



## **PSAC Ontario Council Meeting Minutes November 4<sup>th</sup> – 5<sup>th</sup>, 2016 Toronto Regional Office**

The meeting convened at 9:02 a.m. on Friday, November 4<sup>th</sup>, 2016 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)  
Judith Goodfellow, Region 4 (Southwestern)  
Melanee Jessup, Region 4 (Southwestern)  
Ryan Ward, Region 5 (GTA)  
Peggy Jones, Directly Chartered Locals  
Marie Polgar-Matthews, Academic Workers Representative  
Susan Glanville, Regionally Based Separate Employers  
Sheila Karasiewicz, Aboriginal Members  
Souad (Sue) Soubra Boone, Members with Disabilities  
Steve Khan, Gay, Lesbian, Bi-Sexual & Transgendered Members  
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:** Travis Lahnalampi, Area Councils  
Sue Borthwick, Region 6 (Hamilton/Niagara)  
Lauren Baert, Young Workers Representative

**Observers:** – Darlene Brown – National Vice-President Union of Canadian Transportation Employees (UCTE), Martin Mika – Regional

Vice-President UCTE, Lynda MacLellan, Ed Jones, Ken Boone, Rose Smith-Gimblett

**AGENDA:**

1. Adoption of Agenda
2. Adoption of previous meeting minutes (July 8-9, 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. Labour Day Debrief
12. Ongoing Health Care Cuts
13. Organizing Presentation
14. Regionalization Report
15. Ontario Council Resolutions to Convention
16. World People Social Forum
17. Canadian Labour Congress Rise up Conference
18. Broadbent Institute – Electoral Reform
19. Phoenix Pay System
20. New Business

The Chair announced that Sister Debbie Willett retired from the Public Service and thank Sister Willett for her dedication to Ontario Region and Ontario Regional Council. Brother Travis Lahanlampi

has accepted the role as the new Area Council Representative on Ontario Regional Council. Brother Lahnalampi would be unable to join us this weekend as he is at the PA bargaining table.

The Chair swore in Sister Judi Goodfellow, Region 4, Southwestern Ontario representative. The Chair announced that Sister Isabel Wrotkowski and Brother Mike Decarolis had resigned from Ontario Regional Council due to personal reasons.

Sister Sue Borthwick has accepted the position as Region 6 (Hamilton/Niagara) representative on Ontario Regional Council. Sister Borthwick is unable to be here this weekend.

The Chair thanked Brother Decarolis and Sister Wrotkowski for all their hard work on behalf of Ontario Regional Council.

The Chair asked Sister Melanee Jessup to read the PSAC Anti-Harassment Policy. Sister Melanee Jessup will be the Anti-Harassment Coordinator while Ontario Regional Council is 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

**Item 1. Adoption of Agenda**

The Chair recommend to adoption of the agenda as stand.

Motion to adopt agenda

m/s/c Bob Black and Peggy Jones

The Chair requested an Honour Roll call for members that have passed away. Chair stated that a member from Branch 24 Customs

and Immigration Union passed away on the job and a member from Agriculture Union local 14 went on vacation a passed away.

Moment of silence observed

**Item 2. Adoption of previous minutes (July 8-9, 2016)**

Motion to adopt minutes

m/s/c Lloyd Brown and Missy Taylor

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

PSAC Ontario 7<sup>th</sup> Triennial Convention

The REVP's office sent a reminder email on September 28<sup>th</sup>, 2016 with the dates for the PSAC Ontario 7<sup>th</sup> Triennial Convention.

Regional Women's Committee Resolutions

The REVP office forward the Regional Women's Committee resolutions that impact upon PSAC Ontario Region to the Ontario Regional Council working group, on October 14<sup>th</sup>, 2016.

Ontario Health Coalition

Brother Lino Vieira sent Ontario Health Coalition information to Ontario Regional Council Members on November 3<sup>rd</sup>, 2016.

**Motion: Make a donation of \$300 to the Ontario Health Coalition**

The REVP's office mailed cheque to Ontario Health Coalition on October 7<sup>th</sup>, 2016.

Missing and Murdered Aboriginal Women

The REVP office sent lobby letter for Missing and Murdered Aboriginal Women to all Ontario Regional Council Members during Ontario Regional Council meeting.

Motion to adopt business from previous minutes.

m/s/c Souad (Sue) Soubra Boone and Bob Black

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

Bob Black assumed Chair.

The REVP highlighted portions of her reports.

The REVP acknowledged that PSAC will be turning 50 years old. Ontario Regional Offices will be holding open houses right across the province. It is the responsibility of the Regional office to organize the event and Ontario Regional Council members are there to welcome members.

Union of Canadian Transportation Employees (UCTE) and National Resources Union (NRU) will be merging, this will be a huge structure change. Also, National Health Union and Union of Environment Workers will be merging as well. Their new name will be Union of Health and Environment Workers.

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

#### **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*

- Nishnawbe-Aski Police Service (NAPS) – (DCL 400 officers) filed for Conciliation for on June 2<sup>nd</sup>, 2016. On August 24, 2016, conciliation broke down and PSAC applied for a No Board report. However, the bargaining team will continue to meet with the employer on September 14 and 15, 2016, to attempt to avert a strike or lock-out.

- Anishinabek Police Service (APS) – (DCL 426 officers) The Ontario Labour Relations Board has activated our certification and now our APS members will be under provincial jurisdiction as they begin bargaining. However, On June 14, 2016, the Employer’s legal counsel at APS stated to that they would not meet with PSAC to bargain. Instead, they will be filing for a judicial review of the Boards decision to certify PSAC as the bargaining agent. PSAC will be filing for Conciliation and will be pursuing an unfair labour practice complaint against APS.
- The Bluewater Bridge (DCL 501) will begin conciliation with dates set for September 9 and 14, 2016.
- OLG Sault Ste Marie (DCL946) bargaining team met with the employer to exchange proposals on July 20 and 21, 2016. Next meeting dates will be in late September 2016.
- Wequedong Lodge (DCL 00002) has elected their bargaining team and received input from the membership. Bargaining will commence shortly.

### *Renewal Agreements*

- Treaty Three Police officers (DCL 410) have a new collective agreement through an interest arbitration award in February. The new collective agreement will expire on March 31, 2018.
- Commissionaires in Sudbury (DCL Local 608) ratified their renewal collective agreement on May 15, 2016.
- Commissionaires (DCL 818) at CFB Kingston ratified their new collective agreement on June 30, 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 are waiting for dates for a fourth round as we continue to work toward defining the application of the scope of the unit.

#### 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 has filed a Judicial Review of the OLRB's decision to dismiss the application and is expecting a hearing in the winter of 2016.

#### Postdoctoral Fellows at the University of Western Ontario

Postdoctoral Fellows (PDFs) at Western University have voted to join the Public Service Alliance of Canada (PSAC) to improve their working conditions. Western had challenged the employment status of all PDFs, stating that they were in fact not employees of the university. This challenge delayed the opening of the ballot box, which held the ballots of these workers on whether they wished to unionize.

After an 8-month delay, on August 24th, 2016, the ballot box for Western PDFs was finally opened, and PDFs have voted overwhelmingly in favour of unionizing with PSAC. The Ontario Labour Relations Board will now issue a certificate to commence the process for bargaining for a first collective agreement. PDFs at Western now join PDFs at UOIT and at Queen's University in being represented by PSAC Ontario.

#### Certification Application at OLG – Lesmill

PSAC welcomed workers from the Ontario Lottery and Gaming Lesmill Lab, who were officially certified to join our union on May 16,

2016. These 92 new members work in Toronto in an I.T. facility owned by the OLG and have endured years of wage freezes. The desire for better working conditions and concerns about an impending privatization motivated them to join our union. Following the successful unionization of their colleagues in Sault Ste Marie, OLG Lesmill workers reached out to PSAC about a campaign of their own.

#### Contract Cleaners at CFB Trenton

PSAC filed a certification application to re-organize sixty-five contract cleaners employed by Commercial Cleaning Servicers at Canadian Forces Base – Trenton. PSAC had represented these workers; however, when their former employer lost the cleaning contract a reorganizing campaign was started to protect their collective bargaining rights. A vote was held on June 30, 2016, and an overwhelming majority of the workers have decided to make PSAC their union once again.

#### Provincial By-election

##### Scarborough—Rouge River By-election

A by-election was called for the riding of Scarborough—Rouge River after Liberal MPP Bas Balkissoon resigned his seat. On June 28, 2016, members of PSAC's Greater Toronto Area Council (GTAC) held a phone bank letting members that reside in the Scarborough - Rouge River that a by-election was taking place, scheduled for September 1, 2016.

Raymond Cho was the successful candidate and will now represent Scarborough—Rouge River for the Tories. Cho bested Liberal candidate Piragal Thiru and NDP candidate Neethan Shan. According to Elections Ontario, Cho had 9,693 votes (38.6%), to Thiru's 7,264 votes (28.9%), Shan came third with 6,883 votes (27.4%). Voter turnout was 28.14%.

The Tory win is a breakthrough that gives PC leader Patrick Brown's party an MPP in Toronto for the first time since Doug Holyday won Etobicoke-Lakeshore in a 2013 by-election. It's also a blow to Premier Kathleen Wynne, as the Liberals have held the riding since its creation in 1999.



### Niagara-West Glanbrook

Former PC leader Tim Hudak has resigned his Niagara-West Glanbrook seat on September 16, 2016, to become CEO of the Ontario Real Estate Association. Hudak was first elected at age 27 in the Mike Harris-led Tory sweep that defeated the one-term New Democrat government of Bob Rae in 1995. Wynne has six months after Hudak's resignation to call a by-election for this riding.

### Prorogue

Premier Kathleen Wynne will be proroguing the Ontario legislature, with the throne speech to be delivered Monday, September 12, 2016. A speech from the throne is an opportunity for the Liberal government to outline a new set of priorities less than two years away from the next provincial election.

Major pieces of legislation have already been passed, including ones to enable a cap and trade system and the partial sale of Hydro One. All government bills are being kept active, including election finance reforms, but it's not yet clear what will happen to private members' bills.

### **Mobilization**

#### Ontario Local Health Check Survey

At the start of 2015, our Region undertook a new 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 that information, regional representatives have been working with identified Locals to create action plans to improve the capacity of those Locals.

#### June 8 – PSAC Day of Action

On June 8<sup>th</sup>, 2016, Locals across Ontario held solidarity events to show our federal bargaining teams solidarity and to demand the restoration of our public services. Locals were asked to come up with creative actions during their lunch breaks.

Craig Reynolds, Union of National Employees (UNE) Assistant Regional Vice-President released a video to mobilize support for

June 8<sup>th</sup> on June 2, 2016. Sharon DeSousa, REVP for Ontario, also released a short video to mobilize our members on June 4, 2016, and took part in the action by UNE Local 210 in Mississauga where members stood outside for photos before cutting a “We support our bargaining team” cake.

Many of the Local events received media coverage, including:

- London – CTV television - <http://london.ctvnews.ca/video?binId=1.1807099> (begin at 13:31)
- Kingston – CKWS Television - <http://www.ckwstv.com/2016/06/08/action-day/>
- Kingston – Kingston Whig Standard: <http://www.thewhig.com/2016/06/08/union-members-take-action>
- Barrie – CTV Television <http://barrie.ctvnews.ca/video?clipId=887301>
- Sarnia – Blackburn News Radio: <http://blackburnnews.com/sarnia/sarnia-news/2016/06/09/workers-rally-new-contracts/>
- Chatham – Chatham Daily News: <http://www.chathamdailynews.ca/2016/06/08/information-picket-held-at-judy-lamarsh-building-in-chatham>

#### PSAC 901 Queen's PostDoc Mobilization BBQ

On June 14, 2016, PSAC Local 901 held a successful membership BBQ at Queen's. Over 50 people came out in celebration, as the Local continues their efforts to build capacity, particularly with a membership that has a high turnover ratio, due to the nature of academic work.

#### Nishnawbe-Aski Police Service (NAPS) Officers

NAPS Local 401 officers have given their bargaining team an overwhelming strike mandate. The central issue in dispute is concerning health and safety, particularly officers working alone in remote communities. The possibility of reaching a negotiated settlement is remote in the absence of a new funding agreement with the Federal and Provincial governments. PSAC filed for a No Board report when conciliation on August 24, 2016 resulted in little

movement on this issue. A strike or lock-out can now take place as of September 16, 2016, however, PSAC has meeting dates with the employer on Sept. 14 and 15, 2016, to attempt and avoid a labour disruption.

PSAC launched an online letter writing campaign targeted at the Prime Minister and the Ontario Premier to address the issue of under-funding of First Nations policing. The results have been tremendous with over a thousand letters being submitted.

Also, PSAC REVP Sharon DeSousa, and Local President Jason Storkson held a press conference on July 21, 2016 in Thunder Bay with NDP MPP Gilles Bisson on the discriminatory way First Nations policing is funded compared to other police services in Canada.

The media coverage of this impasse and potential labour disruption has been overwhelmingly positive and extensive. Here is a snapshot of some of the media, however, there has been much more since the No Board report was filed:

- [http://theturtleislandnews.com/index.php/2016/07/15/nishna\\_wbe-aski-police-officers-vote-favour-strike-action/](http://theturtleislandnews.com/index.php/2016/07/15/nishna_wbe-aski-police-officers-vote-favour-strike-action/)
- <http://www.cbc.ca/player/play/2691705284>
- [http://www.ctvnews.ca/canada/ontario-indigenous-leaders-ndp-mp-call-for-new-policing-agreement-1.2988907#\\_gus&\\_gucid=&\\_gup=Facebook&\\_gsc=wGXiKdW](http://www.ctvnews.ca/canada/ontario-indigenous-leaders-ndp-mp-call-for-new-policing-agreement-1.2988907#_gus&_gucid=&_gup=Facebook&_gsc=wGXiKdW)
- <http://www.winnipegfreepress.com/canada/first-nations-leaders-call-on-feds-ontario-to-hash-out-new-policing-agreement-387016121.html>
- <https://www.guelphtoday.com/national-news/first-nations-call-on-feds-ontario-to-hash-out-deal-as-police-strike-looms-338470>
- [http://theturtleislandnews.com/index.php/2016/07/15/nishna\\_wbe-aski-police-officers-vote-favour-strike-action/](http://theturtleislandnews.com/index.php/2016/07/15/nishna_wbe-aski-police-officers-vote-favour-strike-action/)
- <http://www.wawataynews.ca/breaking-news/canada-and-ontario%E2%80%99s-failure-negotiate-policing-agreement-causes-naps-workers-vote>

- <https://www.guelphtoday.com/national-news/first-nations-call-on-feds-ontario-to-hash-out-deal-as-police-strike-looms-338470>
- [http://tbnewswatch.com/News/National/391533/First Nations call on feds, Ontario to hash out deal as police strike looms](http://tbnewswatch.com/News/National/391533/First_Nations_call_on_feds,_Ontario_to_hash_out_deal_as_police_strike_looms)
- [http://charlieangus.ndp.ca/sites/default/files/multisite/76282/field\\_content\\_files/20160714\\_letter\\_to\\_minister\\_goodale\\_re\\_naps.pdf](http://charlieangus.ndp.ca/sites/default/files/multisite/76282/field_content_files/20160714_letter_to_minister_goodale_re_naps.pdf)
- <http://www.wawataynews.ca/breaking-news/canada-and-ontario%E2%80%99s-failure-negotiate-policing-agreement-causes-naps-workers-vote>
- <http://www.cbc.ca/news/canada/thunder-bay/nishnawbe-aski-police-union-applies-for-conciliation-in-contract-dispute-1.3678067>
- [http://www.chroniclejournal.com/news/local/i-was-soaked-in-blood-lone-officers-face-scenes-too/article\\_544fcce2-49da-11e6-bd78-ffc27f81835d.html#.V4fOtzuuGxY.facebook](http://www.chroniclejournal.com/news/local/i-was-soaked-in-blood-lone-officers-face-scenes-too/article_544fcce2-49da-11e6-bd78-ffc27f81835d.html#.V4fOtzuuGxY.facebook)
- [http://www.tbnewswatch.com/News/391437/NAPS officers give union nearly unanimous strike mandate](http://www.tbnewswatch.com/News/391437/NAPS_officers_give_union_nearly_unanimous_strike_mandate)
- <http://www.cbc.ca/news/canada/thunder-bay/nishnawbe-aski-police-union-applies-for-conciliation-in-contract-dispute-1.3678067>
- [http://www.chroniclejournal.com/news/local/i-was-soaked-in-blood-lone-officers-face-scenes-too/article\\_544fcce2-49da-11e6-bd78-ffc27f81835d.html](http://www.chroniclejournal.com/news/local/i-was-soaked-in-blood-lone-officers-face-scenes-too/article_544fcce2-49da-11e6-bd78-ffc27f81835d.html)
- [Des députés donnent leur appui aux policiers de la Nation Nishnawbe Aski Ontario First Nations threaten to disband police service over funding issues](#)

#### OLG Slots - July 20th Action in Sault Ste. Marie

On July 20, 2016, our OLG Slots in Sault Ste Marie Local 00946, held a membership BBQ to raise support for their first round of collective bargaining. More than 100 members participated in the BBQ, with about half of them walking around the hotel where negotiations were taking place with messages of support for the bargaining team.

### UTE Day of Action

On August 8, 2016, UTE members across the country were asked to take action in their locals to support their bargaining team, which was returning to the table on this day. Locals held different events from information pickets to wearing I support my bargaining team stickers.

### Lobby

August 9, 2016 – TB Area Coordinator Navnita Richardson and fellow PSAC member activists: Haseeb Ahmad, Navindra Sahedeo, and Joe Klich met with Brampton South MP Sonia Sidhu. They discussed numerous issues including ensuring the Liberals live up to the commitments made during the Federal election with regards to bargaining and respecting public service workers.

They also discussed the need to respect the voices of First Nations communities in the recently called national inquiry into the missing and murdered Aboriginal woman and girls. The PSAC activists spoke about updating the Employment Equity language used by Statistics Canada, the Fairness and \$15 campaign, as well as improved support for the Status of Women funding - among other issues. It was a positive meeting that resulted in a commitment for further discussions including the MP speaking to MP Scott Brison, President of Treasury Board about the current bargaining challenges.

### Kingston Young Worker Committee

The Kingston Young Workers' Committee has now been re-activated as of May 3, 2016. This is positive news as there are many young workers in the region, especially with the academic workers PSAC represents at Queen's University.

### Kingston Commissionaires

The Kingston Commissionaires (DCL 00818), held an information picket at CFB Kingston on May 19, 2016. The Local had been facing an extremely difficult round of bargaining in an attempt to get paid sick leave for this group, that mostly consists of older veterans. The picket received a tremendous showing of community and labour support, as well as media attention.

### First Nations Healthcare Funding

PSAC represents mental health care workers at the Weeneebayko Area Health Authority (WAHA), who provide mental health care services to vulnerable First Nations communities throughout the James Bay region. The Attawapiskat suicide crisis brought a lot of attention on the need for mental health care services and the Ontario region reached out to PSAC's Social Justice Fund to seek funding for mental health support in the area.

Local VP, and resident of Attawapiskat sought and received assistance from the Social Justice Fund to deliver traditional healing for youth and others in the community. In addition, the local NDP MPP and health critic, France Gélinas, was lobbied to raise the issue at question period.

### Labour Movement/ Solidarity

#### Sexual Violence and Harassment Legislation

Ontario's Minister of Labour invited several unions to be a part of consultations to discuss key documents in support of the Ontario government's 2015 initiative, *It's Never Okay: An Action Plan to Stop Sexual Violence and Harassment*.

The action plan outlines steps to help change attitudes, provide more supports for survivors, and make workplaces safer and more responsive to complaints about sexual violence and harassment. Sharon DeSousa, REVP took part in these consultation on June 28, 2016 at the Ministry of Labour.

The *Workplace Violence and Harassment: Understanding the Law Guideline* is a revised document and complements the *Code of Practice* and the *Occupational Health and Safety Act* and has come into force on September 8, 2016.

#### World Social Forum

Thousands of people gathered in Montreal on August 9-14 for a social movement summit called the World Social Forum (WSF). Participants spent the week attending a great variety of workshops, lectures and cultural events, more than 1200 in total. On August 9, 2016, the Forum kicked off with a mass rally, in which PSAC

members attended. Bob Black, Alternate REVP was in attendance, along with Craig Berggold, President of PSAC local 901 at Queen's University, member activist Janel Coe, Steve Khan, LGBT Representative on Ontario Council, Ryan Ward, GTA Region 5 representative on Ontario Council, and Lynda MacLellan, PSAC Toronto Regional Women's Committee Chair.

### Labour Day

The Ontario region continues to see increased participation from communities across the province for Labour Day. Members took part in Windsor, Niagara, London, Hamilton, Toronto, Barrie, Orillia, Kingston, Sudbury and many more. Members who came out for the Hamilton Labour Day parade and community BBQ were delighted to have Chris Aylward, National Executive Vice-President attend.

Kirkland Lake had an early Labour day celebration on Aug. 31, 2016, where they provided members with a cake and had a food bank collection.

In London, Sharon DeSousa, REVP Ontario, on August 31, 2016, went to various PSAC Locals with the PSAC London Area Council to provide members with PSAC 50<sup>th</sup> anniversary celebratory cakes as a pre-Labour Day celebration. As is the tradition in London, a mass BBQ was organized by the PSAC London Area Council and held at noon at 451 Talbot St., where over 400 members came out. NDP MP Irene Matheson attended the BBQ and helped out with distributing the 50<sup>th</sup> anniversary celebratory cake to members. Patti Dalton, President of the London District Labour Council and Jamie VanSydenborgh, Union of Taxation Employees, RVP Southwestern Ontario Region were in attendance.

In Sarnia, CIU Local 19, PSAC Local 501 and UCTE Local 00047 participated in the Sarnia Labour Day Parade. PSAC ended up winning the Sarnia District Labour Council's 2016 award for best float.

### Education

#### Ontario Women's Conference

The 2016 PSAC Ontario Regional Women's Conference took place from June 2-5, 2016 at the Chelsea Hotel in Toronto. This year's

theme was “*Confronting ISMs...Empowering Women!*” Sister Robyn Benson attended the PSAC Ontario Women's conference and participated in a fundraiser for the Town of Moosonee Family Resource Centre called “Omushkegiskew House”.

## **Equity and Human Rights**

### **Pride**

#### **Barrie Pride**

On June 11, 2016, PSAC members in the Barrie area took part in the ever growing Barrie Pride, with this being the 5<sup>th</sup> year the city has held a Pride event. PSAC Ontario donated \$1,000 to assist the Pride organizing committee with this year's expanding celebration.

#### **Toronto Pride**

The PSAC Toronto Pride Committee led the organizing for our members' participation in Pride Toronto's Trans march on July 1, 2016, the Dyke March on July 2, 2016 and the Pride Parade on July 3, 2016. Our float was full of members, and we had over 250 members and their families participate, many of which marched alongside our float. There were even UNE members from Sturgeon Falls who traveled down at 7:45am by bus to take part in the parade. This year members wrote messages of support on the float to show solidarity with the family and friends of the Orlando tragedy.

#### **Thunder Bay**

At the Thunder Bay Pride, Sister Sheila Karasiewicz, Aboriginal Members Representative on Ontario Council joined with other activists to mark this year's celebrations.

#### **London**

The PSAC London Area Council, as well as rank and file members took part in this year's Pride festivities on July 24, 2016.

### **National Aboriginal Day**

On June 21, 2016, Sheila Karasiewicz, Aboriginal Members Representative on Ontario Council took part in the Thunder Bay National Aboriginal Day celebration. A booth was set up to create red



dress pins to support the call for a national enquiry for the murdered and missing Indigenous Women and Girls.

### Childcare Campaign

The newly re-activated PSAC Sudbury Regional Women's Committee will be making PSAC's child care campaign a priority for the committee. This includes getting signatures for a petition being distributed by Rethink Child Care, the Canadian Labour Congress and the Child Care Advocacy Association of Canada.

The PSAC Toronto Regional Women's Committee has also been working on the child care campaign over the summer. The petition being circulated can be found at <http://www.childcareontario.org/petition>. The Committee is also running a competition for members, with the member with the most signatures at the end of the summer will win a seat at the LEAF Annual Persons Day Breakfast on October 19th, featuring Margaret Atwood and Elizabeth Renzetti.

In conclusion,

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

Respectfully submitted for your approval,



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

## **REVP Schedule for the period May 28, 2016 to September 9, 2016**

May 31, 2016 – CUPE Rally to stop Hydro One privatization  
June 1, 2016 – Injured Workers Day Rally at Queen’s Park and the Ministry of Labour  
June 2, 2016 – Ontario Regional Women’s Conference preparation work  
June 3-5, 2016 – Ontario Regional Women’s Conference  
June 6-7, 2016 – Alliance Executive Committee meeting in Ottawa  
June 8, 2016 – PSAC Day of Action attended UNE Local 210 event in Mississauga  
June 10, 2016 – Education Committee meeting in Ottawa  
June 11-12, 2016 – PSAC NCR Regional Women’s Conference in Ottawa  
June 14, 2016 – WSIB Board Meeting  
June 15, 2016 – Transition committee meeting in Ottawa  
June 18-19, 2016 – National Bargaining Teams meeting in Ottawa  
June 20, 2016 – Alliance Executive Committee meeting in Ottawa  
June 21-23, 2016 – National Board of Directors meeting in Ottawa  
June 28, 2016 – Windsor Regional Women’s Committee and Area Council meeting in Windsor  
June 29, 2016 – DCL 610 Local Executive Committee meeting in London  
July 3, 2016 – Toronto Pride Parade  
July 5, 2016 – Ontario Council Committees meeting  
July 6-7, 2016 – Special Regionalization Strategy Session  
July 8-9, 2016 – Ontario Council meeting  
July 13-17, 2016 – Union Development Program in Halifax  
July 19, 2016 – CEIU Mental Health Forum  
July 21, 2016 – Nishnawbe-Aski Police Service Press Conference in Thunder Bay  
Sept. 1, 2016 – Labour Day celebration in London  
Sept. 5, 2016 – Labour Day in Thunder Bay  
Sept. 8, 2016 – OFL Heads of Union meeting  
Sept. 8, 2016 – PSAC Toronto Racially Visible Committee meeting

Motion to adopt REVP’s report

m/s/c Sharon DeSousa and Bob Black

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

Brother Christopher Wilson gave an update on the Ontario Region.

Brother Chris Wilson stated that Sister Jacqueline Maurice will be covering the Thunder Bay Regional office as the Administrative Assistance until January 9<sup>th</sup>, 2017. The staffing action to hire a permanent Administrative Assistant have concluded and there will be a letter of offer going out shortly.

Sister Robyn Benson was in attendance at the staff conference to show appreciation to the staff for the hard work they have done.

The Chair presented Sister Lynn Eaton with a gift on behalf of the Ontario Region at the staff conference. Sister Eaton commitment to the membership and the organization is invaluable.

The staffing action to fill Administrative Assistance position in the London Regional Office was concluded and Sister Beth Bennett was the successful candidate an offer was sent to Sister Bennett for the position.

The Ontario Region maintains a dynamic collective of experienced and highly skilled 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**

Jacqueline Maurice has been extended until November 11<sup>th</sup>, 2016 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. A staffing action has been submitted and the the Director's Team approved the position on a permanent basis. The interview process has commenced and is now at an internal level.

## **Toronto Regional Office**

Please join me in welcoming Jeffrey Vallis to the Ontario Region. He will be temporarily working from the Toronto RO for the next few months. Jeffrey is the Prairies Regional Political Communications Officer (aka Lino of the Prairies). He has been in Toronto for several months taking classes while on a leave of absence. Jeffrey's replacement has completed his term so Jeffrey will work part-time remotely from the Toronto RO while he completes his classes to ensure continuity in the position. Jeffrey will continue to report directly to Marianne Hladun, REVP for the Prairies and will continue to work as the Prairies Regional Communications Officer.

Tim McIntyre has been extended in the position of Regional Organizer until November 30<sup>th</sup>, 2016 to continue his term assignment backfilling for Michelle Sweeney.

PSAC has a longstanding practice extending over a decade of supporting York University work placement students one (1) day a week within the Toronto Regional Office in support of their labour studies program. Two students have been assigned for the 2016-2017 academic term: Muhammad Behroze and Julian Rekasi-Reid.

## **London Regional Office**

After 41+ years, (42 years October 7<sup>th</sup>), with the PSAC, Lynn Eaton has announced her retirement effective January 2<sup>nd</sup>, 2017. Lynn agreed to share her announcement. Our regional staff conference provides a forum to recognize the tremendous service that Lynn Eaton has given on behalf of the membership as well as the support she has given to her colleagues. Retirement was a very hard decision. Please join me in expressing our collective appreciation to Lynn.

A staffing action has been initiated in anticipation of Lynn's retirement for a permanent Administrative Assistant in the London RO. October 14<sup>th</sup>, 2016 is the closing date for the applications.

## **Sudbury Regional Office**

Réjean Amyotte had been in the vacant Regional Rep position in Sudbury for three years as of September 23, 2016 and in accordance with CULE Col. Agreement is in the process of being confirmed as an indeterminate appointment. The Sudbury RO now has two permanent Regional Representatives and a permanent Administrative Assistant to ensure continuity in membership representation.

The Sudbury RO met with Laurentian University professor Kelley Kitchicappo to discuss the terms of a student placement arrangement. Kelley is from Moose Factory, and worked at Weeneebayko Area Health Authority (WAHA) for about 5 years, so was a former member of the PSAC local there. She is an indigenous woman who grew up in the North and is familiar with the people and practices of the Ontario and Quebec sides of James Bay. She recognizes the lack of and the importance of mobilizing the workers to engage in the union and in the community to bring greater good to the North Eastern Communities, particularly in their work spaces. Our placement agreement hasn't been finalized yet, however our tentative plan is to have the assigned student research areas impacting upon indigenous members such as the connection to the six threads of Community, Democracy, Equity, Class Consciousness, Organization Building, and Greater Good.

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

The Chair thanked all the committee members for their hard work.

#### **Political Action Committee Report (Appendix "A"):**

Sister Marie Polgar-Matthews chair of the Political Action Committee presented on behalf of the committee.

#### **Recommendation to Council:**

1. Council members promote to their constituency the online petition on the PSAC Ontario webpage concerning paid sick leave for all and the Make It Fair campaign.

Recommendation carried

Motion to adopt the Political Action Committee's Report

m/s/c Marie Polgar-Matthews and Sharon DeSousa

**Finance Committee (Appendix "B"):**

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

**Recommendation to Council:**

1. The Finance Committee recommends that all Ontario Council committee and portfolio expense claims for 2016 be submitted by **Friday, January 13, 2017**.

Recommendation carried

Motion to adopt the Finance Committee's Report

m/s/c Bob Black and Ryan Ward

**Equity and Human Rights Committee Reports (Appendix "C"):**

Sister Missy Taylor Chair of the Equity & Human Rights Committee presented on behalf of the Committee. Sister Taylor thanked sister Kathryn McDonald for being the technical advisor to Equity and Human Rights Committee.

The Committee will share the Equity and Human Rights open house information with Ontario Regional Council once dates have been confirmed. The Committee is asking Ontario Regional Council members to promote the open house within their constituency.

**Recommendation to Council:**

No recommendations at this time.

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

m/s/c Missy Taylor and Souad (Sue) Soubra Boone

**Education Committee (Appendix "D"):**

Sister Melanee Jessup presented on behalf of the committee.

**Recommendations to Council:**

1. Acceptance of the Ontario Regional Education Plan for the Regional Education Program for 2017-18 as presented.

Recommendation carried

2. That the Sudbury RO be allowed to hold a Grievance Handling course immediately prior to their advanced geo-based training. The funding for this training to be taken from the advanced geo-based courses line item for a maximum of eight participants.

Recommendation carried

Motion to adopt the Education Committee's Report

m/s/c Melanee Jessup and Grant Tennant

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

Brother Kevin Lundstrom presented on behalf of the committee.

**Recommendations to Council:**

1. That Council encourage our members with Phoenix pay issues to contact their MPs and contact their EAP Program.

Recommendation carried

2. That Council encourage our members to report this situation in the workplace as a health and safety hazard, and fill out

relevant incident forms for submission to their respective health and safety committees and/or representatives.

Recommendations carried

3. That PSAC Ontario provide the prerequisite training courses required to qualify members to take a future Workers Health & Safety Centre Instructor Training course.

Recommendation carried

4. That the Council endorse the Ontario Regional Health and Safety Committee to lobby Sister Benson to expand the Joint Learning Program to include a “Violence in the Workplace and Anti-Bullying” course, as detailed in the attached letter.

Recommendation carried

Motion to adopt the Health and Safety Committee’s Report

m/s/c Kevin Lundstrom and Marie Polgar-Matthews

**Item 7. Ontario Council Members Reports (Appendix “F”):**

Ontario Regional Council member gave highlights from their reports.

- Sister Souad (Sue) Soubra Boone stated that Toronto Members with Disabilities Committee (MDAC) will be holding their Annual Holiday dinner on December 12<sup>th</sup>. The Canada Labour Congress Rise up conference was amazing and she will be attending the National Health and Safety conference in Montreal.
- Brother Trevis Carey stated the he had a great turn out for Labour day, he also attended Phoenix National Day of Action on October 31<sup>st</sup>.
- Brother Ryan Ward attended the Barrie Area Labour day celebration. Which was a very successful event.



- Brother Kevin Lundstrom thanked the Chair for coming out to the Thunder Bay Labour day to celebration, however the event was canceled due to the weather. The food items were donated to the local shelter.

The staff in the Thunder Bay Regional office has been working out very well for the region. He will be attending the National Health and Safety Conference.

- Brother Richard McNeill stated that Sister Gail Lem Negotiator for PSAC was invited to speak to Kingston USGE members about bargaining. There were 60 members in attendance, another meeting is scheduled for end of November.
- Brother Steve Khan has started a campaign to promote Prep (Truvada), which is a medicine that helps to reduce the risk of HIV. A lot of members do not know that this drug exists, the cost is covered under the government benefits drug plan except for \$200.
- Sister Sheila Karasiewicz stated that the Thunder Bay Regional Women's Committee and the Area Council meeting scheduled for November 1<sup>st</sup> was postponed till a later date.
- Sister Missy Taylor stated at the CLC Rise up conference the missing and murdered aboriginal women performers were amazing. Sister Taylor also recognize the Young Workers representative on Council Sister Lauren Baert for the question that she posed to PM Justin Trudeau at the Young Workers Summit in Ottawa.
- Sister Dana Kelly working on revitalizing the Sudbury Regional Women's Committee. Also, working on a campaign with young families in regards to childcare issues.
- Sister Marie Polgar-Matthews stated Queen's 901 postdoc – holding a strike committee meeting on November 9<sup>th</sup>. They are in conciliation right now.

- Sister Melanee Jessup stated she will be attending the Workers Health & Safety Instructor training.

The Chair stated the Rise up Conference was profound. She has seen Ontario Regional Council members grow and take on leadership positions.

## **Item 8. Collective Bargaining Updates**

### Parks Canada

The Parks negotiating team met with the employer's team on October 25-27, 2016. The ongoing pay issues with the Phoenix system were discussed.

The team tabled proposals to amend to current workforce adjustment provisions contained in Appendix "K" of the collective agreement in an effort to improve employment security for our members.

During our last round in June, the Agency tabled a revised short term disability proposal to replace our current sick leave provisions. We rejected this proposal and it was not discussed during this round.

Negotiations are set to resume on November 14-17, 2016.

### Canada Revenue Agency (CRA)

PSAC/UTE and the CRA signed our new collective agreement this morning. The contract is now in effect. The CRA has a maximum of 150 days from today to adjust employees' wages, pay out retroactive payments and the one-time lump sum.

At the signing, the CRA reiterated its commitment to meeting its contractual obligations to pay out retroactivity within the timelines prescribed by our contract. The employer also indicated that employees could expect the \$700 lump-sum bonus to be paid out ahead of retro payments. Lastly, the Agency committed to keeping the union updated every two weeks as to the progress of getting union members paid out.

### Treasury Board

All the teams are currently in Ottawa. Common issues table met first. At the conclusion of Ontario Regional Council, the Chair will be flying to Ottawa to meet with the SV bargaining team until November 9<sup>th</sup>. PSAC is hoping for movement at the table. If there is no movement, PSAC will be at impasse.

PSAC is hoping that the government comes with something meaningful and tangible. PSAC has started running radio ads using members. There is one radio ad with Sister Terry Lee Brant, who started the ad by speaking in Mohawk. A second radio ad with a PA Bargaining Team member that spoke in French. PSAC also had ads in the Metro newspaper. You are going to see more mobilization occurring if we reach impasse.

### Frontier Border Services (FB)

From June 17, the bargaining team spent seven days in negotiations. The team said that collective bargaining is not an appropriate venue for pension reform and early retirement discussions and that concerns raised by PSAC and Canada Immigration Union (CIU) should be raised elsewhere. Wages, hours of work and safety are also key issues at the table, along with sick leave.

### Education and Library Science Group (EB)

The EB bargaining team met with the employer four times over the week of June 13<sup>th</sup>, with discussions centering on pay proposal, sick leave, workforce adjustment and other outstanding proposals.

### Program and Administrative Services (PA)

Following the announcement that the Liberal government is repealing sections of the anti-union Bill C-4, enacted by the Harper Conservatives, the bargaining team returned to the negotiating table. Child care, wages, and sick leave are some of the issues remaining.

### Operational Trade Services Workers (SV)

The SV bargaining team met with Treasury Board for four days the same week as the other units. Although there was movement on some issues, the employer's position has not changed on any of the

important ones, including workforce adjustment, sick leave, and wages.

#### Technical Coordinators/Scientists (TC)

The TC bargaining team returned to Ottawa June 17-23, 2016, to resume negotiations. A centre piece of this bargaining session was the presentation of PSAC's comprehensive wage demands to the employer's bargaining team. These demands address the long-standing wage disparities experienced by TC members and closes this salary gap, which is a priority for members.

#### Canada Post

Bargaining team met with the Employer and exchange demands. PSAC Ontario has one member on the bargaining team Sister Jacqueline Gurati. The Union and the Employer have exchanged demands. Looking to continue negotiations in January, February 22<sup>nd</sup> and 23<sup>rd</sup>, in the new year. PSAC has a very small unit of 1,400 members. In the past they have gone after member's pension and sick leave.

#### Canada Food Inspection Agency (CFIA)

Reviewed non-monetary language, statement of duties. Memorandum of Understanding (MoU) on wash up time was reached. Thorough presentation by bargaining team on impact of Phoenix on their membership. If members do not work a 9am-5pm schedule or have an interruption in pay period system is thrown off.

#### Blue Water Bridge

Brother Paul Haney took on a leadership role in the media. Media want to see their own community members stepping up. Brother Haney has done fantastic media coverage. PSAC have a CIU branch beside them. The members at the Blue Water Bridge collects millions of dollars in revenue. The Employer is only giving one day at a time to bargain. November 18<sup>th</sup> or 19<sup>th</sup> they are back at the table.

#### Kingston Commissionaires (DCL 818)

Met with the employer for 2 days of bargaining on June 20 and 21. On June 24 the employer applied to the OLRB for the legislated employer final offer vote. On June 30<sup>th</sup>, the members voted to accept the employer's offer.

### Queen's University Postdocs

Members at Queens University are absolutely amazing. They need our solidarity and support. The Chair suggested a letter from Council. It is a wage issue, while postdocs are making \$32,000 a year the person beside them doing same work is making over 100,000 a year.

Bargaining at Western for Postdocs, they are back at the table on November 16<sup>th</sup>. Any agreement that is reached at Queens University will also help University of Western Ontario.

The Chair stated a lot of Postdocs are international students without health care. Many depend upon food banks. Queens University did a Mr. Noodles campaign to raise awareness of wage. Working on a food drive now challenging Employer to match what they raise.

### Nishnawbe-Aski Officers and Civilians (NAPS DCL 400 AND 401)

PSAC filed for Conciliation for NAPS Officers on June 2<sup>nd</sup>, 2016. We are trying to pursue Interest Arbitration again with the Employer to have the federal arbitration award recognized and implemented under Provincial jurisdiction. A strike vote request was sent to Sister Robyn Benson.

PSAC made history with a fantastic set of bargaining, it was very successful. The Employer and Union had same message. We reached a collective agreement. Brother Storkson did a great job with the media. Press coverage with NDP Gilles Bisson. NAPS officers are behind by 13% in wages, when compared to Ontario Provincial Police officers. PSAC will continue the fight to address the double standards.

### Anishinabek Police Service (APS) – (DCL 426 officers)

The Employer is refusing to meet with the Union. They will be filing for a judicial review of the Boards decision to certify PSAC as the bargaining agent under provincial jurisdiction. PSAC will be filing a request for Conciliation and filing an unfair labour practice complaint.

### Treaty Three Police officers (DCL 410)

The Employer have withdrawn their jurisdictional challenge. However, in light of the Supreme Court decision with the other First Nations Officers groups (APS and NAPS), the Ontario Labour Relations

Board certified this unit under provincial jurisdiction. Bargaining will continue now under the OLRB.

Wequedong Lodge (DCL 00002)

The local is in the process of electing its bargaining team and alternates. The deadline for input was June 30, 2016.

**Motion: Ontario Regional Council members sign on to the petition to support our ports.**

m/s/c Bob Black and Richard McNeill

**Action Item: The REVP's office will send out the Ports information to Ontario Regional Council and also to the Ontario region.**

**Item 9. Ontario Council Newsletter**

Brother Lino Vieira sent the Ontario Council Newsletter asking for feedback from Ontario Regional Council members, however he did not receive any. There the newsletter will be sent out to the Ontario Region.

Ontario Regional Council would like to sent out another edition of the Ontario Council Newsletter before the Ontario 7<sup>th</sup> Triennial Convention.

The newsletter will highlight PSAC 50<sup>th</sup> anniversary, PSAC Ontario 20<sup>th</sup> anniversary since regionalization, work of committees and recognition of retirements.

The following Ontario Regional Council members volunteered to do submissions for the newsletter. Brother Bob Black and Brother Ryan Ward submission will be on the Finance Committee. Sister Melanee Jessup submission will be on Education. Sister Missy Taylor and Brother Steve Khan submission will be on Equity and Human Rights. The deadline for submissions will be next Ontario Regional Council meeting in February, all submission must be sent to Brother Lino Vieira. The newsletter launched date is April 3<sup>rd</sup>, 2017.

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

### Host Committee

Sister Cleo Reid, chair of the Host Committee presented on behalf of the Committee.

The Committee met by conference call on September 28<sup>th</sup> at 6pm. Members present on the call Sister Dana Kelly, Sister Susan Glanville, Brother Lloyd Brown, Brother Steve Khan and Sister Cleo Reid. Members that was unable to participate on the call Sister Claudia Espinoza and Brother Travis Lahnalampi.

The Committee reviewed the different swag items and completed the assignment of duties for Host committee members during the Convention.

**Motion: A Food drive will be held during Convention for the PSAC Ontario Academic Sector the donation location will be determined at a later date.**

m/s/c Bob Black and Melanee Jessup

### Agenda

Ontario Regional Council reviewed 2014 Convention agenda, Brother Bob Black suggested to keep guest speakers to a minimum, this way there is enough time to attend to convention business.

The Chair stated that a maximum of \$5,000.00 per guest speakers will be allotted to acquiring guest speakers for the Convention, with speaking time up to a half hour.

**Motion: A total of three guest speakers including the National President.**

m/s/c Richard McNeill and Bob Black

**Motion: Ryan Hines and Natalie Mehra as guest speakers**

m/s Richard McNeill and Steve Khan

Motion is defeated

**Motion: Create potential list of guest speakers, and complete selection of guest speakers by dot matrix format.**

m/s/c Melanee Jessup and Marie Polgar-Matthews

**Motion: Keep the same guest speakers time slot that was used at the PSAC Ontario 2014 Convention.**

m/s/c Marie Polgar-Matthews and Melanee Jessup

**Guest Speakers:**

1. Robyn Benson
2. Maude Barlow
3. Ryan Hines

**Motion: that we go around table and ask each Council member when they would like to hold their caucus.**

m/s/c Marie Polgar-Matthews and Souad (Sue) Soubra Boone

Sister Souad (Sue) Soubra Boone would like to hold the Members with Disability caucus on Friday at 5:30pm.

Sister Sheila Karasiewicz selected the time slot of Friday at 6:30pm to hold the Aboriginal Members caucus.

Brother Steve Khan selected Saturday at 5:30pm for the Gay, Lesbian, Bi-sexual and Transgendered members caucus.

Sister Missy Taylor requested Sunday morning immediately following the Alternate Regional Executive Vice-President election.

Brother Lloyd Brown selected Saturday at 6:30pm to hold the Racially Visible Members caucus.

Sister Marie Polgar-Matthews choose to hold the Academic Sector caucus on Saturday at 8:00am.



Sister Peggy Jones selected Saturday 8:00am to hold the Directly Chartered Locals caucus.

**Point of Privilege: Sister Marie Polgar-Matthews stated Sister Lauren Baert would like to hold the Young Workers caucus on Saturday during the lunch break with a bag lunch provided.**

#### Charity

Sister Missy Taylor suggested the Assaulted Women's helpline. They provide free services right across the province, in 200 or more languages.

**Motion: That PSAC Ontario Regional Council accept the Assaulted Women's helpline as the charity for PSAC Ontario 7<sup>th</sup> Triennial Regional Convention.**

m/s/c Melanee Jessup and Missy Taylor

**Action: Lino Vieira will research the Assaulted Women's helpline and report back to Ontario Regional Council.**

#### Association of Public Service Alliance Retirees (APSAR)

Brother Michel Chevalier, National President of Association of Public Service Alliance Retirees (APSAR) would like to speak at the Ontario Regional Convention.

Sister Aileen Duncan is the Ontario region APSAR Representative. Sister Duncan is always at our Ontario Council meetings. During our Convention Sister Duncan does have an information booth set up at the Ontario Regional Convention.

The Chair would like to create an activist award, recognizing three grassroots activists at every Convention.

**Motion: Create a sub-committee for the purpose of requesting submission evaluating and choosing the recipients of the activist awards for PSAC Ontario region.**

m/s/c Melanee Jessup and Bob Black

**Item 11. Labour Day Debrief**

Brother Bob Black stated the membership loved the t-shirts, the messaging on the t-shirts went over well. Brother Chris Aylward was at the Hamilton Labour Day celebrations. Membership turnout was very low which was disappointing, in general the whole parade participation level was down. We had very little food left. The day itself was fantastic.

Brother Ryan Ward and Sister Marie Polgar-Matthews attended the Barrie Labour Day celebrations.

The Barrie Labour Day working group was able to pull money and resources together and have a very successful event. It was a building network event, the turnout was fantastic. Brother Ward stated the Labour Day proposals needs more information on what Area Councils can spend their money on.

Sister Sheila Karasiewicz stated the Thunder Bay Labour day parade was cancelled due to the weather.

Sister Souad (Sue) Soubra Boone and Brother Lloyd Brown attended the Toronto Labour Day parade. The membership turnout was low, the weather was great, t-shirts were well received. However, there needs to be an adjustment in regards to the music on the float.

Brother Richard McNeill stated it was a very successful labour day celebration in the Kingston region. The parade attendance was up this year. The Kingston Area Council is looking to plan a hugh parade for next year. A labour day report will be submitted shortly to the REVP's office.

Sister Dana Kelly stated Sudbury District Labour Council is the main organizer of the Labour Day parade which was amazing. Great attendance, we felt like we were apart of the community.

Sister Melanee Jessup stated the Waterloo Regional Labour Council does a picnic every year. It was not as well attended as previous

years. Waterloo region signed onto the post card drive for the water campaign

Brother Trevis Carey states the Timmins area Labour day parade had an excellent turn out. The Timmins Labour Council linked the parade to the Make It Fair and Childcare campaigns.

### **Item 12. Ongoing Health Care Cuts**

Brother Lino Vieira stated the Ontario Health Coalition website gives a comprehensive break down of what cuts are taking place in each area. This is a community run organization and members can sign up to receive newsletters from the organization.

The Liberals stated that they are not imposing any cuts, but they are not giving any new funds to Provinces. Medication prices will be increasing, also as a result of the funding cuts by the Provincial government, Ontario hospitals have cut more hospital beds than any other province in Canada.

Brother Richard McNeill stated he is a member of the Kingston Health Coalition. The Coalition sells garlic as a fundraiser. Ontario needs to support the Coalition as best as we can

### **Item 13. Organizing Presentation**

The Chair introduced Brother Tim McIntyre the Acting Regional Organizer, Ontario.

Brother Tim McIntyre was an employee of Queens University back in 2010 and become active in the PSAC campaign to organize Graduate Teaching Assistants and Teaching Fellows. Brother McIntyre, soon after his work site was organized started working with PSAC as a campaign organizer. Tim supported organizing campaigns at other work sites over the last four years until he started the position in 2015 as acting Regional Organizer, backfilling for Michelle Sweeney.

Over the course of our history, PSAC Ontario has run approximately 26 successful organizing campaigns resulting in over 7,000 new

members. A lot of our success has come from the Gaming and Academic Sector for over 4,000 members now represented at several universities including Western, UOIT and Queen's. PSAC organizes groups strategically to ensure that new members will be a good fit within PSAC with a focus upon sectors where we already represent members.

If a worker is interested in getting their work site organized, PSAC has developed a process to obtain approval for a campaign that starts with intensive research of the work site. If a group is not a good fit for PSAC then the Regional Organizer will help those workers find a Union that will meet their needs.

The legal process to form a Union varies depending upon the legislation. Provincially the law requires at least 40% of workers to sign Union cards and then the Labour Board conducts a union recognition vote. Federally, the Liberal government has changed the process from a vote (which Harper legislated) back to card check system which Unions advocate for to ensure a fair process without employer intimidation.

The Chair stated that our Union has grown tremendously as a result of union organizing. Once the organizing drive is won, Components are invited to make presentations to the group to see if they would like to be a part of that Component.

#### **Item 14. Regionalization Report**

The Regionalization report was sent out to the Ontario Regional Council members and the membership. It will be also sent out to all our bodies within the Ontario region.

The Chair thanked Sister Morna Ballantyne for facilitating and preparing the regionalization report. Also, recognized Brother Bob Campbell, National President of Union and Taxation Employees, National and Regional officers for participating in the regionalization session.

Ontario Regional Council would like to have an in-depth conversation on the regionalization report.

**Action Item: Conference call on January 18<sup>th</sup>, 2017 at 6:30pm with Ontario Regional Council to review the Regionalization report.**

**Item 15. Ontario Council Resolutions to Convention**

There is an anomaly in section 8 of the PSAC Ontario By-Laws. It does not recognize Young Workers Committee as a body that can send delegates and submit resolutions to the Triennial Convention.

Ontario Regional Council will submit a resolution to Convention to correct the By-Laws. After the resolution is passed a motion will need to be made from the floor to seat those Young Workers whose Committees are active.

The intention was never to put a barrier for Young Workers, the Chair will speak to each of the Young Workers Chairs in the region.

**Item 16. World People Social Forum**

The Chair was not able to attend the World People Social Forum, however, Brother Bob Black attended on her behalf.

Brother Bob Black stated that majority of the session was facilitated in French so that posed a barrier in some ways. Brother Chris Wilson facilitated a session which went well. On the last day of the forum Brother Black marched with the Young Workers and the enthusiasm as unbelievable.

Brother Black submitted a two-page report to the REVP's office.

Brother Ryan Ward attended the forum, he participated in a number of activates. Brother Ward stated the Social Forum was an amazing experience, approximately 1/3 of speakers was not allowed to enter Canada.

**Action Item: REVP's office will share Brother Bob Black, World People Social forum report with Ontario Regional Council**

**Item 17. Canadian Labour Council Rise up Conference**

The Chair stated it was a different type of Conference, it was more panel base. The performance piece for murdered and missing Aboriginal women was amazing. Technology used at the conference was great, but sometimes it was a barrier, the app that stored all the events and materials for the conference did not work sometimes.

Sister Sheila Karasiewicz stated the refugee virtual display was very moving. Participants would put on a headset and it was like being in a refugee scene for approximately four minutes. Sister Karasiewicz believes the cost \$350, to attend the conference was a barrier.

Also, the workshop "A Promises is a Promises" was very enlightening. The workshop provided tips on how to approach and lobby an MP.

Sister Souad Soubra Boone stated the conference was great. Sister She attended the "A Promises is a Promises" workshop which spoke on how to hold the government accountable.

Brother Hassan Yussuff, President of Canada Labour Congress (CLC) opened the conference with humor, which was very refreshing.

The keynote speaker at the Conference Rev. Terrence Melvin was phenomenal. the caucuses were combined with allies, so all members were engaged. There was a huge number of members in racially visible caucus. Sister Marie Clarke Walker briefly explained CLC structure. Overall the conference was good.

Sister Missy Taylor participated in the "Adapt, Engage or Lose" workshop. The workshop talked about the idea of a shared economy. Sister Taylor had the pleasure to speak with a member of the NDP women's critic who participated in the workshop.

The Young Workers portion of the conference was amazing. Sister Lauren Baert the Young Worker's representative on Ontario Regional Council had the opportunity to pose a question to the Prime Minister which was televised.

**Item 18. Broadbent Institute – Electoral Reform**

Sister Sarah Schmidt, Director of Communications for the Broadbent Institute, gave a presentation on Electoral Reform.

The newly elected Liberal government promised change to Canadians, that the current electoral process First Past the Post (FPTP) was used for the last time in the 2015 elections.

The Proportional Representation (PR) electoral systems is the most commonly used systems in the world.

There are three types of Proportional electoral system:

- Pure - it is designed to ensure that the number of seats a party wins closely matches the percentage of votes the party receives.
- Mixed Member Proportional (MMP) – it incorporates elements of both FPTP and PR. Voters have two votes on a single ballot, one vote to elect a single local Member of Parliament (MP) and other vote to indicate support for a party.
- Singly Transferable Vote (STV) – voters elect multiple candidates in each riding by ranking them. There are usually multiple rounds in the STV system. Candidates are elected once they meet a quota, which is determined based on a formula. The first candidate to meet the quota is elected, the surplus votes received by winning candidates are redistributed to the remaining candidates by looking at the voters second choice. This process continues in subsequent rounds until all seats in the district are filled. STV is the most uncommon of the three PR electoral systems.

Canada should adopt the PR system because the current FPTP system is flawed and there are great benefits that can be derived from the PR system that will make parliament more reflective of

voter's choice. The Proportional representation system is a good fit for Canada, we can use elements of the best of both systems.

### **Item 19. Phoenix Pay System**

Sister Donna Lackie, National President of Government Services Union presented on the Phoenix payroll system and its issues to date.

The Public Service Pay Centre, individual departments and agencies share responsibility for pay roll administration within the Government of Canada.

There are over 300,000 employees in the federal government, which involves over 101 departments and agencies. This is a complex issue that involves nearly 80,000 business rules that have to adhere to collective agreements, salary ranges and classification levels, as well as ensuring applicable legislation is complied with.

The government of Canada started testing the Phoenix payroll system in 2014. The first roll out of the new payroll system was February 2016, by early June PSAC and Components were receiving complaints from members that they were not getting paid. It is estimated that over 2000 public servants has not been getting paid.

PSAC has initiated three legal processes against Treasury Board;

- Unfair Labour Practice – introduction of workplace change during the collective bargaining.
- Policy Grievance – Technological change
- Writ of Mandamus – commands government to correct a prior illegal action or a failure to act in the first place.

Also, PSAC negotiated the following conditions to help correct some of the wrongs of Treasury Board.

- Members can apply for reimbursement of personal expenses while not receiving their salary i.e. NSF charges, interest charges on credit cards etc.



- Holding Minister Foote to her commitment to resolve pay issues by October 31<sup>st</sup>, 2016.
- PSAC is a member of the newly formed Treasury Board Senior Committee to address Phoenix pay issues.

The Chair stated she wrote a letter to the editor in regards to the Phoenix pay system. It was published in the Windsor and Thunder Bay papers.

The Chair and Ontario Regional Council thanked the members at the Public Service pay centre in Miramichi, for all their hard work and dedication.

**Item 20. New Business**

PSAC Ontario Regional Council next meeting dates:

February 23<sup>rd</sup> – Committee meetings

February 24<sup>th</sup> – 25<sup>th</sup> – Ontario Regional Council meeting

The Chair stated there will be training for all Resolutions Committee's members on their roles and responsibilities. The Resolutions Committee members are tentatively scheduled to come in on March 6<sup>th</sup>, 7<sup>th</sup>, and 8<sup>th</sup>. The meeting will be held in the Toronto Regional office. Technical advisors and Administrative Assistants will also be attending the training sessions.

There will be an Area Council Summit December 2<sup>nd</sup> and 3<sup>rd</sup>, all Area Council executive will be invited to attend.

The Chair stated the region will also be holding a Equity and Young Workers Summit, with all the executives from each committee invited to attend. It will be similar to the Area Council Summit. The Summit will cover how to encourage engagement, best practices, skills building and the vision around equity. Dates will be announced shortly.

Once the Summit is completed the Chair will make contact with Component Presidents encouraging them to support Area Councils, Human Rights and Young Workers Committees.

Ontario Regional Council Working group presented their feedback on the Regional Women's Committee Resolutions (**Appendix G**) from the Regional Women's Committee Conference, that was held in June 2016 at the Chelsea hotel, Toronto.

**Action Item: The REVP's office will send a letter to each body accompanied by a copy of the Ontario Regional Council working group recommendations.**

Sister Missy Taylor stated that PSAC National already came out with a paper showing support for resolutions number three. Sister Taylor would also like that paper attached as well to the letter.

**Action Item: The Chair will follow up with National in regards to Regional Women's Committee Resolutions number three.**

**Motion: Ontario Regional Council support the feedback on the Regional Women's Committee resolutions, submitted by the Ontario Regional Council working group.**

m/s/c        Richard McNeill and Judith Goodfellow

Business completed, meeting adjourned at 2:20pm

## **APPENDIX “A”**

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

Committee Chair: Marie Polgar-Matthews

Present: Sharon DeSousa  
Bob Black  
Trevis Carey

Staff: Lino Vieira  
Christopher Wilson

Regrets: Claudia Espinoza,  
Debbie Willett

Meetings via conference call on Monday, October 24, 2016 at 6pm.

#### **Agenda:**

1. National Day of Action – October 31<sup>st</sup>
2. Labour Day
3. Ontario Federation of Labour – Make it Fair Campaign
4. National Student Day of Action

#### **Discussion:**

1. **National Day of Action – October 31<sup>st</sup>**

PSAC is holding a National Day of Action on October 31<sup>st</sup>, to demand the government fix Phoenix and that they come back to the bargaining table with a new mandate. PSAC is asking members to use the materials provided and take their lunch breaks to take photos of solidarity with the hashtag #FixPhoenix. Locals can create whatever actions they like.

#### **2. Labour Day**

The members and the public loved this year’s PSAC Ontario Labour Day shirts; both the colour and the slogans. We will be looking at continuing the process of having Council decide on a new colour and slogans for next year’s Labour Day.

### **3. Ontario Federation of Labour – Make it Fair Campaign**

The Ontario Federation of Labour (OFL) has put forward a number of recommendations to make the Employment Standards Act and Labour Relations Act fairer for workers. PSAC Ontario has been focusing especially on 7 paid sick days for everyone, as it resonates with our own members struggle in bargaining over sick leave. On October 5, 2016, the OFL organized a mass lobby day at Queen's Park, with over 100 labour and community activists taking part in lobbying over 60 MPPs. 5 members from the following PSAC Area Councils took part: Hamilton, Barrie, Toronto, Thunder Bay and London. PSAC Ontario and the NCR have online petitions on their webpages where members can go in and send an email directly to their local MPP demanding they support paid sick leave and the Make it Fair campaign.

### **4. National Student Day of Action**

November 2, 2016 is the National Student Day of Action that the Canadian Federation of Students is organizing. PSAC has officially endorsed this day of action and provided resources.

#### **Recommendations:**

1. Council members promote to their constituency the online petition on the PSAC Ontario webpage concerning paid sick leave for all and the Make it Fair campaign.

Moved by: Marie Polgar-Matthews  
Seconded by: Sharon DeSousa

## **APPENDIX “B”**

### **PSAC Ontario Council Finance Committee Report July 2016 – November 2016**

**Committee Chair:** Bob Black

**Committee Members:** Ryan Ward  
Sharon DeSousa

**Agenda:**

1. Committee and Portfolio Expense deadline
2. Alterna Bank Balance

**Item 1: Committee and Portfolio Expense deadline**

All committee and portfolio expense claims for 2016 must be in by Friday, January 13, 2017. Anything that comes in after that time will be included in the 2017 expenses.

**Item 2: Alterna Bank Balance**

Currently the account at Alterna Credit Union is slightly over the insured amount of \$100,000, but with the cost of the current council meeting and the upcoming Convention deposits to be made we will be below the insured threshold.

### **Finance Committee Recommendations to Council**

2. The Finance Committee recommends that all Ontario Council committee and portfolio expense claims for 2016 be submitted by **Friday, January 13, 2017**.

Rationale: since 2017 is a Convention year all books must be completed and closed. The Finance committee will be meeting on January 18 and 19 to close out the books and pay out all outstanding balances.

Moved by: Bob Black  
Seconded by: Ryan Ward

## **APPENDIX “C”**

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

Committee Chair:	Missy Taylor
Committee Members:	Souad Boone Steve Khan
Staff:	Kathryn McDonald
Regrets:	Sheila Karasiewicz Lloyd Brown Joan-Ann Gravesande

#### **REVIEW:**

- Missy has assumed the role of Chair for the current meeting. Lloyd Brown is the chair for the period of November 2016 to February 2017. Steve will be the note take for this period.
- The Committee attended at the National Human Rights Committee Meeting from September 18-20, 2016 in Ottawa.
- The Committee attended at the Canadian Labour Congress (CLC) Rise Up Conference from October 20-23, 2016 in Ottawa.
- Steve participated in the consultation with Trans-identified members for their input on the Trans Awareness Campaign endorsed at the 2014 PSAC National Triennial Convention.
- Steve attended the World Social Forum in August 2016 in Montreal.
- The Inquiry on the Missing and Murdered Indigenous Women and Girls has begun!

**GOALS:**

- Planning, implementation and execution of the Equity and Human Rights Committee Open Houses in all regional offices, awaiting the confirmation of dates from 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:**

- Confirm remaining amount of Equity and Human Rights Calendars  
(via Joan Ann upon return).
- Continue to create information pieces for designated human rights and equity dates for the upcoming months, in accordance with our Calendar.
- 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.

RECOMMENDATIONS: None at present

**REMINDER TO COUNCIL:**

- To assist in promotion of Open Houses once dates are finalized.

Report moved by: Missy Taylor  
Seconded by: Sue Boone

## **APPENDIX “D”**

### **PSAC Ontario Council Education Committee Report August 2016 to November 2016**

**Committee Chair:** Melanee Jessup

**Present:** Lloyd Brown  
Trevis Carey  
Peggy Jones  
Steve Khan  
Grant Tennant

**PSAC Staff:** Shirley Riva

**Regrets:** Lauren Baert, Sheila Karasiewicz

#### **Review:**

Education Plan: The Committee met via teleconference on October 6, 2016 to discuss the Regional Education Plan for 2017-18 and is recommending that it be approved by Council. See recommendations.

Alliance Facilitators Network (AFN) Policy Review: The AFN Policy must be reviewed periodically and the Regional Education Officer (REO) and Regional Coordinator (RC) have been talking to staff about the AFN Policy from their perspective. Once all the feedback has been gathered, the Education Subcommittee will meet to review and will report back to the Education Committee.

Advanced Geo-based Training: The advanced geo-based training for Kingston and Thunder Bay have been cancelled due to insufficient enrollment. The advanced geo-based training in Toronto will include qualified applicants from Kingston and similarly, the training in Sudbury will include qualified applicants from Thunder Bay.

Requests have been made by both Toronto and Sudbury Regions to hold a Grievance Handling course prior to the advanced geo-based



training to allow the applicants who are missing the course to achieve this prerequisite.

The Committee's overarching goal is to provide training to members in an equitable manner, while considering the judicious use of the education budget.

Members who have applied to take the Advanced Representative Training for Stewards course are to meet the prerequisites of the Talking Union Basics (TUB) course, Grievance Handling (GH) and the Tier 1 online Stewards courses. Approved applicants who have both the TUB and GH have been conditionally accepted, contingent on completion of the Tier 1 courses prior to the start of the advanced geo-based training.

The Committee reviewed the status of registration for the two courses.

	<u>Toronto</u>	<u>Kingston</u>	<u>Total</u>
Total applicants	24	7	31
Applicants with TUB & GH	19	4	23
Applicants with TUB, but no GH	3	2	5
Applicants with neither	2	1	3

The maximum number of participants in an advanced geo-based course is 20 participants which, in extraordinary circumstances, can possibly be stretched to 23.

The number of applicants that have the TUB and GH for the two ROs is more than adequate to run the course and no qualified Toronto Region members will be denied a spot due to accommodating members from Kingston. It will not be necessary to hold a Grievance Handling course prior to the advanced geo-based training to ensure that the course will run. Consequently, we are not recommending that one be held.

The Sudbury and Thunder Bay ROs have consolidated their lists of applicants. They have 11 applicants who meet the TUB and GH prerequisites. Six members have the TUB, but not the GH. The

course can proceed with 17 participants, but a decision may be made to cancel if it falls as low as 11. The Committee therefore recommends that the Sudbury RO be allowed to hold a GH course immediately prior to their geo-based training. The course should be held immediately prior, so that no additional travel costs are incurred. The members to be provided with this training will also be required to complete the Tier 1 courses. *See recommendations.*

#### Subsidies/Policies:

**Remote Subsidy:** Approximately \$1,000 remains of the remote subsidy this year. The Committee discussed how the Remote Policy can be used to allow greater access to basic courses in the North. The REO will examine further and report back.

**Top Up/General Subsidies:** Approximately \$1,500 has been spent so far this year.

**Basic Travel Policy:** The REO was tasked with comparing attendance at courses before and after the new Basic Travel Policy. She found that in Toronto and Sudbury the number of courses offered and locations in which they were offered increased significantly. London, Thunder Bay and Kingston have not experienced the same increases.

**Budget:** The Committee discussed the budget for the remainder of the cycle.

**RO Basic Schedule:** The Committee reviewed the required courses for the winter/spring 2017 semester and will prepare to provide input and participate in the selection process.

**Contingency Account:** Per the Education Plan, any amounts remaining in the RO budgets at the end of the year will be transferred to the Contingency account. This will include the unspent funds relating to the Kingston and Thunder Bay advanced geo-based training that was cancelled.

**Goals for the Next term:**

Basic Regional Schedules  
AFN Policy review  
Subsidy application form

**Recommendations to Council:**

**1. Acceptance of the Ontario Regional Education Plan for the Regional Education Program for 2017-18 as presented.**

**Rationale: the Plan for the remainder of the cycle is complete.**

**2. That the Sudbury RO be allowed to hold a Grievance Handling course immediately prior to their advanced geo-based training. The funding for this training to be taken from the advanced geo-based courses line item for a maximum of eight participants.**

**Rationale: by not making this training available, we risk the cancellation of the advanced geo-based training in this Region and subsequent costs related to late cancellation. This will not serve our mandate to provide education to our members.**

Report Moved by: Melanee Jessup  
Seconded by: Grant Tennant

**Excerpt from the PSAC Ontario Regional Education Plan  
prepared by Shirley Riva, Regional Education Officer.**

**BASIC RO WEEK-END SCHEDULES**

Courses will be offered based on membership demand and interest and identified organizational priorities. Our regional offerings over these three years will be coordinated. ROs offer two schedules per year: The Winter-Spring Semester (January to June) and the Summer-Fall Semester (July to December). Expenses are covered by the Basic RO Schedules Line-Item (Under the Basic Travel Policy) and the Remote Subsidy Line-Item where applicable. Last cycle we delivered over 138 Basic Courses and trained 1,505 Members.

In addition, the following courses will be offered by each Regional Office through weekend or evening schedules:

- PSAC Basic Core Curriculum (regularly and in one year where feasible and refers to these three basic core courses: Talking Union Basics, Grievance Handling and Introduction for Local Officers) (Two Days each course = 6 Days in Total)
- One Workers' Compensation Training Level 1 ODRT Course at least once in the three-year cycle. ODRT means Occupational Disability Response Team which designs and offers Workers' Compensation Training in Ontario. (2 Days)
- One Violence Prevention Health and Safety Course at least once in the three-year cycle (Two Days)
- One Representing Members with Mental Health Disabilities Workshop at least once in a three-year cycle. (One Day)
- One Respectful Workplace/Anti-Harassment Training at least once in a three-year cycle (New Course dated June 2015) (Two Days)

- One Advanced Local Officers at least once in the three year cycle (2 Days)
- One Domestic Violence at Work (This new course will be a coordinated schedule across the Region in Years 2017-2018.)
- Lobbying workshops for federal campaign where identified in 2016 in the evenings or on week-ends
- The new PSAC Steward Training Series workshops where identified in the evenings or on week-ends (also available on-line)
- Convention Preparation/Procedures in 2017 prior to the Ontario Region Convention in May this cycle (TBD)
- Webinars (Topics TBD)
- One Employment Equity Course (2 Days)
- 2 Webinars in the Fall of 2016 on Resolution Writing (Part of Convention Prep)
- Any new basic courses identified

## **ADVANCED PROGRAMS**

The following advanced courses will be offered during the 2016-2018 cycle through geographically based non-residence courses by Regional Offices and through an in-residence Ontario Union School and through Ontario wide stand-alone in-residence offerings.

Geo-Based Courses Oct. to Dec. 2016 (Non-Residence):

5 Advanced Courses

- 5 Geographically Based Advanced Courses delivered by the respective servicing RO. An Advanced Representation Training for Stewards (ARTS) course will be offered during

the 2016 Year by each Regional Office as a geographically-based advanced non-residence course. 20 spots per RO.

- We trained 176 members in 18 Basic Grievance Handling offerings last cycle. Of those 176 members, 47 Members went on to take the Advanced Stewards Course at Toronto and Thunder Bay ROs and at the 2015 Spring School. We offered 5 more Grievance Handling Courses on the 2016 RO Schedules by Sudbury (2), Kingston, London, Toronto ROs and trained 56 more participants by September 2016. 185 Members are eligible to apply for the ARTs this fall.
- Members living beyond 40 kms. of the course location will be in-residence and in travel status per the National Travel Policy. Those members living within 40 kms of the course location will have lunch covered and daily transportation costs covered per the National Travel Policy.

#### Ontario Union School 2018 (In-Residence): Three Advanced Courses

- Three Advanced Courses at Ontario Union School 2018 to be identified in consultation with the Regional Offices and Council Members by input from the membership.
- Recommendation: One of the courses should be the Advanced Human Rights Activism (Last delivered at Spring School 2015)

#### Ontario wide stand-alone Courses (In-Residence): Three Advanced Courses

- Advanced 30 Hour Workers Health and Centre Course Level 1 (WHSC) in Spring 2017 (4 Days)
- Advanced Unionism on Turtle Island Course (5 days) in Fall 2017

- Advanced Alliance Facilitator Training Program (AFTP) (5 Days) in Fall 2018

Spring-Summer 2017 (In-Residence)

- Regional Council Officer Training (Leadership Course) for the newly elected Council in residence attached to the First Council Meeting this cycle

Fall 2017 (In-Residence)

- One AFN Seminar in-residence (advanced course) with a Design Clinic with the purpose of AF Design and Deliver 30 minute Workshops for AFs as well as an Anti-Oppression Learning Activity and Popular Education Learning Activity

**TOTAL NUMBER OF ADVANCED COURSES: 13 ADVANCED COURSES OVER 3 YEARS**

This does not include National Courses such as a yearly UDP (six levels) and a Regional Leadership Course every three years.

**ALLIANCE FACILITATOR NETWORK (AFN)**

10% of the Regional Education Budget is allocated for Alliance Facilitator Network in accordance with the National Education Program Policy. Budget line-items include an AFTP Course in 2018 to fill gaps, an AFN Seminar in Fall 2017 for skills-building and networking and AF Activities throughout the 2016-2108 cycle. AF Activities include AFs delivered workshops such as the H+S Violence Prevention course in their Locals and Geo-based regional structures as well as initial assessments for the certifications to the AFN Directory.

**SUBSIDIES PROGRAMS: <http://ontario.pvac.com/subsidies>**

- OFL means Ontario Federation of Labour.
- CLC means Canadian Labour Congress.

- WHSC means Workers Health and Safety Centre (Ontario).
- ODRT means Occupational Disability Response Team (Ontario) which designs and offers Workers' Compensation Training.

We have three Subsidy Programs in Ontario region as outlined below:

1. The **Subsidies Policy** provides member access to subsidy funds for other community and labour educational courses such as the CLC Winter and Summer School or OFL courses or WHSC courses or ODRT courses. The subsidy is intended to be a cost-sharing initiative with other entities such as the Local or the Component. WHSC and ODRT and the CLC provide shared accommodations at their learning events. There are limited funds of \$6,000 in total over the three-year cycle.

2. We also participate in **Scholarship Programs** with our union partners, namely WHSC and ODRT who provide specific, certified H&S Training in Ontario. This subsidies budget line-item provides for a **top-up subsidy** to the scholarship for Loss of Salary (LOS) for members who are awarded a WHSC or ODRT Scholarship by PSAC Ontario Region. We jointly share the WHSC and ODRT Scholarship Programs with the PSAC National Capital Region as this is a program province-wide. This Scholarship Program includes Certified Instructor Training for WHSC and ODRT and graduates are eligible to be part of the AFN.

The PSAC subsidies top up the \$150 daily salary that the WHSC and ODRT Scholarships pay for at a minimal cost to the Education Program Budget. All other costs including accommodations, meals, travel, \$150 daily salary, and course materials are covered by the WHSC or ODRT. Ontario Regional Council revised the Education Subsidies Policy at their October 2009 Meeting.



3. Region 1 (Northwest) serviced by Thunder Bay RO and Region 2 (Northeast) serviced by Sudbury RO receive a **Remote Subsidy** of 1% of the regional budget per the Ontario Regional Council. Concerns have been raised that some members, particularly those in Northern Ontario, who live in remote locations that limit access to PSAC Education Courses. In response, the Ontario Regional Council established a portion of the Ontario Education budget as a remote subsidy at their October 2007 Meeting.

**CONTINGENCY LINE-ITEMS:**

Any surpluses will be carried-over into the contingency line-item.

## **APPENDIX “E”**

### **PSAC Ontario Council Health and Safety Committee Report July 2016 – November 2016**

**Committee Chair:** Kevin Lundstrom

**Committee Members:** Souad Soubra  
Richard McNeill  
Missy Taylor  
Marie Polgar-Matthews  
Dana Kelly  
Susan Glanville  
Judith Goodfellow

**Absent:** Claudia Espinoza

**Staff:** Angela Fairweather

#### **1. Follow up on the Violence Prevention Courses**

Support given for continuing to support the delivery of shorter worksite sessions due to the importance and relevance of the topic,  
and the resources invested in this initiative to date.

**a. Action Item:** Advocate for continued support from PSAC, Components, and DCLs in promoting this course in locals.

#### **2. November 14-15, 2015 Regional Health and Safety Conference Follow-up**

Action items are listed below to address member input from the sub-regional caucuses. Recommendations to Council to address member input from the sub-regional caucuses are listed towards the end of this report.

**a. Action Item:** Chair of Health & Safety Committee to consult with Chair of Education Committee about options to develop

a new lunch and learn session on current health and safety issues of concern, and on the support for continuing to include health and safety course(s) in the 3-year education plan.

- b. Action Item:** Develop a letter to have sent out to members on the established PSAC email tree asking for member input on health and safety related topics to be considered for inclusion in organized lobby campaigns for MPs and MPPs based on prioritization linked to frequency of response.
- c. Action Item:** Chair of Health & Safety Committee to consult with Chair of Political Action Committee about including health and safety topics in organized lobby campaigns for MPs and MPPs.
- d. Action Item:** Work with PSAC Staff to add developed materials and talking points about organized lobby campaigns for MPs and MPPs on the PSAC Ontario health and safety webpage when completed for members to access.
- e. Action Item:** Work with PSAC Staff to add links to relevant health and safety legislation, links to established and recognized mental health organizations, links to health and safety organizations and education to the PSAC Ontario health and safety webpage for members to access.
- f. Action Item:** Develop a letter to be sent out to members on the established PSAC Mail Chimp health and safety activist email tree with messaging to locals and health and safety activists to make certain health and safety issues or topics remain standing items on Health and Safety committee meetings, and on Labour/Union Management Consultation Committee meetings.

- g. Action Item:** Invite Lino to meet with Health and Safety Committee during next committee meeting to discuss the options and practicality of increasing the diversity of health and safety messaging through various social media sources, including PSAC Activist health and safety email trees and networking/contact email networks, utube, posters, websites, newsletters, facebook, health and safety chat or discussion sites, etc.
- h. Action Item:** Continue to support members in their efforts to increase the use of resolutions and lobbying at PSAC Conventions for increased resources for more frequent health and safety educational sessions/conferences.
- i. Action Item:** Chair of Health & Safety Committee to consult with Chair of Political Action Committee about the possibility of creating specific talking points on the adverse health and safety effects of the Phoenix Pay system to be included in a topic specific lobbying kit for MPs.
- j. Action Item:** Chair of Health & Safety Committee to discuss with new Education Committee chair the possibility of creating a consent section in Conference and Educational registration forms to allow all Council Sub-Committees to email/network/provide resources to consenting members.
- k. Action Item:** Chair of Health & Safety Committee to consult with the PSAC Regional Education Officer and Ontario Council Education Committee Chair on PSAC webinars on the health and safety topics of: violence prevention and anti-bullying in the workplace; and mental health in the workplace.

### **3. Future National Health and Safety Conference**

Conference dates are November 18<sup>th</sup>-20<sup>th</sup>, 2016 at the Sheraton Montreal. Kevin Lundstrom participating on steering committee.

- a. Action Item:** Committee Members who attend the Conference as Delegates will support member resolutions put forward on June 10, 2016 through committee, namely: voluntary donation of sick leave credits to colleagues on extended sick leave; action on health and safety legislation (to protect workers in precarious positions or in remote areas); and access to expert advice in provincial and territorial and federal health and safety legislation.
- b. Action Item:** Committee Members who attend the Conference as Delegates will organize an Ontario Region caucus meeting at the start of the Conference to allow for the opportunity to discuss Ontario resolutions in advance.

### **4. Workers Health and Safety Centre (WHSC), and Occupational Disability Response Team (ODRT) scholarships available to PSAC Ontario Members**

- a. Action Item:** Continue to promote availability of scholarships to membership when available.
- b. Action Item:** Support for continuance of member WSIB level 1 and 2 training in sub-regions.

### **5. Health and Safety Event / Topic Update Emails**

- a. Action Item:** Send out on the PSAC Ontario established email network the completed reminder of who the PSAC Ontario Regional Council Health and Safety Committee Members are, their portfolio, their contact emails, the link for

the relevant PSAC Ontario website, and the solicitation from PSAC Ontario members of health and safety concerns and issues to improve member contact avenues.

## **6. Information Sharing with Education Committee Chair**

- a. **Action Item:** H&S Committee Chair to request quarterly meetings with new Education Committee Chair to improve information sharing.

## **7. Terms of Reference (TOR) Review**

- a. **Action Item:** Complete written amendments to TOR from the November 3, 2016 formal oral review of TOR at Committee Meeting.

## **8. Provincial and Federal Health and Safety Legislation Flowcharts**

- a. **Action Item:** New sub-committee to work on the specifics of the requested simple and straight forward provincial and federal health and safety legislation flowcharts to be developed to share with members to simplify health and safety processes and procedures that clearly inform members the appropriate steps to take in the incidence of workplace bullying and violence and other designated health and safety matters. The multiple forms and processes and complexity can make it very confusing for members under duress, and the flowcharts could provide benefit. This recommendation to Council was passed the previous meeting but specifics on the exact flow charts required are needed. Follow-up teleconference to be scheduled for mid-January 2017.

**Recommendations to Council:**

1. That Council encourage our members with Phoenix pay issues to contacts their MPs and contact their EAP Program.
2. That Council encourage our members to report the Phoenix Pay issues in the workplace as a health and safety hazard, and fill out relevant incident forms for submission to their respective health and safety committees and/or representatives.

Rationale: It is recognized that the problems with the Phoenix Pay System are contributing to increased health and safety issues due to member stress and subsequent adverse effects.

3. That PSAC Ontario provide the prerequisite training courses required to qualify members to take a future Workers Health & Safety Centre Instructor Training course.

Rationale: It is important for PSAC Ontario members to utilize all available instructor scholarships in future.

4. That the Council endorse the Ontario Regional Health and Safety Committee to lobby Sister Benson to expand the Joint Learning Program to include a “Violence in the Workplace and Anti-Bullying” course, as detailed in the attached letter.

Rationale: This was identified as a Member priority recommendation from the November 2015 Ontario Health and Safety Conference sub-region caucuses.

Moved by: Kevin Lundstrom  
Seconded by: Marie Polgar-Matthews

PSAC Ontario Regional Council  
Health and Safety Committee  
c/o 90 Eglinton Avenue East  
Toronto, ON, M4P 2Y3

November 3, 2016

Sister Robyn Benson, President  
Public Service Alliance of Canada  
233 Gilmour Street Ottawa, Ontario  
K2P 0P1

RE: Joint Learning Program (JLP)

Dear Sister Benson:

During the 2015 Ontario Health and Safety Conference, the PSAC Membership requested an expansion of the JLP Program to include courses on health and safety issues of concern to the Members. The JLP is very well received by the Membership and the JLP would be an excellent platform to get the health and safety message out to even more Members.

The Bargaining Unit Members who did not have the JLP in their Collective Agreements expressed a strong desire to achieve it and the Bargaining Units who have the JLP want to expand it to include more courses. In particular, Members requested consideration for a program on "Violence in the Workplace and Anti-Bullying".

The PSAC Ontario Council Health and Safety Committee is hoping that in your capacity as Co-Chair of the JLP, you may be able to help expand the JLP program.

Any direction, support or help you may be able to offer us would be greatly appreciated.

In solidarity,  
K. Lundstrom, Chair  
On behalf of the PSAC Ontario Council Health and Safety Committee



## **APPENDIX “F”**

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

**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:**

July 17/18	Strike Training
August 04	Plant gate
August 08	Labour day meeting
August 09	Left for Social Justice Forum in Montreal
August 14	Returned from SJF in Montreal
September 05	Labour Day Parade and picnic special guest Chris Aylward NVP
October 04/05	OFL MPP Lobbying training and meetings
October 25	Strike coordinators meeting
October 26	Deliver October 31 Day of Action Materials
October 31	Plant gate for Day of Action met with RVP
November 01	UFCW Awards dinner and presentation
November 02	Finance Committee
November 3-5	Ontario Council Meeting

**Future Plans:**

Continue to address issues. Promote PSAC. Continue to promote ongoing campaigns. Continue to stay available for REVP.

In Solidarity,

Bob Black,  
Alternate REVP

**Claudia Espinoza**  
**PSAC Ontario Regional Council Report**  
**Region 5, Greater Toronto Area Representative**  
**July 2016 to November 2016**

**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**

- July 6, Jane and Finch Action Against Poverty
- July 13 Justicia Harvesting Freedom Campaign
- August 12, Jane and Finch Action Against Poverty
- August 17, Jane and Finch Action Against Poverty
- August 23, Black Creek Farm Driftwood festival prep.
- August 24 Meeting with local
- August 25, Black Creek Farm Meeting 'Sustainable food'
- September 3, Member meeting Hamilton
- September 12, Meeting MP, lobby 'privatizing social housing'
- September 26, TTC Rider Workshop
- October 05, Jane and Finch Action Against Poverty
- October 19, Workers Action Centre
- October 26, Jane and Finch Action Against Poverty
- Nov 1, 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

Claudia Espinoza, Region 5, Greater Toronto Area Representative

**Dana Kelly**  
**PSAC Ontario Regional Council Report**  
**Region 2, Northeastern Ontario Representative**  
**July 2016 - November 2016**

**Objectives:**

To develop relationships within the Sudbury Women's Committee for the purpose of creating a strong activist team

To develop a network of community partners and activists in the region

To promote PSAC campaigns through local events and social media

**Actions:**

**July 5-9, 2016:** Attended the PSAC Ontario Council Meeting, Committee Meeting and Regionalization Strategy Sessions in Toronto

**July 13, 2016:** Attended the Sudbury Regional Women's Committee meeting; committee decided to focus on universal, high quality child care as our primary issue this year

**July 28, 2016:** Attended a teleconference with Tim McIntyre from PSAC and learned about the PSAC organizing strategy; also volunteered and handed out pizza and bargaining updates for the UTE Local 00042 Info and Pizza lunch event

**August 31, 2016:** Attended the planning session for the PSAC Women's Committee labour day event

**September 5, 2016:** Attended the Sudbury & District Labour Council Labour Day in the Park event and helped to organize the Women's Committee booth where we distributed information and collected signatures for the petition for a universal, high quality child care system in Ontario (Coalition for Better Child Care)

**September 29, 2016:** Organized the Sudbury Women's Committee and marched as a group in the Take Back The Night event in Sudbury

**October 17, 2016:** Attended the Canadian Labour Congress conference call regarding the Employment Insurance Leave consultation

**Goals:**

Bring our members and activists together with community partners to move forward on PSAC campaigns and priorities

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

In Solidarity,

Dana Kelly  
Region 2, Northeastern Ontario Representative

**Debbie Willett  
PSAC Ontario Council Report  
Area Council Representative  
July 2016-Nov 2016**

**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.

**Actions:**

July 7	Education Meeting
July 8	Ontario Council Meeting
July 12	Hamilton BBQ
July 14	CUPW demo Niagara Falls
Aug 4	UTE demo St Catharines
Aug 26	Kathleen Wynne (GE Plant) Welland
Sept 5	Hamilton Labour Day Parade
Sept 8	UTE ratification vote
Sept 26	Education Sub Committee Meeting
Sept 28	Niagara Area Council Meeting

Future Plans:

**ENJOY MY RETIREMENT**

In solidarity,

Debbie Willett  
Area Council Representative

**Grant Tennant**  
**PSAC Ontario Regional Council Report**  
**Region 3, Eastern Ontario Representative**  
**August 2016 to November 2016**

**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:**

- Working through Renfrew District Labour Council helped organize and attend labour day event in Pembroke
- Conference call for education committee budget proposal
- Attend all Renfrew district labour council meetings for UNDE / PSAC
- Organize call out for National day of action for 31 October 2016 for PSAC locals in the area
- I am continuing to build communication within the region with the components of the PSAC and unions.

**Plans:**

- Continue to work with the education committee to get the members the training they are asking for and need. This will be accomplished by staying in contact with the Regional Office in Kingston and direct contact with components.
- Continue to reach out to all PSAC locals in the region and promote the PSAC

In Solidarity,

Grant Tennant  
Eastern Ontario Representative

**Judith Goodfellow**  
**PSAC Ontario Regional Council Report**  
**Southwestern Ontario Representative**  
**August 2016 – October 2016**

**Objectives:**

- Represent PSAC in Southwestern Ontario
- Learn more about council objectives and goals
- Learn how I can be productive as a District rep
- Encourage members to engage

**Actions:**

- Attended September 5 Chatham-Kent Labour Day activities in Wallaceburg
- Attended October PSAC Windsor District Area Council meeting in Windsor
- Plan to attend November Ontario Council training to coincide with upcoming council meeting

**Plans:**

- Become better known in PSAC SW Ontario so members feel more comfortable contacting me
- Work at engaging members in regional union activities
- Find ways to help PSAC Windsor District Women's committee become active again

In Solidarity,

Judi Goodfellow  
Southwestern Ontario Representative

**Kevin Lundstrom**  
**PSAC Ontario Regional Council (ORC) Report**  
**Region 1, Northwestern Ontario Representative**  
**July 2016 – November 2016**

**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 – Ont. H&S Conf. caucus analyses work, attend July 5 ORC Cmttee, July 6-7 Regionalization strategy mtg, July 8-9 ORC Mtg, Sept. 5 Labour Day/prep. and REVP meeting, prep. for Nov. 3-5 ORC Cmttee/Council Mtgs, N.W.O. issues call out sent
- Area Council – Aug. 10 mtg, Treasurer work, member liaison
- RO – liaise with PSAC R.O. Staff - discuss: ongoing education plan issues; promote PSAC campaigns/priorities/conf./mtgs
- Ongoing Meetings – Union Local Exec./General Member/LMCC, H&S, visit multiple PSAC Locals as outreach work in Thunder Bay/Marathon/Fort Frances areas, WHSC promotion, NHU Ont. Presidents Conf. (Sept. 12-14), several mtgs with Component President/RVP, member job devolution Cmttee work, Component merger business, Phoenix issues, promote National Equity Conf.

**Plans:**

- Attend: Nov. 3 ORC H&S Cmttee mtg; Nov. 4-5 ORC mtg; National H&S Conference (Nov. 18-20); Nov. 17 Steering Committee Work; and Dec. PSAC Area Council Summit.
- 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. Education Sessions & through the established network of Committees (Area Council, Regional Women's, Aboriginal Circle) and Nov. 9 joint meeting - in Region 1 (N.W.O.), and PSAC Campaigns / Lobbying Support

In Solidarity, Kevin Lundstrom - Region 1, Northwestern Ontario  
Representative

**Lloyd Brown**  
**PSAC Ontario Regional Council**  
**Racially Visible Members Representative Report**  
**June 2016 to October 2016**

**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 - June 29, 2016.
- Attended Labour Day Parade - September 5, 2016.
- Organize PSAC Racially Visible Members Committee Meeting - September 8, 2016.
- Teleconference with The Ontario Federation of Labour Workers of Colour Committee - September 13, 2016.
- Participated in PSAC Toronto Racially Visible Committee Resolution Writing for The 2017 PSAC National Equity Conferences - September 17, 2016.
- Attended PSAC National Human Rights Conference in Ottawa - September 20 to 21, 2016.
- Teleconference with PSAC Ontario Council Host Committee for the 2017 PSAC Ontario Triennial Conference - September 28, 2016.
- Teleconference with PSAC Ontario Council Education Committee - October 6, 2016.
- Attended Canadian Labour Congress Rise Up Conference in Ottawa - October 20 to 23, 2016.

**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**  
**Academic Sector Representative Report**  
**July 2016-November 2016**

**Objectives:**

1. Develop the new service level agreements with the sector locals
2. Help plan/schedule the May 2017 Education retreat
3. Introduce JLP to the sector
4. Support local bargaining units during their negotiations

**Actions:**

1. Helped plan and participated in the Labour Day Picnic in Barrie.
2. Supplied examples of the JLP in the units in bargaining.
3. Meet with Regional Reps about developing training relationships with the employer and local development courses.
4. Did two conference calls with the sector to discuss 2016-2017 resolutions for convention and our service level agreements.
5. Met with Durham District Labour Council meeting in Oshawa. Talked about how we can support each other in organizing and mobilizing our memberships. Scheduled an event for Feb 2017.

**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 2016 H&S Conference
5. Continue building relationships with District Area Council

In Solidarity,  
Marie Polgar-Matthews, Academic Sector Representative

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

**Objectives:**

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

**Actions:**

- Organized Local August 8<sup>th</sup> Day of Action
- Attended Waterloo Region Labour Council meeting
- Attended WRLC Labour Day picnic
- Organized and chaired UTE Local 00015 ratification vote
- Attended UTE Presidents' Conference
- Attended OC Education Subcommittee Meeting
- Chaired Education Committee Conference Call
- Participated in selection for Geo-based course in London
- Attended UTE EO Conference
- Edited PSAC Ontario Council Newsletter
- Represented PSAC Ontario at JLP training in Kitchener

**Plans:**

- Continue to share information via social media/email tree
- Attend WHSC Instructor Training
- Continue to support bargaining teams for all groups

In Solidarity,

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

**Missy Taylor**  
**PSAC Ontario Regional Council**  
**Regional Women's Committee Representative Report**  
**February 2016 – June 2016**

**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
- Learn of specific needs and concerns for RWC's
- 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 meeting September 21 & 22. Met with Women's Reps to discuss roles, goals and received updates (PSAC stance on "sex workers"/ position)
- Make it Fair Rally at Queens Park – October 1<sup>st</sup>, 2016
- Communications with Chairs of various Women's committees
- To attend CLC "Rise Up" in Ottawa – October 20 – 23, 2016 & will meet again with National Women's Reps

**Plans/Goals:**

- Build relationships with regional staff rep. for Women's committees
- 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 for promotion of the Women's Committees

Missy Taylor, Regional Women's Committee Representative

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

**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 - July, August, Sept, Oct and Nov 2016.
- Attended and Chaired Women's committee - August, Sept, Oct, Nov. 2016
- Working on Labour Day events throughout the DCL's of Ontario, and in attendance for Labour Day, Working on next year event for 2017.
- Work on committee for the night of action. "Take back the night"

**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.

- December 6: National Day of Remembrance and Action on Violence against Women

In Solidarity

Peggy Jones, Directly Chartered Local Representative

**Richard McNeill**  
**PSAC Ontario Regional Council Report**  
**Region 3, Eastern Ontario Representative**

**Objectives:**

1. Continue to build a dialogue with the Kingston regional office.
2. Keep the members informed on what PSAC Ontario Council is working on.
3. Promote union education
4. Keep updated on all union matters

**Actions:**

1. Continue contact with newly formed Young Workers group.
2. Organize meetings for members to meet with Bargaining team leaders
3. Attend both Kingston Area Council meeting as well as Kingston District Labour council meeting.
4. Work with area MP on pay issues, members are having issues with

**Plans:**

1. Continue to try and set up a committee for workers with disabilities.
2. Ongoing support for the new Young worker's committee
3. Continue to update contact information for all PSAC locals in the Eastern Ont. Region
4. Set up a Kingston District young workers group
5. Try to meet with each PSAC local in Eastern Ont. before my term comes to an end

In Solidarity,

Richard McNeill  
Eastern Ontario Representative



**Ryan Ward**  
**PSAC Ontario Regional Council**  
**Region 5, (GTA) Representative Report**  
**July 2016 – October 2016**

**Objectives:**

- Continuing to converse with Local executives and members with important information that is happening within the PSAC and throughout the region
- Promote the education and training programs to ensure courses are full and requests for Locals training needs are met
- Assist all committees within the entire GTA on their initiatives
- Ensure the northern part of Region 5 is equipped with the education and support they need

**Actions:**

- Participated in and helped coordinate the 2016 Barrie Labour Day Event
- Assisted the GTAC with the 2016 Toronto Labour Day Parade float planning
- Promoted various Labour Council and PSAC sponsored events
- Attended the World Social Forum and helped get funding for several GTA members who also attended
- Attended and brought greetings to a Hamilton Area Council BBQ

**Plans:**

- Planning a strategic forum for each area of Region 5 to discuss topics of interest to the members
- Discuss with Locals what education they are looking for between now and the end of the term in 2017
- Provide information about what Ontario Council's role is within components and Directly Chartered Locals throughout the GTA
- Promote the upcoming conferences and conventions in 2016 and 2017 among members within the GTA

In Solidarity,

Ryan Ward  
Region 5 (GTA) Representative

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

**Objectives:**

- Outreach and visits to Aboriginal members.
- 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.
- Promote Union Education and Training.
- Continue to build dialogue with the Regional offices.
- Keep members informed on what the PSAC Ontario Council is doing.

**Actions:**

- **August 3**, National Enquiry announcement MMIWG
- **August 10**, Thunder Bay Area Council meeting
- **August 25**, Delivered two Blanket Exercises at Pukaskwa Park (Parks Canada Local 00391)
- **September 5**, Labour Day was canceled due to rain
- **September 16**, Full Moon Memory Walk for MMIWG
- **September 20-21**, NHRC meetings
- **September 29**, Orange Shirt Day- Every Child Matters
- **October 1-2**, Ontario Native Women's Association Pow wow to honour the MMIWG
- **October 6**, Education Committee Teleconference call
- **October 10**, Thanksgiving Feast Walk-Indigenous Day of Action for Water.
- **October 20-23**, CLC Rise Up Conference
- **October 31**, National Plantgate support
- **November 4-5**, 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

**Steve Khan**  
**PSAC Ontario Regional Council Report**  
**LGBT+ Representative**  
**July 2016 – October 2016**

**Objectives:**

- Continue and build a dialogue with Regional Offices.
- Update LGBT+ and allies email/contact list.
- Keep members informed of PSAC Ontario Council.
- Represent LGBT+ members at functions where required.

**Actions:**

- Met MP Gagan Sikand on July 27 re: Bill C-16 and Phoenix.
- Attended the World Social Forum in Montreal from Aug 9-14; attended Stronger than Hate (LGBT int'l discussion panel) on Aug 11; and Montreal Pride Parade on Aug 14.
- Attended UNE Ontario Regional from Aug 19-21 in Mississauga.
- Attended Toronto Labour Day Parade on Sep 5.
- Attended GTAC on July and Sep 15/voted on RVAC resolutions by email.
- Attended N'tl Human Rights Committee in Ottawa Sep 19-21.
- Participated in Ontario Convention Host Committee teleconference on Sep 28.
- Pride Resolutions meeting on Sep 29.
- Participated in Education Committee's teleconference on Oct 6.
- Attended Public Service Awards of Excellence as nominator for Positive Space Employment Equity & Diversity Award on Oct 20.
- Attended joint event with the PSAC Women's, Young Workers and Pride Committee on Oct 26 with Two-Spirit speaker.
- Attended CLC Human Rights Conference in Ottawa Oct 20-23.
- Selected to be one of 3 members of the PSAC National Pride Conference's Resolutions Committee on Oct 21.
- Attended UNE Human Rights Conference on October 26-30.

**Plans:**

- Lobby Senators on Bill C-16.
- Increase LGBT+ member and ally knowledge.
- Develop a Prep Awareness Campaign.

In Solidarity,

Steve Khan  
LGBT+ Representative

Souad Soubra Boone (Sue)  
PSAC Ontario Regional Council  
Members with Disabilities Representative  
July 2016 – October 2016

**Objectives:**

- Keep open lines of communication with the disability community through an 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 PSAC Ontario Council Equity meeting (July 6<sup>th</sup>)
- Attended the PSAC Ontario Council meeting/training (July 6 - 9)
- Participated at the Labour Day Parade (Sept 5<sup>th</sup>)
- Attended the RV Committee meeting (Sept 8<sup>th</sup>)
- Updated bank information for the RWC (Sept 14)
- Organized and participated a Diabetes Session in Toronto (Sept 17<sup>th</sup>)
- Attended the NHRC meeting in Ottawa (September 21-23)
- Participated the PSAC National Diversity Network conference call (Sept 28)
- Attended the RWC meeting (Oct 26)
- Attended GSU Equity Committee meeting (Oct 20<sup>th</sup>)
- Attended CLC “Rise Up” Conference in Ottawa (Oct 20<sup>th</sup> – 23<sup>rd</sup>)
- Created MDAC Terms of Reference

**Plans:**

- ❖ Keep in touch with Regional PSAC office

- ❖ Attend Regional Committee meetings. (MDAC, RWC, GTAC, RVC)
- ❖ Meet/contact/communicate with members
- ❖ Promote a Joint committee meeting; Toronto and Hamilton MDAC
- ❖ Working on the 9<sup>th</sup> edition of the MWD Newsletter
- ❖ Continue working towards starting a new MDAC in Trenton/Kingston area

In Solidarity,

Souad Soubra Boone  
Members with Disabilities Representative

**Susan Glanville  
PSAC Ontario Regional Council  
Regionally Base Separate Employer Locals  
August 2016 – October 2016**

**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  
Ontario Region Council  
Regionally Base Separate Employer Locals



**Trevis Carey**  
**PSAC Ontario Council Member Report**  
**Region 2, North Eastern Ontario Representative**  
**June 2016 to October 2016**

**GOALS:**

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

**Actions:**

- July 7 Local Occupational Safety & Health Meeting/continued discussions on Mental Health
- July 12 Union Management Consultation Committee Met
- Aug 31 Labour Day Pizza Party see PSAC face-book for pictures  
GWCC Kick Off and food donated to local food bank
- Sep 05 Attended Labour Day Celebration in Timmins. Thanks to local and union donations Helium balloons, hot dog's hamburgers and pop and games put on at no cost to public.
- Sep 12 Kick off to Employment Equity Week hand out of schedules and goodie bags filled with candies representing different backgrounds of Canadians
- Sep 13 Employment Equity Week Pot Luck luncheon and donation canned goods to food bank
- Sep 14 Employment Equity week wear something representing your culture.
- Sep 15 Employment Equity Week wrap up Ice Cream Sundae Bar proceeds to GWCC
- Sep 20 Union Management Consultation Committee Discussed JLP Program/Mental Health in the workplace and mid-year performance reviews
- Oct 01 Took bus from North Bay to Toronto "Make It Fair Rally"

Respectfully Submitted,  
Trevis Carey Region 2, Northeastern Ontario Representative

## **APPENDIX “G”**

### **Ontario Council’s Response on RWC Resolutions**

*Overall, we think that the membership was progressive in developing socially conscious resolutions. And that these are important topics that we need to continue to look at.*

**Resolution #1:** Regions do not develop this type of campaigns. Ontario Region does not have a surplus of \$10,000 in the budget, for this fund, plus the \$\$ for developing this fund. Recommend that this resolution should be rewritten & resubmitted as a National Resolution.  
We think the overall idea is a good idea and support the concept.

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**Resolution #2:** This resolution is asking for a National Awareness Campaign-Recommend that this resolution should be rewritten & resubmitted as a National Resolution.

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**Resolution #3:** How much? What would be the narrative? Cannot ask the membership for funding for any type of social change campaign, without knowing a \$\$ amount, or the content, it is too vague. Need to know more specifics.

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**Resolution #4:** Not sure of the meaning of "more": Are the members looking for more training & workshops to be developed and delivered? Need more clarity and this may require an increase to our regional educational budget?

We want to make sure that the submitting body knows that we encourage a resubmission of this resolution, with more clarity. We found the “Where as” statement to be very valid.

Side note:

Although we are not critiquing the committee’s comments for this report- the member of this team would like to mention that some of the committee comment may be a little insensitive. “some” education, “sometimes”...

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**Resolution #5:** Ontario Region does not have a surplus of 1 million dollars for this national campaign. Recommend that this resolution should be rewritten & resubmitted as a National Resolution. We also recommend more inclusion, the targeted audience is very exclusive.

BIR- needs more clarity on what the survey will be on.