



PSAC Ontario Council Meeting Minutes November 2-3, 2012 Toronto Regional Office

The meeting convened at 9:05 a.m. on Friday, November 2, 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)
Melanee Jessup, Region 4 (Southwestern)
Mary Jeyanthan, Region 5 (GTA)
Bob Black, Region 6 (Hamilton/Niagara)
James D. Marchand, Aboriginal Members
Souad (Sue) Soubra, Members with Disabilities
Colleen Wice, Regional Women's Committees
Karen Church, Gay, Lesbian, Bi-Sexual & Transgendered Members
Debbie Willet, Area Councils
Vicki Pine, Directly Chartered Locals
Christo Aivalis, Young Workers
Sandy Bello, Alternate Regionally Based Separate Employer Locals
Judy Phillips, Racially Visible Members (Saturday Only)

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

Regrets: Kingsley Onyeocha, Regionally Based Separate Employer
Locals
Leslie Searl, Region 5 (GTA)

Observers: Christine Collins – National President of Union of Canadian Transportation Employees (UCTE), Travis Lahnalampi, Vivian Binnion, Ken Boone, David Lanthier, Michele Milotte, David Carr, Aileen Duncan

AGENDA:

1. Adoption of Agenda
2. Adoption of previous meeting minutes (June 22-23, 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
 - September 15, 2012
10. Collective Bargaining
11. Communications
 - Ontario Council Youtube Challenge
 - Ontario Council Newsletter
 - Preserving Labour History
12. Workforce Adjustment
13. PSAC Ontario Regional Triennial Convention
14. Young Worker Conference 2012
15. DCL Conference 2012

16. Raise the Rates Campaign
17. Bill 115 (Putting Students First Act) Presentation
18. Bill C-377 (An Act to Amend the Income Tax Act) Presentation
19. New Business
20. Motion – Financial review

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 Bob Black and Debbie Willett

Item 1. Adoption of Agenda

The Chair removed agenda item #19 Resolution for Northeastern Rally, as the Political Action Committee will be organizing that action.

Motion that agenda be adopted.

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

Item 2. Adoption of Previous Meeting Minutes (June 22-23/12)

Motion that Jun 22-23, 2012 minutes be adopted as presented.

m/s/c Ryan Bystrom and Colleen Wice

Item 3. Business arising from previous Minutes

Brother Chris Wilson stated that he received the information from Ottawa in regards to the different bargaining units, their achievements, impasse and walk away from the bargaining table. Brother Wilson has forwarded the information to the REVP for review, once the review is completed it will be posted on the Regional website.

The lease for the Sudbury Regional Office is for 5 years and PSAC Holdings have an option to renew which given what we invested we will no doubt renew for another 5 years.

Also Brother Wilson reported back to Council in regards to the automatic door opener for the large boardroom doors. The Chair of the committee using the boardroom will need to advise security to unlock the accessible doors.

Brother Bob Black will be providing each Council member with a copy of their portfolio budget balance for period ending November 2012, as per request made by Sister Souad (Sue) Soubra at the last Ontario Council meeting in June.

Motion to accept business from previous meeting.

m/s/c Laura Eastcott and Souad (Sue) Soubra

Item 4. REVP Report

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

The REVP advise Council that the NBoD met and had a discussion as to where the organization is heading. The NBoD has since drafted up a statement which will be released once all the members of the board signs it.

Below you will find the NBoD report as presented.

Collective Bargaining

Highlights of Ongoing Negotiations

- On May 8, 2012, members from two locals (DCL 603 and NHU 00021) that work at the Weeneebayko Area Health Authority in Moosenee voted to become one local in an affiliation vote, becoming DCL 603. Currently, the local is negotiating a renewal agreement, which will cover the redefined bargaining unit.
- On April 24, 2012 PSAC filed for conciliation for DCL 802 – Commissionaires at Lester B. Pearson airport. Strike votes were conducted on May 8th and 10th, 2012, with the membership overwhelmingly supporting strike action should the need arise. Conciliation dates have been scheduled for the fall.
- Members from Treaty Three Police Service (DCL 410) voted down a final proposal from the Employer on June 2, 2012. The group will now be heading into arbitration.
- IMP Group Limited, Aerospace Division has recently been awarded a 3 year contract. In 2010, I.M.P. closed its operations at Canadian Forces Base (CFB) Trenton and laid-off PSAC members working at the base. The last negotiated Collective Agreement between I.M.P. Group Limited Aerospace Division, at Canadian Forces Base (CFB) Trenton and the Public Service Alliance of Canada has a term of duration from July 1, 2010 to June 30, 2015. Therefore, with the recently awarded contract I.M.P has attained as mentioned above, PSAC is asserting our bargaining and representational rights as the certified, exclusive bargaining agent for the workers hired in Trenton. PSAC is currently waiting to hear from IMP on its position.
- On July 17, 2012 PSAC exchanged bargaining proposals with OMNI Facility Services Canada Ltd. (previously known as Koprash –Renfrew County – CFB Petawawa) UNDE Local 00639. The bargaining team will continue to negotiate with the Employer in the fall.
- On July 23, 2012 the Canada Industrial Relations Board issued a certificate to PSAC to officially represent members at the YQG Windsor International Airport. This local was previously recognized by the Employer; however, it is now properly certified under the Canada Labour Code. Bargaining has commenced for a renewal agreement, with dates set for the fall.

- On August 14-16, 2012 PSAC met with the University of Western Ontario to exchange proposals for DCL 00610. Negotiations will continue to proceed with dates set for the fall.
- The Ontario Labour Relations Board has issued a new certificate to PSAC to represent approximately ten (10) employees at the Hearst, Kapuskasing and Smooth Rock Falls Counseling Services in Moosonee on August 21, 2012.
- PSAC is currently negotiating with Queen's University in Kingston for a first collective agreement for DCL 901 - Post-Doctoral Fellows at the university.
- 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 waiting on hearing dates.

Tentative Agreements

- A tentative agreement has been reached on July 26, 2012 for PSAC members at the Non-Public Fund – Kingston – Operational Category (UNDE Local 00681). A ratification vote has been scheduled for September 10, 2012.

Renewal Agreements

- On May 10, 2012 PSAC reached a tentative agreement with members working at Wequedong Lodge in Thunder Bay (DCL 002). The agreement was ratified on May 14, 2012.
- Akwesasne Mohawk Board of Education Teachers bargaining unit ratified their new collective agreement on May 24, 2012.
- UNE Local 00358 ratified their new collective agreement with Candu Energy on May 31, 2012.

Organizing

PSAC currently represents Teaching Assistants and Post Doctoral students at the University of Western Ontario, and would like to recognize their support and contributions in trying to extend the benefits of unionization to their brothers and sisters doing similar work. Unfortunately, on June 28, 2012 PSAC lost a union certification vote for 130 Graduate Student Assistants and Research Assistants at the University of Western Ontario.

Provincial By-elections on September 6th, 2012

In Ontario two by-elections have been scheduled, both for September 6, 2012 – Kitchener-Waterloo and Vaughan. Both by-elections are extremely important as they could mean a transformation of the current minority Liberal government to a majority. The Liberals were forced to work with the NDP to pass the Ontario budget, which gave the NDP the ability to negotiate higher taxes for wealthy Canadians, freeze corporate tax rates and provide a slight increase on welfare payments. Therefore, it is vital that the Liberals are kept at a minority government, forced to work with the NDP and that the Conservatives are highlighted for their anti-union, anti-working class platforms.

PSAC Ontario sent a letter to all our members in both ridings informing them to educate themselves on the issues and vote for a representative that would defend and enhance public services. Members were also called leading up to both by-elections to ensure they knew the candidates platforms and the overall parties' stances on public services. As we have recently seen with the Liberals threatening to interfere with collective bargaining for teachers through legislation; the Liberals have shown their similarity to the Conservative party. With a potential election in the relatively near future, each by-election serves to mobilize and educate our members on these issues.

Mobilization

Workforce Adjustment (WFA)

The Ontario region has and will continue to deliver WFA training through the regional offices and at worksites. The WFA training was designed to inform members of their rights under WFA and help guide members through the process. For this reporting period our region has continued to prioritize the delivery of WFA training to locals as requested. 23 WFA sessions have been delivered during this period in addition to the 37 sessions delivered since the beginning of this year, for a total of 60. Further WFA training has been scheduled for the fall to locals through lunch and learns at worksites and through the regional offices.

To support and mobilize members for Parks Canada bargaining, during the May long weekend (May 19-21, 2012), several parks were targeted for info pickets. Members leafleted the entrances of these parks as visitors entered. The parks targeted include; Fort Malden, Point Pelee, Fort Wellington, Georgian Bay Islands National Park, and Honey Harbour.

National Public Service Week – June 11-15, 2012

Kingston – On June 10, 2012 the PSAC Area Council, in conjunction with locals and Components in the area held a National Public Service Week event at the Royal Canadian Legion branch 560 from noon till 2pm. Members organized a blues band, bouncy castle, face painting, colouring station and games for children.

Toronto – On June 15, 2012, PSAC regional staff, the Regional Executive Vice-President for Ontario and PSAC's National President, Robyn Benson, held a rally at noon in front of 25-55 St. Clair in Toronto. This location was selected since it houses many federal government departments. The rally was a tremendous success and received media attention.

Sudbury – On June 12, 2012, UTE 00042 served more than 300 slices of pizza at a mock funeral for public services in front of the Tax Centre in Sudbury.

Many locals around the province held their own National Public Service Week events. Coordinating barbeques, baking cakes with political messaging, and generally getting together to boycott their employer events, demonstrating their dissatisfaction with cuts to public services.

To support ongoing Frontier Border bargaining, PSAC held a picket at the head office at Pearson Airport on June 22, 2012 at noon. Members from the local, Component and PSAC's Ontario Regional Council stood together to demand a fair contract.

In June, 2012, PSAC Ontario officially launched our new regional webpage: <http://ontario.pvac.com>. The website provides a much more user-friendly interface, increasing visual appeal and a greater integration of our online and social media applications. Member feedback has been extremely positive and the site traffic continues to increase.

We Are All Affected Campaign

On June 12, 2012 the Kingston Area Council, with support from UCTE and PSAC Ontario, began a campaign to protect Ontario's Historic Canal Systems. With the slashing of Parks Canada's budget, Ontario's historic canals, such as the Rideau and Trent-Severn Waterway, were under threat of shorter seasons and operating hours. With many local communities depending on these tourist attractions for their economies, and with PSAC members under threat of losing their jobs, an online Twitter campaign and petition to the House of Commons to stop these cuts was created. Various posters and materials were also developed to educate the public on the importance of these canal systems and how cuts were placing local communities in jeopardy. The campaign has garnered media attention, political and community support and thousands of signatures to stop the cuts to Canals.

July 1, 2012 – PSAC entered a float and members marched in the Toronto Pride Parade. The PSAC float was beautifully decorated and highlighted how public services are vital to ensuring equality. As the largest Pride Parade in the country, and one of the largest in the world, this event was vital for PSAC in publicizing the cuts to public services and demonstrating our continued commitment to

human rights by standing with the Lesbian, Gay, Bisexual and Trans communities.

July 6, 2012 the PSAC Kingston Regional Office held a Labour Meet and Greet from 12pm – 2pm. The NDP Labour and Community Safety and Correctional Services Critic, Taras Natyshak was invited to speak to members on how the opposition is fighting the cuts to public services.

July 12-15, 2012 – Kingston Buskers Rendezvous
The Kingston Area Council, Ontario Council, USGE and Locals in the Kingston area had a booth at the Buskers Rendezvous festival. Members spoke to the public about the cuts to public services and explained how “We are all affected”. People were asked to sign affected letters to Harper and also sign petitions for the Save Our #HistoricCanals campaign as well as the Ontario Healthcare Coalition campaigns.

July 19-21, 2012 - Kitchener Ribfest and Craft Beer Show
Members of the PSAC Kitchener-Waterloo Area Council, armed with Public Services Are Cool fans, attended the Downtown Kitchener Ribfest and Craft Beer Show, to remind Canadians that recent cuts to public services affect us all. Members handed out "Public Services are Your Services" wristbands, offered Protect Public Services fans to cool down attendees and handed out "Stephen Harper Hates Me" buttons.

August 23-26, 2012 – Kingston Blues Festival
The PSAC Kingston Area Council had a tent and tables at the Blues Festival in Kingston, as part of PSAC's We Are ALL Affected summer campaign. Members of the Kingston Area Council, USGE, UCTE, UNDE and DCL 818 and 901, engaged with thousands of Blues fans and collected hundreds of signatures for the Save Our # Historic Canals campaign as well as the Ontario Healthcare Coalition campaigns.

Education

July 27-29, 2012 PSAC Ontario held a Young Workers Summit in the Toronto Regional Office. Young PSAC activists were selected from around the province to engage with each other on issues facing young workers and how to better engage with their union. The Summit also provided the building blocks to begin outreaching to young workers within our region, with the goal of creating Young Workers Committees.

Labour Movement/ Solidarity

The Regional Executive Vice-President for Ontario, together with a group of members and staff from the Toronto Regional office, lent their support against the recently announced 15% wage cuts for Foreign Temporary Workers at a loud and lively protest in front of Conservative MP Joe Oliver's office on May 24, 2012.

PSAC Ontario made a financial contribution in support of the *Justicia for Migrant Workers* in the amount of \$500 for a vigil on July 22, 2012, to commemorate the deaths of the 11 migrant workers killed in the Hampstead accident. Members were encouraged to participate in the vigil, which highlighted the plight of unsafe working conditions for migrant workers in Canada.

Equity and Human Rights

On June 2, 2012 PSAC Ontario established its first Pride Committee in Toronto. Elections for committee positions were successfully held during the first meeting. This is the third PSAC Pride Committee in the entire country and members are ecstatic over this historic equity initiative.

June 16, 2012 – PSAC Ontario became a Gold sponsor of the Kingston Pride Parade for the amount of \$500. Members marched for equality for the Lesbian, Gay, Bisexual and Trans communities and handed out “We are All Affected” materials to explain how public services are being eroded.

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

- May 14-16, 2012 – Alliance Executive Meeting
- May 17, 2012 – Stewards Assembly in Scarborough
- May 22, 2012 – NDP Federal Budget Townhall in Toronto
- May 23, 2012 – UTE Local 00013 AGM
- May 30, 2012 – PSAC Toronto Pride meeting
- May 31, 2012 – UNE 00358 Ratification meeting
- May 31, 2012 – Toronto and York Region Labour Council meeting
- June 4, 2012 – Alliance Executive Meeting
- June 5-7, 2012 – National Board of Directors Meeting
- June 11, 2012 – Employment Insurance Rally in Etobicoke
- June 12, 2012 – Presentation to OPSEU Executive on PSAC
Fightback Campaign
- June 13, 2012 – PSAC Ontario Staff Conference – strategic planning
session
- June 15, 2012 – Public Service Week Rally in Toronto
- June 19, 2012 – Ontario Federation of Labour Executive Board
Meeting
- June 20, 2012 – Toronto and York Region Labour Council meeting
- June 20, 2012 – PSAC Barrie Area Council meeting
- June 21, 2012 – PSAC Ontario Council Committee meetings
- June 22, 2012 – CIU Rally in Toronto
- June 22-23, 2012 – PSAC Ontario Council meeting
- June 25-27, 2012 – Alliance Executive Meeting
- July 1, 2012 – Toronto Pride Parade
- July 3, 2012 – Workers Health and Safety Centre Executive Board
Training
- July 5, 2012 – Ontario Federal Council WFA Sub-committee meeting
- July 10, 2012 – Hamilton Area Council and Committees Annual BBQ
- July 26, 2012 – Toronto and York Region Labour Council meeting
- August 7, 2012 – WFA meeting at 1 Front Street, Toronto
- August 13, 2012 – UNDE Press conference in Petawawa
- August 20, 2012 – UNDE Press conference in London
- August 22, 2012 – September 15 Day of Action planning meeting in
Toronto
- August 25, 2012 – Northeastern Area Council meeting

Motion to adopt REVP's report as presented.

m/s/c Réjean Amyotte and Ryan Bystrom

Item 5. PSAC Ontario Regional Office – Updates

(Christopher Wilson, PSAC Ontario Regional Coordinator)

Christopher Wilson presented his report.

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

Staffing

A competition has been started for a permanent Regional Representative in the Sudbury Regional Office. There is a bilingual imperative requirement on the position. The position arises as a result of Debbie St-Germain transferring into Jawara Gairey's position following his successful candidacy for the Regional Negotiator position. While the interview process continues Norbert Wenzel will continue as acting Regional Representative.

After twenty two years of dedicated service to PSAC as a Regional Representative in the Ontario Region and Acting Coordinator in the North and following years of activism within UNDE prior to working for PSAC, Tom Hamilton recently announced his retirement effective the end of November. Tom has an open invitation to our next Regional Staff Conference which will be the next time that staff within the Region are all together and can recognize his contribution to the Region along with his friendships within the Region.

PSAC received a cheque in the amount of \$2780 from the Canada Summer Jobs program as a subsidy for the costs of employing a student (Matthew Couto) during the summer of 2012. This revenue will be credited to the organizing program from which Matthew was paid. This is the first successful application that PSAC (Ontario) has filed for a summer student through the Canada Summer Jobs program. The objective next year will be to build upon this experience and submit new application(s) in 2013 for additional student(s).

Matthew made a substantial contribution to our Region through his involvement in the RA campaign at Western, We Are Affected campaign mobilization efforts and workplace mapping research.

Sandra Goodick was the successful candidate for one of two Career Enhancement Positions across the country. Sandra will be working in the Thunder Bay Regional Office during her one (1) year CEP position. The CEP program is negotiated under the CULE collective agreement as a skills development initiative for administrative staff within PSAC.

I am pleased to announce that Jennifer Kovacs was the successful candidate in the competition to backfill Sandra Goodick for a 1 year term commencing October 25th, 2012. Jennifer previously completed a term assignment working as an Administrative Assistant in the Thunder Bay Regional Office so she has direct experience in the position. Jennifer is a member of the Agriculture Component working in Thunder Bay and is active within the Union with a passion for health & safety activism.

Nancy Richter was the successful candidate to backfill Lynn Eaton as an Administrative Assistant in the London Regional Office effective August 27th to November 27th, 2012. Nancy is an active PSAC member who works as an Administrative Assistant for Agriculture Canada and previously completed an acting assignment as a PSAC Regional Representative in the London Regional Office during the month of June 2006.

Beth Bennett was the successful candidate to backfill for Denise Morrison as term secretary in the Toronto Regional Office until November 30th, 2012. Beth is a PSAC member working for Service Canada.

A competition has been started for a term secretary within the Toronto Regional Office to backfill Marion Kirin for a two month term. The competition has closed and the successful candidate will be announced within the next week.

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

Unionware

The Membership, Events and Cases modules of Unionware are 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. The Events module is designed to track membership participants in various PSAC courses. The Cases module is designed to track WSIB cases, grievances and other related cases. All staff within the Region now have access rights that reflect their usage of the system. Training has been delivered within the Thunder Bay Regional Office and Toronto Regional Office with ongoing training planned for London, Sudbury and Kingston.

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. Further modifications that have been requested include lowering the outside counter in the membership kitchen in the large boardroom and lowering the transaction windows for the two secretarial offices in the main lobby. New office furniture has been ordered for the two secretarial offices to ensure a new look in the reception area and a boardroom table has been ordered for the small boardroom to make that room accessible for membership meetings.

The Sudbury Regional Office has now been relocated to the new location at 754 Falconbridge (289 Cedar Street). The new office has easily accessible parking, signage that is visible from the street, a large boardroom with a skylight, offices for two Regional Representatives, an Administrative Assistant office all with natural lighting as well as a leave without pay office for members working on campaigns. The new office represents a significant improvement upon the previous office space at the Rainbow Mall.

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

Action Item: Brother Chris Wilson will follow up with IT to determine when wireless internet should be expected in the Regional office.

Item 6. Ontario Council Committees Reports

The REVP expressed her pride with each Council member for taking a lead role in Ontario regarding the cutbacks. For example PSAC Ontario collected 8,000 signatures in 2 months from local residents to protect Historic Canals by advocating against the cuts to Parks Canada. Through activism we will see major changes in our communities and government.

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

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

Sister Church put forward a motion to hold an education session for Council at the next Council meeting on Transgender issues and to invite Sister Nicole Nausbaum to be the guest speaker. The estimated cost of this proposal is up to \$700.00. Given the cuts from both Federal and Provincial governments, members of the transgender community will be faced with further barriers. The committee would ask that pending the motion be passed, that the Toronto Regional Office promote this education activity to the membership at large.

Brother Bob Black suggested that the funding request of \$700.00 for the motion can come from the special initiative budget line item.

Brother Brad Feraday made an amendment to the motion for the education session to be held before the June 2013 council meeting.

Motion to accept the amendment

m/s/c Réjean Amyotte and Debbie Willett

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

m/s/c Karen Church and Colleen Wice

Education Committee Report (Appendix "B"):

Sister Debbie Willett presented on behalf of the Education Committee.

The Committee will be developing a brochure that will give members guidelines on how to achieve education goals. For example, a member wanting to be a local officer, the brochure will give them direction on the courses they would need to take to accomplish that goal.

Some of these courses were developed in other regions. Sister Shirley Riva Regional Education Officer to advise Regional Representatives on these new courses.

Geo-Base Courses delivered out of the Regional Offices will only be open to members that live in that particular region.

Action Item: What is the minimum class size number, because in some areas the courses are being canceled due to class size while it is ago in other areas.

Recommendation: The Committee recognizes that Directly Chartered Locals (DCL) do not have trained facilitators, therefore we will be holding two Alliance Facilitator training programs. One Alliance Facilitator training program for DCL members and another for Component members.

All in favour- 13

All Against - 4

Recommendation carried

Motion to adopt the Education Committee's report

m/s/c Debbie Willett and Melanee Jessup

Finance Committee Report (Appendix “C”):

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

Brother Bob Black has worked tirelessly setting up the Simply Accounting software program and completing the Council’s books. The Committee has worked out the roles and responsibilities of each member of the Committee, however, they have not yet completed a terms of reference for the Committee.

The Finance Committee has put forward five (5) recommendations to Council, as shown below:

Recommendations to Council:

1. If a member hasn’t cashed a cheque within 5 months of the date of the cheque then the REVP’s office will send a follow-up email and letter to the party who hasn’t cashed it. If it hasn’t been cashed one year after the date of the cheque then it will be cancelled.

The intent of the follow-up email and letter is to remind the member/individual that they have an outstanding cheque. The member/individual can still request a replacement cheque if one (1) year has elapsed.

Sister Vicky Pine made amendment to the recommendation; the email and letter should be sent out five (5) months from the date that the outstanding cheque was written.

Motion to accept amendment

m/s/c Debbie Willett and Laura St-Jean

2. For 2011 and 2012 we will have 3 members who are at arm's length from Council to do the random verification of entries. These members will be appointed.

The Chair of the committee clarifies the statement "arms length" means that it cannot be members from Council to review the finances.

Brother Bob Black attempted to make an amendment to the recommendation. The amendment strike out "These members will be from Region 5 to minimize the cost", from the recommendation.

Brother Réjean Amyotte stated the recommendation would be out of order with by-law 11 sub-section (1), because of the fiscal cost.

The interpretation made by the REVP of section 11 sub-section (1) was the recommendation was in addition to the by-law.

Motion to accept amendment

m/s Bob Black and Laura St-Jean

All in favour – 2

All against – 15

Amendment defeated

Brother Réjean Amyotte made an amendment to the recommendation that the REVP will select the three (3) members that will complete the review of the Council books.

m/s/c Réjean Amyotte and Mary Jeyanathan

Brother Réjean Amyotte brought a motion forward to refer the recommendation back to the Finance Committee.

m/s/c Réjean Amyotte and Melanee Jessup

All in favour – 16

All against - 1

The Chair of the Finance Committee requested a five (5) minute break to review the recommendation and bring it back to Council. The Chair brought back a recommendation which read “For 2011 and 2012 we will have three (3) members to do random checks of the Council books which will be selected by the REVP.”

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

3. All portfolio and expense claims must be submitted with receipts no later than January 21, 2013.

Recommendation carried unanimously

4. That internet expenses be claimed twice a year. That the 1st 6 months of expenses for that year be claimed at the year’s first council meeting and the last 6 months be claimed at the final council meeting for the same year.

Recommendation carried unanimously

5. To accept the donation guidelines as presented (see attached “Exhibit 1”).

Sister Laura Eastcott asked for clarification as to who would determine what is considered to be exceptional circumstance.

Sister Sandy Bello made an editorial amendment to remove “under exceptional circumstances”

Motion to accept editorial amendment

m/s/c Sandy Bello and Ralf Bucherer

Brother Réjean Amyotte made a motion for an editorial change to the title of the document to read “Donations Guidelines”

m/s/c Réjean Amyotte and Bob Black

Motion to adopt Committee’s Donations guidelines

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

Motion to adopt the Finance Committee's report

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

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

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

The Committee Chair informed Council that WSIB has changed the process of appealing a decision. The new process would make a submission to the board and the board could make a written decision from the submission.

It can take up to 200 hours to write a WSIB appeal. An honorarium is paid to members for the hours they work on an appeal. Members can be paid up to \$200.

The Region has a fair amount of WSIB backlog claims. We would need to review these claims to see how many members to date have completed the Occupational Disabilities Response Team (ODRT) course and if we would be able to solicit help from them to help clear the Region's backlog.

Brother Chris Wilson stated that he has asked Sister Angela Fairweather to write up a recommendation for a policy in regards to reducing the backlog of claims that he could present to the REVP or Health & Safety Committee.

Action Item: The REVP will look into where the \$200 honorarium funding comes from.

Motion to adopt the Health & Safety Committee's report

m/s/c Réjean Amyotte and Mike Fummerton

Political Action Committee Report (Appendix “E”):

Sister Laura St-Jean, Chair of the Political Action Committee presented the Committee’s report and thanked Sister Melanee Jessup for acting as Chair during her absence.

The REVP informed Council that our brothers and sister from Union of Postal Communication Employees (UPCE) is presently in bargaining and negotiations are not going well. The REVP suggested Council show support during their time of bargaining.

Brother Réjean Amyotte suggested that Council sign a PSAC Ontario flag and send it to the UPCE bargaining team letting them know we support them.

Preparing for possible Spring by-elections in the Durham Region. The PSAC Toronto regional office will have a member in from that particular community to do a phone bank to members that live within that constituency.

Motion to adopt the Political Action Committee’s Report

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

Item 7. Ontario Council Committees – Changes

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

PSAC Ontario Council Committees 2012

Education	Health and Safety
Chair Debbie Willet	Chair 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	Souad Soubra
Equity and Human Rights	Finance
Chair Karen Church	Chair Bob Black
Colleen Wice (Co-Chair)	Laura St.Jean (Co-Chair)
Souad Soubra	Brad Feraday
James Marchand	Ryan Bystrom
Judy Phillips	(Souad (Sue) Soubra) - Back up
	(Mary Jeyananthan)- Back up
By-Laws	Political Action
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 gave Christine Collins, National President of the Union of Canadian Transportation Employees (UCTE) a warm welcome and a thank you for all the work that was done in conjunction with PSAC Ontario Region in campaigning to save the Historic Canals.

Brother Ralf Bucherer expressed his gratitude to Brother Lino Vieira for creating the press releases and speaking notes.

Action Item: Brother Brad Feraday asked the REVP to put forward at the next NBoD meeting the Halloween theme of the grim reaper, as our next theme for Political Action.

Item 9. Fight-back Plan- We are all affected Campaign Summer events

The Chair cautioned Council members around the table in regards to the comments as to why leaders are not present at actions. There have been many changes within the Region in regards to work scheduling and changes WFA brought on members.

Brother Lino Vieira stated there were multiple campaign priorities and goals, since Ontario has a lot of key political ridings.

The Ontario Federation of Labour (OFL) brought together Political and Communication officers from different Unions. The OFL website “We Are Ontario”, uses the content provided by affiliates and the website is managed by the OFL. PSAC can put suggestions forward.

Action Item: Brother Brad Feraday would like Brother Lino Vieira to put forward the suggestion of making the “We Are Ontario” website more dynamic to the OFL.

The PSAC Ontario Region held its Fall School in the month of September. The school had a food drive where members who attended the school donated canned items. All the items that were collected were given to the London food bank, also PSAC Ontario Regional Council donated \$500. Food banks are becoming quite vocal; with the drastic cuts in Public Services they have seen an increase in the number of people accessing the service.

Labour Day

The Labour Day t-shirts were very popular this year. Members really liked the colour and the slogans that were written on the back.

The Toronto Labour Day parade was a real success. By planning ahead for the event, there was a greater turn-out this year. At the Toronto Labour Day event, PSAC won an award for “Most Spirited Participation”.

The newly elected National President, Sister Robyn Benson and the REVP of Ontario, Sharon DeSousa participated with the Hamilton and Niagara Area Council members at the Hamilton Labour Day celebration. PSAC had a great turn out.

September 15, 2012

The REVP stated the NBoD had a debrief concerning September 15th Day of Action. The consensus was that we need to maximize our

communication efforts with the members. Sending emails sometimes does not get the message out, therefore we should return to plantgating which gives a visual effect and a face to face meeting with members. As a Region, we need to recognize the contributions of staff representatives and to do a further analysis to make sure the action was a success.

Sister Melanee Jessup stated that the timing of the Action contributed to the poor turn-out for the event because most Labour Councils did not meet over the summer break and planning an event right after the summer holidays is difficult. However, the Kitchener/Waterloo area

was able to network and made some really great contacts with affiliates that attended the event.

Item 10. Collective Bargaining

Brother Réjean Amyotte provided an update on the Statistical Survey Operations (SSO) Regional Officers and Field Interviewers negotiations. The bargaining team is still trying to work with the employer and the employer is refusing to bargain. They are willing to give ongoing work to employees but they will not put it in writing. We have since filed for an impasse. On November 30 we will be picketing at all the SSO offices to mark our anniversary of being without a collective agreement.

Sister Vicki Pine stated that the Anishinabek Police Service Board – Civilians signed their collective agreement in late October. Due to the on going jurisdictional challenge the employer does not want to recognize the collective agreement.

“We have lost six (6) fulltime Civilian positions by turning them into part time positions. The employer is intimidating officers forcing them to quit and to take severance packages. But we are not giving up and we are pushing back,” stated Sister Pine.

Sister Karen Church who is a member of the bargaining team for the FB group, stated they have been without a contract for over a year and a half. An impasse was filed in April of this year and they had to

go through a process before they can do a strike vote. Our negotiator Brother Morgan has filed a complaint with the Labour Board.

It has been a struggle with this employer. With the shooting of the officer in B.C the bargaining team is going as fast as they can, looking at different ways that officers can work the primary lines. One suggestion is bullet proof booths. We head back to the table on December 10-12.

Item 11. Communications- Ontario Council Youtube Challenge

The Ontario Council Youtube Challenge has come to a close. The winners were chosen and invited to attend the Saturday session of the Ontario Council meeting. Brother Réjean Amyotte paid recognition to Sister Mary Jeyanathan for bringing this initiative to Ontario Council.

The two (2) winning teams for the My Community ~ My Future ~ My Public Services PSAC Ontario Video Competition were:

- Team 1 - Derrick Glende (CEIU Local 620)
- Team 2 - Ronda Evans, Tim Eddis and Rita Lemick (NHU Local 00009)

These PSAC members are helping to raise awareness of the negative impacts cuts to public services have on their communities. Both videos can be seen on the PSAC Ontario webpage:

<http://ontario.pvac.com/content-type/video>

The REVP presented the winners with their prizes, Blackberry playbooks and Certificates of Appreciation.

Ontario Council Newsletter

Brother Lino Vieira made a suggestion to split the newsletter into two releases. The first release would go out the 2nd week of November and final release would go out at the end of November.

Brother Christo Aivalis advised Council members that he will from time to time approach them for help with pieces for the newsletter.

Preserving Labour History

Brother Christo Aivalis stated that PSAC does not have an in-depth account of its Labour history. PSAC's history will not be told unless we give it the tools for our history to be told. We can start off by saving buttons and flyers from rallies because these are the kind of items Universities are interested in.

Item 12. Workforce Adjustment

The REVP stated that every department is having a hard time with Workforce Adjustment (WFA). PSAC has been getting a lot of complaints about the WFA process and the employer is not providing the required information. PSAC has an updated master list that provides affected numbers by city, but it does not tell you the job that is affected.

Item 13. PSAC Ontario Regional Triennial Convention

Sister Cleo Reid did a preliminary review of all the hotels in the City of Hamilton by connecting with the Tourism Board of Hamilton. The only space that could house our convention is the Copps Coliseum and hotel space would be Sheraton hotel.

The Copps Coliseum meeting rooms would cost \$20,000 more than if the Convention was held at a hotel. Sister Reid has set up site visits for four (4) hotels in Toronto for the 3rd week of November. Once those are completed, the REVP will be conducting a conference call with Ontario Council to make a decision on venue.

Sister Laura St-Jean made a motion that we focus on holding the Regional Triennial Convention in Toronto.

m/s/c Laura St-Jean and Ralph Bucherer

Sister Cleo Reid reported back that the cost is cheaper in April than it would be later in the year. It would be more fiscally responsible to hold the Regional Triennial Convention during that period.

Sister Melanee Jessup made a motion to hold Regional Triennial Convention on May 2-4, 2014.

m/s/c Melanee Jessup and Debbie Willett

Brother Réjean Amyotte abstained from voting.

Item 14. Young Worker Summit 2012

Brother Christo Aivalis acted as Chair at the summit. There were 18 members that took part at the summit which came in under budget mainly because university space was used.

Topics of discussions are listed below;

- Young Worker Mobilization & Engagement
- Adopting Stronger Anti-Oppressive Practices
- Local Officers tools to outreach to Term & Seasonal Employees
- Greening the Union & Environmental Justice
- Raising the age of Young Workers
- Forging Young Worker Contract Trees/Network
- Limits of Service Orientated Unionism
- Education
- Direct Democracy vs Top Down Strategies
- Young Worker Participation in Bargaining Conference/ Bargaining Process
- Young Worker Alternative Media & Network & Magazine
- Innovate/Access/Social Justice Fund Contributing to Participating in
- Forming of Regional Young Worker Committees

A lot of young workers believe their issues are being ignored and there has to be a way to bridge the intergenerational gap.

Sister Sandy Bello completed a Young Worker survey for Canadian Labour College, which revealed many of the findings reported by Christo.

Action Item: The REVP recommended that the Human Rights & Equity group look into adding Anti-Oppression training, not just tolerance but challenging racism, sexism, and other forms of oppression as an agenda item to one of the upcoming Ontario Council Meeting.

Item 15. PSAC Ontario 2012 Directly Chartered Locals Conference

Sister Vicki Pine stated the Directly Chartered Locals (DCL) Conference was a great success, with 100% participation from all attendees. PSAC Ontario has shown strong support for the DCL groups. The materials were designed for the DCL group and this showed growth since the last DCL School held last summer.

Topics of discussions are listed below;

- Collective Bargaining
- Coordinating our Collective Agreement
- Grievances and Adjudication
- Service Agreement
- Finances
- By-laws
- Forum on building infrastructure and institutional memory
- Building capacity within PSAC
- Resolutions

Item 16. Raise the Rates Campaign Presentation by John Clarke

The Ontario Coalition Against Poverty (OCAP), along with a range of unions and community allies, are working to restore the adequacy of social assistance benefits to the levels that existed before the Harris Tories drove them down. Mike Harris cut social assistance rates by 21.6%.

In Ontario, unions are under attack and one worker in six, works at or close to the minimum wage. This growth of the low wage sector has

been possible because of the weakening of Employment Insurance and social assistance systems.

For several years, starting in 2005, OCAP focused its efforts around social assistance adequacy as a major drive to access the Special Diet benefit. The Special Diet was a poorly accessed benefit but through promotion of it, people began to utilize the benefit. With the increase in utilization of the benefit, the McGuinty Government, despite its claim to be a 'poverty reduction' administration, responded by restricting access to the benefit.

In the last Provincial budget the McGuinty Government decided to eliminate the Community Start Up and Maintenance Benefit (CSUMB) on January 2013. This vital benefit provides a very modest maximum payment of \$799 to single people and \$1,500 to families. They may apply for this in order to maintain or obtain housing. This benefit can be accessed once every two years, and is accessed by 16,000 people a month in Ontario who are in extremely serious and vulnerable situations. Its elimination will put people on the streets who might otherwise had been housed.

The Raise the Rates Campaign has dozens of organizations endorsing it, including the Ontario Federation of Labour. CUPE Ontario has put very significant resources into the campaign and has helped to organize town hall meetings in a range of Ontario communities. Support has also come in from the Canadian Union of Postal Workers, the Ontario Nurses Association and, now, the Ontario Region of PSAC. OCAP must respond to the attack by creating a movement that defends past gains and leaves no one behind.

The REVP states that Lino Vieira will forward speaking notes to Ontario Council once he gets the information from Brother Clarke. This will allow Council members to engage in conversations with membership at large and promote the Raise the Rates campaign.

Sister Laura Eastcott brought a motion forward that Ontario Council fully endorse the Raise the Rate Campaign.

m/s/c Laura Eastcott and Souad (Sue) Soubra

The REVP stated that she will be making a donation of \$500 to OCAP for the Raise the Rates campaign.

Brother Réjean Amyotte made a motion to increase the donation amount to \$1000.00

m/s/c Réjean Amyotte and Brad Feraday

Item 17. Bill 115 Putting Students First Act Presentation by Irwin Nanda

The Ontario Liberal government has launched an all out attack against workers to impose an austerity agenda that penalizes the poor and working class. The creation and implementation of Bill 115, deceitfully titled “Putting Students First Act”, is an affront to the notion of improving our education system. It effectively ends any meaningful dialogue between teachers, education workers and support staff with their employer, the school boards.

Bill 115 gives the government unprecedented powers over school board negotiations with no accountability through legislative debate.

Majors Points of the bill;

- Singles out one sector – education – for wage restraint.
- By-passes the legal bargaining regime by imposing contract provisions.
- Suspends the normal, legal framework for negotiating contacts with school boards.
- Introduces extraordinary legislative measures to prevent legal challenges to the bill.
- Sets a dangerous precedent for other unionized employees in particular and democratic principles in general.
- Gives Cabinet rather than the Legislature the right to restrict strikes and lockouts.
- Gives Cabinet the power to extend the provisions of the bill beyond two years without having the issue debated in the Legislature.

- Gives the Minister of Education unlimited and unprecedented powers to approve or change any contract negotiated between school boards and the affected unions.
- Gives the Minister of Education authority over collective agreements that are governed by labour legislation under the jurisdiction of the Ministry of Labour.
- Bill 115 is part of an austerity agenda that cuts taxes for large corporations, banks and the wealthy while cutting public services for everyone else.
- Bill 115 is only the first step. The government has announced it will be seeking concessions from other public sector workers.

The OFL is drafting a 10 point plan and will be approaching MP's and all Labour Councils, including the Northern regions asking them for support.

The REVP stated in a show of Solidarity, Brother Lino Vieira will be writing a letter to the editor which he will send throughout the region for wide distribution and use.

Item 18. Bill C-377 An Act to Amend the Income Tax Act Presentation by Federico Carvajal

On May 12, 2011, Russ Hiebert, Conservative MP for South Surrey, White Rock and Cloverdale, introduced Bill C-377 into the House of Commons. The Bill is called An Act to Amend the Income Tax Act (Labour Organizations) and if passed would make it mandatory for all Labour Organizations to make detailed annual financial filings covering salaries, revenues, and expenses. The information would be posted on the Canada Revenue Agency (CRA) website, for anyone to read.

Individual transactions above \$5,000 would need to identify the payee, payer, the purpose and description of the transaction. For example, should a local rent an office space, over a year that would amount to over \$5000. The information that would be posted on the CRA website would include the name of the property owner, address and cost. Locals would be forced to hire accountants to keep track of all the Bill's reporting requirements to ensure that they are not found

in contravention of the act, the fine for not complying with the act is a \$1000/per day.

PSAC already produces audited financial statements given to our members at Conventions; to ensure transparency and accountability to our membership. Members are entitled to this information, however, the Employer should not be.

Imagine at the next round of bargaining, the Employer knows exactly how much you have in your strike fund or the total amount you can afford in legal fees. This is what this Bill is really about, taking away a union's ability to bargain fairly. This is an attempt to weaken our financial base to cripple the Labour Movement's ability to function as a counterweight to corporate interests and Conservative ideologies. Final vote will be around November 20, 2012.

The REVP stated we need to put pressure on our MP's, speak to people that we know and get Labour Councils on board. We need every member to take a stand against this Bill to ensure that it does not pass.

Item 19. New Business

Motion Presentated by Brother Réjean Amyotte

The annual review of the finances and expenditures of the PSAC Ontario Regional Council shall be reviewed by a person holding a recognized professional accounting designation.

It is further moved that an amount not to exceed one thousand five hundred dollars (\$1500.00) shall be allocated for the purpose of conducting this review.

For information purposes:PSAC Ontario By-Laws

Section 11

Finance and Collection of Affiliation Fees

Sub-Section (1)

The PSAC Ontario Council shall be funded from the budget allocated by PSAC Ontario and from any affiliation fees that are determined by PSAC Ontario Triennial Convention.

Sub-Section (2)

The fiscal year of the PSAC Ontario Council shall be from January 1 to December 31. A Committee of three shall be elected by the Council to perform an annual review of Council finances and expenditures. Such review shall be audited by a Public Accountant. The report of the Review Committee with its recommendations shall be presented to the first meeting of the year of the PSAC Ontario Council. A financial report shall be produced at the PSAC Ontario Triennial Convention.

Moved by Brother Réjean Amyotte

Seconded by Sister Laura Eastcott

Brother Ralf Bucherer made an amendment to the motion to replace the word reviewed with audited. The REVP stated the intent of the motion is to have the books reviewed. When the term audited is used it requires an in-depth accounting of the finances; the amendment would change the intent of the motion. Therefore the amendment is ruled out of order.

The REVP states that in the future all motions must be sent into the REVP office and will be sent out with the rest of the meeting package to Council.

The past National President Brother John Gordon made a ruling four (4) years ago and he stated that it is not required to have council books audited by an Accountant with a designation. The National Constitution can only be interpreted by the National President.

The REVP stated that at every year end, Council and the REVP's office must submit their bank statements to the National President for review.

Brother Bob Black who has been a respected member on Council stated that in past practice three (3) members of Council and one (1) outside member from Canada Revenue Agency would review the books. Also with the new accounting software that we are now using Simply Accounting there is very little room for errors.

m/s Réjean Amyotte and Laura Eastcott

All in favour - 4

All against - 13

Motion defeated

Next Ontario Council Meeting Dates 2013

Feb 22 - 23, 2013

June - TBD

Oct 25-26, 2013

Motion to adjourn meeting at 3:05 pm

m/s/c Réjean Amyotte and Souad (Sue) Soubra

APPENDIX “A”

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

Committee Chair:	Karen Church
Committee Members:	Colleen Wice Souad (Sue) Soubra James Marchand
Staff:	Joan-Ann Gravesande
Regrets:	Judy Phillips

AGENDA:

The Following Equity Dates were noted for the remainder of the year.

December 10—Human Rights Day

December 6—Violence against Women

December 3—International Day for Persons with Disabilities.

December 3-5, 2012 PSAC National Human Rights Committee in Ottawa. All Equity Committees for Ontario Council will be in attendance.

We will be bringing forward to this new Committee some of the activities that we have celebrated in Ontario. Black History Month, Chinese New Year, International Women’s Day, Pride Celebrations in all parts of Ontario.

National Aboriginal Day June 21 - The Ontario Equity Committee will be proudly wearing their Equity Jackets at the following events National Human Rights, the Leadership Summit and the OFL.

This Committee will be meeting in Ottawa on December 1 to develop educational materials on equity issues.

Goals for the next term:

Future plans include supporting the Ontario Coalition against Poverty and the impact of the cuts in Ontario affecting Equity seeking groups.

Recommendation to Council:

We would like to put forward a recommendation to hold an education session for Council at the next Council Meeting on Transgender issues and we would like to invite Nicole Nausbaum to be the guest speaker. The estimate cost of this proposal is up to \$700.00. Given the cuts from both the Federal and Provincial Governments, Members of the Transgender community will be faced with further barriers. We would ask that pending this motion be passed, that Toronto Regional Office promote this education activity to the membership at large.

Moved by: Karen Church

Seconded by: Colleen Wice

APPENDIX “B”

PSAC Ontario Regional Council Education Committee Report July 2012 to November 2012

Committee Chair: Debbie Willett

Committee Members: Christo Aivalis
Karen Church
Laura Eastcott
Melanee Jessup
Mary Jeyananthan
James Marchand

Staff: Shirley Riva

October 27, 2012

- Education Committee met at RO with Regional Education Officer Shirley Riva for a full-day discussion of the Educational Program for Ontario.

November 1, 2012

- 2013-2015 A three (3) year plan – see recommendations
- Request that wireless internet access be available in all meeting rooms
- Continue to discuss the AFN issue
- Determine if minimum course registration requirements are still in effect
- Allow course participants to name their first and second choices when registering for Spring/Fall School
- Developing pamphlets on the Education Learning Paths
- Discussed new courses:
 - Advanced Duty to Accommodate (2-day course)
 - Representing Members with Mental Health Issues (1-day course)

- Health and Safety Basic-Canada Labour Code and Provincial Legislation
- Health and Safety Activism (1-day course)
- Bullying in the Workplace (1-day course)
- Employment Equity

Goals for the next term:

- Continue to discuss the AFN issue in order to bring recommendations to council
- Look at ways to facilitate distance education

Recommendations to Council:

- The Education Committee proposes the following schedule for the upcoming cycle:
- 2013 – Five (5) Geo-based courses offered in residence and not in-residence looking at two dates October and November for offerings across the region.
- 2014 – Ontario Spring School with four (4) courses being offered.
- 2015 – Ontario Spring School with four (4) courses being offered.

Moved by: Debbie Willett

Seconded by: Melanee Jessup

APPENDIX “C”

PSAC Ontario Council Finance Committee Report July 2012 to November 2012

Committee Chair:	Bob Black
Committee Members:	Brad Feraday Laura St-Jean
Staff:	Sharon DeSousa
Regrets:	Ryan Bystrom

Review

- Claim forms were reviewed & cheques were prepared.
- Bob has worked tirelessly on the changeover to Simply Accounting and has almost completed the 2011 financial reports.
- Chart of Accounts was finalized.
- There are 18 outstanding cheques for 2011 that were recorded and noted as outstanding. There are also 2 outstanding cheques for 2010 that will be cancelled.
- Reports for individual members were prepared and distributed for their review.
- The role and responsibilities of committee members was discussed.
- A draft donation policy was developed.

Goals for the next term:

1. To assess and determine the finances for the 2013 budget.
2. To use the new accounting system.
3. To complete the financial statements and accounting for the 2011 and 2012 year ends.

4. The financial reports will show the comparison between the budgeted amounts and the actual amounts and also show a comparison of 2011 and 2012 statements.
5. Once the 2011 changes to the financial reports have been made, the statements will be presented at the next Ontario Council meeting.

Recommendations to Council:

1. If a member hasn't cashed a cheque within 5 months of the date of the cheque then the REVP's office will send a follow-up email and letter to the party who hasn't cashed it. If it hasn't been cashed one year after the date of the cheque then it will be cancelled.
2. For 2011 and 2012 we will have 3 members who are at arm's length from Council to do the random verification of entries. These members will be appointed.
3. All portfolio and expense claims must be submitted with receipts no later than January 21, 2013.
4. That internet expenses be claimed twice a year. That the 1st 6 months of expenses for that year be claimed at the year's first council meeting and the last 6 months be claimed at the final council meeting for the same year.
5. To accept the donation guidelines as presented.

Moved by: Bob Black

Seconded by: Laura St-Jean

EXHIBIT “1”

PSAC Ontario Region DONATIONS GUIDELINES Under the line item Donations:

Donations are defined as monies given to a Community, Organization, Union or Individual to further their cause or to assist those in dire need.

Requests for funds will be submitted in writing by the member to any Ontario Council Representative. The written document will state the Name of requestor, Amount, Rationale, organizational or individual background information and Geographic Area.

Donations of up to five hundred dollars (\$500.00) may be approved at the discretion of the REVP. Donations above five hundred and one dollars (\$501.00) may be approved by a two-thirds (2/3) vote of Ontario Council.

All donation cheques will be made out to the organization or individual for whom the amount was approved and will be reported at the following Ontario Council meeting.

The geographical diversity will be considered when approving donations.

Moved by: Bob Black

Seconded by: Laura St-Jean

APPENDIX “D”

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

Committee Chair: Réjean Amyotte

Committee Members: Colleen Wice
Souad Soubra
Mike Fummerton
Raif Bucherer
Vicki Pine

Staff: Angela Fairweather

Regrets: Judy Phillips, Leslie Searl, Kingsley Onyeocha

The Health & Safety committee welcomed their new chair Rejean Aymotte who comes to us from the Education Committee with a wealth of knowledge and a promise to bring his passion for education to Health & Safety.

Discussion was held on the topics below.

1. (Occupational Disabilities Response Team) Level 1 course - ODRT
2. Level 3ODRT
3. Process WSIB
4. Written Submissions
5. Education courses, Health & Safety Basic and Health & Safety Activism.

Angela encouraged Sister Colleen Wise and Brother Mike Fummerton to recruit for the ODRT Level 1 course, being held November 17th & 18th in the Greater Toronto Area region.

Moved by: Réjean Amyotte

Seconded by: Vicki Pine

APPENDIX “E”

PSAC Ontario Regional Council Political Action Committee Report July 2012 to November 2012

Committee Chair:	Laura St. Jean
Committee Members:	Christo Aivalis Brad Feraday Melanee Jessup
Staff:	Sharon DeSousa Lino Vieira Christopher Wilson

Met via a series of conference calls to:

- discuss We Are All Affected Campaign;
- to review/approve Labour Day funding requests;
- review September 15th day of Action events;
- discussed other losses to members due to cuts, such as:
 - salary in arrears
 - Bill C-45

Goals for the next term:

- Continue to monitor and support political action events.
- Ensuring that future events are planned well in advance, to encourage maximum participation by members;
- Explore the viability of holding two northern rallies to support our members who are disproportionately affected and to raise the visibility of the PSAC in those areas, possibly attaching them to the next “We Are ALL Affected” actions;
- By-election in Durham – PSAC members will be on the phones to get out the vote;
- Prepare for a spring election.

Recommendations to Council:

None.

Moved by: Laura St. Jean

Seconded by: Melanee Jessup

APPENDIX “F”

Brad Feraday PSAC Ontario Regional Council Alternate to the REVP Report July 2012 to November 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 & 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 issues
- Discussed Finance Committee issues with REVP
- Participated in Political Action Committee teleconferences
- Met with various M.P.s, M.P.P.s, Senators & City Councillors including Matthew Kellway, Rathika Sitsabaiesan, Art Eggleton & Craig Scott.
- Met with CBC freelance reporter Donna Tranquada
- Met with Canadian Centre for Policy Alternative expert.
- Had tweets quoted on CBC Metro Morning

Plans:

- Meet with M.P.s about cuts to Public Services
- Engage and activate PSAC members
- Continue attending events and riding association meetings for NDP & Liberals
- Participate in PSAC sponsored events

- Attend meetings sponsored by other unions

In Solidarity,

Brad Feraday, Alternate REVP, Ontario

Brad Feraday, Alternate to the REVP, Ontario

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

Objectives:

- Proliferate knowledge of the council amongst members
- Bring awareness of public service cuts and their specific effects on younger members
- Push for a better understanding of DCLs and young people in the PSAC, and ensure that they have educational tools and practices crafted towards their needs.
- Attempt to form as many Young Worker Committees in our Region as possible
- Strive to help our council, region, and union develop a historical preservation and analysis strategy.

Actions:

- Worked with staff to formulate, organize, and hold the Regional Young Worker Summit. I also chaired the event.
- Worked towards the formation of a young worker committee in Kingston
- Attended Regional DCL conference
- Served on organizing committee for the Regional DCL Academic Conference
- Worked on second Ontario Council Newsletter
- Participated in Labour Day as member of the Political Action Committee.
- Worked as LWOP activist on September 15th National Day of Action in Kingston

Plans:

- Continue to work on future iterations of Newsletter
- Increase PSAC presence in OFL and CLC
- Implement above plans and actions

In Solidarity,

Christo Aivalis,
Young Worker Representative

**Mary J. Jeyanathan
PSAC Ontario Regional Council
Region 5, Greater Toronto Area Representative Report
July 2012 to November 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
July 2012 to November 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:

- Interviewed by CBC radio surrounding job cuts
- Meetings at RO with rep and organizer for Sept 15th day of Action
- Meetings with John Rafferty surrounding WFA matters and what the NDP is fighting for in the House of Commons
- Attended a very successful Labour Day Picnic, with discussions with Bruce Hyer and his job in the House of Commons
- Attended an NDP fundraiser dinner and promoted the "we are all affected" campaign
- Attended a very successful Sept 15th day of action
- 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
July 2012 to November 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 Hamilton RWC BBQ July 10th
Attended WFA session July 25 as Council Rep
Attended Sept 15 Mobilization meeting at Toronto R.O. on Aug 22
Attended Durham RWC meeting Aug 29
Attended Barrie Take Back the Night Sept 27
Attended Toronto RWC AGM Oct 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
Continue working on upcoming RWC conference.
Working on Regional Women conference (May 31-June 2, 2013)
Will be attending the OFL Equity conference in Niagara Falls

In Solidarity,

Colleen Wice
Regional Women's Representative

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

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 - June 5th, Sept 5th
- Attended GSU Equity Conference – June 14th -15th
- Attended Ontario Council meeting/training – June 21-23
- Attended Hamilton MDAC meetings - June 19th, July 10th, and Sept 24th.
- Attended/Chaired TMDAC meetings – June 25th, October 15th
- Attended the Labour Day Parade Committee meetings – June 26th, July 11th, Aug 13th,
- Attended GSU Local President Conference – Aug 20-21, 2012
- Attended GTAC meeting – July 11th, Sept 12th. August 8th
- Attended GCWCC Ceremony – June 21st
- Attended GCWCC Steering Committee Meeting – June 5th, July 4th, 9th, August 10th, 17th. Sept 18th, Oct 16th
- Participated Ontario Council Conference Call – July 31st.
- GCWCC training – Speech, August 29th
- Meet with the GCWCC SEs – August 30th
- Participated the Labour Day Parade – Sept 3rd
- Attended GWCC Labour Luncheon – Sept 20th, 2012
- Participated GCWCC kick Off Campaign – Sept 27th
- Participated Women in Labour Meeting – Sept 28

Future Plans:

- ❖ Keep in touch with Regional PSAC office
- ❖ Attend Regional Committee meetings. (MDAC, RWC, GTAC, RVC)
- ❖ Meet/contact/communicate with members

- ❖ Attend Committee meetings
- ❖ Promote a Joint committee meeting; Toronto and Hamilton MDAC
- ❖ Open new MDAC Committees in Barrie and London's areas During current three year mandate
- ❖ Human Rights/Equity Committees Joint event
- ❖ MDAC: Open House, Wellness Events, Update the second newsletter
- ❖ Stay involved with GCWCC

In Solidarity,

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

**BEDEKINGSLEY ONYEOCHA
PSAC Ontario Regional Council
Regionally Based Separate Employer Report
July 2012 to November 2012**

NIL Report

In Solidarity,

Bedekingsley Onyeocha
Regionally Based Separate Employer

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

Objectives:

- Continue to consult with Regional Office to formulate the RO's education plan for the next 3 year cycle consult on 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
- 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
- Participated in North Bay Labour Day planning meetings and volunteered during the picnic
- Participated in National Day of Action events in North Bay and Sudbury
- Participate in a number of rallies in support of our labour movement partners
- 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
PSAC Ontario Regional Council Report
Region 2, Northeastern Ontario
June 20, 2012 to November 1, 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
- Discussion with some locals in SSM regarding possible Northern Rally focusing on community economic loss and public services
- 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
- **activities for this period were less than hoped for due to illness...but I wish to thank Trevis Carey (Alternate Region 2) for stepping in during my time of absence and recuperation.

Objectives for the future:

- Proposal to put to council to Stage 2 Northeastern Rally's one in SSM and other in Sudbury focusing on community economic losses and public service reductions in order to show support for the Northeastern Region

- Attend Area Council meetings 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
June 2012 to October 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 2nd Annual DCL Conference
- Establish contacts for promoting PSAC initiatives and education
- Take care of myself so not to be overworked/overwhelmed by duties and activities.

Actions:

- Continually 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:
 - DCL Organizing Committee Conference Calls: July 11th, 25th, August 22nd, September 5th, 12th, 19th.
 - 2nd DCL Triennial Conference – September 25th – 30th, Downtown Toronto Marriott. Excellent turnout ; 16 out of 18 DCL in attendance, 1 DCL denied and 1 couldn't attend and achieved 100% attendance at each session and good input and involvement from all.
 - Jurisdictional Challenge conference calls; June 25th, July 12th and August 16th. Ongoing battle and trying to coordinate a face/face meeting in early December with parties to come up with a strategy.
 - SS Marie Aboriginal Circle Meeting – July 3rd.

- Day of Action, September 15th - participated in Walk for support of teachers on Bill 115 at MP David Orizatti's office in SS Marie with brother James Marchand.
- Discussion at the DCL conference with commissioners in regards to formalizing their sector group.

Plans:

- Continue in full force to keep members informed of Jurisdictional Challenge.
- Took advantage of the summer season and limited my participation in activities and meetings in order to have time for myself and family.

Sister in Solidarity,

Vicki Pine
DCL Representative

BOB BLACK
PSAC Ontario Regional Council
Region 6, Hamilton Niagara Representative Report
July 2012 to November 2012

OBJECTIVES:

Prepare Council financial statements as per Council. Maintain communications with current Regional contacts. Promote PSAC/ Union values.

- July 12 Hosted the Area Council/MDAC Annual BBQ meeting re Labour Day
23-27 Attended the regional office to begin work on the Council bookkeeping transfer from Quickbooks to Simply Accounting
30-31 Continued on the transfer to Simply Accounting
National Day of Action conference call at RO
- Aug 1-3 Simply Accounting
8-10 Before attending RO for bookkeeping conversion met with a member re: return to work plan
14-17 Continue bookkeeping
21 Met with Presidents re National Day of Action Activities
22 RO for Day of Action Planning
23-24 Simply Accounting
27 Met with rep from United Way to talk about bringing them into our Area Council meeting to promote a new program being developed. Between PSAC and United Way re WFA. Delivered materials to Area Council rep in Niagara
- Sept 3 Participated in Labour Day Parade, entertained the newly elected National President (her first Labour Day Parade) as well as our own REVP
6 Distributed posters and flyers to Locals for National Day of Action
11 Attended the home of member re Return to Work
15 Participated in the Toronto National Day of Action as the
17-18 Attended RO to assist in the preparation of the "WE ARE ALL

AFFECTED” training program for Fall School
19 Attended Stewards meeting then Labour Council meetings
21 Met with United Way rep Bob Sutton
22-23 Attended the Hamilton TUB and the CURC retirement courses
24 Chaired the Hamilton MDAC meeting

Oct 1 Area Council meeting
3-5 Continue with Simply Accounting
6 Met with Council member Debbie Willet re Fall School
22 Area Council meeting
23-26 Finish 2011 Simply accounting and start 2012

PLANS:

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

In Solidarity always,

Bob Black
Region 6, Hamilton Niagara Representative

James D. Marchand
PSAC Ontario Regional Council
Aboriginal Members Representative Report
July 2012 to November 2012

Objectives:

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

Actions:

- Attended Assembly of First Nations Annual General Assembly in Toronto
- Met with Six Nations group, CAW, OFL and CUPE members regarding OMB Appeal
- Ontario Council Teleconference call
- Attend Labour Day event in Cornwall
- Met with Elaine MacDonald District Labour Council
- Met with Mario Leclerc
- Attend Elementary Teachers Federation of Ontario rally at MPP David Orazetti's office in Sault Ste Marie

Plans:

- Continue to promote Union Education
- Establish union networks and reinforce existing union networks
- Attend OFL Equity Conference
- Attend NAPC meeting, PSAC Leadership and HR Conferences

In Solidarity,

James D. Marchand
Aboriginal Members Representative

Mike Fummerton
PSAC Ontario Regional Council
Region 4, Southwestern Ontario Representative Report
July 2012 to November 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:

- Attended Windsor Area Council Meetings as scheduled
- Attended and marched in Windsor Pride Parade
- Organized “We Are All Affected” cake delivery to all components with Windsor Area Council.
- Attended and marched in Windsor Labour Day Parade.
- Attended Windsor/Chatham Women’s Regional Meeting
- Continue to attend meetings with “affected” members regarding Work Force Adjustment.
- Regularly updated Facebook Group and page for Southwestern Ontario Council

Plans:

- Work with PSAC Ontario Council Representatives to connect with all PSAC members through newsletters, social media, etc.
- Lobbying MPs/Senators on issue that are relevant to members

- Work on “Fight Back” campaign through demonstrations and worksite visits
- Increase knowledge of courses that are happening in PSAC Regional Offices and promote the education program to Ontario PSAC members
- Educate members about PSAC Ontario Council through visible presence and social media sites that have been created
- Attend Area Council meetings as scheduled

In Solidarity,

Mike Fummerton
Region 4, Southwestern Ontario Representative

Debbie Willett
PSAC Ontario Regional Council
Area Council Representative Report
July 2012 to November 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.

June 21-24 UTE Employment Equity Conference – Winnipeg
July 1 Pride Parade – Toronto
July 10 Committees' BBQ – Bob's House – Hamilton
July 31 Alliance Facilitators Network Discussion – Toronto
(Shirley, Nicole, Sharon, Chris) (SNSC)
July 31 Conference call – National Day of Action
Aug 22 Conference call – fall school participant selection
Aug 27 Pickup & deliver Sept 15 Day of Action Info
Sept 3 Labour Day
Sept 6 attended CRA Regional Employment Equity Meeting
Toronto
Sept 15 spoke at the People's Court - Toronto
Sept 16-18 Alliance Facilitator/We Are ALL Affected planning
meeting
Sept 18 Alliance Facilitator Network Discussion – Toronto (SSC)
Oct 6 met with Bob to pick up London Food Bank cheques &
food (Fall School)
Oct 9-14 Facilitating Fall School – LOAT – London
Oct 22 CRA- Area Coordinators Meeting - Toronto
Oct 27 Education Committee Meeting – Toronto
Nov 1 Education Committee Meeting – Toronto (council)
Nov 2-3 Ontario Council Meeting – Toronto

Future Plans:

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

In Solidarity,
Debbie Willett
Area Council Representative

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

Worked closely with the Kingston RO and Area Council in planning, costing and organizing the following events over the past few months: National Public Service week; Kingston Buskers Rendezvous, Blues Fest, Labour Day and National Day of Action event in Trenton.

Proposed and costed a petition campaign for Historic Canals to the REVP Ontario's office and UCTE. Organized a petition kit consisting of self addressed postage paid envelopes containing the petition, a short chronology of past and present events and designed several posters to go along with it.

This action was combined with a social media campaign on Twitter as well as several media interviews on TV and radio stations from Trenton- Orillia.

The kits were distributed to businesses along the TSW from Trenton to Port Severn and on October 18th the petition with roughly 8000 signatures was handed to Megan Leslie MP at a media event in Ottawa. Coinciding with this event were newspaper ads which I designed in close cooperation with Lino Vieira.

I also participated in several political/public events, the first one was a press conference with Taras Natyshak MPP at Kingston Pen that was followed by a meet 'n Greet at the Kingston RO, the second one a fundraising dinner of the Kingston NDP which had Andrea Horwath MPP, Dan Harris MP and Matt Kellway MP as guest speakers. In addition I also attended 2 public meetings/consultations about the future of Historic Canals, one being held in Lombardy by Gord Brown MP (Rideau) and the other in Washago by Bruce Stanton MP (Trent-Severn)

On October 17th I had the chance to network with CLC affiliates in the Kingston Area during a Task Force meeting organized by the CLC and chaired by Paul Moist.

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

June 13	Send open Letter to Peter Kent and MPs along the Trent-Severn.
14	Interview with CHEX at the Peterborough Lift Lock. Kingston AreaCouncil meeting; Kingston
21-23	Ontario Council meetings, Toronto
28	COFU UMCC; Peterborough
July 6	Press conference at Kingston Penitentiary with MPP Taras Natyshak (a.m.)Meet and Greet at the PSAC Kingston RO (p.m.) BBQ with Taras Natyshak at the Kingston District Labour Council in the evening.
12 -- 13	Booth and table at the Kingston Buskers Rendezvous as part of We are all affected campaign
24	Public Meeting in Lombardy hosted by Gord Brown MP Leeds-Grenville for stakeholders along the Rideau.
Aug 1&2	Distributed petition kits to businesses from Trenton to Orillia.
8	Handed Rick Norlock, MP Northumberland, his affected letter. Kingston AreaCouncil meeting, Kingston
16	Public meeting in Washago, with Bruce Stanton , MP Simcoe-North
18	Phone Interview with KRUZ-FM and 1041TheDock in Orillia
23-26	Booth at the Kingston Blues Fest as part of the PSAC summer campaign " We are all affected ".
Spet3	Labour Day Parade and Family picnic in Kingston
15	National day of Action Trenton
Oct 3	Kingston AreaCouncil meeting
4	Local00056UCTE AGM

9	Conference Historic Canals action
2012-10-11	Worked on Historic Canals petition action: designing adds preparation of returned petition sheets
17	CLC Task Force meeting Kingston
18	Media event Ottawa, handing over petitions to NDP

In Solidarity,

Ralf Bucherer
Region 3, Eastern Ontario Representative

Judy Phillips
PSAC Ontario Regional Council
Racially Visible Representative Report
August 2012 to October 2012

The past several months has been very challenging for the member of CEIU local 574 for which I am the Vice President. The EI processing unit was relocated to the Richmond Hill office, as a result member in this unit received affected letters including me. These members (34) however are fortunate as they were able to be picked up from a priority status list by the Scarborough Pension Processing Unit effective October 1, 2012. As a result of the demand on my time by the membership and the need to facilitate members demand with 2 different Directors ensuring their issues/ concerns are address; I have been unable to dedicate the necessary time and commitment to my portfolio.

In Solidarity

Judy Phillips
Racially Visible Representative

Laura Eastcott
PSAC Ontario Regional Council
Region 3, Eastern Ontario Representative Report
July 2012 to October 2012

Objectives:

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

Activities:

- June 19 - conference call with education committee.
- June 26 - attended the Kingston Regional Area Womens Committee meeting.
- July 1 - attended KCAP Party In The Park. Donated use of Bounce Castle.
- July 6 - participated in rally at Kingston Penitentiary in support of our USGE Local 00016.
- July 6 - took part in luncheon/ Q&A with NDP Labour and Community Safety and Correctional Services critic, Taras Natyshak, MPP Essex.
- July 14 - promoted the Canals and We Are All Affected campaigns with PSAC Kingston Area Council at Kingston Buskers Festival.
- July 31 - Ontario Regional Council conference call.
- August 4 - promoted PSAC We Are All Affected campaign and handed out the Stephen Harper Hates... buttons at the Princess St. Promenade in Kingston.
- August 7 - PSAC Day of Action conference call.
- August 8 - PSAC Kingston Area Council meeting.
- August 20 - PSAC Day of Actio conference call.
- August 20-24 - review of REO Interim Report and Travel Policy.
- August 21 - Raise the Rates meeting, Steelworkers Hall Kingston
- August 23-26 - Limestone City Bluesfest, promoted PSAC campaigns.

- August 27 - PSAC Day of Action conference call
- September 3 - marched in Kingston Labour Day Parade and promoted solidarity.
- September 4 - PSAC Day of Action conference call
- September 10 - Kingston District Labour Council meeting.
- September 11 - Raise the Rates meeting Kingston.
- September 15 - Day of Action.
- September 17 - marched in the Occupy Ottawa rally to Parliament Hill.
- September 22 - attended Feminists for Change in Resistance Movements workshop.
- September 28 - donated and delivered BBQ for Raise the Rates event in Kingston.
- October 3 - PSAC Kingston Area Council meeting.
- October 11-14 - attended PSAC Fall School.
- October 16 - Kingston District Labour Council meeting.
- October 18 - attended The Women's Forum in Ottawa.

Plans:

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

In Solidarity,

Laura Eastcott
Region 3, Eastern Ontario Representative

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

June

PSAC Conference Call and Education Committee Conference Call
UTE EO Conference in Winnipeg
Local 00015 Member Appreciation Event
Maintained SWO Facebook page
Shared correspondence via my email tree
Attended K-W Area Council meeting
Attended K-W Regional Women's Committee meeting

July

Organized WFA Training in Kitchener..
London Pride Events
UTE Presidents' meeting
Ontario Council Conference Call
Maintained SWO Facebook page and Shared correspondence via my email tree

August

PAC Conference Calls
Area Council Conference Call re: September 15th Day of Action
Created September 15th flyer and pamphlet for Ontario
Conference call to rank applicants for Fall School
Attended NDP pre-caucus meeting
Attended Catherine Fife's Campaign kickoff
Folded envelopes for Catherine Fife's Campaign
Phoned PSAC members in the Kitchener-Waterloo riding
Attended London Area Council Labour Day barbecue
Attended K-W Area Council meeting
Attended K-W Regional Women's Committee meeting
Maintained SWO Facebook page and Shared correspondence via my email tree

September

Attended Guelph Labour Day picnic
Attended Kitchener-Waterloo Labour Day picnic
Attended booth at Western Fair for London Area Council

Planned September 15th Day of Action
Attended Common Front meeting
Distributed Common Front material
Attended K-W Area Council meeting
Attended K-W Regional Women's Committee meeting
Attended the Waterloo Regional Labour Council meeting
Emceed the Kitchener-Waterloo Day of Action
AF Coordinator for the AF learning event at Fall School
Attended UTE Presidents' Conference
Attended Take Back the Night in Waterloo
Maintained SWO Facebook page and Shared correspondence via my email tree

October

Joined planning committee for CSUMB Town Hall meeting in Kitchener
Participated in WFA webinar
Arranged Fall School Food Bank Event
Arranged for viewing of "We Are Wisconsin" for Fall School Participants
Was back-up AF for Fall School
Facilitated one of the AF "We Are ALL Affected" workshops
Emceed the Fall School Food Bank event
Attended the Kitchener CSUMB Town Hall meeting
Attended Education Committee meeting
Chaired Political Action Committee meeting
Maintained SW Ontario Facebook page and Shared correspondence via my email tree
Assisted with creation of Ontario Council newsletter

November

Attended Ontario Council Education Committee meeting
Attended Ontario Council meeting

Future Plans: Attend AF Clinic, Attend Leadership Summit
Continue to maintain SW Ontario Facebook page, Continue to share correspondence via my email tree

In Solidarity,
Melanee Jessup
Region 4, Southwestern Ontario Representative

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

Objectives:

Obtain better understanding of my role as Representative
Develop regional contacts and email tree within GTA

Activities:

July 1st: attended Toronto Pride Parade
July 31st: OC Conference Call
August 17th: organized and attended the CIU Local 024 3rd Annual Charity Softball Tournament
August 22nd: attended Toronto RO for the Mobilization Strategy Meeting for events to be held Sept. 15th
Attended Toronto RO for fall school applicant meeting with PSAC Regional Rep
September 3rd: attended the Toronto Labour Day Parade
September 5th: attended the TRWC
September 12th: attended the GTAC meeting and AGM
September 14th: attended MP Lizons office with a member of my own Local to discuss DRAP and cutbacks and how it will affect Border Security
September 15th: attended the People's Court at 361 University Ave.
Ongoing: trying to get in contact with Local Presidents within the GTA; not overly successful due to outdated information. I am putting this at the top of my priority list for the New Year.
October 7th – November 26th: travelling to Tanzania, East Africa for Social Justice Activism. I will be volunteering within the community to help women become financially independent. The remainder of my time there will be spend traveling and learning the culture.

Future Goals:

Continue to contact Local Presidents and attend their AGM's, Local events, etc...

Update contact lists

Attend future meetings of all equity groups within GTAR.

Attend Leadership Summit, Nov-Dec 2012.

In Solidarity,

Leslie Searl

Region 5, Greater Toronto Area Representative

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

Objectives:

Continue to provide advice to GLBT Members
Promote and Support GLBT Issues
Work on increasing GLBT contact list

Actions:

Windsor Area Council July 31
Delivered PSAC swag for Windsor Pride Parade Aug. 12
Meeting with Sister Abou-Dib to discuss PSAC National Human Rights Committee Aug 14
Presentation on the PSAC National Human Rights Committee to the NBOD of CIU Oct. 17

Plans:

Continue to encourage Members to form GLBT Committees
Offer advice and support to Members in need.
Provide resources to GLBT Members

In Solidarity,

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