



## **PSAC Ontario Council Meeting Minutes March 1<sup>st</sup> – 2<sup>nd</sup>, 2019 Toronto Regional Office**

The meeting convened at 9:02 a.m. on Friday, March 1<sup>st</sup>, 2019 with the REVP-Ontario, Sharon DeSousa as Council Chair and the following members in attendance.

Sharon DeSousa, Regional Executive Vice-President, Ontario  
Craig Reynolds, Alternate Regional Executive Vice-President, Ontario  
Jason Storkson, Region 1, (Northwestern)  
Trevis Carey, Region 2 (Northeastern)  
Shalane Spencer, Region 2 (Northeastern)  
Richard McNeill, Region 3 (Eastern)  
Rejean Bruneau, Region 3 (Eastern)  
Melanee Jessup, Region 4 (Southwestern)  
Judith Goodfellow, Region 4 (Southwestern)  
Ryan Ward, Region 5 (GTA)  
Lynda McLellan, Alternate Region 5 (GTA)  
Bob Black, Region 6 (Hamilton/Niagara)  
Peggy Jones, Directly Chartered Locals Representative  
Missy Taylor, Regional Women's Committee Representative  
Sheila Karasiewicz, Aboriginal Members Representative  
Amanda Gebara, Young Workers Representative  
Ann Marie Kuarsingh, Gay, Lesbian, Bisexual, Trans, Queer and 2  
Spirited+ Representative  
Souad (Sue) Soubra Boone, Members with Disabilities  
Representative  
Craig Berggold, Academic Workers Representative

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

**Regrets:** Dana Kelly, Region 2 (Northeastern)

Observers: Kathy Samuels (Assistant Regional Vice-President), Phil Matheson, Ed Jones, Beth Bennett (Career Enhancement Program Representative), Denise Hampden (Regional Education Officer), Sara Johnson, Travis Lahnalampi (CEIU National Vice-President, Ontario), Lynda MacLellan (CEIU National Vice-President (Women's Issues), Western Canada), Ken Boone.

The Chair asked Craig Reynolds to read the PSAC Anti-Harassment Policy. Chris Wilson was the Anti-Harassment Coordinator while Ontario Regional Council was in session.

The Chair did a land acknowledgment, recognizing the traditional territory of the Anishinabek nation of the Mississauga of New Credit, where our meeting took place.

The hours of sitting were:

- Friday, 9:00 a.m. – 5:00 p.m., Lunch 12:00 p.m. – 2:00 p.m., Break 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 Souad (Sue) Soubra Boone and Melanee Jessup

The Chair stated while Ontario Regional Council is in session, alcohol, smoking and vaping is not permitted in any of the meeting rooms. Smoking and vaping must be done in designated areas.

The Chair requested an honour roll call for members and all workers across the Province that have passed away since the last Ontario Regional Council meeting. The following names were put forward Bob Boucher, Todd Woytiuk (regional representative) and Dave Kenny.

Moment of silence observed.

## **AGENDA:**

1. Adoption of Agenda
2. Adoption of previous meeting minutes (November 1<sup>st</sup>, 2018)
3. Business arising from previous minutes
4. Regional Executive Vice-President Report
5. Regional Office - Updates
6. Ontario Council Committees Reports
7. Ontario Council Members Reports
8. Collective Bargaining Updates
9. Ontario Council Newsletter
10. Provincial Fightback Plan
11. Phoenix Update
12. PSAC Ontario Regional Convention
13. Federal Election
14. Health & Safety Conference
15. Directly Chartered Locals Conference
16. Blanket Exercise
17. PSAC Constitution Section 25 and Regulation 19
18. Labour Day T-Shirts

### **Item 1. Adoption of Agenda**

The Chair added agenda item #17 – PSAC Constitution Section 25 and Regulation 19. Ryan Ward added item #18 – Labour Day T-Shirts.

Motion to adopt amended agenda

m/s/c Melanie Jessup and Ann Marie Kuarsingh

The Chair stated there would be a rally at Bill Morneau's office on the Friday at noon. Observers and guests were welcome to attend. Ontario Regional Council will be breaking at noon, cabs will be waiting to transport us to and from Bill Morneau's office. There are placards and markers available to make signage.

On Saturday, Ontario Regional Council will be holding a blanket exercise. Guests, observers and staff are welcome to participate.

Judi Goodfellow, Ontario Council representative for region 4 Southwestern, will be retiring after this Council meeting and Ontario Regional Council would like to honour Judi on her retirement. We have arranged to have dinner at the Red Tavern at 6:30 pm and all are welcome to attend.

**Item 2. Adoption of previous meeting minutes (November 1st, 2018)**

The Chair recommended adoption of the previous minutes

Motion to adopt previous amended minutes

m/s/c Souad (Sue) Soubra Boone and Judi Goodfellow

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

Health & Safety Conference

Chris Wilson provided the REVP's office with the Health & Safety conference agenda, which was shared with the Ontario Regional Council Health & Safety committee. Swag donations for the Health & Safety committee will be dropped off at the hotel.

### Year-end deadline

The REVP's office sent an email on December 11<sup>th</sup> with year-end deadline dates. All Ontario Regional Council members need to submit any outstanding 2018 expense and portfolio claims by January 18<sup>th</sup>, 2019.

### Kingston Regional Office

Chris Wilson will provide an update on the phone system in the Kingston Regional office in his report.

### Phoenix Dues

The REVP's office sent an email on Phoenix dues issues on November 1<sup>st</sup>, 2019.

Here is the website with all the information on the Phoenix dues issue: <http://psacunion.ca/dues>

Here is the online form for dues adjustments:  
<http://psacunion.ca/membership-dues-inquiries-form>

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

Craig Reynolds assumed the Chair.

Sharon DeSousa provided a few highlights of her National Board of Directors (NBOD) report:

Sharon DeSousa was appointed as the Chair of the Gender Equity Task Force. The Task Force had their first official meeting earlier this year. Sharon will be attending the United Nations Summit on the Status of Women in New York. This year's theme is: Women and Public Services. Sharon will be presenting on childcare in Canada and the need for universal, public and accessible childcare.

## **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*

- City of Timmins Airport (UCTE 00075) – the next set of bargaining dates with the conciliation officer is scheduled for February 2019.
- Great Lakes Pilotage Authority (UCTE 00057) – the bargaining team exchanged proposals with the employer on June 26, 2018 and bargaining is set to begin in 2019.
- Kingston Commissionaires (DCL 818) – The bargaining team met with the employer and the conciliation officer on November 8-9, 2018. Future bargaining dates have been set for January 23-25, 2019.
- Research Assistants (RAs) at Queen's University (DCL 901) – the bargaining team met with the employer on November 20<sup>th</sup> and December 17 and 19, 2018.
- Nishnawbe-Aski Police Service officers (DCL 401) – The bargaining team met with the employer on September 6 and 7, 2018, with the conciliation officer in attendance for the meeting on the 7<sup>th</sup>. New dates have not yet been set.
- Treaty Three Police Service members (DCL 410) – The bargaining team met with the employer on November 20-21, 2018.
- Anishinabek Police Service (DCL 426) officers – Notice to Bargain was served on September 7, 2018. The bargaining team met on December 13, 2018.
- Hearst, Kapuskasing and Smooth Rock Falls Counselling Services (DCL 00285) – The bargaining team met with the employer on November 6-8, 2018. They will continue bargaining in January 2019.

- Canadian Centre for Occupational Health and Safety (CCOHS) (UNE Local 00394) – The bargaining team met from November 6-9, 2018 with the employer. PSAC will be pursuing preventative mediation to continue bargaining.
- Weeneebayko Area Health Authority (DCL 00603) - Conciliation the week of August 20, 2018, failed to produce a deal and we are seeking arbitration. Dates will be scheduled in 2019.

### *Renewal Agreements*

- Nishnawbe-Aski Police Service civilians (DCL 400) ratified their new collective agreement on October 5, 2018.

### **Organizing**

PSAC Ontario Region has hired a new Regional Organizer who has drafted an organizing plan for the 2019 calendar year that details outreach strategies and potential new leads. Part of the work that will be undertaken at the beginning of this year by our new regional organizer will be to assess past campaigns that were not successful and develop new strategies going forward for our region.

### **Provincial**

#### Bill 47

On November 21, 2018, the Progressive Conservative government, with its majority, passed Bill 47 (Making Ontario Open for Business Act, 2018). This legislation repealed many of the labour law victories obtained through Bill 148, which was passed by the previous Liberal government. Some of the repeals include; freezing the minimum wage at \$14 an hour, cancellation of scheduling protections for shift workers, removal of equal pay for equal work provisions and bringing back the need for a medical note for sick days that are no longer paid (previously workers were entitled to 2 paid sick days). This legislation demonstrates that this government is not interested in making the lives of workers better and is quite happy taking direction from the big business lobby in Ontario.

### Ontario Municipal Elections

Municipal elections took place across the province on October 22, 2018. Members were encouraged to go out and vote. Emails, phone calls and our PSAC Ontario social media channels were used for this purpose; highlighting the critical need for our members to be politically engaged at the municipal level.

### **Federal**

#### Leeds–Grenville–Thousand Islands and Rideau Lakes By-Election

Leeds–Grenville–Thousand Islands and Rideau Lakes by-election took place on December 3, 2018. The riding was previously held by the late Gord Brown, a Conservative MP who died suddenly in May after suffering a heart attack in his Parliament Hill office. Conservative candidate Michael Barrett, a municipal Councillor, won the by-election with 57.8 per cent of the vote. Liberal Mary Jean McFall was second with 35.8 per cent, while the NDP trailed with three per cent, just 24 votes ahead of the Greens. However, only 35 per cent of eligible voters cast ballots in this by-election.

#### York-Simcoe By-Election

A by-election has been called for the riding of York-Simcoe for February 25, 2019.

### **Mobilization**

#### Stop Contracting-out Campaign

Canadian Forces Bases in Greenwood and Kingston were set to let go of cleaning staff who provide high-quality, dependable service to the bases for decades and who are represented by PSAC. PSAC and the Union of National Defence Employees (UNDE) undertook a campaign to urge the Canadian Forces to reconsider the privatizing of its cleaning services and support good, stable jobs. On September 20, 2018, PSAC and UNDE were pleased to hear the announcement that the contracting out of these jobs at both bases would be halted. The Department of National Defence also committed to creating a new process for future reviews of contracting out.



### Phoenix Campaign

PSAC Ontario is continuing with its lobby campaign targeting MPs on Phoenix and tying Phoenix to this round of Treasury Board bargaining. Over 50 lobby meetings with MPs have taken place across the province with more being scheduled in 2019. Currently, Area Councils are working on this year's Phoenix fight-back plans, as we begin preparations to commemorate the third-year anniversary of the Phoenix disaster in February of 2019.

### PSAC launches Here for Canada national TV ad campaign

On September 24, 2018, PSAC launched a national television ad campaign to highlight the dedication of public service workers throughout the Phoenix pay system disaster. The campaign theme is "Here for Canada", which reveals the commitment of public service workers to Canadians, despite not being paid properly by Phoenix for nearly 3 years.

### **Labour Movement/ Solidarity**

#### People's Forum on Mental Health and Mental Illness

London – On October 13, 2018, PSAC Ontario helped to sponsor this community forum on mental health and mental illness. This is the second such forum after the initial launch last year, which PSAC Ontario was also a part of. The forum provided information on how to work collectively and collaboratively to end mental health stigma and to raise awareness of local issues, resources, and supports related to mental health in the London community.

#### Changes to the Canada Labour Code

The federal Liberal government is currently undertaking a review of the Canada Labour Code. Leading this initiative is the Minister of Employment, Workforce Development, and Labour, Patty Hajdu. Sharon DeSousa met with MP Hajdu and MP Don Rusnak on October 12, 2018, in Thunder Bay, to discuss PSAC's priorities when it comes to potential changes to the Canada Labour Code.

#### Stop Privatization of our Healthcare

Toronto – On October 30, 2018, the Ontario Health Coalition invited labour leaders, including Sharon DeSousa, to attend a special presentation by Dr. John Lister. Dr. Lister is an academic and international health policy expert. He has written extensively on health reform. His most recent book contains the latest findings on public-private partnerships and is especially timely because it speaks to current debates in the Labour Party about the best way to re-nationalize failing P3 hospitals throughout the UK. His research is vital given the provincial and federal governments focus on P3s in Canada and offered insights into fighting the privatization of our Canadian health care system.

#### Afro-Colombian Civic Strike Leaders Panel Discussion

Toronto – A panel discussion was held in our PSAC Toronto office on November 8, 2018, concerning the recent strike in Colombia. In the spring of 2017, workers and residents of Afro-Colombian city of Buenaventura (Colombia's principal pacific port city), launched a general strike that shut down the port. After three weeks of mass marches, roadblocks, and bloody clashes with militarized riot police, an agreement to end the strike was reached.

The victory however came at a high cost, dozens were wounded by security forces during the strike and since then shadowy paramilitary forces have retaliated on the strike committee. To shed light on these negative impacts, key community and labour activists have been sharing their stories on what led to the strike and the after effects with the international community. This panel discussion was organized by the Colombia Action Solidarity Alliance (CASA), CBTU Ontario, Common Frontiers, Amnesty International (Canada), University of Toronto faculty of History and the PSAC Social Justice Fund.

### **Education**

#### Alliance Facilitators Network Seminar

The PSAC Ontario Alliance Facilitators Network Seminar took place from September 29<sup>th</sup> to October 3, 2018 in Kingston. The seminar focused on preparing Alliance Facilitators (AFs) to provide lunch and learn workshops for Locals in Ontario. The Seminar also allowed AFs

to network with their peers, update their facilitation and design skills and rebuild the capacity of the Ontario Regional AFN Program.

### Fall School

The PSAC Ontario Fall School was held from November 22 – 25, 2018, in Toronto. Three courses were offered at the school, which were: Human Rights Activism, Advanced Duty to Accommodate and Anti-Harassment and Bullying. Participants at the school received advanced union training, while gaining specialized knowledge and skills in relation to these themes.

### Directly Chartered Locals Conference

The PSAC Ontario 2018 Directly Chartered Locals Conference took place on November 15<sup>th</sup> – 18<sup>th</sup>, 2018, in Toronto. The purpose of the conference was to continue to build and strengthen our DCLs in the region and provide the necessary tools to increase their capacity. A special panel discussion was held with guest speakers; Mojdeh Cox, National Director, Anti-racism & Human Rights of the Canadian Labour Congress, Judith Monteith-Farrell, New Democratic Party MPP and Melisa Bayon, Political Action and Outreach Director of the Ontario Federation of Labour.

### Unionism on Turtle Island Course

On September 22-23, 2018, PSAC Ontario held a “Unionism on Turtle Island” course with 18 participants. Members learned of the history of oppression and resistance of Indigenous peoples and Indigenous issues at the bargaining table. In addition to the workshops offered, participants took part in a drum making craft night and a vigil on the Saturday night in recognition of the atrocities suffered by Indigenous peoples forced to attend residential schools.

### Young Worker Summit

The PSAC Ontario Young Worker Summit was held from October 24-26, 2018, in Cornwall at the NAV Centre. The theme was “*Value our Experience, Support our Growth, We are NOW!*” The purpose of the Summit was to build capacity and sustainability of young worker committees throughout the Ontario Region.

### National Indigenous Peoples Circle TUB course

The National Indigenous People's Circle (NIPC) Talking Union Basics (TUB) course was held from October 27-28, 2018, in Thunder Bay. The theme of this TUB course was "*Our Communities, Our Union, Our Rights*" and was used as an introduction to the PSAC for our Indigenous members. Participants also had the ability to meet and work with PSAC members from the Ontario region, including Sister Sheila Karasiewicz, Indigenous Members Representative on the PSAC Ontario Regional Council and Brother Peter Cloldt, the Ontario male representative on the PSAC's National Indigenous Peoples Circle.

#### 2018 PSAC Ontario Health and Safety Conference

The 2018 PSAC Ontario Region Health and Safety Conference was held in Mississauga, Ontario at the Hilton Mississauga Meadowvale from December 1 – 2, 2018. There were fifty participants in attendance, with the theme of the conference being "*Mental Health in the Workplace*". The conference had a number of guest speakers, including: Brian Knowler from the Chatham Police Service, Sharon DeSousa, REVP, Helene Roussel from the Canadian Mental Health Association and Natalie Mehra, the Executive Director of the Ontario Health Coalition.

A donation drive was held during the conference that raised \$700 for the Ontario Health Coalition; one of the key advocacy groups in Ontario protecting our universal, public health care system.

#### **Equity and Human Rights**

##### Orange Shirt Day

September 30<sup>th</sup> marks Orange Shirt Day, which came from the story of a residential school survivor (Phyllis), having her new orange shirt taken away on her first day of school. The date was chosen because it is the time of year in which children were historically taken away from their homes to residential schools. Members in Thunder Bay took part in a drumming ceremony at the site of the old St. Joseph's Residential School.

##### Sisters in Spirit Vigil

On October 4, 2018, the PSAC Toronto Regional Women's Committee took part in the Sisters in Spirit vigil for Missing and Murdered Indigenous Women and Girls in Toronto. The vigil ceremony is meant to honour the lives and memories of missing and murdered indigenous women and girls across Canada. The vigil also provides an opportunity to support the families and community members affected by those missing and murdered and to raise awareness of the epidemic of violence that affects Indigenous women and girls.

#### National Day of Remembrance and Action on Violence Against Women

The National Day of Remembrance and Action on Violence Against Women is commemorated yearly on December 6<sup>th</sup>. The PSAC Toronto Regional Women's Committee members took part in the annual Philosopher's Walk in Toronto to mark the event with a vigil.

#### Domestic Violence Workshop

On November 20, 2018, members attended a domestic violence workshop. In recognition of PSAC's campaign to end domestic violence, the PSAC London Area Council voted unanimously to donate \$200 to the United Way New Beginnings Loan fund. Sometimes called "micro-loans", the New Beginnings Loan Fund (NBLF) allows women to borrow up to \$500 interest free, to cover emergency expenses to leave abusive or dangerous situations.

#### Stress in the Workplace

The PSAC Toronto Members with Disabilities Access Committee held a special "*Stress in the Workplace*" session on November 26, 2018, in the PSAC Toronto boardroom. The event speaker was our PSAC Ontario Regional Executive Vice-President, Sharon DeSousa.

#### International Human Rights Day

On December 10, 2018, the PSAC Toronto Racially Visible Committee held an International Human Rights Day celebration in Toronto. Members came out to the event to hear guest speaker, NDP MPP for St. Paul's riding, Dr. Jill Andrew. Also, members were asked to bring gently used purses with toiletries or a new toy for the charity

drive in support of Milestones Foster Home and Street Haven at the Cross Roads Women's Shelter.

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 September 19, 2018 to January 11, 2019**

Sept. 17, 2018 – United Way Campaign Launch  
Sept. 17, 2018 – Bromley Armstrong Memorial  
Sept. 18-20, 2018 – TC Bargaining meeting in Ottawa  
Sept. 21-22, 2018 – Union of National Defence Regional Conference in Huntsville  
Sept. 28 - Oct. 2, 2018 – Alliance Executive Committee Retreat in Gatineau  
Oct. 10, 2018 – PSAC Ontario Staff Conference  
Oct. 12, 2018 – Meeting with MPs’ Patty Hajdu and Don Rusnak in Thunder Bay  
Oct. 14-16, 2018 – National Board of Directors Retreat in Quebec  
Oct. 17-18, 2018 – National Board of Directors meeting in Ottawa  
Oct. 19, 2018 – Alliance Executive Anti-Oppression Committee meeting in Ottawa  
Oct. 23, 2018 – Ontario Health Coalition rally at Queen’s Park  
Oct. 24-26, 2018 – PSAC Ontario Young Worker Summit in Cornwall  
Oct. 30, 2018 – Ontario Health Coalition meeting  
Nov. 1, 2018 – Alliance Executive Committee meeting  
Nov. 1, 2018 – Ontario Regional Council meeting via conference call  
Nov. 2-4, 2018 – PSAC National Directly Chartered Local Conference in Montreal  
Nov. 6, 2018 – Agriculture Local 00018 AGM meeting in Harrow  
Nov. 8, 2018 – Afro-Colombian Civic Strike Leaders Panel Discussion  
Nov. 11, 2018 – Remembrance Day wreath laying at Old City Hall in Toronto  
Nov. 14, 2018 – Alliance Executive Committee meeting  
Nov. 15-18, 2018 – PSAC Ontario Directly Chartered Locals Conference  
Nov. 19-20, 2018 – Canadian Labour Congress Canadian Council meeting in Ottawa  
Nov. 21-22, 2018 – Gender-based analysis Forum held by the government of Canada in Ottawa  
Nov. 22-25, 2018 – PSAC Ontario Fall School in Mississauga  
Nov. 26, 2018 – DCL 610 meeting in London  
Nov. 26, 2018 – PSAC Toronto Members with Disabilities meeting in Toronto

Nov. 27, 2018 – Government Services Union Local meeting in Bellville  
Nov. 28, 2018 – PSAC Toronto Regional Women’s Committee meeting  
Nov. 30-Dec. 2, 2018 – PSAC Ontario Health and Safety Conference  
Dec. 3-5, 2018 – PSAC National Human Rights Committee meeting in Ottawa  
Dec. 10, 2018 – Alliance Executive Committee meeting on Anti- Oppression  
Dec. 10-12, 2018 – Alliance Executive Committee meeting in Ottawa  
Dec. 14, 2018 – National Board of Directors Adhoc Committee meeting in Ottawa

Motion to adopt REVP’s report

m/s/c Sharon DeSousa and Ryan Ward

Sharon DeSousa resumed the Chair.

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

Christopher Wilson gave an update on the operational status of the Ontario Region, details below.

**Toronto Regional Office**

Effective January 1<sup>st</sup>, 2019 all the Negotiators in the Regions started to report directly to Liam McCarthy, Coordinator Negotiations. Jawara Gairey, Regional Negotiator (Ontario) will continue to work from the Toronto Regional Office. Rita Ieritano will continue to be assigned to provide Jawara with administrative support. This change in reporting relationship is intended to help facilitate the coordination of negotiation assignments across the country.

Tanya Ferguson started December 3<sup>rd</sup> as the successful candidate for the permanent Regional Organizer position. Tanya has spent



nearly fifteen years working for three different national unions and most recently led the organizing division of Workers United as the Organizing Coordinator. She also has experience supporting executive committees, delivering education programs and collective bargaining through her work as a Labour Relations Representative, SEIU and Organizer at UNITE HERE. Tanya has also been involved in volunteer work with Justice for Migrant Workers. Tanya was recently involved in the campaign to organize Goodlife employees. The Ontario Region has always had a strong commitment to union organizing and Tanya will continue to build upon this proud tradition.

Beth Bennett was one of two successful candidates across the country for a Career Enhancement Position under the CULE staff collective agreement. This one (1) year developmental opportunity is an additional position within the region. Beth started her position on February 4<sup>th</sup>, 2019 and has already started working with the organizing program on the Slots at Woodbine mobilization campaign.

Marcia Maliwat has retired effective February 6<sup>th</sup>, 2019. Marcia wanted to retire quietly and requested that her privacy be respected reflecting her humility. Staff within the Toronto Regional Office had the opportunity to celebrate the Holiday Season lunch with her before her leave and her participation at the staff conference last year gave all of us an opportunity to see her before she returned home to the Philippines. In terms of successorship, Marcia's position will not be replaced. The Toronto RO will revert to the model of one Administrative Assistant which will be held by Rita Ieritano. Marcia was hired on February 11<sup>th</sup>, 2009. Ten years later, I would remiss if I did not acknowledge the tremendous contribution that Marcia has made to the region through work which she consistently approached from a sense of commitment, pride and hope rooted in her faith. Beyond her work she has built good friendships and will be missed. Congratulations Marcia on your well-deserved retirement!

Denise Hampden started December 17<sup>th</sup> as the successful candidate for the permanent Regional Education Officer position. Denise has 20 plus years' experience in labour union education including over ten years' experience as a Lead Facilitator within the Unifor Education Program. In 2005, Denise was selected to become part of a small

group of facilitators, from across Canada, to deliver the CAW/Unifor (Paid Education Leave) adult education program. The objective of the 40 hour program is to raise workers' consciousness and to build their confidence to become active leaders in their community. Earlier this year, Denise was tasked by the Unifor National Education Director to participate in the development, planning and delivery of the biennial Education Conference. The result of which was a hugely successful conference where members were motivated and engaged toward activism. Denise has also been responsible for the creation and implementation of a specialized leadership program for Indigenous workers and Workers of Colour for members across the country. Over the years, Denise has participated in the curriculum development and review process for modules/materials used by the Women's, Education, Health and Safety and Human Rights Departments. As an activist, Denise has independently created and executed The Handkerchief Project to End Violence Against Women and Girls, an international campaign to advance the issue of gender-based violence in our society. In her previous position working at VIA Rail as a station In-Charge, Denise played a coaching and training role with her team to maintain a high level of customer service in both English and French. Denise will build upon the regional education program that has been developed and work with National Education Program officers to ensure a vibrant and active labour education program within the region.

Shirley Riva remains in her position as Regional Education Officer. Shirley has been re-assigned to a special project working with the National Education Program. Although Shirley is now assigned a national portfolio her work will continue to benefit the region(s) which will include a review of Education Budget Codes which are currently being inconsistently used across regions and even within regions.

Lori Walton started January 14<sup>th</sup> as the successful candidate for one of the two permanent Regional Representative competitions within the Toronto Regional Office. Lori replaced Tim McIntyre who transferred to the Kingston Regional Office. Lori was the National Vice President of the Government Services Union and held a number of elected positions including National Vice President – Equity, GSU; Local Development Committee, Chair, GSU; Equity Committee

Chair GSU; Local President GSU Local 80052; Regional Council Member (Atlantic). In addition to elected positions Lori completed two short term Regional Representative positions within the Halifax Regional Office. Lori has been a Facilitator with the Joint Learning Program and has completed numerous PSAC training courses including PSAC Leadership Training (multiple phases, multiple years), all Basic level and most advanced PSAC Training Courses. Lori has also been active in the community as a Steering Committee member of the Nova Scotia Parents for Public Education (formerly NS Parents for Teachers).

The competition to backfill Nicole Wall for a one (1) year term has closed and interviews have concluded. A recommendation will now be forwarded to the Director Regional Offices Branch for approval.

The competition to succeed Lorraine Diaper on a permanent basis has closed and interviews are ongoing.

PSAC is continuing to support the student Work placement Program at York University. Three students have been placed this year within the Toronto Regional Office and are working in support of the organizing team:

- Bryan Vito is a 4<sup>th</sup> year political science student at York University and is working with the organizing team on Mondays as part of his placement in a labour studies course.
- Mary Arulnesan is a 4<sup>th</sup> year political science student at York University and is working with the organizing team on Thursdays as part of her placement in a labour studies course.
- Tehya Flemming is a York University student and is working with the organizing team on Wednesdays as a placement student for her labour studies course.

Several campaign organizers have been hired to support ongoing organizing initiatives and anti-decertification campaigns:

- Brian Chang is joining the organizing team as a Campaign Organizer working on the Woodbine anti-decert campaign and is helping the Local to mobilize a Contract Action Team. Brian has extensive experience organizing for electoral campaigns and has designed and taught courses for unions including OPSEU and PSAC.
- Esery Mondesir has joined the organizing team as a Campaign Organizer with a focus on communications as part of the Woodbine anti-decert campaign. Esery was a Union Organizer for many years and now works as a filmmaker and Instructor at OCADU.
- Shanice Regis has joined the organizing team as a Campaign Organizer with a focus upon the Wilfred Laurier campaign and as part of the Woodbine anti-decert campaign. Shanice was a York University work placement student who completed her placement at PSAC and has since been working in support of the organizing program.

## **Operational**

The lease for the Toronto Regional Office expires on December 31<sup>st</sup>, 2020. PSAC Holdings has contracted a realtor to explore lease renewal and/or relocation options. A consultation committee has been formed for purposes of providing input from staff and the REVP Office into the process.

## **London Regional Office**

A term position for twelve (12) months has been posted for an Administrative Assistant working in the London Regional Office. The competition has closed, and interviews are in the process of being scheduled. This position is being posted for purposes of backfilling Beth Bennett who will be working on her Career Enhancement Program during this time.

Carolyn Barham has obtained leave from her employer commencing February 25<sup>th</sup> for a period of up to (2) months for purposes of

backfilling for Beth in the London RO to ensure coverage during the interview process for the term position. Carolyn will also be considered as one of the applicants for the full-term position. Carolyn has direct experience in the position through her prior acting assignment as a term secretary within the London RO at the beginning of 2018. In addition to her experience within PSAC, Carolyn has twenty (20) years of administrative experience. Carolyn is a member currently employed as a Citizen Services Officer for Service Canada. Carolyn has been active within her Local Union and is currently the Chief Steward for CEIU Local 0581 and previously held the position of President, UNE 0268. Carolyn has completed the Alliance Facilitator Training along with various PSAC training courses.

Navnita Richardson was the successful candidate for the term Regional Representative position in London. This position is an additional position created for purposes of increasing the staff compliment within the London RO given the increased short-term servicing demands from PSAC DCL Local 610 (Graduate Teaching Assistants and Postdoctoral Fellows at Western) Navnita has over a decade of Union activism experience as the Regional Human Rights Representative – Ontario and President of her Local 210 (UNE). Navnita has also completed several leave assignments with PSAC including: MP visits in support of Phoenix and Collective Bargaining, Days of Action, Provincial Election campaigns, Mobilization activities for the Slots at Woodbine, Treasury Board ratification votes, Area Coordinator meetings in support of Treasury Board Bargaining, CLC Lobbying Day at Parliament Hill & etc.... Navnita has also completed numerous PSAC educational courses including: Internal Investigation Training, Political Action, Lobbying Training, Violence Prevention in the Workplace, Advanced Representation Training for Stewards, Health & Safety Training, Alliance Facilitators Training Program (AFTP), Anti-Oppression policy training & etc... Navnita Richardson received approval from her employer for leave for a six-month time period commencing on November 26<sup>th</sup>, 2018 until May 26<sup>th</sup>, 2019

With a heavy heart we learned that Todd Woytiuk passed on February 6<sup>th</sup>, 2019 in his 59<sup>th</sup> year. In true Todd fashion, he didn't want donations. His wishes were for you to spend time with your

loved ones making new memories and doing something that you have been meaning to do, but never seem to get around to it. Take a day trip, see your friends, go dancing, it matters not, as long as the contribution is deposited in the bank of life. Celebrations of Life will be held in memory of Todd.

Locations:

Sunday, February 24<sup>th</sup>, 1-4pm, Caboto Club, Verdi Hall, 2175 Parent Avenue, Windsor. Windsor was selected because that is where Todd worked as a Border Services Officer and member of CIU.

Sunday, March 3<sup>rd</sup>, 1-4pm, Windermere Manner, Grand Hall, 200 Collip Circle, London.

Todd started at PSAC in November 1989 and throughout his career touched each of us in so many ways. His is missed by his co-workers and members he worked with over thirty years. His partner Jan Hauck said “he knows.”

### **London Regional Office (Operational)**

PSAC Holdings has contracted a realtor to explore relocation options for the London RO. PSAC owns the current property; consequently, there is no requirement to move. One objective is to consider a location more centrally accessible to the membership along with public transit. A consultation committee has been formed for purposes of providing input from staff and the REVP Office into the process.

### **Sudbury Regional Office (Operational)**

PSAC is continuing to support the student Work placement Program at Laurentian University. Brandon Murphy has been placed this year within the Sudbury Regional Office. Brandon is a 4<sup>th</sup> year student at Laurentian University, with a specialization in Labour Studies and a minor in Indigenous Studies. Brian has been working with Regional Representatives in support of Phoenix mobilization activities in support of the membership.

## **Kingston Regional Office**

Bob Boucher, former Regional Representative in the Kingston Regional Office passed away. Bob retired from the PSAC as Regional Representative prior to 2003. Bob was a member of USJE Local 38 before commencing his PSAC Regional Representative position. His family held a celebration of life on Super Bowl at his home. In Lieu of flowers, donations can be made to the Jumpstart Charity program. Arrangements entrusted to **ROBERT J. REID & SONS, "THE CHAPEL ON THE CORNER"**. Online condolences and donations may be made at [www.reidfuneralhome.com](http://www.reidfuneralhome.com)

## **Kingston Regional Office (Operational)**

The poly coms are now up and running in both the small and large meeting rooms. The auto attendant set to pick up calls before 9:00 am and after 5:00 pm. Kellie continues to respond to calls during working hours.

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

### **Political Action Committee (APPENDIX "B")**

Ryan Ward, Chair of the Political Action committee, presented on behalf of the committee.

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

No recommendations at this time

Motion to adopt the Political Action Committee's report

m/s/c Ryan Ward and Melanee Jessup

carried unanimously

## **Equity and Human Rights Committee Report (APPENDIX “C”)**

Missy Taylor, Chair of the Committee, presented on behalf of the committee:

### **Recommendations to Council:**

1. Council apply an equity lens in all political action and lobbying endeavours.

Recommendation carried unanimously

2. Council representatives provide geo-based political action, education, lobbying and activities information to the Chair of the Equity and Human Rights Committee so Committee members can participate in person or via skype.

Recommendation carried unanimously

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

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

Motion carried unanimously

## **Education Committee Report (APPENDIX “A”)**

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

### **Recommendations to Council:**

1. That Council adopt the Education Plan for 2019, 2020 and 2021.

Recommendation carried unanimously



2. That advanced courses in 2019 be offered at a Fall School, rather than geo-based training. The following courses will be offered at Fall School:
  - Unions Work for Women
  - A human rights course to be determined
  - Introduction to PSAC for Indigenous Members
  - Workers Safety and Insurance Board (WSIB) Level 3

Recommendation carried unanimously

Motion to adopt the Education Committee's report

m/s/c Melanee Jessup and Leslie Searl

### **Finance Committee Report (APPENDIX "E")**

Craig Reynolds, Chair of the Finance committee, presented on behalf of the committee.

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

1. The Committee recommends all members of council submit their portfolio expenses claims to the Finance Committee ([PSACOntarioFinance@gmail.com](mailto:PSACOntarioFinance@gmail.com)) on a quarterly basis. All claims received after January 15<sup>th</sup> of the following year will be processed under the new year's portfolio budget.

Recommendation carried

2. The Committee recommends closing the account at DUCA Financial and transferring the balance to the account at Alterna.

Recommendation carried

**Action Item: REVP's office follow up on deposit amount that is insured by the credit union.**

3. The Committee recommends the \$3500 allotted to the Health and Safety Committee from the PSAC Ontario Convention be re-allocated to cover the cost of the 2018 audit and the remaining amount be taken from the Council Portfolio Budget Line Item.

Recommendation carried

4. The Committee recommends holding 3 Council meetings in 2019

Recommendation carried

5. The Committee recommends adoption of the Financial Income and Balance Sheet Statements

Recommendation carried

Motion to adopt the Finance Committee's report

m/s/c Craig Reynolds and Ryan Ward

**Motion: Fully fund one additional Ontario Regional Council member to attend OFL - The Power of One event on March 25<sup>th</sup>, to be taken from the special initiative line item. The additional person will be the member that was on the ballot.**

m/s/c Melanee Jessup and Ryan Ward

Peggy Jones will be the 4<sup>th</sup> Ontario Regional Council member to attend the OFL Power of one event on March 25<sup>th</sup>.

### **Health and Safety Committee Report (APPENDIX "D")**

Jason Storkson, Chair of the Health and Safety Committee presented on behalf of the Committee.

## **Recommendation to Council:**

1. That the Ontario Council members consider downloading the OHS Answers app from the Canadian Centre for Occupational Health and Safety and trial run the app for a report back to Ontario Council at the next meeting.

Recommendation carried

2. That Ontario Council provide input into the content of the Health and Safety Information poster.

Recommendation carried unanimously

Motion to adopt the Health and Safety Committee's Report

m/s/c Jason Storkson and Judi Goodfellow

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

The REVP thanked the Ontario Regional council members and wished them a safe and happy holiday. Also, if any Ontario Regional Council members need any help with their portfolio's they can contact her directly. The REVP welcomed the newly elected Ontario Regional Council members.

Ann Marie Kuarsingh met with Special Advisor to the Prime Minister on LGBTQ questions. The lobby initiative was to designate protections for queer community members under the employment equity act. Also, that the employment equity act be reviewed every 5 years. We will continue to lobby on these changes. My experience at the human rights conference in December really gave me the knowledge on how to have this conversation. I was able to apply that lobby training.

Craig Berggold stated PSAC has been trying to organize research assistants at Queen's University for over a decade, but that he was

happy to announce that organizing has been successful and we will be seeing a first contract in a few months.

Ryan Ward stated that in January, the Greater Toronto Area Council (GTAC) designed an activist of the year award and the 2018 recipient was himself.

Rej Bruneau said that a massive Phoenix rally in Ottawa occurred on February 28<sup>th</sup>, where there was approximately 500 people in attendance. A few streets were shut down in Ottawa and there were quite a few police on the scene.

Missy Taylor shared her excitement about attending the gender equity task force committee meeting. Also, the Regional Women's conference will be held at the end of September. She is extremely happy with the team working with her on the conference.

Matthew Freeland stated that the Hamilton public library, which is a unionize facility, is allowing the PSAC Hamilton committees to use their space.

Melanee Jessup stated that the March 20<sup>th</sup> Rob Ford rally was cancelled and it will be rescheduled at a later date.

Craig Reynolds attended the CLC lobby in Ottawa, where the key lobbying issues were on pharma care and pensions. The difference between the parties was very clear on where they stood on these issues.

Shalane Rooney stated that she attended a Laurier alumni parent forum, where she spoke about the challenges of accessing quality childcare and also spoke at the NDP childcare roundtable as well.

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

### Statistical Survey Operations (SSO)

On 15 February 2019, an Arbitration Board issued its final, binding decision on outstanding issues pertaining to negotiations for the

Regional Offices (RO) and Field Interviewers (FI) bargaining units of Statistical Survey Operations (SSO).

Two important gains were awarded by the Board:

1. New language in Article 2 (Definitions) requiring the employer to provide, in a letter to employees, an explanation for changes to an employee's Average Work Week (AWW); and
2. In addition to the 1.25% annual economic increase for the four-year collective agreement, there is now a 4% market adjustment applicable to all rates of pay, effective December 1, 2016, and applied prior to the 1.25% economic increase for that year.

The Board granted the employer 120 days—i.e., until June 16<sup>th</sup> to implement the retroactive pay and 4% market adjustment for all members of both bargaining units.

#### Canadian Food Inspection Agency (CFIA)

The first negotiating session with the Canadian Food Inspection Agency (CFIA) was held in Ottawa between February 26 and 28.

#### Treasury Board

Following more than six months of frustrating talks and delays by the government, PSAC bargaining teams finally received some responses to the union's proposals. The government's small movements were a noticeable change from previous meetings, but they fell significantly short of the progress needed at the table.

The bargaining sessions were held between February 12 and 14 and covered four bargaining units under Treasury Board: **Program & Administrative Services (PA)**, **Technical Services (TC)**, **Operations Services (SV)**, and **Education & Library Science (EB)**. The next bargaining meetings will be held from March 19 to 21 in Ottawa.

### Canada Border Services (FB)

On January 7-10, the PSAC/CIU's Border Services (FB) bargaining team kicked off a new round of bargaining. The team made it clear to the TB/CBSA that the union's goals for this round of bargaining are to further close the gap with the broader law enforcement community, fix problems in the workplace and ensure new rights and protections.

**The next bargaining session is scheduled for February 26.**

The FB bargaining team, recently decided to take the step of calling a membership vote on the issue of years of service accrual. The online vote took place **on February 18 and on March 1**. A simple majority of those members who vote will decide the outcome and determine the position taken by the bargaining team on the years of service accrual issue in negotiations

### Parks Canada

The bargaining team met with Parks Canada representatives January 30 and 31 to exchange proposals and begin negotiations. The team was faced with an employer who had little to exchange and was unprepared to have meaningful discussions. Future bargaining dates are March 12 – 14, April 30 – May 2 and May 28 – 30.

### Canada Revenue Agency (CRA)

At the end of the last bargaining session with the Canada Revenue Agency (CRA) the PSAC/UTE bargaining team **declared impasse** and filed for the creation of a Public Interest Commission with the Public Service Labour Relations Board.

PSAC-UTE also tabled a **wage proposal** in early December that would ensure fair increases that keep up with the cost of living. However, the CRA stated that it would not table a wage position at the January bargaining session.

### NAV CANADA

Our negotiator met with NAV CANADA to discuss when members will begin seeing salary adjustments and retroactive pay. The collective

agreement will run from January 1, 2018 until December 31, 2020 and provides for wage increases of 4% on January 1, 2018, 3% on January 1, 2019 and 1% on January 1, 2020.

- City of Timmins Airport (UCTE 00075) – bargaining with a conciliation officer has been taking place for a few months. A strike vote was held this week as we are reaching an impasse with this employer.
- Great Lakes Pilotage Authority (UCTE 00057) – the bargaining team exchanged proposals with the employer on June 26, 2018 and bargaining is set to begin soon.
- Thunder Bay International Airport Authority – the team met with the Employer for 4 days in December. New dates set for February and April 2019
- Kingston Commissionaires (DCL 818) – The bargaining team met with the employer and the conciliation officer from January 23-25, 2019. Future meeting dates will take place in April.
- Research Assistants (RAs) at Queen's University (DCL 901) – are looking to achieve their first collective agreement. The bargaining team met with the employer on February 26-27, 2019.
- UOIT Post-Docs - Collective agreement expired at the end of 2018 and notice to bargain has been served.
- Research Assistants (DCL 901) at Queen's University are mobilizing to achieve their first collective agreement.
- Nishnawbe-Aski Police Service officers (DCL 401) – The bargaining team met with the employer from March 4-6, 2019.
- Treaty Three Police Service members (DCL 410) – The bargaining team met with the employer the week of March 18<sup>th</sup>, 2019.

- Anishinabek Police Service (DCL 426) officers – Notice to Bargain was served on September 7, 2018. The bargaining team met on December 13, 2018. Bargaining will begin shortly.
- Canadian Centre for Occupational Health and Safety (CCOHS) (UNE Local 00394) – The bargaining team met from November 6-9, 2018 with the employer. PSAC will be pursuing preventative mediation to continue bargaining.
- Weeneebayko Area Health Authority (DCL 00603) - Arbitration is scheduled for April 6th and 7th, 2019, in Timmins.
- UNDE 639, GDI Cleaners at GRN Petawawa - Notice to Bargain is set to go out on February 20<sup>th</sup>, 2019.

**Action item: Lino Vieira will send link to Ontario Council members in regard to Timmins airport.**

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

Lino Vieira – The latest issue of the council newsletter has been sent to Ontario Regional Council for approval, Council has until next Friday to submit their feedback. Lino thanked Melanee for doing the formatting and graphic work.

Lino suggested that Ontario Regional Council discuss articles for the next newsletter with a May deadline for submissions and release to the membership early June before the summer holidays. Ontario Regional Council has been doing three newsletters per year to coincide with our Ontario Regional Council meetings.

Melanee Jessup reminded Ontario Regional Council members that have not yet submitted their profile, to do so.

Judi Goodfellow suggested adding a retiree section on the newsletter. She accepted a position with APSAR as the Ontario representative and Aileen Duncan accepted the Vice-President position.



**Motion: Add a retiree section in the Ontario Regional Council newsletter.**

m/s/c Trevis Cary and Judi Goodfellow

Motion carried unanimously

**Action Item: The REVP's office will be sending out an email to remind Ontario Regional Council members to submit articles for the newsletter.**

**Item 10. Provincial Fightback Plan**

There is a lot of discussion in regard to Premier Doug Ford's ongoing attacks on the working people of Ontario.

Lino Vieira stated that he sits on the OFL Political Action committee. The OFL has an ongoing campaign which they started in 2018 called "Build and Activate the Resistance". They are building their activist list, holding activation meetings and creating organizing hubs. They have also organized a one-day conference called "OFL Power of Many" which will take place on March 25<sup>th</sup>.

This campaign is centred on member to member conversations and discussing key issues that are important within local communities. This is important as we need to keep in mind that a lot of union members did vote for Ford, so we must educate the public and our membership on this government's actions.

The Chair stated that the OFL completed polling recently and the results stated that people did not see themselves reflected in any of the parties and that they also believe they pay too much in taxes.

In the last provincial election people voted against the Liberal party, not so much because they were in favour of the Progressive Conservative party. We also need to get more young voters out and

we can do this by engaging in conversations around the recent OSAP cuts, which is a very hot topic for young people at this present time.

Shalane Rooney requested to meet with Lino Vieira on developing strategies that she can use to get members in the Sudbury area to engage.

**Motion: Ontario Regional Council fund up to three members to attend the OFL March 25<sup>th</sup> event from the special initiative line item.**

m/s/c Melanee Jessup and Lloyd Brown

The Chair stated along with information received from the OFL as Ontario Regional Council members need to carry on the conversations about all the cuts with our members.

On April 30<sup>th</sup>, there will be a Health care rally at Queen's Park held by the Ontario Health Coalition. Also, on June 7<sup>th</sup> there will be a Mass Day of Action by the Ontario Federation of Labour. If possible, Ontario Regional Council members should make every effort to attend both of these events.

Chris Wilson stated that the department of justice made a ruling that random carding should be stopped as it violates human rights protections. The OFL is working with the Coalition of Black Trade Unionists on the issue of carding. There is a petition which is located on the OFL website to stop the practice of carding by police.

Rej Bruneau shared that the OFL asked the Kingston Area Council to join them on March 8<sup>th</sup> International Women' Day and to help them with distributing their online petition.

The Chair stated that we have both petitions at the meeting today and that we need to sort out how to mobilize around them in an effective manner.

## **Item 11. Phoenix Update**

**Point of Privilege: Judi Goodfellow stated she has a jacket and pins that she would like to give to anyone that is interested.**

The Chair stated that the Phoenix pay system is being serviced by IBM with a new contract to try and create new patches for the system to stabilize it.

Based on the information received it will take a minimum of two years to get a new system and up to 10 years to resolve issues caused by Phoenix.

The Chair stated that the government has started to pay PSAC for the missing dues that had not been collected. If members owe dues to PSAC we will only collect one year back dues from members. But if PSAC owes a member, PSAC will reimburse the member for all the money that they are owed immediately and in one lumpsum.

PSAC has collected 8 million dollars in dues arrears and has paid back 3 million dollars to members that had over-payd. If a member is experiencing a hardship situation in relation to unpaid dues collection, then PSAC is willing to reduce the repayment rate. PSAC received a total of 17,000 Phoenix inquiries and has approximately 900 inquiries left to respond to.

**Action Item: Lino Vieira will send an email with dues breakdown that can be shared with the membership.**

## **Item 12. PSAC Ontario Regional Convention**

The next Ontario Regional Convention will take place on May 29<sup>th</sup> to 31<sup>st</sup>, 2020.

Cleo Reid is looking at hotel locations currently and reviewing proposals from hotels. Our delegate count will increase now that our convention is fully funded.

The Chair stated that she may hold a conference call to discuss convention details.

### **Item 13. Federal Election**

PSAC's goal is to have a government that is committed to public services and not privatization. Ontario region will be looking at ridings where we have the greatest member density for our riding selection. Every Ontario Regional Council member and Area Council is expected to engage in the Federal Election campaign.

In Ontario, all education/events will have a component on the election. The Canadian Labour Congress will be identifying priority ridings based on polling information and once that list becomes available we will be sharing it with Ontario Council.

The Chair stated that the Ontario region has submitted a Federal Election proposal to PSAC National and is currently waiting on approval.

The Ontario Federation of Labour will be holding a one-day conference to review different strategies to take back Ontario from the Conservatives. Several Ontario Regional Council members have expressed interest in attending the conference. The Chair stated there will be an election to determine the successful candidates.

### **Election for attendance to the OFL Power of Many: Take Back Ontario Conference**

Nominations are called

#### **1<sup>st</sup> Position**

1. Rej Bruneau

M/S Richard McNeill and Susan Glanville

2. Ryan Ward

M/S Ann Marie Kuarsingh and Lloyd Brown

3. Peggy Jones

M/S Craig Reynolds and seconded Trevis Carey

4. Melanee Jessup

M/S Leslie Searl and seconded Soaud (Sue) Soubra Boone

1<sup>st</sup> ballot Peggy Jones and Rej Bruneau dropped off.

2<sup>nd</sup> Ballot Ryan Ward and Melanee Jessup run off

Ryan Ward was the successful candidate.

### **2<sup>nd</sup> Position**

1. Rej Bruneau

M/S Richard McNeill and Ryan Ward

2. Melanee Jessup

M/S Leslie Searl and Soaud (Sue) Soubra Boone

3. Peggy Jones

M/S Trevis Carey and Ann Marie Kuarsingh

Melanee Jessup was the successful candidate.

### **3<sup>rd</sup> Position**

1. Peggy Jones

M/S Craig Reynolds and Trevis Carey

2. Rej Bruneau

M/S Richard McNeill and Ryan Ward

Rej Bruneau was the successful candidate.

The three Ontario Regional Council members that will be attending the OFL event will be Ryan Ward, Melanee Jessup and Rej Bruneau.

Melanee Jessup served notice of motion seconded by Ryan Ward.

Motion to destroy election ballots

m/s/c Melanee Jessup and Leslie Searl

Motion carried anonymously

#### **Item 14. Health and Safety Conference**

The 2018 PSAC Ontario Region Health and Safety Conference was held in Mississauga, Ontario at the Hilton Mississauga Meadowvale on December 1 – 2, 2018. There were fifty participants and one observer, joined by six staff. The theme of the Conference was *Mental Health in the Workplace*.

The Chair thanked the steering committee and the PSAC staff members. Overall the membership stated it was an excellent conference.

Judi Goodfellow presented on behalf of the steering committee thanking the PSAC staff members and all involved in making sure the membership had a very successful and well-organized Health & Safety conference.

There were three great speakers at the conference: Brian Knowler a police officer, professional speaker, and published author, Helene Roussel from the Canadian Mental Health Association and Natalie Mehra, the Executive Director of the Ontario Health Coalition.

The steering committee organized a silent auction from donated items received from the membership, which ran for the duration of the conference. The auction was well received and raised a total of \$750, which was donated to Ontario Health Coalition. Honorary mention to Santa Claus (council member Bob Black), who took time out of his busy schedule to help raise money for the conference.

Ryan Ward stated that there needs to be a process in place to notify alternates on the possibility of attending an event.

**Action Item: The Chair will have a conversation with the coordinator Chris Wilson regarding what alternates can expect if they are on an alternate list.**

#### **Item 15. Directly Chartered Locals Conference**

Peggy Jones reported on the Directly Chartered Local (DCL) conference, which was held at the Embassy Suites by Hilton, stating attendance was lower than expected. However, the staff did an excellent job trying to get more people to attend.

There was a lot of engagement activities with participants and fantastic speakers, including Judith Monteith-Farrell, NDP MPP and PSAC representatives from negotiations and the grievance and adjudication sections.

The conference participants attended an Elementary Teachers Federation demo on the Friday night, against Doug Ford and the PC policies. It was very well attended and a great activity for our members to take part in. Thank you to Peggy Jones, Craig Berggold and the regional staff for their hard work in making the conference a success.

Peggy Jones recommended that all Ontario Regional Council members undertake an anti-oppression workshop similar to the one offered at the DCL Conference, which was very well received.

**Item 16. Blanket Exercise**

PSAC National has entered into contract with Kairos to present the Blanket exercise throughout our union. The Blanket exercise provides information concerning the treatment of Indigenous peoples in Canada throughout our history.

Ontario Regional Council had the opportunity to experience this exercise which was facilitated by Zoe and Alicia from Kairos at the previous Council meeting.

Ontario Regional Council now has a better understanding of the underlining issues that have affected Indigenous peoples, as well as ways that we can help as a society in standing in solidarity.

**Item 17. PSAC Constitution 25 and Regulation 19**

The Chair outlined how to register a complaint, how a complaint is investigated and what are the grounds for discipline based on PSAC's Constitution Section 25- Discipline and Regulation 19.

If the complaint is from a directly chartered local and the Local President is a complainant or respondent, then the REVP would take carriage of the complaint and bring the recommendations to Ontario Regional Council for a vote. Otherwise the DCL would handle the process of the investigation. There is a chart in Regulation 19 that outlines the process and the body responsible.

It is the National Board of Directors who votes on the removal from PSAC Office or suspension of membership.

As an employer PSAC has an obligation that the workplace is safe for staff, including being harassment free. If Ontario Regional Council



members have any concerns about servicing of their regional office, those concerns must be sent to the attention of the REVP.

The Chair will be arranging training for Ontario Regional Council members at the next council meeting on Section 25 of the Constitution and Regulation 19. Ontario Regional Council members are leaders of the union and we want to ensure a harassment free workplace for our regional staff and members.

The AEC is reviewing the anti- harassment and anti-discrimination policy and that will assist with dealing with those issues that may arise.

**Action Item: REVP's office will send out Section 25, regulation 19 of the PSAC Constitution.**

**Item 18. Labour Day T-Shirt**

Ryan Ward stated that the Greater Toronto Area Council has brought up the issue on potentially offering other swag instead of t-shirts for labour day celebrations.

The Chair stated that the Political Action Committee spoke on this issue but could not come to a consensus on how to proceed. If Ontario Regional Council does pursue other swag, we need to make sure that this is something the membership is advocating for. Currently, the feedback we have received from members is very positive on the Labour day t-shirts.

**Motion: Ontario Region continue the Labour Day t-shirts**

M/S Lloyd Brown and Trevis Carey

**Vote:**

In Favour – 17

Oppose - 3

Ontario Regional council voted in favour of continuing labour day t-shirts.

Business completed, meeting adjourned at 2:30pm

DRAFT