Rights Committees and members have been active in raising money and collecting food all year for food banks across the province. PSAC Ontario Council has made monetary donations to food banks in London, Kingston, Timmins and Sturgeon Falls in the amount of \$500 each. With more and more people turning to food banks, every donation is important.

Equity and Human Rights

At the past National Triennial Convention, delegates approved funding for Young Worker Committees. Following this announcement and PSAC Ontario's Young Workers Summit, I am pleased to announce that the Kingston area has formed the first PSAC Young Workers Committee in our Region.

The PSAC Kingston Women's Committee participated in the "Take Back the Night" event on September 20th, 2012. Also, the Committee took part in the National Day of Remembrance and Action on Violence Against Women on September 6th, by participating in a local forum and vigil to remember the victims of gender-based violence.

The PSAC Thunder Bay Regional Women's Committee hosted a December 6th, National Day of Remembrance and Action on Violence Against Women vigil at the Labour Centre in Thunder Bay, in

conjunction with the Northwestern Ontario Francophone Women's Association. Also, the Committee supported "Dilico", a First Nations' children's aid organization, by collecting Christmas presents for children in need. The Committee also participated in the "Basketweavers Program", which works to collect household items for women leaving shelters. Furthermore, the Committee worked to promote and distribute a poster for "Talk for Healing", which is a toll free number for women seeking help to escape domestic violence.

In October, the first PSAC Thunder Bay Aboriginal Circle was formed. Also, the first PSAC Sioux Lookout Regional Women's Committee was formed in November.

The PSAC Sudbury Regional Women's Committee took part in a "Take Back the Night" event on September 27, 2012 held at the "Better Beginnings, Better Futures" building in Sudbury. This empowering community event highlights the issue of women's security and personal safety.

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,



Sharon DeSousa
Regional Executive Vice-President
Public Service Alliance of Canada, Ontario

REVP Schedule for the period August 29, 2012 to January 4, 2013

August 30, 2012 – PSAC London Area Council Labour Day BBQ at noon

August 30, 2012 – Canadian Labour Congress Labour College Graduation Ceremony in Port Elgin at 6pm

August 31, 2012 – Tour of CIU locals in Niagara Falls at 1pm

September 3, 2012 – Labour Day Parade in Hamilton

September 10-12, 2012 – Alliance Executive Committee Meeting

September 14-15, 2012 – First Nations Talking Union Basics Training

September 15, 2012 – PSAC National Day of Action in Toronto

September 20, 2012 – GCWCC/United Way Luncheon in the Toronto office

September 27-30, 2012 – Directly Chartered Locals Conference in Toronto

October 1, 2012 – Alliance Executive Committee Meeting

October 2-4, 2012 – National Board of Directors Meeting

October 11-14, 2012 – PSAC Ontario Fall School

October 17, 2012 – Raise the Rates Rally at Toronto City Hall at noon

October 17, 2012 – Rally against Bill 115 at Queen's Park at 5:30pm

October 22, 2012 – Alliance Executive Committee Meeting

October 23-25, 2012 – National Board of Directors Meeting

October 30, 2012 – PSAC Ontario Council Political Action Committee Conference Call at 6pm

November 1-3, 2012 – PSAC Ontario Council Meeting

November 3, 2012 – Coalition of Black Trade Unionists Dinner and Fundraiser at 6pm

November 5-9, 2012 – Alliance Executive Committee Strategy Meeting

November 11, 2012 – Remembrance Day Wreath Laying Ceremony at Toronto Old City Hall at 10am

November 13, 2012 – PSAC Toronto Racially Visible Committee Meeting at 6pm

November 15, 2012 – PSAC Ontario Council Political Action Committee Conference Call at 6pm

November 20, 2012 – PSAC Ontario Alliance Facilitators Meeting

November 21, 2012 – Ontario Federation of Labour Conference Call at 5pm

November 23-25, 2012 – PSAC Ontario Academic Sector Meeting

November 28, 2012 – PSAC Ontario/UNDE Press Conference in Borden at 11am over cuts to cleaning staff at CFB Borden
November 29-December 2, 2012 – Leadership Summit
December 10, 2012 – Ontario Federation of Labour Women’s Leadership Summit
December 13, 2012 – Tour of Queen’s University Organizing Tour
December 13, 2012 – Tour of the Kingston Penitentiary
December 13, 2012 – PSAC Kingston Area Council AGM meeting at 6pm
December 14, 2012 – PSAC National Education Committee Meeting
December 17-19, 2012 – Alliance Executive Committee Meeting

Motion to adopt REVP’s report as presented.

m/s/c Réjean Amyotte and Ryan Bystrom

Item 5. PSAC Ontario Regional Office – Updates

(Christopher Wilson, PSAC Ontario Regional Coordinator)

Brother Christopher Wilson presented his report.

The Ontario Region remains a very active region supported by a dynamic collective of staff.

Staffing

I am pleased to announce that Mario Leclerc was the successful candidate for the permanent position of Regional Representative (bilingual) in the Sudbury Regional Office. Mario is well known within the Kingston RO service area, his component (CEIU) and within the Region as a whole. Mario has been active within PSAC for over a decade as a former Payment Officer, Service Canada; Canada Revenue Agency Officer; President Canada Employment and Immigration Union Local 621 and member of the Cornwall & District Labour Council. Mario holds a Bachelor Degree in Education at Laval University. Mario has been extremely involved in political action activities as an active member of the NDP. Mario was an NDP candidate in the last Federal Election where he narrowly came in third. Mario is often cited in the Cornwall Express as a columnist on public policy issues including several articles that I have previously

circulated throughout the Region including this recent article:<http://cornwallfreenews.com/2012/12/mario-leclerc-on-bill-c-377-letter-to-the-editor-december-11-2012/> Mario is also active within the franco-Ontario community and will increase our Regional capacity to service members within the Northeastern Region in french. Mario started his position on January 21st and is in the process of re-locating from Cornwall to Sudbury. The transition from North Bay has taken a long time, but the Sudbury RO now has a new office, two permanent Regional Representatives and an experienced bilingual Administrative Assistant and will continue to play an integral role within our Region.

I am pleased to announce that Lorraine Diaper was the successful candidate for the permanent Regional Representative position in Toronto. I usually provide a short bio of successful candidates; however, we have all come to know Lorraine for her commitment to her work, professionalism, expertise in Health & Safety and desire to "get the job done". Lorraine took leave this year and is expected to return in March.

A staffing action has been initiated for a permanent Regional Representative in the Kingston Regional Office which was vacated as a result of Lorraine transferring to the position in Toronto.

Last year PSAC (Ontario) successfully applied to participate in the Canada Summer Jobs program and received a subsidy to employ a student (Matthew Couto) during the summer of 2012. February 28th is the deadline for summer 2013 applications. Both the Toronto Regional Office and Kingston Regional Office intend to submit applications in an effort to employ a summer student in each Regional Office to assist with organizing, the We Are Affected campaign, mobilization efforts and continued workplace mapping research.

Beth Bennett was the successful candidate to backfill for Denise Morrison as term secretary in the Toronto Regional Office. Beth is a PSAC member working for Service Canada. Beth was required to return to her workplace from January to March due to operational requirements; however, Beth is expected to return to the position

commencing April 1st to June 29th inclusive. A staffing action will be initiated in the event that Denise does not return by June 29th.

Cara Fabre was the successful candidate for the term secretary position in the Toronto Regional Office backfilling for Marion Kirin. Cara started her position effective November 6th, 2012. Cara is a graduate student at Queens University who is completing her doctoral degree as a member of DCL Local 901. Cara was involved in four organizing campaigns at Queens including the successful campaigns to organize Graduate Teaching Assistants and Teaching Fellows as well as the campaign to organize Postdoctoral Fellows. Cara is an anti-poverty activist and played a lead role in organizing an anti-poverty conference at Queens University. Cara has prior administrative experience working as a Legal Executive Assistant for the Nova Scotia Public Prosecution Service in Halifax where she provided research and administration support for the Halifax prosecutors office. Cara has been making a real contribution to the admin team within the office and the Region as a whole.

Todd Woytiuk has taken leave for a period of at least four months. A staffing action has been initiated to backfill his position during his leave. The vacancy was posted internally as the first step in the competition process and an internal candidate is expected to be announced based upon the applications received.

Ravi Rampersaud, started a volunteer student placement within the Toronto Regional Office. Ravi is in the office on Wednesday and Thursday of each week from 9:30AM to 5:00PM until April 11th, 2013. Ravi is attending social service work studies at Seneca College Campus at York University. Consequently, his placement at PSAC is part of his studies. Ravi's learning objectives are: (1) learn about the labour movement (2) understand the service delivery systems/model within the Union to represent the membership (3) gaining transferable skills to other social service sectors (4) expand his professional experience. Ravi has been working on a comprehensive mapping project to map worksite locations across the Region. He will also be shadowing Regional Representatives. I think that this is an exciting opportunity to engage young workers in the work of the Union.

There have been no other staffing changes since my last Report to Regional Council

Renovations

A work order has been approved to commence the modifications requested by MDAC within the Toronto Regional Office and in particular: lowering the outside counter in the membership kitchen in the large boardroom, lowering the transaction windows for the two secretarial offices in the main lobby and lowering the bar in the coat room. New office furniture has been installed in the secretarial offices to match their new office layouts and a boardroom table has been ordered for the small boardroom to make that room accessible for membership meetings.

Questions Arising From the previous Regional Council meeting

IT services will be implementing wireless internet in the Toronto Regional Office commencing in mid-March.

Membership Programs Branch does have a budget code for membership representation on WSIB appeals in the amount of \$200/day for each day of hearings plus ½ day to meet with the members, travel and out of pocket expenses.

I have been directing each Regional Office to request my approval prior to cancelling basic education courses to ensure greater consistency across the Region. The prior minimum threshold to hold a course was 15; however, I am prepared to authorize the assignment of staff to courses with a lower number of participants provided that there is at least a minimum number of participants to make the course meaningful i.e. less than 5 is unlikely to be approved without rationale.

For advanced courses and conferences only applicants will be considered. A question arose last year as to whether a member who had not applied to a conference could still attend.

I am available to respond to any questions arising from this report.

Brother Ralf Bucherer wants to know if the pre-requisite needed for Educational courses can be lowered.

Point of order we have gone outside of the Regional Coordinators report and we are entering into an area that the Education Committee Report will be covering.

Item 6. Ontario Council Committees Reports

The REVP would like to take this time to thank all Committees and the activism of their members for their continued effort and commitment in working together on pressing issues.

Equity and Human Rights Committee Report (Appendix “A”):

Sister Karen Church presented on behalf of the Equity and Human Rights Committee.

Sister Aileen Duncan presented the committee Chair Sister Karen Church with a video called “Exploring the Nature of Workplace Bullying” by Dr. Lisa Barrow. The Committee would like to make a request to Sister Duncan to invite Dr. Barrow to do a presentation on the video which is approximately 25 minutes in length at one of the future Ontario Council Meetings.

The Equity and Human Rights Committee has put forward six (6) recommendations to Council, as shown below:

Recommendations to Council:

1. Ontario council to produce, with the assistance of regional office, a You-tube video highlighting the human rights activities within the region since the last regional convention. Regional Council will request that the video be presented at the upcoming national human rights conference in Toronto in November. The video will also be presented at the upcoming regional convention in May 2014. The video will be uploaded to the regional You-tube channel for future reference for viewing at any other relevant forums.

Recommendation carried unanimously

2. Chris advised the committee of upcoming PSAC regional meetings for regional and local leaders that will form a part of the National “We Are Affected Campaign” for 2013. Council will actively encourage attendance by members who are entitled to attend the upcoming regional meetings to participate.

Recommendation carried

Brother Réjean Amyotte abstained from voting

3. Karen advised that at the 2012 National Triennial Convention there was a resolution passed to allocate \$30,000 per region to roll out Bullying Awareness campaigns. We recommend that Council commit to implementing the resolution in 2013 with the support of the regional offices.

Recommendation carried unanimously

4. During the October council meeting, council members will arrange meetings with the support of regional offices with their members of provincial parliament to lobby for the preservation of the rand formula.

The Chair ruled this recommendation was out of order

5. A demonstration will take place at the upcoming National Human Rights Conference in November 2013. We recommend that all Regional Council members in attendance participate in the demonstration and actively encourage the participation of members within the Greater Toronto Area.

Recommendation carried unanimously

6. Committee recommends that at the 2014 Ontario Regional Triennial Convention that the past practice of having an equity booth/table continue to profile the work of human rights committees within the Region.

Recommendation carried unanimously

7. An Anti-Oppression Module to be delivered to Council at the October 2013 Ontario Council Meeting.

Recommendation carried unanimously

Motion to adopt the Equity and Human Rights Committee's report

m/s/c Karen Church and Judy Phillips

Education Committee Report (Appendix "B"):

Sister Debbie Willett presented on behalf of the Education Committee.

The Chair of the Education Committee stated the committee has a tendency to go over the allotted meeting time. Education Committee members will meet via conference call or extend the time allotted at the Council committee meeting.

Sister Willett stated that prior to choosing any spring courses the membership was consulted by using the online survey tool - survey monkey. Sister Willett reported that most of the members that completed the survey gave a negative response to the survey consultation process (ie should not replace normal advanced education consultation process).

The Committee also needed clarification as to who is responsible for canceling courses; is it the Regional Staff Representative or PSAC Regional Coordinator?

The Committee, the Regional Offices, REVP and Regional Education Officer Sister Shirley Riva are still in the process of completing the education travel policy. The travel policy will include the remote location subsidy as it will cover remote locations. The Travel Policy calculation will be done by the Regional Office that the member

belongs to. The Policy will be in 3 tiers this way all members are treated the same regardless of the Regional Office they belong to.

Motion to adopt the Education Committee's report

m/s/c Debbie Willett and Christo Aivalis

Finance Committee Report (Appendix "C"):

The Committee Chair, Brother Bob Black presented the Committee's report.

The Chair wanted to recognize the hard work of Brother Bob Black and Sister Laura St Jean in organizing and getting the Council books in order for the next PSAC Ontario Regional Convention.

Brother Réjean Amyotte congratulated the Finance Committee for getting the Council books in order.

An in-depth audit was completed of the Council books for the years 2011 and 2012 by Brother Christopher L'Estrange and the audit was passed unanimously by Council.

The Committee also had three (3) Council members Brother Réjean Amyotte, Sister Laura Eastcott, Sister Judy Phillips and two (2) members at large Brother Glenn Miller and Sister Stephanie Hewis review the books at the end of Council.

Brother Réjean Amyotte recommend that the outstanding cheques be taken off the books and placed in an accounts payable line item. Also the Committee should send letter to locals stating that if delegate assistance cheques are not cashed within a year they may lose funding.

The Budget for 2012-2014 was presented at the 2011 PSAC Ontario Regional Convention.

Recommendations to Council:

1. Accept financial statements as presented

Recommendation carried unanimously

2. Acknowledge review by Brother Christopher L'Estrange

Brother Black stated that the audit was completed based on International Accounting standards. In regards to compensating Brother L'Estrange for the services he provided to Council it will not be more than two (2) days salary.

Recommendation carried unanimously

3. Accept and adopt the new format of record keeping by the Finance Committee.

Recommendation carried unanimously

4. When accommodations are arranged at the Roehampton Best Western Hotel, in order to claim for breakfast, members will be required to submit the free breakfast voucher.

The recommendation was withdrawn. The Chair will advise the hotel not to issue breakfast vouchers to Council members upon check in.

Motion to adopt the Finance Committee's report

m/s/c Bob Black and Laura St-Jean

Brother Bob Black stated that the individual Council members' portfolio will remain at \$1500, Committee portfolio \$3500, By-Law \$500 and Political Action \$500.

The Chair stated the Roehampton Hotel where Council resides has increased their daily rates.

Action Item: Sister Cleo Reid will be reviewing the rates of unionized hotels within the surrounding area. Once the information is received a conference call will be convened for Council to determine where they wish to stay while they are in residence for PSAC Ontario Council meeting.

Point of Privilege Brother Ralf Bucherer stated that Brother Barry Dunn passed away just over the Christmas holidays. There will be a celebration of his life held on Sunday, May 19th at the Legion # 631 at 4034 Bath Road in Kingston (2pm-5pm).

Point of Privilege - Brother Réjean Amyotte stated that Sister Laura St-Jean will assume the position as President of the Timmins District Labour Council on March 1, 2013.

Health & Safety Committee Report (Appendix “D”):

The report was presented by the Committee Chair, Brother Réjean Amyotte.

Brother Réjean Amyotte and Brother Mike Fummerton gave a presentation on the right to refuse dangerous work. There had been a 50% increase in claim denial rates from the Workplace Safety and Insurance Board (WSIB).

Rehabilitation vocational plans have been reduced by 74%. This means that injured workers now have 5 months to complete vocational retraining instead of 19 months in past years. This information was released right after it was announced that 200 WSIB staff that provide direct services to injured workers have been laid off.

Sister Judy Phillips would like to recognize the great job being done by Justice for Injured Workers in fighting the austerity agenda in Ontario. The Committee received a donation request from Justice for Injured Workers in the amount of \$100.

Recommendations to Council:

1. ODRT (Occupational Disabilities Response Team) courses funding

After consultation with the Education Committee, we recommend the following;

- That we offer the ODRT Level 1 course as part of the Regional Education program in all regions. That this course be strongly

recommended to members of Workplace Health and Safety Committees or Health and Safety Representatives in each of our Locals.

- The ODRT Level 2 course will be the responsibility of the individual Locals or their components and is delivered in committee.
- The ODRT Level 3 course on WSIB Appeals will qualify for education subsidy and will be subject to:

Review on an individual basis

- Qualification based on established criteria. These criteria are to be developed by Chair of Education Committee, Chair of Health & Safety Committee, Regional Health & Safety Representative and the Regional Education Officer.
- The candidate must be willing to sign a letter of commitment
- Full disclosure of what is required and expected of the member, including but not limited to time requirements, document preparation attendance at hearings if needed and what they can expect as remuneration for time and expenses.
- The Chair of Education Committee, Chair of Health & Safety Committee, Regional Health & Safety Representative and the Regional Education Officer in consultation will make recommendations on how to best implement this course of action.

To complete the work on an individual WSIB file can take approximately 200 working hours. The member would need to have completed the level 3 course which is a 5 day in-house course.

The Committee will consult with the Regional Co-ordinator and if there is real interest from members to take this course then we would need to look into finding funding to have the course continue.

Recommendation carried unanimously

2. Donation to Ontario Network of Injured Workers Groups

- Recommend that a donation in the amount of \$500.00 be made to the Ontario Network of Injured Workers Groups.

Recommendation carried unanimously

Motion to adopt the Health & Safety Committee's report

m/s/c Réjean Amyotte and Colleen Wice

Political Action Committee Report (Appendix "E"):

Sister Laura St-Jean, Chair of the Political Action Committee presented the Committee's report

The Committee met via teleconference. The Committee put forward a recommendation to Council.

Recommendation to Council:

Whereas the Canadian Labour Congress is hosting a National Political Action Conference in Toronto March 22-24, 2013, and,

Whereas the PSAC Ontario Council has a standing Political Action Committee for the region, and,

Whereas, the Area Councils are responsible for the implementation of Political Actions to be carried out, and,

Whereas it is essential that PSAC work hand in hand with the CLC and OFL in messaging and activism creating one strong union voice, and,

Whereas the PSAC Political Action Committee for Ontario Region currently does not have a budget allocated to it.

Be it resolved that the PSAC Ontario Council, in a short notice vote, elect to have the Chair and Co-Chair of the PSAC Ontario Political Action Committee to attend the conference, and

Be it further resolved that the Area Council representative on Ontario

Council be included in the "team" of council members to attend the Conference

Be it further resolved that the elected bodies be fully funded using the Special Initiatives line item, and

Be it further resolved that the vote take place, due to short notice, by way of a conference call of council members or an email vote to be determined by the REVP, and,

Be it further resolved that the vote take place before February 7, 2013.

Recommendation carried

The Council members selected to attend the Canadian Labour Congress Political Action Conference were Sister Laura St-Jean, Sister Debbie Willett and Brother Christo Aivalis. PSAC National has decided to fully fund the Young Worker representative on Council. Brother James Marchand will be attending as the 3rd representative from Council.

Motion to adopt the Political Action Committee's Report

m/s/c Melanee Jessup and Laura St-Jean

Item 7. Ontario Council Committees – Changes

The REVP made some changes to the committees to balance them.

**PSAC Ontario Council Committees
2012**

Education	Health and Safety
Chair Debbie Willett	Chair Réjean Amyotte
(Co-Chair)	Ralf Bucherer
Laura Eastcott	Leslie Searl
Melanee Jessup	Mike Bennett

Mary Jeyananthan	Vicki Pine
James Marchand	Judy Phillips
Karen Church	Mike Fummerton
Marie Polgar-Matthews	Colleen Wice
Christo Aivalis	Souad (Sue) Soubra
Equity and Human Rights	Finance
Chair Karen Church	Chair Bob Black
Colleen Wice (Co-Chair)	Laura St.Jean (Co-Chair)
Souad (Sue) Soubra	Sandy Bello
James Marchand	(Souad (Sue) Soubra) - Back up
Judy Phillips	(Mary Jeyananthan)- Back up
By-Laws	Political Action
Debbie Willet	Chair Laura St.Jean
	Melanee Jessup (Co-Chair)
	Christo Aivalis
	Lino Vieira (Staff)
	Christopher Wilson (Staff)

Item 8. Ontario Council Members Reports (Appendix “F”):

Point of privilege Sister Colleen Wice will be retiring, this is her last Ontario Council meeting and there will be a retirement party held in her honour on June 22, 2013, at Lions Gate Banquet Centre, 386 Blake Street in Barrie.

If anyone was interested in attending the event, to contact the REVP’s office.

The Chair stated that Brother Brad Feraday has stepped down from the position of Alternate REVP; he will be missed by all. There will be an email sent out to advise the membership. Brother Ryan Bystrom, Sister MaryAnne Laurico and Brother Kingsley Onyeocha have also stepped down, their Alternates have accepted to stand. The Chair expressed her appreciation and thanked the Council members for all their hard work and continued activism within the region.

Brother Mike Bennett has stepped in as the Region 1 representative. Sister Marie Polgar-Matthews is the new Academic Workers representative

On Friday, January 11th 2013 Sister Souad (Sue) Soubra was awarded the Queen Elizabeth II Diamond Jubilee Medal. This award is given to Canadians who have devoted themselves to the well being of family, community and country.

Sister Karen Church expressed her appreciation to Sister Wice who has been a strong advocate and reaffirmed that she will be truly missed by Council. Sister Wice brought life to council with great energy.

Sister Souad (Sue) Soubra stated that Government of Canada Workplace Charity Campaign (GCWCC) was nominated for a spirit award for the Joint Labour & Management Campaign, because of the outstanding teamwork in achieving their campaign goal. However the team did not win the award.

Item 9. Fight-back Plan- Activities for the Summer

The REVP's office created a standard guideline for proposals of Political Actions/Events.

PSAC Ontario Council Guidelines for Proposals for Political Actions/Events

PSAC Ontario Council members are encouraged to submit proposals to the REVP's office when seeking funding/support for a specific action or event.

For example, if there is a community event in your area that you feel would be appropriate to promote our "We Are All Affected" campaign, then this would be something you would submit a proposal for.

A proposal does not have to be long, 1 page maximum. The following questions should be answered in the proposal:

1. **Details on the event:** Name of the event, date, times, purpose of event.
2. **What is the relevance of the event for PSAC:** does this tie into a campaign, increase public awareness of a specific issue, political in nature, etc.
3. **What type of action are you looking to do:** Leafleting, setting up a booth, information picket, etc.
4. **Have you reached out:** contacted PSAC Area Council and Human Rights Committees, Local Executives, Components, DCL's to see if this is something that members would be interested in doing.
5. **Are there any allies:** Are there groups that may be interested in participating/organizing: District Labour Councils, other unions, community groups, etc.
6. **Budget:** Provide a quick breakdown of the funding you are requesting. In addition to this, is there any opportunity to cost-share with the locals, components, Area Council, Human Rights Committees, allies, etc?

The funding breakdown should be an overview of anticipated costs. For example, Food and beverages, printing costs, materials, venue, equipment, registration, loss of salary, travel, etc.

Please send the completed proposal to the REVP (desouss@psac.com), with a cc: to Cleo Reid (reidc@psac.com) and Lino Vieira (vieiral@psac.com).

The REVP has been cost sharing with Components so as to get proposals that have already been received approved.

Labour Day

The Political Action Committee alongside the REVP's office will be working together on ordering swag and materials needed for Labour Day celebrations. Call out for proposals will be done sometime in June.

Item 10. Collective Bargaining

Brother Réjean Amyotte gave an update on bargaining progress for the Statistical Survey Operations (SSO) bargaining unit. The team has not had much progress since last meeting; the employer is still arguing jurisdictional issues. The SSO team held a rally in which approximately 175 members participated. Brother Lino Vieira sent out a great press release and as a result of that we received tremendous press coverage. The strategy committee will be meeting and we are also going to be picketing 1 hour a day leading up to the hearing.

Sister Karen Church gave an update of the bargaining status of Frontier Border Services (FB) bargaining unit. Brother Morgan Gay is the present negotiator on the team. The bargaining team thought we would have some form of dialogue with the employer but in the afternoon the Labour Relations person that's assigned to the bargaining team stated that unless we are ready to consider conciliation they do not want to talk to the Bargaining team. We have been fighting with the employer for approximately 4 to 5 years in regards to Essential Service Agreements. The bargaining team was just about to sign the Essential Service Agreements and the employer added 200 more names so now we are back at the Labour Board. The strike vote will be sometime in July.

The Chair stated that the employer for the Technical Services (TC) Bargaining team is not ready or willing at this time to return to the bargaining table. The TC Bargaining team is working hard to mobilize our members to get the best Collective Agreement possible.

Canada Revenue Agency (CRA) started bargaining. The two main issues that will directly affect CRA members are talks of contracting out tax returns and privatizing collections.

The Chair stated the Regionally Based Separate Employer bargaining units are facing challenges. PSAC had to file a bad faith

bargaining complaint against the Employer for the employees of the Commissionaires at the Pearson International Airport.

Sister Marie Polgar-Matthews reported that Western University has ratified their contract.

Queen's University has filed their notice to bargain and they have received a response from the Employer. The bargaining team is looking at ratifying the wage increase levels. Individual and group grievances do not work in this type of work environment, so the team is considering filing grievances anonymously.

Item 11. PSAC Ontario Regional Triennial Convention

A brainstorming session was conducted with PSAC Ontario Council members and observers for a theme for the upcoming convention. The Chair recommended that Council should give different themes and the top five themes will be posted on the website allowing the membership at large to determine the theme for the 2014 Regional Convention.

The top five themes are;

- Moving into a Fair Future for All
- From Spirit to Strength: Putting Communities First
- Re-Ignite the Fire
- From Spirit to Strength
- Your Voice - Your Choice - Your Union

The Chair stated that the following are the committees of Convention:

- General Resolutions Committee
- Finance Resolutions Committee
- By-Laws Resolutions Committee
- Host Committee
- Delegate Assistance Committee

Enclosed is the document circulated at the Ontario Council Meeting with the breakdown of the General, Finance, Host and By-laws Committees.

The Chair requested a representative from each region and to have a representative from the Equity and Human Rights Committee to sit on the Delegate Assistance Committee for Convention.

The Chair stated that the host committee will need to meet and brainstorm on how the committee would like to welcome visitors to the convention and Toronto. In the next few months Sister Cleo Reid the Chair of the host committee will be in touch with the members of the committee.

Item 12. PSAC National Leadership Summit

Council members expressed disappointment in the structure and the workshops. Leadership from all regions and Components were in attendance for this summit and there was an opportunity to develop new strategies to deal with the austerity agenda. However this was not done and there was no new information provided to the leaders.

The event was held at the Western Hotel and did not provide enough space for the number of delegates that were in attendance. There was an accommodations issue for members with disabilities. Workshops were held on a lower level and it was difficult to get to.

The Chair stated PSAC National is aware of some of the issues and will be rolling out an actual feedback questionnaire later this year. Council members will be contacted again for additional feedback over the next little while.

Item 13. PSAC Ontario Council Strategic Plan

During the PSAC Ontario Council meeting in November 2011, Council decided on 6 priorities for the upcoming year based on the information from Council's membership survey. Through these 6

identified priorities the following strategy plan was constructed, to guide Council's actions for the 2012 year.

The identified priorities are integrated; with a focus on political action due to the Conservative Government's cuts to public services. These cuts are a direct threat to our membership and the overall Canadian public.

The 6 priorities that were identified by Council were: Political Action, Education, Collective Bargaining, Health and Safety, Equity and Human Rights, and Communications.

Political Action

With the Conservative Government holding a majority, the public sector has been targeted for widespread cuts. Members have expressed concern for their jobs and for the protection of public services. In coordination with PSAC's Fightback plan, Ontario council will undertake the following actions:

Actions:

- Making our members aware of their rights to lobby and travel with them to MP and MPP constituency offices
- Helping members with writing letters to the editor and op-ed pieces
- Raising public awareness over the cuts to public services and thereby shifting public opinion and gaining media attention through demonstrations
- Bringing members out to demonstrations and mobilizing community support
- Working to strengthen our coalitions with community groups, affiliates, District Labour Councils and social justice groups by participating and promoting their events

Education:

Members have identified education as a key priority in defending public services and good quality jobs. Achieving a politically mobilized

membership requires members who are educated on their rights and knowledgeable on social justice issues.

Actions:

- Promote the Education program and schedules
- Promote learning opportunities to Local Executives and activists to ensure broad distribution
- Increase awareness of Ontario Council through the PSAC education program by having council members drop in
- Review alternate means of delivery of education to improve cost efficiency

Human Rights and Equity:

Respect and inclusion of human rights and equity issues is paramount in creating an inclusive union and overall labour movement. By identifying and challenging barriers to participation we can build on our union's strength.

Actions:

- Promote Equity and Human Rights days and work on arranging events and recruiting members to participate
- Identifying and developing social justice fund projects
- Promoting and mobilizing members around progressive human rights legislation (i.e. Trans Rights legislation)
- Endorsing PSAC human rights campaigns by providing materials to members and getting directly involved through campaign actions

Collective Bargaining

The Conservatives have created a hostile bargaining climate by interfering in the negotiating process through regressive back to work legislation. In light of this, collective bargaining must be done strategically to build upon our collective strength.

Actions:

- Promoting and supporting all bargaining within PSAC
- Having standing item at ever Ontario Council meeting
- Promoting the need to bargain Health and Safety language directly into collective agreements, ensuring workers safety is a top priority
- Advertising the social justice fund to connect collective bargaining with our commitment to social justice initiatives
- Helping to build networks to share information on what's happening within sectors
- Highlighting achievements to keep locals informed on the gains that have been made
- Working to engage young workers in the collective bargaining process

Health and Safety

It is vital that we continue to educate our members on Health and Safety. This will help to prevent members from injury and to ensure that members who have experienced an injury or live with a disability are treated with dignity and respect.

Actions:

- Through collective bargaining, table demands for a Joint Learning Initiative in collective agreements
- Help members to initiate joint health and safety committees and promote these as an avenue for workers to ensure the safety of their workplaces
- Work to educate members on their rights and responsibilities through their collective agreements
- Increase awareness among members of Health and Safety Courses and Training opportunities

Communication

Good communications with members is vital in mobilizing the membership and sharing information.

Actions:

- Semi-annual Regional Newsletter to update members, with the first addition being an introduction to who Council is and what they do
- Continue to use membership surveys to gain members input
- Get Regional stories in PSAC National's "Union voice"
- Work within our constituency to gather members personal email to increase our email tree network
- Submit letters to the editor and op ed pieces

The Chair reviewed the PSAC Ontario Council Strategic Plan with Council to see how well the plan is being implemented by Council within the region.

Council has to develop an Ontario Action plan that has to submit to National. The Chair states that a proposal was submitted to National to bring in the chair of all the committees, so that we can have a discussion around implementing the Action Plan.

All Components are on board with the WAAA plan and are engaged in the process and we will be working together to implement this action plan. Toolkits will be provided to each member that attends the Action Plan meetings to help them in delivering the message.

Item 14. In Camera Session

Ontario Council went into an in camera session at 10:00am and came out of the session at 10:30am

Item 15. Ontario Federation of Labour Rights and Democracy Rally

On January 26 approximately 30,000 people rallied at Allan Gardens in Toronto, followed by a march to the Ontario Liberal Convention at the Maple Leaf Gardens. The demonstration was in support of the campaign that was launched by the Ontario Federation of Labour to defend the democratic and economic rights of everyone.

The rally brought the fight directly to the Liberal Party, letting them know that good jobs and public services are vital.

The rally was a great success.

Item 16. Rand Formula Presentation by Chris MacDonald

The Rand Formula provides the ability to have automatic union dues deducted and not automatic union membership. Every member under the collective agreement must contribute to the servicing of that agreement; which addresses the “free-rider issue”.

The Right to Work legislation is about undermining the Rand Formula, weakening the collective bargaining and political strength of labour.

Who’s Driving the Right to Work Agenda in Canada:

- Fraiser Institute and other think tanks
- Pressure Groups (National Citizen Coalition, Labour Watch)
- Employers Lobby Groups (Merit Canada, CFIB, Retail Council of Canada)
- Federal and Provincial Conservative Politicians

The Canada Labour Congress Executive Council has been working on a national campaign plan. An emergency meeting has been scheduled for March 1, 2013. A National Leaders Summit has been scheduled for March 22, 2013 with all Provincial leadership of each affiliate. This campaign is being launched country-wide.

Item 17. New Business

The Steven Lewis solidarity tour will take place in Canada in May 2013 and will be traveling across Ontario, talking about the HIV epidemic in Africa.

Action Item: The Steven Lewis grassroots book will be sent electronically to the Area Councils and other Committees.

By-Elections

The REVP's office conducted a number of by-elections over the course of the last few months.

Election for Alternate Racially Visible Representative did not have a clear majority when the ballots were counted, so Sister Kamala Ishmael dropped off the ballot and we have two remaining candidates Brother Lloyd Brown and Brother Prabir Roy. We will be conducting a 2nd election and ballots will be going out next week.

Election for Alternate Region 5 GTA, there was no clear majority. Brother Ken Boone dropped off and we have Sister Stephanie Hewis and Brother Ryan Ward remaining so we will hold a 2nd election.

Election Alternate REVP, this election will be completed by PSAC National. The National Office is currently completing the election of UPCE Component President as they are currently in bargaining. Once that election is completed PSAC National will proceed to complete the Ontario Alternate REVP election.

Brother Lino Vieira is requesting Council members that attend events please take pictures while they are at the event and send them to PSAC.

Motion to adjourn meeting at 2:35 pm

m/s/c Bob Black and Debbie Willett

APPENDIX “A”

PSAC Ontario Council Equity and Human Rights Reports July 2012 to November 2012

Committee Chair: Karen Church

Committee Members: Colleen Wice
Souad (Sue) Soubra
James Marchand
Judy Phillips

Staff: Christopher Wilson

Committee discussed upcoming confirmed attendance of Nicole Nussbaum at the July 5th and 6th Council Meeting. Nicole is a transgendered lawyer from London who will be making a 1 hour presentation with 1 hour question and answer period regarding transgendered issues.

The committee discussed a video that is being produced from the national human rights committee meeting in November 2012. After the video has been reviewed/finalized the committee will consider requesting that the video be shown at The National Human Rights conference in November 2013 in Toronto and any other relevant forums.

Recommendations to Council:

1. Ontario council to produce, with the assistance of regional office, a You-tube video highlighting the human rights activities within the region since the last regional convention. Regional Council will request that the video be presented at the upcoming national human rights conference in Toronto in November. The will also be presented at the upcoming regional convention in May 2014. The video will be uploaded to the regional You-tube channel for future reference for viewing at any other relevant forums.

2. Chris advised the committee of upcoming PSAC regional meetings for regional and local leaders that will form a part of the National “We Are Affected Campaign “for 2013. As council we will actively encourage those members who are entitled to attend the upcoming regional meetings to participate.
3. Karen advised that at the 2012 National Triennial Convention there was a resolution passed to allocate \$30,000 per region to roll out a bullying awareness campaign. We recommend that Council commit to implementing the resolution in 2013 with the support of the regional offices.
4. During the October council meeting, council members will arrange meetings with the support of regional offices with their members of provincial parliament to lobby for the preservation of the rand formula
5. A demonstration will take place at the upcoming National Human Rights Conference in November 2013. We recommend that all Regional Council members in attendance participate in the demonstration and actively encourage the participation of members with the Greater Toronto Area.
6. Committee recommends that at the 2014 Ontario regional triennial convention that the past practise of having an equity booth/table continue to profile the work of human rights committees within the Region.

Moved by Karen Church

Seconded by Judy Phillips

APPENDIX “B”

PSAC Ontario Regional Council Education Committee Report November 2012 to March 2013

Committee Chair: Debbie Willett

Committee Members: Christo Aivalis
Karen Church
Laura Eastcott
Melanee Jessup
Marie Polgar-Matthews
James Marchand

Staff: Shirley Riva

Regrets: Mary Jeyanathan

Objectives for this period (<i>What we had hoped to accomplish</i>)	Action (<i>how we plan to accomplish</i>)	Who
Propose an Education Plan	Make Recommendation to Council	Education Committee

Objectives for the next period (What we hope/need to accomplish)	Action	Who
Education Page	Shirley will continue to add new material and eliminate redundancies	REO
Propose New Travel Policy	REO to do costing on new proposals, consult regional coordinator on how this	REO and Regional Coordinator

	may alter staff workload.	
Determine Better Survey and Member Consultation Methods	Bring up issue in our report to council/ work with PSAC National perhaps	Education Committee and REO
Learning Paths	Meeting to take place regarding implementation	Melanie and REO
Explore travel policy as it pertains to local development initiatives	Work with REO and the regional offices to determine any inconsistencies and on this issue.	REO
Continue to explore implementation of online learning	Work with Staff and REO to find efficient and accessible ways to expand online programs	Education Committee and REO
Explore usage of special funds for anti-bullying campaign	Consider ways to better educate members on workplace and intra-union bullying.	Education Committee
Explore emerging polices surrounding course cancellations, and add certain parameters to promote consistency.	REO will bring certain questions and concerns to Regional Coordinator	REO and Regional Coordinator.

Proposals for consideration by Ontario Council; (where necessary)

The PSAC Ontario Council Education Committee resolves that the Ontario Council approve the Ontario Regional Education Plan for 2013-2015

Moved by Debbie Willett

Seconded by Christo Aivalis

EXHIBIT “A”

**ONTARIO REGIONAL EDUCATION PLAN
2013-2015**

PREAMBLE WILL BE INSERTED HERE

GOAL OF THE PSAC EDUCATION PROGRAM

The primary goal of the PSAC Education Program is to **build an active, united, democratic, inclusive union through a process of membership education and empowerment.**

GUIDING PRINCIPLES

The PSAC Education Program shall be guided by the following principles:

- Union education must occur close to the membership, i.e., at the workplace, in the community.
- Union education must be accessible, i.e., free of barriers due to geography, language, disability, income, family responsibility, working conditions, etc.
- Union education must be equitable and inclusive and encourage the participation of all members in all Components, Directly Chartered Locals and sub-regions.
- Union education must reflect a high level of membership involvement in the evolution of the program.
- Union education must be flexible, adaptable and able to respond quickly to changing circumstances, for both the membership and the organization.
- Union education should develop critical thinking, raise consciousness, create knowledge, enhance skills, and value risk-taking.
- Union education should be democratic, interactive, action-oriented and member-centered.
- Union education should be integral to all union activity.
- Union education should be developed and delivered based on the organizing model and the principles and methodology of adult and popular education.

EDUCATION OFFERINGS

The PSAC Ontario Region trained 2,102 members during the previous three year cycle (see Appendix B) and shall continue to provide a range of core, basic and innovative courses to respond to the current and emerging learning needs of our membership and the organizational priorities. Courses shall be determined by broad-based consultative processes with the membership. The following courses are recommended:

ADVANCED PROGRAMS

The following courses will be offered during the next three year cycle through both an in-residence Ontario Spring School format in 2014 and 2015 and through geographically based non-residence courses by Regional Os in 2013:

October to November 2013:

- 5 Geographically Based Advanced Courses (Non-Residence) delivered by the respective servicing RO in 2013 to be identified by membership survey and in consultation with the Regional Offices and Council Members and subsequently the Education Committee.

Ontario Spring School 2014 (In-Residence): Four Courses

- Political Action Advanced Course
- Advanced Alliance Facilitators' Training Program (AFTP)
- Advanced Alliance Facilitators' Training Program (AFTP) for Directly Chartered Locals (DCLs) (DCL Budget)
- One other advanced course to be identified

Ontario Spring School 2015 (In-Residence): Four Courses

- Four Advanced Courses at Ontario Spring School 2015 to be identified by membership survey and in consultation with the Regional Offices and Council Members and subsequently the Education Committee.

Fall 2015

- One AF Clinic with a Design Module for AFs

BASIC RO WEEK-END SCHEDULES

Courses will be offered based on membership demand and interest. In addition, the following courses will be offered by each Regional Office through weekend schedules:

- PSAC Basic Core Curriculum (regularly and in one year where feasible and refers to these three basic core courses: Talking Union Basics, Grievance Handling and Introduction for Local Officers)
- Convention Preparation and Procedures in 2014 for the current convention cycle
- One Workers' Compensation Training Level 1 ODRT Course at least once in the three year cycle. ODRT means Occupational Disability Response Team which designs and offers Workers' Compensation Training in Ontario.
- One Health and Safety Law Course at least once in the three year cycle
- One H&S Activism Course at least once in the three year cycle
- One Anti-Bullying Workshop at least once in a three year cycle
- One Representing Members with Mental Health Disabilities Workshop at least once in a three year cycle
- 5 Geographically-Based Women at Work Modules delivered concurrently by the respective RO in 2014

APPENDIX “C”

PSAC Ontario Council Finance Committee Report November 2012 to February 2013

Committee Chair:	Bob Black
Committee Members:	Laura St-Jean
Staff:	Sharon DeSousa
Regrets:	Sandy Bello

The finance committee met during the week of January 28 to February 1 to prepare the year end for council. Council was asked to turn in any outstanding expenses for 2012. The year was finished out and prepared for review by Christopher L'Estrange.

The finance committee prepared the 2011 actual vs. the 2011 budget, the 2012 actual vs. 2012 budget

Because Chris is an auditor for the Canada Revenue Agency and President of the Hamilton PIPSC local, he approached the review the same way he would an audit.

The finance committee met again in the afternoon of February 20, 2013 as the members were available, and we prepared the proposed budget for 2013 for council's approval.

Following the end of day for council on February 22 the Chair sat with two members at large and reviewed the records for 2011 and 2012 by way of a random selection of transactions. The members were Glenn Miller and Stephanie Hewis, because there were only two members at large available. We then did the same review using the same method, with council members Rejean Amyotte, Judy Phillips and Laura Eastcott. Each member initialed the cheque stub when the

review was completed. Each panel found all transactions examined to be in order.

We have also prepared a new format beginning 2013 for council, as we start fresh, in order to provide more transparency and still follow the old budget plan as set out for 2012/2013/2014 to convention where we will introduce the financial information in the old format and then proposed budgets in the new format for 2015/2016/2017.

Recommendations to council:

1. Accept financial statements as presented
2. Acknowledge the review by Christopher L'Estrange
3. Accept and adopt the new format of record keeping by the finance Committee
4. When accommodations are arranged at the RoeHampton Best Western, in order to claim to claim for breakfast, members will be required to submit the free breakfast

Moved by: Bob Black

Seconded by: Laura St-Jean

APPENDIX “D”

PSAC Ontario Regional Council Health & Safety Committee Report November 2012 to February 2013

Committee Chair: Rejean Amyotte

Committee Members: Colleen Wice
Sue Soubra
Ralf Bucherer
Leslie Searle
Mike Fummerton
Mike Bennett
Judy Phillips

Staff: Angela Fairweather

Regrets: Vicki Pine

The Health & Safety committee welcomed Brother Mike Bennett to the committee.

Agenda Items

1. ODRT (Occupational Disabilities Response Team) courses funding

The committee had discussions around the need to fund ODRT courses at the different levels offered. We had a discussion addressing the growing need to increase capacity for representation of our members in matters relating to WSIB claims and appeals.

2. Donation to Ontario Network of Injured Workers Groups

The committee received a request for a donation from Ontario Network of Injured Workers Groups. The group receives no type of funding other than through donations. The group provides support to injured workers who often are in need of assistance related to WSIB issues and may not have a union to represent them

3. Regional Health and Safety action plan

The committee is waiting for the input from the Regional Health & Safety Conference as well as any guidance or direction which may come from the PSAC National Health & Safety Conference and hope to have an action plan recommendation at the next Council meeting.

4. Educational presentations

As part of an initiative by the committee to foster education of the members of the committee and their constituents an educational component has been introduced in committee meetings the following were part of today's meeting.

- a) Brother Mike Fummerton -Right to refuse dangerous work
- b) Brother Réjean Amyotte – OHCOW (Occupational Health Clinics for Ontario Workers)

Recommendations to Council:

1. ODRT (Occupational Disabilities Response Team) courses funding

After consultation with the Education Committee, we recommend the following;

- a. That we offer the ODRT Level 1 course as part of the Regional Education program in all regions. That this course be strongly recommended to members of Workplace Health and Safety Committees or Health and Safety Representatives in each of our Locals.
- b. The ODRT Level 2 course will be the responsibility of the individual Locals or their components and is delivered in committee.
- c. The ODRT Level 3 course on WSIB Appeals will qualify for education subsidy and will be subject to:
 - Review on an individual basis
 - Qualification based on established criteria. These criteria are to be developed by Chair of Education Committee, Chair of

Health & Safety Committee, Regional Health & Safety Representative and the Regional Education Officer.

- The candidate must be willing to sign a letter of commitment
- Full disclosure of what is required and expected of the member, including but not limited to time requirements, document preparation attendance at hearings if needed and what they can expect as remuneration for time and expenses.
- The Chair of Education Committee, Chair of Health & Safety Committee, Regional Health & Safety Representative and the Regional Education Officer in consultation will make recommendation on how to best implement this course of action.

2. Donation to Ontario Network of Injured Workers Groups

Recommend that a donation in the amount of \$ 500.00 be made to the Ontario Network of Injured Workers Groups

Report is moved by Réjean Amyotte and seconded by Colleen Wice

APPENDIX “E”

PSAC Ontario Regional Council Political Action Committee Report November 2012 to February 2013

Committee Chair: Laura St. Jean

Committee Members: Christo Aivalis
Melanee Jessup Co- Chair

Staff: Sharon DeSousa
Lino Vieira
Christopher Wilson

February 19, 2013: The Committee met via conference call to discuss:

- National Political Action Priorities
- Clarification of the role of the Political Action Committee
- Labour Day
- Set meeting time for PAC during regular Council meetings

Goals for the next term:

- Planning for the Rand campaign announced by the PSAC National President
- Planning for Labour Day activities
- Standing meetings at the end of Council Committee meetings at Ontario Council meetings

Recommendations to Council:

- No recommendations at this time. The PAC wishes to wait until after the CLC Conference to plan Labour Day themes/slogans in order to ensure that Labour is presenting a consolidated/complementary message.

Report is moved by Laura St-Jean and seconded by Christo Aivalis

EXHIBIT “B”

2104 PSAC Ontario Convention Committees

By-Laws Committee

Chair~ Debbie Willett
Laura Eastcott
Rejean
Amyotte
Mike Bennet

General Committee

Chair~Karen Church
Christo Aivailis
Melanee
Jessup
Vickie Pine
Souad Soubra
Marie Polgar-Matthews

Finance Committee

Chair~Bob
Black

Laura St.Jean
Sandy Bello

Host Committee

Chair~Cleo
Reid
James
Marchand
Leslie Searle
Mike
Fummerton
Judy Phillips
Ralf Bucherer
Colleen Wice (Vivian)
Mary Jeyanathan

APPENDIX “F”

Christo Aivalis PSAC Ontario Regional Council Young Workers Representative Report October 2012 to February 2013

Objectives:

- Proliferate knowledge of the council amongst members
- Forge better connections to the OFL regarding young worker issues.
- Push for a better understanding of DCLs and young people in the PSAC, and ensure that they have education crafted towards their needs.
- Continue form as many Young Worker Committees in our Region as possible
- Continue to help our council, region, and union develop a historical preservation and analysis strategy.
- Get young workers interested in upcoming Triennial convention, especially in terms of attending and submitting resolutions.

Actions:

- Worked towards the formation of a young worker committee in Kingston
- Attended and helped organize Regional DCL conference
- Began talks to solidify Kingston Young Worker Committee.
- Aided local in bargaining research and mobilization.
- Attended OFL Workers' Under 30 committee meetings.
- Formed contact within and beyond our region in regards to labour history creation and preservation

Plans:

- Continue to work on future iterations of Newsletter
- Serve on OFL scholarship committee
- Attend CLC National Political Action Conference
- Attend CLC National Political Action forum for young workers.
- Implement above plans and actions

In Solidarity,
Christo Aivalis, Young Worker Representative

**Mary Jeyanathan
PSAC Ontario Regional Council
Region 5, Greater Toronto Area Representative Report
November 2012 to February 2013**

NIL Report

In Solidarity,

Mary Jeyanathan
Region 5, Greater Toronto Area Representative

COLLEEN WICE
PSAC Ontario Regional Council
Regional Women's Representative Report
November 2012 to February 2013

OBJECTIVES:

- Continue to work with Regional Offices
- Work on Regional Women's email/contact list
- Keep the members informed on what PSAC council is doing
- Represent PSAC women at functions where required.
- Promote union education.
- Work on RWC conference

ACTIONS:

- Attended Windsor RWC AGM Nov 8
- Attended OFL Equity Conf Nov 9-11
- Attended Barrie RWC Xmas Meeting Nov 20
- Attended Press Conference for DND Nov 28
- Attended PSAC Leadership Summit Nov 30-Dec 2
- Attended PSAC Equity Meeting Dec 3-5
- Attended Barrie RWC meeting/vigil on Dec 6
- Attended OFL Women's Summit Dec 10-12
- Attended Toronto RWC Holiday Meeting/Dinner Jan 16
- Attended Hamilton RWC Feb 12

PLANS:

- Continue to work with Regional Women's Committees
- Lobby MP's on issues that are relevant to Women
- Increase Women's knowledge of courses that are happening in PSAC
- Promote education for Women
- Continue to support and promote ongoing PSAC campaigns
- Continue working on upcoming RWC conference.

In Solidarity

Colleen Wice, Regional Women's Representative

Souad (Sue)Soubra
PSAC Ontario Council
Members with Disabilities Representative Report
November 2012 to February 2013

Objectives:

- Keep open lines of communication with Disability Community through email tree
- Attend Regional Committee meetings. (MDAC, RWC, GTAC, RVC, Labour Day Parade)
- Make PSAC more visible in the Toronto area, by attending Public demonstrations.
- Promote Union Education
- Represent Members with Disabilities at functions where required
- Contact and network with the new Members with Disabilities
- Represent PSAC/Labour with GCWCC

Activities for this period:

- Attended RWC meetings
- Attended Ontario Council meeting/training – Nov 1-3/12
- Attended GCWCC Steering Committee Meeting – Nov 7, Dec 11/12
- Attended OFL Equity Conference – Nov 9, 2012
- Participated at the NHRC conference call – Nov 26/12 – Jan 21, 2013
- Attended/Chaired TMDAC meeting/dinner – Nov 26/12 – Feb 11/13
- Participated at the Leadership Summit – Nov 30 – Dec 2/12
- Attended the NHRC meeting – Dec 3 – 4/12
- Participated Ontario Council Conference Call – Dec 6/12
- Attended Hamilton MDAC meetings/holiday dinner – Dec 10/12
- Attended GTAC meeting/holiday dinner – Dec 19/12
- Attended GCWCC Thank you Luncheon – January 15/13
- Attended the OFL MWD Committee meeting – January 18/13
- Attended the RVC event – January 30/13
- Attended United Way Celebration – January 31/13
- Acting for GSU RVP – Dec 2012 – March 2013
- Distributed the 3rd MWD Newsletter

Future Plans:

- ❖ Keep in touch with Regional PSAC office
- ❖ Attend Regional Committee meetings. (MDAC, RWC, GTAC, RVC)
- ❖ Meet/contact/communicate with members
- ❖ Attend Committee meetings
- ❖ Promote a Joint committee meeting; Toronto and Hamilton MDAC
- ❖ Keep Updating and posting MDAC Newsletter
- ❖ Human Right Equity Committees Joint event
- ❖ MDAC: Open House, Wellness Events, Update the second newsletter
- ❖ Stay involved with GCWCC

In Solidarity,

Souad (Sue) Soubra
Members with Disabilities Representative
GCWCC Co-chair

**Sandy Bello
PSAC Ontario Regional Council
Regionally Based Separate Employer Report
November 2012 to February 2013**

NIL Report

In Solidarity,

Sandy Bello
Regionally Based Separate Employer

Réjean Amyotte
PSAC Ontario Regional Council
Region 2, Northeastern Representative Report
November 2012 to February 2013

Objectives:

- Consult with Area Councils, Locals and Regional Women's Committees to strategize and implement our We Are All Affected action plan.
- Interact with the greater labour movement and promote the PSAC and our campaigns

Actions:

- Participated in meetings of Sudbury and Area AC
- Participated in North Bay and District Labour Council meetings
- SSO Bargaining update conference call
- CLC Local Community Action Network meeting.
- Participate in Northeastern Region strategy meeting.
- Participate in a number of rallies in support of our labour movement partners
- United Way Community Funding Citizens Advisory Panel meetings and visits to funding applicants.
- PSAC National H&S Steering Committee meeting
- Attended office of MP Jay Aspin's office re Bill C-377
- Workers Health and Safety Center Awards Dinner
- Fall School Anti Harassment debriefing conference call
- Various duties related to UNE ARVP and Local President's positions

Plans:

- Continue to consult with Regional Office
- Continue to promote PSAC campaigns to members & affiliates
- Consult with stakeholders, and implement Northeastern "We Are All Affected" action Plan

In Solidarity,
Réjean Amyotte, Region 2, Northeastern Representative

Laura St-Jean
PSAC Ontario Regional Council Report
Region 2, Northeastern Ontario
November 2012 – February 2013

Objectives for this period:

- to attend Regional Committee meetings;
- to continue to share information with all the members in Region 2 via email and using social media;
- to consult with the Sudbury Regional Office concerning the forthcoming training sessions and assistance with WFA;

Activities for this period:

- Coalition building with representatives of CUPE, OSSTF, CLC and the OFL
- maintained contact with the Sudbury RO to ensure that information was shared in a timely manner – Conference call December 13, 2012 re: Moving Forward
- Timmins District Labour Council November 21, 2012
- SSM District Labour Council meeting with CLC presentation by Eddie Ste. Marie - January 17, 2013
- participated in Timmins District Labour Council meetings and arranged a dinner meeting with guest speakers from Common Front (Natalie Mehra) and CLC (Eddie Ste. Marie) in order to rejuvenate membership and affiliation to District Labour Council January 11, 2013
- Bussed to Toronto with CUPE and OSSTF for day of action re Bill C-115 on January 26, 2013
- CLC Presidents Meeting and OFL Executive Meeting January 27-28, 2013
- Ontario Council Finance Committee re Year End and future Budget January 29-Feb 1, 2013
- Northeastern Ontario Area Council – February 16, 2013
- continued to provide information to members across the Region via email and using social media
- attended Ontario Council Committee meetings and OC meeting Feb 21-23, 2013

Objectives for the future:

- Attend Area Council meetings in within the region to share our common message and to provide visibility of PSAC in the Northeastern Region.
- To work hand in hand with the OFL and CLC within the region by joining and encouraging PSAC attendance at the District Labour Councils in order to foster coalition building

Respectfully submitted in Solidarity,

Laura St-Jean
Region 2, Northeastern Ontario Representative

Vicki Pine
PSAC Ontario Regional Council
Directly Charter Local Representative Report
November 2012 – February 2013

Objectives:

- Develop current DCL contact/email listing
- Work on Jurisdictional Challenge by APS/NAPS and keep members informed and active on legal progress
- Establish contacts for promoting PSAC initiatives and education
- Take care of myself so not to be overworked/overwhelmed by duties and activities.

Actions:

- Ontario Conference Call December 11 & Jan. 28th.
- Attended rally in Sault Ste. Marie December 13th, in support of “Stop the Cuts”. Sister Barbara Goodfellow accompanied me. Quite a bit of interest in the PSAC flags. This was a mostly native rally of Ontario Works people from along the North Shore, so it was a great opportunity to advice of PSAC involvement with the number of Native organizations and support of Native issues.
- Attended Area Council Meeting Jan. 30th. Big concern on when REVP is coming to the Sault and for how long. Sault Ste. Marie is feeling very neglected and many members upset.

Plans:

- Meeting Schedule March 1st – 3rd in Thunder Bay to strategize with all parties on the continuous Jurisdictional Challenge battle

Sister in Solidarity,

Vicki Pine
DCL Representative

Bob Black
PSAC Ontario Regional Council
Region 6, Hamilton Niagara Representative Report
November 2012 – February 2013

OBJECTIVES:

Complete council financial statements as per council. Maintain communications with current Regional contacts. Promote PSAC union values.

- | | | |
|--------------|----|--|
| November | 13 | Begin return to work plan for member |
| | 19 | Attend Area Council meeting prepare CPP Disability training |
| | 20 | Facilitate CPP Disability training for ODRT (St Catharines) |
| | 21 | Attend LAC meeting re Mental Illness Tool Kit |
| | 23 | AFN Clinic |
| December | 9 | Play Santa Claus for member Christmas Party |
| | 10 | Joint MDAC and Area Council Christmas dinner |
| | 15 | City Hall for Hamilton Day of Action re Teachers |
| | 18 | Conference call |
| | 21 | Niagara Area council |
| January 2013 | 11 | Finance Committee |
| | 14 | Hamilton Area Council |
| | 17 | Niagara Area Council |
| | 18 | Attended home of member re WSIB file |
| | 19 | Attended Bullying Training as put on by Hamilton MDAC and Area Council |
| | 26 | Attended Rally in Toronto at Liberal Leadership Convention |
| Jan 27-Feb | 1 | Finance Committee for year end and Budget preparation |
| February | 4 | Attended Hamilton MDAC meeting |
| | 11 | Attended Hamilton Area Council (Happy Birthday to me) |

PLANS:

Continue to develop contact with members, and outside agencies.
Continue to work with affected members within the region.

In Solidarity always,

Bob Black
Region 6, Hamilton Niagara Representative

**James D. Marchand
PSAC Ontario Regional Council
Aboriginal Members Representative Report
November 2012 to February 2013**

Objectives:

Expanding contact with Regional Offices and other Labour Organizations
Keep Aboriginal Members aware of Educational and Union Activities

Actions:

Attended OFL Equity Conference in Niagara Falls, ON – Austerity Agenda.

- PSAC National Human Rights Committee Conference call
- PSAC NAPC meeting – Ottawa - lobbying on Parliament Hill – MP Carol Bennett
- PSAC Leadership – Ottawa – plant gate and workshops
- National Human Rights Committee – Ottawa – Aboriginal Working Group – Priorities – National Equity Conference workshops – resolutions
- Sault Ste Marie Aboriginal Circle meeting
- PSAC Ontario Council conference calls
- PSAC National Jurisdictional challenge
- Attend Idle No More protest in Garden River, ON

Plans:

- Continue to promote Union Education
- Reinforce existing union networks
- Submit to CLC Political Action Conference

In Solidarity,

James D. Marchand
Aboriginal Members Representative

Mike Fummerton
PSAC Ontario Regional Council
Region 4, Southwestern Ontario Representative Report
November 2012 to February 2013

Objectives:

- Continue to build a dialogue with the Regional Offices
- Continue to build a dialogue with Area Councils
- Work on PSAC Campaigns and Political Actions
- Keep the members informed on what PSAC Ontario Council is doing
- Represent Southwestern Ontario at functions where required
- Promote Union Education

Actions:

- Attended Coalition of Black Trade Unionist dinner
- Attended Windsor Area Council Meetings as scheduled
- Attended PSAC Leadership Summit
- Continue to attend meetings with “affected” members regarding Work Force Adjustment.
- Lobbied with FB03 members being forced to wear nametags
- Increased awareness through Twitter and Facebook
- Regularly updated Facebook Group and page for Southwestern Ontario Council

Plans:

- Work with PSAC Ontario Council Representatives to connect with all PSAC members through newsletters, social media, etc.
- Lobbying MPs/Senators on issue that are relevant to members
- Work on “Fight Back” campaign through demonstrations and worksite visits

- Increase knowledge of courses that are happening in PSAC Regional Offices and promote the education program to Ontario PSAC members
- Educate members about PSAC Ontario Council through visible presence and social media sites that have been created
- Attend Area Council meetings as scheduled

In Solidarity,

Mike Fummerton
Region 4, Southwestern Ontario Representative

Debbie Willett
PSAC Ontario Regional Council
Area Council Representative Report
November 2012 to Feb 2013

Objectives for this period: Continue to attend events when able, in order to maintain visibility as well as communicate with the members to get an understanding of their needs.

Nov 1	Education Committee Meeting – Toronto (council)
Nov 2-3	Ontario Council Meeting – Toronto
Nov 20	Alliance Facilitators Discussion Meeting -Toronto
Nov 23-25	Alliance Facilitators Clinic- Toronto
Nov 29-Dec 2	Leadership Summit – Ottawa
Dec 7	delivered 8 boxes of donations-Niagara Women's Shelter
Dec 21	Niagara Area Council Christmas Dinner
Jan 16	Chaired Niagara Area Council Meeting
Jan 17 2013	attended Labour Council Task Force Mtg–Niagara Falls
Jan 19	attended Bullying Session – Hamilton
Jan 22	Alliance Facilitators Discussion Meeting
Jan 26	Rally for Rights & Democracy – Toronto
Feb 11	attended Hamilton Area Council meeting
Feb 13	chaired Niagara Area Council meeting
Feb 16	attended CRA area coordinator training – Toronto
Feb 20	attended UTE L00016 AGM
Feb 21	Ont. Council- chaired Education Meeting - Toronto
Feb 22-23	Ontario Council Meeting - Toronto

Future Plans:

Continue to address issues
Promote PSAC
Promote ongoing campaigns
Try to attend other area council meetings

In Solidarity,
Debbie Willett
Area Council Representative

Ralf Bucherer
PSAC Ontario Regional Council
Region 3, Eastern Ontario Representative Report
November 2012 to February 2013

- Ontario Council Meeting : November 1-3, 2012
- Founders Day celebrations Ottawa: November 14th, 2012
- Met with members from Ottawa, the late brother Done, as well as a brother from the WAHC in Hamilton; purchased the video: ***A Struggle to Remember.***
- Travel day from Ottawa : November 15th, 2012
- Kingston District Labour Council - **Oliver Boyle activists award dinner**
- PSAC Leadership summit Ottawa - Travel Day November 29th, 2012
Summit November 30 - December 03, 2012
- Attended several courses and great networking with members from B.C. NFL.
- Met with members of Locals in the greater Kingston area when delivering the PSAC 2013 calendars.
- Kingston Area Council meetings in December (AGM), January and February as well as an all day Strategy Planning Session in February and sitting in as exofficio during the finance review.
- De-Grinch the PC action that evolved from an idea by AG 30038 in Lethbridge.
- Crafted several Holiday Trees out of Union flyers/print in response to
- Tony Clement's invitation to PS workers to decorate their workspace.
- Crafted trees were pinned to CPC constituency offices the night of Dec 23/24. Short notice and many members coming down with colds limited the actions to Lethbridge, North Bay and 9 additional Ontario locations.

- Started the Facebook Page ***Historic Canals Historique: Behind the Scenes/En Coulisses.***
- Started to built the new Website for the Kingston AreaCouncil at ***Http: //Kingstonpsac.ca***

In Solidarity,

Ralf Bucherer
Region 3, Eastern Ontario Representative

**Judy Phillips
PSAC Ontario Regional Council
Racially Visible Representative Report
November 2012 to February 2013**

Objectives:

Promote union education
Keep the members informed on the activities of PSAC
Represent PSAC Racially Visible Members when and where required

Attended and Participated in the follow:

Ontario Meeting November 3,
Coalition of Black Trade Unionists Award Dinner November 3
OFL Equity Conference November 9 to 11
PSAC Leadership Summit November 29 to December 2
PSAC Racially Visible Committee Chinese New Year Celebration
January 30

Plans:

Keep in touch with Regional office
Attend committee meetings
Continue to encourage members to participation in their union

In Solidarity

Judy Phillips
Racially Visible Representative

Laura Eastcott
PSAC Ontario Regional Council
Region 3, Eastern Ontario Representative Report
November 2012 – February 2013

Objectives

- Continue to build and maintain a good working relationship with regional office staff.
- Continue the work started to build effective email trees and establish personal contact with the local presidents and the members in region 3
- Raise the profile of the PSAC Ontario Region and its committees and campaigns.

Activities

- November 18 – Held screening of ‘We Are Wisconsin’
- November 19 - Kingston District Labour Council meeting
- Nov 31 – Dec 02 – Attended the PSAC Leadership Summit
- December 13 - PSAC Kingston Area Council meeting.
- January 19 – when to Hamilton to participate in a workshop on Bullying in the workplace.
- January 21 - Kingston District Labour Council meeting.
- January 26 – Rally in Toronto
- January 28 -.Ontario Regional Council conference call.
- February 09 – Took part in a workshop at the Toronto RO “Revolutionary Love”

Plans

- Work to inspire PSAC members within Region 3 to take an active role in building a stronger union and promoting solidarity.
- Continue to seek out educational opportunities that will enhance my ability to serve the members of Region.
- Continue to promote We Are All Affected campaign within the region.

- Raise awareness of the Federal Government's plan to rescind the Rand decision via a private members bill.

In Solidarity,

Laura Eastcott
Region 3, Eastern Ontario Representative

Melanee Jessup
PSAC Ontario Regional Council
Region 4, Southwestern Ontario Representative Report
November 2012 to February 2013

Objectives:

Attend Alliance Facilitator Clinic
Attend Leadership Summit
Continue to maintain Southwestern Ontario Facebook page
Continue to share correspondence via my email tree

Activities:

Attended Alliance Facilitator Clinic
Attended Leadership Summit
Attended Waterloo Region Labour Council meeting
Attended Kitchener Save the Community Start Up Benefit meeting
Attended Kitchener Day of Remembrance activity
Attended tri-Pride Committee meetings in preparation for Pride event in May
Supported members in Work Force Adjustment situations
Maintained Southwestern Ontario Facebook page
Maintained Southwestern Ontario Twitter account
Shared correspondence via email tree

Going Forward:

Attend Kitchener-Waterloo Area Council meetings
Attend Kitchener-Waterloo Regional Women Committee meetings
Continue to improve communications within Southwestern Ontario via email and social networking

In Solidarity,

Melanee Jessup
Region 4, Southwestern Ontario Representative

Leslie Searl
PSAC Ontario Regional Council
Region 5, Greater Toronto Area Representative Report
November 2012 to February 2013

November 30-December 2, 2012: attended PSAC Leadership Summit, Ottawa
December 6: Vigil for Montreal Massacre, Philosophers Walk, Toronto
January 16: TRWC meeting and holiday dinner, Toronto
January 21: MDAC
January 28: CIU Local 024 executive/stewards meeting
January 30: Dropped off donation of warm clothing collected by TRWC to Sistering
Attended Chinese New Year dinner and celebration hosted by TRVC, Toronto
February 13: GTAC
February 14: Attended rally to end violence against women, Nathan Phillips Square, Toronto
February 21-23: OC committee and Council meetings

In Solidarity,

Leslie Searl
Region 5, Greater Toronto Area Representative

**Karen Church
PSAC Ontario Regional Council
Gay, Lesbian, Bi-Sexual & Transgendered Members
Representative Report
November 2012 to February 2013**

Objective:

- Continue to provide support to GLBT Members.
- Promote and support GLBT Issues.
- Continue to educate myself on current events affecting GLBT.

Actions:

- Leadership Summit Nov. 30-2
- Focused on workshops dealing with DTA, Mental Health, WFA.
- National Human Rights Comm. December 3-5.
- National WFA Comm. Nov.14, Dec.14, Jan.17, Feb.13
- PIC Hearing FB Bargaining
- Providing equity lens.
- Supported Teachers on picket line Dec. 18.

Plans:

- To promote the National Equity
- Conference November 2013
- To continue to support GLBT Members.
- To stay current on issues
- Affecting our GLBT Members.

In Solidarity,

Karen Chruch
Gay, Lesbian, Bi-Sexual & Transgendered Representative

Marie Polgar-Matthews
PSAC Ontario Regional Council
Academic Workers Representative Report
January 2013 to February 2013

Objectives:

- Encourage and help facilitate the Mandates from Academic sector meeting:
There were 5 major mandates that came from this meeting
 1. That all academic locals create a committee to look at coordinating projects, resources and best practices – a forum where all can have an equal opportunity to contribute to joint activities.
 2. To investigate filing interference charges (unfair labour practices) - helping to address the dual role of student and worker. Explore the possibility of using policy grievances instead of individual grievances to protect student career paths
 3. Motion to expand the student poverty advocacy campaign across the academic sector.
 4. Motion media sharing and mobilization of campaigns- Building a Website (wordpress).
 5. To schedule our next meeting for May/June, 2013.

- Establish what my responsibilities are in my new role as Academic Sector Representative
 - Attend council meeting and represent academic locals
 - Compile summary report of local activities and find out if they need anything brought back to council

Actions:

- Local 555 (University of Ontario Institute of Technology) and Local 901 (Queen's University) are now in the process of conducting poverty project using Local 610's research model,

which will help them during their upcoming collective bargaining sessions.

- A website proposal and the direction for the newly propose joint website has been established
- Opened up conversations with Local 901 (Queen's University) and Local 610 (University of Western Ontario) on the above joint projects.

Plans:

- Continue facilitation of Academic sector meeting objectives
- Schedule Academic Sector meeting for May/June 2013
- Investigate Academic worker educational conferences and resources

In Solidarity,

Marie Polgar-Matthews
Academic Workers Representative