



## **PSAC Ontario Council Meeting Minutes June 22-23, 2012 Toronto Regional Office**

The meeting convened at 9:07 a.m. on Friday, June 22, 2012 with the REVP-Ontario, Sharon DeSousa as Council Chair and the following members in attendance.

Sharon DeSousa, Regional Executive Vice-President, Ontario

Brad Feraday, Alternate REVP, Ontario

Ryan Bystrom, Region 1 (Northwestern)

Réjean Amyotte, Region 2 (Northeastern)

Laura St-Jean, Region 2 (Northeastern)

Laura Eastcott, Region 3 (Eastern)

Ralf Bucherer, Region 3 (Eastern)

Mike Fummerton, Region 4 (Southwestern)

Leslie Searl, Region 5 (GTA)

Adedoyin Odukoya, Alternate Region 5 (GTA)

Bob Black, Region 6 (Hamilton/Niagara)

James D. Marchand, Aboriginal Members

Souad (Sue) Soubra, Members with Disabilities

Colleen Wice, Regional Women's Committees

David Carr, Alternate Lesbian, Bi-Sexual & Transgendered Members

Travis Lahnalampi, Alternate Area Councils

Vicki Pine, Directly Chartered Locals

Christo Aivalis, Young Workers

**Staff:** Lino Vieira, Political Communications Officer- Ontario

Christopher Wilson, Regional Coordinator- Ontario

Cleo Reid, Executive Assistant to the REVP, Ontario

**Regrets:** Kingsley Onyeocha, Regionally Based Separate Employer Locals

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

MaryAnn Laurico, Directly Chartered Locals Academic

Workers  
Melanee Jessup, Region 4 (Southwestern)  
Mary Jeyananthan, Region 5 (GTA)  
Judy Phillips, Racially Visible Members  
Debbie Willet, Area Councils

**Observers:** Aileen Duncan, Jason McMichael, Les Wasiuk, Gaylene Higgs, Ian Thompson, Vivian Binnion, Kevin MacNama

**AGENDA:**

1. Adoption of Agenda
2. Adoption of previous meeting minutes (March 2-3, 2012)
3. Business arising from previous minute
4. REVP Report
5. Regional Office - Updates (Chris Wilson)
6. Ontario Council Committees Reports
7. Ontario Council Committees Changes
8. Ontario Council Members Reports
9. Fight-back Plan
  - Activities for the Summer
  - Labour Day
10. Collective Bargaining
11. Communications
  - Ontario Council Youtube Challenge
  - Ontario Council Newsletter
  - Social Media
12. Workforce Adjustment
13. PSAC National Triennial Convention
14. Young Worker Committees and Conference

15. PSAC Equity Conference Presentation
16. JLP Presentation
17. Representation Presentation
18. Occupational Group Presentation
19. New Business

The Chair asked Brother Réjean Amyotte to read the PSAC Anti-Harassment Policy. Brother Réjean Amyotte will be the Harassment Coordinator.

The hours of sitting will be Friday, 9:00 a.m. – 6:00 p.m., Lunch 1:00 p.m. – 2:00 p.m., Breaks 10:15 a.m. & 3:30 p.m.  
Saturday, 9:00 a.m. – 3:00 p.m., lunch 12:00 a.m. – 1:00 p.m.,  
Breaks 10: 15a.m. & 2:00 p.m.

Motion that we extend the hours of sitting to 6pm on Friday and to also adopt the hours of sitting.

m/s/c Bob Black and Travis Lahnalampi

**Item 1. Adoption of Agenda**

Motion that agenda be adopted.

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

The Chair recognizes that at the last convention not all the alternates were sworn in, the Chair swore in all the alternates that were present.

The Chair states that Customs and Immigration Union (CIU) Branch 24 is holding a rally to support the FB bargaining team. The rally is being held at the Canada Border Services Agency (CBSA) office parking lot near the airport.

The Chair asked the Ontario Council if they would like to show their solidarity and attend the rally. Réjean Amyotte suggested that the chair call for a vote from Council.

Motion for Ontario Council to attend CIU Branch 24 rally at noon near the airport.

m/s/c David Carr and Adedoyin Odukoya  
Against – Bob Black

The hours of sitting have been amended for a break between 11:30 am to 2:00 pm to attend the rally.

Point of Privilege – Brother Bob Black asking for donations to participate in the walk a mile in her shoes campaign.

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

Motion that March 2-3, 2012 minutes be adopted as presented.

m/s/c Laura St-Jean and Réjean Amyotte

All in favour -carried

**Item 3. Business arising from previous Minutes**

Sister Colleen Wice presented Council with the Human Rights and Equity jackets that were ordered from last Council meeting.

Sister Brenda Shillington and Sister Nicole Wall are still working on developing the format and guidelines for remote subsidies. This will be an ongoing action item on the agenda until taken care of.

Brother Lino Vieira and Sister Maryanne Laurico will set up a Council Wiki site that will store all the Council documents that Council will need on a continual basis. An email will be sent out to Council once the site is ready with the instructions on how to access the gmail site.

**Item 4. REVP Report**

The REVP presented her National Board of Directors (NBoD) report for January 2012 – May 2012, which included her schedule.

This report is a listing of activities that have occurred in the PSAC Ontario Region.

Below you will find the report as presented.

## **Collective Bargaining**

As of May 4<sup>th</sup>, 2012 Jawara Gairey became the new Regional Negotiator for the Ontario region. Currently PSAC Ontario Region has many bargaining units who are in various stages of the bargaining process.

### *Highlights of Ongoing Negotiations*

- On February 15-16, 2012 the PSAC bargaining teams for both the Field Interviewer (FI) and Regional Office (RO) bargaining units met with representatives for Stats Can in Ottawa to exchange proposals and commence negotiations for a new collective agreement.
- On March 13, 2012 talks between TC members and Treasury Board broke off. PSAC will be referring the outstanding issues to a conciliator. Regional representatives have been working on mapping TC workplaces for purposes of supporting ongoing mobilization activities.
- March 14, 2012, OMNI Facility Services Canada Ltd. (previously known as Koprash –Renfrew County – CFB Petawawa bargaining unit will begin negotiations for its renewal agreement.
- On March 28, 2012, bargaining team members for the FB group reached an impasse and have applied to the Labour Board for conciliation.
- April 10, 2012, a notice to bargain was issued for the YQG Windsor International Airport. The bargaining committee and negotiating team had several meetings prior to this date and all bargaining proposals have been reviewed and submitted. Bargaining dates have been put forward to the Employer.
- PSAC tabled a comprehensive package of proposals on April 19, 2012 to begin bargaining a first collective agreement for DCL 901 Post-Doctoral Fellows at Queen's University in Kingston, Ontario.
- The PSAC bargaining team met with Parks Canada during the week of April 23-27, 2012. Given the impact of workforce adjustment on the department, both parties agreed to reschedule negotiations for September.
- On April 24, 2012 PSAC filed for conciliation for DCL 802 – Commissionaires at Lester B. Pearson airport. Strike votes were

- May 1-3, 2012 extensive negotiations took place for Candu Energy and PSAC/UNE 000358. Negotiations are proceeding with dates scheduled for May 14-15, 2012.
- In May, PSAC decided to refer bargaining to conciliation for CFIA members, asking the Public Service Labour Relations Board for the appointment of a Public Interest Commission.
- During the last week of June there will be a certification vote conducted by the Ontario Labour Relations Board among the Graduate Research Assistants (GRA) and Graduate Student Assistants (GSA) at the University of Western Ontario. Registered full-time graduate students, who by the date of the vote, have been given an RA or GSA appointment, will be eligible to vote to join PSAC.
- The employers for the First Nations Police Civilians and Officers employed at Anishinabek Police Service (APS) and Nishnawbe-Aski Police Service (NAPS) are challenging the jurisdiction of the Public Service Alliance of Canada union certifications under the Canada Labour Code. The Canada Industrial Relations Board has considered their jurisdictional objection and PSAC is now in the submissions process.

### *Renewal Agreements*

- DCL 501 members who work at Blue Water Bridge in Sarnia ratified their renewal agreement on April 16, 2012.
- DCL 00002, Wequedong Lodge in Thunder Bay members have reached a tentative agreement on May 10, 2012.

### **Provincial Budget – March 27**

The Ontario Provincial budget was released on March 27, 2012. The REVP's office attended the budget lockup to analyze the budget before it was released to the public. With over 300 pages of nuanced cuts to public services such as health care and education, this budget was particularly devastating for the most vulnerable in our society. Furthermore, the chilling and recurring statements of interfering in free collective bargaining with teachers and doctors, displayed the same disrespect for the bargaining process that we've seen from the Harper Government.

Within this budget, post-secondary education funding will be cut by \$160 million. With over 4,000 PSAC Ontario members in the education sector, this budget has a particularly devastating impact for our academic DCL members. Despite having been elected on the promise to reduce college and undergraduate tuition fees by 30 per cent, McGuinty's 2012 budget cancels nine scholarship programs and increases post-secondary tuition fees by five percent, on average.

## **Mobilization**

The Ontario region has delivered WFA training through the Local Presidents and Stewards Assemblies, both before and after the federal budget was delivered. In total, there were 14 Assemblies scheduled, with only one remaining to be completed later next week. These Assemblies were designed to inform members of PSAC's fightback campaigns and engage with members to become politically active, while informing members of their rights under WFA. In addition, further WFA training has been delivered to locals through lunch and learns at worksites and through the regional offices. Considering the extensive impacts of cuts to northern Ontario locals, five WFA sessions have been scheduled across the region throughout the month of May. To date there have been 37 WFA sessions delivered in Ontario.

## **Fightback Campaign**

The Local Presidents and Stewards Assemblies, as part of our fightback initiative, provided members with the tools to become politically active with sections on lobbying and information and materials on PSAC's campaigns, including; Mental Health, CFIB and Third Choice. The Assemblies also provided tools on how to mobilize members to engage in political action.

PSAC Ontario in partnership with the Union of Veterans Affairs Component held a press conference on the potential cuts to services for veterans in the upcoming federal budget on February 23, 2012. The press conference was held in Mississauga near three UVAE locals, with members from each in attendance. Speakers included; Yvan Thauvette, Union of Veterans' Affairs Employees National President, Jayne Quinn, UVAE National Vice-President, Ontario Region, Michael Blais, Founder/President, Canadian Veterans Advocacy, Wayne Marston, NDP Member of Parliament for Hamilton East, Critic for Seniors, Pensions and Human Rights, and James Forrest, RCMP Veteran's Association, President of Toronto Division.

PSAC's March 1<sup>st</sup>, National Day of Action was a huge success. We received favourable media from news outlets across the province. Members were excited and glad to see their union take direct action in this national show of solidarity.

PSAC Ontario has been active in promoting the Third Choice campaign through distribution of the campaign business cards, endorsements by Ontario Council

representatives and through our social media (Facebook and Twitter). Also, the campaign has a direct link on the PSAC Ontario website featured prominently on the main page.

PSAC members took part in an NDP town hall in Hamilton over the possible change in age eligibility for Old Age Security after Harper's comments in Davos, Switzerland on Mar. 9, 2012. Community members were outraged at this attack on seniors and were voicing their concerns.

On March 28, 2012, just before the Federal budget was released, Wayne Marston (NDP MP for Hamilton East—Stoney Creek, Ontario) and Critic for Seniors, Pensions and Human Rights, presented PSAC Ontario's over 4,000 signatures for our Tony Clement petition in the House of Commons right after Question Period. Wayne rose in the House to present our petitions and demonstrate that communities across Ontario valued public services and were against the proposed cuts by the Conservative government.

March 29, 2012, PSAC Ontario held federal budget watch events, within each of our regional office areas. Working in partnership with the district labour councils, the budget watches were open to all members and the public. The budget watches received a large amount of media coverage across the region. As part of our efforts to build solidarity with other labour unions and community groups, the Toronto regional office budget watch event invited the following guest speakers: Marie Clarke Walker, CLC Executive Vice-President, Sid Ryan, President of the OFL, Garry Neil, Council of Canadians Regional Executive Director, Edward Lantz, Toronto ACORN Canada Board of Directors and Bruce Cox, Executive Director, Greenpeace Canada.

## **Education**

A Health and Safety Conference was held on April 14-15, 2012, which focused on stress and mental health. With 45 delegates and 15 observers, the Conference offered members tools, materials and resources in addressing mental health in the workplace. Alliance Facilitator training was held the three days prior (April 11-13) where 6 Alliance Facilitators were trained on workshop delivery. All the Conference information and resources were posted onto an online site for members to access:

<https://sites.google.com/site/psaontariohandsconference2012/>.

## **Labour Movement/ Solidarity**

In an effort to strengthen our relationships with our allies we have attended several events including:

Toronto - Rally Against Rob Ford - On January 17, 2012 PSAC members joined thousands of community members and workers speaking out for city services in



a mass rally at Toronto City Hall to prevent massive cuts in the city's budget. The rally was a tremendous success and many of the services that were slated to be cut were not.

London – Caterpillar Solidarity Rally – On January 21, 2012 PSAC members from across Ontario came to support the locked out Caterpillar workers in London, Ontario. PSAC's Katy Fulfer, Local President for DCL 610 (Teaching Assistants and Postdoctoral Associates at Western University) spoke at the rally. In attendance there were over 10,000 people, including various labour unions and community groups.

The Canadian Federation of Students held a national day of protest on February 1, 2012. PSAC activists around Ontario were urged to take part in their communities to support affordable, quality public education. A large rally was held at Queen's Park in Toronto where several thousand students, labour union activists and community members took part.

PSAC members took part in the Global Afrikan Congress' forum on racial discrimination in the justice system on February 21, 2012 in Toronto. Part of that panel discussion was on the Conservatives omnibus crime bill and the danger it poses to equity and civil liberties. Participants engaged in a discussion of the negative implications of the passage of this bill for social justice advocates.

In Toronto on March 6, 2012 the First Nations community of Kitchenuhmaykoosib Inninuwug (KI) held a demonstration downtown, just across from a major mining conference taking place in the Convention Centre. The KI had been struggling with the provincial government to remove the Toronto-based God's Lake Resources mining corporation from mining on their ancestral land without their consultation. PSAC members stood in solidarity with the KI cause and a few weeks later the KI Nation won their fight against the mining company through the province's intervention.

On April 14, 2012 PSAC stood in solidarity with CUPE at a rally at the Toronto Reference Library, as negotiations for librarians in Toronto had taken a turn for the worst under Mayor Rob Ford. Members wanted to show their support for this vital public service, whose members help to educate and better our society.

Toronto – PSAC activists joined a demonstration on April 17, 2012 in front of the Coroner's office for the Justice for Migrant Workers rally. The rally was held due to the deaths of two migrant farm workers in southern Ontario to highlight the plight of migrant workers in Canada and the unsafe conditions of their work.

On April 21, 2012 the Ontario Federation of Labour (OFL) organized a mass demonstration against the proposed cuts in the provincial budget. PSAC activists convened in the Toronto regional office for a 1 hour teach-in on the potential impacts of this budget before heading to the rally. The rally had over 10,000

people take part, with Sharon DeSousa speaking at the rally on behalf of PSAC members in the province.

On April 23-24, 2012, the NDP held their National Leadership Convention in Toronto to elect the next leader of the official opposition. PSAC had a strong presence at the Convention and we look forward with working with our NDP allies in stopping the Harper Government.

On April 25, 2012 PSAC Ontario participated in a Global Teach-In. The Global Teach-In had speakers from 7 countries, with more than 15 cities on 4 continents. The Teach-In used videoconferencing technology and was hosted in the PSAC Toronto regional office. The event discussed the challenges facing humanity, as well as alternative policies needed globally, with PSAC's contribution on how the federal budget of austerity will harm the economy and local communities.

### **Equity and Human Rights**

The PSAC Toronto Racially Visible Committee sponsored a Black History Month dinner on February 29, 2012. The event was held in a banquet hall in Scarborough and was a huge success with many PSAC and community members in attendance.

On March 8, 2012 PSAC's Greater Toronto Area Council, Toronto Regional Women's Committee and the Toronto Racially Visible Committee co-sponsored an International Women's Day Event with ACORN Canada in Toronto. Colleen Wice, Ontario Council Regional Women's Committees Representative spoke on PSAC's behalf about how Harper's cuts hurt women. PSAC also had a booth at the event with our fightback and human rights materials.

The first PSAC Pride committee in Ontario was established in Toronto, with the open house taking place on April 16, 2012 in the Regional Office. This is the first PSAC Pride committee in Ontario and activists are excited at the opportunity to create a safe space to discuss LGBT issues and activism.

On May 5, 2012 PSAC Ontario co-sponsored a May Day and South Asian Heritage Month celebration in Mississauga. The event was a huge success with over 200 people in attendance.

In conclusion,

I have included the details of my activities since the last National Board of Directors meeting for your review.

Respectfully submitted for your approval,



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

**REVP Schedule for the period June 3 to October 7, 2011**

Jan. 19, 2012 – United Way Gala  
Jan. 21, 2012 – Stewards Assembly in Moose Factory  
Jan. 23, 2012 – Stewards Assembly in Timmins  
Jan. 24, 2012 – Stewards Assembly in Sault Ste. Marie  
Jan. 25, 2012 – Stewards Assembly in Sudbury  
Jan. 26, 2012 – Stewards Assembly in North Bay  
Jan. 28, 2012 – Stewards Assembly in Thunder Bay  
Jan. 30, 2012 – OFL Executive Board meeting  
Feb. 1, 2012 – Canadian Federation of Students Protest at Queen's Park  
Feb. 4, 2012 – Stewards Assembly in Kingston  
Feb. 6, 2012 – AEC meeting  
Feb. 7 – 9, 2012 – NBOD meeting  
Feb. 11, 2012 – Stewards Assembly in Pembroke  
Feb. 13 – 17, 2012 – PSAC National Convention Constitution Committee  
Feb. 21, 2012 – Toronto Pride Committee meeting  
Feb. 23, 2012 – UVAE press conference in Mississauga  
Feb. 23, 2012 – AGM CEIU 648  
Feb. 25, 2012 – Stewards Assembly in London  
Feb. 27, 2012 – Toronto Racially Visible Committee meeting  
Feb. 28, 2012 – Workers Health and Safety Centre meeting  
Mar. 1, 2012 – PSAC Ontario Council committees meetings  
Mar. 2 – 3, 2012 – PSAC Ontario Council meeting  
Mar. 5 – 6, 2012 – AEC meeting  
Mar. 7 – 9, 2012 – NHU Local 00021 - DCL 00603 vote  
Mar. 14, 2012 – CUPE rally at Toronto Reference Library  
Mar. 23 – 24, 2012 – NDP Leadership Convention

Mar. 26, 2012 – Stewards Assembly in Hamilton  
Mar. 27, 2012 – Ontario Provincial Budget Lockup  
Mar. 28, 2012 – Stewards Assembly in Barrie  
Mar. 29, 2012 – Federal Budget Watch in Toronto  
Mar. 31, 2012 – Stewards Assembly in Toronto  
Apr. 2, 2012 – OFL Executive Board meeting  
Apr. 14 – 15, 2012 – Ontario Health and Safety Conference  
Apr. 16 – 17, 2012 – AEC meeting  
Apr. 21, 2012 – Teach-In and Rally at Queen’s park over Provincial budget  
Apr. 25, 2012 – Global Teach-In  
Apr. 27, 2012 – WFA Regional Meeting  
Apr. 28, 2012 – NBOD meeting  
Apr. 29 – May 4, 2012 - PSAC National Triennial Convention  
May 8, 2012 – South Asian Month Celebration in Toronto  
May 9, 2012 – Stewards Assembly in Oshawa

Motion to adopt REVP’s report as presented.

m/s/c Réjean Amyotte and Ryan Bystrom

Motion carried – All

**Item 5. PSAC Ontario Regional Office – Updates**

**(Christopher Wilson, PSAC Ontario Regional Coordinator)**

Christopher Wilson presented his report.

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

**Staffing**

Jawara Gairey was the successful candidate for the Regional negotiator position replacing Kim Beemer. Jawara substantive position was a Regional Representative in the Sudbury Regional Office. He has been acting as a term Regional Representative in the Toronto Regional Office backfilling for Tom Hamilton. Jawara has experience negotiating collective agreements including the

first collective agreement at the Slots at Woodbine, Georgian Downs Racetrack and recently a renewal collective agreement at Candu (formerly AECL).

A staffing action has been initiated to replace Jawara Gairey in his substantive position as Regional Representative in the Sudbury Regional Office. The vacancy has not yet been posted. In the interim Norbert Wenzel will continue his acting assignment as term Regional Representative in the Sudbury Regional Office.

Lorraine Diaper was the successful candidate in the term Regional Representative position in the Toronto Regional Office until September 28<sup>th</sup> to backfill for Tom Hamilton whose position was previously being filled by Jawara Gairey on a term basis.

MaryAnne Laurico has been extended to backfill for Lorraine Diaper as a term Regional Representative in the Kingston Regional Office until September 28<sup>th</sup>, 2012.

I am pleased to announce that Nicole Wall is the successful candidate for the term Regional Representative position within the Toronto RO backfilling for Doug Kosakowski whose position was previously being filled by Lorraine Diaper on a term basis. Nicole Wall has extensive labour education experience working most recently for PSAC as a term Regional Education Officer (Ontario) and term National Education Officer. Nicole also worked as a Labour Educator from 2007-2010 at the Labour Education Centre in Toronto and special projects organizer for the Canadian Labour Congress. In addition to her labour education experience, Nicole has worked as a Partnerships Coordinator for the Toronto Training Board and Special Projects Coordinator with the Ontario Health Coalition. Nicole is active in her community; Justicia 4 Migrant Workers is a campaign that she has connected her labour activism to her community activism. Nicole will start her new position on Monday until September 28<sup>th</sup>, 2012.

PSAC has been approved to hire 1 summer student through the Canada Summer Jobs program. I will be consulting with human resources to determine the selection.

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

## **Unionware**

The membership module of Unionware is now live. The membership module is designed to replace our pre-existing MOCHA membership system and provide a state of the art centralized database to store membership information. All staff within the Region will be gaining access rights that reflect their usage of the system.

## Renovations

The renovations within the Toronto Regional Office are nearly completed with a fully integrated design to replace the prior patchwork layout of the office. Feedback was provided from the MDAC committee which has been forwarded to PSAC Holdings with a view to ensuring that the office is accessible to all members. Since the last Regional Council meeting automatic door openers have been installed to the front door, large boardroom and small board. In addition the sinks in both kitchens have been lowered to ensure that they are accessible. PSAC Holdings did a review of the office this week for further modifications including lowering the counter in the kitchen off the large boardroom to ensure that the office is fully accessible.

PSAC Holdings has now confirmed the new location for the Sudbury Regional Office at 754 Falconbridge (289 Cedar Street)

The automatic door opener does not appear to be working properly on the main entrance and the boardroom door.

**Action Item: Brother Chris Wilson will look into the automatic door opener and report back at the next Council meeting.**

**Action Item: Brother Chris Wilson to look into the length of the Sudbury office lease.**

### **Item 6. Ontario Council Committees Reports**

The Chair states that we need to be an inclusive union. The committees need to communicate among each other to be more inclusive.

#### **Equity and Human Rights Committee Report (Appendix "A"):**

Sister Colleen Wice presented on behalf of the Equity and Human Rights Committee. The Committee agrees to get more engaged and get members to take part in summer activities.

The Committee gave the Council members that were present their blue Sherpa jackets.

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

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

Carried unanimously

**Education Committee Report (Appendix “B”):**

Brother Réjean Amyotte presented on behalf of the Education Committee.

The Committee along with Regional staff is stilling working on developing a clear and transparent guideline for remote subsidies and the Alliance Facilitators Network in Ontario Region.

Motion to adopt the Education Committee’s report

m/s/c Réjean Amyotte and Laura Eastcott

carried unanimously

**Finance Committee Report (Appendix “C”):**

The Committee Chair Brother Brad Feraday presented the Committee’s report. The chair is requesting Council members to review the finance training they received back in July 2011.

Brother Bob Black will be coming into the Regional office on behalf of the Finance Committee to set up the new accounting system, transferring the books to Simply accounting.

Council members expense claim forms will be on the wiki site, members can print these forms from the site and bring it with them along with their receipts to council for payment.

If the REVP’s office does not receive your Council report you will not receive your expense cheque. Council members that drove to CIU Action today please put in a separate expense claim form and you will be reimbursed.

**Action Item: Sister Souad (Sue) Soubra would like the Finance Committee to send Council members the amount that is left in their Council portfolio budget.**

Motion to adopt the Finance Committee's report

m/s/c Brad Feraday and Ryan Bystrom

Carried unanimously

Motion that each Council member will be held responsible for the cost of their room that they have booked and not used, except due to extenuating circumstances. The cost to be deducted from their next expense claim.

m/s/c Bob Black and Ralf Bucherer

All in favour- 3

All Against – 16

Motion defeated.

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

The report was presented by the Committee Chair Bob Black. The Chair gave goodbye cards to the Council members that were moved from Health & Safety Committee into new Committees.

**Recommendation:** Council to adopt the Health & Safety Terms of Reference.

Motion to adopt the Health & Safety Committee's Terms of Reference

m/s/c Bob Black and Colleen Wice

carried unanimously

Motion to adopt the Health & Safety Committee's report



m/s/c Bob Black and Colleen Wice

Carried unanimously

**Political Action Committee Report (Appendix “E”):**

Laura St-Jean, Chair of the Political Action Committee presented the Committee’s report. The Committee review and finalized the Committee’s Terms of Reference.

The Committee chose three (3) slogans that will be used on the t-shirts for this year’s Labour Day parade;

- Public Services are your Services
- Working people: The real job creators!
- Unions: Prosperity for ALL, not Profits for FEW

The Labour Day t-shirts will be red this year.

Motion to adopt the Political Action Committee’s Terms of Reference

m/s/c Laura St-Jean and Christo Aivalis

Motion to adopt the Political Action Committee’s report

m/s/c Laura St-Jean and Christo Aivalis

Carried unanimously

**Item 7. Ontario Council Committees – Changes**

There are some changes that have been made to the committees. The Finance Committee needed some additional members that would be available to sign off on cheques.

## PSAC Ontario Council Committees 2012

<b>Education</b>	<b>Health and Safety</b>
Chair Debbie Willet	Chair Bob Black
Réjean Amyotte (Co-Chair)	Ralf Bucherer
Laura Eastcott	Leslie Searl
Melanee Jessup	Kingsley Onyeocha
Mary Jeyananthan	Vicki Pine
James Marchand	Judy Phillips
Karen Church	Mike Fummerton
MaryAnne Laurico	Colleen Wice
Christo Aivalis	
<b>Equity and Human Rights</b>	<b>Finance</b>
Chair Karen Church	Chair Brad Feraday
Colleen Wice (Co-Chair)	Laura St.Jean (Co-Chair)
Souad Soubra	Souad Soubra
James Marchand	Ryan Bystrom
Judy Phillips	(Bob Black)-Back up
	(Mary Jeyananthan)- Back up
<b>By-Laws</b>	<b>Political Action</b>
Debbie Willet	Chair Laura St.Jean
	Melanee Jessup (Co-Chair)
	Christo Aivalis
	Brad Feraday
	Lino Vieira (Staff)
	Christopher Wilson (Staff)

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

The Chair states alternates attending the meeting on behalf of the elected officers, they can give highlights of what they have done over the period. When the elected officer returns to Council they will complete a report covering the full period. Alternates are responsible to update their counter parts on the issues that were discussed at this Council meeting.

## **Item 9. Fight-back Plan**

The Chair states the National President Sister Robyn Benson would like to hold a National Day of Action on September 22, 2012. The details will follow as it is received, the Chair would like to put Council on notice that this event is to take place.

PSAC Ontario Council went to support CIU FB Bargaining team at a lunch time rally at the airport. The rally was a great success.

Fightback plan agenda:

- Serve conservative Members of Parliament affected notices
- Activities in relation to our fightback initiatives – staying visible in community (Pride, London Ribs Fest, Kingston Blues fest, etc.)
- Linking with other Unions and Community groups and Non Governmental Organizations as all the public is impacted

The last National Board of Directors (NBoD) meeting a motion unanimously passed that we show solidarity to all Labour Unions.

The budget that was passed at the last National Convention does not take effect until January 2013.

### **Activities of the Summer**

Political Action fund supports different events in the region every year. Labour Day events celebrates the work that we do as Public Servants.

Brother Ralf Bucherer states that events such as the Kingston Blues festival was used to engaged members and the general public. He used the opportunity to get members and general public to sign off on the Tony Clement petition. Brother Ralf “We were able to speak to the public and inform them about what we were advocating, these events are important in building community support.”

## **Labour Day**

Labour Day Proposal request forms have been sent out to all Area Councils. The Political Action Committee will be reviewing all Labour Day proposals received.

### **Item 10. Collective Bargaining**

Brother Réjean Amyotte provided an update on the Statistical Survey Operations (SSO) Regional Officers and Field Interviewers negotiations. They have met for four days and no one has walk away from the table. The employer came back numerous times asking for clarification on seniority. Negotiator Morgan Gay was successful in negotiating seniority. The employer states that the act that governs the SSO is the Statistics Act.

Brother Ralf Bucherer states that Council members needs to be more involved with the bargaining teams. Council members need to advocate for the members that are in bargaining by contacting our MP's and getting involved in actions. The Membership needs to be engage before we get to bargaining, especially the executive team.

**Action Item: A one page document should be created and posted on the website that will show the different bargaining units, also it should show if there has been any achievements, impasse or walk away from the bargaining table.**

The Chair believes it is a great idea and will check with PSAC National on how we can facilitate this action item at the National level, but will make it happen at the Regional level.

Brother Lino Vieira states that the World Bank posted on Facebook that Unions create prosperity within countries.

The Caterpillar plant that closed its doors to worker in the London Area has since reopened in the USA. They have been bringing workers from London Area to work at the new plan at a rate of \$300/per day.

## **Item 11. Communications- Ontario Council Youtube Challenge**

Brother Lino Vieira stated that Facebook had a glitch on the weekend and rolled the Youtube challenge into an old event, he has since updated Facebook and fixed the situation by recreating the event.

There have been no submissions to date. We need to step up our efforts and advertise the Youtube challenge whatever way we can. The Ontario Region was quoted for this initiative, other Regions have since started their own Youtube Challenge.

At the recent Young Workers Summit they were discussing making a Youtube video about Public Services, they were unaware of the Youtube Challenge.

Brother Christo Aivalis will be sending out the Youtube Challenge information again.

### **Ontario Council Newsletter**

The first Ontario Council Newsletter was sent out May 2012 and it was a great success. The next newsletter will go out either October or November 2012. We are looking at doing two themes that will tie into each other. The two themes are WFA/Cuts and Toxic Workplaces.

Some of the highlights within the next newsletter could include tips on how to deal with workplace stress, a piece on toxic workplaces, rumours and misinformation. Also, we have to make sure we feature the PSAC September National Day of Action, and any rallies/actions that may have taken place. It is important to relate all the pieces on how Council can play a part in helping members.

Brother Christo Aivalis is encouraging other Council members to contribute submissions to the newsletter, no more than 400 words.

## **Social Media**

Brother Lino Vieira gave each Council member a document which outlines best practices and guidelines for social media. We should also try and keep it as positive as possible. He will also post the document on the wiki site.

## **Item 12. Workforce Adjustment**

The Ontario Region is unique from other regions. There are some departments which have decided not to participate in Workforce Adjustment (WFA). We need to make sure we have communications going out at all levels. WFA is part of the collective agreement and it is the employer's responsibility to provide it to members and we have to hold them accountable.

To date Ontario Region has delivered over 39 WFA session and we were very proactive with how we deliver these session. Some members chose not to participate because they believe that they were not affected. The Components have started filing policy grievances.

We have an Ontario Federal Council WFA Committee which is also working with the employer and the Components. Quebec is the only other province that has developed a Quebec Federal Council WFA Committee. On the Ontario Federal Council WFA Committee we have Sister Sharon DeSousa and Sister Joan-Ann Gravesande.

Brother Travis Lahnalampi states that the employer has developed a National site that members can go to and swap positions. One of the issues with this site is the Union does not have access to the site and this makes it difficult for the Union to council members on.

A lot of Area Councils have started to do grassroots movements within their region to assist in the alternation process.

### **Item 13. PSAC National Triennial Convention**

The Chair believes it was deliberate that the employer sent out the affected letters the same period as the PSAC National Triennial Convention.

The resolutions that were passed at Convention will be placed on the Council wiki site. Last set of resolutions that were debated at the last NBoD meeting, will be placed on the wiki site once the documents have been received from PSAC National.

Sister Vicki Pine states it was very good to see the solidarity among the DCL locals, this helped to defeat a lot of the resolutions that were against DCL locals.

**Point of Privilege:** Brother Ralf Bucherer wanted to say thanks to Brother Lino Vieira on the outstanding job he is doing in coaching and helping the members with political activities. He would also request speaking notes to be emailed to Council on how to deal with the media.

Brother Lino Vieira states when the media calls they are looking to speak to someone who is doing the job. Whenever you speak to the media you have to state that you are representing and speaking on behalf of the union this is very important.

### **Item 14. Young Worker Committees and Conference**

The Young Workers Summit will be taking place July 27- 29, 2012. The deadline to submit applications has been extended to June 29, 2012. A young worker is any member 30 and under.

The residence for members taking part in the summit will be at the University of Toronto and the summit will be held at the Toronto Regional Office in the large boardroom.

Brother Christo Aivalis is asking Council members to direct young workers within their region to him because he is looking to start a Young Workers Committee.

**Item 15. PSAC Equity Conferences Presentation by Mariam Abou-Dib**

This November/December 2012 PSAC will be holding a Human Rights Committee meeting, Leadership Summit and a National Aboriginal Peoples' meeting. In November 2013 PSAC will hold all of its Equity Conferences simultaneously, although none of the conferences will have their budgets cut.

The conferences are normally held over 2.5 days. From here onwards it will be from Monday to Friday for 5 days. This will give the committees time to share and members the opportunity to attend all the workshops that apply.

The new process will result in tremendous savings to the union by not having staff working at 5 different conferences, which we would need approximately 30 staff members per conference. With this new process we would have approximately 60 staff members working at the one larger conference.

This also allows us to reach more members; we will no longer have one member going to three different conferences, now members can go to all the applicable workshops within one conference.

All proposals will be done at the beginning and at end of the plenary. We are hoping the workshop will bring out some new directions.

PSAC Ontario Regional Women's Conference must be held four months prior to the National Women's Conference in order to submit resolutions.

Brother Christo Aivalis would like to see at least one person from a DCL on the Organizing committee

The Chair states there needs to be a dialogue between the PSAC Ontario Council Human Rights and Equity Committee and the DCL representative on Council.



**Item 16. JLP Presentation by Romeo Jackson**

Joint Learning Program (JLP) is a Memorandum of Understanding (MOU) that was signed between PSAC and Treasury Board (TB) of Canada to improve labour relations and increase the understanding of the roles of the Union and management in the workplace.

A workshop summary which is located on the JLP website ( [www.jlp-pam.ca](http://www.jlp-pam.ca)), shows where the workshops are being facilitated through different Components and the regions.

Promotional workshops are happening, with the first in Sudbury starting November.

Workshops are jointly participated and attended by Labour and Management. Without representation from management the JLP would not be successful.

Once the program is set up, we will have DCL members facilitate within their own units.

**Item 17. Representation Presentation by Wael Afifi**

The representation department has been working on a back-log project, which was approved by the NBoD in December 2008 in advance of the 2009 convention.

PSAC has increased the number of staff by five additional term officers. Also staff want to work on educating members, so we have made ourselves available to participate in courses and workshops that Components or Regional Offices might be holding. PSAC has designed a new tool in UnionWare to help in managing cases.

At the time, PSAC had an active case load of over 3,000 grievances, which we were able to reduce by 56% by December 2011. PSAC close on average of 105 cases per month in the back-log project section and on average of 122 cases per month in the referrals section.

One of the department's main goal right now is to create a reduction in the level of non-referrals. To help PSAC reduce the level of non-referrals, we are actively working with DCL's and Components and showing them how to make strategic use of resources.

When our team of analyst review cases and identify a case as a non-referral, we focus on case law and the merit of the case. PSAC is very careful with non-referral cases because it could initiate a duty of fair representation complaint. PSAC would send a letter to the grievor, the Component and the DCL explaining why the representation section believes the grievance is non-referral.

All cases which have continued on to mediation or formal hearing, have achieved a positive gain for the membership in over 84% of these cases. This speaks volumes about the hard work of Union Representatives throughout the process of representing cases and the ability to leverage arbitration wins into negotiated settlements.

### **Representation Section Main Priorities**

- Termination grievances
- Harassment, Duty to Accommodate, Discrimination – Worker Compensation, Health & Safety
- Collective Agreement interpretation
- Policy grievances
- Workforce Adjustment
- Outreach, information, education
- Working cross-organizationally

### **Item 18. Occupational Group Presentation**

In 2008 an Memorandum of Understanding (MOU) was placed in the PA group bargaining unit. PSAC advocates for one unit however Treasury Board (TB) is proposing two units; Programs and Services Development and Delivery Group.

Treasury Board (TB) has provided PSAC with their definitions of who would belong to each of the new bargaining units. A response has

been provided with PSAC's feedback, however TB has not provided a response as yet.

Union consultation is strained as TB is pushing for splitting the bargaining unit and disregards PSAC concerns.

**Item 19. New Business**

PSAC Ontario Regional Convention will be held in 2014 and planning needs to begin. The Chair states that the Convention is the responsibility of the REVP's office, however Council will be involved in the process.

In the past PSAC Ontario Regional Convention was held in the Greater Toronto Area for a couple of reasons. Over 50% of our membership is located in Toronto as well as all major flights connects through Toronto Pearson airport. The Convention is not fully funded and therefore we should be cost effective to ensure members are not out of pocket.

Council would like the location that is chosen to be cost effective. Brother Adedoyin Odukoya suggested looking at 2 cities and doing a cost analysis on the area. After a lengthy discussion a motion was moved by Brother Bob Black.

Motion that Ontario Council look at the cities Hamilton and Toronto.

m/s/c Bob Black and Adedoyin Odukoya

Carried unanimously

**Action Item: Cleo will look into costing for holding the Convention in Hamilton or Toronto Region.**

Point of Privilege – Sister Colleen Wice suggested that Ontario Council and Locals join The Association of Public Service Alliance Retirees (APSAR), and that Council sign up for a three year membership at a yearly cost of \$20.

Brother Rejean Amyotte reminded Council that the membership can only be signed up for the period that Council has left in their term.

Motion that PSAC Ontario renew their affiliation with APSAR for the remainder of the mandate of 2 years.

m/s/c Colleen Wice and Réjean Amyotte

Motion carried unanimously

Brother Rejean Amyotte serve notice to Council that he will be tabling a motion at the next Council meeting for an annual financial statement review.

Motion to adjourn meeting at 3:10 pm

m/s/c Bob Black and Colleen Wice

All in favour - carried

## **APPENDIX “A”**

### **PSAC Ontario Council Equity and Human Rights Reports April 2012 to June 2012**

**Committee Chair:** Karen Church (regrets)

**Committee Members:** Colleen Wice  
Judy Phillips (regrets)  
Souad (Sue) Soubra  
James Marchand  
David Carr

**Staff:** Joan-Ann Gravesande

#### **Agenda**

1. Fight back campaign
2. Pride parade and activities
3. Assembly of first nations AGA ( annual general assembly)
4. Calendar of events

#### **Actions**

1. Fight back campaign, across the region PSAC requesting members to go to their mp regarding issues using the equity lens. PSAC is attending all summer activities handing out materials that talk about public service cuts eg buttons, flyers, etc.... Committee agreed to get more engaged. Members of the committee committed to outreach (cold calls) to other

2. Toronto region has now established Pride committee and they are participating in Toronto Pride Parade, theme-celebrate and demonstrate!  
All unions will be walking together to show power of solidarity!!!!  
Decorations will celebrate pride and Canada day together-red and white. Debriefing of parade will be on July 18 to discuss pros and cons. Pride parade in London, David will be attending July 22. Pride parade in Windsor, Karen will be attending in Aug. The Committee will request all Council members to promote and possibly attend pride events in their area.
3. AGA- happening in Toronto at convention center on July 17-19 and James will be attending. Current chief will be seeking re election-he is union friendly. Three others are running for chief-will be stiff competition. James is not delegate but will be observer and will be doing outreach and promoting PSAC. James requested door prize for the Annual General Assembly from PSAC. Joan-Ann will find out. James advised alot of changes will be coming. Joan-Ann advised PSAC is putting on Aboriginal tub course at the Aboriginal Native Center on spadina in September.
4. Calendar of events-committee agreed to continue to promote equity and human rights events. Members agreed to provide messages for each of their respective portfolios, send to regional office for posting via Sharon and Lino. The Committee agreed to represent PSAC and possibly their respective portfolios at local labour day activities and events.

### **Strategic Plan –**

Meet November 3/12 after Council from 3pm to 8pm to develop strategic plan for 2013/2014 pending approval from REVP and other committee members.

## **APPENDIX “B”**

### **PSAC Ontario Regional Council Education Committee Report March 2012 to June 2012**

**Committee Chair:** Réjean Amyotte

**Committee Members:** Laura Eastcott  
Debbie Willett (regrets)  
James Marchand  
Christo Aivalis  
Melanie Jessup (regrets)  
David Carr  
Travis Lahnalampi  
MaryAnne Laurico (regrets)  
Karen Church (regrets)

**Staff:** Judith Monteith-Farrell

#### **June 18, 2012**

- Education Committee met via conference call on June 18 to be briefed by Chair Debbie Willett and Regional Education Officer Shirley Riva of a meeting which was held about the Alliance Facilitators Network (AFN).

#### **June 21, 2012**

- 2013-2015 3 year plan...
  - Council members should start polling their constituents now on their education needs
  - speak with PSAC regional reps.
  - Committee chair, Debbie Willett, will communicate with REO to ask that Regional Office Representatives begin to plan the RO education plan for the next 3 year cycle.
  - Preliminary discussions regarding the delivery method, geo based course vs. school format, for advanced courses were held.
  - Discussion on challenges as they relate to recruitment for Regional Office courses.
- Stewards Project – Brother Christo Aivalis provided information on this national project
- AFN – Acting chair Brother Réjean Amyotte brought committee members up to date on the meeting of June 18, 2012, not all committee members were able to attend the conference call.

Discussion was had on a number of issues

- Updating list of AFs (This task has already begun in the ROs)
- Criteria for becoming an AF
- Evaluation process for AF
- Delivery of weekend courses by AF and implications as they relate to staff collective agreements
- Travel Policy: Brief discussion on the need for a clear policy on travel to educational events while maintaining some flexibility to be able to deal with exceptional situations and how to accommodate the remote subsidy in this policy.

#### **Goals for the next term:**

- Finalize 3 year education plan
- Continue to discuss the AFN issue in order to bring recommendations to council

#### **Recommendations to Council:**

None



## **APPENDIX “C”**

### **PSAC Ontario Council Finance Committee Report March 2012 to June 2012**

**Committee Chair:** Brad Feraday

**Committee Members:** Laura St-Jean  
Mary Jeyanathan (regrets)

**Staff:** Sharon DeSouSa

#### **Review**

- REVP, Cleo and Brad met to review claim forms & prepare cheques on May 30, 2012.
- Draft Chart of Accounts was finalized.
- Discussed role and responsibilities of committee members.
- Laura, Brad, REVP worked on claims June 21-23, 2012.

#### **Goals for the next term:**

1. To assess and determine the finances for the next budget.
2. To use a new system of accounting.
3. To develop a Donation policy.

**Action Items:**

- Prepare financial statements for 2012.
- Prepare 2013 budget.
- Prepare Donation policy.

**Recommendations to Council:**

- N/A

**APPENDIX “D”**

**PSAC Ontario Regional Council  
Health & Safety Committee Report  
April to June 2012**

**Committee Chair:** Bob Black  
**Committee Members:** Ryan Bystrom  
Ralf Bucherer  
Mike Fummerton  
Vicki Pine  
Judy Phillips (regrets)  
Souad (Sue) Soubra  
Colleen Wice  
Kingsley Onyeocha (regrets)

**Staff:** Chris Wilson

The committee spent about 2 hours discussing with the REVP and Regional Rep, issues that have arisen from the PSAC Ontario Health and Safety Conference.

The committee spent the balance of our meeting discussing and developing the Terms of Reference.

**Goals for the next term:**

1. Develop an action plan using the minutes of the Health and Safety Conference Regional caucus meetings.
2. Set parameters and participate in conference call between council meetings in an effort to keep in touch with what is going on in the local offices.

**RECOMMENDATION TO COUNCIL:**

Adopt the Terms of Reference as written

Rationale:

All committees should develop terms of reference to be adhered to.

THIS REPORT IS MOVED BY BOB BLACK, SECONDED BY  
COLLEEN WICE

## APPENDIX “E”

### PSAC Ontario Regional Council Political Action Committee Report March 2012 to June 2012

**Committee Chair:** Laura St-Jean

**Committee Members:** Brad Feraday  
Christo Aivalis  
Melanne Jessup (regrets)  
Christopher Wilson  
Sharon DeSousa (REVP)

**Staff:** Lino Vieira

The Committee had 2 conference calls since Council last met in March. The report below combines' information from those 2 calls scheduled on April 24, 2012 at 6pm and May 30, 2012 at 6pm, and the Committee's meeting on June 21, 2012.

#### **Objectives:**

- To review and finalize the Political Action Committee's (PAC) Terms of Reference for Council to adopt
- Find alternate means for our members to show their solidarity when they are unable to take part in an event or action

#### **Actions:**

- The PAC reviewed and finalized the Committee's Terms of Reference. The Terms of Reference will now be brought to Council for adoption.
- Ideas brought forward for alternate methods for members to show their solidarity included: wearing union pins, stickers, arm bands, bracelets, cloth, same colour clothes, writing letters to the editor, helping to prepare materials (i.e. placards, printed materials). Participation in phone banks, social media outreach and petitions.
- The Committee created a variety of possible Labour Day slogans that were presented to Council via email. Council voted on the 11 choices and the top 3 were selected for use on this year's Labour Day T-Shirts.

**Recommendation to Council:**

Council adopt the Political Action Committee's Terms of Reference.

***Moved by Chair Laura St-Jean that the Political Action  
Committee report be accepted by Council  
Seconded by Christo Aivalis***

## **APPENDIX “F”**

**Brad Feraday  
PSAC Ontario Regional Council  
Alternate to the REVP Report  
March 2012 – June 2012**

### **Objectives:**

- Assist the REVP as requested
- Engage PSAC members, remind them of the 100+ years of union accomplishments in Canada & why they should be proud of their union heritage and raise their level of activism
- Educate members on the current political agenda, how it affects them and what they can do to change it
- Attend community meetings, raise the PSAC's profile & unions in general, educate Canadians on current events & related union actions and historical accomplishments
- Meet with politicians at all levels of governance and affiliation.
- Meet with other union activists and promote & participate in union sponsored events

### **Actions:**

- Participated in Liberal and NDP events throughout GTA
- Spoke on CBC Radio1 on public sector pensions
- Discussed Finance Committee issues with the REVP
- Participated in Political Action Committee teleconferences
- Contacted Elizabeth May & Joe CoMartin about filibustering 3<sup>rd</sup> reading of omnibus budget bill.

### **Plans:**

- Meet with M.P.s about cuts to Public Services
- Engage and activate the new PSAC members in Durham
- Attempt to meet again with Conservative MPs
- Continue attending events and riding association meetings for NDP & Liberals
- Participate in National Days of Action & other PSAC sponsored events
- Attend meetings sponsored by other unions

In Solidarity,  
Brad Feraday, Alternate to the REVP, Ontario

**Christo Aivalis**  
**PSAC Ontario Regional Council**  
**Young Workers Representative Report**  
**March 2012-June 2012**

Objectives:

- Continue to proliferate knowledge of the council, and my position specifically, amongst members
- Utilizing creative ways and mediums to engage members and general public
- Bring awareness of public service cuts and their specific effects on younger members both in the Academic and non-Academic sector
- Ensuring that there is a stronger push to integrate Academic DCLs with other members, and to forge much-needed connections between young workers, academic and otherwise.

Actions:

- Attended Toronto Rally Against Cuts
- Attended Ontario Federation of Labour Equity Retreat
- Attended PSAC Ontario Regional Health and Safety Conference
- Wrote and edited the first Ontario Council Newsletter
- Edited the proposal for the Ontario Council YouTube contest
- Worked with regional staff to write and prepare the proposal for the Ontario Region Young Workers' Summit
- Participated in Labour Day planning as member of the Political action committee.

Plans:

- Continue to work on future iterations of the Newsletter
- Help to judge the YouTube contest entries
- Chair Young Workers' Summit
- Attempt to accomplish the above-listed objectives to the best of my ability

In Solidarity,  
Christo Aivalis,  
Young Worker Representative

**Mary J. Jeyanathan  
PSAC Ontario Regional Council  
Region 5, Greater Toronto Area Representative Report  
April 2012 to June 2012**

**NIL Report**

In Solidarity,

Mary J. Jeyanathan  
Region 5, Greater Toronto Area Representative



**Ryan Bystrom**  
**PSAC Ontario Regional Council**  
**Region 1, NorthWestern Ontario Representative Report**  
**April 2012 to June 2012**

**Objectives:**

- Maintain contact with the Regional Office
- Keep the members informed on what PSAC Ontario Council is doing
- Promote Union Education especially health and safety
- Promote Health and Safety in the Region

**Actions:**

- Attended Budget watch March 29, 2012
- Interviewed by CBC radio 88.3 fm aired March 30th
- <http://www.cbc.ca/news/canada/thunder-bay/story/2012/03/30/thunderbay-job-cuts-reaction.html>
- Apr 14 - 15 attended the Ontario Region H&S conference
- Apr 29 to May 11 attended WHSC instructor training course
- Had a brief conversation with John Rafferty NDP-MP for Thunder Bay Rainy River about Budget Cuts in Thunder Bay and is a firm supporter that these cuts should not happen
- Attended and help facilitate WFA training with Judith Monteith-Farrell May 31
  
- Attended Funeral for Paulina Nguyen June 1, young NAPS officer
- Attended WFA information session at Aboriginal Affairs office in Thunder Bay with Garry Larouche RVP Ontario for UNE
- Attended various Area Council meetings
- Attended Various District Labour Council meetings
- Attended Various LMCC meetings

**Plans:**

- Travel in the region promoting the upcoming education schedule
- Connect with the other local health and safety reps
- do more lobbying with the local MP's/MPP's in the region
- Provide as much Facilitating of Health and Safety Courses as necessary

In Solidarity,

Ryan Bystrom  
Region 1 Northwestern Ontario Representative

**COLLEEN WICE**  
**PSAC Ontario Regional Council**  
**Regional Women's Representative Report**  
**March 2012 - June 2012**

**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 PSAC Ontario Council Mar 1-3/12
- Attended ACORN at Steelworkers Hall and spoke on behalf of PSAC women Mar 8/12 for International Women's Day
- Attended Barrie Regional Women's Committee Meeting Mar 12/12
- Attended Barrie Area Council inaugural meeting Mar 15/12
- Attended Stewards Assembly Mar 28/12
- Attended Ontario Federation of Labour Equity Retreat Mar30-Apr 1/12
- Participated in RWC conference call with Rep's all over Canada Apr 2
- Attended and participated at PSAC Health and Safety Apr 14-15/12
- Attended PSAC National Triennial Convention April 29-May 4
- Attended Toronto RWC May 8
- Participated in first Ontario RWC conference call may 16
- Attended Barrie RWC May 16
- Attended OFL Women's Committee meeting May 29

## **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
- Start working on upcoming RWC conference.

In Solidarity

Colleen Wice  
Regional Women's Representative

**MaryAnne Laurico  
PSAC Ontario Regional Council  
Directly Chartered Local Academic Workers Representative Report  
April 2012 to June 2012**

**NIL Report**

In Solidarity,

MaryAnne Laurico  
DCL Academic Worker Representative

**Souad (Sue)Soubra**  
**PSAC Ontario Council**  
**Members with Disabilities Representative Report**  
**March 2012 to June 2012**

**Objectives:**

- Keep open lines of communication with Disability Community through email tree
- Attend Regional Committee meetings. (MDAC, RWC, GTAC, RVC)
- 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 Ontario Council meeting/training – March 1-3/12
- Attended RWC meetings May 1<sup>st</sup> – June 5<sup>th</sup>/12
- Attended Hamilton MDAC AGM – March 12<sup>th</sup>, June 19<sup>th</sup> meeting.
- Participated at the PSAC budget watch events – March 29<sup>th</sup>/12
- Attended the Local President & Stewarts Assembly Course – March 31/12
- Participated at H&S Conference – April 14<sup>th</sup> -15<sup>th</sup> /12
- Attended/Chaired TMDAC meetings - April 17<sup>th</sup>- June 25<sup>th</sup>/12
- Attended 2012 PSAC National Convention – April 29<sup>th</sup> -May 4<sup>th</sup>/12
- Attended the Labour Day Parade Committee meeting – April 25<sup>th</sup>/12
- Attended GCWCC Steering Committee Meeting – May 14<sup>th</sup>, June 5<sup>th</sup>/12
- Attended GTAC meeting – May 16<sup>th</sup>/12
- Participate Health and Safety Conference call – May 16<sup>th</sup>/12
- Attended United Way “Thanks a Million” Ceremony – June 21<sup>st</sup> /12
- Sent out the first issue of MDAC Newsletter
- Attended GSU Equity meeting in Ottawa – June 14<sup>th</sup>-15<sup>th</sup>/12

### **Future Plans:**

- ❖ Keep in touch with Regional PSAC office
- ❖ Attend Regional Committee meetings. (MDAC, RWC, GTAC, RVC)
- ❖ Meet/contact/communicate with members
- ❖ Attend Committee meetings
- ❖ Keep working/updating MDAC Newsletter
- ❖ Promote a Joint committee meeting; Toronto and Hamilton MDAC
- ❖ Open new MDAC Committees in Barrie and London's areas During current three year mandate
- ❖ Human Right Equity Committees Joint event
- ❖ MDAC: Open House, Wellness Events, Update the newsletter
- ❖ Stay involved with GCWCC

In Solidarity,

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

**BEDEKINGSLEY ONYEOCHA  
PSAC Ontario Regional Council  
Regionally Based Separate Employer Report  
March 2012 to June 2012**

**NIL Report**

In Solidarity,

Bedekingsley Onyeocha  
Regionally Based Separate Employer



**Réjean Amyotte**  
**PSAC Ontario Regional Council**  
**Region 2, Northeastern Representative Report**  
**March 2012 to June 2012**

**Objectives:**

- Continue to consult with Regional Office on matters such as education, political activity and issues with the broader labour movement in the region.
- Communicate with Locals as to their needs and make them aware of Council initiatives and campaigns
- Participate in the organization of the North Bay Labour Day Picnic
- Interact with the greater labour movement and promote the PSAC and our campaigns

**Actions:**

- Participated in meetings of Sudbury and Area AC
- Participate in North Bay and District Labour Council meetings
- Attended CLC Lobbying course
- SSO Bargaining
- Delegate to PSAC National Convention
- Deliver WHSC Hazard Prevention Program training to SSO NOSH Policy Committee
- Speaker at Free Democracy Rally in North Bay when Stephen Harper was in North Bay to celebrate Armed Forces Day
- Activities within my Local
- Statistics Canada WFA Regional Committee

**Plans:**

- Continue to consult with Regional Office
- Continue to promote PSAC campaigns to members and affiliates

In Solidarity  
Réjean Amyotte  
Region 2, Northeastern Representative

Laura St-Jean

Region 2, Northeastern Ontario

March 4, 2012 – June 20, 2012

**Objectives for this period:**

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

**Activities for this period:**

- Coalition building with representatives of CUPE and OSSTF
- Visit to Sault Ste Marie (combined with CEIU visit) and contacted Sault PSAC Presidents regarding WFA numbers and future training dates
- participated in Timmins District Labour Council activities and meetings
- continued to provide information to members across the Region via email and using social media
- maintained contact with the Sudbury RO to ensure that information was shared in a timely manner
- attended Ontario Council Committee meetings and OC meeting

**Objectives for the future:**

- continue to improve communications with members across the Region
- to provide training to small groups of members who require it, ie. WFA
- Attend Area Council meeting in other areas to share our common message and to provide visibility of PSAC in the Northeastern Region.

Respectfully submitted in Solidarity,

Laura St-Jean

Region 2, Northeastern Ontario Representative

**Vicki Pine**  
**PSAC Ontario Regional Council**  
**Directly Charter Local Representative Report**  
**March 2012 – June 2012**

Objectives:

- Develop current DCL contact/email listing
- Establish working group for building DCL First Nations Policing Sector Assembly
- Work on Jurisdictional Challenge by APS/NAPS and keep members informed and active on legal progress
- Develop best ever 2<sup>nd</sup> Annual DCL Conference
- Establish contacts for promoting PSAC initiatives and education

Actions:

- Working with RO's to develop DCL email tree, contact list not up to date so need to verify and get correct information. Added contacts from previous workshops and schools. Developed group's specific to issues.
- Attended the following meetings this period:
  - Ontario Regional Council Meeting – March 1<sup>st</sup> – 3<sup>rd</sup> , including a number of extra and late night meetings for Health & Safety committee for upcoming H & S Conference and attend March 1<sup>st</sup> Day events
  - DCL Organizing Committee 1<sup>st</sup> meeting March 4<sup>th</sup>-6<sup>th</sup> in Toronto
  - Health & Safety Conference, April 13<sup>th</sup> – 15<sup>th</sup> in Toronto, attended conference also worked on Terms of Reference for H & S committee, headed caucus sessions.
  - Organized meeting with UOI Grand Chief Pat Madahbee and Deputy Grand Chief Glen Hare, OC Aboriginal rep James Marchand and President of DCL Local 0426 Maryann Darling in regards to support for Jurisdictional Challenge, also met with Garden River Chief Lyle Sayers about same issue.

- SS Marie Area Council Mtg. - April 23<sup>rd</sup> , preparation for convention.
  - PSAC National Triennial Convention – April 28<sup>th</sup> – May 4<sup>th</sup>, defeated resolutions in regards to DCL’s becoming components.
  - Mtg. May 1<sup>st</sup>, Ottawa with NAIM reps, Luc Talfour, Terry Lynn Brant, PSAC Aboriginal advisor Michael Desautels, OC Aboriginal rep James Marchand, Ontario RO Sharon DeSousa, Chris Wilson, Lino Vieira, Treaty 3 Mike Bennett, updating on Jurisdictional challenge and input and gain support.
- The following conference calls took place:
    - April 2<sup>nd</sup> – Jurisdictional Challenge call with all involved updating on court process.
    - April 3<sup>rd</sup> – DCL Organizing Committee, follow up from original meeting in Toronto in March, hotel confirmed.
    - April 11<sup>th</sup>- Jurisdictional Challenge call with Police Sector.
    - May 16<sup>th</sup> – DCL Organizing committee, follow up and roadmap work, call out letters and registration forms completed.
    - May 22<sup>nd</sup>, Ontario Council , update from Convention
    - May 23<sup>rd</sup> & 24<sup>th</sup> – DCL Police Sector – updating on meetings in Ottawa and making sure everyone on same plate with course of action.
    - May 28<sup>th</sup> – DCL Police Sector Call, strategic planning for July
    - June 5<sup>th</sup> – DCL Organizing Committee – follow up and further planning on letters, hotels
    - June 19<sup>th</sup> – DCL Organizing Committee – follow up after staff conference and Service agreements, presenters, etc.

Plans:

- Continue in full force to keep members informed of Jurisdictional Challenge.
- Contact Commissioners and get there sector formed or networking on their issues.
- Works is continuing on the 2nd Annual DCL Conference, Sept 2012 and make sure all members plan on attending. Check out our face book page (once I do blurb for it) and keep interest growing

Sister in Solidarity,

Vicki Pine  
DCL Representative

**BOB BLACK**  
**PSAC Ontario Regional Council**  
**Region 6, Hamilton Niagara Representative Report**  
**November 2011 – Mar 2012**

**OBJECTIVES:**

- Continue to prepare for PSAC CONVENTION 2012
- Maintain communications with current Regional contacts
- Promote PSAC / union values
- Promote/Chair Ontario Council Health and Safety Conference

**March** 7 Workers Health and Safety Centre upgrade meeting  
9 NDP OAS Forum in Hamilton  
12 HMDAC Meeting, re-elected Chair  
14 CURC meeting re March 1  
19 Area Council AGM re-elected President  
26 Attended Regional office re Simply Accounting  
Escorted REVP to Hamilton Steward Assembly

**April** 1 Attended Stewards Meeting  
10-14 Prep for Health and Safety Conference-Chair Conference  
25 Attended members home re WSIB file  
Attended CEIU 631 AGM  
28-5 PSAC National Convention

**May** 9 Hamilton Veterans Affairs WFA training

**June** 7 Toronto Regional office for Public Service Week Materials  
8 Distributed PSW materials  
11 Attended Hamilton Area Council  
13 Attended UTE WFA meeting  
18 Attended United Way AGM, asked to represent PSAC on campaign  
19 Attended and Chaired HMDAC

**PLANS:**

Continue to keep contact with members, Prepare Action plans from Health & Safety Conference material, continue to work with affected members within the region, prepare for Hamilton Labour Day and Picnic.

In Solidarity always,

Bob Black  
Region 6, Hamilton Niagara Representative

**James D. Marchand**  
**PSAC Ontario Regional Council**  
**Aboriginal Members Representative Report**  
**March 2012 – June 2012**

Attended Health and Safety Conference as a delegate. Stress in workplace training.

Regional Caucus developed Action Plan.

Travel to Sault Ste Marie to lobby Union of Ontario Indians Grand Chief and Deputy Grand Chief. regarding Jurisdictional challenge for FN Police and Civilians.

Met with Garden River Chief and Police Board member.

Attended PSAC Triennial Convention to meet with FN Police and Civilian members to brainstorm and status updates.

Attended Thunder Bay Regional Office and discussed APS/NAPS jurisdictional challenge.

Attended CIU local general meeting in Cornwall. Reminded members of NPSW boycott.

Outreach to various members via email.

In Solidarity,

James D. Marchand  
Aboriginal Members Representative



**Mike Fummerton**  
**PSAC Ontario Regional Council**  
**Region 4, Southwestern Ontario Representative Report**  
**March 2012 – June 2012**

**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:**

- Organized “Budget Watch” for PSAC Components and media on March 29.
- Gave numerous media interviews regarding Government cuts.
- Attended CBSA meeting with MP Joe Comartin and MP Brian Masse against cuts in Windsor.
- Attended Grievance Handling Course in London from April 20-22 to promote Ontario Council.
- Attended numerous meetings with “affected” members regarding Work Force Adjustment.
- Attended Fort Malden information picket regarding Parks Canada cuts.
- Regularly updated Facebook Group and page for Southwestern Ontario Council
- Working on Mobilizing Campaign in Windsor
- Attended WFA seminar given by London RO in Windsor on June 7.

**Plans:**

- Work with PSAC Ontario Council Representatives to connect with all PSAC members through newsletters, social media, etc.
- Lobbying MPs/Senators on issue that are relevant to members
- Work on “Fight Back” campaign through demonstrations and worksite visits
- Increase knowledge of courses that are happening in PSAC Regional Offices and promote the education program to Ontario PSAC members
- Educate members about PSAC Ontario Council through visible presence and social media sites that have been created
- Attend Area Council meetings as scheduled

In Solidarity,

Mike Fummerton  
Region 4, Southwestern Ontario Representative

**Debbie Willett**  
**PSAC Ontario Regional Council**  
**Area Council Representative Report**  
**November 2011- March 2012**

**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.

March 1	Attended Day of Protest (Toronto)
March 1	Chaired Education Committee Meeting (Ontario Council)
March 2	Attended Ontario Council Meeting
March 6-9	UTE Equal Opportunities Committee Meeting - Ottawa
March 19-24	UTE Executive Council /Presidents Conference – Ottawa
March 28	Chaired Niagara Area Council Meeting
April 3	Education Conference call – fall school offerings (survey)
April 12-15	UTE Regional Educational – Windsor
April 15-16	UTE pre convention meeting – Windsor
Apr 28-May 4	PSAC Convention – Ottawa
May 10	Education Conference call – determine fall school offerings
May 17	Chaired Niagara Area Council Meeting
May 22	Ontario Council Conference call
May 29	Attended Kitchener/Waterloo Area Council Meeting – Guelph
June 1	Met with Sharon, Shirley, Nicole & Chris-PSAC Toronto Office -AFN
June 8	Plant gated letter to Stephen Harper/standing together postcards
June 11	Attended Hamilton Area Council & Hamilton Pride Kickoff
June 16	Niagara Area Council Meeting/BBQ
June 20-24	UTE Equal Opportunities Conference – Winnipeg

**Future Plans:**

- Continue to address issues, Promote PSAC, Promote ongoing campaigns and Try to attend other area council meetings.

In Solidarity,

Debbie Willett  
Area Council Representative

**Ralf Bucherer**  
**PSAC Ontario Regional Council**  
**Region 3, Eastern Ontario Representative Report**  
**April 2012 – June 2012**

**Objectives:**

- Work with PSAC Ontario Council Representatives to connect with members.
- Promote and organize support for PSAC/greater labour campaigns.
- Work closely with the Kingston RO re. campaigns and education and promote the education program.
- Educate Workers about PSAC Ontario Council at individual AGMs/meetings.

**Actions:**

- Organized and attended a budget watch meeting for members to attend at the Kingston Regional Office; turnout was not that great and although the invitation was extended to and accepted by the Kingston District Labour Council, none of its members joined us at the Kingston RO.
- Attended Kingston Area Council meeting in preparation to the 16NTC.
- Met with OC Health and Safety Committee during the Ontario H&S conference, worked in Toronto for Health & Safety committee as well as facilitated the Region 3 caucus meeting for conference debrief.
- Attended the Ontario Day of action.
- Attended and spoke at media event organized by UCTE National and
- UCTE local 00056 with stakeholders along the Trent- Severn Waterway re. proposed cuts to hours and length of season by Parks Canada in the wake of the latest federal budget.
- Took part in the 16 NTC in Ottawa, where many of our sisters and brothers working for Parks Canada received their notice of being affected under WFA. Gave 2 media interviews in the wake of those announced cuts to: CHEX TV and the Peterborough Examiner, the latter was carried later by the Orillia Packet and Times.

- Marched in the May 1st march to the PMO's office.
- Co-facilitated a TUB course for a CIU Branch in Brockville
- Took part in a conference call with OC members re. NPSW boycott
- Tried to organize several union sponsored NPSW events. Turnout during a meeting at the Kingston RO combined with a conference call saw the participation of only 7 members; invitations went out to about 32 local presidents covering Peterborough, Trenton, Belleville, Kingston, all the way to Cornwall.
- Kingston to hold an event sponsored by the AC and Locals 641 UNDE and 16 USGE.
- Funding from REVP's office to be used as contingency and Cornwall to organize and cost its own event.
- Promoted the above events with cooperation of the Kingston RO as well as postings on the K-AC website.
- Expanded my contacts list and created several mailing lists during the NPSW organizing.

**Plans:**

- Promote and organize support for PSAC/greater labour campaigns.
- Work closely with the Kingston RO re. campaigns and education and promote the education program.
- Educate Workers about PSAC Ontario Council at individual AGM's

<b>Date</b>	<b>Event</b>	<b>Location</b>
March 1- 3	Ontario Council Meeting	Toronto
March 21	Media Advisory pre-Budget Webinar	
March 29	Budget Watch- Regional Office	Kingston
April 12	Kingston Area Council CFB	Trenton
April 14-15	Ontario H&S conference	Toronto
April 18	Spoke at a Media/Trent-Severn Peterborough Stakeholders meeting	
April 21	Ontario day of action	Toronto
April 28	Travel day for 16NTC	Ottawa
April 29- May4	16NTC	Ottawa

May 1	May Day Rally	Ottawa
May 13-15	Co-facilitating TUB	Brockville
May 22	Conference Call OC	
May 28	Union PSW planning event & conference call	Kingston
May 30	General Meeting Local00056	Lindsay

In Solidarity,

Ralf Bucherer  
Region 3, Eastern Ontario Representative

**Judy Phillips  
PSAC Ontario Regional Council  
Racially Visible Representative Report  
March 2012- June 2012**

**NIL- Report**

In Solidarity

Judy Phillips  
Racially Visible Representative



**Laura Eastcott**  
**PSAC Ontario Regional Council**  
**Region 3, Eastern Ontario Representative Report**  
**March 2012 – June 2012**

**Objectives:**

- Build and maintain a good working relationship with regional office staff.
- Work to build effective email trees and personal contacts with the local presidents and members within Region 3.
- Raise the profile of the PSAC Ontario Region and its committees.

**Activities:**

- March 1<sup>st</sup> – participated in the, “Day of Action”, in Kingston.
- March 10<sup>th</sup> – promoted the PSAC Women’s Committee at an International Women’s Day event held at the Portsmouth Olympic Harbour in Kingston.
- March 29<sup>th</sup> – attended Federal Budget Watch at the Kingston RO.
- April 12<sup>th</sup> – PSAC Kingston Area Council Meeting in Trenton.
- April 14<sup>th</sup> and 15<sup>th</sup> – attended the Ontario Health and Safety Conference in Toronto where I was officially sworn in as Region 3 Representative.
- April 21<sup>st</sup> - rode the PSAC bus to Toronto to participate in the We Are Ontario March.
- April 29<sup>th</sup> to May 4<sup>th</sup> – attended PSAC National Triennial Convention in Ottawa.
- May 1<sup>st</sup> – joined in May Day March to PM’s office on Parliament Hill.
- May 15<sup>th</sup> – attended Kingston District Labour Council/CLC Lobbying Course.
- May 22<sup>nd</sup> – participated in conference call with Ontario Council with regards to boycotting NPSW.

- May 22<sup>nd</sup> - attended PSAC Kingston Area Regional Women's Committee meeting where I was elected as Treasurer.
- May 28<sup>th</sup> – Special Area Council Meeting and conference call to plan union sponsored public service appreciation events.
- June 10<sup>th</sup> – NPSW event at Legion Branch 560 in Kingston.
- June 14<sup>th</sup> – NPSW event at The Merchant in Kingston.

**Plans:**

- Continue to work with the Regional Office staff to get a better perspective on the demographics of the region.
- Establish better lines of communications with the membership in Region 3 by utilizing all forms of technology available.
- Attend upcoming Area Council, Women's Committee and District Labour Council Meetings.
- Participate in events such as Pride Parades, Buskers, Blues Fest and Labour Day celebrations with the goal of raising the profile of the PSAC.

In Solidarity,

Laura Eastcott  
Region 3, Eastern Ontario Representative

**Melanee Jessup  
PSAC Ontario Regional Council  
Region 4, Southwestern Ontario Representative Report  
March 2012 – June 2012**

**NIL- Report**

In Solidarity,

Melanee Jessup  
Region 4, Southwestern Ontario Representative

**Leslie Searl  
PSAC Ontario Regional Council  
Region 5, Greater Toronto Area Representative Report  
March 2012 – June 2012**

**NIL- Report**

In Solidarity,

Leslie Searl  
Region 5, Greater Toronto Area Representative