



PSAC Ontario Council Meeting Minutes April 6th– 7th, 2018 Toronto Regional Office

The meeting convened at 9:04 a.m. on Friday, April 6th, 2018 with the REVP-Ontario, Sharon DeSousa as Council Chair and the following members in attendance.

Sharon DeSousa, Regional Executive Vice-President, Ontario
Craig Reynolds, 2nd Alternate Regional Executive Vice-President, Ontario
Jason Storkson, Region 1 (Northwestern)
Dana Kelly, 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)
Leslie Searl, Region 5 (GTA)
Bob Black, Region 6 (Hamilton/Niagara)
Susan Glanville, Regionally Based Separate Employers locals
Peggy Jones, Directly Chartered Locals
Sheila Karasiewicz, Aboriginal Members
Amanda Gebara, Young Workers Representative
Josh Sadler, Gay, Lesbian, Bisexual, Transgendered
Souad (Sue) Soubra Boone, Members with Disabilities
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: Missy Taylor, Regional Women's Committees

Observers: Lauren Baert - Alternate Regional Executive Vice-President, Ontario, Aileen Duncan – Association of Public Service Alliance Retirees (ASPAR), Ed Jones, Jo-Ann Nanton, Kathy Samuel – Alternate RVP – Union of Safety and Justice Employees (USJE), Ken Boone, Ingrid Ritums, Matthew Freeland and Meaghan Horn – President of Hamilton Area council.

The Chair congratulate Ed Jones on his retirement. Ed was Instrumental during the organizing drive for Commissionaires in Kingston.

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

The hours of sitting were:

- Friday, 9:00 a.m. – 5:00 p.m., Lunch 12:00 p.m. – 1:30 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 Melanee Jessup and Souad (Sue) Soubra Boone

The Chair stated the guest speakers for the day would be from the Ontario Health Coalition, Executive Director Natalie Mehra who will be speaking at 2:00pm and the Joint Labour program speakers Teresa Morgan and Stephen Colley at 4:00pm. Chris Aylward was scheduled to speak on the upcoming National Convention Budget on Saturday.

The Chair requested an honour roll call for members across the Province that had passed away since the last Ontario Regional Council meeting. Robert Haywood, John Woodburne, Janet Bell, Ed Frank Frelih, Sharon Bradley, Annie McFadden staff from Union of Solicitor General Employees (USJE) was put forward by Ontario

Council. The Chair then asked for a moment of silence to honour those members and all workers who have passed away during this time.

Moment of silence observed.

AGENDA:

1. Adoption of Agenda
2. Adoption of previous meeting minutes (November 3rd & 4th, 2017)
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 Health Coalition
10. Provincial Election
11. Labour Day - Colour & Quotes
12. Phoenix Update
13. PSAC National Triennial Convention
14. Joint Learning Program
15. Ontario Regional Council Member Guide
16. Ontario Council Newsletter
17. Accommodations for Ontario Council Meetings
18. Unifor/Unite Here Local 75
19. Homeless Veterans
20. Campaigns, National Day of Mourning

Item 1. Adoption of Agenda

The Chair recommends adoption of the agenda

Richard McNeill added to the agenda item #19 – Homeless Veterans and Amanda Gebara added item #20 Campaigns, National Day of Mourning.

Motion to adopt amended agenda

m/s/c Bob Black and Leslie Searl

Richard McNeill served notice of motion.
Amanda Gebara served notice of motion.

Item 2. Adoption of previous meeting minutes (November 3-4, 2017)

The Chair recommended adoption of the previous minutes.

Leslie Searl stated Lynda MacLellan was at the meeting, however her name was omitted from the attendee list. The Chair stated Lynda's name would be added.

Motion to adopt amended previous minutes

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

Item 3. Business arising from previous minutes

Tents for Thunder Bay Regional Office

Tents has been ordered for each Regional Office.

Conference call with Political Action Committee

The conference call was held on March 22nd, 2018, the Political action committee will elaborate on the issues discussed during their report.

REVP and Regional Council on Phoenix Action Plan

A conference call was held on January 16th, 2018, and an action plan for Day of Action was discussed with Ontario Regional Council.

Class Action Lawsuit Against the Government

The REVP checked with the National President, Robyn Benson, and was informed that a class action lawsuit requires a direct link to the individual. Someone directly affected by Phoenix would have to launch such a law suit, family, friends and others impacted do not have recourse. PSAC is not able to do a class action lawsuit because we have a grievance process, which therefore prohibits one under the law.

REVP Office issued bulletin to membership to donate liver

An email was sent out on November 14th, 2017, with the information Richard McNeill provided for the recipient, Diane has sadly passed away before being able to find a match.

Item 4. Regional Executive Vice-President Report

Craig Reynolds assumed the Chair.

The REVP provided a few highlights of her National Board of Directors (NBOD) report:

Since the last Ontario Regional Council meeting the National President Robyn Benson assigned Sharon DeSousa to PSAC's National Women's portfolio, Canadian Labour Council and TC bargaining team.

The REVP also attended on behalf of PSAC the United Nations 62nd Session of the Commission on the Status of Women, which was held at the United Nations Headquarters in New York city from March 12th – 23rd, 2018.

The Canadian delegation was disappointed that the systemic issues facing Indigenous women in Canada were not highlighted at the Summit. There was no conversation in regard to how murdered and

missing Indigenous women's' cases are being investigated. The expectation was the Canadian government would present an action plan, however that was not done.

There is a documentary that will be released called "1200+" of murdered and missing aboriginal women. It was done by a former CBC reporter, Sheila North Wilson, who is now a Grand Chief. She worked on the Tina Fontaine case, as well as other missing and murdered women and children cases. The REVP posted the documentary link on her Facebook page.

The REVP held a series of calls with the region's Area Councils. Each Area Council is unique, with different capability sets and it is important that they are connected and learn from each other. The Northeastern Area Council has been re-established, which covers a huge geographic area. The region will continue to work with and support our Area Councils.

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 bargaining team met during the week of October 24, 25, 26, 2017. The next meeting dates are set for January 30, 31, and February 1, 2018.
- Great Lakes Pilotage Authority (UCTE 00057) – The bargaining team met on January 8, 2018.

- North Bay Airport (UCTE 00006) - The bargaining team met with the employer on October 11-12, 2017. The next scheduled meeting dates are set for May 15-17, 2018.
- Kingston Commissionaires (DCL 818) – bargaining took place on October 26 and 27, 2017. Dates need to be confirmed for 2018.
- Georgian Downs Racetrack (DCL 500) – we have served notice to bargain with the employer in December 2017.
- Cleaners at Petawawa (UNDE 639), employed by GDI Services Canada are currently in conciliation. On January 8, 2018, a strike vote was held and members voted in favour of a strike mandate.
- Teaching Assistants and Teaching Fellows employed at Queen’s University (DCL 901 – Unit 1) have reached a tentative agreement. Ratification votes are scheduled for January 25-26, 2018.
- University of Western Ontario, Graduate Teaching Assistants (DCL 610), are currently in conciliation. Bargaining took place on January 4-5, 2018, with the next meeting date scheduled for February 6, 2018.

Renewal Agreements

- NPF Petawawa - (CFB Petawawa Garrison - UNDE 00680) members ratified their new collective agreement on December 5, 2017.

First Agreements

- Anishinabek Police Service (APS) – (DCL 426 officers) ratified their new collective agreement under provincial jurisdiction on September 30, 2017.

Organizing

All employees (non-unionized) at Brescia University College (90 members)

Efforts to organize course assistants, contract faculty, part-time faculty and food service workers at Brescia University College in London (ON) are ongoing. The college is affiliated with the University of Western Ontario where we represent members of PSAC 610. A management dominated Association has posed a challenge but outreach to build support and establish inside contacts continues. Employee turnover that occurred in the current academic year has provided an additional challenge.

University of Ontario Institute of Technology (UOIT) Non-Academic Staff

PSAC filed an Application for Certification for 330 non-academic staff at UOIT in May 2017. The application was withdrawn because the employer included additional job classifications and we did not meet the legal threshold for a vote and we could not risk a one-year bar. Outreach and card signing to additional occupational groups continues with a view to a renewed Application for Certification in the near future.

Provincial

NDP Leadership

NDP MPP Jagmeet Singh was declared the new leader of the New Democratic Party of Canada. Singh won after capturing 53.6 per cent of the vote on the first ballot, making him the first racialized person to lead a national political party in Canada.

Federal

Scarborough-Agincourt By-election

The government set December 11, 2017, as the date for the by-election of Scarborough-Agincourt, following the seat becoming vacant due to the death of Liberal MP Arnold Chan.

To get our members out to vote, the REVP sent a letter to all members in the riding with a Q & A on questions to ask candidates who were running in the by-election.

Jean Yip ended up winning the by-election to replace her late husband as MP for Scarborough Agincourt. Yip, who ran for the Liberals, won the seat with 49.4 per cent of the vote, the PC's received 40.5%, the NDP 5.1% and the Green Party with 1.4%.

Mobilization

PSAC Hamilton/Niagara Young Worker Committee

On October 27, 2017, the PSAC Hamilton/Niagara Young Worker Committee partnered with Fair Vote Canada to create a "Make Every Vote Count" event. The event focused on the issue of changing the electoral system in Canada from First Past the Post to a Proportional Representation system.

It was a successful event that brought together both community and union members. The Hamilton/Niagara Young Worker Committee will continue to work with Fair Vote Canada and will be looking into hosting further events and taking political actions to promote a Proportional Representation system.

CIU/PSAC Rally in Front of Bill Morneau's office

Our border services members who belong to the Customs and Immigration Union (CIU), are still seeking a resolution to outstanding issues in order to secure a new collective agreement. On November 23, 2017, to coincide with the scheduled date of the release of the third Public Interest Commission mediation session, a rally was held outside of Finance Minister, Bill Morneau's constituency office in Toronto. The rally received media attention (<http://toronto.citynews.ca/2017/11/23/border-security-guards-protest-morneau/>), with a turnout of over 50 people.

Rallies for a fair contract were also held by CIU members in Cornwall on November 24, 2017, in Niagara Falls on December 13, 2017, and in Hamilton. A rally in Windsor took place on January 12, 2018, with CIU National President Jean-Pierre Fortin and 1st National Vice-President, Mark Weber in attendance.

PSAC Teaching Assistants Launch Union Protection Campaign

To get the attention of students in their most recent campaign, PSAC DCL 901, teaching assistants and fellows at Queen's University, began handing out condoms throughout campus that read "Teaching Assistants and Fellows need union protection."

The union protection campaign looks to draw attention to the lack of consistency between how Queen's University treats its different part-time employee groups. Currently, Queen's does not provide teaching assistants and teaching fellows with child care. On top of this, health and dental plans provided by the University are far worse than those offered to other part-time employee groups on campus

(<http://www.thewhig.com/2017/11/24/queens-denies-talks-going-nowhere> and <http://www.queensjournal.ca/story/2017-11-24/news/teaching-assistants-union-launches-condom-campaign/>).

PSAC Phoenix Rally and Soup Kitchen

On December 15, 2017, the PSAC Kingston Area Council set up a soup kitchen for our members and the public just outside of Liberal MP Mark Gerretsen's office. The soup kitchen was meant to highlight the disastrous effects on the Kingston community due to the Phoenix pay system.

To demonstrate the impacts, bowls of soup were handed out. Randomly, some people received a full bowl, some a portion and some soup bowls were empty. This is the situation faced by many public servants at each pay period; where they are left with being overpaid, underpaid, or not paid at all.

Phoenix Rally in Kingston

On January 12, 2018, the PSAC Kingston Area Council held a rally at MP Mark Gerretsen's office to continue to pressure the government to fix Phoenix. This rally continues the Area Council's commitment to hold biweekly rallies in front of Mr. Gerretsen's office, now taking place on Fridays.

Phoenix Campaign

As we approach nearly two years of dealing with the Phoenix pay system, and with no new deadline to fix the problem from the government, PSAC is undertaking lunch and learns to help members get trained on navigating the Phoenix system. These lunch and learns will be further complemented with Pay Advocate Assemblies. These assemblies will provide the tools for members to represent other members with Phoenix problems.

Our PSAC Ontario Council has also created a Phoenix plan that will support our Phoenix campaign and includes activities such as lobbying MPs and working with PSAC Area Councils, Committees and Locals, for greater participation in events and actions.

Labour Movement/ Solidarity

College Faculty Strike

12,000 professors, instructors, counsellors, and librarians represented by OPSEU went on strike on October 16, 2017. The main issues that led to the strike were precarious employment, job security and academic freedom.

On November 19, 2017, the Liberal government passed back-to-work legislation to end the five-week strike by Ontario college faculty. As part of the legislation, the parties were sent to binding arbitration. On December 20, 2017, the arbitrator issued a settlement that made major gains for the workers in these issues.

Our members stood in solidarity at many of the picket lines at various colleges. On October 24, 2017, PSAC DCL 610 marched with [OPSEU Local 110](#) on their picket line. As academic workers, the Local shares many of the same concerns about fairness and precarious work. On October 27, 2017, members of DCL 901 in Kingston joined striking OPSEU workers at St. Lawrence College. The Local joined the picket line ever Friday to show their solidarity.

On November 7, 2017, OPSEU local 110 received support on the picket line from the PSAC London Area Council and members of the London District Labour Council at Fanshawe College.

Support for the Assaulted Women's Helpline

PSAC Ontario supported the Assaulted Women's Helpline Gala by placing a full page ad in the program on the urgent need to stop domestic violence. The Gala was held on November 17, 2017, in Toronto. The Assaulted Women's Helpline was also the selected charity for our Ontario Regional Convention due to its positive work for over 30 years as a crisis line to support women who have experienced abuse.

Remembrance Day

On November 11th we commemorate Remembrance Day. The REVP laid a wreath on behalf of PSAC Ontario at the Old City Hall ceremony in Toronto at this year's event. In addition, a wreath was laid on behalf of the Thunder Bay PSAC Area Council at the Thunder Bay ceremony.

2017 OFL Convention

The Ontario Federation of Labour (OFL) held its 14th Biennial Convention, under the banner "Power ON" from November 20 to 24, 2017, at the Sheraton Centre Toronto Hotel. This marked the 60th year since the creation of the OFL. Members from PSAC Ontario and the National Capital Region were in attendance to debate and vote on resolutions, along with an action plan for the OFL for the next two years.

During the Convention, delegates re-elected incumbent President Chris Buckley, and acclaimed Secretary-Treasurer Patty Coates and Executive Vice-President Ahmad Gaied to lead the Federation until 2019.

Rally with us for fairness, unity, and justice

As part of the OFL's Convention, delegates joined together to rally at Queen's Park on November 22, 2017, the same day that Bill 148: Fair Workplaces, Better Jobs Act, 2017, was to be voted on. It was a tremendous day as Bill 148 passed, bringing progressive changes to labour laws in Ontario.

Bill 148: Fair Workplaces, Better Jobs Act

On November 22, 2017, Bill 148 was passed. Bill 148 will raise Ontario's general minimum wage to \$14 per hour on January 1, 2018, and then to \$15 on January 1, 2019, followed by annual increases at the rate of inflation. It also mandates equal pay for part-time, temporary, casual and seasonal employees doing the same job as full-time employees. The Bill will expand personal emergency leave to 10 days per calendar year for all employees, with at least two paid days per year for employees who have been employed for at least a week. Employers are now banned from requiring doctor's sick notes from workers taking personal emergency leave. The bill has many other benefits for workers and for unions, as it has now made it easier for workers to unionize.

Day of Action in support of Tim Hortons workers

Several Tim Hortons locations are taking away their workers paid coffee breaks, benefits and tips because of the minimum wage increase in Ontario. The OFL and community partner, The Fight for \$15 and Fairness, organized a day of action in support of Tim Hortons workers. On January 10, 2018, rallies were held at over 15 Tim Hortons locations in Ontario. Many of our members attended, including the PSAC Greater Toronto Area Council and Kingston Area Council. A rally was also held on January 15, 2018, at the corporate headquarters of Restaurant Brands International, which is the parent company of Tim Hortons, in Oakville. With the tremendous amount of support from the public and the media, a Canada-wide day of action was held on January 19, 2018.

Education

Internal Investigations Committee Training

PSAC Ontario held Internal Investigations Committee Training in Mississauga on November 25-27, 2017. Participants were recommended and selected by Component Presidents. The training provided information and skills-based training on how to perform investigations on behalf of the union.

Equity and Human Rights

Duty to Accommodate - Return to Work

On October 16th, 2017, the PSAC Toronto Members with Disabilities Access Committee (MDAC) held a Return to Work session in the PSAC Toronto Regional office. This Return to Work session provided information on what needs to be done when members are returning back to work after an extended period of time on sick leave. Twenty PSAC members took part in the session.

National Day of Remembrance and Action on Violence Against Women

The **PSAC Toronto Regional Women's Committee** attended the ceremony to commemorate National Day of Remembrance and Action on Violence Against Women at Philosopher's Walk in Toronto.

Holiday Donation Drive

The PSAC Toronto Racially Visible Committee held its annual donation drive for the Women's Shelter and Milestones' Foster Care. Items collected included gently used purses with toiletries and toys for children.

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 23, 2017 to January 19, 2018

Sept. 25, 2017 – Treasury Board Diversity and Inclusion meeting
Oct. 12, 2017 – PSAC Ontario Staff Conference in Kingston
Oct. 14-15, 2017 – Alliance Executive Committee Retreat in Gatineau
Oct. 16, 2017 – Alliance Executive Committee meeting in Ottawa
Oct. 17, 2017 – National Board of Directors meeting in Ottawa
Oct. 30, 2017 – Treasury Board Diversity and Inclusion meeting
Nov. 1, 2017 – Ontario Council Committees meeting
Nov. 2, 2017 – Ontario Council Strategic Planning Session meeting
Nov. 3-4, 2017 – Ontario Council meeting
Nov. 4, 2017 – Canada Employment and Immigration Union (CEIU) Bargaining Conference
Nov. 5-7, 2017 – Canadian Labour Congress meeting in Ottawa
Nov. 11, 2017 – Remembrance Day Ceremony at Old City Hall in Toronto
Nov. 14-16, 2017 – Alliance Executive Committee meeting in Ottawa
Nov. 17-18, 2017 – Canada Employment and Immigration Union (CEIU) Women’s Conference
Nov. 18, 2017 – Coalition of Black Trade Unionists Fundraiser
Nov. 19-24, 2017 – Ontario Federation of Labour Convention
Nov. 25, 2017 – Internal Investigations Training in Mississauga
Nov. 29-30, 2017 – National Phoenix Lobby Day on Parliament Hill in Ottawa
Nov. 30 – Dec. 3, 2017 – Leadership Training in Ottawa
Dec. 4-5 – National Human Rights Committee meeting in Ottawa
Dec. 11, 2017 – Alliance Executive Committee meeting in Ottawa
Dec. 12-14, 2017 – National Board of Directors meeting in Ottawa
Dec. 19, 2017 – Members with Disabilities Committee meeting in Kingston
Jan. 9-10, 2018 – Alliance Executive Committee meeting in Ottawa
Jan. 11, 2018 – Alliance Executive Committee Organizers meeting in Ottawa
Jan. 17, 2018 – Ontario Federation of Labour meeting
Jan. 17, 2018 – PSAC Kitchener/Waterloo Area Council Annual General Membership meeting
Jan. 18, 2018 – Ontario Federation of Labour meeting
Jan. 19, 2018 – Rally to Support Tim Hortons workers

Motion to adopt REVP's report

m/s/c Sharon DeSousa and Bob Black

Sharon DeSousa reassumed the Chair.

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

Chris Wilson presented his report.

Kingston Regional Office

A permanent position has been posted in the Kingston Regional Office following the decision by Linda Cross to retire after twenty dedicated years of service. Linda will remain in her position throughout the competition process. Linda received a standing ovation during the 2017 staff conference in recognition of her long service. Sharon DeSousa and Chris Aylward presented Linda with a work of art created by Nancy Johnson of the Thunder Bay office as well as other gifts. Linda said in an internal staff newsletter "What an honour to be feted by both colleagues and the employer. I was stunned that someone else noticed by commitment. It feels so nice to be appreciated!" Please join me in congratulating Linda upon her retirement.

London Regional Office

Nancy Johnson was the successful candidate for purposes of backfilling Lynn Meston as a term Regional Representative in the London Regional Office for the initial time period March 12th – March 30th, 2018. Nancy has worked as an Administrative Assistant in the Thunder Bay and Saskatoon Regional Offices. Prior to working for PSAC, Nancy was active within the Prairies Region as: a Local Executive Officer for Union of Taxation Employees (UTE) Local 40023, Vice-President and Treasury of the Saskatoon & District Area Council, Alliance Facilitator, PSAC Saskatoon Regional Women's Committee member and Prairie Regional Council representative.

Nancy has also completed a wide variety of PSAC, Canadian Labour Congress and UTE labour education courses including an intensive CLC Labour College program. Nancy will help to ensure office coverage and will be recommended to be extended for the duration of Lynn's leave. Lynn returns to work on April 30th, 2018.

Carolyn Barham was the successful candidate for the term secretary position in the London RO for the time period January 22nd, 2018 to April 16th, 2018 for purposes of backfilling for Beth while Beth is backfilling for Marion. Carolyn is past President of UNE Local 0268 and has completed a wide variety of PSAC Training courses including Talking Union Basics, Grievance Handling, Anti-Bullying & Harassment, Advanced Duty to Accommodate, Advanced Representation Training for Stewards, OFL Essentials on Accommodation Law among others. Carolyn's substantive position is Citizen Services Officer working for Service Canada. Beth returns to her substantive position as Administrative Assistant in the London RO on April 17th, 2018.

Thunder Bay Regional Office

A staffing action has been recommended for purposes of hiring a term secretary in the Thunder Bay Regional Office for the time period April 2nd to April 27th for purposes of backfilling Nancy Johnson while she is backfilling for Lynn Meston in the London Regional Office.

Toronto Regional Office

I will be taking annual leave for the time period May 14th to August 31st, 2018. An acting Regional Coordinator will be appointed during this time period to ensure continuity in the position. Given the extended duration of my leave, if a bargaining unit member is the successful candidate her/his position will also be backfilled to ensure that there is no reduction in our servicing capacity to the membership.

Tim McIntyre was the successful candidate for the permanent Regional Representative position in the Toronto Regional Office succeeding Brenda Shillington. Tim has worked with PSAC for almost

a decade dating back to April 6th, 2009. He has worked in various capacities including Regional Representative (in both the Kingston and Toronto ROs); Regional Organizer; Research Officer and campaign organizer. This position became permanent when Brenda Shillington was successful in the national negotiator competition.

As a result of Tim McIntyre assuming the new position of Regional Representative, a competition has been initiated for a term Regional Organizer position for purposes of backfilling for Michelle Sweeney who is backfilling for Todd Woytiuk. The application period has now closed and interviews will be scheduled.

Lesley Thompson returned to her substantive position as Regional Education Officer in the Atlantic following her term position backfilling for Brenda Shillington. Staff within the Toronto RO had the opportunity to take Lesley to lunch in appreciation of her contributions to the region particularly during the Slots at Woodbine lockout, along with education and mobilization activities.

Marion Kirin has resumed her position as secretary within the Toronto Regional Office which has been held by Beth Bennett on an acting term basis to ensure continuity in the position while Marion has been on leave.

Operational Developments

Kingston RO is moving to a new location at 863 Princess St. in Kingston following the expiry of our current lease. Advantages of the new location include:

- Closer proximity to public transit and located more centrally within Kingston
- A larger boardroom that holds 25-30 members
- A new small breakout boardroom that holds 8-10 members
- Free parking after hours for members
- A gender neutral washroom that meets barrier free code requirements
- A member leave without pay office for use during campaigns
- Separate entrance and emergency exit door for safety

- Leasehold improvements by unionized contractors

Members that are interested in PSAC staffing positions can sign-up for job postings available at the bottom of the PSAC National website. Within the Ontario Region we have hired numerous times candidates from our membership.

Item 6. Ontario Council Committees Reports

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

Equity and Human Rights Committee Report (APPENDIX “A”)

Joshua Sadler presented on behalf of the committee.

There is a Leadership debate specific to Toronto. Joshua encourage Ontario Council members to attend if they can, attendees are allowed to ask questions. Being that Toronto is such a diverse city it would be good to bring an equity lens to the debate by asking questions relating to equity and human rights.

Recommendations to Council:

No recommendations at this time.

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

m/s/c Joshua Sadler and Souad (Sue) Soubra Boone

Political Action Committee Report (APPENDIX “B”)

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

Recommendations to Council:

1. That all Ontario Regional Council members fill out the online Phoenix petition and encourage their constituents to do the same.

Recommendation carried unanimously

2. That all Ontario Regional Council members encourage members within their constituencies to lobby their MP's and provide support whenever they can and union accompany them when requested.

Recommendation carried

Motion to adopt the Political Action Committee's Report.

m/s/c Ryan Ward and Melanee Jessup

Education Committee Report (APPENDIX "C")

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

Recommendations to Council:

1. That \$8,000 of the surplus be used to top up the Unionism on Turtle Island course.

Recommendation carried unanimously

2. The allocation for this course will be inadequate. Providing the additional funds will allow the course to be held for the maximum number of participants.

Recommendation carried unanimously

3. The Thunder Bay Regional Office is over budget by \$6,000 due to unexpectedly high costs for the Spring schedule due to shift differentials, loss of salary and travel. We recommend allocating \$6,000 of the surplus to cover the overage.

Recommendation carried unanimously

4. That \$18,000 of the surplus be allocated as follows: \$3,000 for each Region, 1 to 6, to allow the provision of an additional course in each Region.

Recommendation carried

5. That we offer the Anti-Harassment and Bullying in the Work-Place course as the third course offered at Fall School.

Recommendation carried

6. That the Blanket Exercise be on the agenda for the July meeting.

Recommendation carried

Adoption of Education Committee's report

m/s/c Melanee Jessup and Amanda Gebara

Health and Safety Committee Report (APPENDIX "D")

Bob Black, Chair of the Health and Safety Committee, presented on behalf of the Committee.

Recommendations to Council:

1. That the new Terms of Reference and Mandate for the Health and Safety Committee of the PSAC Ontario Regional Council be adopted by the Council and the Ontario Regional website be updated accordingly.

Recommendation carried

2. That PSAC Ontario Regional Council encourage member participation in events throughout the Region for the National Day of Mourning for workers injured or killed on the job.

Recommendation carried unanimously

Motion to adopt the Health and Safety Committee's Report

m/s/c Bob Black and Jason Storkson

Finance Committee Report (APPENDIX "E")

Ryan Ward presented on behalf of the Finance Committee.

Recommendation to Council:

1. The Finance Committee recommends acceptance of the 2017 Ontario Council Finance Statement.

Recommendation carried

2. The Finance Committee recommends closing the Bank of Montreal account as there is no longer a requirement for this account.

Recommendation carried

3. The Finance Committee recommends that council use the 2017 surplus to have three meetings in 2018.

The finance committee withdrew recommendation #3; this will be presented via conference call before the July meeting.

Recommendation carried

Motion: Extend Ontario Regional council meeting until business is completed.

m/s/c Bob Black and Lloyd Brown

Motion to adopt the Finance Committee's report

m/s/c Ryan Ward and Peggy Jones

Item 7. Ontario Council Members Reports (APPENDIX “E”)

The Chair stated she was very proud of the Ontario Regional Council members. Members with Disabilities Access Committee (MDAC) was established in the Kingston area and this initiative was spearheaded by Richard McNeill and Rejean Bruneau who worked alongside the MDAC Ontario Regional Council representative Souad (Sue) Soubra Boone.

Jason Storkson stated that it had been a hectic time at work. Presently the First Nations police sector is severely understaffed. First Nations Policing all over Ontario may soon be under the Police Services Act, which would prohibit them from being represented by PSAC or any other union.

Souad (Sue) Soubra Boone gave some highlights from her report stating that she attended the PSAC Advocate training and the National Bargaining conference, which were both great experiences. She will be attending the upcoming PSAC National Convention and will be sitting on the Convention Finance Committee. She thanked the members of the Kingston region for including her in establishing the Kingston MDAC.

Bob Black was invited to attend the Niagara region Labour day celebration and stated that the Niagara Area Council will be sending an invite to the Chair.

Point of Privilege: Bob Black stated he had surgery and his mother passed away the day after his surgery. Ontario Regional Council sent flowers and he expressed his appreciation.

Point of Privilege: Richard McNeill stated the Kingston area members are working on establishing an Aboriginal Circle by September.

Motion: Ontario Regional Council donate \$500 to support the Water Walk in Thunder Bay.

m/s/c Sheila Karasiewicz and Richard McNeill

Item 8. Collective Bargaining Updates

The Chair stated that our National President contacted the head of Treasury Board to get further progress on bargaining. Sister Benson was making calls and stuck to her guns to push issues forward. In some situations, we had to seek additional help from the Canadian Labour Congress (CLC) National President. Hassan made political calls to remove concessions off the table. All five major units at TB have reached a tentative agreement, as well as the Frontier Border Services (FB) group.

The National Bargaining Conference was held in Ottawa, March 26th – 29th. A number of Ontario Regional Council members had the opportunity to attend the conference and stated that there were many progressive discussions around issues and that demands were developed, along with priorities. Over 400 members were in attendance.

Canada Revenue Agency (CRA)

Melanee Jessup stated that the arbitrator was more favourable in regards to a wage re-opener. The arbitration decision (i.e. the “MeToo” clause), the employer offered us 0.25%, the arbitrator came back with an additional 0.5%. The membership is taking it as a win.

The bargaining team consisted of Adam Jackson (2nd National Vice-President) and a few regional vice-presidents. They will be meeting with Morgan Gay the negotiator. Bargaining demands have been picked for the next round of bargaining and we are looking for dates currently. Our slogan “*My contract, My voice*”, will be used for this round of bargaining.

Parks Canada

There is a tentative agreement reached and ratification votes will be held from March 19th – April 26th.

Frontier Border Services (FB)

Leslie Searl stated that the Frontier Border Services (FB) are a difficult employer to bargain with. The key issue now is that FBs haven't had a decent raise. However, sick leave was pulled off the table, which was a major victory. FBs want to be recognized as law enforcement officers, however, the employer is comparing FB officers to security guards. In a massive victory, FB Officers won a 17.5 per cent raise in this tentative agreement. Ratification meetings will begin in June across the country. Ontario Regional Council member Lauren Baert was a part of the bargaining team, which did an amazing job in getting this agreement.

Canada Food Inspection Agency (CFIA)

Members have ratified their new collective agreement with a 1.25% plus wage adjustments for specific classifications.

Kingston Commissionaires (DCL 818)

Peggy Jones stated that they are still waiting for bargaining dates; the employer seems to be holding back for some reason.

Academic Sector

The University of Western Ontario has presented a last offer to our members from DCL Local 610. If members chose to reject this offer, they could be on strike or locked-out by April 13th.

Queen's Teaching Assistants and Fellows ratified their new collective agreement.

Statistical Survey Operations

Shalane Rooney stated that the bargaining team met with the employer, however bargaining is not going well despite discussions continuing.

Canada Post

Members ratified a new collective agreement.

First Nations Police Sector

Jason Storkson stated that the bargaining team has received dates for June 25th – 29th, yet most likely binding arbitration will be the outcome.

City of Timmins Airport

The employer is seeking concessions with bargaining continuing.

Great Lakes Authority

The bargaining team has met and is looking to schedule bargaining dates with the employer.

North Bay Airport

The bargaining team in 2017 and is looking for dates to schedule with the employer.

Nav Canada

The bargaining team met with the employer on January 29th, but bargaining progress remains slow.

Separate Employers Locals

Susan Glanville stated that they have a one-year collective agreement, as the employer's contract expires next year.

Cleaners at Petawawa

Signed one-year contract because the employer is currently bidding on the next contract.

Trenton Cleaners

Ratified their collective agreement.

Sault Ste Marie Airport

Served Notice to Bargain.

Georgian Downs racetrack

Members have ratified their new collective agreement.

The Chair stated that University of Western DCL 610 members might be going on strike or be locked out and she would encourage council

members to show support to members on the line should that happen.

Item 9. Ontario Health Coalition

The government continues to pursue the privatization of our health services. Privatization is defined as transferring of ownership from the public sphere to private for-profit entities.

Natalie Mehra, Executive Director of the Ontario Health Coalition stated some of the coalitions key demands:

- Funding health care to meet our population and demographic needs
- Access to care – Rebuilding capacity to meet population needs
- Reforming long-term care homes to better meet population needs
- Reforming home care to meet population needs
- Reforming public hospitals and adequately funding them
- Stopping privatization

The Coalition has developed an action plan to get their demands on the agenda of the provincial election that is taking place on June 7th. They are also planning to hold several all-candidates meetings across the province. They want to engage their membership and develop materials to be used internally by their membership. Social media will also play a major roll in getting the Coalition's message out to the public.

The new drug program offered by the Ontario Liberal government for anyone under 24 years old is a good start, but is not comprehensive enough. The NDP's plan will be universal, but is also not fully comprehensive, so it will be limited in what drugs that are covered. The PC's have no drug plan.

The federal government has a major role in drug market costs by being able to buy in bulk. Therefore any drug plan that has the federal government on board will be much more affordable. Currently,

Canada pays the second highest costs in drug prices of any of the OECD countries, just behind the United States.

Motion: Ontario Regional Council donate \$500 to the Ontario Health Coalition.

m/s/c Richard McNeill and Rejean Bruneau

Motion carried unanimously

Motion: PSAC Ontario publicly endorse the Ontario Health Coalition.

m/s/c Melanee Jessup and Bob Black

Motion carried unanimously

Item 10. Provincial Election

The Provincial Election will be held on June 7th, 2018. Recently the Liberal government issued a budget that is more progressive than ever before.

Doug Ford won the Progressive Conservative (PC) Party Leadership election. Ford's platform does not give us anything tangible, however current polling shows that he is doing well. The Ford family is well known and they have considerable political connections throughout the region.

PSAC Ontario will be holding a telephone town-hall on the election with our members, with details to follow. We have sent an election plan proposal to PSAC National and are waiting confirmation of approval. We are looking to have one Regional Representative in each Regional Office to help coordinate events in the region.

Lino Vieira stated that this is quite a unique election, as the rules around union and corporate donations have changed to mirror the federal ones. However, there is nothing in the new Ontario Elections

changes that prohibits unions from speaking directly with our members to promote labour friendly candidates.

The region is proposing the following strategy:

- Target key, strategic ridings
- Ensure that our members go out and vote
- A member will be working in each Regional Office coordinating with each Area Council

The Chair stated that former PSAC staff representative, Judith Monteith-Farrell, has won the New Democrat Party (NDP) nomination in Thunder Bay-Atikokan. She congratulated Judith on this accomplishment.

Ontario Regional Council is expected to work on the Provincial election and we will also ask Area Councils to get engaged. Some areas do not have an Area Council, but we will ask Locals to get involved.

The Chair stated that the PSAC's "*anyone but conservative*" campaign in the last federal election resulted in the loss of some very good NDP candidates and solid labour supporters. However, this provincial election is different as the Liberals by all polling reports are not contenders. Therefore, it is strictly between the PCs and the NDP.

The OFL has developed a guide on 3rd party advertising. No decision has been made yet whether PSAC will become a 3rd party advertiser.

Ryan Ward stated that the focus should be on those ridings where we can defeat the Conservatives. A conservative majority is the worse outcome that could happen to Ontario.

Item 11. Labour Day – Colour & Quotes

Labour Day is fast approaching. Cleo Reid suggested to Ontario Regional Council members to make the colour of the labour day t-shirts hot pink this year along with a hashtag under the Ontario logo.

Motion: Labour Day t-shirts for 2018 will be hot pink

m/s/c Bob Black and Melanee Jessup

Jason Storkson would like to be recorded against.

The Chair stated that the Ontario region receives \$33,000 from National for the region's political action annually, which includes all costs associated for Labour Day events. The cost of our usual order for Labour Day t-shirts is just over \$17,000 and \$10,000 is provided to Area Councils, Committees and Locals that are in isolated areas in the north to put on Labour Day events. The remaining \$6,000 is used to fund lobbying and other political action events within the region.

Ontario Regional Council members will choose three slogans for the back of the labour day t-shirts, slogans should reflect the priorities of the region.

Item 12. Phoenix Update

PSAC is asking members to continue to lobby their MPs in their constituencies. There is a new webpage launched on the Phoenix Day of Action, as well as a petition that was used during the Day of Action, which can also be found on the website.

PSAC has been training staff nationally to bring them up to date on the latest issues surrounding Phoenix. They have also been training members to be pay advocates in their Locals.

Lino Vieira stated a new lobby kit was distributed to the Area Councils, it is the most up to date in terms of our demands.

The Chair stated that during the National Bargaining conference the bargaining team marched to the Prime Minister's Office. The federal budget that was released recently more money towards Phoenix. We must continue to put pressure on our MPs, as they are our voice in the house.

Item 13. PSAC National Triennial Convention

Chris Aylward presented to Ontario Council members the budget for PSAC for the next three years that would be presented to delegates at the National Convention budget. The National Convention will be held at the Metro Convention Centre, beginning on Sunday, April 29th- May 4th.

There will a tribute to Robyn Benson the outgoing National President to mark her retirement. Regional caucuses will be held on Sunday, April 29th at 11am. The Social event for this convention will be a Prairie social which is a more causal event. There will also be a silent auction taking place during the social with half of the proceeds going to the Red Door shelter located in Toronto.

The finance committee will be the first to present on convention floor. The preparation and building of the budget started in June 2017. The draft budget was presented to the AEC and the Standing Finance Committee of the NBoD in December.

The budget is a dues-increase budget. However, the pension solvency fund is healthy so we no longer need to collect the pension solvency levy, which will result in a dues reduction of a \$1.47 for each member.

The budget also allocates increases to these three primary areas; representation, negotiations and membership mobilization.

There were no monies budgeted for the social justice fund. It is usually funded through collective agreements. Also, Federation of Labour fees will be capped and going forward PSAC will only be paying affiliation fees for full-time members.

Chris stated that when the Standing Finance Committee started building the budget they knew they could not depend on the budget from 2017 due to Phoenix. PSAC National was owed \$12 million dollars due to Phoenix, although we recently received a cheque for \$5 million from Treasury Board. Components are not out of pocket,

they have been fully paid by PSAC National and PSAC will be going after the government to collect any monies still outstanding.

The Chair stated there will be a lunch time rally on May 3rd during the National Triennial Convention. We have chartered buses to transport members from the convention centre to Allan's Gardens. Members will then march to Bill Morneau's office (Ministry of Finance). Every bus will be wheelchair accessible and wheel trans will also be on standby.

Item 14. Joint Learning Program

The Joint Learning program (JLP) is a Memorandum of Understanding (MOU) between Treasury Board (TB) and the Union to bring joint-facilitated education to the membership.

There are always two facilitators, one representing the union and the other the employer. The Ontario region contains the following active facilitators in the program: 48 union members and 96 from the employer side. Participation levels with the JLP have grown over 12% each year. To put on a workshop there has to be a minimum of 15 members to a maximum of 20, and can be comprised of a mixture of management and union members.

Stephen Colley is the union representative and Teresa Morgan is the representative from the Employer. Teresa has been part of the program for over seven years, while Stephen recently became a part of the program due to the past union representative's return to the membership.

The JLP offers several workshops, the three most sought after workshops are:

- Creating an Harassment-Free Workplace
- Mental Health in the Workplace
- Understanding the Collective Agreement

The Chair stated that an email will go out to the membership promoting the JLP to the membership, as the union wants to make sure the program continues.

Item 15. Ontario Regional Council Member Guide

The sub-committee editing the Ontario Regional Council member's guide, met and concluded that they are working to get the guide ready for use by the next Ontario Regional Council members that will take office in 2020.

Item 16. Ontario Council Newsletter

Lino Vieira sent out the Ontario Council newsletter to Ontario Regional Council members to be reviewed and edited, yet no changes were provided. Therefore, distribution of the newsletter to the Ontario membership will be in the week of April 9th.

Melanee Jessup was responsible for the formatting of the Ontario Council newsletter and urges Ontario Regional council members to send pictures along with their articles.

The Chair stated that a reminder of the deadline to get articles in for the next Ontario Council newsletter will be on May 14th. The deadline for submissions is May 31st, and if articles are not received by this date, they will not be included in the newsletter.

Action item: REVP office will send reminder email on May 14th for newsletter.

Item 17. Accommodations for Ontario Regional Council Meetings

Cleo Reid stated that the Best Western Roehampton hotel will be doing renovations over the next few months. The hotel will no longer carry smoking rooms and will also be changing the name to the Roehampton hotel.

Ontario Regional Council members have voiced their concerns in regard to the Best Western Roehampton hotel and the REVP's office has scheduled hotel visits with other unionized hotels. The committee consisted of Cleo Reid, Soaud (Sue) Soubra Boone and Marcia Maliwat the Administrative Assistant in the Toronto Regional office.

The committee visited the Sheraton Hotel and Conference centre and Embassy Suites, both located by the Pearson International airport. The Embassy was not fully accessible at the time, but a commitment was made by the management team to renovate the hotel and make it fully accessible in the near future.

Motion: Ontario Regional Council July 2018 meeting to be held at the Sheraton hotel and Conference centre and the committee will revisit the other hotels in the near future.

m/s/c Judi Goodfellow and Ryan Ward

Point of Privilege: Bob Black stated the Hamilton Members with Disabilities Access Committee (MDAC) will be presenting their 3rd Homeopathic session on May 8th, 2018 at 5:30pm at 120 King Street West Plaza Level Chamber of Commerce. The event is open to all PSAC members and retiree's.

Point of Privilege: On June 19th Bob Black will once again be taking part in the Annual "WALK A MILE IN HER SHOES" in Hamilton. Bob Black will be sending a request to all Council members for a financial pledge for the walk and he will share pictures at the July 2018 Ontario Regional Council meeting.

Item 18. UNIFOR AND UNITEHERE Local 75

UNITEHERE Local 75 is located here in Toronto. There were several issues that led to the UNITEHERE Local 75's Executive being removed from office and the Local being placed in trusteeship by their parent union UNITEHERE. However, UNIFOR has decided to raid this Local just after disaffiliating from the CLC. To prevent this raiding process, the Local reached out to the labour movement for help.

PSAC opposes raiding of other unions, a prime directive of affiliation to the CLC. UNIFOR has raided UNITEHERE Locals and had 800 members sign union cards, however, the majority of UNITEHERE members have opposed this drive. PSAC is supporting the UNITEHERE campaign and has assigned a campaign organizer (Jeffrey Vallis), to work on this campaign.

After UNIFOR's decision to disaffiliate from the CLC, Robyn Benson brought a motion to the PSAC National Board of Directors (NBoD), requesting to extend PSAC membership to Hassan Yussuff, National President of CLC, as Hassan was a UNIFOR member. The NBoD voted to grant Hassan a PSAC membership, an act that has been undertaken by other unions in the past, when other elected leaders were impacted by their union's decision to disaffiliate.

Item 19. Homeless Veterans

Richard McNeill stated that there are many homeless veterans in Canada and that they need our support. He is requesting Ontario Council show support to homeless veterans by way of donating funds to the Veterans Transition Network.

The Veterans Transition Network is the only Canadian charity delivering mental health services specifically for veterans from coast to coast.

Motion: Donate \$1000 to Veterans Transition Network, in support of homeless veterans.

m/s Richard McNeill and Craig Berggold

Amended Motion: Donate \$500 in 2018 and remaining \$500 in 2019 to Veterans Transition Network, in support of homeless veterans.

m/s/c Bob Black and Craig Berggold

Carried unanimously

Rejean Bruneau challenged all Locals to match the donation

Item 20. Campaigns

Amanda Gebara stated Loblaws recently admitted to fixing the price of bread at stores across the country for more than a decade and the company announced it would offer \$25 gift cards to all customers as an apology.

PSAC's Regional Young Worker Committees are shifting the Loblaws price-fixing scandal into a way to help those in need. PSAC's Regional Young Worker Committees campaign was launched on November 29th, challenging all PSAC members to collect gift cards in their region to see who can raise the most funds in support of their local food banks.

Every month, hundreds of thousands of Canadians would go hungry if it weren't for the support of their local food bank. Across the country, food banks have been helping more than 850,000 people per year – and the number of Canadians who rely on food banks continues to grow.

It's important to remember that food banks can do even more with cash donations than canned goods because it allows them to buy food in bulk straight from wholesalers.

Beyond donating to your local food bank, there's a lot more that can be done to reduce hunger and poverty, including developing a national poverty reduction strategy, providing a basic livable income to all Canadians, and creating a stronger social security net.

Learn more about food insecurity and how we can reduce poverty from [Food Banks Canada](#).

Motion: Ontario Regional Council members return to their constituency and donate gift cards to the area council in their area.

m/s/c Amanda Gebara and Richard McNeill

Item 21. National Day of Mourning

The National Day of Mourning will be observed at the end of April and PSAC Ontario region will be running radio ads to recognize this event.

The Health and Safety committee will be participating in events across the region.

Business completed, meeting adjourned at 4:00 pm

DRAFT