



PSAC Ontario Council Meeting Minutes July 5-6, 2013 Toronto Regional Office

The meeting convened at 9:00 a.m. on Friday, July 5, 2013 with the REVP-Ontario, Sharon DeSousa as Council Chair and the following members in attendance.

Sharon DeSousa, Regional Executive Vice-President, Ontario
Bob Black, Alternate Regional Executive Vice-President, Ontario
Kevin Lundstrom, Alternate Rep Region 1 (Northwestern)
Marie Polgar-Matthews, Academic Workers Representative
Réjean Amyotte, Region 2 (Northeastern)
Trevis Carey, Region 2 (Northeastern)
Laura Eastcott, Region 3 (Eastern)
Jeff Daiken, Alternate Rep Region 3 (Eastern)
Mike Fummerton, Region 4 (Southwestern)
Melanee Jessup, Region 4 (Southwestern)
Leslie Searl, Region 5 (GTA)
Ryan Ward, Alternate Rep Region 5 (GTA)
Donna Kinchen, Region 6 (Hamilton/Niagara)
James D. Marchand, Aboriginal Members
Vivian Binnion, Regional Women's Committees
Karen Church, Gay, Lesbian, Bi-Sexual & Transgendered Members
Debbie Willett, Area Councils
Christo Aivalis, Young Workers
Judy Phillips, Racially Visible Members
Toni-Lynn Stejskal, Alternate Rep Directly Chartered Locals
Sandy Bello, Regionally Base Separate Employer Locals

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

Regrets: Mike Bennett, Region 1 (Northwestern)
Mary Jeyananthan, Region 5 (GTA)
Vicki Pine, Directly Chartered Locals

Ralf Bucherer, Region 3 (Eastern)
Souad (Sue) Soubra, Members with Disabilities

Observers: Aileen Duncan, Claudia Esponzia, Travis Lahnalampi

AGENDA:

1. Adoption of Agenda
2. Adoption of previous meeting minutes (February 22-23, 2013)
3. Business arising from previous minutes
4. National Executive Vice-President Presentation
5. Regional Executive Vice-President Report
6. Regional Office - Updates (Chris Wilson)
7. Ontario Council Committees Reports
8. Ontario Council Committees - Changes
9. Ontario Council Members Reports
10. Canadian Labour Congress Political Action Conference
11. Collective Bargaining Updates
12. Trans Presentation
13. PSAC Ontario Regional Triennial Convention
 - Theme
 - Convention Registration
 - Delegate Assistance
14. PSAC National Health & Safety Conference
15. PSAC Ontario Regional Women's Conference
16. PSAC National Equity Conferences
17. Federal and Provincial Private Members Bills
18. New Business

19. Young Worker Strategic Report
20. Ontario Federation of Labour Convention

The Chair swore in Brother Kevin Lundstrom, Brother Trevis Carey, Brother Jeff Daiken, Brother Ryan Ward, Sister Sandy Bello, Sister Donna Kinchen and Sister Vivian Binnion. The Council and their Alternates were not sworn in at the last PSAC Ontario Triennial convention.

The Chair asked Brother Bob Black to read the PSAC Anti-Harassment Policy. Brother Bob Black 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 Leslie Searl and Trevis Carey

Item 1. Adoption of Agenda

Motion that agenda be adopted.

m/s/c Debbie Willett and Leslie Searl

Item 2. Adoption of Previous Meeting Minutes (February 22-23/13)

Motion that February 22-23, 2013 minutes be adopted as presented.

m/s/c Melanee Jessup and Vivian Binnion

The Chair stated that it has been a particularly difficult time for our membership.

The Chair took a moment to recognize the Brothers we have lost over the last few months. Brother Peter Slaughter, Brother Clarence Welton and Brother Dustin Dagenais who passed away on the job in the ORNGE helicopter crash in Moosonee.

Item 3. Business arising from previous Minutes

The Human Rights and Equity Committee along with the assistance of Brother Lino Vieira will work on a Youtube video to highlight the Human Rights activities within the region since the last Regional Convention.

The Chair will bring the Anti-Bullying campaign to the table at the next Alliance Executive Committee (AEC) meeting and will have a discussion at the October Ontario Council meeting.

The Ontario Council held a conference call and decided to maintain the contract with the Best Western Roehampton hotel.

Action item: Sister Cleo Reid will inquire with the Roehampton hotel if individuals can collect reward points for staying at the hotel, even though the room are master billed to Ontario Council.

Motion to accept business from previous meeting.

m/s/c Ryan Ward and Karen Church

Item 4. PSAC National Executive Vice-President Presentation

Brother Chris Aylward, the PSAC National Executive Vice-President thanked Ontario Council for inviting him to speak. Brother Aylward gave the following updates:

Brother Alyward stated that he and the PSAC National President, Sister Robyn Benson, were invited by Treasury Board to be on a consultation project on sick leave benefits. They both stated clearly to Treasury Board that sick leave benefits will not be negotiated or taken away.

Tony Clement is attacking public services and public sector workers by calling a vote on the Final Offer that was given to the Frontier Border Services (FB) group. However, PSAC has a court date at the end of the month to fight against this forced vote and we believe there will be a quick decision rendered, roughly 2 or 3 days after the hearing.

The Conservative government will be performing a cabinet shuffle in the next few days, but with the same leader a shuffle will not change their course.

The Senate referred back Bill C377 with amendments. Instead of a \$100,000 salary disclosure requirement for Union officials, this was increased to \$444,000. Unions with less than 50 thousands members, such as Components and Locals would not have to report. Also, transactions over \$150,000 would need to be reported instead of the Bill's original stipulation of transactions over \$5,000. We believe that Bill C377 will become a government bill after the Throne Speech.

Conservatives are supporting a bill with proposed amendments to the Canada Labour Code that would make it more difficult to organize, but easier to de-certify Unions.

Brother Alyward stated that at National Convention there was an annual budget of \$80 million that was allotted to carry out the business of the Alliance. PSAC recognizes the need to live within our budget. However, we might go over in some areas of the budget when necessary, for example Political Action.

Brother Aylward has been meeting with all 5 PSAC Directors to complete quarterly reviews of the budget and there is a shortfall in revenue. PSAC total membership of 184,000 is higher than we budgeted for. Also, the average member's salary is \$48,000 instead of \$52,000, which was used to calculate the budget. In addition, many members who contribute higher dues have been affected by the cuts. If this pattern continues we could be down over 1 million dollars in revenue by the end of the year.

We have to continue the fight and push back against these attacks on Unions by the Conservative government. We expect the government to call a spring 2015 election and we have to spend money now to start our political campaign, we cannot wait till 2015 because it will be too late. It will be a long campaign; we need to educate our co-workers and the public on the issues at hand and how “We are All Affected”. Also, the Canadian Labour Congress will be launching their campaign on the importance of unions in December, which will be very visible.

Item 5. REVP Report

This report is a listing of activities that have occurred in the PSAC Ontario region for the period following our last PSAC National Board of Directors Meeting.

Due to Sister Souad (Sue) Soubra’s illness she will not be able to continue her role as the Government of Canada Workplace Charitable Campaign (GCWCC) chair for PSAC. I have asked Brother Bob Black to take on the role in the interim. In Ontario, the United Way ensures PSAC and its’ members receive recognition for the campaigns that are conducted in their workplaces.

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). The hearing date for this matter has been set for June 20 and 21, 2013.
- On November 21, 2012 municipal employees who work for the Town of Moosonee (DCL 285) voted against the tentative agreement. The negotiating team will continue with conciliation to reach a new agreement.
- DCL Local 901 Unit 1 Bargaining Team met and exchanged proposals with the Employer on April 30th and May 1st, 2013.

Meetings have been scheduled for June 13th, 14th, 25th, and 26th.

- On May 5-6, 2013 PSAC's DCL Local 533 Slot workers at the Ontario Lottery and Gaming Corporation (OLG) Woodbine site in Toronto voted down the OLG's final offer. The Ministry of Labour issued the "No Board" report and these workers will be in a legal strike/lock-out position as of 12:01 am on Monday, May 27th, 2013.

Tentative Agreements

- On March 27, 2013, 10 members at the Hearst, Kapuskasing, Smooth Rock Falls Family Support Services Centre in Moosonee have reached a tentative agreement. A ratification vote will be held on May 28, 2013.
- On May 14, 2013, members of UCTE 57 reached a tentative agreement with their employer, the Great Lakes Pilotage Authority (GLPA). Ratification meetings will be scheduled within the next few weeks.

Renewal Agreements

- PSAC members at Parks Canada reached a tentative agreement. Multiple ratification votes were scheduled throughout Ontario for January and early February 2013. The collective agreement was ratified on February 20, 2013.
- On March 15, 2013, UCTE 00012, comprising of 15 members at the Sault Ste. Marie Airport ratified a renewal collective agreement.
- A tentative agreement was reached on March 28, 2013 on behalf of PSAC members at the City of Timmins Airport (UCTE 00076). The agreement was ratified by the membership with an expiry date of December 31, 2016.

- On April 17, 2013, a tentative agreement was reached for our members at the North Bay Jack Garland Airport Corporation (UCTE 00006). Members ratified the new agreement on April 23, 2013.

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.

Operational Managers Organizing Drive

PSAC has launched a campaign to organize 420 Operational Managers employed by Ontario's Correctional Services. Ontario's Correctional Service establishes, maintains, operates and monitors correctional institutions and probation and parole offices. In general, Operational Managers (OMs) supervise Community Correctional Officers in Correctional facilities across the Province of Ontario including correctional centres, detention centres, jails and treatment centres. OPSEU represents Corrections Officers but not Operational Managers who are unrepresented. The Union of Solicitor General Employees (USGE), a Component of the PSAC, has expressed their

support for this organizing campaign. PSAC filed a certification application and the Ontario Labour Relations Board (OLRB) ordered a Union vote during the week of April 16th until April 19th, 2013.

The Employer is taking the position that Operational Managers are managerial supervisors who should be excluded from the Ontario Labour Relations Act. The OLRB has decided to count the ballots after the OLRB convenes a hearing to consider the legal challenges to their status as employees.

Treaty Three Police

The Ontario Labour Relations Board ordered a vote among: "All employees of the Treaty Three Police Service save and except staff sergeants and those above the rank of staff sergeant". The vote was held on Thursday, May 2, 2013 at two concurrent polling stations and the ballots were counted on Tuesday May 7th, 2013, with Treaty Three Officers voting overwhelmingly to stay with PSAC.

Treaty Three Officers are currently represented by PSAC under the Canada Labour Code; however, the employer is challenging the jurisdiction of the Canada Industrial Relations Board to have issued PSAC a bargaining certificate. Now, regardless of which jurisdiction the Treaty Three (T3) Police Service officers fall under, they will continue to be represented by PSAC.

Teaching and Research Assistants at University of Ontario Institute of Technology (UOIT)

PSAC initiated a campaign to organize approximately twenty (20) full-time Teaching Assistants and Research Assistants at the University of Ontario Institute of Technology (UOIT). PSAC already represents part-time Teaching Assistants (TA) and Research Assistants (RA), as well as Sessional Instructors at UOIT. This campaign is intended to increase our bargaining power for Teaching Assistants and Research Assistants by impeding the employer's ability to exclude members from the bargaining unit by increasing their hours of work to full time. On April 23, 2013, PSAC Ontario filed an application for certification to represent full time TAs and RAs at UOIT. UOIT then contacted PSAC to discuss recognition and inclusion of the group into the

existing Local. A settlement was reached, and now the full-time Teaching Assistants and Research Assistants at UOIT have joined PSAC. Under the terms of settlement the employer agreed to extend the recognition clause of the existing collective agreement to include full-time TAs and RAs who had been previously excluded. As a result PSAC now represents all Teaching Assistants and Research Assistants at UOIT regardless of their hours of work.

Provincial Government

On Saturday January 26, 2013 over 30,000 activists gathered in Allan Gardens in Toronto before marching to Maple Leaf Gardens, where the provincial Liberals were holding their Leadership Convention. Activists gathered to denounce the prorogation of the legislature, the attack on workers rights, particularly through Bill 115, and the party's push for austerity measures. With over 30,000 activists in attendance, including PSAC members, this was one of the largest rallies in the province. Robyn Benson, PSAC National President spoke at the rally, along with other labour leaders.

The date of the rally coincided with the new Ontario Premier being selected, Kathleen Wynne. She is the first premier in Canada to be openly gay and the first female Premier of Ontario. The new Premier resumed the legislature on February, 19, 2013, after the government had been prorogued by then Premier Dalton McGuinty when he announced his resignation on October 15, 2013.

On May 2, 2013 the governing Liberal's released their 2013 Provincial Budget. The budget continues down an austerity path with chilling language around public sector pensions, wage freezes in bargaining and operational budget freezes. Unfortunately the few good aspects of the budget were from the NDP's demands to prop up the government, which has forced the NDP to support the budget as of May 21, 2013.

Mobilization

E-Newsletter

PSAC Ontario launched its E-Newsletter on February 4, 2013. The e-newsletter is another communications tool to ensure that our members stay informed with current events happening within the region. The e-newsletter will be released on the 1st of each month going forward and continues our Region's commitment to ensure members have access to the most current information on their union.

Toronto Star Ad and Column

PSAC National and PSAC Ontario partnered to place an ad in the Toronto Star on the recent PSAC win for Family Status Accommodation on February 21, 2013. The ad was in conjunction with an 8 page publication spread entitled "Unionized Labour in Ontario", which was distributed in the Toronto Star on the same date. Sharon DeSousa, REVP Ontario, was highlighted in the column that addressed the following 3 questions:

1. What is the biggest misconception about unions?
2. Why does Ontario need unions?
3. And why did you join a union?

The readership of the Toronto Star is the largest in the country, with a reach of over 567,000 readers. This was a terrific opportunity for PSAC to connect to the general public on the importance of unions and continues to advance our We Are All Affected message.

SSO Negotiations

Statistics Canada Workers who are part of the Union of National Employees (UNE) Local 00383, picketed the Statistics Canada headquarters in Sturgeon Falls on the week of March 18 – 22, 2013 to show their support for their negotiating team.

Slots at Woodbine

On May 14, 2013 PSAC Directly Chartered Local 533, representing over 400 Slot workers at Woodbine in Toronto held a solidarity rally in front of the Woodbine gaming facility. Nearly 50 members came out to show their support for strike action if the OLG refused to address workers concerns. On May 16, 2013 at 10:30 am, roughly 25 members joined together for an information picket at the OLG

headquarters in downtown Toronto at 20 Dundas St. West. These actions drew attention to the looming deadline of a strike/lock-out as of 12:01 am on Monday, May 27th, 2013.

We Are All Affected Campaign

Save the Slots at Racetrack Campaign

PSAC Ontario began a campaign to pressure the provincial Liberal government to continue the Slots at Racetrack program that it had cut in its 2012 budget. The cut to this program will lead to the slow death of the horse racing industry in Ontario, which supports nearly 60,000 jobs across the province. There are over 80 PSAC members at Georgian Downs Racetrack in Innisfil who are directly impacted by this decision and over 400 members at our Slots at Woodbine Racetrack in Toronto who will also be impacted.

On January 12th, 2013 over 25 members from Georgian Downs Racetrack, took part in a picket in Barrie. The picket was held in front of the Days Inn hotel, where Ontario Liberal Party members came together to vote in a Leadership Election Meeting for their preferred leadership candidate and for the delegates they would send to the 2013 Liberal Leadership Convention. The information picket was widely covered by local media and gave members a chance to speak with Liberal Party supporters about the impacts of the government's decision to end the Slots at Racetracks Program (SARP).

PSAC REVP – Ontario, Sharon DeSousa met with Taras Natyshak, NDP MPP who currently carries the horse racing file, on February 27, 2013 at his office at Queen's Park to discuss PSAC's Save the Slots Campaign. Taras has been a strong advocate on this file and the meeting was used to solidify a working relationship on this issue and discuss how to move forward before the program cancellation date of March 31st, 2013.

On February 27, 2013, PSAC members gathered in the Queen's Park gallery to show support for a motion presented by Taras, which was drafted in consultation with PSAC, to continue the Slots at Racetrack Program until a full analysis is completed of the impacts of canceling the program. Taras acknowledged PSAC's support for this bill and acknowledged Sharon DeSousa's presence in the gallery as PSAC

Ontario's elected leader. The NDP motion passed and included in that motion was a call for referendums on Casinos to ensure that communities have a voice in these decisions.

PSAC Ontario will continue to apply pressure on this issue to either reinstate the Slots at Racetrack program or another revenue sharing model, while addressing the dangers of privatizing gaming in the province.

2013 Federal Budget

On March 21, 2013, the Canadian Labour Congress through its District Labour Councils held budget pickets in Oshawa and Mississauga as they are targeted Conservative ridings. The Oshawa event targeted Conservative MP Colin Carrie and was held at the YWCA. This event was attended by Jeannie Baldwin, PSAC Regional Executive Vice-President for the Atlantic and Bob Jackson, PSAC Regional Executive Vice-President for British Columbia. The Mississauga Budget picket was at Conservative MP Eve Adams office. Sharon DeSousa, PSAC Regional Executive Vice-President for Ontario was in attendance.

In Kingston, the Union of Solicitor General Employees (USGE) held a budget watch as part of their Convention work. John Edmunds, USGE National President was in attendance and welcomed all PSAC members in the area to attend.

Regional Leadership Meetings

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

The Republican Party has been championing these reforms to weaken unionized labour and lower labour standards in the process; a method Canadian conservatives have now adopted. These changes could have a tremendously negative impact in Canada/Ontario, should they become law. PSAC and all labour unions have recognized this and are working in coordination with the Canadian Labour Congress to prepare against these attacks. The PSAC National Board of Directors has adopted a plan, which as a first step, begins to educate and mobilize our own members in the same fashion as a union organizing drive.

To accomplish this first step, Regional Leadership Meetings have been scheduled all across Canada to educate, mobilize and provide the necessary tools to our leaders. In Ontario, we have scheduled 11 meetings across the province, including: Barrie - Tuesday, May 7th - Hamilton - Wednesday, May 8th - Toronto - Thursday, May 9th - Kingston - Thursday, April 18 - Windsor - Tuesday, May 14 - London - Wednesday, May 15 - Kitchener - Thursday, May 16 - Thunder Bay - Tuesday, April 30 - Sault Ste. Marie - Thursday, May 2 - Sudbury - Friday, May 3 – and Timmins - Tuesday, May 28.

Education

Mental Health Campaign

As part of PSAC Mental Health campaign our region has launched an educational on “Bullying in the Workplace”. We have delivered this course in Hamilton on January 19, 2013, in Toronto on April 27, 2013 and in St. Catharines on May 4, 2013. In addition, a workshop on “Representing Members with Mental Health Issues” was held in Toronto on May 4, 2013.

Labour Movement/ Solidarity

Raise the Rates Campaign

As a form of coalition building PSAC Ontario has joined with CUPE Ontario 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. The campaign has held a series of town-hall meetings across the province, protests at MPP's constituency offices and rallies in several locations across the province.

The current 2013 provincial budget passed a few reforms that increase social assistance marginally. These changes include, people on social assistance (Ontario Works and Ontario Disability Support Program), can now keep the first \$200 of income they make working before benefits are clawed back; the rates have been raised by 1%, and allowed for beneficiaries to have greater assets before benefits are reduced. These minimal gains are far from the objectives of the Campaign, which are to raise social assistance rates by 56%, the rates that they were in the early 1990's before Conservative Premier Mike Harris slashed them. PSAC Ontario will continue its support for the Raise the Rates campaign until social assistance rates are raised enough to support a living wage, as an expansion of our We Are All Affected campaign.

Community Coalition

The Canadian Labour Congress (CLC) held an event in Sault Ste Marie on January 17, 2013, to seek interest from labour and other organizations to build a community coalition to carry out focused work that aligns with the CLC's goal of building a more united labour movement. The event was attended by Laura St.Jean, PSAC Ontario Council member, Garry Larouche, RVP for Ontario for the Union of National Employees and Elizabeth MacKay, CEIU local president. The event was a great success with roughly 25 energetic activists in the room.

Northern Forum

On January 8th, 2013, seven unions, including PSAC, brought local activists together to talk about income inequality in Ontario, in the North and in general. The meeting was co-hosted by James Clancy, President, National Union of Public and General Employees and Janet Gasparini, Executive Director of the Social Planning Council in Sudbury. The forum also allowed for 2,500 activists to participate by

telephone, through a “tele-town hall”. Approximately 400 activists took part in person, including USW District 6 Director Wayne Fraser, ONA President Linda Haslam-Stroud, OPFFA President Mark McKinnon, SEP President Rod Sheppard, SEIU President Sharleen Stewart and OPSEU President Warren (Smokey) Thomas.

Government of Canada Workplace Charitable Campaign (GCWCC) Labour Luncheon

PSAC members gathered on January 15, 2013 at 4900 Yonge Street, a building that houses several government department offices for the announcement of the 2012 fundraising achievement of the GCWCC. For 2012, PSAC members helped raise \$1,471,750.06 for charities across Canada. Sue Soubra, Labour Co-Chair of the GCWCC for PSAC was presented with a spirit award.

On January 31, 2013, the United Way of Toronto hosted a celebratory dinner at the Metro Hall for 1,500 supporters and volunteers who helped the charity raise over \$116 million. As in previous years, PSAC members were instrumental in achieving this goal. The four people chosen for the Campaign Chairs of various departments, included: Corrections Canada (Mona Dadar), Justice Canada (Marie Maurice), Office of Financial Investment OSFI (Jim Doherty, Senior Director and Chris Townsend, Managing Director). The Office of Financial Investment won a Spirit Award for best Employee Campaign in the public sector.

Peoples Social Forum

PSAC Ontario is part of the Peoples Social Forum, which is modeled after the World Social Forum, a gathering of progressive peoples and organizations to address neo-liberal economic policies and how to strategize against them. The first General Assembly was held in Ottawa on the 26th and 27th of January 2013. At this first meeting there were over 150 activists participating from labour unions, First Nations groups and environmental organizations, to begin planning for a full-scale People’s Social Forum in the summer of 2014.

The Assembly concluded with a proposal to form an interim steering committee with a mandate to work on the methodology and

functioning of the planning process. Also, three caucuses were formed during the meeting, First Nations, Quebec and People of colour, to contribute names to be included to the interim planning committee.

Porter Picket

On January 9, 2013, 20 Porter Airline workers who are represented by the Canadian Office and Professional Employees Union (COPE) - Local 343 went on strike to fight poverty wages and dangerous health and safety workplace issues. These aircraft fuelers at the Toronto Island Airport are the lowest paid in the country, earning an average of \$28,000 a year. On March 20, 2013 PSAC Ontario REVP, Sharon DeSousa spoke at a mass picket that prevented traffic from traveling to and from the airport, effectively disrupting Porter's business. The event was a great show of support from the labour movement.

May Day - Resistance in Jane & Finch

To celebrate May Day, on May 1, 2013 at 7 pm – PSAC Ontario Region, co-sponsored with Mayworks a Poetry of Resistance at York Woods Public Library. Through sound, poetry and performance, residents and friends of the Jane & Finch community, which is designated a high-priority neighbourhood, shared how government austerity measures (including cuts to social services, affordable housing, employment training, changes to Employment Insurance and education) have impacted those living in this 'high priority' neighbourhood. Performances were followed by a moderated Q&A, co-facilitated by Lloyd Brown, Alternate Racially Visible Member Representative on PSAC Ontario Council. This community initiative was part of our "We Are All Affected" campaign, which builds links to community groups and demonstrates how austerity impacts families.

Stephen Lewis Solidarity Tour

Sharon DeSousa, PSAC Ontario REVP met with representatives of the Stephen Lewis Foundation in April to discuss participation in a Solidarity Tour the Foundation was looking to host in May. PSAC Ontario then brought forward a proposal to sponsor this tour with a

donation from the PSAC Social Justice Fund, which was approved. On May 1, 2013, the Stephen Lewis Foundation brought in three community and HIV activists from Africa for a two week tour from Winnipeg to Windsor. The purpose of the tour was to engage labour locals across Ontario, raise awareness about the pandemic, and build relationships in several communities (<http://www.solidaritytour.ca/>).

The Tour provided a forum for African activists to tell their stories, share their expertise and talk about their challenges and triumphs in dealing with the ravages of AIDS in their communities and workplaces. The Tour also offered labour activists the opportunity to deepen their understanding and learn about the inventive and effective approaches that have been pioneered by grassroots African organizations.

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

Beginning in March, this two month campaign was initiated to educate and inform the public on the potential consequences of a P3, as opposed to a publicly built and operated hospital in Kingston. This campaign has engaged our membership in the Kingston area, as well as the public and all levels of government. The Union of Solicitor General Employees (USGE) in partnership with PSAC Ontario, PSAC Kingston Area Council, Kingston District Labour Council, CUPE and OPSEU are all partnered in this campaign. Dr John Lister, an international expert on the privatization of hospitals and health care reform, gave a presentation in Kingston as a guest of the Kingston chapter of the Ontario Health Coalition on May 10, 2013. This meeting was open to the public as an information and educational session.

The International Union of Elevator Constructors Strike

On April 30, 2013, the International Union of Elevator Constructors, Local 96 went on strike. Local 96 members work for TKE, Schindler, Otis and Kone in Ontario, and had voted to go on strike simultaneously, which had only previously occurred in 1988. These companies have brought in replacement workers from outside the province who are not licensed or certified under the Provincial TSSA

(Technical Standards and Safety Authority) to scab. One IUEC Local 96 picket line has been present with good numbers near the corner of Sir John A MacDonald Boulevard and John Counter Boulevard adjacent to the PSAC Kingston Regional Office. On May 10, 2013, PSAC National Executive Vice-President, Chris Aylward spoke with IUEC picketers in Kingston, who were picketing at Kingston City Hall. Brother Aylward was in Kingston to attend a hospital privatization presentation put on by the Ontario Health Coalition featuring Dr John Lister, international expert on hospital Public Private Partnerships (P3).

Canadian Labour Congress Political Action Conference

The Canadian Labour Congress (CLC), held its Political Action Conference on March 22 to 24, 2013. The Conference had over 1,200 union members in attendance to hear and strategize on the political attacks taking place against organized labour at all levels of government. PSAC had over 120 members participate at this historic gathering, as the largest conference ever held by the CLC.

The Conference attracted a large and diverse group of the labour movement's political activists and the next generation of campaigners, organizers, and leaders. The Conference served as the launch for a focused campaign to elevate and advance labour's issues, as well as building the next generation of successful union campaigns.

Provincial NDP Strategy Session

On February 28, 2013 PSAC REVP – Ontario, Sharon DeSousa, along with labour representatives from the Ontario Federation of Labour, United Steelworkers, Elementary Teachers Federation of Ontario, Ontario Secondary School Teachers Federation, United Food and Commercial Workers, Canadian Auto Workers and the Canadian Union of Public Employees met with Andrea Horwath, leader of the provincial NDP. The meeting was held to discuss labour's priorities in the next provincial budget and the NDP's budget priorities. In addition to Andrea, representatives from the NDP caucus in attendance were, Taras Natyshak, Rosario Marchese and Catherine Fife.

Revolutionize Your Valentine's Day: Radical Love and the Spirit of Social Justice

On February 9, 2013, the PSAC Toronto Regional office hosted a fundraising event for Mayworks titled "Revolutionize Your Valentine's Day: Radical Love and the Spirit of Social Justice". The fundraiser benefited Mayworks' 2013 Festival of Working People and the Arts and delivered an interactive workshop celebrating radical love and social justice.

Solidarity Against Austerity Rally

On April 12, 2013, PSAC supported a solidarity rally held in Sudbury against austerity. PSAC member, Lisa McDonald-Jensen addressed the crowd and was very well received.

OPSEU – LCBO Support

On April 19, 2013, PSAC supported an OPSEU information picket. LCBO employees were seeking good jobs for the community in Sudbury and PSAC members came out in support of this initiative.

Equity and Human Rights

Chinese New Year Celebration

Toronto – On January 30, 2013 the PSAC Toronto Racially Visible Committee hosted a Chinese New Year celebration in the PSAC Toronto Regional office. The celebration was a huge success, with over 50 members attending, overcrowding the boardroom. NDP MP Olivia Chow Skyped in from Ottawa, to address our members on the value of public services and the need to continue fighting against austerity and the Harper agenda.

Black History Month

Toronto – On February 28, 2013 the PSAC Toronto Racially Visible Committee hosted a Black History Month celebration in the PSAC Toronto Regional office. The celebration drew over 65 activists and

members in one of the largest assemblies the PSAC Toronto office has held. The event focused on representation in politics of racialized communities and the need to make our political system more inclusive.

Women and Politics

On March 2-3, 2013, the Canada Employment and Immigration Union (CEIU) carried out an education event with the CEIU Women of the Ontario region in Sudbury. Robyn Benson, PSAC National President attended and spoke to participants, including a few other PSAC members from different locals about the importance of women in politics.

Thunder Bay Aboriginal Circle Launch

Sharon DeSousa, REVP for Ontario was in attendance to launch the first PSAC Thunder Bay Aboriginal Circle on April 30, 2013. The launch was celebrated with a feast of traditional food including moose chili and bannock, while a musical drumming group entertained guests.

International Women's Day

Sudbury Region - Women across the region took part in many International Women's Day events where the PSAC postcards were shared widely. Kirkland Lake members took part in a Take Back the Night event and Sudbury members participated with the Sudbury District Labour Council to share information and raise funds for two women/children's organizations. Sault Ste Marie joined the "Women in Crisis" campaign, wearing purple to celebrate women everywhere with a march followed by a luncheon.

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

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

REVP Schedule for the period January 5, 2013 to May 17, 2013

Jan. 12, 2013 – PSAC information picket for Georgian Downs Racetrack Workers
Jan. 14-15, 2013 – Alliance Executive Committee Meeting
Jan. 16, 2013 – PSAC Ontario Organizing Strategy Meeting
Jan. 22, 2013 – Alliance Facilitators Network Meeting
Jan. 24, 2013 – First Nations Police Sector Labour Board Hearing
Jan. 25-26, 2013 – Agricultural Union Regional Seminar
Jan. 27, 2013 – Peoples Social Forum General Assembly
Jan. 28, 2013 – Directly Chartered Local 555 – University of Ontario Institute of Technology Meeting
Jan. 29, 2013 – Ontario Federation of Labour Executive Committee Meeting
Jan. 30, 2013 – PSAC Toronto Racially Visible Committee Chinese New Year Celebration
Jan. 31, 2013 – United Way Gala
Feb. 4, 2013 – Alliance Executive Committee Meeting
Feb. 5-8, 2013 – PSAC National Board of Directors Meeting
Feb. 9, 2013 – Mayworks Revolutionary Love Fundraiser Event
Feb. 11, 2013 – Canadian Labour Congress Meeting
Feb. 12, 2013 – Stephen Lewis Foundation meeting
Feb. 12, 2013 – Workers Health and Safety Centre Meeting
Feb. 13, 2013 – Joint Learning Program Meeting
Feb. 18-20, 2013 – Alliance Executive Committee Meeting
Feb. 21, 2013 – PSAC Ontario Council Committee Meetings
Feb. 22-23, 2013 – PSAC Ontario Council Meeting
Feb. 27, 2013 – NDP MPP Taras Natyshak meeting
Feb. 28, 2013 – Ontario Federation of Labour Executive Meeting with NDP Provincial Leader Andrea Horwath
Feb. 28, 2013 – PSAC Toronto Racially Visible Committee Black History Month Celebration
Mar. 2-3, 2013 – First Nations Police Sector Meeting in Thunder Bay
Mar. 12, 2013 – Alliance Facilitators Network Meeting
Mar. 16, 2013 – Ontario Coalition Against Poverty, Raise the Rates Strategy Meeting
Mar. 18-19, 2013 – Alliance Executive Committee Meeting
Mar. 21, 2013 – Budget Watch Picket at Conservative MP Eve Adams office
Mar. 22, 2013 – PSAC Leadership Summit

Mar. 22-24, 2013 – Canadian Labour Congress Political Action Conference
Mar. 28, 2013 – Queen’s Park Gallery for NDP motion to Save the Slots at Racetrack Program
Apr. 8, 2013 – Directly Chartered Local 500 – Georgian Downs Racetrack Membership Meeting
Apr. 9, 2013 – Ontario Federation of Labour Executive Committee Meeting
Apr. 9, 2013 – CEIU 570 Annual General Membership Meeting in Mississauga
Apr. 10, 2013 – Directly Chartered Local 533 Slots at Woodbine Ratification Meeting
Apr. 12-14, 2013 – PSAC National Health and Safety Conference
Apr. 15-16, 2013 – Alliance Executive Committee Meeting
Apr. 18, 2013 – Kingston Regional Leadership Meeting
Apr. 30, 2013 – Thunder Bay Regional Leadership Meeting
Apr. 30, 2013 – Thunder Bay Aboriginal Circle Launch
May 2, 2013 – Sault Ste Marie Regional Leadership Meeting
May 3, 2013 – Sudbury Regional Leadership Meeting
May 5, 2013 – Directly Chartered Local 533 Slots at Woodbine Ratification Meeting
May 7, 2013 – Barrie Regional Leadership Meeting
May 8, 2013 – Hamilton Regional Leadership Meeting
May 9, 2013 – Toronto Regional Leadership Meeting
May 10, 2013 – Education Sub-Committee Meeting
May 14, 2013 – Windsor Regional Leadership Meeting
May 15, 2013 – London Regional Leadership Meeting
May 16, 2013 – Kitchener Regional Leadership Meeting
May 17, 2013 – Stewards Project Conference Call

Motion to adopt REVP’s report as presented.

m/s/c Bob Black and Melanee Jessup

Point of Privilege Sister Karen Church excused herself from the table, she had a pre-scheduled 30 minutes teleconference call at 11:30 am with the FB Bargaining team.

Item 6. PSAC Ontario Regional Office – Updates

(Christopher Wilson, PSAC Ontario Regional Coordinator)

Christopher Wilson presented his report stating the Ontario Region remains a very active region supported by a dynamic collective of staff.

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

Staffing

I am pleased to announce that Mary Anne Laurico was the successful candidate for the permanent Regional Representative position in the Kingston Regional Office. Mary Anne has been employed as a term Regional Representative in the Kingston Regional Office since September 2011 where she gained direct experience representing and mobilizing locals. MaryAnne was also directly involved in the campaigns to organize Graduate Teaching Assistants and Teaching Fellows as well Postdoctoral Fellows at Queen's University. MaryAnne has held various elected positions within PSAC including the President of DCL Local 901 (representing Graduate Tas, TFs and Postdocs at Queen's) and at the DCL Academic Sector representative on Regional Council. MaryAnne has been invited by the Ontario Federation of Labour to facilitate at Young Worker Learning Circles in recognition as her role as a labour educator and young worker activist. MaryAnne will make a tremendous contribution to the Region.

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 returned to her workplace from January to March due to operational requirements; however, Beth has returned to the position and shall continue to backfill for Denise Morrison as a term secretary. Beth's current term continues to December, 2013; however, her term is expected to be extended thereafter to support Regional Convention planning.

The competition for a term secretary position to backfill Marion Kirin has concluded. The prior incumbent Elsie Abraham was awarded a

permanent position working for the Canadian Labour Congress. The duration of the term assignment will continue until September 27th, 2013. The successful candidate will be announced once approved.

Todd Woytiuk has taken leave and is expected to return in October, 2013. A staffing action was been initiated to backfill his position during the summer vacation period. Norbert Wenzel was the successful candidate. Norbert had worked in the Sudbury Regional Office as a term Regional Representative and will continue in his term position within the London Regional Office until August 31, 2013.

Christopher added that a position for a term Regional Organizer (up to 4 months) has also been posted to support substantial organizing activities within the Region. This position is in addition to the existing permanent Regional Organizer position.

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

Renovations

The Thunder Bay Regional Office will be relocating to an address adjacent to the existing office. The Landlord is paying for the costs of the relocation because the Landlord requires our existing office space for a larger tenant. The design of the new office is in the process of being finalized and will include improvements upon the existing office space including a separate membership boardroom area.

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

Christopher agreed to follow-up with the Sudbury Regional Office to determine the process by which members gain access to the boardroom after work hours.

Item 7. Ontario Council Committees Reports

The Chair stated that there is a vacancy on the Political Action Committee for a Northern representative. The Council will need to conduct an election to fill the position.

Brother Réjean Amyotte was nominated by Brother Trevis Carey and seconded by Brother Bob Black. Brother Amyotte was acclaimed to the position.

Brother Amyotte stated that he will occupy the position for this time period, but he will speak to the other representative from the North and then Ontario Council can revisit filling the position again in the near future.

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

Brother James Marchand presented on behalf of the Equity and Human Rights Committee.

Brother Marchand welcomed Sister Vivian Binnion to the committee. The committee will be sending out an email in the near future to propose holding a conference call to brainstorm on putting together the Human Rights Youtube video for convention.

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

m/s/c James Marchand and Vivian Binnion

Education Committee Report (Appendix “B”):

Sister Debbie Willett and Brother Christo Aivalis presented on behalf of the Education Committee.

Sister Shirley Riva is working on an Education page for the Regional Website. Sister Riva will also develop a regional cancellation report that staff will need to complete when an education course is cancelled. This report will include: The reason the course was cancelled, number of participants, rationale, etc. The information will be reviewed to determine whether there are systemic issues such as mobilization, timing, course type, etc.

There were a few courses that were cancelled, most of which was scheduled in the North. Cancellation was due to low registration particularly with “How to Face Management” course. The North faces

a unique challenge in recruitment for basic education courses. The Region is trying to figure out different ways to communicate and promote learning opportunities to members from the North.

When canceling a course the Regional Representative that is assigned to the course, determines if it is possible to move forward with a course. The Regional Representative would make a recommendation to the Regional Coordinator who gives the final approval whether or not to cancel the course.

Sister Willett presented the Education Committee finalized Education Travel and Expense Entitlement Policy. The intent of the policy is to standardize reimbursement of expenses.

The Committee Chair stated we are trying to change the way we do business. We want to make sure that regardless of where a member resides they will be treated the same. The mileage for a course is counted from where the course is being offered. However, there is a 300 kilometers cap one way. If a member exceeds the 300 kilometers cap then they would access the remote subsidy funding.

Motion to adopt the Ontario Region Basic Regional Office Education Travel and Expense Entitlement Policy.

m/s Réjean Amyotte and Bob Black

Recommendation carried unanimously

Motion to adopt the Education Committee's report

m/s/c Debbie Willett and Christo Aivalis

Sister Marie Polgar-Matthews put forth a motion that how the remote subsidy is reflected in the policy be revisited and debated by Ontario Council.

m/s/c Réjean Amyotte and Jeff Daiken

The Chair stated that the education committee of Ontario Council will take on this task. Ontario Council will look forward to the education

committee's recommendation on if or how the remote subsidy should be reflected in the policy.

Finance Committee Report (Appendix "C"):

Brother Bob Black presented the Committee's report.

The Chair requested the Finance Committee provide a costing for the Equity & Human Rights Committee to hold a face to face meeting. The Committee will be producing a Youtube video and would like to know if they were to hold a meeting at the Toronto Regional Office on a weekday or weekend will it be covered by their budget.

The Ontario Council loaned the Ontario Council laptop to an elected Council member, who in turn signed a document acknowledging the loan of the asset in 2011. Since then the Council member has resigned the position and we have been unable to recover the laptop as they are no longer a member of PSAC. The Committee has looked into numerous avenues and the cost of going to a collection agency would be greater than if Council were to purchase a new laptop. The Finance Committee will be making a recommendation to Ontario Council in regards to recovery of Council assets.

Recommendations to Council:

1. Ontario Regional Convention is fast approaching; the Finance Committee recommends that \$150,000 from the convention budget be allocated to delegate assistance.

Recommendation carried unanimously

2. Any surplus funds from the 2013 Ontario Council be allocated to the delegate assistance funding in an effort to make it easier for more people to attend the convention.

Recommendation carried

Brother Réjean Amyotte voted against recommendation - he would like to wait until November 2013 to see if there is a surplus.

3. Newly elected council members or alternates who have recently assumed a permanent role on council in July 2013, be given a portfolio budget of \$750 to cover the remainder of the calendar year.

Recommendation carried unanimously

Motion to adopt the Finance Committee's report

m/s/c Bob Black and Sandy Bello

Point of Privilege – The Chair reminded Ontario Council that is a scent free environment and we have Council members with chemical sensitivities. Also the Committees need to forward their reports to the REVP's office for review before it is sent out to Ontario Council.

Health & Safety Committee Report (Appendix "D"):

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

Sister Angela Fairweather provided a presentation to the Committee on WSIB Appeal - Member Representation Contract for Services Relating to Representation on Files. The Committee was tasked with designing a toolkit to assist the membership. Once the toolkit is completed the Committee will present it to Ontario Council.

Brother Jeff Daiken stated the Union of National Defence Employees (UNDE) is against members working on WSIB files. He also wanted to clarify if PSAC has a staff person that represented on WSIB files.

Brother Christopher Wilson stated that PSAC Regional staff representatives do provide representation on WSIB files. However, PSAC does not have sufficient staff to deal with the overall WSIB caseload. Some WSIB files can take up to 200 hours to review. PSAC members with the skills in this area are utilized in helping with WSIB files. The Chair stated that every Component deals with WSIB files differently.

Motion to adopt the Health & Safety Committee's report

m/s/c Réjean Amyotte and Mike Fummerton

Political Action Committee Report (Appendix "E"):

Sister Melanee Jessup, Chair of the Political Action Committee presented the Committee's report.

The Committee gave recognition to the past Chair of the Committee, Sister Laura St-Jean, for all the great work that she has done.

Sister Jessup unveiled the 2013 Labour Day t-shirts and stated that the Committee will be holding a conference call to review Labour Day proposals.

The Area Councils are the active political bodies for each region and they are responsible for submitting Labour Day proposals. In the north where there is no Area Council present, we would allow locals to send in Labour Day proposals directly.

Motion to adopt the Political Action Committee's report

m/s/c Melanee Jessup and Christo Aivalis

Item 8. Ontario Council Committees – Changes

The REVP had to restructure the committees due to Ontario Council members' resignations.

**PSAC Ontario Council Committees
2013**

Education	Health and Safety
Chair Debbie Willet	Chair Réjean Amyotte
Christo Aivalis (Co-Chair)	Mike Fummerton (Co-Chair)

Laura Eastcott	Leslie Searl
Melanee Jessup	Ralf Bucherer
Mary Jeyananthan	Vicki Pine
James Marchand	Judy Phillips
Karen Church	Mike Bennett
Marie Polgar-Matthews	Donna Kinchen
Vivian Binnon	Souad (Sue) Soubra
Trevis Carey	
Equity and Human Rights	Finance
Chair Karen Church	Chair Bob Black
Souad (Sue) Soubra (Co-Chair)	Sandy Bello (Co-Chair)
Vivian Binnion	(Souad (Sue) Soubra) - Back up
James Marchand	(Mary Jeyananthan)- Back up
Judy Phillips	
By-Laws	Political Action
Debbie Willet	Chair Melanee Jessup
	Réjean Amyotte
	Christo Aivalis
	Bob Black
	Christopher Wilson (Staff)
	Lino Vieira (Staff)

Item 9. Ontario Council Members Reports (Appendix “F”):

The Chair stated that there have been a few changes on Ontario Council. Brother Bob Black has been acclaimed as the Alternate Regional Executive Vice-President. Sister Donna Kinchen will assume the Hamilton/Niagara region 6 position on Ontario Council. Sister Mary Jeyananthan was unable to attend the meeting and Brother Ryan Ward was in attendance on her behalf. Sister Souad Soubra was not able to attend due to illness, her alternate Sister Nicole Ma sends her regrets. Brother Mike Bennett was not able to attend and his alternate Brother Kevin Lundstrom is attending on his behalf. Sister Vicki Pine has been absent from the past few Ontario Council meetings and she sends greetings to all her Brothers and Sisters at Ontario Council. Her alternate Sister Toni-Lynn Stejskal

was in attendance on her behalf and expressed her pleasure in being a part of the Ontario Council meeting.

The Chair reminded Ontario Council members that one of the main purposes of Ontario Council members report is to give highlights of the work they have been doing in their region or for their constituency.

Brother Ryan Ward extended an invitation to all Ontario Council members to attend the Toronto Labour Day celebration on September 2, 2013.

Brother Kevin Lundstrom stated that he is fairly new to his Local and he was recently elected to the position of Local President. He stated at this present time he is trying mobilize every member in the local.

Item 10. Canadian Labour Congress Political Action Conference

There were three Council members sent by Ontario Council to attend the Political Action Conference. These three Council members gave an overview of the Conference to Ontario Council, reproduced below:

The conference had approximately 1500 activists participate. Participants were broken up into small groups to attend the different workshops. Every participant in the workshop was either a Provincial or a Federal public service worker.

There were workshops that went in-depth on the Right-to-Work legislation and the "Work-Choices" program that Tim Hudak is proposing. Both of which are bad for the Canadian workforce. "Work Choices" is a system used in Australia that is similar to the right-to-work legislation in the U.S., which removed many union protections. It also undermines unions' financial base by making dues paying optional for workers in a unionized workplace. In the U.S., this has led to only half of all workers covered by labour contracts are dues paying members. In Canada, the RAND formula, which guarantees union dues are paid by all in a unionized workplace, was

won by a 99-day strike at the Ford plant in Windsor and we must fight to maintain it.

“Right-to-Work” means loss of solidarity, loss of bargaining strength, loss of wages and benefits, loss of union financial resources and less capacity for political action. The Labour Movement needs to develop strategies and tactics to engage members, build stronger Unions and communities. Most people said face-to-face conversations versus social media and emails will build upon our connection with allies.

The conference also broke down the difference between students and young workers. Students are represented by the Canadian Federation of Students (CFS) and Unions represent young workers. Two Tier bargaining negatively impacts young workers and we all need to come together and fight this cause.

The overall job of the Labour movement is to reconnect with members, get members mobilized, make them proud to be a part of a union and shift public perceptions about unions. We all have to work hard to defeat Right to Work now or we will be working a lot harder if a Bill passes.

Council members reported on each of their activities (see Appendices for reports).

Item 11. Collective Bargaining Updates

Point of Privilege – Brother Bob Black and Sister Sandy Bello excused themselves to complete the Ontario Council expense claim forms.

Brother Christo Aivalis stated there are two bargaining units at Queens University. The Graduate Teaching Assistants/Teaching Fellows bargaining was postponed for the summer. The other bargaining unit, Postdoctoral Fellows, had their talks break-off mid May, with the next step likely to be conciliation.

Sister Karen Church provided an update on the Frontier Border Services (FB) bargaining unit. The Employer is forcing a final offer vote. There are currently five bargaining units working without a contract, FB's included. The FB's are the most militant and strongest of the five bargaining units without a contract, so the Employer is targeting them. If the Employer can take down the FB group, this would establish a negative pattern for the rest of the groups. PSAC will continue to fight Treasury Board (TB) so that they will not get a yes vote or the forced offer.

Brother Réjean Amyotte gave an update on the Statistical Survey Operations (SSO) bargaining unit. The unit has arbitration dates on November 11-12, 2013; in the meantime they have been mobilizing the membership by holding information pickets at different offices.

Through lobbying of the NDP MP for the Nickle Belt, Claude Gravelle, on May 10, 2013 he rose in the House of Commons and spoke on the importance of resolving the SSO bargaining.

On June 12, 2013 during National Public Service week, SSO's held a day of action to show their support for the bargaining team. Over 90% of our members wore their t-shirts with the message "Respect our years of service", which got the Employer's attention.

The Chair stated that the Technical Services group (TC) have bargaining dates scheduled for July 29-31, 2013.

Canada Revenue Agency (CRA) and the PSAC~Union of Taxation Employees are still in talks, no agreement has been reached to date.

The Canada Post Corporation and the PSAC~Union of Postal Communication Employees (UPCE) bargaining team has been working tirelessly, trying to get an agreement, but the Employer is being very difficult.

The PSAC~Union of Canadian Transportation Employees membership at the Windsor airport has turned down a tentative agreement. Negotiations have been challenging and we need to get this Employer to treat our members fairly.

Item 12. Trans Presentation by Nicole Nussbaum

Sister Nicole Nussbaum, a Barrister, Solicitor and Notary Public, provided an overview of her life and some of the struggles she faces as a transgendered person. Nicole Nussbaum is the President of the Canadian Association for Transgendered Health

This presentation was offered as a result of the Equity and Human Rights Committee's resolution to provide anti-oppression education to Ontario Council members to increase awareness of issues facing trans members.

Nicole outlined various forms of gender identity and sexual orientation:

Cissexual/Cisgendered
Intersex
Transgender or Trans
Genderqueer, Gender Non-conforming
Transsexual
Social Transition
Medical Transition
Prevalence
Two-spirited
Intersex
Passing (ie from race theory – “passing”)
Stealth

Gender identity can differ from a person's sex assigned at birth. When in doubt, ask politely how a person identifies and which pronoun they prefer.

The TransPULSE project surveyed over 433 Trans people in Ontario;

- 50% earn less than \$15,000/yr despite 71% with some university education or greater
- 68% of trans Ontarians live outside Metropolitan Toronto
- 59% of trans people know before they are 10 years old, 80% before 14 years old
- About half live in felt gender

- Female to male transitioned younger but most transition before age 30
- 97% reported negative job experiences

Court and Tribunal decisions over the last 25 years, have found that the grounds of Sex and/or Disability under the federal human rights act and provincial human rights codes, prohibited discrimination and harassment because of gender identity.

Trans Human Rights that are commonly protected under gender identity are;

- Gender presentation
- Washroom and change room use in accordance with an individual's gender identity
- Preferred name and pronoun use
- Privacy of gender/medical information
- Accommodation for transition related medical care
- Employment and harassment discrimination

In Ontario, Sex Reassignment Surgery (SRS) and Electrolysis funding was cut in 1998. On May 14, 2008 the Minister of Health and Long Term Care announced funding for Sex Reassignment Surgery (SRS) following a lengthy campaign by the Trans Health Lobby Group and the Rainbow Health Network to re-list this medically necessary procedure.

A few best workplace practices in being an ally to Trans persons are;

- Maintain privacy of employee's medical and personal information
- Ensure Human Rights (HR) records reflect chosen name and gender identity, even if legal name must also be kept if bona fide reasons exist
- Facilitate equitable washroom and change room access
- Ensure dress codes are gender neutral and applied fairly
- Negotiate extended health insurance coverage for medically necessary transition related procedures

- Provide references for former employees that reflect changes in name and pronoun
- Monitor proactively to ensure compliance, maintain workplace cohesion and avoid escalation of minor issues

The idea that men and women are binary opposites is connected to other forms of oppression in society such as racism and economic injustice.

Item 13. PSAC Ontario Regional Triennial Convention

Theme

The Chair stated that we had 163 respondents to the online survey and the winning theme for PSAC Ontario’s 6th Triennial Convention is “Your voice – Your choice – Your union”

Motion to accept the theme of “Your voice- Your choice- Your union”.

m/s/c Bob Black and Jeff Daiken

Convention Committees

2014 PSAC Ontario Convention Committees

By-Laws Committee	General Committee
Chair~ Debbie Willett	Chair~ Karen Church
Laura Eastcott	Christo Aivailis
Rejean Amyotte	Melanee Jessup
Mike Bennett	Vickie Pine
	Trevis Carey
	Marie Polgar-Matthews
Finance Committee	
Chair~Bob Black	Host Committee
Souad Soubra	Chair~ Cleo Reid
Sandy Bello	James Marchand
Donna Kinchen	Judy Phillips
	Ralf Bucherer
	Vivian Binnion
	Mary Jeyanathan

The Chair recommended that we maintain the Convention Registration fee of \$100, as was done at the last convention.

Brother Bob Black stated that the registration fee is not meant to be a barrier, but represents a commitment of attendance. It also goes back to the delegates in the form of Convention welcome kits and swag.

Motion: PSAC Ontario Regional Council set the registration fee of \$100.00 for the PSAC Ontario's 6th Triennial Convention.

m/s/c Vivian Binnon and Christo Aivalis

Brother Réjean Amyotte would like it noted that he rejects all registration fees.

Delegate Assistance Committee "EXHIBIT A"

PSAC Ontario Council has in the past allocated funds to be used for delegate assistance. Each local/branch or sending body will be eligible to receive assistance for each delegate they are entitled to as long as the delegate attends Convention. Delegates are determined by the sending body.

Currently there is \$150,000 available to be allocated to delegate assistance.

Recommendations to Council:

1. The Committee recommends that the same Geographic formula be used.

Recommendation carried

2. After the delegate registration is completed, the delegate assistance be adjusted to the number of delegates that apply for assistance.

Recommendation carried unanimously

3. Council adopted the following delegate assistance entitlement

Recommendation carried

Motion to accept Delegate Assistant Committee's report

m/s/c Bob Black and Vivian Binnion

Point of Privilege – Brother Réjean Amyotte recommended supporting Shannen's Dream through a raffle at convention.

Sister Shannen Koostachin, Aboriginal youth education advocate from the Attawapiskat First Nation in Ontario, had a dream: safe and comfy schools and culturally based education for First Nations children and youth. She tragically passing away at the age of 15 years old in 2010. Shanne's Dream became a charity that continues this work.

Réjean Amyotte stated that his local was commissioned with a medical wheel trillium with bead work valued at \$600.00. The local will donate this to Ontario Regional Convention to be raffled off with all proceeds going to Shannen's Dream charity. A 50-50 draw can also supplement the raffle.

Motion to adopt Shannen's Dream as charity of choice for the upcoming Ontario Regional Convention and 50-50 draw to supplement raffle.

m/s/c Bob Black and Debbie Willett

Sister Marie Polgar-Matthews stated she does not support this motion as she does not know enough information about the charity.

The Chair stated that in the future if a Council member is recommending a campaign or charity, that the Council member must provide background information on that campaign or charity.

Motion to provide a display table at the Ontario Regional Convention for the bead work.

m/s/c Trevis Carey and Donna Kinchen

Sister Marie Polgar-Matthews voted against motion.

Action Item: The Chair of the host committee will contact the hotel and verify how many display tables are available and if there is a deadline for a table request.

Item 14. PSAC National Health & Safety Conference

Brother Réjean Amyotte who sat on the steering committee for the conference reports back that the theme for the conference was “Mental Health at Work - We Are All Affected”. Brother Amyotte was able to get insights on the conference’s strengths and what can be improved upon.

Brother Amyotte stated the Ontario Region held a caucus and the information that was gathered was passed along to PSAC as to what the membership would like to see.

It was exciting that a resolution passed giving constitutional recognition to Health & Safety Committees. Health & Safety Committees now have the right to table resolutions to Conventions without passing it through Council.

The conference had very effective and dynamic speakers. The last speaker Stéphane Grenier who is a retired Lt. Col. with the Canadian Armed Forces, spoke about his personal struggles, as he suffers from severe post-traumatic stress disorder.

All presentations are posted on the PSAC National website at:
<http://www.pfac.com/news/2013/issues/20130527-e.shtml>

Brother Mike Fummerton stated that it was the best conference he attended. Brother Fummerton has passed on Brother Stéphane Grenier’s information to the Customs and Immigration Union (CIU) to speak with the membership.

Sister Marie Polgar-Matthews stated that they had opened discussion on Academic Sector bullying and harassment in the workplace. Sister Polgar-Matthews stated a lot of PSAC policies were Federal and she is presently working with Brother Amyotte on incorporating Provincial policies.

Brother Ryan Ward posed a question to the Chair as to how were the delegates chosen to attend this conference.

The Chair stated there were over 1,000 applications received, of which 150 applications were from the Ontario Region. Ontario Region was allotted only 7 delegate seats, with the rest of the delegates chosen by Components. The delegates are then chosen based on criteria including; requirements for the conference, priorities for Ontario Region, geographic representation and equity. The appropriate Ontario Council member and the REVP determine the selection based on the criteria.

The Chair announced that she is required to take some interview regarding Treaty Three Police Services Brother Bob will assume the Chair.

Item 15. PSAC Ontario Regional Women's Conference

Sister Vivian Binnion who was the co-chair of the PSAC Ontario Regional Women's conference stated that 3 resolutions were sent to the National Equity conference. We have come a long way but there is still a lot more work to be done. The Sister stated that the conference was a success.

Sister Marie Polgar-Matthews stated that she took away a lot from the conference. It is particularly clear that women have still not achieved equality, as sisters continue to be oppressed. In order for us to move forward we cannot leave any sister behind. Childcare was identified as a key barrier that women face.

Sister Karen Church stated that she was part of the organizing committee for the conference which ran smoothly. There were a lot of first time attendees. Sister Sharon DeSousa opened the

conference and energized the delegates with her speech. Sister Robyn Benson came in from Ottawa and gave a heart warming speech. The workshops were well thought out and there was a great deal of positive feedback.

The Chair extended gratitude on behalf of the Ontario Regional Council to the Regional Staff for going above and beyond in making sure the conference was a success. The conference was educational as well as fun for delegates and observers.

Brother Black announced that Sister DeSousa has returned and will resume the Chair.

Item 16. PSAC National Equity Conferences

The PSAC National Equity conferences will be taking place on November 18-21, 2013 at Sheraton Centre Hotel downtown Toronto.

The Chair stated that she will be sitting down with the five Council Members that represents an Equity Constituency to review the conference applications. PSAC National would like to inform the delegate as soon as possible so members can make their travel arrangements.

Sister Karen Church stated that the GLBT group has been meeting quite frequently planning the Pride conference and the workshops.

Brother James D. Marchand stated that he has been engaged in teleconference calls on planning out the workshops for the Aboriginal Peoples Conference.

Sister Judy Phillips stated that she has been involved in numerous conference calls in aiding with the planning of the Racially Visible conference. We have completed 4 workshops and we are now in the process of acquiring a speaker for the conference.

Item 17. Federal and Provincial Private Members Bills

The Chair stated the government is increasing its attack on Unions by entering private members bills. Bill C525 removes automatic

certification of bargaining units under the Canada Labour Code and Bill 62 is design to impede a Union's ability to organize.

The Ontario Premier announce that over the Civic holiday long weekend in August there will be 5 Provincial By-Elections; Windsor Techumseh, London-West, Scarborough-Guildwood, Ottawa South and Etobicoke Lakeshore.

The Chair stated that a proposal was submitted to PSAC National for funding for these by-elections. We need to ensure that the communities elect labour friendly candidates. These seats can change the demographics of the government; all Area Councils and Council members must be engage in the campaign.

PSAC is now doing Campaigner Training - phase 2 of the "We Are All Affected" campaign. Members can contact Regional Offices to learn about training opportunities. The PSAC Ontario Region website contains all the necessary materials to help with the training.

Brother Réjean Amyotte asked if participants will be funded for campaigner training.

The Chair stated that funding for campaigner training is very small. Participants will not be covered for loss of salary. The Regional Offices are arranging training sessions to make them accessible to members so there is maximum coverage and less likely that loss of salary will occur.

Item 18. New Business

Item 19. Young Worker Strategic Report "EXHIBIT B"

The purpose of the strategic report is to identify the difficulties facing young workers. Young workers are not officially an equity group. In many cases we lag behind every other equity group to Conventions in proportion to the percentage of participants. We're trying to look for ideas of how young workers can better be utilize within the labour movement.

Brother Christo Aivalis stated that he has set a goal for himself to prepare a 10-15 page report to Ontario Council that will be published and sent out to the membership. This report will highlight ten priority areas/concerns of young workers. It can be used as a guide/tool by the next young worker representative on Ontario Council.

Brother Aivalis is requesting the help of each Ontario Council member to write a 2 page document outlining their experiences representing young workers, for example: What works and what they have learnt. These responses would need to be sent in by the beginning of October so that a draft report can be presented at the next Ontario Regional Council meeting and a final report at the first 2014 Council meeting.

Motion:

Be it resolved that the council accept this report proposal, and do its best to ensure the timely completion of the report itself.

Be it further resolved that each Ontario Council member will prepare a 2 page or less document outlining their general ideas in regards to the above questions, and email that document to the Young Worker Representative before 11:59pm on October 1st, 2013.

m/s/c Karen Church and Ryan Ward

Item. 20 Ontario Federation of Labour Convention

Ontario Federation of Labour Convention is taking place on November 24-29, 2013 at Sheraton Centre Hotel downtown Toronto.

The Chair stated that in the past Ontario Council monies was never used to send Council members to this event. In November 2011, at the Ontario Council meeting, a motion was passed allowing Council members to used \$300.00 from their portfolio budget for the Convention. If Council members were looking for funding to attend the event they would have to bring a motion to Ontario Council in the future.

Motion to adjourn meeting at 2:41 pm

m/s/c Réjean Amyotte and Karen Church

APPENDIX “A”

PSAC Ontario Council Equity and Human Rights Reports March 2013 to July 2013

Committee Chair: Karen Church (regrets)

Committee Members: James D. Marchand
Vivian Binnion

Staff: Joan-Ann Gravesande

Regrets: Souad (Sue) Soubra
Judy Phillips

The Equity & Human Rights Committee did not have quorum due to the number of regrets.

Welcome and orientation for Sister Vivian Binnion who steps in due to Sister Colleen Wice’s retirement.

Brother James Marchand reviewed minutes from past meeting.

Proposal and email call out to member of Equity Committee to have a teleconference call on July 29 or August 1, 2013 at 6 pm to discuss and brainstorm ideas for the production of a regional You Tube Equity and Human Rights video.

Moved by James Marchand

Seconded by Vivian Binnion

APPENDIX “B”

**PSAC Ontario Regional Council
Education Committee Report
March 2013 to July 2013**

Committee Chair: Debbie Willett

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

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 <i>(What we hope/need to accomplish)</i>	Action	Who
Education Page	Shirley will continue to add new material and eliminate redundancies	REO

Propose New Travel Policy	Committee held two conference calls, discussed new rate policy, and is ready to bring proposal to council	Committee
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	Ongoing; making good progress	Melanie and REO
Explore travel policy as it pertains to local development initiatives	Determined that not part of education program and/or budget	Committee
Continue to explore implementation of online learning	Determined that this is part of PSAC national's purview	
Explore usage of special funds for anti-bullying campaign	While we support this work, not exactly part of the regional education plan or budget purview. Ontario region has offered and is planning requisite courses to fulfill anti-bullying education.	
Explore emerging polices surrounding course cancellations, and add certain parameters to promote consistency.	REO reports that she designed a cancellation report for regional offices. Includes info on course, interest, re-scheduling, costs, pre-requisite TUB course.	.

	<p>Spoke of five cancelled courses, all northern-based. Class only cancellable without coordinator approval.</p> <p>Vivian requested that the cancellation form include parameters for including non-avoidable circumstances (storms and renovations and such)</p> <p>Keep in mind relative attendance levels by regional population and density</p>	
<p>Questions of TUBs and grand-parenting those who have already taking advanced courses or equivalent.</p>		<p>Regional Coodrdinator, REO and AFN meeting.</p>

Proposals for consideration by Ontario Council; (where necessary)

That the Ontario Council accept the Education Committee’s proposed Ontario Region Basic RO Education Travel and Expense Entitlement Policy

**Moved Debbie Willett
Seconded Christo Aivalis**

Ontario Region Basic RO Education Travel and Expense Entitlement Policy

Purpose:

This Travel and Expense Entitlement Policy is designed to provide equitable access for members to our RO Basic Education Program.

Members' expenses are offset in a consistent, transparent and equitable manner.

Servicing RO:

Members are expected to apply to the basic courses offered within the servicing RO that they reside in, except in exceptional circumstances as outlined in 2.D below.

Education Budget:

The Education Budget will be regularly monitored by the Regional Educational Officer. The Education Budget has limited resources. The Education Budget will be reviewed annually for usage and adjusted where needed by Council.

Member Expense Entitlements:

The following expense entitlements are available to members who register for and complete the Regional Office basic education course (Talking Union Basic, Grievance Handling, Introduction to Local Officers & etc...):

Participants with Special Needs:

The PSAC is committed to ensuring that the accessibility and dietary requirements of our members are respected. Please contact your PSAC Regional Office to provide any necessary information on the Registration Form that will assist us in meeting your special needs.

Family Care Policy:

All members are entitled to claim Family Care costs in accordance with the PSAC Family Care Policy:

http://ontario.pvac.com/sites/ontario.pvacadmin.ca/files/user-uploads/Ontario_Website_May7_12/familycarepolicyandform_pvac2011-en_000.pdf

The policy is intended to assist members with the additional Family Care costs incurred as a direct result of attending an authorized PSAC event.

Loss of Salary: Members who are scheduled to work during course hours are entitled to claim loss of salary costs; a copy of the shift or

compressed schedule and approved "Leave Without Pay" form is required.

Environment Friendly: PSAC Ontario encourages car-pooling and use of public transit.

1. A

Week Night Workshop (Monday-Friday):

A light supper will be provided and participants are entitled to claim \$20 to offset the cost of transportation and parking. Receipts are not required.

1. B

Saturday 1/2 Day Workshop (3 hours in morning or in the afternoon):

Participants are entitled to claim \$25 to offset the cost of transportation and parking. Receipts are not required.

2. A

Weekend (Saturday/Sunday or Saturday and Sunday) courses participants who live 60 kilometres or less from the course location:

Participants are entitled to claim \$50 per day to offset the cost of transportation, parking and lunches. Receipts are not required.

2. B

Weekend (Saturday/Sunday) course participants who live more than 60 kilometres and up to and including 150 kilometres from the course location:

Saturday/Sunday courses:

Participants are entitled to claim mileage for transportation for one round trip plus \$50 per day for any other costs, or they can claim costs incurred for regional public transit with receipts plus \$50 per day for any other costs. Municipal/Local public transit is not covered. Participants must have pre-authorization by the Regional Office to attend the course.

2. C

Weekend (Saturday/Sunday) course participants who live more than 150 kilometres and less than 300 kilometres from the course location:

These participants will be reimbursed in accordance with the PSAC National Travel Policy rates (for meals, transportation, accommodation, and incidentals) provided they have been pre-authorized by the Regional Office and the Regional Education Officer and the Regional Coordinator to attend the course. Further information on the PSAC Travel Policy is available through the PSAC Regional Office.

2. D

Members may in exceptional circumstances apply for a course that is being offered in another Regional Office service area where the course is being offered. Exceptional circumstances may include:

- 1) The member's residence is closer to the Regional Office in another service area
- 2) A prerequisite for a course is being offered in another Regional Office service area and is not being offered in the member's Regional Office service area prior to the deadline application for the course that requires the prerequisite.

If approved such members will be compensated as follows:

These participants will be reimbursed in accordance with the PSAC National Travel Policy rates (for meals, transportation, accommodation and incidentals) provided they have been pre-authorized by the Regional Office, Regional Education Officer and the Regional Coordinator to attend the course. Further information on the PSAC National Travel Policy is available through the PSAC Regional Office.

Note: The member's expenses as outlined above will be covered by the Regional Office within whose service area the member resides; consequently, a compelling rationale will need to be provided for attending a course outside the Regional Office service area wherein the member resides.

3.

Advanced Courses

Information on expense entitlements for **Advanced Courses** (e.g. Fall School and Geographically Based Offerings) will be outlined in the call-out letter for the Advanced Courses.

Moved by: Debbie Willett

Seconded by: Melanee Jessup

APPENDIX “C”

PSAC Ontario Council Finance Committee Report March 2013 to July 2013

Committee Chair: Bob Black

Committee Members: Sandy Bello

Staff: Sharon DeSousa

1. Brother Bob Black provided new Finance Committee member Sister Sandy Bello with a finance orientation session.
2. Request to provide a costing for the Equity Committee to hold a Face-to-Face Meeting at the Toronto Regional Office on a weekday or a weekend.
3. The committee received a request for a donation. The Finance Committee has paid out a total of \$1250 in donation request. There are sufficient funds in the donations line item.
4. Use of OC Assets and Return Policy
 - Former Representative for RBSE did not return Ontario Council laptop.
5. Review and recommend approval of expense claims
6. Refine current Ontario Council Finance Committee filing system

Recommendations to Council:

4. Ontario Regional Convention is fast approaching, the Finance Committee recommends that \$150,000 from the convention budget be allocated to delegate assistance.
5. Any surplus funds from the 2013 Ontario Council be allocated to the delegate assistance funding in an effort to make it easier for more people to attend the convention.

6. Newly elected council members or alternates who have recently assumed a permanent role on council in July 2013, be given a portfolio budget of \$750 to cover the remainder of the calendar year.

Moved by Bob Black

Seconded by Sandy Bello

APPENDIX “D”

PSAC Ontario Regional Council Health & Safety Committee Report March 2013 to July 2013

Committee Chair: Réjean Amyotte

Committee Members: Mike Fummerton
Donna Kinchen

Staff: Angela Fairweather

Regrets: Judy Phillips, Leslie Searl, Souad (Sue) Soubra, Vicki Pine,
Ralf Bucherer, Mike Bennett

The Health & Safety committee welcomed Sister Donna Kinchen to the Committee.

Agenda Items

1. ODRT (Occupational Disabilities Response Team) and WHSC (Workers Health and Safety Centre) Trainer Training.

Reviewed the requirements for qualification to participate in the training. It was agreed that this type of training is key to developing members who can provide representation to members for WSIB appeals. The requirements presented are what is currently found on the PSAC Ontario website . The ODRT has advised that they now have a 3-5 year experience in WSIB matters requirement.

2. Member contract for representation of members on WSIB files.

The contract outlines expectations and amounts for payment of various items. The committee discussed on how to change the quantum for payment. Angela advised that the amount can be changed by approval of the NBoD. Members of the committee also questioned how this initiative is funded. Discussion was held on the matter of payment for representation on objections to the WSIB decisions by trained members for members of their own local. Angela advised that the amount can be changed by approval of the NBoD.

3. Regional Health and Safety Action Plan

The committee is still waiting for the input from the Regional Health & Safety Conference. Input from the PSAC National Health & Safety Conference Ontario Caucus was reviewed. The 2 top priorities identified by members in attendance were:

- Spring and fall strategy workshops
- Toolkit of best practices for the Health & Safety network

Further discussion will be held by the committee prior to making recommendations to Council. It was felt by those in attendance that a recommendation representation of the committee as a whole could not be tabled due to the small number of members present.

Moved by: Réjean Amyotte

Seconded by: Mike Fummerton

APPENDIX “E”

PSAC Ontario Regional Council Political Action Committee Report February 2013 to July 2013

Committee Chair: Melanee Jessup

Committee Members: Christo Aivalis

Staff: Sharon DeSousa
Lino Vieira
Christopher Wilson

The Committee met via conference call to come up with ideas for slogans for Labour Day t-shirts. We came up with several options to choose from and presented them to Council to make the final decision.

We decided on aqua t-shirts with the following slogans:

- Fight Poverty - Protect Unions
- Unions – Fighting for Fairness
- Workers Standing Together – That’s a Union

The call-out for Labour Day proposals has been sent out and the deadline has passed.

Goals for the next term:

To review and approve Labour Day proposals.
Continue to monitor and support Political Action in Ontario Region.

Recommendations to Council:

No recommendations.

Respectfully submitted by Melanee D Jessup
Seconded by Christo Aivalis

APPENDIX “F”

BOB BLACK PSAC Ontario Regional Council Alternate Regional Executive Vice-President Report February 2013 to July 2013

OBJECTIVES:

Continue to develop contact with members, and outside agencies.
Continue to work with affected members within the region. Promote PSAC / union values

March	05	Meet with member re accommodation issues
	12	Attend regional office for Finance Committee
	16	Attend NDP AGM at Workers Arts and Heritage Centre
	22	Attend CLC Political Action Conference in Toronto
	25	Attend rally at Hamilton City Hall for Local 1005 Steelworkers
April	2	Re-Elected President of the Hamilton Area Council
	4	Attended We Are Wisconsin in Niagara Falls
	5	Regional office for Finance Committee
	15	Regional office for Finance Committee
	16	Meet with member re Accommodations
	18	Attended the UNE AGM
	21	Meet member re Return to Work
	23	Attend Mohawk College re Labour Education
	28	City Hall for Day of Mourning
30	Plant gate	
May	4	Mental Health Training
	8	Leadership meeting Hamilton
	10	Regional office Finance/HDLC meeting
	13	Attended Area Council
	14	Attended HDLC LAC (Labour Advisory Committee) meeting
	15/21	Conference Call's
	22	Regional office for Finance Committee
June	10	Attended Campaigner training in Hamilton
	21	FB Plant Gating at Viscount Station
	24	Toronto MDAC meeting
	25	Attended CEIU AGM Hamilton
	30	Attended Toronto PRIDE Parade
July	3	Regional office re AREVP

PLANS:

Continue to develop contact with members, and outside agencies. Continue to work with affected members within the region. Always be available for the REVP.

In Solidarity always,

Bob Black

Alternate Regional Executive Vice-President

Christo Aivalis
PSAC Ontario Regional Council
Young Workers Representative Report
March 2013 to July 2013

Objectives:

- Help connect Young Workers to educational and networking opportunities within the PSAC, OFL, and CLC.
- Continue to work with council members who represent areas of importance to young workers, specifically aboriginal members and DCL academic workers.
- Network with other young worker activists from components and other PSAC regions
- Promote fair, consistent, and innovative access to union education in the region

Actions:

- Prepped the written portions for the upcoming issue of the council newsletter
- Attended CLC National Political Action Conference
- Attended CLC National Political Action forum for young workers.
- Elected departmental steward at local level
- Attended Regional Leadership Meeting in Kingston
- Held first young worker committee meeting in Kingston
- Began work on OFL Scholarship adjudication
- Published academic essay on history of Labour movement and CCF in 1950s Quebec.

Plans:

- Continue work on newsletter
- Continue involvement with Labour Council, Area Council, and OFL Under 30 Committee.
- Begin planning resolutions for upcoming Triennial Convention.

In Solidarity,

Christo Aivalis
Young Workers Representative

**Debbie Willett
PSAC Ontario Council
Area Council Representative Report
Feb 2013 to July 6 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.

Feb 22-23	Ontario Council Meeting - Toronto
March 12	Alliance Facilitators Discussion Meeting
March 14	Niagara Area Council
March 21	UTE plant gate – armbands
March 22-24	CLC Political Action Conference (Toronto)
April 10-14	PSAC National H&S Conference (Montreal)
April 18-21	UTE Presidents Meeting (Kingston)
April 24	Niagara Area Council
April 30	UTE plant gate –Lifesavers
May 4	Bullying in the Workplace (St Catharines)
May 8	We Are All Affected Leaders Meeting (Hamilton)
May 10	Alliance Facilitators Discussion Meeting
May 22	Niagara Area Council
May 23-26	UTE Mental Health Conference (Toronto)
June 4	WAAA Campaigners Meeting (Hamilton)
June 10	Alliance Facilitators Discussion Meeting
June 13-16	UTE Tri Regional Conference (PEI)
June 18	Education Committee conference call (Education Travel Policy)
June 19	Area Council Conference Call
June 22	Colleen’s Retirement Party (Barrie)
June 30	Pride Parade (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

**James D Marchand
PSAC Ontario Regional Council
Aboriginal Members Representative Report
March 2013 to June 2013**

Objectives:

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

Actions:

- Attended First Nations Police and Civilians meeting in Thunder Bay, ON
- Attended CLC Political Action Conference in Toronto, ON
- Ontario Council Teleconference calls
- Attend PSAC – CIU Bargaining Update meeting in Cornwall, ON
- National Aboriginal Peoples Circle (NAPC) teleconference call

Plans:

- Promote Union Education
- OFL Aboriginal gathering (Canceled)
- NAPC meeting (Canceled)
- National Human Rights Conference – Aboriginal member

In Solidarity,

James D Marchand
Aboriginal Members Representative

**Melanee Jessup
PSAC Ontario Council
Region 4, Southwestern Ontario Representative Report
March 2013 to July 2013**

Objectives:

Attend K-W Area Council meetings
Attend K-W RWC meetings
Continue to improve communications within SW Ontario via email and social networking

Activities:

Attended UTE protest at CRA Headquarters
Attended PSAC Leadership meeting in Kitchener
Attended two Political Action Committee conference calls
Attended two Education Committee conference calls
Maintained SW Ontario Facebook page
Maintained SW Ontario Twitter account
Shared correspondence via email tree
Attended PSAC National OSH Conference
Attended UTE Regional Mental Health Conference
Attended UTE Interregional Conference

Goal:

Lead SW Ontario members in WAAA activities
Attend K-W Area Council meetings
Attend K-W RWC meetings
Continue to improve communications within SW Ontario via email and social networking

Submitted in Solidarity,

Melanee D Jessup, DTM
Region 4, Southwestern Ontario

Judy Phillips
PSAC Ontario Regional Council
Racially Visible Representative Report
March 2013 to July 2013

Objectives:

Promote union education
Keep the members informed on the activities of PSAC
Represent PSAC Racially Visible Members when and where required
Create partnerships within PSAC and other external community organizations

Action:

Attended Black History Month Celebration February 28, 2013
Attended CEIU National HRRR meeting March 15-17
Attended CLC political action conference 2013 March 22-24
Participated in PSAC National Racially Visible Conference call April 3, 2013
Attended Mayworks: Jane and Finch May 1, 2013
Attended Stephen Lewis Foundation Solidarity Tour May 2, 2013
Participated in PSAC Ontario Council Conference Call May 6, 2013
Participated in PSAC Ontario Council Conference Call May 21, 2013
Participated in PSAC National Racially Visible Conference call May 29, 2013
Participated in PSAC National Equity Conference Teleconference June 3, 2013
Participated PSAC Ontario Council Conference Call June 5, 2013

Plans:

Keep in touch with Regional office
Attend committee meetings
Be more visible in the community
Continue to encourage members to participation in their union, activities and educational courses
Attend the Labour Day Parade

In Solidarity

Judy Phillips
Racially Visible Representative

Karen Church
Gay, Lesbian, Bi-Sexual & Transgendered Members
Ontario Regional Council
March 2013 to June 2013

Objectives:

Continue to support GLBT Members across Ontario
To promote education and encourage Members to engage
To encourage Members to form Human Rights/GLBT Committees
To provide advice to Members having issues in the workplace

Actions:

Nat'l Health and Safety Conference Apr. /13
Bargaining Session May /13 to provide equity lens
2 Conference Calls for the National Human Rights Conference
Ont. Women's Conference – Organizing Committee

Plans:

Participate in Toronto Pride celebrations
Participate in Windsor Pride
Work with Nat'l PSAC in the organizing of the Human Rights Conference
To continue to reach out to MP's on issues of equity

In Solidarity and Pride,

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

Laura St-Jean
PSAC Ontario Regional Council
Region 2, Northeastern Representative Report
March 2013 – July 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 education schedule

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
- Timmins District Labour Council March 12, 2013 - Elected President of the Timmins District Labour Council
- Timmins District Labour Council April 16, 2013
- Northeastern Ontario Area Council – May 11, 2013
- PSAC Ontario Council – Political Action Committee Conference Call – May 15, 2013
- CLC Presidents Meeting and OFL Meeting April 7-8, 2013
- Timmins District Labour Council May 21, 2013
- Timmins Regional Meeting May 28, 2013
- CEIU Representative's Conference in Sault Ste Marie - June 17-23, 2013
- continued to provide information to members across the Region via email and using social media
- attended Ontario Council Committee meetings and OC meeting July 4-6, 2013

Objectives for the future:

- Attend Area Council meetings within the region to share our common message and to provide visibility of PSAC in the Northeastern Region subject to budget restrictions.

- 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 Rep

**Marie Polgar-Matthews
PSAC Ontario Regional Council
Academic Workers Representative Report
March 2013 to June 2013**

Objectives:

- Encourage and help facilitate the Mandates from the Education Retreat in May 2013.
- 1. Continue with the November 2012 mandate 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. These meetings are happening- next one scheduled July 2013
- 2. Looking into a shared project on creating onsite affordable child care- Local 610 is working on an amendment to the original proposal that can works for all the locals.
- 3. Continue working on media sharing and mobilization of campaigns- Building a Website and repository (word press/OMEKA)- proposal approved and work scheduled to begin August 2013.
- 4. Work with Regional Office to create a UNION BASICs course for the Academic Sector- because of the constant turn around within the membership, and map out how the Academic Sector will access this training (needed yearly for the new executives). (meeting with REVP in August 2013)
- 5. Embark on an hour tracking awareness campaign
- 6. Investigate Why are we a DCL?-What are the benefits of being DCL vs. Component?

- Establish how the Academic Locals can bring their recommendations to Convention.
 - Report this back to at the President's meeting in July 2013.
 - Compile recommendation and bring them back to council.
- Build support for National Equity Conference Recommendations

- Build Academic Sector representation at Regional and National Conferences

Actions:

Working on Joint Projects:

- Local 610 (University of Western Ontario), Local 555 (University of Ontario Institute of Technology) and Local 901 (Queen's University) are now in the process of building a online repository and share website.
- Negotiating what a child care proposal would look like for all three (local 555, 610 and 901).
- Supporting the Collective Bargaining process with in all three Locals:
 - Local 555- Negotiation for TA/RA- October 2013
 - Local 610- Negotiation for Post Docs- August 2013
 - Local 901 (as of June 16th, 2013). -In Bargaining and are just setting their secondary bargaining dates. Their Post Docs have filed for conciliation.
- Joined the (CFC) Canadian Federation of Students application to the Mental Health Innovation Fund to study Bullying and Harassment within the Academic sector

Plans:

- Continue facilitation of Academic sector meeting objectives
- Continue to attend regular scheduled Academic Sector meetings next one scheduled July 10th , 2013
- Continue to work on the Academic sector education with the Regional Office.

In Solidarity,

Marie Polgar-Matthews,
Academic Workers Representative

Vicki Pine
PSAC Ontario Regional Council
Directly Charter Locals Report
March 2013 -June 2013

I would like to welcome and thank my alternate Toni Stejskal from Nishnawabe Aski Police Civilians for attending on such short notice.

On March 1st-3rd I was in Thunder Bay attending a First Nations Police Sector meeting dealing with the issue of the Jurisdictional Challenge and a new course of action, or Plan B that needs to take place, which is having members of all 5 DCL locals fill in blue provincial membership cards and apply to the Ontario Labour Relations Board for membership before any judicial decision is reached and well before the next court date of June 10th. There was a consolidated resolution and work plan established at that time from all DCL and staff present to go forward and get this card signing initiative completed as soon as possible.

At this time Treaty 3 Police Service was the first to get cards signed, application into OLRB and have a very successful vote from their membership. Big thanks to Mike Bennett and Shell Sweeney for all their hard work. (I also want to acknowledge everyone who made this such a success, they were just two of the many people involved but they were key). I also know that NAPS civilians, APS civilians have their cards into Shell, I also believe that NAPS officers and not so sure about APS officers if they have their cards in as well and that their applications have been filed.

I have been trying to assist with this process and it is a process for sure and lots of hard work has been done and hopefully we will all have provincial membership and can withdraw from the Jurisdictional Challenge and get on with making the employers do what they rightfully should.

I would also like to take a moment to remember our Brother Dustin Dagenais, from DCL Local 0603 who lost his life in the ORNGE crash early this month along with the other 3 members of the ORNGE team, such a tragic accident is always hard to digest but our thoughts and prayers go out to all.

In Solidarity,

Sister Vicki Pine
Directly Charter Locals Representative

COLLEEN WICE
PSAC Ontario Regional Council
Regional Women's Representative Report
February 2013 to June 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.

ACTIONS:

Attended Mar 8 International Women's Day Event in Barrie
Attended Mar 14 Durham RWC
Selected delegates to RWC conference Apr 2
Attended the PSAC leadership day
Attended Kingston RWC May 14
Attended and chaired the PSAC Ontario Regional Women's
Conference May 29-June 3

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

In Solidarity,

Colleen Wice
Regional Women's Representative

Sandy Bello
PSAC Ontario Regional Council
Regionally Based Separate Employer Locals (RBSEL)
Representative Report
February 2013 – June 2013

Objectives:

- Communicate with PSAC Regional Offices
- Maintain RBSEL email/contact list
- Inform RBSELS on important PSAC Ontario Council initiatives
- Bring forward RBSEL issues to Ontario Council
- Represent RBSEL at functions as required
- Promote PSAC and related labour education and resources

Actions:

- Acquired RBSEL contact file from Toronto Regional Office
- Delegate, PSAC Health and Safety Conference, Montreal (April 11-14)
- Attended CBC Hamilton Town Hall Meeting Labour Pains: Do Unions Still Matter?, Mohawk College (April 23)
<http://www.cbc.ca/hamilton/features/labourpains/>
- Participated in Ontario Council teleconference (May 6)
- Attended all day meeting to Launch Plan Against Government Attacks, Hamilton (May 8)
- Attended Hamilton Regional Womens' Committee (May 14)

Plans:

- Contact each RBSEL President to introduce myself and get feedback on issues and preferred method of communication
- Lobby MPs, Senators and MPPs on current private member bills

In Solidarity,

Sandy Bello
Regionally Based Separate Employer Locals Representative

Souad Soubra (Sue)
PSAC Ontario Regional Council
Members with Disabilities Representative Report
February 2013 – June 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 – March 6/13
- Attended Ontario Council meeting/training – February 21–23/13
- Participated at the NHRC conference call – March 13, June 27/13
- Attended the TC Town Hall meeting at 4900 Yonge – March 6/13
- Participated at the CLC Conference – March 22-24/13/13
- Attended the Open House, Equity Committee meeting – April 9, May 14, June 27/13
- Participate at the National Health & Safety Conference – April 12-14/13
- Attended “Representing Mbrs with Mental Health Disabilities” training – May 4/14
- Attended/Chaired TMDAC meeting AGM - April 15, June 24/13
- Attended GTAC meetings– April 17, May15/13
- Attended GCWCC Steering Committee meetings – April 16, May 23, June 6/13
- Attended United Way Recognition – June 5/13

- Participated Conference Call, re. PSAC Ontario Regional Convention – May 21/13
- Participated the RW conference – May 31-June 2/13
- Attended the Organizing Labour Day Committee meeting – June 6/13
- Distributed the 4th edition of the MWD Newsletter

Future Plans:

- ❖ Keep in touch with Regional PSAC office
- ❖ Attend Regional Committee meetings. (MDAC, RWC, GTAC, RVC)
- ❖ Meet/contact/communicate with members
- ❖ 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 Soubra (Sue)
PSAC Ontario Council
Members with Disabilities Representative
GCWCC Co-chair

**Donna Kinchen
PSAC Ontario Regional Council
Region 6, Hamilton Niagara Representative Report
May 2013 to June 2013.**

Objectives:

To read previous minutes of PSAC Ontario Council meetings, become more familiar with the Ontario PSAC website and attend PSAC meetings and courses.

Actions:

May 8, 2013 - Attended PSAC Regional Leadership Meeting in Hamilton.

- Distributed handouts from meeting

June 3, 2013 - Attended Hamilton and District Labour Council presentation that was provided by Canada Labour Congress.

- Presentation was regarding the attacks on unions by the Conservative governments at the Federal and Provincial Levels.

June 4, 2013 - Attended the Hamilton PSAC Campaigners Training session for the “We are all Affected” campaign.

June 19, 2013 – Conference Call for PSAC Area Council Committee.

June 19, 2013 – Webinar, PSAC “We are all Affected” campaign. Was not able to register for the webinar.

- Rand Formula Information – will take online course.

June 20 -23, 2013 – CEIU Ontario Representatives Conference

Plans:

- To have in person meeting with Conservative MP for Flamborough, Ancaster, Dundas in July 2013.

- Encourage other members to meet with their MP's and attend the meetings with them. Will try to visit with Diane Finlay.
- Write letters to MP's.
- Attend Hamilton Area Council meetings and Niagara Area Council when invited.
- Plan and participate in the Hamilton Labour Day parade.
- Continue to promote PSAC campaigns and distribute information in email and paper format.

In Solidarity,

Donna Kinchen,
Region 6, Hamilton, Niagara Representative

Réjean Amyotte
PSAC Ontario Regional Council
Region 2, Northeastern Representative Report
March 2013 to July 2013

Objectives:

- Continue to 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.
- CLC Municipalities Matter Training
- United Way Community Funding Citizens Advisory Panel attended community funding allocations meeting
- PSAC National H&S Conference
- Appointed Labour Liason Co-ordinator for the Nipissing Temiskaming federal NDP riding association by the North Bay District Labour Council
- Prepared draft of an Administrative Policy related to H&S scholarships
- Co-facilitated, as an AF, TUB course in North Bay
- 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 and affiliates
- Continue to consult with stakeholders, and implement Northeastern “We Are All Affected” action Plan

In Solidarity

Réjean Amyotte
Region 2, Northeastern Representative

**Laura Eastcott
PSAC Ontario Regional Council
Region 3, Eastern Representative Report
February 2013 to July 2013**

Objectives:

- Continue to build a dialogue with the Regional Office
- Work on expanding email/contact list
- Keep the members informed on what PSAC Ontario Council is doing
- Represent Region 3 at functions whenever possible
- Promote Union Education and ongoing PSAC campaigns

Actions:

- Attended a number of meetings to help organize the Kingston Health Coalitions Plebiscite on keeping Hospitals Public
- Attended the May meeting of the PSACKARWC
- Worked with KCAP to help organize for the annual Party in the Park
- Working as a member of the Labour Day Organizing committee on the KDLC.
- Took part in various educational opportunities ei: webinars and EOLS
- Attended the PSAC leaders' forum to roll out latest fight back campaign.

Plans:

- Work to inform and motivate the members in region 3 to be active in our campaigns
- Lobby PMs and MPPs and Municipal leaders on issues that affect our members.
- Work with Coalition partners to broaden lines of communication
- Promote PSAC education

In Solidarity,
Laura Eastcott, Region 3, Eastern Representative

Mike Fummerton
PSAC Ontario Regional Council
Region 4, Southwestern Ontario Report
March 2013 – July 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 FB Bargaining information sessions
- Attended Windsor Area Council Meetings as scheduled (became WAC Chairperson)
- Attended PSAC Leadership Meeting (One-on-one contact)
- Continue to attend meetings with “affected” members regarding Work Force Adjustment.
- Created google site to keep members informed
- 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 all PSAC campaigns 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

Leslie Searl
PSAC Ontario Regional Council
Region 5, Greater Toronto Area Representative Report
March 2013 to June 2013

Objectives:

Engage and increase level of activism among membership. Attend as many Union events, meetings, and other activities as possible so as to meet with numerous members and promote the interests of the Union.

Actions:

- Attended GTAC, TRWC, TMDAC, BAC meetings.
- Attended training to push back against Bill C-377.
- Spent most of June mobilizing within my Local CIU 024 to promote a “no” result for the first-ever forced vote, courtesy of the Minister of Heritage.
- Attended several conference calls with respect to the upcoming PSAC Ontario Convention
- Attended the Ontario Regional Women’s Conference as a delegate
- Worked within CIU Local 024 for events for Public Service Week

Plans:

- Do my part to ensure a resounding “NO!” vote from the FB’s - mobilize, mobilize, mobilize, Continue to meet with Locals and members at large
- Attend as many Union-organized summer events as possible.

In Hope and Solidarity,

Leslie Searl,
Region 5, GTA Representative

**Mary Jeyanathan
PSAC Ontario Regional Council
Region 5, Greater Toronto Area Representative Report
March 2013 to June 2013**

NIL Report

**Ralf Bucherer
PSAC Ontario Regional Council
Region 3, Eastern Ontario Representative Report
March 2013 to June 2013**

NIL Report

**Mike Bennett
PSAC Ontario Regional Council
Region 1, Northwestern Ontario Representative Report
March 2013 to June 2013**

NIL Report

EXHIBIT “A”

PSAC Ontario 6th Triennial Convention Delegate Assistance Meeting Minutes July 5, 2013, 12 p.m.

Attendees: Bob Black (Chair of Finance), Kevin Lundstrom (Alternate Region 1), Rejean Amyotte (Region 2) Laura Eastcott (Region 3), Mike Fummerton (Region 4), Leslie Searl (Region 5), Donna Kinchen (Region 6), Vivian Binnion (Equity and Human Rights Representative), Sharon DeSousa (REVP)

Purpose:

PSAC Ontario Council has in the past allocated funds to be used for delegate assistance. Each local/branch or sending body will be eligible to receive assistance for each delegate they are entitled to so long as the delegate attends convention. Delegates are determined by the sending body.

Currently there is \$150,000 available to be allocated to delegate assistance.

Recommendations to Council:

1. The Committee recommends that the same Geographic formula be used. (Please see the table on the second page)
2. After the delegate registration is completed, the delegate assistance be adjusted to the number of delegates that apply for assistance.
3. Council adopt the following delegate assistance entitlement

Geographic Areas	Subsidy Amount
Group 1 ~(approx. 40km radius)- E to Scarborough, NE to Newmarket, NW to Orangeville, W to Bronte	\$ 300.00
Group 2 ~(approx. 90km radius)- E to Newcastle, NE to Beaverton, N to Barrie SW to Drumbo, W to Kithcener/Waterloo, SE to Beamsville	\$ 400.00
Group 3 ~(approx. 150km radius)- E to Colbourne, N to Bracebridge, NW to Owen Sound, W to London, remainder of Niagara Peninsula	\$ 500.00
Group 4 ~(approx. 300km radius)- E to Mallorytown, N to North Bay, NW to French River, rest of SW Ontario	\$ 600.00
Group 5 ~ E to Quebec Border, NE to Pembroke and Petawawa, N to Sudbury	\$ 700.00
Group 6 ~W to SSM, N to Timmins/Kirkland Lake, rest of NE Ontario excluding James Bay	\$ 800.00
Group 7 ~Thunder Bay Area	\$ 1000.00
Group 8 ~ rest of NW Ontario (including Sioux Lookout, Kenora, Fort Frances, Marathon) James Bay Area	\$ 1300.00

EXHIBIT “B”

PSAC Ontario Young Worker Strategic Report Proposed overview and main objectives Christo Aivalis

Purpose:

As we know, the general push to diversify our union is an ongoing struggle; one with many victories but also numerous barriers ahead. In many ways, the group most underrepresented is that of young workers. Not only does this create a deficit of life experience and diversity at our various levels, but it speaks a potential danger rapidly approach. Around our council, workplaces, and unions is a demographic exodus just waiting to happen, an exodus that could spell great difficulties for us.

In light of this, the purpose of this report is to examine what some of the current barriers are, what can potentially be done to fix it, and what strategies have worked for us or other labour bodies in the recent past. This report, while ultimately designed to be shared with the wider PSAC, is really a project for the Ontario Council, to brainstorm on key issues, and help give the next Council a detailed sketch of the state of young worker inclusion and mobilization in the union, and something that can be used to hold accountable the next council in terms of these efforts.

Structure:

In general, I want to focus on a key set of broad issues to formulate this report. This gives us flexibility, without devolving into a sprawling analysis that has little applicability. The categories I envision are as follows: I offer a brief description of what I mean by said categories as well.

1. Mobilization: Specifically, how do we better get young workers out to the meetings, educational events, conferences, and conventions? Is it a matter of targeting events, is it an issue of mismatched priorities, or is it a matter of internal union politics and factionalism?
2. Education: Beyond getting people to the education courses, we should think about the content of them. In general, do you feel the content is good? Do you feel the issues of young workers are being represented? Are the approaches, methods, and persons delivering the class amenable to young worker learning? Are we integrating technology at an appropriate level?

3. Union Structures¹: Are the existing structures in place adequate to generate young worker interest? Are the barriers we create, if only subconsciously, that limit participation? Is the definition of “young worker” appropriate in terms of its boundaries, but also in relationship to the equity-seeking groups? Are PSAC elected officers and staff reflective of our young worker demographic?
4. Collective Bargaining: In general, what are some of the key goals in protecting young workers in bargaining? Have there been places we have failed in this regard? Is the key goal here simply education, or are the systemic differences in the desires of old, mid-career, and young workers? What have lessons from other unions taught us? Is the ways we conduct bargaining at the Treasury Board level conducive to young workers? Do our bargaining tables and committees reflect our young worker demographics?
5. Political Action: In what ways has our political action and education efforts been effective? Are young workers not voting because of irresponsibility, or because of a differing set of priorities? How do we craft a political action strategy that ensures the next generation of members will carry on the torch? How have recent political decisions affected young workers? Are there any policies you feel would improve their lot, and if so, how could the PSAC, OFL, and CLC do more to ensure those policies came into being?

In general, these are the questions I want to ask, but you can certainly ask your own questions in regard to these topics.

Contributions from the council members:

Basically, what I need from council is a written synopsis of what they feel the answers to the above question are, based on their own experiences, discussions they have had, and things they have observed. Specifically you may want to consider the following, based on the type of council member you are:

1. All Council Members

- Your own experiences from local, component, and other union/social justice activities
- For the REVP and their alternate, they may share their personal experiences as well, but can expand upon that by speaking of

¹ This can also apply to your locals and components

their role on the council has affected their viewpoint on young worker matters.

2. Geographic Representatives:

- Specific issues happening in your part of the province, based around demographic realities, the types of workplaces we have there, and how this ties into young worker concerns

3. Equity Representatives:

- In general, how do you feel the intersection of your portfolio has affected young worker issues? Are there some positive signs amongst young workers in your equity group? In what ways do young worker issues, when mixed with your equity issues, become more challenging? How can the PSAC do a better job to work with aboriginal youth, young women, and any other such demographic?

4. Workplace-Type Representatives

- In what ways does the style of workplace you have affect young worker issues? Does the role of RBSEs and DCLs within the union offer opportunities and drawbacks to young worker inclusion?

Timeline for Report:

While I don't envision this report taking too long to complete, as it will not be very long (only around 10 pages) and will not be researched in an academic sense, I still feel that there is no need to rush, and it is best to provide council with enough time to think about the issues. Here is a rough outline:

1. By the beginning of September, I would like all of the responses to be in. I am hoping to get 100% participation from council
2. A draft of the report will be ready for our next council meeting, where we can discuss it, and if needed recommend further improvements. If further improvements are needed, and are substantial in nature, we can again speak of the report in our first council meeting of 2014.
3. Once the report has been passed by council, we can post it on our website, and have copies printed for the Triennial convention

Additional Needs:

- If anyone wants to help distill the responses or write the report, I am more than willing to work with them

- I may need someone who knows how to make a document look good and presentable for both print and online formats
- If anyone wants to read earlier drafts of the report before it goes to council let me know as well.

Motion relating to this report proposal

Be it resolved that the council accept this report proposal, and do its best to ensure the timely completion of the report itself.

Be it further resolved that each Ontario Council member will prepare a 2 page or less document outlining their general ideas in regards to the above questions, and email that document to the Young Worker Representative before 11:59pm on October 1st, 2013.