



## **PSAC Ontario Council Meeting Minutes February 24<sup>th</sup> – 25<sup>th</sup>, 2017 Toronto Regional Office**

The meeting convened at 9:03 a.m. on Friday, February 24<sup>th</sup>, 2017 with the REVP-Ontario, Sharon DeSousa as Council Chair and the following members in attendance.

Sharon DeSousa, Regional Executive Vice-President, Ontario  
Bob Black, Alternate Regional Executive Vice-President, Ontario  
Kevin Lundstrom, Region 1 (Northwestern)  
Trevis Carey, Region 2 (Northeastern)  
Dana Kelly, Region 2 (Northeastern)  
Grant Tennant, Region 3 (Eastern)  
Richard McNeill, Region 3 (Eastern)  
Melanee Jessup, Region 4 (Southwestern)  
Judith Goodfellow, Region 4 (Southwestern)  
Ryan Ward, Region 5 (GTA)  
Claudia Espinoza, Region 5 (GTA)  
Sue Borthwick, Region 6 (Hamilton/Niagara)  
Susan Glanville, Regionally Based Separate Employers locals  
Peggy Jones, Directly Chartered Locals  
Sheila Karasiewicz, Aboriginal Members  
Lauren Baert, Young Workers Representative  
Travis Lahnalampi, Area Councils  
Souad (Sue) Soubra, Members with Disabilities  
Lloyd Brown, Racially Visible Members  
Missy Taylor, Regional Women's Committees

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

**Regrets:** Marie Polgar-Matthews, Academic Workers Representative  
Steve Khan, Gay, Lesbian, Bi-Sexual & Transgendered

## Members

**Observers:** – Christine Collins – National President, Union of Canadian Transportation Employees (UCTE), Martin Mika – Regional Vice-President UCTE, Crystal Warner – National Executive Vice-President, Canada Employment and Immigration Union (CEIU), Lynda MacLellan, Ken Boone, and Andrew Budden.

The Chair of the PSAC Toronto Racially Visible Committee, Brother Lloyd Brown, thanked the Ontario Regional Council members that attended the Black History month celebration, which was held in the Regional office the previous night.

The Chair swore in Sister Sue Borthwick, Region 6 representative and Brother Travis Lahnalampi, Area Council representative. The Chair announced that Sister Isabel Wrotkowski resigned for personal reasons and Sister Debbie Willett retired from the public service. The Chair thanked the Sisters for all their hard work on behalf of Ontario Region.

The Chair acknowledge the contributions of Sister Darlene Brown to the Ontario membership. Sister Brown will be retiring sometime this year, due to health issues. A get well card was passed around from Ontario Regional Council members to sign for Sister Darlene Brown.

The Chair asked Brother Bob Black to read the PSAC Anti-Harassment Policy. Brother Black was the Anti-Harassment Coordinator while Ontario Regional Council was in session.

The hours of sitting will be Friday, 9:02 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 p.m. – 1:00 p.m., Breaks 10: 30 a.m.

Motion to adopt the hours of sitting.

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

## **AGENDA:**

1. Adoption of Agenda
2. Adoption of previous meeting minutes (November 4-5, 2016)
3. Business arising from previous minutes
4. Regional Executive Vice-President Report
5. Regional Office - Updates (Chris Wilson)
6. Ontario Council Committees Reports
7. Ontario Council Members Reports
8. Collective Bargaining Updates
9. Ontario Council Newsletter
10. PSAC Ontario Triennial Convention 2017
11. Training for Resolution Committees
12. Budget Approval 2018-2020
13. Regionalization Report - Debrief
14. Ontario Council Resolutions to Convention
15. Canada Labour Congress Lobby - Pension
16. Member Orientation Guide
17. Ontario Council Member Guide
18. Phoenix Pay System
19. CEIU – Prairies Region Fightback – Vegreville
20. Crohn's and Colitis Foundation fundraiser
21. Own It Campaign
22. New Business

The Chair requested an honour roll call for members and all the workers across the Province that have passed away since the last Ontario Regional Council meeting.

Moment of silence observed

**Item 1. Adoption of Agenda**

The Chair added agenda items:  
#20 – Crohn's and Colitis Foundation fundraiser;  
#21 - We Own It Campaign.

The Chair recommended adoption of the amended agenda.

Motion to adopt amended agenda

m/s/c Melanee Jessup and Lauren Baert

**Item 2. Adoption of previous minutes (November 4-5, 2016)**

Motion to adopt minutes

m/s/c Lloyd Brown and Bob Black

Motion to adopt conference call minutes of February, 8<sup>th</sup>, 2017

m/s/c Souad (Sue) Soubra Boone and Lauren Baert

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

Save our Ports Campaign

The REVP's office sent the Save our Ports campaign information to Ontario Regional Council and also the Ontario region on January 19<sup>th</sup>, 2017.

### Regionalization Report

A conference call was held on February 8<sup>th</sup>, 2017 at 6:00pm with Ontario Regional Council to review the Regionalization report.

### World People Social Forum

The REVP's office shared Brother Bob Black's World People Social Forum report with Ontario Regional Council on December 9<sup>th</sup>, 2017.

### Regional Women's Conference Resolutions

On January 16<sup>th</sup>, 2017, the REVP's office sent a letter to each Regional Women's Committee that submitted resolutions to the Regional Women's Conference accompanied by a copy of the Ontario Regional Council working group recommendations.

The Chair followed up with PSAC National in regards to Regional Women's Committee Resolution number three – "National issuing statement on prostitution". The information was sent out on January 16<sup>th</sup>, 2017.

### Assaulted Women's Helpline

Brother Lino Vieira stated the Assaulted Women's helpline is the umbrella organization that funds all the assaulted women's helplines across the province. As such, it is the charity that Ontario Council had decided upon. A representative from the Assaulted Women's Helpline will be attending our Convention to distribute materials and answer members' questions.

## **Item 4. Regional Executive Vice-President Report**

Bob Black assumed Chair.

The chair highlighted portions of her report.

The Chair stated that the National Health Union and Union of Environment Workers have merged and their new name is Union of Health & Environment Workers.

Much of the leadership across the country will be changing following regional and Component conventions. The following National Board of Directors (NBoD) will be retiring;

- Sister Robyn Benson
- Brother Anthony Tilly
- Brother Bob Campbell
- Brother John MacLellan
- Brother Bob Kingston
- Brother Bob Jackson
- Brother Doug Marshall
- Sister Donna Lackie
- Sister Christine Collins

The Chair acknowledged the contributions Sister Christine Collins has made to the Ontario Region membership.

#### Blue Water Bridge Strike

PSAC's Directly Chartered Local 501, Blue Water Bridge had an intense fight with their employer in acquiring a collective agreement.

The Chair acknowledged the work of Sister Lauren Baert and Customs Immigration Union (CIU) Branch #19 for all their support during the strike at Blue Water Bridge.

The Chair thanked Sister Lynn Meston, who is the PSAC London office Regional representative that worked with the striking workers and the Toronto Regional office staff for their support of the workers.

#### **Collective Bargaining**

*(\*\*Please note that national bargaining units are covered under the PSAC National President's report, along with reports produced through PSAC's collective bargaining branch and are therefore not covered within this REVP report).*

#### *Ongoing Bargaining*

- Anishinabek Police Service (APS) – (DCL 426 officers) On June 14, 2016, the Employer’s legal counsel at APS stated that they would not meet with PSAC to bargain. PSAC has filed an unfair labour practice complaint as we pursue Conciliation to force the employer to bargain.
- OLG Sault Ste Marie (DCL946) – The bargaining team met with the employer in November 2016. Next meeting dates are expected in January 2017.
- Wequedong Lodge (DCL 00002) – The bargaining team met and exchanged proposals with the Employer in the fall of 2016. Next meeting dates are expected for February 2017.
- University of Western Ontario Postdocs (DCL 611) rejected their tentative agreement on December 12, 2016. Negotiations will now resume with the employer in 2017.
- OLG – Slots at Woodbine (DCL 533) – Bargaining will continue with meetings scheduled with the Employer on January 9-13, 2017 and February 14-17, 2017.
- Queen’s University Postdoctoral Fellows (DCL 901) – The bargaining team is waiting on dates to continue bargaining in 2017.
- NPF Petawawa (UNDE 00680) - Notice to bargain was sent in April 2016. Bargaining will commence in 2017.
- City of Timmins Airport (UCTE 00075) - Notice to bargain was sent on October 24, 2016, however the bargaining team has not yet met with the employer. Negotiations are set to begin in 2017.
- Great Lakes Pilotage Authority (UCTE 00057) - Notice to Bargain was sent in July 2016. The bargaining team met in December 2016 to discuss proposals. Bargaining is set to begin in 2017.
- Hearst, Kapuskasing Smooth Rock Falls Counselling Service (DCL 00285) - The Employer has filed for conciliation and we have dates set for February 7 and 8, 2017.
- Weeneebayko Area Health Authority (DCL 00603) - After five years of protracted bargaining, which included the transition of the James Bay General Hospital on the Moose Factory First

Nation to Ontario jurisdiction, and a bargaining unit consolidation, a final arbitration award for the more than 400 workers at the hospital was finally released in early December, 2016. The award includes a complex series of wage increases and retention bonuses, which are retroactive to 2013. Since the award covers the period of time expiring on March 31, 2016, the Local has selected a bargaining team and is preparing for negotiations that will open during the last week of February.

### *Renewal Agreements*

- Akwesasne Mohawk Board of Education members (UNE 00780) ratified their new collective agreement on September 27, 2016.
- Nishnawbe-Aski Police Service (DCL 400 officers) ratified their new collective agreement on October 17, 2016.
- The Bluewater Bridge (DCL 501) ratified their new collective agreement on December 9, 2016.

### **Organizing**

#### Graduate-Student Research Assistants at Queen's University

PSAC filed a certification application on April 23rd, 2014 to represent 1600 Graduate Student Research Assistants at Queen's University. The vote was conducted on April 30, 2014, however, the results are sealed due to the Employer contesting certain ballots cast. The application remains before the board. In three previous rounds, witnesses provided written testimony to the OLRB. We will be undergoing a fourth round as we continue to work toward defining the application of the scope of the unit and have hearing dates set for January 24, 26 and 27, 2017.

#### Operational Managers at Ontario Corrections

In a split (2-1) decision, the Ontario Labour Relations Board has ruled that PSAC's certification application to represent Operational



Managers in Correctional Facilities across Ontario is dismissed. The Labour Board decided that labour relations for provincial Crown employees is regulated by the Crown Employees Collective Bargaining Act and that only those Unions recognized under the Act (OPSEU and AMAPCEO) have the right to represent employees under the Act unless a new Bargaining Agent displaces one of those two Unions, which PSAC was not seeking to do in this certification application. PSAC filed a Judicial Review of the OLRB's decision to dismiss the application. The Division Court referred PSAC's certification application to represent Operational Managers back to the Labour Board for reconsideration in light of recent amendments to the Crown Employees Collective Bargaining Act (CECBA). So now we are waiting for hearing dates from the Labour Board.

### **Provincial By-election**

#### **Niagara-West Glanbrook**

Former PC leader Tim Hudak resigned his Niagara-West Glanbrook seat on September 16, 2016, to become CEO of the Ontario Real Estate Association. A by-election was called for November 17, 2016. Progressive Conservative Sam Oosterhoff, a 19-year-old political-science major at Brock University, won the by-election. Mr. Oosterhoff opposes abortion and appears to believe homosexuality is a sin, yet has been elected the youngest MPP in Ontario's history with 54 per cent of the vote to 24 per cent for the NDP's Mike Thomas and 15 per cent for Liberal Vicky Ringuette.

### **Mobilization**

#### **Ontario Local Health Check Survey**

At the start of 2015, our Region undertook a Local Health Check Survey to assess our Locals capacity. PSAC Ontario asked Local Executive members to fill out this survey to determine member engagement and what development needs a Local may have. The survey continues to be used and from this information, regional representatives have been working with identified Locals to create action plans to improve the capacity of those Locals.

### Queen's Postdocs Rally

On October 11, 2016 a rally was held on the campus of Queen's University to support Postdocs ongoing bargaining. Childcare benefits and fair wages are at the centre of ongoing collective bargaining negotiations, which was highlighted by messages at this rally. There are 175 postdoctoral scholars at Queen's working on a variety of world-class research. The rally gained media coverage in the Kingston Whig Standard:

<http://www.thewhig.com/2016/10/11/benefits-wages-at-centre-of-bargaining>

### Phoenix Lobby

On November 2, 2016, members who reside in MP Carolyn Bennett's constituency, along with Sharon DeSousa, REVP for Ontario, went and met with the legislative assistants at MP Bennett's office. Members rallied out front, while a small group met with the assistants to discuss the Phoenix pay fiasco, the problems members are facing, and concerns going forward.

### Op-Ed on Phoenix

Sharon DeSousa, REVP for Ontario wrote an op-ed on the Phoenix pay fiasco and the damage it has done to our members in November 2016. The op-ed was published in the Windsor Star and also in the Thunder Bay Chronicle on November 4, 2016.

### Lobbying MP Ruby Sahota

Members from UNE Local 00210: Navnita Richardson, Haseeb Ahmad, Navindra Sahedeo, and Joe Klich; lobbied MP Ruby Sahota on November 8, 2016 on this current round of bargaining. At this meeting members raised their concerns that the tone at the bargaining table is no different than when we were negotiating with the Harper government. Members expressed their frustration over the attack on our sick leave and the need to respect public service workers.

## **Blue Water Bridge Strike**

### **Blue Water Bridge Rally**

On November 18, 2016, members of DCL 501, Blue Water Bridge held a rally at noon near the bridge to support last minute negotiations that were to take place the next day. Members were joined by our Customs and Immigration Union (CIU Local 19) members in demanding a fair contract.

### **Blue Water Bridge (DCL 501) Solidarity Rally in Ottawa**

On November 24, 2016 a solidarity rally was held at the Federal Bridge Corporation Limited (FBCL) headquarters in Ottawa, as they are responsible for the Blue Water Bridge. Forty-seven of our members who work for Blue Water Bridge, which links Point Edward/Sarnia to Michigan, walked off the job at 6am on November 21, 2016. This legal strike took place after the Employer, the FBCL, walked away from the bargaining table. The 47 workers include toll collectors, cleaners, maintenance workers and currency exchange cashiers. This rally was meant to pressure the key decision makers at their headquarters in Ottawa to bargain fairly and end the concessions demanded by the Employer. The rally was covered in the Ottawa media, along with local media in Point Edward.

### **Blue Water Appreciation Day**

On November 26, 2016, members of DCL 501, Blue Water Bridge workers who were on strike held an appreciation day for residents of the Point Edward/Sarnia community. After a week of being on the picket line, members wanted to show their gratitude for the public support received during this strike. Members gave out Tim Horton's cards to the public at the local Tim Hortons with messages of thank you to the residents in the area.

### **Blue Water Bridge Solidarity Rally in Point Edward**

With our members who work for Blue Water Bridge being on strike for a week, a solidarity rally was held on November 27, 2016 at 2pm at the Bridge. Members from a variety of unions, along with the Sarnia and District Labour Council came out to support our striking

members. Over 150 people were in attendance and the rally received great media coverage.

#### Picket at MP Marilyn Gladu's Office

The strike at Blue Water Bridge lies in Conservative MP Marilyn Gladu's riding. However, despite workers being on the picket line for over a week, their MP remained silent on the issue. On November 29, 2016, our striking members picketed MP Gladu's constituency office in Point Edward. Within fifteen minutes of the picket, MP Gladu came out and spoke with our members and assured them she would contact the Federal Bridge Corporation Board members, along with MP Marc Garneau who is responsible for this file as the Minister of Transport.

#### Political Support for Striking Workers

On December 5, 2016, NDP MP Brian Masse raised the issue in the House of Commons concerning the strike at Blue Water Bridge, particularly putting people out of work and the company's attempts to bring in replacement workers. This was the first labour dispute in 80 years at Blue Water Bridge, and MP Brian Masse asked why the government was not doing more to bring them back to the table.

#### The End of the Blue Water Bridge Strike

After 18 days on strike, Bluewater Bridge employees reached and ratified a new collective agreement with the assistance of a mediator on December 9, 2016. With tremendous community, labour, media and political support, along with the strength and determination of the local members, a fair collective agreement was reached. As a show of appreciation a radio ad was produced and ran for one week on three major radio stations in the area thanking the public for their support during this difficult strike.

#### Phoenix Rally in Kingston

On December 9, 2016, the PSAC Kingston Area Council organized a rally at MP Mark Gerretsen's constituency office to continue the pressure on the government over Phoenix. Over 40 members took

part, from various Components and DCLs. The MP supported the picketers and came out to stand with them and say that this issue is unacceptable. The rally gained television media coverage and within the Kingston Whig Standard:

<http://www.thewhig.com/2016/12/09/mp-backs-payroll-protesters>

### PSAC Local 901 Queen's University Food Security Campaign

To assist in negotiations, postdocs at Queen's University (DCL 901) created a food security campaign. PSAC Local 901 contributed \$850 to the Alma Mater Society (AMS) Food Bank and PSAC Ontario matched those funds. The campaign was meant to highlight how many postdocs, due to the low baseline salary, are forced to use the local food bank to make ends meet.

Radio ads were placed on two radio stations in Kingston that delivered this same message for two weeks during mid-December. PSAC local 901 launched the radio advertisements on K-Rock 105.7 and KiSS 102.7, two popular radio stations in the Kingston area. The ads were meant to raise awareness on the precarious living conditions facing Postdocs. You can listen to the ads on the Local's webpage at <http://tinyurl.com/PSAC901Ads>.

## **Labour Movement/ Solidarity**

### Make it Fair Queen's Park Rally

On October 1, 2016, thousands of union members came together at Queen's Park to demand progressive changes to Ontario's labour laws. Buses came in from 25 cities across Ontario for this mass rally to demand fair changes for workers in the Employment Standards Act and the Labour Relations Act.

### Lobby Day at Queen's Park

The OFL's Make it Fair campaign held a lobby training session on the Make it Fair campaign for activists from various affiliates on October 4, 2016, at the Steelworkers Hall at 25 Cecil St. in Toronto. The next day those activists took part in a concentrated lobby effort to promote the goals of the campaign targeted at over 60 MPPs at Queen's Park. PSAC Ontario sent a representative from five of our Area Councils to take part in this initiative, including: Richard Nash (Toronto), Bob Black (Hamilton), Nancy Richter (London), Beverly Bekooy (Barrie) and Robert Beatch (Sudbury).

### London Area Council Make it Fair Campaign

On October 27, 2016, Nancy Richter, President of the PSAC London Area Council represented PSAC at an event with MPP Peggy Sattler and Ontario NDP leader Andrea Horwath. Nancy conveyed PSAC's support for MPP Peggy Sattler's private member's bill outlining 10 days paid leave for all sexual assault/domestic violence survivors. The provincial NDPs have pledged to introduce card check certification, first contract arbitration and a \$15/hr minimum wage, supporting the OFL's Make it Fair campaign.

### Coalition of Black Trade Unionists (CBTU) Awards Dinner

On November 19, 2016, the annual CBTU awards dinner took place, with this year making the 20-year anniversary of the organization. Congratulations to Lloyd Brown, Racially Visible Members Representative on PSAC Ontario Council and the Chair of the PSAC Toronto Racially Visible Committee for receiving this year's Coalition of Black Trade Unionists - Bromley Armstrong Humanitarian Award.

### Meeting with Premier

On November 24, 2016, the Ontario Federation of Labour organized a meeting with Premier Kathleen Wynne to discuss progressive changes to the Employment Standards Act. Sharon DeSousa, REVP for Ontario attended on behalf of PSAC and gave a presentation for job-protected, paid leave for domestic violence survivors, as well as workplace training and other support provisions. Domestic violence

affects the lives of our members both on and off the job. In the same way workers need protections for health and safety and equality, they need protections from domestic violence also.

PSAC has also made the commitment, along with other unions, to negotiate paid leave for survivors of domestic and sexual violence and negotiating workplace training on the effects of domestic violence in the workplace and domestic violence prevention. By bringing sexual and domestic violence issues to the bargaining table, we will ensure that survivors of domestic and sexual violence do not have to choose between their safety and their job. Further, workplace training and education for employers and workers is critical to the protection and support of workers trying to escape abuse.

#### Meeting with the Ontario Minister of Finance and Labour

On November 28, 2016, the OFL organized a meeting with the Ontario Minister of Finance, Charles Sousa and the Minister of Labour, Kevin Flynn. Sharon DeSousa, REVP for Ontario gave a brief presentation on the need to address precarious work, particularly for young workers and the importance of halting the Ontario Lottery and Gaming corporation's privatization plan. In addition, Sharon spoke to both Ministers about the need to expand the definition of an employee to encompass academic sector workers.

#### Hamilton Committees and Area Council Holiday Fundraiser

This year the Hamilton Area Council, along with the Hamilton Committees, came together to raise funds for members at our University of Ontario Institute of Technology (UOIT) DCL 555, who are precarious academic workers. The money raised was used to build Christmas Hampers for members at UOIT to be able to feed 100 members and their families a holiday meal, along with toys for their children. This show of solidarity was greatly appreciated by DCL 555 members.

### **Education**

#### World Mental Health

October 10<sup>th</sup> is World Mental Health Day and PSAC Ontario ran radio ads for the full week prior and leading up to this important date all across Southwestern Ontario; London, Windsor, Niagara, Chatham, Sarnia, Kitchener/Waterloo and Hamilton.

Here is the script of our 2016 World Mental Health Ad:

*October 10<sup>th</sup> is World Mental Health Day. This year's theme is Dignity in Mental Health --- Psychological & Mental Health First Aid for All', which reminds us that many people across the globe continue to struggle to get help because of the stigma surrounding mental health. No one should have to suffer alone. Let's end the discrimination by breaking the silence. A message brought to you by the Public Service Alliance of Canada.*

#### Advanced Representation Training For Stewards (ARTS) Course

In the fall of 2016 we ran three ARTS courses in the London, Toronto and Sudbury areas. Members from Thunder Bay were permitted to attend the Sudbury course and members from Kingston the Toronto course. ARTS is an advanced geo-based, four-day, in-residence course for stewards and local officers to train them on:

- representing members generally; and
- presenting a complaint/grievance during a hearing/meeting with the employer.

#### Area Council Summit

On December 2-3, 2016 PSAC Ontario held a region-wide Area Council Summit in Mississauga. The theme of the Summit was "*Building Capacity through Engagement & Mobilization*". This Area Council Summit was open to all executive members of Area Councils within the PSAC Ontario Region as well as the Area Council Representative on Ontario Regional Council.

With over 20 participants in attendance, the Summit focused on the following objectives:

- To discuss, strategize and mobilize on how to engage members in Area Councils



- To share experiences and network with other Area Council representatives
- To share best practices among Area Councils including making connections within Union structures

## **Equity and Human Rights**

### Eating Well with Diabetes

The PSAC Toronto Members with Disabilities Access Committee held a special teach in session on September 17, 2016, in the PSAC Toronto office boardroom. Aileen Duncan, APSAR Vice-President spoke to members on this critical issue of nutrition and diabetes.

### Take Back the Night

Toronto - Members from the Toronto Regional Women's Committee and CIU Branch 24 took part in the Take Back the Night event in Brampton to raise awareness and stop gender based violence. Members across the province have been taking part in their local community Take Back the Night events for several years now, with participation rates growing.

Barrie – The PSAC Barrie Regional Women's Committee also took part in the Take Back the Night event in Barrie, with OSSTF, the Barrie District Labour Council and the OFL Secretary/Treasurer Patti Coates.

### National Coming Out Day – October 11<sup>th</sup>

On October 26, 2016, the PSAC Toronto Regional Women's Committee, PSAC GTA Young Workers Committee and PSAC Pride Committee held a special event in the PSAC Toronto office. The event was meant to celebrate National Coming Out Day with special guest speaker T. Sharp Dopler. The event was open to all members.

T. Sharp Dopler is a two-spirit Indigenous educator and traditional knowledge keeper. Sharp has been educating people about diversity issues for over 20 years, including issues around Indigenous history and colonization, ability, LGBTTIQ2A and women's issues. Sharp has

presented at local, provincial, national and international venues. Sharp has been out as a lesbian since 1982 and identifies as non-binary gender – in the Ojibwe language- agokwe-nini or ogichidaa kwe.

The Elimination of Violence Against Women – November 25<sup>th</sup>

The PSAC Greater Toronto Area Council (GTAC) and the PSAC's Toronto Regional Women's Committee jointly launched a social media campaign to recognize and raise awareness for the International Day for The Elimination of Violence Against Women. The campaign asked members to wear a #WhiteRibbon for 16 Days to show solidarity with our sisters, daughters, mothers and the women we love.

National Day of Action and Remembrance on Violence Against Women – December 6<sup>th</sup>

The PSAC Toronto Regional Women's Committee took part in the December 6th vigil, marking National Day of Action and Remembrance on Violence Against Women. This important date commemorates all the women who live with the threat of violence, who have died due to violence, and those who have survived.

Toronto Racially Visible Committee Holiday Donation Drive

The Racially Visible Committee sought donations of gently used purses filled with toiletries for the Juliette's Place and toy donation for the Milestones Foster Homes. The response was overwhelming and the collected donations were delivered to both charities on December 8, 2016.

In conclusion,

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

Respectfully submitted for your approval,

*Sharon DeSousa*

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

**REVP Schedule for the period September 10, 2016 to January 6, 2017**

- Sept. 12-14, 2016 – Alliance Executive Committee meeting in Ottawa
- Sept. 26, 2016 – Education Sub-committee meeting of Ontario Council
- Oct. 1, 2016 – OFL Make it Fair Rally at Queen’s Park
- Oct. 3, 2016 – Alliance Executive Committee meeting in Ottawa
- Oct. 4-7, 2016 – National Board of Directors meeting in Ottawa
- Oct. 12, 2016 – Ontario Federation of Labour Executive Committee meeting
- Oct. 14, 2016 – PSAC North Racially Visible Conference in Whitehorse
- Oct. 17-18, 2016 – Alliance Executive Committee meeting in Ottawa
- Oct. 19, 2016 – PSAC Ontario Staff conference in Toronto
- Oct. 21-23, 2016 – CLC Rise Up Conference in Ottawa
- Oct. 31, 2016 – Phoenix Day of Action – Demonstration at 25-55 St. Clair in Toronto
- Nov. 1, 2016 – UFCW Awards Dinner in Mississauga
- Nov. 2, 2016 – MP Carolyn Bennett demo and lobby
- Nov. 3, 2016 – Ontario Council Committees meeting
- Nov. 4-5, 2016 – Ontario Council meeting
- Nov. 6-9, 2016 – National Bargaining Teams meeting in Ottawa
- Nov. 10, 2016 – Founders Day celebration in the Toronto office
- Nov. 11, 2016 – Remembrance Day Ceremony at Old City Hall in Toronto
- Nov. 14, 2016 – Education meeting in Ottawa
- Nov. 15-16, 2016 – Alliance Executive Committee meeting in Ottawa

Nov. 18-20, 2016 – National Health and Safety Conference in Montreal  
Nov. 21-22, 2016 – Blue Water Bridge Picket in Point Edward  
Nov. 22, 2016 – Broadbent Institute Gala in Toronto  
Nov. 24, 2016 – Meeting with the Premier of Ontario on Domestic Violence  
Nov. 26, 2016 – Blue Water Bridge Appreciation event in Point Edward  
Nov. 27, 2016 – Blue Water Bridge Solidarity Rally in Point Edward  
Nov. 28, 2016 – Meeting with the Ontario Ministers of Finance and Labour  
Dec. 2-3, 2016 – PSAC Ontario Area Council Summit  
Dec. 3-9, 2016 – Blue Water Bridge Picketing in Point Edward

Motion to adopt REVP's report

m/s/c Sharon DeSousa and Travis Lahnalampi

Sister Sharon DeSousa resumed the Chair.

The Chair announced that Sister Beth Bennett will be assisting the REVP's office with Convention as the Convention Clerk.

**Item 5. PSAC Ontario Regional Office – Updates  
(Christopher Wilson, PSAC Ontario Regional Coordinator)**

Brother Christopher Wilson gave an update on the Ontario Region.

The Ontario Region maintains a dynamic collective of experienced, highly skilled and committed staff. To ensure continuity in membership representation, I am pleased to provide the following updates on staffing actions since our last Regional Council meeting:

## **Thunder Bay Regional Office**

Genevieve Babineau was the successful candidate for the Administrative Assistant position in Thunder Bay; however, Genevieve subsequently accepted a position of Administrative Assistant in Charlottetown which became vacant when Beth Bennett transferred into the Administrative Assistant position in London. Genevieve commenced her position in Charlottetown on January 9<sup>th</sup> and we wish her well.

Jacqueline Maurice has been extended until April 7<sup>th</sup>, 2017 as the Administrative Assistant in the Thunder Bay Regional Office. Jacqueline will ensure continuity in the position during the competition process to fill the Administrative Assistant position. Interviews have now concluded and a board report will be submitted to recommend a candidate for this permanent position.

## **London Regional Office**

Michelle Sweeney returned to work effective November 7<sup>th</sup>, 2017 to her position as Regional Organizer. Michelle will be working from the London Regional Office.

Michelle was assigned as a term Regional Representative in London for the time period November 23<sup>rd</sup> to December 13<sup>th</sup> to backfill for Todd Woytiuk while he was on leave to ensure sufficient office coverage during the Bluewater Bridge strike. Striking Bluewater Bridge workers reached a successful agreement; consequently Shell has since returned to her substantive position as Regional Organizer.

Beth Bennett has been appointed to the REVP Office as Administrative Assistant in support of Convention Planning for the time period February 6<sup>th</sup>, 2016 to May 31<sup>st</sup>, 2016 reporting to Sharon. Beth will be taking leave from her substantive position as Administrative Assistant in the London Regional Office during this time period.

Nancy Richter was the successful candidate to backfill Beth Bennett during the time period that Beth is working in the REVP Office. Nancy will commence on February 20<sup>th</sup> (or as soon thereafter as possible based upon leave entitlement from her employer) until June 2<sup>nd</sup>, 2017. Nancy has direct experience working for PSAC based upon her prior term assignments within the London RO as an Administrative Assistant (for a 3 month term) as well as a Regional Representative (for a 1 month term.) Nancy's substantive position is Administrative Assistant for Agriculture & Agri-Food Canada in the Southern Corp Protection & Food Research Centre in London. In addition to her administrative experience Nancy has been very active in the Union. She has been President of Agriculture Union Local 0017 from 2014 until the present. She was Vice-President of her local from 2006 to 2013. She has also been the president of the London Area Council from 2006 to the present. Nancy will be backfilling in a secretary capacity given the short duration of the term assignment. Consequently, Marcia Maliwat will also support the London RO with any financial dimensions to the position ie Imprest. Nancy, with the financial support from Marcia, will ensure continuity in the position until Beth returns to the position. Please join me in welcoming Nancy to our staff team/collective.

### **Toronto Regional Office**

Following Michelle's return to work on November 7<sup>th</sup>, 2017 Tim McIntyre, who had been backfilling for her, continued in his capacity as Regional Organizer until November 24<sup>th</sup>, 2016. Upon completion of his acting assignment, Tim was appointed as a term Regional Representative in the Kingston Regional Office backfilling for Linda Cross for the time period November 24<sup>th</sup>, 2016 to January 6<sup>th</sup>, 2017. Tim McIntyre has subsequently been appointed as a term Regional Organizer for the period January 9<sup>th</sup> to April 28<sup>th</sup>, 2017 for purposes of supporting a national campaign to organize unrepresented employees of the RCMP. This campaign originated from a Supreme Court decision that found that RCMP employees had the right to form a Union in their workplaces. This appointment is an additional organizer position. Michelle Sweeney continues her position as Regional Organizer – Ontario. As a former term Regional Organizer

and campaign organizer Tim is well positioned to assume this role. Tim will be working from the Kingston Regional Office during this time period.

Hannah Johnston was appointed as term Regional Organizer during the time period November 23<sup>rd</sup> to December 13<sup>th</sup> when Michelle Sweeney was backfilling for Todd Woytiuk. Hannah has extensive experience as a campaign organizer working at Queen's University, the Slots at Woodbine along with campaign experience in the United States.

Kathryn McDonald had been extended as a term Regional Representative in the Toronto Regional Office until January 31<sup>st</sup>, 2017 backfilling for Brenda Shillington who was appointed to a one year term negotiator position. Kathryn subsequently accepted a permanent position with CUPE working at the local at the University of Toronto. A competition has been held to fill the vacancy to backfill Brenda for the remaining duration of her appointment as a term negotiator.

Lesley Thompson was the successful candidate for the term Regional Representative position in the Toronto Regional Office. Lesley will be backfilling for Brenda Shillington until the end of the year while Brenda is acting in the term negotiator position. Many of us already know Lesley through her work as the Atlantic Regional Education officer in the Halifax Regional Office. Lesley also has direct experience working as a Regional Representative through a prior nine month term appointment in the St. John's Regional Office. During this time she had the opportunity to organize and facilitate the first conference for Young Workers in the Atlantic Region. Following her term as a Regional Representative, Lesley spent four years as a Political Communications Officer in the office of the Atlantic REVP where she provided direct support to the REVP and Political Action Committee of Council. Prior to working for PSAC, Lesley was a member organizer where she worked on multiple university sector drives as both a Graduate Assistant and as a per-course Instructor at Memorial University in Newfoundland. Lesley was Local President of

the Lecturers' Union at MUN and a member of the local's negotiating team. Lesley will start following her re-location to Toronto and will help to ensure continuity in the position.

**Item 6. Ontario Council Committee Reports**

The Chair thanked all the Ontario Regional Council Committee members for their hard work.

The Chair recommended that the outgoing Ontario Regional Council Chairs create a document that future incoming Council chairs would be able to access and use as a guide in their new role.

The chair thanked brother Kevin Lundstrom for the work he has done on the Ontario Regional Council Health & Safety Committee.

**Education Committee (Appendix "A")**

Sister Melanee Jessup, Chair of the Education Committee presented on behalf of the committee.

**Recommendation to Council:**

1. That we use our 2016 balance to fund one (1) 3 day in-residence Internal Investigations Committee Training (IICT) course in the fall of 2017.

Brother Trevis Carey would like to be recorded against the Committee's recommendation.

Recommendation carried

Motion to adopt the Education Committee's Report



m/s/c Melanee Jessup and Lauren Baert

**Political Action Committee Report (Appendix “B”)**

Brother Bob Black presented on behalf of the Political Action Committee.

**Recommendations to Council:**

1. To have Ontario Council members take the Make it Fair postcards and distribute them to their constituency and collect them by April 1, 2017 and mail them in to the OFL.

Recommendation carried

2. Council members attend the OFL’s Make It Fair teleconference call on March 7, 2017.

Recommendation carried

Motion to adopt the Political Action Committee’s Report

m/s/c Bob Black and Trevis Carey

**Equity and Human Rights Committee (Appendix “C”)**

Brother Lloyd Brown Chair of the Equity & Human Rights Committee presented on behalf of the committee.

**Recommendation to Council:**

1. That Ontario Regional Council accept the three resolution that is put forth by the Equity & Human Rights Committee.

Recommendation carried

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

m/s/c Missy Taylor and Sue Soubra Boone

**Point of Privilege:** Sister Melanee Jessup stated the Union of Taxation Employees (UTE) Local #00015 will donate \$100 to Ryan's fundraising walk (Crohn's and Colitis Foundation fundraiser).

### **Finance Committee (Appendix "D")**

Brother Bob Black Chair of the Finance Committee presented on behalf of the Committee.

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

No recommendations at this time.

Motion to adopt the Finance Committee's Report

m/s/c Bob Black and Ryan Ward

### **Health & Safety Committee (Appendix "E")**

Brother Kevin Lundstrom presented on behalf of the committee.

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

1. That PSAC Ontario encourage our PSAC health and safety worksite representatives to: include psychosocial factors in worksite inspections and job hazard analyses; advocate for adequate workplace and committee training in psychosocial issues; and advocate for clear processes in the workplace on how to discuss and respectfully address psychosocial instances and factors.

Recommendation carried

Motion to adopt the Health and Safety Committee's Report

m/s/c Kevin Lundstrom and Claudia Espinoza

**Item 7. Ontario Council Members Reports (Appendix "F")**

Brother Travis Lahnalampi stated he took over the Area Council position in the beginning of November and had the opportunity to attend the PSAC Ontario Area Council summit. Brother Lahnalampi stated the summit was the best training he had experienced since being involved with the union.

Sister Missy Taylor and Sister Sheila Karasiewicz attended the Human Rights and Equity open house at the Sudbury Regional office. The event had a great turnout and members were appreciative for the networking opportunity. Sister Taylor thanked the geo-based Ontario Council Representatives Sister Dana Kelly and Brother Trevis Carey and the Regional staff for their support.

The Chair stated that there was a five alarm fire near 21 St. Clair Avenue, Toronto. Especially concerning was that many workers stayed in the workplace, even though much of the block had been evacuated due to the excessive smoke. This shows how fearful these workers are of their employers.

The Chair stated the National Board of Directors (NBoD) passed a motion to take CEIU out of trusteeship effective April 3<sup>rd</sup>, 2017.

**Item 8. Collective Bargaining Updates**

Treasury Board

FB Group

Sister Lauren Baert a bargaining team member of the Frontier Border Services (FB) Agency stated that the FB unit did not reach a tentative

27

agreement like the rest of the national bargaining units. Talks broke off in January and PSAC filed for a Public Interest Commission (PIC) for the Border Services group on February 8, 2017. Sister Lauren Baert thanked Sister Marie Polgar-Matthews for sending solidarity letters to the bargaining team.

#### PA Group

Brother Travis Lahnalampi, a Program and Administrative Services (PA) bargaining team member stated the team went back to the table two weeks before Christmas. There were major gains by the work of the common issues table, for example bereavement days could be broken up and will not have to be taken all at once.

#### EB Group

The Chair stated that the Education and Library Science (EB) bargaining team reached a tentative agreement. The group's main issue was with their pay study. They received movement on the pay study and also on the term family friend.

#### SV Group

The Chair was the Alliance Executive Committee (AEC) officer that was responsible for the Operational Services (SV) bargaining team. The team had an extremely difficult time bargaining with this employer. The tentative agreement contains improvements to monetary compensation for members. This includes general wage increases, improvements for allowances for certain occupations as well as market adjustment to wages as per the Joint Wage Study conducted in 2014.

#### TC Group

Transport Canada (TC) bargaining team reached a tentative agreement with Treasury Board. The bargaining team unanimously recommended ratification of this tentative agreement.

### Parks Canada

The bargaining team met with the Agency November 16<sup>th</sup> – 17<sup>th</sup>, 2017. The bargaining team tabled a wage proposal that calls for annual increases of 3% in each year of a three-year agreement.

Other proposals tabled:

- Proposal to return Parks Canada to the National Joint Council
- New language to enshrine Leave with Income Averaging, Self-Funded Leave, and Pre-Retirement Leave into the collective agreement.
- New language regarding the Joint Learning Program.

### Canada Revenue Agency (CRA)

Sister Melanee Jessup stated that the members of the Canada Revenue Agency (CRA) have been without a contract for 115 days. There have been no demands submitted as of yet, but the team is expecting to submit demands as soon as April or May.

### Ontario Lottery and Gaming (OLG) – Woodbine Slots

The bargaining team has reached a tentative agreement as of 6:00am this morning. This has been a very difficult bargaining process.

## **Item 9. Ontario Council Newsletter**

At the last Ontario Regional Council meeting, Council agreed to do one last newsletter before Convention.

The deadline to receive pieces for the newsletter will be March 15<sup>th</sup> and the launch date of the newsletter is set for April 3<sup>rd</sup>.

Sister Lauren Baert will be submitting a piece on the strike in the Sarnia area and will also get a young worker to write a blurb for the members' corner section.

## **Item 10. PSAC Ontario Triennial Convention 2017**

Sister Cleo Reid presented on behalf of the Host Committee. At the last Ontario Council meeting Ontario Regional Council agreed the charity of choice for the Ontario Regional Convention would be the Assaulted Women's Helpline.

Projects the Committee is working:

- One-night stay at Hilton Meadowvale Hotel
- Aboriginal painting for raffle/sale
- Flat rate cab fee to get to downtown Toronto
- Greater Toronto Area (GTA) guide, more user friendly for members who live outside of the GTA.
- Confirm Artist with Mayworks

### Swag for Convention Kit

- Bag with the member's name card attached
- Recyclable credential tags
- Binder containing all the convention materials
- Water bottle
- USB Stick with convention materials
- 20-year Regionalization pin
- Equity note pad
- Stylus pen
- Stress ball

### Convention Agenda

Brother Chris Aylward will be holding a focus group and speaking at every Regional Convention due to Sister Benson's upcoming retirement in 2018. This is to help with the transitioning of the PSAC leadership. Therefore, the agenda will be amended to reflect that Brother Aylward will speak immediately following Sister Benson at approximately 11:15 a.m.

The Chair stated that the guest speakers; Maude Barlow and Ryan Hinds, have been confirmed within the budget that was set out by Ontario Regional Council at the November 2016 Ontario Council meeting.

The Chair stated electronic voting would be used at the larger caucuses (i.e. REVP, Alternate REVP, Greater Toronto Area representative, Regional Women's Committee representative and Area Council representative).

### **Item 11. Training for Resolution Committee**

Sister Mandy Rocks, Executive Assistant to the National Executive Vice-President presented the following information on resolutions.

All PSAC convention's have convention committee's which are a sub-body of the convention. The convention committee's sole purpose is to expedite convention business by making recommendations on the business referred to it. There are three convention committees; Finance, By-Laws and General Resolutions. The REVP assigns council members to each committee.

Once the resolutions are reviewed by the National President to rule the resolutions in or out of order, they are sent to the appropriate convention committee. If a resolution was ruled out of order it is still included in the appendix for members to see how the resolution was dealt with.

Also, the National Office keeps a record book of all resolutions ever submitted. If a committee submitted a resolution that was already dealt with at a previous convention the National Office would response stating that said resolution was dealt with and provide the date and background.

Once the convention committees receive the resolutions back from the National Office, the committees review the resolutions and make recommendations of either concurrence or non-concurrence with rational. A convention committee can also make a recommendation

of concurrence in principle and this is when members on the committee do not agree fully with the resolution. The convention committee can amend the resolution and change the wording if it is not grammatically correct, but they cannot change the intent of the resolution.

Resolutions that are submitted that deal with collective bargaining demands cannot be dealt with on the convention floor. The National President reviews these resolutions and sends them back to the REVP's office and also to the National Board of Directors (NBoD), which are held until the next round of bargaining.

Social Justice Fund resolutions cannot be dealt with on Convention floor either, but they are referred to the NBoD for consideration.

If the wording used in a resolution is aimed at "PSAC", if it is passed at regional convention it is then forwarded to the National Convention, as it deals with our union nationally. However, if the wording states "PSAC Ontario", then if passed at the PSAC Ontario Regional Convention, it would be actioned regionally.

**Point of Privilege:** Sister Lauren Baert stated a member from CIU Branch #19, Sister Jessica Nadeau's son named Lucien, has been diagnosed with brain cancer.

**Motion: PSAC Ontario Regional Council donate to the Canadian Cancer Society on behalf of Lucian in the amount of \$500.**

m/s/c Melanee Jessup and Lloyd Brown

**Point of Privilege:** Sister Dana Kelly stated that the Host committee is soliciting items for the penny table for the Ontario Regional Convention.

**Point of Privilege:** Sister Peggy Jones stated that the Commissionaires Directly Chartered Local (DCL) 00818 will donate \$200 to the Host Committee fundraising campaign.



**Item 12. Budget Approval 2018-2020**

The Finance Committee is in the process of finalizing the 2016 budget. Previously, Ontario Regional Council agreed that the surplus would be used to offset the 2017 Ontario Regional Convention expenses.

In terms of building the 2018-2020 budget, there will be monies allocated for two meetings with the National Officers that reside in the Ontario Region. These meetings will be used to facilitate dialogue between Council and Components on how to built the Region.

The Chair stated that a special Ontario Council Meeting will be held via conference call to approve the 2018-2020 budget.

**Item 13. Regionalization Report – Debrief**

Ontario Regional Council reviewed the Regionalization report via conference call on February 18<sup>th</sup>, 2017.

The following two recommendations were discussed from the report:

1. Create a 2<sup>nd</sup> Alternate REVP position
2. Eliminate the Area Council position on Council

Ontario Regional Council has submitted the above mentioned two resolutions to the PSAC Ontario Regional Convention.

1. 2<sup>nd</sup> Alternate REVP Position

Whereas: Section 16, subsection (4)(a) of the PSAC Constitution states that Regional triennial conventions will elect a Regional Executive Vice President (REVP), an alternate REVP (A/REVP) and, where provided for in Regional by-laws, a second A/REVP;

Whereas: Currently there is no provision in Section 4 of the PSAC Ontario Regional by-laws for a second A/REVP;

Whereas: This is the only full Council member position that does not have an alternate; and

Whereas: It is important for continuity on the Council to have the ability to fill the Alternate REVP position immediately;

BE IT RESOLVED: That Section 4 of the PSAC Ontario Regional By-laws be amended to include a Second Alternate Regional Executive Vice- President position;

Amendment to the above Resolution to include three be it further resolved that are listed below:

BE IT FURTHER RESOLVED: That the Second Alternate Regional Executive Vice- President does not hold a seat on Ontario Regional Council

BE IT FURTHER RESOLVED: That any consequential changes be made to the by-laws; and

BE IT FURTHER RESOLVED: That the change to the Ontario Regional By-laws take effect immediately and that an election for second A/REVP be held at this convention.

Motion to Adopt the amended resolution.

Carried unanimously

## 2. Eliminating Area Council Position

WHEREAS: Section 14, subsection 11 of the PSAC Constitution states that the channel of communication for Area Councils to the

PSAC shall be through the designated Regional Executive Vice President; and

WHEREAS: Duties of geographically-based representatives include communicating with Area Councils in their Region;

BE IT RESOLVED: That section 4 of the PSAC Ontario Regional by-laws be amended to delete the position of Area Council representative;

BE IT FURTHER RESOLVED: That any consequential changes be made to the by-laws; and

BE IT FURTHER RESOLVED: That there will be no election of the Area Council representative from this convention forward.

Motion to Adopt the amended resolution

Carried

Brother Kevin Lundstrom wants to be recorded against this resolution.

**Point of Privilege:** Sister Melanee Jessup stated she raised the point of eliminating the Regionally Based Separate Employers position only because the previous incumbent had suggested that the position should be eliminated.

**Item 14. Ontario Council Resolutions to Convention**

The Chair stated the Ontario Regional Council has recognized the Ontario Region By-laws need to be amended to recognize Young Worker Committees, so that they can be seated at the 7<sup>th</sup> Triennial Convention.

If the resolution is passed by the Convention floor, Young Worker Committee representatives will be given their delegate credentials and be seated as delegates at the 7<sup>th</sup> Triennial Convention.

#### Resolution 1: Young Worker Committees

**Whereas**, PSAC Ontario Young Worker Committees are constitutionally recognized as are the other various PSAC Ontario Committee.

**Be It Resolved**, PSAC Ontario By-laws Section 8 Sub-Section (6) be added to the PSAC Ontario By-laws and should read;

*(6) Each accredited PSAC Ontario Young Worker Committee will be entitled to one delegate to the PSAC Ontario Triennial Convention*

**Be It Further Resolved** that upon passing of this resolution the representative of the accredited PSAC Ontario Young Worker Committees be seated as delegates at the 7th PSAC Ontario Triennial Convention.

Carried.

#### Resolution 2: Young Worker Committees

**Whereas**, PSAC Ontario Young Worker Committees are constitutionally recognized as are the other various PSAC Ontario Committees.

**Be It Resolved**, the PSAC Ontario By-laws Section 7 Sub-Section (1) (d) be amended to read;

*(d) The PSAC Ontario Council shall be responsible for the production and distribution of the PSAC Ontario Triennial Convention proceedings to all convention delegates, local/branches, Regional Women's Committees, Equity seeking group Committees, Young Worker Committees and Area Councils, within six months of convention.*

**Be It Further Resolved That** PSAC Ontario By-laws Section 7 Sub-section (3) (b) be amended to read;

*(b) Refer to the appropriate Convention Committee and deal with all resolutions and matters submitted to it through the Ontario Regional Executive Vice-President by PSAC Ontario Council, Locals/Branches; Regional Women's Committees, Area Councils, Young Worker Committees and recognized PSAC Equity seeking group Committees in good standing;*

Carried.

**Point of Privilege:** Brother Travis Lahnalampi stated Sister Crystal Warner, recently elected National Executive Vice-President of CEIU is here. If anyone from the CEIU component would like to join her for lunch they are more than welcome to do so.

Resolution 3:

**Title:** Change to PSAC Constitution Indigenous Peoples

**LANGUAGE ENGLISH**

**WHEREAS** The living descendants of pre-invasion inhabitants of lands now dominated by others; and

**WHEREAS** We are Indigenous because our ancestral roots are embedded in the lands in which we live, or on which we would like to live; and

**WHEREAS** our relationship to the land, air and water is what defines us as a people; and

**WHEREAS** we were politically autonomous before colonization and continue to struggle for the preservation of our cultural integrity, economic self-reliance and political independence by resisting the assimilationist policy of state;

**BE IT RESOLVED THAT** the PSAC Constitution be amended to change the term Aboriginal Peoples to Indigenous Peoples.

Motion to Ontario Regional Council to adopt the Equity and Human Rights resolution.

Carried.

Resolution 4:

**RESOLUTION:** Change title from National Aboriginal Peoples Circle

**LANGUAGE ENGLISH**

**WHEREAS** The living descendants of pre-invasion inhabitants of lands now dominated by others; and

**WHEREAS** We are Indigenous because our ancestral roots are embedded in the lands in which we live, or on which we would like to live; and

**WHEREAS** our relationship to the land, air and water is what defines us as a people; and

**WHEREAS** we were politically autonomous before colonization and continue to struggle for the preservation of our cultural integrity, economic self-reliance and political independence by resisting the assimilationist policy of state;

**BE IT RESOLVED THAT** the position title of National Aboriginal Peoples Circle be changed to National Indigenous Peoples Circle

**Be It Further Resolved That** the PSAC constitution be amended to reflect the change from National Aboriginal Peoples Circle to National Indigenous People Circle

Motion to Ontario Regional Council to adopt the Equity and Human Rights resolution.

Carried.

**Action Item: An email will be sent out by the Finance Committee with the total amount of portfolio dollars that Ontario Regional Council members are entitled to for the period up to May 2017.**

**Item 15. Canadian Labour Congress Lobby – Pension**

The Canadian Labour Congress (CLC) is lobbying Members of Parliament to vote against Bill C– 27.

Bill C-27, *An Act to amend the Pension Benefits Standards Act*, is an attack on the retirement security of Canadians. This bill would allow employers in the federal private sector and Crown Corporations to shift from good, defined benefit plans that provide secure and predictable pension benefits, into the much less secure form of target benefits. If passed, this bill would open the door to a disturbing trend of shifting all the risk of pension plans onto workers and retirees.

Sister Dana Kelly participated in the CLC lobby training in Ottawa. Sister Kelly stated it was an amazing experience and some of the best union activism she has experienced to date. She gained extensive knowledge on how to be an effective lobbyist.

The Chair stated that lobbying is another way of making sure members are engaged in their region and building relationships with their MP's.

**Item 16. Member Orientation Guide**

The Members Orientation guide was developed as a result of a resolution that was past at the 2014 Ontario Regional Convention.

The guide is a tool to welcome new members into their union and to help members get a better understanding of PSAC's structure and how to get assistance.

The member's orientation guide will be made available on the Ontario Regional website, as well as it will be emailed to Ontario Regional Council members and Locals within the region.

Ontario Regional Council made editorial changes to the guide and once those changes are incorporated, regional staff will also have an opportunity to review and provide feedback.

#### **Item 17. Ontario Council Member Training Guide**

The Ontario Regional Council members training guide is being developed to assist Ontario Regional Council Members when they are elected to their role on Council. We are in the process of finalizing the manual and will share it with Ontario Regional Council members to provide feedback.

#### **Item 18. Phoenix Pay System**

The Chair stated that February 24<sup>th</sup>, 2017, marked the one-year anniversary of the Phoenix pay system. Sister Donna Lackie gave a presentation at the November 2016 Ontario Regional Council meeting. Sister Lackie also delivered the signed solidarity banner to our members that work at the Miramichi pay centre.

There is a tool kit on the National website that provides direction on how members can report a pay issue. The government will be opening a satellite pay centre to deal the reports as they come in.

The PSAC is urging the Federal government to establish a \$75 million-dollar contingency fund in the upcoming federal budget to deal with Phoenix. Departments and agencies could draw from this fund to respond to problems and adjust to the new pay input structure so that essential pay information is entered correctly and consistently. In



turn, this will increase the government's capacity to ensure federal public service workers are paid correctly and on-time.

The Barrie Area Council organized a rally on February 21, 2017, at Base Borden, which was a tremendous success.

The Kingston Area Council has been holding rallies every second Friday of each pay week at the Local MP's office to keep the Phoenix problem in the media. The government announced there will be a pay centre opening up in the Kingston region due to this lobbying effort.

**Action Item: Request Sister Lackie and Brother Aylward to enquire in regards to getting timelines as to when members enquiries will be resolved.**

Brother Richard McNeill stated that the Kingston Area Council would be inviting Sister Robyn Benson and Sister Sharon DeSousa on March 28, 2017 to speak on the phoenix issue. Brother McNeill encouraged Regional Council members to organize rallies, meetings and make themselves visible and active in their areas.

The Chair stated that the federal government is asking members to wait until February 28<sup>th</sup> to print their T4 slips. The New Democratic Party (NDP) is pushing to have the tax filing return date extended due to the Phoenix problems.

**Motion: The REVP office contact PSAC National requesting that they demand Treasury Board re-hire compensation advisors that were WFA, to work on the Phoenix pay system.**

m/s/c Richard McNeill and Souad (Sue) Soubra Boone

**Motion: To create a sticker our member can use in the workplace to show that they are not pleased with the Phoenix pay system.**

m/s/c Melanee Jessup and Richard McNeill

The Chair stated all suggestions must be sent to Brother Lino Vieira.

**Motion: The Ontario Region do a post card campaign for the Phoenix pay system.**

m/s/c Trevis Carey and Richard McNeill

**Action Item: The REVP's office will schedule a conference call to discuss the roll out of this Phoenix Campaign.**

The Chair stated once the campaign materials are completed they will be provided to Locals. It will be up to each Local to determine what works for them.

**Motion: The REVP's office to send a letter out to the Area Council President's to contact their MP's to come up with solutions to fix Phoenix.**

m/s Richard McNeill and Ryan Ward

**Motion: The REVP's office to send a letter to the President's of the Area Councils and Regional Committee's to contact their MP's to come up with solutions to fix Phoenix.**

m/s/c Melanee Jessup and Travis Lahnalampi

**Action item: The REVP will ask Sister Benson to remind Component Presidents in regards to telling members about the Phoenix tool kit on the National website.**

**Action Item: The REVP's office will send an email to all Components letting them know of actions that the Area Councils and Committees are choosing to do for Phoenix.**

**Item 19. CEIU – Prairies Region Fightback – Vegreville**

The Canada Employment and Immigration Union (CEIU) and the PSAC Prairie region have undertaken a campaign to stop the closure of Vegreville Immigration Centre in Alberta.

The federal government plans to close the office and move operations 100km away to Edmonton. The closure in the community of approximately 5000 people will be a devastating loss, and this comes despite the government praising the work of our members.

The Chair stated Ontario Regional Council would do an action to show support to our Brothers and Sisters in Vegreville and forward it to the REVP of the Prairies Region, Sister Marianne Hladun.

**Item 20. Crohn's and Colitis Foundation fundraiser**

Brother Ryan Ward stated he will be doing a fundraising walk in support of the Crohn's and Colitis foundation. He is seeking support toward this fundraising effort from the Ontario Regional Council.

**Motion: PSAC Ontario Regional Council make a donation to the Crohn's and Colitis fundraising walk in the amount of \$500.**

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

**Point of Privilege:** Brother Richard McNeill stated that the Union of Solicitor General Employees (USGE) Local #00038 will donate \$100 towards the Crohn's and Colitis foundation fundraiser.

**Item 21. We Own It Campaign**

Brother Richard McNeill urged council members to get involved in OPSEU's "We Own It" campaign.

This campaign deals with fighting the provincial government from giving control of public assets and services to private companies.

The sell-off of Hydro One is just one example of how the Ontario government is privatizing a growing number of public services.

The Chair thanked all the council members for all their hard work on council. She also thanked the staff of the Ontario region for all their support.

The Chair stated that Brother Ken Boone will be officially retiring on March 22<sup>nd</sup>, 2017, and that there would be a celebration at the Toronto Members with Disabilities Committee meeting on March 20, 2017. Ontario Council wishes Brother Boone the very best on his retirement.

Business completed, meeting adjourned at 2:20pm

## **APPENDIX “A”**

### **PSAC Ontario Council Education Committee Report November 2016 to February 2017**

**Committee Chair:** Melanee Jessup

**Members Present:** Peggy Jones                      Sheila Karasiewicz  
Grant Tennant                      Lloyd Brown  
Sue Borthwick                      Lauren Baert  
Trevis Carey

**Staff Rep:** Shirley Riva, PSAC Ontario Regional Education Officer

**Regrets:** Steve Kahn

#### **Review:**

#### **Subsidy application**

The Regional Education Officer (REO) will develop and application form and provide to Regional Office (RO) Staff. In the event that a member requests a subsidy, the RO will submit the request, along with the application form, to the REO per the subsidy policy.

#### **Budget**

Region 3 Representative Trevis Carey presented a motion to the committee regarding a request from the Sudbury RO to restore the 2017 Education Budget back to \$17,000 as their budget was adjusted by \$5,000 to cover overspending from the education budget in 2016. The Committee voted to defeat this motion.

Trevis Carey is recorded in favour of the motion.

The 2016 carry-over balance is \$46, 000; the 2017 Education Contingency line item is \$9569

### **Internal Investigations Training**

In 2014, this training was delivered to components and in 2015 this training was delivered to DCL's. This was funded through PSAC national education budget. The education committee is making a recommendation to hold an Internal Investigations Committee Training in 2017. See recommendation below.

### **Alliance Facilitators Network (AFN)**

There was a discussion around the AFN Policy review and findings. In the upcoming AFN Clinic, the Anti-Oppression course and Design Module will be included. Upcoming initiatives include: AFN meetings by webinar with the REO and Chair of the Education Committee; an upcoming newsletter and an announcement of the new AFN portal.

**The committee would like to remind other Ontario Council committees of the presence and availability of the AFN to deliver certain workshops and training. Please contact the REO.**

### **Advanced Programs**

- Unionism on Turtle Island, which includes a module on the Blanket Exercise
- Workers' Health and Safety Centre
- Internal Investigations Committee Training

### **RO Schedules**

All schedules are posted to the website with the exception of the London RO schedule, which will be posted by the Toronto RO.

### **New courses**

The RO's, as well as the council representatives, have identified a need for a course on Representing and Advocating against Racism in the Workplace. This course is now available for delivery by in the Regions if identified as a need by ROs and members.

### **Alternative Education Delivery**

The committee discussed the benefits of web-based training.

**Goals for next term:**

The Education Committee will continue to monitor the education program.

The Education Committee recognizes the duty to liaise with AFN per their mandate. The committee will endeavour to do so.

**Action Items:**

REO and Chair of the Committee will initiate discussions with Education sub-committee about cross-RO issues pertaining to training our members including but not limited to, geographical concerns as well as the AFN policy review.

**RECOMMENDATION:**

That we use our 2016 balance to fund one (1) 3 day in-residence Internal Investigations Committee Training (IICT) course in the fall of 2017.

**Rationale:**

The PSAC AEC and NBoD recognize there is a need for IICT delivery across the country. PSAC Ontario ran these courses in 2014 for the Components and in 2015 for the DCL's funded from PSAC National monies.

PSAC Ontario Education Budget had a surplus of \$46,000 in 2016.

Internal Investigations Committee Training is required because under PSAC Constitution Regulation 19 a) all committee members must have this training.

Trevis Carey would like to record against the committee's recommendation.

Moved by Melanee Jessup  
Seconded by Lauren Baert

## **APPENDIX “B”**

### **PSAC Ontario Regional Council Political Action Committee Report November 2016 to February 2017**

**Attended:** Bob Black, Sharon DeSousa, Travis Lahnalampi, Trevis Carey

**Staff:** Lino Vieira, Christopher Wilson

**Regrets:** Claudia Espinoza, Marie Polgar-Matthews

Meetings via conference call on Wednesday, February 22, 2017 at 6pm.

**Agenda:**

1. OFL’s Make It Fair Campaign
2. Phoenix

**Discussion:**

**1. OFL – Make it Fair Campaign**

In November 2016, the PSAC Ontario Council adopted a motion to adopt the Ontario Federation of Labour’s Make it Fair campaign. The OFL is requesting all affiliates to pressure MPPs through a postcard campaign. Postcards have been sent to Regional Offices. The OFL has requested all activists and community allies complete the postcards and send them in to the OFL to present to MPPs.

On March 7, 2017, at 7pm the OFL is holding an Ontario-wide teleconference call to train activists on how to speak with their MPP about precarious work and the Make it Fair campaign. An email was sent by the REVP throughout Ontario, asking members to register online to take the training.



## **2. Phoenix**

We discussed the Phoenix Day of Action coming up this Friday, February 24, 2017, as this marks one year of the Phoenix system. The Barrie Area Council did a great demonstration on February 21, 2017, at CFB Borden. Casual workers who had not been paid in a months attended the demonstration as well.

There is an online letter to the Prime Minister through the PSAC National webpage. We are continuing to use the hashtag #FixPhoenix and we are asking members to go to their local MPs to advance their own case files. Members should also be encouraged to call their MPs constituency office and go online to the PSAC webpage to go through the new Phoenix Toolkit that has been posted.

Phoenix is on the agenda for the PSAC Ontario Council meeting to discuss a regional strategy.

### **Recommendations:**

1. To have Ontario Council members take the Make it Fair postcards and distribute them to their constituency and collect them by April 1, 2017 and mail them in to the OFL.
2. Council members attend the OFL's Make it Fair teleconference call on March 7, 2017.

Moved by:            Bob Black  
Seconded by:        Trevis Carey

## **APPENDIX “C”**

### **PSAC Ontario Council Equity and Human Rights Committee Report November 2016 to February 2017**

**Committee Chair:** Lloyd Brown  
**Committee Members:** Souad Soubra Boone  
Sheila Karasiewicz  
Missy Taylor  
**Staff:** Joan-Anne Gravesande  
**Regrets:** Steve Khan

#### **REVIEW:**

- Lloyd has assumed the role of Chair for the current meeting in place of Steve. Steve will assume the role of Chair for the final meeting prior to Convention. Sheila will be the note taker for this period.
- The Committee is in the midst of hosting the Human Rights & Equity Committee Open Houses in the Regional Office;
  - Currently Missy and Sheila have completed the Sudbury Regional Office Open House on February 15<sup>th</sup>, 2017. This was also attended by Ontario Region 2 Representatives Trevis Carey and Dana Kelly
  - Thunder Bay is scheduled for March 22<sup>nd</sup>, 2017 to be attended by Missy and Sheila
  - Kingston is scheduled for March 13<sup>th</sup>, 2017; to be attended by Lloyd and Sue
  - London TBA (tentatively in April) to be attended by Lloyd and Steve
- Planning for the National Human Rights and Equity Conference March 24 – 28, 2017
  - Committee members are sitting on various committees including Resolutions and Steering (meeting on March 23<sup>rd</sup>, 2017)

- Planning is underway for the 7<sup>th</sup> Triennial PSAC Ontario Regional Convention - May 2017
  - Committee members are on the following committees:
    - General Resolutions: Sheila & Missy
    - Host: Lloyd & Steve
    - Finance: Sue

**GOALS:**

- Complete the Human Rights and Equity Open Houses in the Regional Offices
- Finalize one-page flyer for Equity and Human Rights Committee Open Houses and for the dissemination in all regional offices to promote our committee.
- To continue to engage in outreach to all Regional Offices with a view of connecting with PSAC members in those areas.
- To continue political action including lobbying on issues that relate to Equity and Human Rights issues. To coordinate with PSAC bodies that are lobbying in order to bring forth Equity and Human Rights issues.
- To outreach to all Area Councils and disseminate our flyer.

**ACTIONS:**

- Continue to build equity and human rights/individual portfolio archives for PSAC Ontario Convention in May 2017.
- Deliver Equity and Human Rights Committee Open Houses.
- Promoting the Human Rights and Equity Committee at the National Human Rights & Equity Conference March 24 – 28, 2017

**RECOMMENDSTIONS:**

Council to submit the following resolutions to Ontario Regional Convention 2017;

1. **RESOLUTION:** Change in Ontario Council Aboriginal Members Representative Title

**LANGUAGE ENGLISH**

**WHEREAS** The living descendants of pre-invasion inhabitants of lands now dominated by others; and

**WHEREAS** We are Indigenous because our ancestral roots are embedded in the lands in which we live, or which we would like to live; and

**WHEREAS** our relationship to the land, air and water is what defines as a people; and

**WHEREAS** we were politically autonomous before colonization and continue to struggle for the preservation of our cultural integrity, economic self-reliance and political independence by resisting the assimilationist policy of state;

**BE IT RESOLVED THAT** the position title of Aboriginal Members Representative on Ontario Council be changed to Indigenous Members Representative

**Be it further Resolved That** the PSAC Ontario Bylaws be amended to reflect the change of the name from Aboriginal Members Representative to Indigenous Members Representative

Moved by Sheila  
Seconded by Missy

2. **RESOLUTION:** Islamophobia, Xenophobia  
**LANGUAGE:** English

**Whereas** Islamophobia and Xenophobia are real. The climate of hatred is increasing in our society today.

**Whereas** Islamophobia and Xenophobia detract from the wellbeing of people in society today.

**Whereas** we believe that people of all different colors, races, religions, creeds, beliefs, and opinions can live together in peace

**Be It Resolved** that PSAC provide sessions to all PSAC members as part of a program to discuss how to resolve the issue of prejudicious behaviour as it relates to Islamophobia and Xenophobia

Moved by Souad

Seconded by Lloyd

3. **RESOLUTION:** Change title from National Aboriginal Peoples Circle

**LANGUAGE ENGLISH**

**WHEREAS** The living descendants of pre-invasion inhabitants of lands now dominated by others; and

**WHEREAS** We are Indigenous because our ancestral roots are embedded in the lands in which we live, or which we would like to live; and

**WHEREAS** our relationship to the land, air and water is what defines us as a people; and

**WHEREAS** we were politically autonomous before colonization and continue to struggle for the preservation of our cultural integrity, economic self-reliance and political independence by resisting the assimilationist policy of state;

**BE IT RESOLVED THAT** the position title of National Aboriginal Peoples Circle be changed to National Indigenous Peoples Circle

**Be It Further Resolved That** the PSAC constitution be amended to reflect the change from National Aboriginal Peoples Circle to National Indigenous People Circle

Moved by Sheila Karasiewicz  
Seconded by Missy Taylor

REMINDER TO COUNCIL:

- To assist in promotion of Open Houses in the Regional Offices (dates noted above).

Report moved by: Missy Taylor  
Seconded by: Sue Boone

## **APPENDIX “D”**

### **PSAC Ontario Council Finance Committee Report November 2016 to February 2017**

**Committee Chair:** Bob Black

**Committee Members:** Ryan Ward  
Sharon DeSousa

#### **Agenda:**

1. Financial Statement and Budget
2. Review of 2016 Financial Statement
3. Monies for Delegate Assistance
4. Building the next Budget (2018 – 2020)
5. January 1 – March 31, 2017 – Statement for Convention
6. Convention Documents

#### **Item 1: Financial Statement and Budget**

The Finance Committee met on January 18, 2017 to review and close off all expenses for 2016 and start working on the financial statement and budget for 2017. The chair of the Finance Committee worked with the bookkeeper on Thursday, January 19, 2017 to update all of the remaining transactions into the accounting software.

#### **Item 2: Review of 2016 Financial Statement**

The Finance Committee will approach council members in order to ask for volunteers to do a random review the books and records for 2016. Once the review is complete, the REVP will arrange a conference call in March or early April 2017 for Council Members to review and approve the 2016 financial statements.

### **Item 3: Monies for Delegate Assistance**

At the July 8 – 9, 2016 Council Meeting, the Ontario Convention Delegate Assistance Committee recommended to council and council passed the motion, *“After the delegate registration is completed, the delegate assistance be adjusted to the number of delegates that apply for assistance.”*

The closing date is February 25, 2017 for all delegates applying for assistance and final decision on the amount of delegate assistance for all members attending convention will be completed for March 8, 2017.

### **Item 3: Building the next Budget (2018 – 2020)**

On March 7 and 8, 2017, the bookkeeper will be meeting with Finance Committee of Convention to build the budget for 2018 to 2020.

### **Item 4: January 1 – March 31, 2017 – Interim Statement for Convention**

The Finance Committee will prepare an interim statement of finances for convention. It will be an income and expense statement for the first quarter of 2017. This was requested at the 2014 PSAC Ontario Convention.

### **Item 5: Convention Documents**

The Convention Finance Committee will meet from March 6 – 8, 2017 to go through all finance resolutions and review the financial documents that will be provided to all delegates at convention. These documents will include:

- PSAC Ontario 2014 – 2017 Proposed and Actual Budget
- PSAC Ontario 2014 – 2017 Budget notes



- Schedule 1 Donations (by year)
- PSAC Ontario Council Balance sheet at 2014/12/31, 2015/12/31 & 2016/12/31
- PSAC Ontario 2018 – 2020 Budget
- PSAC Ontario 2018 – 2020 Budget Notes
- PSAC ONTARIO COUNCIL REVIEW of ONTARIO COUNCIL FINANCIAL RECORDS FOR THE PERIOD January 01, 2016 to December 31, 2016
- About the auditor
- Audit of the record of the Ontario Council (Review period 2016-01-01 to 2016-12-31)
- Bio of auditor
- PSAC Ontario Council Proposed Budgets for 2012, 2013 and 2014 (As approved at Convention 2011)
- PSAC Ontario Council Proposed Budgets for 2015, 2016 and 2017 (As approved at Convention 2014)

Report moved by:        Bob Black  
Seconded by:            Ryan Ward

## **APPENDIX “E”**

### **PSAC Ontario Council Health and Safety Committee Report November 2016 to February 2017**

**Committee Chair:** Kevin Lundstrom

**Committee Members:** Souad Soubra Boone  
Richard McNeill  
Missy Taylor  
Dana Kelly  
Susan Glanville  
Judith Goodfellow  
Claudia Espinoza  
Travis Lahnalampi

**Regrets:** Marie Polgar-Matthews

**Staff Present:** Angela Fairweather

#### **1. Chair of Health and Safety Committee Consultation with Education Committee Chair**

- a. Action Item:** to discuss Alliance Facilitator Network (AFN) role in Violence Prevention course lunch and learn sessions.
- b. Action Item:** to discuss Conference/Course consent section on application and registration forms to expand email/network.
- c. Action Item:** to discuss health and safety webinar use and content availability on topics of workplace violence prevention, mental health, anti-bullying, and the availability of health and safety existing webinar content from allied organizations (including the CCOHS).
- d. Action Item:** to express continued support for mental health courses for membership.

## **2. Information Sharing and Member Contact/Consultation**

- a. Action Item:** Committee Members to consult with membership on desired new health and safety short training sessions.
- b. Action Item:** Email completed letter updating about the Committee membership and website information on email tree.
- c. Action Item:** Email completed letter soliciting member priorities of health and safety topics for potential future lobbying campaigns.
- d. Action Item:** Contribute PSAC Ontario newsletter article.
- e. Action Item:** Provide input on PSAC Ontario Health and Safety Webpage upgrades based on member input.

## **3. Health and Safety Conferences Caucus Work**

- a. Action Item:** Continue working to address member input from the November 14-15, 2015 PSAC Regional and November 18<sup>th</sup>-20<sup>th</sup>, 2016 PSAC National Health and Safety Conferences.
- b. Action Item:** Send completed letter to Robyn Benson on lobbying to improve member psychosocial health issues coverage.
- c. Action Item:** Meeting to occur by April 7, 2017 to review progress on educational flowcharts regarding: basic federal and provincial health and safety legislation; WSIB process; violence in the workplace process; differences between bullying and harassment; and steps to take if a violent situation occurs.
- d. Action Item:** Chair of Health & Safety Committee to consult with Chair of Political Action Committee about including health and safety topics (including Phoenix) in organized lobby campaigns for MPs and MPPs; and the process for accessing talking points.

**e. Action Item:** Send completed letter to Robyn Benson on lobbying for mandatory winter tires on member work fleet and rental vehicles.

**4. Workers Health and Safety Centre (WHSC), and Occupational Disability Response Team (ODRT)**

**a. Action Item:** Support April 24-May 1, 2017 ODRT 8 Day Instructor Training Course scholarship.

**b. Action Item:** Support Spring 2017 WHSC level 1 training as the pre-requisite for Instructor Training and potential scholarships.

**5. April 28, 2017 National Day of Mourning**

**a. Action Item:** Promote and support National Day of Mourning for Workers Tragically Killed or Injured on the Job or who suffered illness as a result of work-related incidents.

**Recommendation to Council:**

1. That PSAC Ontario encourage our PSAC health and safety worksite representatives to: include psychosocial factors in worksite inspections and job hazard analyses; advocate for adequate workplace and committee training in psychosocial issues; and advocate for clear processes in the workplace on how to discuss and respectfully address psychosocial instances and factors.

Rationale: Current health and safety frameworks, structures, and processes in most worksites do not adequately include and address psychosocial factors and considerations.

Moved by: Kevin Lundstrom

Seconded by: Claudia Espinoza

## **APPENDIX “F”**

**Bob Black**  
**PSAC Ontario Council Report**  
**Alternate Regional Executive Vice-President**  
**November 2016 to February 2017**

**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. Continue to be available to the REVP as needed.

**Actions:**

November	3	Workers Health and Safety Centre update meeting
November	10	Human Rights and Equity Open House Toronto RO
November	19	CBTU (Coalition of Black Trade Unionists) Award Dinner, Toronto
December	2/3	Area Council Summit
December	5	Hamilton RWC, YWC, MDAC, AC Christmas Dinner Meeting
December	12	Toronto MDAC Meeting
December	25	MERRY CHRISTMAS
January	01	2017 HAPPY NEW YEAR
January	9	Resolution Writing meeting Hamilton Area Council
January	18/19	Finance Committee Year End
February	22	Finance Committee prep
February	23-25	Ontario Council Meeting

**Future Plans:**

Continue to address issues. Promote PSAC  
Promote ongoing campaigns. Continue to stay available for REVP.  
Participate in upcoming Regional Triennial Convention.

In Solidarity always,

Bob Black, Alternate Regional Executive Vice-President

**Claudia Espinoza**  
**Ontario Regional Council Report**  
**Region 5, Greater Toronto Area (GTA) Representative**  
**December 2016 to February 2017**

**Objectives**

- Continue and build a dialogue with the Regional Offices
- Work on Region 5 email/contact list
- Keep the members informed on what PSAC Ontario Council is doing
- Represent Region 5 at functions where required
- Promote Union Education
- support regional work
- Work with community groups supporting federal election education

**Actions**

- December, Jane and Finch Action Against Poverty
- December Jane and Finch Action Against Poverty
- January Jane and Finch Action Against Poverty
- January Black Creek Farm Driftwood festival prep.
- January Meeting with local Toronto
- January Black Creek Farm Meeting 'Sustainable food'
- February meeting with member
- February Jane and Finch Action Against Poverty
- February Workers Action Centre
- February Jane and Finch Action Against Poverty
- February Black Creek Farm Political Conversation Cafe

**Plans**

- Lobbying MP's/Senators on issues that are relevant to Region 5
- Support regional work
- Increase member participation and awareness of PSAC
- Work with community groups

In Solidarity,

Claudia Espinoza, Region 5, GTA Representative

**Dana Kelly**  
**PSAC Ontario Regional Council Report**  
**Region 2, Northeastern Ontario Representative**  
**November 2016 to February 2017**

**Objectives:**

To build and strengthen the Sudbury Women's Committee and Area Council and get more members involved in union activities

To learn how to lobby in order to encourage and teach other activists to get involved in lobbying and political campaigns

**Actions:**

**November 3-5, 2016:** Attended PSAC Ontario Council Meeting in Toronto

**November 8, 2016:** Attended the Sudbury Regional Women's Committee meeting; Welcomed special guest Sheila Karasiewicz to speak about the MMIW Red Dress Project

**November 22, 2016:** Attended the Sudbury Area Council Meeting

**November 30, 2016:** Attended the UTE Local 42 Special General Membership Meeting for Election of Officers

**December 6, 2016:** Attended the final day of Advanced Stewards Training in Sudbury and networked with members from various components and DCLs from across the region

**December 14, 2016:** Teleconference with Sudbury RO staff and Ontario Council Region 2 reps to discuss regional education needs

**February 7, 2017:** Attended the CLC Lobby Day in Ottawa; Met with Paul Lefebvre, Liberal MP for Sudbury and Marilyn Gladu, Conservative MP for Sarnia Lambton; Lobby items were Bill C-27, Universal Pharmacare, and Pay Equity

**Goals:** To continue to encourage members to get involved in their union and PSAC events, campaigns and education

To identify emerging activists and build relationships to foster future union leadership

In Solidarity,

Dana Kelly, Region 2, Northeastern Ontario Representative

**Grant Tennant  
PSAC Ontario Regional Council Report  
Region 3, Eastern Ontario Representative  
November 2019 to February 2017**

**Objectives:**

- Promote the PSAC within the region through the components and the regional office in Kingston.
- Get the local memberships to become involved with their own locals
- Continue to foster communication with the components to get their concerns heard at council.

**Actions:**

- Helping members with Phoenix pay issues
- Conference call for Regionalization report
- Attend all Renfrew district labour council meetings for UNDE / PSAC
- Organize for the National Day of Mourning
- I am continuing to build communication within the region with the components of the PSAC and unions.

**Plans:**

- Prepare for the PSAC Ontario convention
- Continue to reach out to all PSAC locals in the region and promote the PSAC

In Solidarity,

Grant Tennant  
Region 3, Eastern Ontario Representative



**Judi Goodfellow**  
**PSAC Ontario Council Report**  
**Region 4, Southwestern Ontario Representative**  
**November 2016 to February 2017**

Thanks to everyone for their kind thoughts during my recovery from an injury and for the death of my mother. While I always enjoy hearing from my union sisters and brothers during difficult times, acts of kindness are more appreciated than ever when we are struggling.

I was not very busy during this period but did attend the PSAC Windsor and District Area Council Meeting on Feb 2, 2017 and on February 16, 2017 I attended the CEIU Local 00647 Annual General Meeting. I took advantage of the lull to read up on some of our wins over the last 50 years and am proud of how far PSAC has come.

I am pleased to be representing my members at the upcoming PSAC Equity conference at the end of March. This conference hosts a wonderful and diverse part of our union membership and I am anxious to network with members from all of the equity groups.

As always, my “door” is open to all members who need information, advice or guidance.

In Solidarity,

Judi Goodfellow  
Region 4, Southwestern Representative

**Kevin Lundstrom**  
**PSAC Ontario Regional Council Report**  
**Region 1, Northwestern Ontario Representative**  
**November 2016 to February 2017**

**Objectives:**

- Represent interests/views of N.W.O. Members at mtgs/functions
- Promote PSAC events, functions, education as appropriate
- Maintain regular contact and dialogue with PSAC RO staff
- Attend Member meetings as invited and discuss ORC business
- As ORC H&S Committee (Cmttee) Chair, coordinate work/mtgs

**Actions:**

- PSAC – attend Nov. 3 ORC Cmttee, Nov. 4-5 ORC mtg, Nov. 10 PSAC 50<sup>th</sup> event, Nov. 18-20 National H&S Conference Steering Committee Work & Conference Participation & Ont. Caucus analyses work, N.W.O. issues call out to RO, Feb. 8 ORC Teleconference Call on Regionalization Report, prep. for Feb. 23-25 ORC Cmttee/Council mtgs
- Area Council – Nov. 9 & Dec. 15 & Feb. 8 mtgs, Treasurer work, member liaison, attend Dec. 2-3 Area Council Summit
- RO – liaise with PSAC R.O. Staff - discuss: ongoing education plan issues; promote PSAC campaigns/priorities/conf./mtgs
- Ongoing Meetings – Union Local Exec./ Member/LMCC/H&S, AGM (Nov.), visit multiple PSAC Locals as outreach work in Thunder Bay/Dryden/Sioux Lookout areas, WHSC promotion, Component President/RVP mtgs, member job devolution Cmttee work, Component merger business, Phoenix issues.

**Plans:**

- Attend: Feb. 23-25 ORC H&S Cmttee and ORC mtg; March 6-8 Convention Cmttee mtg; April UHEW Council mtg; May Area Council AGM; May 26-28 Ont. Triennial Convention; RVP work.
- Participate in teleconferences/calls and share relevant information, work on email tree, attend meetings as invited
- Liaison and information sharing through Thunder Bay/N.W.O. Ed. Sessions & Cmttees (Area Council, RWC, Aboriginal Circle) - in Region 1 (N.W.O.), and PSAC Campaigns / Lobbying Support

In Solidarity,

Kevin Lundstrom  
Region 1, Northwestern Ontario Representative

**Lauren Baert**  
**PSAC Ontario Council Report**  
**Young Workers Representative**  
**November 2016 to February 2017**

**Objectives:**

- remain in contact with YWC's leading up to convention with Toronto, Hamilton Niagara and Kingston
- assist any young workers with convention questions and encourage participating in young worker caucus
- promote young worker initiatives and resolutions
- reach out to Academic Sector young workers

**Actions:**

- Ottawa- Collective Bargaining FB team (October 31-November 10)
- November 9 attended Hamilton Young Worker Committee meeting by telephone
- Blue Water Bridge Strike (November 18-December 9)
- Ottawa Collective Bargaining Common Issues (December 10-15)
- PSAC Bargaining Radio Ad Recording (Toronto) (January 18)
- Ottawa Collective Bargaining FB Team (January 30-February 3)
- January National Young Worker Working group- Young Worker Handbook (conference calls and emails)
- February: various calls to Young Worker Committee representative

**Goals:**

- continue to promote and support resolutions from the Young Worker Committees
- participate in PSAC National Equity Conference
- encourage young worker TBS members to attend ratification information sessions and votes
- have 3 calls with each committee leading up to convention

In Solidarity,  
Lauren Baert, Young Workers Representative

**Lloyd Brown**  
**PSAC Ontario Regional Council Report**  
**Racially Visible Members Representative**  
**November 2016 to February 2017**

**Objectives:**

- Continue Promoting, Maintaining and Protecting the interest of the Racially Visible Members of the PSAC
- Aim to facilitate changes through Education

**Actions:**

- Organize PSAC Racially Visible Members Committee Meeting November 9, 2016.
- Attended PSAC Ontario 50th Anniversary Open House November 10, 2016
- Attended The Ontario Federation of Labour Workers of Colour Committee Meeting November 14, 2016
- Attended The Coalition of Black Trade Unionist AGM November 14, 2016
- Attended The Coalition of Black Trade Unionist Fundraising and Award Banquet November 19, 2016. Received Bromley Armstrong Humanitarian Award
- Attended The Broadbent Institute Gala November 22, 2016.
- Organize PSAC Racially Visible Members Festive and Community Donation Meeting December 8, 2016
- Attended MDAC Christmas Meeting December 12, 2016.
- Attended Resolution Committee Teleconference for The National Equity Conference January 17, 2017.
- Organize PSAC Racially Visible Members Committee Meeting January 31, 2017
- Attended United Way Gala & Award Banquet February 7, 2017
- Organize PSAC Racially Visible Members Committee Black History Month Event February 23, 2017
- To Attend “The Ontario Federation of Labour Workers of Colour” Committee Meeting February 27, 2017

- To attend OFL / CBTU Black History Month Event February 27, 2017

**Goals:**

- Provide a forum through Members meetings for ongoing information exchange and critical discussions of Racially Visible Members issues

In Solidarity,

Lloyd Brown  
Racially Visible Members Representative

**Marie Polgar-Matthews**  
**PSAC Ontario Regional Council Report**  
**Academic Sector Representative**  
**November 2016 to February 2017**

**Objectives:**

1. Create the new service level agreements with the sector locals
2. Continue with the planning of the June 2017 Education retreat
3. Support local bargaining units during their negotiations

**Actions:**

1. Met with sector in the Toronto regional office to discuss 2016-2017 resolutions for convention, plan the education retreat and discuss the sector service level agreements.
2. Met with Hamilton District Labour Council in Burlington and accepted donations for UOIT food hampers.
3. Conference call with sector to support each other's bargaining efforts
4. Submit 2016 Academic Sector Resolutions for Ontario Tri Annual Conference.
5. Co-facilitated a workshop on Violence in the workplace during the 2016 National H&S conference.

**Plans:**

1. Continue to support 2016 Academic Sector Resolutions
2. Continue to support the development of the 2017 Academic Sector Educational Meeting, with help from the Regional Rep.
3. Support and participate in development the new service level agreements for the sector.
4. Participate in the 2017 National Equity Conference
5. Continue building relationships with District Area Council

In Solidarity,

Marie Polgar-Matthews, Academic Sector Representative

**Melanee D Jessup  
PSAC Ontario Regional Council Report  
Region 4, Southwestern Ontario Representative  
November, 2016 to February, 2017**

**Objectives:**

- Continue to share information via social media/email tree
- Edit PSAC Ontario Council newsletter

**Actions:**

- Attended Waterloo Region Labour Council meeting
- Attended UTE Regional Presidents' Conference
- Attended WHSC Instructor Training
- Participated in OC conference call
- Approved London RO education plan
- Prepared article for OC Newsletter

**Plans:**

- Continue to share information via social media/email tree
- Chair General Resolutions Committee
- Attend as many ratification votes as I can

In Solidarity,

Melanee D Jessup  
Region 4, Southwestern Ontario Representative  
Co-Chair, Education Committee



**Missy Taylor**  
**PSAC Ontario Regional Council Report**  
**Regional Women's Committee Representative**  
**November 2016 to February 2017**

**Objectives:**

- Create format for regular communication /updates between Committee Chairs
- Solicit Assistance in re-establishing some Women's committees
- Keep Women informed on activities of the PSAC Council and Women's Representative activities
- Promotion of involvement, engagement and education
- Act as a support, be available, and accessible to all queries and issues

**Actions:**

- Regularly attended Toronto RWC meetings
- Participated in National Human Rights and Equity Steering Committee – Conference
- Planning Sudbury (Feb 15) & Thunder Bay Human Rights (March 22) & Equity Open Houses
- Attended Education conference calls & Council Calls
- Submitted written pieces for PSAC Council newsletter

**Plans/Goals:**

- Build relationships with regional staff rep. for Women's cttm's
- Obtain all dates/Times/Locations or all RWC meetings – attend as many as possible via call, Skype or in person
- Have all RWC post the time/Date/Location for all meetings online & keep updated of changes
- Set dates to attend Women's Committee meeting – in-person or by phone
- Write article post National HR & E Conference in addition to other articles

In Solidarity,  
Missy Taylor, Regional Women's Committee Representative

**Peggy Jones**  
**PSAC Ontario Regional Council Report**  
**Directly Chartered Local Representative**  
**November 2016 to February 2017**

**Objectives:**

- Continue to build email tree for all DCL Local;
- Keep members informed on what PSAC Ontario Council is doing;
- Encourage DCLs to attend PSAC education and political events;

**Actions:**

- Attended Area Council meeting – December 2016, January 2017
- Attended and Chaired Women’s committee - December 2016, January 2016
- Attending Political Rally to fix the phoenix system for government employees. In December 2016 and one in January 2017. We have been working on this throughout the reach final accomplishments.
- December 6: National Day of Remembrance and Action on Violence against Women
- Contacted MPP’s and MP’s ref the First Nation Police on safety of the officers and fail collective agreement.
- attend the Area Council Summit December 2016

**Plans:**

- Work with PSAC Regional Offices to contact information for DCL’s
- Help to ensure DCLs contact a PSAC Rep who understands DCLs in each respective Regional Office
- Working with all Ontario DCLs in planning of what the DCL expectations on the PSAC Ontario Convention for Year 2017

- working for all provincial workers to have sick days and fair contract with all employees from the provincial government on \$15 fair campaign.
- Working with Area council, Women's committee to contact MP's on Universal Day Care for the province of Ontario and throughout Canada.
- Members from DCL to attend young workers, women's committees' and Area council in the area which they work in.
- Keep in contact with DCL to keep informed what is happening and where we can help out through the union and communities.
- Attending the National Women's and organizing with other DCL's in the areas.
- Attending the Equity Summit in March 2017

In Solidarity,

Peggy Jones  
Directly Chartered Local Representative

**Richard McNeill**  
**PSAC Ontario Regional Council Report**  
**Region 3, Eastern Ontario Representative**  
**November 2016 to February 2017**

**Objectives:**

- Continue to work with and build a relationship with the Kingston regional office
- reach out to locals looking for members to join either Local women's, Young workers or area council committees.
- Look for members willing to participate or join an equity committee or people with disabilities committee.
- Connect community groups with PSAC locals
- Promote union education
- Mentor new lobbyists.

**Actions:**

- Attended Kingston Area Council meetings November, December, January and February 10<sup>th</sup> and 17<sup>th</sup>
- Organized continuous rallies at our MP's office
- Participated in the OPSEU rally at St. Lawrence College Feb. 6 2017-02-10
- Attended Kingston District Labour Council meetings Nov. 21<sup>st</sup>, Dec. 19<sup>th</sup>, and Jan 16<sup>th</sup>, 2017.
- Successfully lobbied the Federal Government to open a pay office in Kingston announced Feb 10<sup>th</sup>, 2017.

**Plans:**

- Work with unions in the Kingston region to set up a Kingston District Young Workers committee.
- Try to set up meetings with locals in the outlying areas of Kingston
- Attend PSAC regional convention and the National USGE convention
- Promote OPSEU's campaign, We own it

In Solidarity,  
Richard McNeill, Region 3, Eastern Ontario Representative

**Ryan Ward**  
**PSAC Ontario Regional Council Report**  
**Region 5, Greater Toronto Area (GTA) Representative**  
**November 2016 to February 2017**

**Objectives:**

- Making sure as many members attending convention are given the most current and up-to-date information about convention
- Promote the education scheduled in advance of convention
- Help find ways to fund members who are having difficulty attending convention so all members who want to attend can attend
- Ensure all Locals and members are in the know leading up to convention

**Actions:**

- Worked on the financial statements for 2016 and budget for 2017 as part of Finance Committee
- Assisted the Greater Toronto Area Council with support for their Activist of the Year award
- Promoted the training sessions scheduled in early 2017 to all areas of the region
- Assisted Region 5 committees with the promotion of events taking place
- Assisted in resolution writing that is being submitted to convention

**Plans:**

- Communications with as many of Region 5 members leading up to convention
- Further promotion of Talking Union Basics course in Toronto and work on getting courses to be provided in Barrie
- Make sure the Locals across Region 5 know of all of the deadlines for the submission of documents and resolutions for convention

- Help get Labour Day Parade and other events taking place later in 2017 are well on their way to being planned and executed with as much assistance as possible
- Succession planning to ensure a seamless transition for the following Region 5 reps

In Solidarity,

Ryan Ward  
Region 5, Greater Toronto Area (GTA) Representative

**Souad Soubra (Sue)**  
**PSAC Ontario Regional Council Report**  
**Members with Disabilities Representative**  
**November 2016 to February 2017**

**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 with OFL Person with Disability Committee
- Represent Members with Disabilities on the National Human Right Committee

**Activities for this period:**

- Attended the RVC meeting (Nov 9, Dec 8/16, January 17/17)
- Attended the PSAC 50<sup>th</sup> Anniversary (Nov 10/16)
- Attended the RWC meetings (Nov 29, Jan 17/16)
- Attended the RWC Executive meeting – 2017 committee plan (Jan 9/17)
- Attended the OFL Disability Committee (December 9/16)
- Attended and chaired Toronto MDAC Holiday/Meeting dinner (Dec 12/16)
- Participated conference calls to review Access Conf applications (January 6/17)
- Participated NHRC conference call, review Access Conf resolutions (Jan 17/17)
- Participated a PSAC conference call for the Region 5 education (Feb 8/17)
- Participated an Ontario Council Conf. call, Regionalization Report (Feb 8/17)

- Attended GTAC meeting (Dec 21<sup>st</sup>, 2016)
- Attended Ontario Council meeting (February 23-25/17)
- Created MDAC Terms of Reference

**Plans:**

- ❖ PSAC Equity Seeking group Open House in London (Feb 20/17)
- ❖ Keep in touch with Regional PSAC office
- ❖ Attend Regional Committee meetings. (MDAC, RWC, GTAC, RVC)
- ❖ Meet/contact/communicate with members
- ❖ Promote a Joint committee meeting; Toronto and Hamilton MDAC
- ❖ Working on the 9<sup>th</sup> editions of the MWD Newsletter
- ❖ Start-up MDAC committee in Trenton/Kingston area
- ❖ Attend the National Equity Conferences
- ❖ Attend the 2017 PSAC Regional Convention

In Solidarity,

Souad Soubra Boone  
Members with Disabilities Representative



**Susan Glanville**  
**PSAC Ontario Regional Council Report**  
**Regionally Based Separate Employer Locals Representative**  
**November 2016 to February 2017**

**Objectives:**

- Email Tree
- Be able to stay in communication with all Locals
- Keep members informed on what PSAC Ontario Council is doing.
- Health and safety

**Actions:**

- Contacted all Regional Based Separate Employer Locals

**Goals:**

- To get all Regional Based Separate Employer Locals communicating
- Proper contact information
- Training/education required

In Solidarity,

Susan Glanville  
Regionally Base Separate Employer Locals Representative

**Sheila Karasiewicz  
PSAC Ontario Regional Council  
Aboriginal Workers Representative Report  
November 2016 to February 2017**

**Objectives:**

- Continue to build dialogue with the Regional offices.
- Outreach and visits to Aboriginal members.
- Promote Union Education and Training.
- Keep members informed on what the PSAC Ontario Council is doing.
- Bring Aboriginal issues to Council.
- Continue to promote and work on National Enquiry MMIWG.
- Continue to support and work with Walking with Our Sisters.
- Continue to build Aboriginal email contact list.
- Represent and support Aboriginal Workers where required.

**Actions:**

- **November 2**, UNE Local 00296 Meeting
- **November 9**, TBay Area Council and RWC combined meeting.
- **November 10**, Open House for Founders Day Tbay Regional Office.
- **November 15**, UNE Local 00296 Meeting
- **November 24**, MMIWG Information Session with Beverly Jacobs
- **December 15**, TBay Area Council and RWC Christmas party
- **January 5**, UNE Local 00296 Meeting
- **February 8**, Ontario Council Conference Call
- **February 15**, Sudbury Equity Open House
- **February 15**, PSAC NEC Resolutions Committee Conference call

## ➤➤ February 23-25, Ontario Council Meetings

### Plans:

- To continue outreach with Aboriginal members.
- To continue collaborating and working with NAPC representative and TBay Women's Committee on shared issues or projects.
- To continue collaborating and working with Ontario Women's Rep on the commonly shared issues relating to both our portfolios.
- Lobby MP's/Senator's on issues that are relevant to Aboriginal Workers.
- To continue working with PSAC Ontario Council Representatives to connect with Aboriginal Workers through newsletters and Media websites such as Facebook.
- To continue sharing knowledge of PSAC training, conferences, conventions and to promote the education program.
- Continue sharing and promoting the "The Blanket Exercise" by KAIROS Canada, which is the historic relationship between Europeans and the Indigenous nations, and in the history of the colonization of the lands now call Canada.

In Solidarity,  
Sheila Karasiewicz  
Aboriginal Workers Representative

**Trevis Carey**  
**PSAC Ontario Council Member Report**  
**Region 2, North Eastern Ontario Representative**  
**November 2016 to February 2017**

**Goals:**

- 1) to work with elected members of Parliament on PSAC labour issues.
- 2) Continue to drum up support for bargaining.
- 3) Make use of my Alliance Facilitator Training to promote Union Education.
- 4) Find ways to help reduce the stigma of mental health issues.
- 5) Continue to Co-Chair Local Occupational Health & Safety Committee

- Nov 18 National Osh conference Right To Participate
- Nov 19 National Osh Conference Forum Preventing Psychological Violence in workplace
- Nov 20 National Osh Conference Ontario Caucus Guest Speaker Meagan Leslie former MP
- Nov 22 Started Asbestos Card Campaign in Kirkland Lake/Webinar Resolution Writing
- Nov 28 Desk Drop Can Work Be Safe When Home Isn't
- Dec 2-6 Advanced Representative Training Sudbury.
- Dec 4 Discussion disability domestic violence and mental health and asbestos.
- Dec 14 Joined Facebook Campaign Carrier President USA Education Conference call with Sudbury RO.
- Dec 15 OSH spoke on Domestic Violence
- Dec 22 UMCC spoke again on Domestic Violence/ Mental Health in the Workplace. Drop food off at local food bank
- Jan 12 OSH spoke on mental health issues, including effects of Phoenix Issues, winter hazards, health tips to improve overall health of members.

In Solidarity,

Trevis Carey, Region 2, Northeastern Ontario Representative