



PSAC Ontario Council Meeting Minutes February 26-27, 2016 Toronto Regional Office

The meeting convened at 9:00 a.m. on Friday, February 26, 2016 with the REVP-Ontario, Sharon DeSousa as Council Chair and the following members in attendance.

Sharon DeSousa, Regional Executive Vice-President, Ontario
Bob Black, Alternate Regional Executive Vice-President, Ontario
Kevin Lundstrom, Region 1 (Northwestern)
Trevis Carey, Region 2 (Northeastern)
Grant Tennant, Region 3 (Eastern)
Richard McNeill, Region 3 (Eastern)
Melanee Jessup, Region 4 (Southwestern)
Mike Decarolis, Region 4 (Southwestern)
Ryan Ward, Region 5 (GTA)
Isabel Wrotkowski, Region 6 (Hamilton/Niagara)
Peggy Jones, Directly Chartered Locals
Marie Polgar-Matthews, Academic Workers Representative
Sheila Karasiewicz, Aboriginal Members
Souad (Sue) Soubra, Members with Disabilities
Dave Carr, Gay, Lesbian, Bi-Sexual & Transgendered Members
Lloyd Brown, Racially Visible Members
Debbie Willett, Area Councils
Missy Taylor, Regional Women's Committees
Michael Perkins, Alternate Young Workers Representative

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

Regrets: Lauren Baert, Young Workers Representative
Claudia Espinoza, Region 5 (GTA)

Guest: Chris Buckley – President of the Ontario Federation of Labour, Ryan Winger and Teresa Morgan – Joint Labour Program Field Coordinators

Observers: Christine Collins – National President, Union of Canadian Transportation Employees (UCTE), Martin Mika – Regional Vice-President UCTE, Aileen Duncan, Carolyn Barham, Lynda MacLellan, Ken Boone, Andrew Budden

AGENDA:

1. Adoption of Agenda
2. Adoption of previous meeting minutes (November 6-7, 2015)
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. PSAC Ontario Racially Visible Conference March 2016
10. Ontario Council Newsletter
11. Ontario Federation of Labour Convention
12. PSAC Ontario Triennial Convention 2017
13. Joint Labour Program
14. PSAC Ontario Regional Women's Committee Conference
15. Federal Government Lobbying Campaign
16. Committees and Area Council meeting dates
17. Donations
18. November Ontario Regional Council Meeting Dates

19. PSAC National Triennial Convention resolution on Regional Health and Safety Committee

The Chair asked Sister Melanee Jessup to read the PSAC Anti-Harassment Policy. Sister Melanee Jessup was the Harassment Coordinator while Ontario Council was in session.

The hours of sitting are as follows: Friday, 9:00 a.m. – 5:00 p.m., Lunch 12:00 p.m. – 1:30 p.m., Breaks 10:30 a.m. & 3:15 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. and 2:00 p.m.

Motion to adopt the hours of sitting.

m/s/c Bob Black and Mike DeCarolis

The Chair swore in Sister Susan Glansville into office as the Regionally Based Separate Employer representative. The Chair announced that Sister Tanya Fay has resigned from Ontario Regional Council and the By-Election process has started.

Item 1. Adoption of Agenda

Sister Isabel Wrotkowski added agenda item #17 – Donations. The Chair added agenda item # 18 – November Ontario Regional Council meeting dates and agenda item #19 – PSAC National Triennial Convention resolution on Regional Health and Safety Committee.

Motion to adopt amended agenda

m/s/c Melanee Jessup and Debbie Willett

The Chair requested an Honour Roll Call for members that have passed away. Brother Dave Carr stated that Brother Randy J. Skeggs from UNDE has passed away.

A moment of silence was observed.

Item 2. Adoption of previous minutes (November 6-7, 2015)

Motion to adopt minutes

m/s/c Lloyd Brown and Bob Black

Item 3. Business arising from previous minutes

Year End Expenses

An email to Ontario Regional Council was sent out on January 4th, 2016 requesting Council members to submit expenses.

Greater Toronto Area Council (GTAC) – Labour Day Parade

Brother Christopher Wilson reported five major barriers/issues the Area Council faced, based upon Sister Nicole Wall's report back from GTAC.

- Technical difficulties with the new preregistration initiative
- New GTAC Facebook/Twitter communication strategy requires more reinforcement from the PSAC website. Better cross pollination of communication.
- Accessing locals through phone bank requires more individual and time.
- GTAC requires a more up to date list of the GTA Local Presidents and Vice-Presidents from the Regional Office.
- Conflicting information on what could or could not be on the float because of the writ being dropped for the federal election.

Ontario Council Newsletter

The request for submissions to the Ontario Regional Council newsletter was sent out on November 30th.

Ontario Regional Council Members attending Local events

An email was sent out to all Ontario locals on January 14th, to reach out to the REVP's office should they wish to have Ontario Council members take part in local events and annual general meetings.

MP's List

Brother Lino Vieira sent an updated MP's list at the conclusion of the November 2015 Ontario Regional Council meeting.

Town Hall conference calls

Brother Lino Vieira spoke with Stratcom the telecom provider and was advised that it is possible to have PSAC's name displayed when placing town hall conference calls to members.

National Attendance Management Program (NAMP)

The Chair stated the program is different in each department and information will be asked of each department as to the status of the program.

Brother McNeill stated the information was no longer required being that sick leave is still on the table.

Trans-Pacific Partnership Agreement

The Chair stated that Public Service International is taking the lead on this campaign. Detailed information in regards to the campaign is posted on the Canadian Labour Congress website.

Motion to adopt business from previous minutes.

m/s/c Bob Black and Ryan Ward

Brother Bob Black assumed Chair.

Item 4. Regional Executive Vice-President Report

The REVP highlighted portions of her report.

On page #13 of the report under December 2nd of the REVP's schedule there is a correction. The statement should read "PSAC Ontario Regional Council Equity and Human Rights Committee".

Pre-Budget Submission

The REVP attempted to get a meeting with Finance Minister Bill Morneau to make a pre-budget submission, but without any success.

Ontario Labour Law Reform

The Provincial Government is holding discussions on employment standards reviews as well as labour laws. The REVP and other

Labour leaders have made presentations to changing workplaces review, which is dealing with making recommendations on reforming the Employment Standards Act and the Labour Relations Act. Labour is expecting an interim report on the recommendations to labour law changes in early April and a final report later in the year.

PSAC Transition Committee

Sister Benson has asked the REVP to sit on the PSAC Transition Committee. This Committee arose from the last PSAC National Triennial Convention, with a \$4 million dollars budget allocated to the Committee with the mandate of making the Union improve services to the membership.

The Transition Committee is made up of Alliance Executive Committee Officers, Component Presidents and Staff. Brother Chris Aylward is the Chair of the Committee. So far the Committee has met four times with ongoing meetings scheduled every month.

Regional Office Branch Review

Regional Office Branch (ROB) review has now been completed. Some of the recommendations in the review have already been adopted. No changes in terms of staff; however, PSAC is looking at improving efficiency in the ROB section.

Action Item: Chair to follow up with the National Executive office in regards to sending out NBoD reports to Ontario Regional Council Members.

The following is the REVP's report to the PSAC National Board of Directors for the period following our last PSAC National Board of Directors Meeting.

Collective Bargaining

Ongoing Bargaining

- Treaty Three Police officers (DCL 410) are in interest arbitration, which took place from January 1-19, 2016. We are now awaiting on the arbitrator's award decision.

- Anishinabek Police Service officers (APS) (DCL 426) and Anishinabek Police Service civilians (DCL 425) negotiations are stalled pending a decision on whether these units are under federal or provincial jurisdiction. PSAC has filed leave to appeal to the Supreme Court of Canada for a determination.
- The Ontario Labour Relations Board issued an interim certificate to PSAC, certifying PSAC as the legal bargaining agent for the Nishnawbe-Aski Police Service (NAPS) officers (DCL 401) and civilians (DCL 400) under provincial jurisdiction. PSAC now has the right to serve notice to bargain for first collective agreements under the Ontario Labour Relations Act for both the NAPS Officers and Civilians with these interim certificates.
- University of Ontario Institute of Technology UOIT Postdoctoral Fellows (DCL 555), reached a tentative agreement on January 27, 2016. Ratification meetings will be set up in February.
- The Bluewater Bridge (DCL 501) bargaining team have meeting dates scheduled for March 2nd and 3rd, 2016 for the next round of bargaining with the employer.
- Georgian Downs Racetrack (DCL 500) bargaining team is scheduled to meet with the Employer on February 17 and 18, 2016.
- Commissionaires (DCL 818) at CFB Kingston are currently in conciliation.

Renewal Agreements

- University of Ontario Institute of Technology (UOIT) Sessional Lecturers (DCL 555) ratified their new collective agreement on November 19, 2015.
- On January 18th, 2016 Graduate Teaching Assistants at the University of Western Ontario (PSAC DCL Local 610) ratified their tentative agreement

Organizing

Graduate-Student Research Assistants at Queen's University

PSAC filed a certification application on April 23rd, 2014 to represent 1600 Graduate Student Research Assistants at Queen's University. The vote was conducted on April 30, 2014, however, the results are sealed due to the employer contesting certain ballots cast. The application remains before the board. In two previous rounds, witnesses provided written testimony to the OLRB. We are waiting for dates for a third round as we continue to work toward defining the application of the scope of the unit.

Operational Managers at Ontario Corrections

PSAC Ontario has launched a campaign to organize 600 Operational Managers employed by Ontario's Correctional Services. Ontario's Correctional Service establishes, maintains, operates and monitors correctional institutions and probation and parole offices. The Union of Solicitor General Employees (USGE), a Component of the PSAC, has expressed their support for this organizing campaign. PSAC filed a certification application to request a Union vote and the Ontario Labour Relations Board (OLRB) ordered a vote for the week of April 16th till April 19th, 2013. All ballots have been segregated and the count postponed until the Employer challenge with respect to managerial exclusion is dealt with. The first hearing date took place on October 9, 2013, with hearings also on September 15-17, 2015. At the last round of dates, the Crown presented a witness, and OPSEU and AMAPCEO gave evidence regarding whether bargaining rights belonged to OPSEU or AMAPCEO at the time of the application. We are now waiting for the board's ruling.

Faculty Advisors at University of Ontario Institute of Technology (UOIT)

The employer has not agreed to add the Faculty Advisors to the existing bargaining unit. Instead, all Faculty Advisors have been terminated. We're pursuing an Unfair Labour Practice, which is currently before the board, with the hearing date scheduled for March 11, 2016..

Postdoctoral Fellows at the University of Western Ontario

The Ontario Labour Relations Board ordered a vote on Tuesday December 8th, 2016 for 280 Postdoctoral Fellows employed at the University of Western. The University however is maintaining their position that Postdoctoral Fellows are not employees under the Labour Relations Act despite prior Labour Board decisions to the contrary such as at the University of Toronto. As a result the ballot box will be sealed and PSAC will need to defend the right of Postdoctoral Fellows at Western to organize through litigation before the Ontario Labour Relations Board with hearing dates scheduled for March 14-15, 2016.

Federal Election

The October 19th federal election saw the Liberals form a majority government with 184 seats (39.5%). The Conservative Party went down to 99 seats (31.9%), the NDP at 44 seats (19.7%), the Bloc at 10 seats (4.7%) and the Green Party at 1 seat (3.5%).

PSAC's "Vote to Stop the Cuts" campaign was a tremendous success, with more than 17.5 million people, about 68 per cent of all eligible voters, voting in this election. That's a dramatic increase of almost 3 million voters who voted in 2011.

Of our Region's 16 priority ridings, only 1 went Conservative, as members overwhelmingly voted for change. However, it is regrettable that many NDP labour friendly candidates did lose their seats in Ontario, as voters saw the Liberal Party as a stronger option in defeating the Conservative government than the NDP.

The Liberals have made progressive promises during their election campaign, including many labour friendly proposals such as: Enhancing Canada Pension Plan, restoring Old Age Security and GIS to age 65, increasing infrastructure funding, including new, dedicated funding for public transit, investing \$3 billion over the next four years to improve home care, mental health services and access to prescription drugs, launching a national public inquiry into missing and murdered indigenous women and repealing the Conservatives' flawed anti-labour bills C-377, C-525 and sections of Bill C-4 and C-59.

Therefore, it is vital that PSAC continue its election momentum by continuing to lobby the new government to ensure that these campaign promises are fulfilled.

Provincial By-election

Premier Kathleen Wynne has called a by-election in the riding of Whitby-Oshawa for Feb. 11. The seat became vacant in August, when Progressive Conservative Christine Elliott resigned months after losing the race for party leader to Patrick Brown.

All three parties have nominated their candidates in Whitby-Oshawa: Niki Lundquist, a labour lawyer, will carry the NDP banner, regional councillor Lorne Coe is the PC candidate, while regional councillor Elizabeth Roy is running for the Liberals.

Our PSAC Greater Toronto Area Council, in coordination with the OFL, is conducting two phone banks to call members that reside in Whitby and Oshawa and encourage them to vote in the upcoming by-election. A letter from the REVP went out to all members in the riding on January 29, 2016, urging our members to vote for a public service friendly candidate, while providing members with a questionnaire to ask candidates to determine their priorities.

Mobilization

Ontario Local Health Check Survey

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

Treasury Board Mobilization

Treasury Board Area Coordinators continue to meet to strategize on mobilizing members to in support of this round of bargaining. Area Coordinators are also taking part and encouraging members to lobby their local MPs on the need for a fair contract and the importance of sick leave.

We Are All Affected Campaign

CIU Day of Action

PSAC and the Customs Immigration Union (CIU) held a day of Action on October 8, 2015 at three locations across Canada, including Toronto Pearson airport. Over 100 members came together to send a loud and clear message protesting the Harper government's cuts to public service and the installation of automated border clearance kiosks at airports that compromise security. The event was very successful and received media attention:

- <http://www.citynews.ca/2015/10/08/video-border-agents-at-pearson-say-safety-compromised-by-automated-border-clearance-kiosks/>
- <http://globalnews.ca/video/2267407/border-officers-protest-expansion-of-self-serve-kiosks>

Health Care for International Students in Ontario

On January 20, 2016, a letter from the REVP was sent to Minister Reza Moridi, Minister of Training, Colleges and Universities and Minister Dr. Eric Hoskins, Minister of Health and Long-Term Care to include international students under our provincial public health care system.

Currently, international students studying at universities must enroll in a private health insurance program (the University Health Insurance Plan), which costs between \$700 - \$2,000 per year and can require students to pay over \$3,000 in mandatory hospital insurance fees if they have two or more dependents. International students in college programs are also required to pay for mandatory private health insurance that can cost between \$500 - \$700 per year.

This for-profit health insurance plan provides limited health coverage and is not accepted universally by physicians, hospitals and clinics in Ontario. This barrier to health care is further compounded if an international student cannot afford to pay upfront for this second-tier system.

Our government had previously covered international students under OHIP until 1994. Our union is demanding that we return this fundamental right that was once granted, as a principle of fairness and dignity.

Labour Movement/ Solidarity

Ontario Federation of Labour Convention

The Ontario Federation of Labour held its 13th Biennial Convention, under the aspirational banner "The Ontario We Want," in Toronto from November 23-27, 2015. Over 1500 delegates took part in setting the agenda for the OFL over the next two years, including electing a new leadership team to lead Ontario's house of labour.

Former Unifor Local 222 President, Chris Buckley from Oshawa was elected OFL President and Barrie and District Labour Council President Patty Coates was elected as the OFL Secretary-Treasurer. After a three-way race for the position of OFL Executive Vice-President, Ahmad Gaied from UFCW Local 1000A was elected.

Delegates also passed a comprehensive action plan that will guide the OFL over the next 2 years. Some of the highlights of this action plan include:

- Working towards anti-scab legislation
- Supporting strong public services and fighting privatization
- Halting the sale of Hydro One
- Championing Equity
- Working for labour law reform, including a \$15 minimum wage

CUPE Ontario Racial Justice Conference

CUPE Ontario invited PSAC to participate on a panel during the CUPE Ontario Racial Justice Conference taking part in the week of January 25-29, 2016 in Toronto. Sharon DeSousa, REVP for Ontario was the guest speaker on this panel, along with John Cartwright, Toronto & York Region Labour Council President, and Jenny Ahn, Assistant to the National President Unifor.

The Conference dealt with tackling racism in the workplace, organizing for racial equality and addressing equality within our Labour Movement. Sharon DeSousa contributed to the discussion by outlining PSAC's internal employment equity plan and the policies PSAC has developed in addressing barriers to representation.

Education

Alliance Facilitator Clinic

On October 16-18, 2015, PSAC Ontario held an Alliance Facilitator Clinic to renew and advance the skills of our Ontario member Alliance Facilitators in Toronto. The learning objectives of the Clinic were to create a space for Alliance Facilitators (AF's) to network with their peers; upgrade facilitation and design skills; provide input for a toolkit; and to build the capacity of the Ontario Region AFN Program.

Directly Chartered Locals Conference

The PSAC Ontario Directly Chartered (DCL) Conference took place from October 22-25, 2015 in Sault Ste Marie. The theme of the conference was *Empowerment, Strength and Education*.

PSAC National Executive Vice-President Chris Aylward came out to address participants, along with the Regional REVP Sharon DeSousa. Participants were provided with tools and strategies on how to engage with their community when advocating for better working conditions and social justice.

Alliance Facilitator Newsletter

On January 28, 2016, a debut newsletter was released aimed at reinvigorating PSAC Ontario's Alliance Facilitator Program (AFN). The new newsletter provides important information on the AFN program and offers insights into how to become a member Alliance Facilitator.

This newsletter builds upon our Region's previous Alliance Facilitator initiatives including:

- The development of an AFN Policy;
- Alliance Facilitator Advanced Training courses offerings; and
- Alliance Facilitator Clinics

PSAC Ontario Health and Safety Conference

The 2015 PSAC Ontario Health and Safety Conference was held from November 14-15, 2015 in Toronto. The theme of the conference was "*Are you Safe at Work? Let's find Out!*" The conference facilitated a forum for Health & Safety activists to reflect upon, discuss and take action on current health & safety issues such as: taking action for healthy workplaces; mental health in the workplace; regressive labour laws such as Bill C-4; and preventing workplace injuries.

Equity and Human Rights

Toronto Regional Women's Committee Charity Drive

On November 17, 2015, the Toronto Regional Women's Committee handed over 75lbs of clothing to two local charities, *Sistering* and *Dress for Success*. These organizations provide clothing to women in need and were grateful to receive the donations.

Supper with Syria

On November 29, 2015, the Toronto Racially Visible Committee and the Toronto Pride Committee attended a fundraiser to assist Ward 21 in Toronto in raising money to sponsor two refugee families from Syria. The event was held at Wychwood Barns in Toronto.

Dec 6th Day of Action and Remembrance on Violence Against Women

Toronto - The Toronto Regional Women's Committee commemorated the National Day of Action and Remembrance on Violence Against Women in Toronto. This year marked the 25th anniversary of the Montreal massacre that gave rise to this day of action. Members took part in the candlelight vigil, which occurred at Philosopher's Walk in Toronto.

Hamilton – The Hamilton Regional Women's Committee attended a memorial for the 14 female engineering students who were shot at Montreal's École Polytechnique. The event was organized by the Women's Centre of Hamilton and

participants each laid a red rose as the name of the victims were read aloud. The event also acknowledged the missing and murdered aboriginal women, and other female victims of domestic violence.

Thunder Bay – Members of the Thunder Bay Aboriginal Circle took part in the vigil held at the Finlandia Labour Temple Hall in conjunction with the Thunder Bay District Labour Council's Women's Committee.

Kingston – Members from the Regional Women's Committee and Area Council took part in the white ribbon ceremony at Queen's University to mark the Day of Action and Remembrance on Violence Against Women.

Equity Open House

On December 2, 2015, the PSAC Ontario Regional Council Equity and Human Rights Committee held an equity open house in the PSAC Toronto Regional Office. All members were welcome to attend to learn more about the work of our Ontario Regional Council Equity representatives in advancing human rights in our union, workplaces and communities.

Human Rights Day

On December 10, 2015, the Toronto Racially Visible Committee raised donations in the spirit of the season for two local charities; the Juliette Place Family Shelter for women in Malvern and the Milestone Foster Homes for Kids.

Thunder Bay Aboriginal Circle

On January 6, 2016, Thunder Bay Aboriginal Circle members took part in the government's pre-hearings held in Thunder Bay in regards to missing and murdered Aboriginal women.

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 26, 2015 to January 29, 2016

Sept. 29, 2015 – Ontario Federation of Labour Executive Committee meeting
Sept. 30, 2015 – PSAC Ontario Election Telephone Town-hall
Oct. 1, 2015 – PSAC Election Meet and Greet in Mississauga
Oct. 7, 2015 – Joint Learning Program Meeting
Oct. 8, 2015 – CIU/PSAC Day of Action at Pearson Airport
Oct. 16-18, 2015 – Alliance Facilitator Clinic
Oct. 21, 2015 – First Nations Police Sector Meeting
Oct. 22-25, 2015 – Directly Chartered Locals Conference
Oct. 26, 2015 – Alliance Executive Committee meeting
Oct. 27-30, 2015 – National Board of Directors meeting
Nov. 4, 2015 – Racially Visible Working Group meeting in Ottawa
Nov. 5, 2015 – Ontario Council Committees meeting
Nov. 6-7, 2015 – Ontario Council meeting
Nov. 11, 2015 – Remembrance Day ceremony at Old City Hall in Toronto
Nov. 12, 2015 – Broadbent Gala reception in Toronto
Nov. 14-15, 2015 – PSAC Ontario Health and Safety Conference
Nov. 16-17, 2015 – Alliance Executive Committee meeting
Nov. 18, 2015 – Kingston Millhaven worksite tour
Nov. 19-20, 2015 – Kingston Locals tour
Nov. 19, 2015 – PSAC Kingston Area Council meeting
Nov. 20, 2015 – Kingston District Labour Council meeting
Nov. 21, 2015 – Coalition of Black Trade Unionists Fundraiser Dinner
Nov. 22-27, 2015 – Ontario Federation of Labour Convention
Dec. 2, 2015 – PSAC Ontario Council Equity & Human Rights Committee Open House
Dec. 8, 2015 – Workers Health and Safety Centre Board of Directors meeting
Dec. 9, 2015 – Racially Visible Conference meeting in Ottawa
Dec. 10-13, 2015 – PSAC Women’s Forum on Domestic Violence and Work
Dec. 14-17, 2015 – National Board of Directors meeting
Jan. 10-12, 2016 – Alliance Executive Committee meeting
Jan. 18-23, 2016 – Internal Investigation in Yellowknife
Jan. 25, 2016 – CUPE Ontario Racial Justice Conference in Toronto

Jan. 26, 2016 – Workers Health and Safety Centre Board of Directors meeting

Jan. 27, 2016 – United Way Gala Dinner in Toronto

Jan. 29, 2016 – University of Ontario Institute of Technology Local meeting

Motion to adopt the REVP's report

m/s/c Sharon DeSosua and Melanee Jessup

Sister Sharon DeSousa resumed Chair.

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

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

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

Thunder Bay Regional Office

Jacqueline Maurice

Jacqueline Maurice was the successful candidate for the term Administrative Assistant position in Thunder Bay backfilling for Sandra Goodick while Sandra is working as a term Regional Representative.

Jacqueline is a member of PSAC and has 18 years of experience within the Canada Revenue Agency where she worked in the audit division for over 8 years as a business auditor. Jacqueline's employment prior to CRA was as the Administrative Assistant to the Branch Manager of Peace Hills Trust and the Administrative Assistant at Metis Employment & Training Institute.

Jacqueline is active within PSAC and currently holds the position of 2nd Vice President of CRA, UTE Local 40023 and was previously elected into the position of Chief Shop Steward. Through training with UTE and PSAC, Jacqueline has experience dealing with WFA affected members, attending local and regional executive meetings, steward meetings, town halls and AGM's.

Jacqueline previously completed a two month term position with the PSAC, Saskatoon Regional Office as a secretary and is passionate about the work of the regional office.

Jacqueline started on February 15th, 2016 and will continue until June 3rd, 2016.

Jennifer Kovacs

Jennifer Kovacs has returned as a term secretary in the Thunder Bay Regional Office commencing January 4th until March 4th, 2016. Jennifer is ensuring continuity in the administration of the office while Sandra is in the term Regional Representative position. Jennifer brings all her prior experience working in the office to the position.

Kirstie Geravalis

Kirstie Geravalis who had been backfilling for Sandra Goodick during the competition process for an Administrative Assistant in Thunder Bay ended her term in December, 2015.

Staffing Action

I am very pleased to report that both the Directors Team and Alliance Executive Committee have approved the recommendation from the Regional Offices Branch Review to post the position of Regional Representative in the Thunder Bay Regional Office on a permanent basis.

As a result, a staffing action has been initiated. The competition process is ongoing.

This decision re-affirms PSAC's organizational commitment to providing members within the Thunder Bay RO service area continuity in representation following the retirement of Judith Monteith-Farrell.

Toronto Regional Office

Kathryn McDonald

Kathryn McDonald was the successful candidate for the term Regional Representative position in the Toronto Regional Office for purposes of backfilling Brenda Shillington. Kathryn's term will commence January 1st, 2016 until the end of May.

Kathryn is the term Regional Organizer in the Prairies which is a position that she has held since July 2014. During her term Kathryn led a successful campaign to organize academic workers at the University of Saskatchewan. In this role, she along with campaign leads built a team, developed materials and a campaign strategy, identified potential obstacles as well as solutions. Kathryn is now leading a campaign to organize Postdoctoral Fellows.

Kathryn began working with the PSAC in April 2013 as a campaign organizer on the Queen's University Research Assistant drive and took on a lead role in the campaign along with Tim McIntyre. As an academic worker the move from an anti-oppression community organizing model to labour organizer was complementary. That campaign resulted in a successful vote and is currently before the Ontario Labour Relations Board as part of the certification process.

Kathryn also has representation experience within her former local (DCL Local 901 - Queen's University). She was elected co-chief steward of her local where she handled grievances and dealt with management. She developed a strong working knowledge of labour legislation as it applies to workers' rights and experience in interpreting collective agreements. Kathryn also sat on the local executive.

Kathryn also has community organizing experience based upon her former work as the coordinator of the Levana Gender Advocacy Centre.

Tim McIntyre

Tim McIntyre returned to his position as term Regional Organizer effective December 1st, 2015. Tim will remain in the position until October 7th, 2016 while continuing to backfill for Shell Sweeney.

Tim facilitated a smooth transition back from his prior Research Officer position. Please join me in welcoming back Tim to the Ontario Region.

Frances Baroutoglou

Frances Baroutoglou who had been backfilling for Brenda Shillington ended her term once the competition had concluded in December, 2015.

Marion Kirin

Marion Kirin has been appointed in an Administrative Assistant position for the term of January 1st, 2016 to February 26th, 2016. Marion has been assigned to provide administrative support to the Racially Visible Conference and this acting assignment will ensure that she can perform all of the responsibilities of an Administrative Assistant during Marcia Maliwat's leave.

London Regional Office

Todd Woytiuk returned to work in the New Year starting on January 4th, 2016. Consequently, the competition to backfill Todd ended. Please join me in welcoming back Todd.

Conclusion

With a strong staff team/collective we saw a change in government through political action while effectively representing the membership through our collective day to day work.

Item 6. Ontario Council Committee Reports

The Chair thanked all the Ontario Regional Council committee members for their hard work. The Chair also advised the Committee members that she is available to assist if needed.

The Chair highlighted some of the priorities and expectations of Ontario Regional Council Committee members, including;

- Committee reports must be completed prior to the end of the committee meeting
- Ontario Regional Council takes precedence and members should not double book events that will conflict with Ontario Regional Council meetings
- Committees can also meet via conference calls i.e. The Political Action Committee holds all their meetings via conference calls.

Finance Committee Report (Appendix “A”):

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

The Finance committee will be meeting on March 10th to review 2015 Ontario Council books in depth. The Committee is also expecting an increase in bank service fees in connection with the move of our banking to Credit Unions. These charges will be tracked and reported back to the Ontario Regional Council at the end of 2016.

Brother Black also gave a presentation on the Ontario Regional Council expenses and portfolio electronic claim forms. The expense and portfolio electronic claim forms will be sent out before each Ontario Regional council meeting with necessary changes i.e. mileage rates, meals etc.

Recommendations to Council:

1. The Finance Committee recommends that Ontario Council adopts the use of the electronic expense claim form along with the paper expense claim.

Recommendation carried

2. The Finance Committee recommends that Ontario Council approve the report submitted by Dave Carr, Missy Taylor and Sheila Karasiewicz as presented.

Recommendation carried

Motion to adopt the Finance Committee's Report

m/s/c Bob Black and Ryan Ward

Action Items: The Chair of the Finance Committee will send Ontario Regional Council members a fees guide for Alterna and Duca Credit Unions.

Equity and Human Rights Committee Report (Appendix "B"):

Sister Missy Taylor Chair of the Equity and Human Rights Committee presented on behalf of the committee.

Sister Sheila Karasiewicz stated since the year started there have been five Aboriginal women who have been murdered. Sister Karasiewicz is proposing a letter signing campaign and requesting that all of Ontario Regional Council members sign the letter, which she will collect and mail on their behalf at the end of this Council meeting.

Recommendations to Council:

None at this time.

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

m/s/c Missy Taylor and Sheila Karasiewicz

Action Item: The REVP's office will send a lobby letter for Missing and Murdered Aboriginal Women to all Ontario Regional Council Members.

Political Action Committee Report (Appendix "C"):

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

Sister Polgar-Matthews amended the Political Action Committee's report to include the 2016 Ontario Provincial Budget report.

PSAC Ontario Council Political Action Committee supports the new bill C-4 and C-5, which would repeal sections of the anti-union bills (C-377, C-525 and sections of C-59) that were passed by the previous Conservative government.

Labour Day

The colour chosen for the Labour Day t-shirts is Pantone purple.

Recommendations to Council:

1. Regional Council members contact their local MP to make appointments in support of the National Lobbying Campaign. Appointments should be scheduled between February 27th and March 6th, 2016.

Recommendation carried

2. Ontario Council members will support their constituents by going with them if asked to attend MP meetings.

Recommendation carried

3. That Council members send in three slogans for Labour Day 2016 T-shirts to Lino Vieira, and then Council will vote to choose the final 3 slogans to use.

Recommendation carried

Please note that Labour Day slogans must be sent in to the REVP's office by April 1st, 2016.

Motion to adopt the Political Action Committee's Report

m/s/c Marie Polgar-Matthews and Debbie Willett

Health & Safety Committee Report Appendix "D"

Brother Kevin Lundstrom presented on behalf of the committee.

Brother Kevin thanked all the committee members that helped out with the Ontario Region Health & Safety Conference.

The National Health & Safety conference will be held on November 18th to 20th, 2016, at Sheraton Hotel in Montreal. The registration package for the conference will be sent out on April 1st and a deadline of June 3rd is set to receive resolutions. Confirmation letters to delegates and observers will be sent out by end of August.

Ontario Regional Council Health & Safety committee will be holding conference calls to get things in line for the National Health & Safety conference.

Recommendations to Council:

1. We are recommending that Council Members consult with their constituency and ask if they have any health and safety resolutions they would like to submit to the Health & Safety Committee to review for potential submission to the National Health & Safety Conference.

Recommendation carried

Motion to adopt the Health & Safety Committee's Report

m/s/c Kevin Lundstrom and Richard McNeill

Education Committee Report Appendix “E”

Sister Debbie Willett presented on behalf of the committee.

The committee has attached a summary of the Ontario region education plan for 2016. At this present time the Education Committee will not be making any changes to the Education travel policy.

Budget contingency is used if we misjudge on any requirement of the Committee.

Recommendations to Council:

1. Acceptance of the Ontario Regional Education Plan for the Regional Education Program for 2016 as presented.

Recommendation carried

2. The AFN funds not be used to fund AF participation at Regional Conferences 2016 to 2018.

Recommendation carried

Motion to adopt the Education Committee’s Report

m/s/c Debbie Willett and Melanee Jessup

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

PSAC Ontario Region held their 3rd Annual Young Workers Summit on September 18th – 20th, 2015. A video of the Summit was created and will be launched on March 2nd and posted on the Ontario Regional website. Ontario Regional Council will get a chance to view the video during this Ontario Regional Council session.

The Chair thanked the PSAC Ontario Region staff for all their hard work in making the Summit a success.

The Chair declared that PSAC and its members have been fighting the Conservative Government for the last ten years, and now that the Conservative government is defeated this is our opportunity to re-build Canada and take on a leadership role in the Labour movement. The Chair thanked Ontario Regional Council members and observers in attendance for helping in the fight.

- Brother Richard McNeill stated Region 3, Eastern Ontario was able to send three members to the Young Workers Summit, as a result the Kingston Young Workers Committee is looking to re-establish. The region is hoping to have a Racially Visible Committee up and running in Kingston.
- Sister Isabel Wrotkowski stated that the Hamilton Regional Women's Committee is in need of help and would like to have a conversation with Missy Taylor, the Ontario Regional Women's Committees representative on Council to develop some strategies to get the Committee up and running again.
- Brother Lloyd Brown thanked all the Ontario Regional Council members that took part in the Black History Month celebration at the Toronto Regional Office.
- Sister Sheila Karasiewicz completed a newsletter report about missing Aboriginal women to share, along with her own personal stories. There was a red dress campaign action where everyone wore red dresses to the first part of the inquiry for Missing and Murdered Aboriginal Women.
- Brother Michael Decarolis stated that the Windsor Regional Women's Committee is in need of help also and is seeking support from the Ontario Regional Office and Ontario Regional Council Women's representative.
- Brother Dave Carr's father passed away three weeks ago. He expressed his thanks to Ontario Regional Council for all their support. Niagara Area Council held their meeting last month

and elected a new executive, the information was forwarded to the REVP's office.

- Brother Michael Perkins stated that the Hamilton Young Workers Committee will be holding their first open house meeting on Saturday, March 19th, at the Hamilton & District Labour Council located at 1130 Barton St E in Hamilton, from 11am – 2pm. This information was also posted to the Ontario Regional website.
- Sister Debbie Willett stated that the Canada Revenue Agency (CRA) locals have been filing grievances and management is having a hard time processing all of them.

Action Item: REVP's Office will send a memo to Local President's and Ontario Regional Council providing information on how a member can request to have their membership extended.

Point of Privilege: Brother Dave Carr thanked Ontario Regional Council and Observers for the sympathy card given to him.

Item 8. Collective Bargaining Updates

The Chair stated that all of the Treasury Board bargaining teams met February 5th, although there was no movement at the table. The bargaining teams are standing strong but need to know that the membership is behind them.

The Liberal government sent an open letter to Canada's Public Servants, stating his government's plans to treat public servants with respect and to build a better Canada, including a promise to review our sick leave plan.

Sister Benson has been very clear in her statements, including on her position over sick leave and that we will not be conceding this benefit. The misunderstanding is coming from Prime Minister Justin

Trudeau's open letter that was sent to public servants. PSAC will continue to fight if that is what it takes to save our sick leave.

Treasury Board

The Program and Administrative Services (PA), Frontier Border Services (FB), Education and Library Science group (EB) and Technical Coordinators/Scientists (TC) bargaining group returned to Ottawa with the hopes of a productive bargaining relationship with the new Liberal government. However, the employer tabled a proposal similar to that of the previous Conservative government in regards to replacing the sick leave plan.

The bargaining schedule has increased in frequency from every two months to approximately every five weeks. The bargaining teams will be back at the table the week of March 7th and April 11th.

Canada Revenue Agency (CRA)

Sister Melanee Jessup provided an update on bargaining with CRA. The Union of Taxation (UTE) National President Brother Bob Campbell has met with the commissioner but nothing has changed. Members are being encouraged to contact their MP's. UTE began a grievance campaign, in which members are going to their local executives and filing grievances on the failed timeliness of a new collective agreement. CRA employees have been without a contract for over four years.

The Chair stated Sister Benson and Brother Campbell are working on a strategy to put pressure on the employer. If additional support is needed to get the message out, please forward the information to the REVP's office and it will be distributed through our networks.

Parks Canada

The Parks Canada bargaining team is focusing on Health & Safety language for their members.

Canada Food Inspection Agency (CFIA)

The Agriculture Component met with the employer on September 29th and 30th and exchanged bargaining demands.

Treaty Three Police Services

The employer has voluntarily withdrawn their jurisdictional challenge and agreed to stay under federal jurisdiction. In addition, the officers won an arbitration award that significantly raises their wages, including retroactive pay from the previous award that the employer declined to pay.

Nishnawbe-Aski Police Service (NAPS)

PSAC won an arbitral award for the members of the Nishnawbe-Aski Police Service. The arbitral award narrows the pay gap between the officers and their counterparts, the Ontario Provincial Police (OPP). The officers have been without a contract since 2010.

Anishinabek Police Services (APS)

Anishinabek Police Service officers (APS) and Anishinabek Police Service civilians' negotiations are stalled pending a decision on whether these units are under federal or provincial jurisdiction. PSAC has filed leave to appeal to the Supreme Court of Canada for a determination.

Transport Canada (TC)

Transport Canada (TC) ratification votes are scheduled to be completed by February 26th. NAV Canada, the employer, is facing a pension plan issue, and has offered 2.5% to extend the collective agreement.

University of Ontario Institute of Technology

The University of Ontario Institute of Technology (UOIT) Postdoctoral Fellows (Post docs) have ended bargaining and are now holding ratification votes on March 9th and 10th on a renewal agreement. Post docs were denied the opportunity to teach prior, however, in the new agreement the bargaining team was able to negotiate a MOU that now entitles them to teach.

Western University

Western University has ratified their Teaching Assistants collective agreement. They had a really great media campaign which UOIT members are planning to use during their next round of bargaining.

Georgian Downs Racetrack

Georgian Downs Racetrack members have ratified their collective agreement.

Slot at Woodbine

Woodbine members will be going into bargaining at the end of March.

Ontario Lottery and Gaming corporation

The Chair stated that the Ontario Liberal government wants to privatize the Ontario Lottery and Gaming corporation (OLG). PSAC has an ongoing campaign to get the Ontario government to change their position and keep the OLG a crown corporation. The revenue that the OLG brings in for the Province is quite substantial. PSAC is not sure why the government wants to privatize such a profitable asset. The auditor general has also stated that it is a bad idea to privatize the OLG.

The Chair is working closely with Brother Rousseau (REVP, NCR) and is looking to do an action at Queens Park on March 9th.

Canadian Corps of Commissionaires Kingston Division

The Kingston Commissionaire are still in bargaining, although the employer has now walked away from the table. One of the key demands is paid sick leave benefits.

Item 9. PSAC Ontario Racially Visible Conference March 2016

At the PSAC National Triennial Convention a resolution was passed to hold regional Racially Visible Conferences across the country.

Ontario Region will be the first conference to take place and it will be held on March 18th - 20th, 2016 at the Sheraton Centre Hotel in Toronto. The theme is "Race Forward"

The Chair stated that there will be no resolutions at this conference. Instead there will be a discussion paper, which will eventually be used to develop a National policy paper. The Conference objectives are to strategize, empower, organize and discuss issues that impact racially visible members in the region.

There are 80 delegates that will be attending the conference, all applicants were accepted. The Conference Organizing committee is excited and looking forward to the event.

Item 10. Ontario Council Newsletter

The REVP's office received positive feedback in regards to the Ontario Regional Council newsletter. Brother Christo Aivalis, who once sat on Council and is now a professor at Queen's University, was amazed at how the newsletter has evolved. Congratulations to everyone involved.

The Ontario Council newsletter will be completed twice a year going forward. The next issue will be released in July 2016. Submissions are due by June 6th.

Brother Lino Vieira stated that a member's corner was added to the newsletter and a submission was already received for the next issue. The newsletter will be archived on the PSAC Ontario website under the heading Ontario Regional Council.

Action Item: The REVP Office will send out an email which will include the names of the volunteers, request for submission of articles and a deadline reminder.

Point of Privilege: Sister Debbie Willett would like the members of the Ontario Regional Education Committee to return ten minutes early from lunch, to discuss the Committee's report.

Item 11. Ontario Federation of Labour Convention

The Chair introduced Brother Chris Buckley.

Brother Buckley thanked the Chair for the invitation to speak with Ontario Regional Council and for nominating him for the position of President of the Ontario Federation of Labour (OFL).

Brother Buckley stated that the newly elected OFL Executive intends on working as a team and has been working very hard to get their financial house in order. The OFL Executive has made some difficult decisions, including freezing the elected officers' salaries and it will continue that freeze until the Federation is financially sound. Brother Buckley encouraged affiliates to continue paying their per capita dues.

Brother Buckley also stated that since he has taken office he has reached out to affiliates, workers and the government as this was a great opportunity to show workers that belonging to a Union is a good thing. Also, Brother Buckley has been working to bring affiliates that have left the Federation over the years back to the OFL.

OFL Campaigns

No worker should lose their life when they go to work. Over one hundred and fifty workers in Ontario have made contact with the OFL in regards to being injured on the job. Brother Buckley met with the President of the Workplace Safety and Insurance Board (WSIB), Mr. Teahen. Mr. Teahen has committed to do an audit of the WSIB department and stated that once the audit is completed he will arrange another meeting with Brother Buckley.

Precarious work is growing at a rapid pace in Ontario. This is not the Ontario we want and we are at a time and place that we can make changes for our Province. Brother Buckley met with the Minister of Labour Mr. Kevin Flynn and expressed that the labour movement needs some significant changes to employment standards and labour laws. The OFL has started a "Make It Fair" campaign for change to deal with updating the province's Labour Laws.

The OFL is organizing community hubs to lobby Liberal MPP's and it has been partnering with the NDP to make this change happen. The OFL is also looking for affiliates to join alongside, as this is an opportunity to create the Ontario we want.

Provincial Budget

The Ontario government needs to create a stable economy and the only way this can be achieved is by stopping austerity measures that

were put in place. The recent Provincial Budget that was released on February 25th, has some positive aspects with promises such as; more funding for Indigenous peoples, and tuition grants for low income families. However, cuts to public services has to stop if we want to make it better for workers across the province.

Brother Buckley thanked the Ontario Regional Council for their hard work and for setting an example for all workers across Ontario.

The Chair thanked Brother Buckley for coming out to speak with Ontario Regional Council.

Item 12. PSAC Ontario Triennial Convention 2017

Sister Debbie Willett announced she will be retiring before the next Ontario Regional Triennial Convention. The Chair thanked Sister Willett for all her hard work that she has put in over the year's serving on Ontario Regional Council.

Each Ontario Regional Council member will be assigned to a Convention Committee and will be provided training on the Committee that they are assigned. The Regional coordinator will assign a staff representative to each Convention Committee, the staff member will act as the resource person for the committee. Appendix "G" shows the breakdown of the Convention Committees.

The chosen theme for the 2017 Ontario Triennial Convention is "**Our union, Our Future**".

Point of Privilege: Brother Richard McNeill stated that the Kingston region has elected a progressive City Council member.

The host committee is responsible for fundraising for the chosen charity and hospitality of the Convention. In regards to the Convention charity choice, the Council member submitting the request must also include background information on the charity.

At the next Ontario Regional council meeting there will be a discussion on swag samples for the upcoming Convention.

Item 13. Joint Labour Program (JLP)

The Joint Labour Program (JLP) was negotiated in the Treasury Board (TB) collective agreements. This is a partnership with the Public Service Alliance of Canada and Treasury Board to provide training to members.

There are two JLP representatives, one person that represents the union and one person that represents the employer. There are approximately eighty-nine JLP facilitators in the Ontario region. The JLP program is restricted to TB departments currently, however, it would be great if it could be extended to Directly Chartered Locals in the future.

The current Regional Field Coordinators are Ryan Winger (Union representative), from the Union of National Employees local 00210, and who has been a JLP facilitator since 2010. Teresa Morgan (representing the employer), is a Human Resources Advisor with Health Canada specializing in Labour relations and she has been a JLP facilitator since 2012.

There are 7 workshops currently offered:

- Mental Health in the Workplace
- Harassment-Free Workplace
- Duty to Accommodate
- Employment Equity
- Labour- Management Consultation
- Respecting Differences/Anti-Discrimination
- Understanding the Collective Agreement

The Chair stated that an email was sent out to all locals introducing Ryan Winger and Teresa Morgan. They will also be invited to attend Ontario region future conferences/events. So far they have attended the Young Workers Summit, Health & Safety Conference, and will be attending the upcoming Racially Visible and Regional Women's Conferences.

There are a number of TB departments that have never used the program and work is being done with each of these departments to get them to start accessing the program. Each worksite is allowed two workshops per month.

Ryan Winger stated Veterans Affairs department has been absent for a few years, and that it would be great to hold a promotional session for the department to show the members the benefits of holding a JLP session.

Brother Trevis Carey stated that an email was sent to the Component President of the Union of Veteran's Affairs Employees, Carl Gagnon.

Action Item: Chair will follow up with Brother Gagnon in regards to bringing the JLP to Veterans Affairs locals.

Sister Missy Taylor stated that Service Canada does not allow members to attend certain events. The local was able to get the Director to agree to an hour and a half JLP session on mental health for the membership. Now everyone in the local is mandated to attend a one-day Mental Health and Understanding the Collective Agreement workshop.

Sister Marie Polgar-Matthews would like a JLP presentation done at an Academic Sector meeting.

Teresa Morgan stated the pair probably could attend, but would need to get permission from the TB Director.

Item 14. PSAC Ontario Regional Women's Conference

The Chair of the Ontario Regional Women's Conference Sister Missy Taylor stated that the theme of the conference would be "*Confronting ISMs...Empowering Women!*"

The Conference will be held at the Chelsea Hotel in Toronto on June 3rd - 5th, 2016. The application deadline is March 4th and the resolution deadline is April 1st.

The organizing committee met on January 16th, and they are energized and looking forward to a great conference.

The organizing committee consists of; Sister Missy Taylor, Ontario Regional Council representative for Regional Women's Committees, Sister Linda Britt, National Aboriginal Peoples Circle (NPAC) representative and Chair of the Thunder Bay RWC, Sister Linda MacLellan Chair of Toronto RWC, Sister Maria Kyres, Kingston Area and Academic Sector, Sister Treana Campbell, Sudbury Area and Chair of the Sudbury Area Council and Sister Lauren Baert, Young Workers representative on Ontario Regional Council.

The organizing Committee is composed of various regions and equity representation, which has created a team of strong Sisters.

The region will determine the workshops that will be at the conference but every Regional Women's Conference is mandated to include a domestic violence workshop.

Item 15. Federal Government Lobbying Campaign

PSAC is committed to ensuring that the newly elected federal Liberal government keeps their campaign promises, including repealing many of the anti-union bills that the Conservative government passed. To do this PSAC needs your help in lobbying your local Member of Parliament (MP) before the 2016 federal budget is released.

PSAC has designed a lobbying kit which gives background information on the issues. The kit offers guidance to members when speaking to their MP's. Many MP's are newly elected and it is important to build a relationship regardless of what party they belong to.

The Chair stated that all the Ontario Regional Council members should have lobbying training, if there are any Council members that do not have lobbying training then they should speak to Brother Vieira.

Members are required to report back once they have met with their MP. All the information collected will be used to develop a comprehensive national database.

Item 16. Committees and Area Council Meeting dates

The Chair stated that there has been some complaints from members in regards to the lack of notice for meeting dates for Area Councils and Committees.

An email was sent out to all Area Councils and Committee from the REVP requesting meeting dates for the remainder of the year. The Regional Office will be posting these meeting dates on the Ontario Regional website, which will give members and the Regional offices advanced notice.

Item 17. Donations

Sister Isabel Wrotkowski stated that the PSAC Ontario Regional Council would like to help PSAC Rideau Carleton members in Ottawa who have been locked out by their employer.

Motion: PSAC Ontario Regional Council will make a donation of \$1000.00 to the PSAC members of Rideau Carleton who have been locked out of their worksite for over two months.

m/s/c Isabel Wrotkowski and Bob Black

Motion: PSAC Ontario Regional Council will make a donation of \$300.00 to the 13th Annual on Track to Cardiac Recovery in support of the Toronto Rehab Foundation on behalf of our member Sister Veronica Eastman.

m/s/c Ryan Ward and Melanee Jessup

Item 18. November Ontario Regional Council Meeting Dates

The Chair stated that there is a conflict with dates over the National Health and Safety Conference and the Ontario Regional Council November 2016 meeting dates.

The new meeting dates for the Ontario Regional Council Committee will be November 3rd and the Ontario Regional Council meeting will be November 4th and 5th, 2016.

Item 19. National Triennial Convention Resolution

The Chair stated that a resolution was passed at the recent National Triennial Convention which states:

“Each region has to set up a Regional Health & Safety Committee that can submit resolutions to the National Health & Safety Conference.”

The Chair stated that the Ontario Regional Council needs to make a decision as to the make-up of the Health & Safety Committee that would represent our Ontario Region.

Motion: PSAC Ontario Regional Council Health & Safety sub-committee be recognized as the Health & Safety Committee for Ontario Region. The Committee will send resolutions to the National Health & Safety Conference on behalf of the Ontario Region.

m/s/c Melanee Jessup and Bob Black

Business completed, meeting adjourned at 1:53pm.

APPENDIX “A”

PSAC Ontario Council Finance Committee Report November 2015 to February 2016

Committee Chair: Bob Black
Committee Members: Ryan Ward
Isabel Wrotkowski
Sharon DeSousa

Agenda:

1. Electronic Expense Claims
2. Report on Credit Unions
3. 2015 Review of Books and Records
4. Finance Committee Recommendations to Council

Item 1: Portfolio Expense Claims

At the last PSAC National Convention, the delegation approved a resolution to move to an electronic system of submitting claims to help speed up the process of getting reimbursed for expenses.

The Finance Committee is introducing an electronic portfolio expense claim template that can be used to submit expenses. A number of members have tested the form and it has been updated by the Finance Committee with the new amounts for the first quarter of 2016. The completed electronic claim forms are emailed to PSACOntarioFinance@gmail.com for processing. The Committee will continue to accept paper claim forms as well.

The form will be updated quarterly by the Finance Committee with any rate changes and the Chair of the Finance Committee will send it out the first week of the new quarter by email. In order to encourage members to embrace the electronic format, the Finance Committee has prepared an information sheet to assist members with its use following this report. The Finance Committee will present a live demonstration on the use of the electronic form in order to show council the ease of its use.

Item 2: Credit Unions

As per Council's decision, accounts were opened at Alterna and DUCA as our new banking partners. Alterna will hold our main account. A deposit was made to this account on February 19, 2016. We will be opening accounts at the additional credit unions as we require them.

It is important to note that we will see a measurable increase in costs associated with having our accounts at the credit unions vs the banks. There are costs associated with the transferring of funds, deposit books and fees related to cheques.

Item 3: 2015 Review of Books and Records

The Finance Committee approached council members in order to ask for volunteers to do a random review the books and records for 2015. Dave Carr, Missy Taylor and Sheila Karasiewicz conducted the review on February 25, 2016. They used a sampling from throughout the year in order to confirm the integrity of the entries and amounts reported. The in-depth third party review is incomplete.

Once it is complete, the REVP will arrange a conference call for Council Members to review and approve the 2015 books and records. We are anticipating a surplus of approximately \$40,000 from 2015. This surplus will be allocated to 2016 to cover anticipated expenses related to RVP/NVP attendance at the July 2016 Regionalization Review.

Finance Committee Recommendations to Council

- 1 The Finance Committee recommends that Ontario Council adopts the use of the electronic expense claim form along with the paper expense claim.
- 2 The Finance Committee recommends that Ontario Council approve the report submitted by Dave Carr, Missy Taylor and Sheila Karasiewicz as presented.

Moved by: Bob Black
Seconded by: Ryan Ward

APPENDIX “B”

PSAC Ontario Council Equity and Human Rights Committee Report February 24 to 25, 2016

Committee Chair: Missy Taylor
Committee Members: Souad Soubra
David Carr
Sheila Karasiewicz
Lloyd Brown

Staff: Joan Ann Gravesande

Review

- The Committee met and decided that the Chair, Minute Taker and Report Writer will be rotated, this will take effect immediately for the remainder of the term of office
- Debrief of Equity Open House that was held on December 2, 2015
- Members of the Equity and Human Rights Committee who sit on the Education Committee will review the online Stewards Course on the National Website and provide feedback if necessary to the Ontario Education Council Committee
- Reviewed and confirmed the letter that was sent to Honourable Patty Hajdu- Minister for the Status of Women and Labour in regards to the Missing and Murdered Indigenous Women.
- Sheila met and lobbied with the Honourable Ministers Carolyn Bennett and Patty Hajdu on January 6, 2016

Goals for the next term:

1. To engage in outreach to all Regional Offices with a view of connecting with PSAC members in those areas

2. To seek opportunities to attend Education Courses/Union Activities to connect with PSAC members in Ontario
3. To continue political action including lobbying on issues that relate to Human Rights and Equity Issues

Action Items:

- Continue to lobby Carolyn Bennett, Minister for Indigenous and Northern Affairs.
- Continue to review and prepare statements for dissemination in line with the PSAC Ontario Calendar of Events
- Prepare information sheet/flyer that promotes Equity and Human Rights Committee. This flyer will be distributed to the PSAC Regional Offices and be made available to PSAC members in Ontario
- Review of the PSAC Ontario Equity and Human Rights webpage to ensure all content is relevant and up to date
- To prepare a catalogue /archive of the activities that the Equity and Human Rights Committee completed during term of office
- To prepare a proposal to PSAC Ontario Council for outreach to PSAC members in Ontario. Proposal will be submitted to council by the end of March 2016

Recommendations to Council:

None at this time

Moved by: Missy Taylor

Seconded by: Sheila Karasiewicz

APPENDIX “C”

PSAC Ontario Regional Council Political Action Committee Report December 2015 to February 2016

Committee Members: Bob Black
Debbie Willett
Sharon DeSousa
Marie Polgar-Matthews

Staff: Lino Vieira
Christopher Wilson

Regrets: Trevis Carey, Claudia Espinoza
Meetings via conference call on Monday, February 22, 2016 at 6pm.

Agenda:

1. Federal Election Debrief
2. PSAC National Lobby Campaign
3. 2016 Labour Day

Discussion:

1. Federal Election

Council members were active in getting our members involved in the federal election and in fact we have seen a tremendous appetite for political action coming from the membership. Council members should continue to make lobbying and political action a priority to advance our members issues at the federal and provincial levels.

2. PSAC Lobby Campaign

The PSAC National Lobbying Campaign has four key objectives, to:

- (1) Impact through MPs what gets put in the federal budget and
- (2) Connect members with their MPs
- (3) Ensure that the Liberals keep their promises and
- (4) Get members involved / new relationship with their MPs.

To accomplish the above goals, PSAC National developed three materials to be used for this lobbying campaign, a backgrounder; a

lobby kit and a lobby reporting form. Repealing the anti-union Harper legislation is a key objective that is outlined in these materials. The MPs are coming back to their constituency offices at end of this month, until March 6, which will be timely for lobbying before the federal budget is released on Tuesday March 22nd.

Status of Key Legislation

Bill C-377 and Bill C-525, two anti-union bills are now combined into a new Bill C-4, which will repeal those bills and it is currently at second reading. The other bill, is the new Bill C-5 which will repeal sections of Bill C-59 and it is at first reading on February 5th. We want to push MPs to support these bills to repeal the anti-union legislation passed by the previous government.

3. Labour Day.

We need to start the process of thinking of a theme for Labour Day T-shirts. Next council meeting is in July, so we need to have our order in before our next Council meeting.

Recommendations:

1. Regional Council members contact their local MP to make appointments in support of the National Lobbying Campaign. Appointments should be scheduled between February 27th and March 6th, 2016.
2. Ontario Council members will support their constituents by going with them if asked to attend MP meetings.
3. That Council members send in three slogans for Labour Day 2016 T-shirts to Lino Vieira, and then Council will vote to choose the final 3 slogans to use.

Moved by: Marie Polgar-Matthews

Seconded by: Debbie Willett

APPENDIX “D”

PSAC Ontario Council Health and Safety Committee Report November 2015 to February 2016

Committee Chair: Kevin Lundstrom
Committee Members: Souad Soubra
Richard McNeill
Missy Taylor
Marie Polgar-Matthews
Mike Decarolis
Susan Glanville

Absent: Claudia Espinoza

Staff: Angela Fairweather

1. Follow up on the Violence Prevention Courses

All 5 scheduled two day courses were completed in Nov. and Dec. 2015 – Toronto, Sudbury, Kingston, Thunder Bay, and London.

Action Item: H&S Chair to follow up with Education Committee Chair about an update of AF completed 45 minute worksite sessions, and the AF program capacity to deliver future 45 minute sessions.

2. November 14-15, 2015 Regional Health and Safety Conference

Official Conference debrief occurred on February 24, 2016.

Even with the unavoidable late change of the venue, the conference went well and the Committee would like to recognize all the hard work that went into it. Member evaluation forms contained many positive comments.

The sub-regional caucuses were very successful and created action plans for their regions and Members also requested communication networks.

Action Item: Consolidate sub-regional action plans and follow up on how the H&S Committee can support these action plans.

Action Item: Solicit advice and direction from REVP on best avenue for developing a Health and Safety email tree whether it be unionware or other alternative communication network(s).

Action Item: H&S Chair to discuss with the Education Committee chair the possibility of creating a consent section in Conference and Educational registration forms that will allow all Ontario Council Sub-Committees to email, network and provide resources to our members in agreement.

3. National Health and Safety Conference

Dates: November 18th to November 20th, 2016. Venue: Sheraton Montreal.

Kevin Lundstrom to sit on Steering Committee and attend Feb. 26, 2016 meeting in Ottawa.

Action Item: Committee Chair to discuss process clarification with REVP on formulating resolutions for Ontario Council Review and on submission of approved resolutions.

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

Action Item: Inform Council of request that all Health and Safety Subcommittee Members to be notified by PSAC Regional Health and Safety Representative when scholarships become available so we can communicate them to our membership and increase chance of utilizing all scholarships.

5. Event Update Emails

Action Item: The Committee would like to send out quarterly reminders of Health and Safety Events or campaigns on PSAC Ontario established email network, such as: April 28th Day of Mourning for Workers killed or injured on the job; WHSC contacts and programs; encouraging Activists to contact MPs

about Bill C4; support for invitation of Safety Officers to Health and Safety Committee Meetings to discuss implications of Bill C4; etc.

6. Information Sharing with Education Committee Chair

Action Item: H&S Committee Chair to initiate quarterly meetings with Education Committee Chair to improve information sharing.

7. Terms of Reference Review

Formal review will be scheduled in future to occur before end of term.

Recommendations to Council:

1. We are recommending that Council Members consult with their constituency and ask if they have any health and safety resolutions they would like to submit to the H&S Committee to review for potential submission to the National Health and Safety Conference.

Moved by: Kevin Lundstrom

Seconded by: Richard McNeill

APPENDIX “E”

PSAC Ontario Council Education Committee Report November 2015 to February 2016

Committee Chair: Debbie Willett

Present: Grant Tennant, Peggy Jones, Lloyd Brown, David Carr, Sheila Karasiewicz, Melanee Jessup, Trevis Carey

Regrets: Lauren Baert

PSAC Staff: Shirley Riva

Review:

2016-18 Education Plan was discussed via conference call. The Committee was only able to discuss the 2016 year in depth, as we do not have budget information for the remaining period.

A new link has been added to the Education section of the PSAC national website that contains courses geared to Stewards. The courses range from 45-60 minutes for online learning to 3 hours for face-to-face learning.

The website is <http://vubiz.com/shop-stewards>. The Education Committee is awaiting additional information prior to announcing the website for Ontario Region.

Specific questions were raised around requests for the remote subsidy. The Regional Offices must consult with the Geographic Rep(s) from the Region 1 or 2, as applicable, prior to recommending the subsidy, which must then be approved by the Regional Education Officer (REO) and Chair of the Education Committee.

The remote subsidy money is available to the Northwest and Northeast Regions only. The REO and Education Committee Chair will be watching the subsidy to ensure that all the money (\$2,820 per year) doesn't go to one Region to the detriment of the other.

The Committee discussed the Education Travel Policy and agreed not to entertain any alterations at this point. The REO will track 2016

and compare to past years to determine the effect of the new travel policy on enrollment, course attendance, etc.

The 1.5 hour Blanket Exercise that was introduced by Sister Sheila Karasiewicz at the last Education Committee meeting can't be presented to the Council at large until the Education Committee has the opportunity to participate in the Exercise. This will be done at the Committee's earliest opportunity.

The Committee discussed the Ontario Regional Education Plan for 2016.

Goals for the Next term:

Plan 2017 and 2018 education plan

Blanket Exercise

Recommendations to Council:

- 1. Acceptance of the Ontario Regional Education Plan for the Regional Education Program for 2016 as presented.**

Rationale: The Committee is presenting the plan for 2016, as budget information is not yet available to determine the funds available for the balance of the three-year cycle.

- 2. The AFN funds not be used to fund AF participation at Regional Conferences 2016 to 2018.**

Rationale: Unexpected additional expenses relating to the Alliance Facilitators Network (the number of new AFs, assessment and skills development of these AFs), in addition to the need to set aside funds for the AF Clinic in 2018.

Report Moved: Debbie Willett

Seconded: Melanee Jessup

Committee Summary of the Education Plan for 2016

ADVANCED PROGRAM IN FALL 2016

An Advanced Representation Training for Stewards (ARTS) course will be offered during the 2016 Year by each Regional Office as a geographically-based advanced non-residence course.

We trained 176 members in 18 Grievance Handling offerings last cycle. Of those 176 members, 47 Members went on to take the Advanced Stewards Course at Toronto and Thunder Bay ROs and at the 2015 Spring School. We will offer 5 Grievance Handling Courses in the 2016 Winter-Spring Semester Schedules by Sudbury, Kingston and London ROs. Thunder Bay and Toronto will have an opportunity to deliver a Grievance Handling Course on their Fall Semester Schedule prior to an ARTS course.

Members living beyond 40 kms of the course location will be in-residence and in travel status per the National Travel Policy. Those members living within 40 kms of the course location will have lunch covered and daily transportation costs covered per the National Travel Policy.

BASIC RO WEEK-END SCHEDULES IN YEAR 2016 AND BEYOND

Courses will be offered based on membership demand and interest and identified priorities. Our regional offerings over these three years will be coordinated.

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

- PSAC Basic Core Curriculum (regularly and in one year where feasible and refers to these three basic core courses: Talking Union Basics, Grievance Handling and Introduction for Local Officers) (Two Days each course = 6 Days in Total)
- One Workers' Compensation Training Level 1 ODRT Course at least once in the three year cycle. ODRT means Occupational Disability Response Team which designs and

offers Workers' Compensation Training in Ontario. (2 Days)

- One Violence Prevention Health and Safety Course at least once in the three year cycle (Two Days)
- One Representing Members with Mental Health Disabilities Workshop at least once in a three year cycle. (One Day)
- One Respectful Workplace/Anti-Harassment Training at least once in a three year cycle (New Course dated June 2015) (Two Days)
- One Advanced Local Officers at least once in the three year cycle (2 Days)
- Domestic Violence at Work (This new course will be a coordinated schedule across the Region in Years 2017-2018.)
- Lobbying workshops for federal campaign where identified in 2016 in the evenings or on week-ends
- The new PSAC Steward Training Series workshops where identified in 2016 in the evenings or on week-ends

BUDGET ALLOCATION

The approved preliminary regional budget allocation by the AEC for the Ontario Region for the Year 2016 is: \$282,042. There is a separate National Education Program Budget for National courses such as the Union Development Program and National Leadership and Internal Investigations Committee Training and the National Aboriginal Peoples Circle (NAPC), Talking Union Basics (TUB) and Staffing Complaints Advanced Representation Training.

BUDGET SUMMARY FOR YEAR 2016

Alliance Facilitators Network (10%)	\$28,204
Advanced Geo-Based Courses	\$150,000
Basic RO Schedules	\$93,000
PSAC Subsidies (OFL, CLC, WHSC, ODRT, Other)	\$4,000
Remote Subsidy (1%)	\$2,820
Contingency	\$ 4,018

GRAND TOTAL \$282,042

APPENDIX “G”

BOB BLACK
PSAC Ontario Regional Council
Alternate Regional Executive Vice-President Report
November 2015 to March 2016

OBJECTIVES:

Continue to develop contact with members, and outside agencies.
Continue to work with affected members within the region. Promote PSAC / union values

- Nov 14-15 Attended Health and Safety Conference
30 Attended Labour Advisory Committee (LAC) meeting
3 Attended Toronto MDAC meeting
8 Attended A/C HMDAC RWC Christmas dinner meeting
10 Conference call with Robyn Benson re Area Councils
- 2016
- Jan 5 Attended 5 Credit Unions in Toronto
27 Met with REVP re transition of funds to Credit Union as per Regional Convention Resolution
30 Attended rally at Hamilton City Hall
31 Met with Violence in the Workplace trainees in Hamilton
- Feb 3 Attended Duca Credit Union in Toronto re Council accounts
4 Attended Alterna Credit Union in Toronto re: main account
4-6 Finance Committee year end
13 Regional Office with re year-end review
22 Conference call with Political Action Committee

PLANS:

Continue to develop contact with members, and outside agencies.
Continue to work with affected members within the region. Work with the new Young Workers Committee in Hamilton. Always be available for the REVP

In Solidarity always,
Bob Black,
Alternate Regional Executive Vice-President

Dave Carr
PSAC Ontario Regional Council
GLBT Member Representative Report
November 2015 to February 2016

Objectives:

- Continue to reinforce the importance of issues affecting GLBT members and foster union engagement and encourage involvement in political action

Actions:

03 Nov	PSAC National Human Rights Committee - Ottawa
04 Nov	PSAC GLBT Working Group Committee - Ottawa
05 Nov	PSAC Equity & HR/Education Committee
06-07 Nov	PSAC Ontario Council Meeting
16 Nov	UNDE Local 623 London AGM
17 Nov	PSAC Hamilton Area Council Meeting
22-27 Nov	Ontario Federation of Labour Convention
02 Dec	PSAC Equity & HR Committee Open House
03 Dec	PSAC Ontario Newsletter submission
08 Dec	PSAC Hamilton Area Council Dinner
09 Dec	PSAC Niagara Area Council Dinner
29 Dec	Vance Badawey – LIB MP Niagara Centre
01 Jan	New Year's Day Levee – Chris Bittle, LIB MP St. Catharines
17 Jan	Regional Education Conference Call
27 Jan	PSAC Niagara Area Council AGM

Plans:

Continue to support other union groups while raising awareness of issues common to all activists.

In Solidarity,
Dave Carr
GLBT Regional Representative

**Debbie Willett
PSAC Ontario Council Report
Area Council Representative
November 2015 to February 2016**

Objectives for this period:

Continue to attend events when able, in order to maintain visibility as well as communicate with the members to get an understanding of their needs.

Actions:

Nov 5	Ontario Council Education Meeting
Nov 5-6	Ontario Council
Nov	Chaired Niagara Area Council Meeting
Dec 8	Hamilton Committee Christmas Meeting/Dinner
Dec 9	Niagara Area Council Christmas Meeting/Dinner
Jan 14, 19, 28	UTE local grievances re no contract
Jan 27	Chaired Niagara Area Council Meeting

Future Plans:

Continue to address issues

Promote PSAC

Promote ongoing campaigns

Try to attend other area council meetings

In solidarity,

Debbie Willett
Area Council Representative

Michael DeCarolis
PSAC Ontario Regional Council
Region 4, Southwestern Ontario Report
November 2015 to January 2016

Objectives:

- Maintain dialogue with Regional Office and Area Council
- Develop and continue work with PSAC campaigns and political actions
- Represent Southwestern Ontario at functions where required
- Develop relationships with Public and Private sector unions in Southwestern Ontario

Actions:

- Attended Agriculture and Agri-Food Canada (AAFC) Local 0018 Annual General Membership Meeting (December 8, 2015 – Amherstburg, Ontario)
- Increased awareness through regular social media updates (Facebook, Twitter)
- Regular updates of Southwestern Ontario Facebook group/page

Plans:

- Develop communication tree/network with local presidents in Southwestern Ontario
- Continued development of union relations in Southwestern Ontario
- Work on PSAC campaigns through work site visits and demonstrations as necessary
- Promote union education
- Attend Area Council Meetings as scheduled

In Solidarity,
Michael DeCarolis
Region 4, Southwestern Ontario Representative

**Grant Tennant
PSAC Ontario Regional Council
Region 3, Eastern Ontario Representative
November 2015 to February 2016**

Objectives:

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

Actions:

- Attended the OFL in Toronto 23 to 27 November 2015 through UNDE as a local president.
- Continuing to work with Renfrew District Labour Council to promote events for organized labour in our area.
- I am continuing to build communication within the region with the components of the PSAC and unions.

Plans:

- Promote the National Day of Mourning 28 April 2016 though out the region through email, local about councils and PSAC components throughout the Kingston regional office
- Continue to work with the education committee to get the members the training they are asking for and need. This will be accomplished by staying in contact with the Regional Office in Kingston and direct contact with components.
- I still feel that I am not getting the concerns of the locals or the components from within the region 3 in order to take their concerns to council for discussion. I am going to try again to reach out to the locals through the regional office.

In Solidarity,
Grant Tennant
Region 3, Eastern Ontario Representative

Isabel Wrotkowski
PSAC Ontario Regional Council
Region 6, Hamilton/Niagara Representative
November 2015 to February 2016

Objectives:

- Continue to work with the Regional Office to promote education
- Interact with committee chairs in order to disseminate information to PSAC membership in my region
- Encourage local Presidents to take advantage of the educational opportunities available to stewards and union activists
- Educate local Presidents in the support networks available to them through the Regional Office and their Area Councils
- Continue to rebuild the local Women's Committees in my region
- Assist Region's Young Workers to organize and form their committee
- Work with community groups to provide support and outreach along with our local committees and members
- Promote political activism in support of our bargaining efforts

Actions:

- Promoted and encouraged Aboriginal members to attend Aboriginal opportunities on the Education Schedule – Nov 2
- Participated in PSAC Survey re Election Participation – Nov 9
- Worked with local presidents to start a network – Nov 10
- Attended local Remembrance Day Ceremonies – Nov 11
- Met with Rationally Visible Members to promote educational opportunities and upcoming conference – Nov 12 and Dec 5
- Attended PSAC Ontario Health and Safety Conference – Nov 13-15
- Promoted Equity & Human Rights Conference on Social Media and emailed list of new Liberal Cabinet to my list of activists – Nov 17
- Promoted Young Workers Meeting & Events to members – Nov 17
- Attended event re National Day of Remembrance and Action on Violence Against Women – Dec 6

- Attended Hamilton Regional Women's Committee meeting – Dec 6
- Attended Joint Annual meeting of Hamilton Area Council, Hamilton Members with Disabilities Access Committee and Hamilton Regional Women's Committee – Dec 8
- Teleconference Call for upcoming education schedule – Dec 17
- Met with executive of Hamilton Niagara Young Workers – Dec 18
- Posted Education Schedule on social media – Jan 14
- Attended two day Violence Prevention training – Jan 30-31
- Participated in rally in Support of Hamilton Steelworkers Day of Action – Jan 30
- Attended finance committee meetings to clear outstanding 2015 business as well as other committee business – Feb 5-6

Plans:

- Continue to work with locals and committees to encourage ongoing education of members
- Develop plan to roll out Violence Prevention 45 minute sessions that to all members
- Work with the Hamilton Niagara facilitator's network to implement plan re rollout of 45 minute training events related to the Violence initiative – throughout the region.
- Continue to educate members at the local level, providing awareness and information on the different initiatives that PSAC has scheduled – on an ongoing basis
- Work closely with my alternate and local activists to identify the educational needs of the locals in my region
- Work with other unions and union groups like MDAC and CLC to show support and awareness of the issues that are common to all unionists and activists
- Work regionally to learn how we can work with Aboriginal groups to bring attention to missing and murdered Aboriginal women

In solidarity,

Isabel Wrotkowski
Region 6, Hamilton/Niagara Representative

**Melanee D Jessup
PSAC Ontario Regional Council
Region 4, Representative Report
November 2015 to February 2016**

Objectives:

- Continue to share information via social media/email tree
- Rejuvenate KW Area Council
- Attend and facilitate at PSAC Ontario H&S Conference
- Edit PSAC Ontario Council newsletter

Actions:

- Attended and facilitated at PSAC Ontario H&S Conference
- Attended Waterloo Region Labour Council (WRLC) meeting
- Volunteered for WRLC Communications/Political Action Committee
- Edited PSAC Ontario Newsletter

Plans:

- Continue to share information via social media/email tree
- Attend WRLC Women's Day event
- Continue to support bargaining teams for all groups
- Participate in triPride, Waterloo Region's Pride Festival

In Solidarity,

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

Kevin Lundstrom
PSAC Ontario Regional Council
Region 1, Northwestern Ontario Representative Report
November 2015 to February 2016

Objectives:

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

Actions:

- ORC – Steering Committee Mtgs/Work, Chair PSAC Ontario Health & Safety Conference (Nov. 13-15) & debrief (Feb. 24), Feb. 25-27 ORC Mtg prep., REVP teleconference (Jan. 28)
- Area Council – Remembrance Day (Nov.), Meetings (Dec. 16, Jan. 27, Feb. 23), year-end Treasurer work, liaise with members
- RO – co-facilitate Workplace Violence Prevention Course (Nov. 28-29) as an AF, PSAC WSIB Training (Dec. 5-6), Local Officers Training (Feb. 20-21), liaise with PSAC R.O. Staff to discuss: regional education plan (Dec.); PSAC campaigns / priorities; AF prep. Work; Treasury Board Mobilization input (Jan. 19)
- Ongoing Meetings – Union Local Executive, LMCC, H&S, chair Local AGM (Nov. 17), visit 7 PSAC Locals (Dec. 30-31) as outreach work, WHSC Instructor Meetings (Nov. 23)

Plans:

- Attend Feb. PSAC ORC, Committee, and Conference Meetings
- Contribute to finalizing H&S Conference Report
- Participate in teleconferences/calls and share relevant information, work on email tree, attend meetings as invited

- Liaison and information sharing through Thunder Bay and N.W.O. Education Sessions, and through the established network of Area Council Committee, Regional Women's Committee and Aboriginal Circle in Region 1 (N.W.O.), and PSAC Campaigns / Lobbying Support

In Solidarity, Kevin Lundstrom
Region 1, Northwestern Ontario Representative

Lauren Baert
PSAC Ontario Regional Council
Young Workers Representative Report
November 2015 to February 2016

Objectives:

- Continue to build a member network for young workers
- Follow-up with Young Worker Summit participants
- Keep the young worker members informed on what PSAC ON Council is up to. ie. Upcoming education and events
- Represent Young Workers at functions when invited
- Work with the YWC's to continue to develop resolutions
- Check in with Ontario Young Worker Committees

Actions:

- Attended TB Bargaining January 31-February 5th
- Attended Social Justice fund trip to Guatemala (Feb 11-25, 2016)
- Regularly updated Facebook with Young Workers related media

Plans:

- Attend the Kingston YWC meeting in March
- Continue to work on email tree with participants of the Summit
- Continue to work on Young Worker Convention Resolutions
- Attend Toronto YWC meeting (March 31, 2016)
- Attend a Hamilton YWC meeting in March
- Refresh and audit PSAC ON Young Worker Facebook page (compare with RO Staff with Unionware) There are a lot of people on this page without knowing if they are actual members of the union.

In Solidarity,

Lauren Baert
Young Workers Representative

Lloyd Brown
PSAC Ontario Regional Council
Racially Visible Members Representative Report
November 2015 to January 2016

Objectives:

- To celebrate the success of the first Regional PSAC Ontario Racially Visible Members Conference March 18 to 20, 2016
- Aim to facilitate changes through Education
- Continue Promoting, Maintaining and Protecting the interest of the Racially Visible Members of the PSAC

Actions:

- Attended National Human Right Committee Meeting in Ottawa November 3rd & 4th 2015
- Organize PSAC RVM Committee Meeting Nov 16, 2015
- Participate in OFL Workers of Colour Symposium Nov 21st
- Attend Coalition of Black Trade Union Award Banquet Nov 21st
- Participate in Planning sessions for upcoming PSAC Ontario Racially Visible Members Conference Nov 25th & 26th
- Attend PSAC Equity and Human Rights Open House Dec 2nd
- Attend PSAC MDAC Year-End Celebration Dec 3, 2015
- Organize PSAC Racially Visible Members Committee Human Right Day Celebration Dec10, 2015
- Participate in planning sessions for upcoming PSAC Ontario Racially Visible Members Conference January 18th & 19th
- Organize PSAC Racially Visible Members Committee Meeting January 19, 2016

Goals:

- To participate in decisions on Agenda, Speakers, Cultural Foods and activities for the first Regional PSAC Ontario Racially Visible Members Conference March 18 to 20, 2016.

In Solidarity,
Lloyd Brown
Racially Visible Members Representative

**Marie Polgar-Matthews
PSAC Ontario Regional Council
Academic Sector Representative Report
October 2015 to Feb 2016**

Objectives:

1. Advocate for the Academic Precariat Worker
2. Broaden Academic Sector Relationships
3. Create an Academic Sector Infrastructure with common best practices

Actions:

1. Participate in the 2015 H&S Conference
2. Helping to development of the 2016 Academic Sector Educational Meeting, with help from the Regional Rep for May 5th to May 8th, 2016.
3. Resolved with the REVP the Academic sector compensation issue. As of July 2015, they are recognized as A-typical workers when calculating their LOS.

Plans:

1. Continue to support 2015 Academic Sector Resolutions
2. Continue the development of the 2016 Academic Sector Educational Meeting, with help from the Regional Rep.
3. Attend district Labour Council Meetings- to advocate for Sector issues and support Labour friendly community development.

In Solidarity,

Marie Polgar-Matthews
Academic Sector Representative

Missy Taylor
PSAC Ontario Regional Council
Regional Women's Committee Representative Report
November 2015 – February 2016

Objectives:

- Obtain regular reports on activities & functions of Committees
- Keep Women informed on activities of the PSAC Council and Women's Representative activities
- Promotion of involvement, engagement and education
- Act as a support, be available, and accessible to all queries and issues

Actions:

- Attended Toronto RWC meetings
- Oct 28 – check hotel with PSAC rep and Sue Soubra rep for Members with Disabilities to ensure hotel is adequate and meets accessibility needs. Chelsea Hotel confirmed.
- Nov2-4 Attended National Human Rights Committee meeting in Ottawa.
- Nov 5-7 – Meetings with Health & Safety & Human Right & Equity committees and attended Ontario Council
- Nov 14-15 – Attended Ontario Health & Safety Conference
- December 2 – Hosted the Equity Open House in the Toronto office with Human Rights & Equity Committee
- December 11-13 Attended Women's Forum : Domestic Violence in Ottawa
- Jan 15-17 Met with Organizing Committee for upcoming Ontario Region Women's Conference

Plans/Goals:

- Continue with Organizing Committee and working with REVp for planning of Ontario Region Women's Conference (a minimum of one call per month with Organizing Committee between now and June)

- Meet with PSAC Rep to work on RWC Chair contact list
- Obtain all dates for upcoming RWC – attend via in-person or Skype

In Solidarity,

Missy Taylor
Regional Women's Committee Representative

Peggy Jones
PSAC Ontario Regional Council
Directly Chartered Local Representative Report
November 2015 to February 2016

Objectives:

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

Actions:

- Attended Area Council meeting - November, January 2016.
- Attended and Chaired Women's committee - November, January 2016
- December 6: National Day of Remembrance and Action on Violence Against Women

Plans:

- Work with PSAC Regional Offices to contact information for DCL's
- Help to ensure DCLs contact a PSAC Rep who understands DCLs in each respective Regional Office
- Working with all Ontario DCLs in planning of what the DCL expectations on the PSAC Ontario Convention for Year 2017
- New campaign for all provincial workers to have sick days and fair contract with all employees from the provincial government. Write a petition for this with approval from PSAC and other Unions.
- Working with Area council, Women's committee to contact MP's on Day Care for the province of Ontario and throughout Canada.
- Setting up LGBT committee in Region 3.
- Getting members from DCL to attend young workers, women's committees' and Area council in the area which they work in.
- Keep in contact with DCL to keep informed what is happening and where we can help out through the union and communities.

- Attending the National Women's and organizing with other DCL's in the areas.

In Solidarity

Peggy Jones, Directly Chartered Local Representative

Richard McNeill
PSAC Ontario Regional Council
Region 3, Eastern Ontario Representative Report
November 2015 to February 2016

Objectives:

- Continue to work with the Kingston Regional office
- Keep region 3 members updated on Ontario council business
- Engage with region 3 young workers
- Attend as many region 3 local meetings

Actions:

- Contact all region 3 locals to encourage their young workers to attend the new committee
- Attend Kingston Ont. Council meetings
- Attend any training sessions in the region 3 area to introduce myself
- Continue to attend Kingston District Labour Council meetings

Plans:

- Work with the new Region 3 young workers committee
- Educate our members on the importance of meeting with their local MP'S and local MPP'S
- Attend any advance union training put on by my component and PSAC

In Solidarity,

Richard McNeill
President, Local 00038 USGE
Region 3, Eastern Ontario Representative

Ryan Ward
PSAC Ontario Regional Council
Region 5, Greater Toronto Area (GTA) Representative Report
November 2015 to February 2016

Objectives:

- Interaction with all Locals within the GTA on the phone and in person to promote opportunities that PSAC can assist Locals in what they wish to accomplish
- Promote the education and training programs to ensure courses are full and requests for Locals training needs are met
- Help organize an Area Council for Mississauga and assist all committees within the entire GTA on their initiatives

Actions:

- In the process of developing communications among the GTA Locals to answer their needs expressed in the survey
- Helped council member Missy Taylor with the revitalization of the Durham Regional Women's Committee
- Attended Broadbent Institute Gala and met several people within the television, media and political sphere
- Helped recruit new members for the Toronto Young Worker's Committee

Plans:

- Attending as many training sessions in Barrie and Toronto for Winter/Spring 2016 sessions
- Contact every Local within the GTA and discuss their greatest needs and how I can help facilitate things
- Strong committee promotion among all Locals and help Mississauga Area Council get off the ground with founding meeting

In Solidarity,
Ryan Ward
Region 5 (GTA) Representative

**Sheila Karasiewicz
PSAC Ontario Regional Council
Aboriginal Workers Representative Report
November 2015 to February 2016**

Objectives:

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

Actions:

- **November 3**, participated at noon rally on Parliament Hill supporting the Ottawa and Gatineau's indigenous community by supporting the women in Val-d'Or, Que.
- **November 11**, laid the PSAC Veterans Wreath on Mount McKay located on Fort William First Nation (FWFN).
- **November 18**, offered support at the Walking with our Sisters information booth regarding the MMIWG.
- **November 23-24**, collaborated with our Ontario council Women's rep on a shared portfolio issue regarding the National Enquiry on MMIWG and submitted a news article regarding our participation at the Parliament Hill demonstration that supported the women in Val-d'Or, Que. Through our shared collaboration, a letter was drafted to the Status of Women Minister.
- **November 28-29**, co-facilitated Ontario Aboriginal Education Sessions.
- **November 30**, submitted Rock the Vote Article on the 2015 Election.

- **December 2**, attended Equity and Human Rights Committee Open House held in Toronto.
- **December 11-13**, attended PSAC Women's Forum on Domestic Violence at Work held in Ottawa.
- **December 16**, attended Thunder Bay Area Christmas gathering.
- **January 5-6**, participated in Phase 1 of the National Enquiry for Murdered and Missing Indigenous Women and Girls (MMIWG).
- **January 6**, spoke with both Ministers in attendance at the Phase 1 of the National Enquiry process for MMIWG held in Thunder Bay. Promoted the Inquiry, shared issues and concerns of the process.
- **January 7**, the letter drafted on November 24 regarding the National Enquiry for MMIWG was forwarded to the Status of Women Minister.
- **January 18**, attended Wiikidong Lodge AGM.
- **February 14**, participated in 8th Annual Valentine's Day Memorial Walk for MMIWG.

Plans:

- To collaborate and work with Ontario Women's Rep Missy Taylor on the commonly shared issues relating to both our portfolios. i.e. National Enquiry for Murdered and Missing Indigenous Women and Girls (MMIWG) and other Aboriginal Women issues.
- Lobby MP's/Senator's on issues that are relevant to Aboriginal Workers.
- Work with PSAC Ontario Council Representatives to connect with Aboriginal Workers through newsletters and Media websites such as Facebook.
- Increase Aboriginal Workers knowledge of courses that are happening in PSAC Regional Offices and promote the education program.
- Continue sharing and promoting the "The Blanket Exercise" by KAIROS Canada, which is the historic relationship between

Europeans and the Indigenous nations, and in the history of the
colonization of the lands now call Canada.

In Solidarity,
Sheila Karasiewicz
Aboriginal Workers Representative

Souad Soubra (Sue)
PSAC Ontario Regional Council
Members with Disabilities Representative
October 2015 – February 2016

Objectives:

- Keep open lines of communication with Disability Community through email tree
- Attend Regional Committee meetings. (MDAC, RWC, GTAC, RVC, Labour Day Parade)
- Make PSAC more visible in the Toronto area, by attending Public demonstrations.
- Promote Union Education
- Represent Members with Disabilities at functions where required
- Contact and network with the new Members with Disabilities
- Represent PSAC with OFL Person with Disability Committee
- Represent Members with Disabilities on the National Human Right Committee

Activities for this period:

- Participated H&S Conference Call – Oct 21/15
- Review the hotel accessibility for the Women conference – Oct 28/15
- Attended the Women's Summit – Ottawa - November 2-4/15
- Attended Ontario Council Meeting – November 5-7/15
- Attended the RV committee meeting – November 16/15
- Attended the PSAC H&S Conference November 13th-15th/15
- Participate the GSU National Equity Committee meeting –
- Participated and organized a PSAC Equity Open House – Dec 2nd/15
- Organized and attended the International Day of PWD – Dec 3rd/15
- Participated a conference call for education Committee – Dec 17/15
- Attended the RWC meeting – January 26, Feb 11/16
- Attended and Chaired TMDAC meeting – February 23/16
- Participate conference call with the GSU Equity Committee – Feb 16/16

- Working/updating the 8th editions of the MWD Newsletter

Plans:

- ❖ Keep in touch with Regional PSAC office
- ❖ Attend Regional Committee meetings. (MDAC, RWC, GTAC, RVC)
- ❖ Meet/contact/communicate with members
- ❖ Promote a Joint committee meeting; Toronto and Hamilton MDAC
- ❖ Keep Updating and posting MDAC Newsletter
- ❖ Attend the PSAC Ontario RV Conference

In Solidarity,

Souad Soubra (Sue)

Members with Disabilities Representative

Trevis Carey
PSAC Ontario Council Member Report
Region 2, Northeastern Ontario Representative
November 2015 to February 2016

GOALS:

Goals for next report 1) to work with elected members of Parliament on PSAC labour issues.

1. Continue to drum up support for bargaining.
2. Make use of my Alliance Facilitator Training to promote Union Education.
3. Find ways to help reduce the stigma of mental health issues.
4. Continue to Co-Chair local Occupational Health & Safety Committee

- Nov 12 Participated in AF planning to facilitate at Occupational Health & Safety Conference
- Nov 13 Facilitated 45 Minute Workshop on C-4 for the above conference. Attended workshops on topics of Violence in the Work Place and Mental Health.
- Nov 14 Northern Ontario Caucus re: issues in the North Discussed as well as action plan. Close of Conference.
- Dec 11 Deliver food to Kirkland Lake Food Bank. Received a lot of local and Management support.
- Dec 11 Craft & Bake Sale in support of GCCWC
- Jan 28 Acquired Suicide Intervention Skills Training Day 1
- Jan 29 Acquired Suicide Intervention Skills Training Day 2
- Feb 17 Addictions Training through Northeastern Child & Family Services New Liskeard ON

In Solidarity,

Trevis Carey
Region 2, Northeaster Representative

APPENDIX “F”

2017 PSAC Ontario Convention Committees

By-Laws Committee	General Committee
Chair ~ Kevin Lundstrom	Chair ~ Melanee Jessup
Admin ~ Kellie	Admin ~ Marcia Maliwat
Staff ~ Todd Woytiuk	Staff ~ Joan-Ann Gravesande
Grant Tennant	Mike DeCarolis
Marie Polgar-Matthews	Missy Taylor
Richard McNeill	Dave Carr
Lauren Baert	Trevis Carey
Finance Committee	
Chair ~Bob Black	Host Committee
Staff ~ Debbie St-Germain	Chair ~ Cleo Reid
Admin ~	
Isabel Wrothowski	Lloyd Brown
Ryan Ward	Claudia Espinoza
Souad Soubra	Susan Glanville
Peggy Jones	Sheila Karasiewicz
	Debbie Willett
	Dana Kelly
Delegate Assistance	
Chair ~ Sharon DeSousa	
Bob Black (Finance)	
Kevin Lundstrom ~ Region 1	
Trevis Carey ~ Region 2	
Grant Tennant ~ Region 3	
Melanee Jessup ~ Region 4	
Ryan Ward ~ Region 5	
Isabel Wrotkowski ~ Region 6	
Lloyd Brown ~ Equity & Human Rights rep	