



# PSAC Ontario Council Meeting Minutes November 14-15, 2014 Toronto Regional Office

The meeting convened at 9:01 a.m. on Friday, November 14, 2014 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)  
Tanya Fay, Region 2 (Northeastern)  
Trevis Carey, Region 2 (Northeastern)  
Grant Tennant, Region 3 (Eastern)  
Richard McNeill, Rep Region 3 (Eastern)  
Mike DeCarolis, Region 4 (Southwestern)  
Melanee Jessup, Region 4 (Southwestern)  
Claudia Espinoza, Region 5 (GTA)  
Ryan Ward, Region 5 (GTA)  
Donna Struk, Region 6 (Hamilton/Niagara)  
Peggy Jones, Directly Chartered Locals  
Marie Polgar-Matthews, Academic Workers Representative  
Sheila Karasiewicz, Aboriginal Members  
Linda Mintz, Alternate Rep. Members with Disabilities  
Dave Carr, Gay, Lesbian, Bi-Sexual & Transgendered Members  
Lloyd Brown, Racially Visible Members  
Debbie Willett, Area Councils  
Lauren Baert, Young Workers  
Steve Tuffin, Regionally Based Separate Employers

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

**Regrets:** Missy Taylor, Regional Women's Committees  
Souad (Sue) Soubra, Members with Disabilities

**Observers:** Martin Mika – Regional Vice-President Union of

**AGENDA:**

1. Adoption of Agenda
2. Adoption of previous meeting minutes (July 9, 2014)
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. Labour Day
10. Strategic Plan
  - Federal Election
11. Peoples Social Forum
12. Union Development Program
13. PSAC Triennial Convention 2015
14. PSAC National Conferences dates
15. Leadership Training 2015
16. Electronic Finance Claims
17. 2015 Ontario Regional Council Meeting dates
18. Ontario Federation of Labour
19. CRA Assessment of Union Dues

The REVP asked Brother Bob Black to read the PSAC Anti-Harassment Policy. Brother Bob Black will be the Harassment Coordinator while Ontario Council is in session.

### Campaign Update

Sister DeSousa stated that the Union of Environment Workers (UEW) has launched a *Respect the Workplace* anti-bullying campaign. Brother Todd Panas, UEW National President spoke at the PSAC National Board of Directors past meeting on being more pro-active to ensure bullying does not occur at any of our events. "Respect" bracelets developed for the campaign were then distributed to Regional Council members and observers.

### Council Meeting Hours

The hours of sitting will be 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 a.m. – 1:00 p.m., Break 10: 30 a.m.

Motion to adopt the hours of sitting.

m/s/c Tanya Fay and Mike DeCarolis

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

The REVP added agenda item #18 – Ontario Federation of Labour and agenda item # 19 – Canada Revenue Agency (CRA) assessment of Union dues.

Motion to adopt amended agenda

m/s/c Debbie Willett and David Carr

A moment of silence was observed to acknowledge Brother Jeff Rassmussen, Brother Rick Burns, Brother Malcom Ransom, Sister Molly Boyd, Brother Andrew Gribbon, Brother Bill Masson, Sister JoAnne Milligan and the three fallen soldiers in the line of duty. The moment of silence was a time to honour and mourn those that have passed, while also remembering and celebrating their lives and contributions.

### **Item 2. Adoption of previous meeting minutes (July 9, 2014)**

Motion to adopt amended minutes

m/s/c Melanee Jessup and Lloyd Brown

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

Brother Jeremy Baarbe was nominated as Chair of the Ontario Council Survey Ad Hoc Committee at the July Ontario Council meeting. The Committee was tasked with redeveloping the survey the past Council used to gauge members on their awareness of Regional Council. However, Brother Baarbe stepped down from his position on Ontario Council soon after and was unable to complete this project.

**Motion:** Ryan Ward to be assigned as Chair of the Ad Hoc sub-committee to redevelop the survey.

m/s/c Melanee Jessup and Bob Black

Ryan was selected as chair of the Ad Hoc Committee he will choose three Ontario Council members that will assist him with this project.

Peoples' Social Forum

Sister Sheila Karasiewicz and Brother Travis Carey were selected to attend the Peoples' Social Forum in Ottawa on behalf of Ontario Regional Council.

Political Action Committee

The Ontario Council Political Action Committee members were elected by Ontario Regional Council via conference call. Committee members selected were: Bob Black; Claudia Espinoza; Travis Carey; and Marie Polgar-Mattews.

Motion to accept business from previous minutes.

m/s/c Melanee Jessup and Lloyd Brown

Brother Bob Black assumed Chair.

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

The REVP had the opportunity to visit Sault Ste. Marie and meet with the Mayor about public services cuts and the impact they have had on the community.

Brother Carey and Sister Fay were also present in Sault Ste. Marie, and spoke with local members in regards to re-vitalizing the membership in the area to continue to mobilize to stop further public service cuts. Pressure has been building on local MP Brian Hayes, who has tried to discount the impact of public service cuts in the community through statements to the media.

The REVP has since been contacted by the new Mayor requesting a meeting.

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**

#### *Highlights of Ongoing Negotiations*

- DCL 410, Treaty Three officers bargaining team met with the employer Mar. 4, 5 and 6, 2014. Future meeting dates are being scheduled to continue bargaining.
- DCL 401 Nishinawbe-Aski Police Service officer bargaining team met with the Employer on July 8, 2014 where they tabled their final proposal.
- DCL 426 Anishinabek Police officers have been appointed a conciliation officer on August 20, 2014 to begin conciliation.

#### *Renewal Agreements*

- On June 24, 2014, members who work for the Port of Johnstown, UCTE local 00066, ratified their new tentative agreement.
- On July 28, 2014, UNDE Local 650 who work for OMNI Cleaners in Trenton ratified their new collective agreement.

- On August 14, 2014, contact cleaners employed at CFB Petawawa (UNDE Local 636) ratified their new collective agreement.
- On August 28, 2014, DCL 802 Commissionaires at Pearson airport ratified their new collective 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 process is before the Labour Board with hearing dates set later this year.

### **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 continuing in 2014.

### **Provincial Election**

On May 27, 2014, PSAC Ontario held a province-wide telephone town-hall to discuss the provincial election and the controversial Progressive Conservative platform. The call was moderated by Sharon DeSousa, REVP-Ontario and speakers included, Larry Rousseau, REVP-NCR, John Cartwright, President of the Toronto and York Region Labour Council and Trish Hennessy from the Canadian Centre for Policy Alternatives.

PSAC Ontario worked with PSAC NCR to ensure that our members in Ontario understood the importance of this election and the threat the Progressive Conservative party represented. On May 29, 2014 a French

telephone town-hall was held on the election, hosted by Larry Rousseau, REVP-NCR.

PSAC Ontario also worked in consultation with the Ontario Federation of Labour and affiliates on strategic targeting based on internal polling information. Based on this polling information, a letter from the REVP of Ontario was sent to members in those targeted ridings, with a candidate Q & A on several key election issues. Phone banks and member campaigners were used to ensure that members were aware of the anti-worker platform of the Progressive Conservative party in this election.

June 12, 2014 was vote day, with the Liberals winning a majority government, gaining 58 (+5) seats, the Progressive Conservatives at 28 (-9) seats and the New Democratic Party achieved 21 (+4) seats. A full breakdown by riding can be viewed online at: <http://www.cbc.ca/elections/ontariovotes2014/>.

### **Federal By-elections**

On June 30, 2014, two by-elections were called in Ontario; Scarborough-Agincourt and Trinity Spadina. Letters were sent to both ridings from the REVP to ensure members got out and voted in these by-elections.

Trinity Spadina had become vacant when NDP MP Olivia Chow stepped down to run for Mayor of Toronto. The Liberals were able to win the Trinity Spadina seat from the NDP, with Adam Vaughan winning the election. The Liberals also held their Scarborough-Agincourt seat with their candidate Arnold Chan being elected.

### **PSAC Ontario 6<sup>th</sup> Triennial Convention**

The PSAC Ontario Regional Convention took place in Mississauga from June 6-8, 2014. The Convention was the largest in our Region's history with over 266 delegates, 5 observers, and 15 guests. Delegates debated and voted on resolutions, elected their new Ontario Council and re-elected Sharon DeSousa as REVP for Ontario.

### **Mobilization**

#### **Treasury Board Mobilization Meetings**

17 meetings took place across Ontario, with 2 sessions for each meeting beginning on April 28, 2014 and continuing into June. These meetings were held to educate members on how bargaining has changed under Bill C-4, the overall bargaining process and how to mobilize support for their bargaining

teams. These meetings also gave members the opportunity to ask questions directly with a bargaining team member and have their concerns addressed.

### **Boycott National Public Service Week**

PSAC continued our boycott of National Public Service week in 2014, with members encouraged to create their own member appreciation National Public Service Week events. PSAC Ontario Locals held several different actions during their lunch times and on their breaks, creating their own barbeques and pizza parties. Members created a visual statement to management by wearing We Are All Affected t-shirts, ribbons, solid colours, boycott stickers, band aids representing sick leave, and buttons. Members distributed the handouts prepared by PSAC; "Conservative Cuts to Public Services" and "Standing Together for Sick Leave".

"Appreciation-grams" were used by one Local to send a personalized thank you message to all their members, while another Local's members have refused to accept any overtime work from management.

### **Labour Day**

On August 28, 2014, the PSAC London Area Council hosted a Labour Day barbeque in the courtyard at 451 Talbot Street, in London from 12pm till 1:15pm. Joining the event was; NDP MP Irene Mathyssen, NDP MPP Peggy Sattler, London Mayoral candidate Matt Brown, London District Labour Council President Patti Dalton, and PSAC Regional Executive Vice-President for Ontario, Sharon DeSousa.

Last year's celebration brought together over 300 workers from various departments. This year's event was even bigger, with workers discussing the impacts that cuts to federal departments have made on their workplaces.

### **We Are All Affected Campaign**

#### **Veterans Affairs Canada Campaign**

After the Conservative government went ahead and closed down the 9 district Veterans Affairs Canada offices on January 31, 2014, including the ones in Windsor and Thunder Bay, PSAC Ontario continues to campaign for increasing benefits and services for veterans. Media attention remains with reports that veterans are being underserved and are frustrated by the Conservative government's lack of action. We will continue to increase pressure on the government when the House returns in the fall, by ensuring that veterans' stories are publicized.



### **One-on-One Campaign**

Our region continues to focus our one on one campaign through messaging around the importance of solidarity especially in terms of bargaining. Highlighting our wins in our collective agreements and the threat to these achievements has helped connect members with the importance of this campaign. We will continue to sign pledge cards and encourage member to member conversations, as bargaining remains a key priority for our membership.

### **Toronto Star**

On June 5, 2014, a special edition of the Toronto Star was released with an insert on the Ontario provincial election. Sharon DeSousa, PSAC REVP-Ontario provided an editorial section on the importance of the provincial election and voting for progressive change.

### **PSAC Ontario Strategic Planning Meeting**

On July 10, 2014, PSAC's Ontario Council was joined by the Region's National Vice-Presidents and Regional Vice-Presidents to develop an action plan on defeating the Conservative government in the 2015 federal election. The meeting provided a platform where regional leadership could discuss strategies and objectives, which provided the framework for a regional plan that will be rolled out in the fall.

### **Buskers Festival Kingston**

On July 10-13, 2014, the PSAC Kingston Area Council participated in this year's Buskers Festival in Kingston. The Area Council partnered with CUPW in their campaign to stop Canada Post's removal of door to door delivery service. The Area Council asked the public to sign CUPW's petition, while also circulating a petition for a National Child care program.

### **Labour Movement/ Solidarity**

#### **London Social Forum**

On July 11-13, 2014, London held a Regional Social Forum in preparation for the Peoples' Social Forum at the Lorne Avenue Public School in downtown London. The London Regional Social Forum provided an open meeting space for individuals and community groups to share ideas, experiences and network in the areas of justice, peace and ecology. The Forum was organized by a diverse grassroots coalition of individuals and groups including the Council of Canadians, union activists, First Nations, and youth.

Guest speakers included; Tony Clarke, Murray Dobbin, Carol Baker and Ken Lewenza Jr.

### **Peoples' Social Forum**

On August 21-24, the first ever Canada-wide Peoples' Social Forum took place. PSAC Ontario sponsored 4 buses to bring members and activists to this historic occasion, with central locations in London, Toronto and Kingston and two returning buses at the end of the Forum on August 24, 2014.

On the Thursday August 21, 2014, a massive rally was held with thousands of participants on Parliament Hill. Union members gathered at the War Museum at 3pm to hear a variety of speakers including, PSAC President Robyn Benson, Ontario Federation of Labour President Sid Ryan, Brigette DePape, and Denis Lemelin, National President of the Canadian Union of Postal Workers. From there, members marched across to Parliament Hill, where Hassan Yussuff, President of the Canadian Labour Congress addressed the crowd among other speakers from First Nations movements.

PSAC members from across Canada were able to participate in over 500 workshops at the Forum, including 4 workshops delivered by PSAC on Friday, August 22, 2014. PSAC held a breakfast caucus on the Friday to connect members from coast to coast and to speak on the importance of the Forum and creating links with community groups and progressive organizations. On the Saturday, PSAC members were invited to the movement assembly on protecting public services to help develop a declaration that was delivered at the end of the Forum on Sunday.

### **Daryl Bean Chair**

On May 28, 2014 a special celebration of the new recipient of PSAC's Daryl Bean Chair Professorship in Law and Women's Studies was held at Western University in London, Ontario. The Chair was created in honour of past PSAC President, Daryl Bean, who pursued the pay equity complaint against the federal government, which led to a \$3.2 billion settlement.

Professor Gillian Demeyere was the successful recipient of the Daryl T. Bean Professor in Law and Women's Studies. The lunch celebration included: Dean Michael Milde, Faculty of Arts and Humanities, Dean Iain Scott, Faculty of Law, and Jessica Schagerl, Alumni Relations and Development Officer, Faculty of Arts and Humanities. PSAC President Robyn Benson was the guest speaker at the event.

## **OFL Regional Meetings – Defending Workers’ Rights**

The Ontario Federation of Labour (OFL) scheduled regional meetings across Ontario that focused on the Progressive Conservative attack on union rights, based on Tim Hudak’s white paper. These meetings trained members on the Right-to-Work threat that challenged the Rand formula, automatic dues check-off, a union’s political rights, and the scope of bargaining. The campaign has been credited, with all of Labour’s support, in defeating Hudak in the provincial election.

## **CLC Regional Meetings – Together Fairness Works campaign**

The Canadian Labour Congress (CLC) Together Fairness Works campaign promotes the importance of unions and dispels the myths and negative propaganda that the mainstream media has perpetrated. The extensive ad campaign demonstrates how unions have benefited society as a whole and link union membership with social justice.

## **Equity and Human Rights**

### **South Asian Heritage Month**

The Ontario Federation of Labour held their annual South Asian Heritage Month event by co-hosting a labour celebration at Brampton’s Sagan Banquet Hall on May 8, 2014. The event drew over 300 participants to celebrate South Asian cultures and honour labour and community activism. Among the event sponsors were the Canadian Labour Congress (CLC), the Brampton-Mississauga and District Labour Council (BMDLC), the Asian Canadian Labour Alliance (ACLA), the Latin American Trade Unionists Coalition (LATUC), the Coalition for Black Trade Unionists (CBTU)–Ontario Chapter, and a number of affiliates. Emceed by OFL Executive Vice-President Irwin Nanda, the event included cultural performances and dancing, along with speeches concerning the barriers faced by South Asian Canadians. Keynote speakers included CLC Executive Vice-President Marie Clarke Walker, NDP MPP Jagmeet Singh and OFL President Sid Ryan.

### **National Aboriginal Day**

On National Aboriginal Day, June 21, 2014, members in Thunder Bay took part in festivities at Old Fort William in Thunder Bay. PSAC had a booth at the event handing out literature and PSAC Idle No More posters. Members, Linda Britt, Jon-Paul Blais, Kevin Lundstrom and Sara Moffett volunteered at the booth.

### **World Pride International Human Rights Conference**

The World Pride International Human Rights conference took place on June 25-27, 2014. PSAC delegates from across Canada participated in the two day conference, which helped to raise awareness of the struggles faced by LGBTQ communities across the globe. PSAC held a caucus meeting in the evening on June 25, 2014, where members were given the opportunity to network with each other, as well as receiving PSAC Pride t-shirts.

### **World Pride**

PSAC members participated in the Trans March on June 27, the Dyke March on June 28, and the Pride Parade on June 29, 2014. The PSAC Toronto Pride Committee organized PSAC's float in the Pride Parade, which celebrated PSAC Pride with a peacock theme. Over 30 members joined on the float, with another 100 marchers, the maximum allowed by World Pride.

### **Grassy Narrows**

PSAC Ontario supported the annual River Run on July 31, 2014 in Toronto. The River Run is in support of Grassy Narrows First Nation, whose territory is located in Northwestern Ontario. The community has been suffering with mercury poison for decades after the Ontario government had allowed logging on their territory without their consultation. The paper mill upstream ended up dumping 9,000 kg of mercury into Grassy Narrows' River four decades ago and the local environment and community are still suffering the effects.

### **Pride**

Pride celebrations happen throughout Ontario, and members have taken part in Kingston, London, Windsor, Thunder Bay, North Bay, Hamilton and Sudbury. PSAC Ontario members taking part in these celebrations reinforce our union's commitment to equality for LGBTQ communities.

In conclusion,

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

Respectfully submitted for your approval,

*Sharon DeSousa*

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

## **REVP Schedule for the period May 16, 2014 to August 29, 2014**

May 20, 2014 - Treasury Board Meeting in Barrie  
May 21, 2014 - Treasury Board Meeting in Trenton  
May 22, 2014 - Treasury Board Meeting in Petawawa  
May 23, 2014 - Academic Sector Meeting in Kingston  
May 24, 2014 - Treasury Board Meeting in Kingston  
May 26, 2014 - Treasury Board Meeting in Mississauga  
May 26, 2014 - Ontario Provincial Election Telephone town-hall  
May 28, 2014 - Event celebration of PSAC Daryl Bean Chair at Western University in London  
May 28, 2014 - Union of Taxation Employees Local 13 AGM  
May 29, 2014 - Treasury Board Meeting in Toronto  
May 31, 2014 - Treasury Board Meeting in Hamilton  
May 31, 2014 - Ontario Federation of Labour South Asian Heritage Month celebration  
June 2, 2014 - Treasury Board Meeting in Scarborough  
June 3, 2014 - Convention Meeting  
June 5, 2014 - Ontario Regional Council meeting  
June 6-8, 2014 - PSAC Ontario 6<sup>th</sup> Triennial Convention  
June 10-12, 2014 – National Board of Directors meeting  
June 13, 2014 – Alliance Executive Committee meeting  
June 16, 2014 – Ontario Federation of Labour Executive Board meeting  
June 17-18, 2014 – PSAC Ontario Regional Staff Conference  
June 19, 2014 – Ontario Federation of Labour meeting  
June 25-27, 2014 – World Pride Human Rights Conference  
June 29, 2014 – World Pride Parade  
July 2, 2014 – Education Committee Meeting in Ottawa  
July 7-8, 2014 – Ontario Regional Council Training  
July 9, 2014 – Ontario Regional Council meeting  
July 10, 2014 – Strategic Planning Session  
July 16-19, 2014 – Union of Taxation Employees Convention in Windsor  
July 24, 2014 – PSAC Toronto Racially Visible Committee meeting  
Aug. 8-13, 2014 – Trustee Training in Calgary  
Aug. 15, 2014 – University of Ontario Institute of Technology meeting in Oshawa  
Aug. 19, 2014 – United Way of Toronto meeting  
Aug. 21-24, 2014 – Peoples’ Social Forum in Ottawa  
Aug. 22, 2014 – Education Committee meeting in Ottawa  
Aug. 28, 2014 – Labour Day BBQ in London

Motion to adopt REVP's report.

m/s/c Sharon DeSousa and Kevin Lundstrom

Sister Sharon DeSousa resumed the Chair.

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

Brother Christopher Wilson gave an update on the Ontario Region.

The Ontario Region remains a very active region supported by a dynamic collective of staff.

**Staffing**

I am pleased to announce that **Réjean Amyotte** has been extended as a term Regional Representative in the Sudbury RO until May 15<sup>th</sup>, 2015. In the interim the Regional Offices Branch review that I have previously reported upon will continue. Once the review is complete a decision can be made whether the second Regional Representative position in the Sudbury Regional Office will be posted on a permanent basis. Réjean has been acting in the position since September 23<sup>rd</sup>, 2013 and the extension of his term will ensure a continuity of representation to members in the RO service area.

**Denise Morrison** was the successful candidate to backfill Rita Cantalini in the Administrative Assistant position in the Toronto Regional Office commencing August 4<sup>th</sup>, 2014 and is scheduled to continue until November 28<sup>th</sup>, 2014. Denise has extensive administrative experience having worked as a secretary within the Toronto RO for twenty three years.

**Kulvinder Bisla** was the successful candidate for the term position of secretary in the Toronto Regional Office backfilling for Denise Morrison while Denise is acting in the Administrative Assistant position. Kulvinder started her position on September 24<sup>th</sup>, 2014 and is scheduled to continue until November 28<sup>th</sup>, 2014. Kulvinder has worked as a Citizen Service Officer with Service Canada since January 2009 until present and is a member of CEIU Local 633. Kulvinder has a Bachelor of Arts in Psychology from York University and over 10+ years of experience in administrative and secretarial

duties and roles. Kulvinder was also a workshop facilitator for Inter-Cultural Neighbourhood Social Services where she developed and delivered core newcomer settlement programming for internationally trained professionals in collaboration with non-profit agencies, local employers and federal & municipal governments. Kulvinder was also the Administrator Coordinator for the Delta Family Resource Centre from May 2006-July 2007 where she developed, coordinated, and managed a volunteer program within this not-for-profit, community resource centre assisting families, individuals and newcomers. Please join me in welcoming Kulvinder Bisla to our regional staff team/collective

PSAC has had a longstanding partnership with the York University Labour Studies program through which students are placed one day a week as part of their course curriculum. Three students have been placed in the Toronto Regional Office for the 2014-2015 academic year:

**Marissa Verhelst** is a fourth-year Work and Labour Studies student at York University. Marissa will be working one day a week each Monday until end of March 2015. Marissa lives in Sault Ste. Marie and has developed a passion for health & safety following her work as a Health & Safety analyst for Tenaris Algoma Tubes where she worked on MSDS updating, training, compliance, inspections and other health & safety related activities. Marissa will be assigned to work with various Regional Representatives including Angela Fairweather with a particular focus on health & safety related activities such as our upcoming Health & Safety Town Hall Information sessions.

**Raman Sandhu** and **Marine Russell** are also enrolled in the Work and Labour Studies program at York University and will be completed their work placements for the 2014-2015 academic year in the Toronto RO. Marine is placed one day of week each Monday. Raman is also placed one day of the week each Thursday.

Each of the three students are in the process of completing their workplace job descriptions which will connect their interests to PSAC organizational priorities including the We Are All Affected campaign, mobilization efforts and community unionism initiatives.

PSAC has also established a partnership with Laurentian University Labour Studies Program. **Elsbeth Lumley** is being placed in the Sudbury Regional Office as part of her Labour Studies Program. Elsbeth is a Teaching



Assistant at Laurentian University and is involved in the community through her activism with the Sudbury Red Cross and Labour Studies Student Group. Elsbeth will be working with both Debbie St-Germain and Réjean Amyotte to gain experience working within the labour movement.

## **Operations**

### Offices

The PSAC Thunder Bay Regional Office has now re-located to new office space on Alloy Drive at Suite 224 - 1139 Alloy Drive, Thunder Bay. The Thunder Bay RO is planning an open house to provide members an opportunity to see improvements to the new space.

The London RO has been experiencing water leakage off and on for some time now. PSAC Holdings has experimented over the past couple of years with different options to address the leaks. These temporary fixes have not solved the problem. An exhaustive investigation has been conducted. We have determined that the water leakage is most likely permeating through the rear block wall, and not through the roof. PSAC Holdings is in the process on contracting repairs.

### Unionware

PSAC Ontario is leading two new Unionware database improvement initiatives for purposes of:

- (1) Adding member worksite addresses to the database to facilitate membership mobilization and
- (2) Capturing member self-identification information on a consensual basis for purposes of improving communications to equity group members.

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

The REVP gave a brief overview of the roles and responsibilities of the Committee Chairs and each Committee member.

### **Finance Committee Report (Appendix "A"):**

The Committee Chair, Brother Bob Black presented the Committee's report.

Brother Black gave a presentation on the Ontario Council Committee expenses and on the Ontario Council member portfolio expenses.

**Recommendations to Council:**

1. The Finance Committee recommends postponement of moving financial accounts to a credit union pending further investigation into insurable amounts, and consultation with the Director of Finance of the PSAC and interpretation of the PSAC National President.

Recommendation carried.

Sister Claudia Espinoza is recorded against the recommendation.

2. The Finance Committee recommends reducing the council meetings from 3 times per year to 2 times per year (1 meeting held in the spring, 1 meeting held in the fall); the meetings to be held Thursday, Friday and Saturday. Council will remain in contact through conference calls 3 times per year or as needed. This move will increase council's portfolio amount to \$1,500 per year and all committees will receive a \$5,000 budget per year and the special initiative budget will be increased by \$4,492.

**Motion: Refer back the committee recommendation with instructions that the committee bring back scenario # 3.**

m/s Debbie Willett and Marie Polgar-Matthews

Motion to refer defeated

Debate on recommendation # 2, question was called.

m/s Melanee Jessup and David Carr

In favour – 11

Opposed – 5

Vote to call the question carried.

Vote for Committee recommendation.

In favour – 10

Opposed – 9

Recommendation carried.

3. The Committee recommends all members of council have portfolio expenses submitted to the REVP's Office by January 16, 2015. All claims received after January 16, 2015 will be processed under the 2015 portfolio budget.

Recommendation carried unanimously.

Motion to adopt the Finance Committee's Report.

m/s/c        Bob Black and Steve Tuffin

Brother Tuffin reminded Ontario Council members to advise the REVP's Office within the timeline if they are unable to attend a Council meeting, this way alternate arrangements can be made.

### **Health & Safety Committee Report (Appendix "B"):**

Brother Kevin Lundstrom presented on behalf of the Health & Safety Committee.

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

1. That we continue to support Bill C4 Educational efforts.

Recommendation carried

2. That the 2015 Health and Safety Conference Date be set in November 2015.

Recommendation carried

3. That the Theme of the 2015 Health and Safety conference be “Are You In Danger? Let’s Find Out”.

Recommendation carried

4. That Council promote the National Day of Mourning April 28 events throughout their areas, and that as many Council members attend as possible, in order to promote the PSAC.

Recommendation carried

Motion to adopt the Health & Safety Committee’s Report

m/s/c Kevin Lundstrom and Mike Decarolis

### **Education Committee Report (Appendix “C”):**

The report was presented by the Committee’s Chair, Sister Debbie Willett.

Sister Willett stated Sister Jessup was selected as the committee’s Co-Chair.

Sister Willett stated members have been enquiring as to why courses are not offered online and if there are barriers preventing this. Sister Willett stated that some courses are better done face to face i.e. the Grievance Handling course. If this course were taught online it would eliminate the ability for face to face conversations and members would not be able to draw from each other’s experiences. Online training would probable work for a basic course but it would not work for advance courses.

The REVP stated that currently headquarters is conducting a pilot project of offering partial courses online. Once that pilot project is completed there will be an analysis done before moving forward.

Sister Willett stated that if there are basic training needs recognized in a local, the local executive could contact the Regional Office and make a request for the Regional Staff to come out to the local and conduct local developmental training.

The Committee has no recommendations at this time.

Motion to adopt the Education Committee's Report

m/s/c Debbie Willett and Melanee Jessup

**Equity and Human Rights Committee Report (Appendix "D"):**

Sister Sheila Karasiewicz presented on behalf of the Equity and Human Rights Committee.

The REVP advised Ontario Council that the Equity and Human Rights video that was shown at the 2014 Regional Convention was posted on the PSAC Ontario web page.

**Recommendations to Council:**

1. That Ontario Council accept the amendments to the Terms of Reference and Roles and Responsibilities as presented by the Committee.

Recommendation carried.

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

m/s/c David Carr and Lloyd Brown

Point of Privilege – Brother Lloyd Brown

Brother Brown stated that he has come across new information that there may be \$12,000 of unused portfolio funds in the 2014 budget. This surplus can be used to hold a 3rd Ontario Regional Council meeting.

**Motion: The Finance Committee realign \$12,000 of unused portfolio funds for a 3rd meeting and increase portfolio accounts.**

m/s Lloyd Brown and Sheila Karasiewicz

The motion for reconsideration which was brought forward by Brother Brown and Sister Karasiewicz was ruled out of order by the Chair.

The new information presented by Brother Brown is not accurate. The portfolio expenses for the remainder of 2014 have not yet been accounted for. Ontario Council members have until January 16th, 2015 to submit their outstanding claims and therefore the \$12,000 figure is not correct.

**Political Action Committee Report (Appendix “E”):**

Sister Marie Polgar-Matthews, Chair of the Political Action Committee presented the Committee’s report.

The Committee met via teleconference.

**Recommendations to Council:**

1. Council members with geographic portfolios contact their respective regional office staff representatives to assist with mobilizing Locals for monthly actions on the 19th.

Recommendation carried

2. The Political Action Committee will develop a communication piece to Council to be sent to members on how Bill C-377 will impact them. The communication piece will be sent to Ontario Council for approval. Council will be responsible for sending this communication piece out to members.

Recommendation carried

3. PSAC National will create a standardized letter on the effects of Bill C-525 for members to send to Senators. Also, Members of Council will send the letter and encourage their constituents to do the same.

Recommendation carried

Motion to adopt the Political Action Committee’s Report

m/s/c      Bob Black and Trevis Carey

The REVP stated each Committee has to select a co-chair. Once a co-chair is chosen the Committee Chair must advise the REVP’s office.

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

- The REVP stated that Brother Jeremy Baarbe’s alternate, Sister Lauren Baert will now be the Young Worker representative following her acceptance to hold the position. The REVP welcomed Sister Baert to Ontario Council.
- Sister Sheila Karasiewicz gave an overview on a powerful workshop she attended at the Peoples Social Forum (PSF). It gave a clear history of how Aboriginal peoples were impacted through contact with Europeans in Canada.
- Sister Karasiewicz stated that the workshop could be shared with PSAC as a whole, schools or in workplaces as part of Aboriginal awareness week. Sister Karasiewicz also said that it would be great to hold a blanket exercise at the next Ontario Council meeting.
- Sister Tanya Fay stated there has been a lot of job losses in the Sault Ste. Marie area. Sister Fay is presently working with locals to revitalize the Area Council there and the Regional Women’s Committee (RWC). To help with the revitalization some training may be required for members within the area.
- Brother David Carr thanked Sister Nancy Richter for her help in getting members out for the London Pride parade. He also stated World Pride was very successful with hundreds of members participating. Brother Carr would now be working to develop a steward training course geared towards GLBT members.

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

The REVP announced statements from each National bargaining teams have now been placed on the National website. Members were now able to sign up via the National website to get automatic updates on bargaining. Bargaining updates are normally put up on the website the same week of bargaining meetings taking place.

Sister Melanee Jessup gave an update on the Union of Taxation Employees (UTE)/Canada Revenue Agency (CRA) bargaining. The team is waiting on

the Public Interest Commission (PIC) report. The UTE bargaining team met with the employer on October 8th and 9<sup>th</sup> and new negotiations dates have been set for the first of December and February. The team is watching closely the Treasury Board sick leave fight and has decided not to do actions on the same dates that Treasury Board days so as to not confuse the membership.

Treasury Board (TB) and Frontier Border Services (FB) bargaining teams will be meeting with the employer next week in Ottawa. All five tables are working very closely together. Much of the discussions at the bargaining table has been around sick leave benefits. PSAC is demanding “wellness in the workplace”, including protecting our members sick leave. The employer has proposed to abolish the sick leave banked days regardless of how many days have been accumulated. However, if a member has a negative balance in the bank the member would have to pay the employer back.

The employer’s new plan would entitle employees to 37.5 hours of sick leave, which is five days sick leave and shift workers would get three days of sick leave. This is very similar to the Canada Post plan, however Canada Post kept their sick leave banked hours but used 70% to offset their short term disability.

Brother David Carr stated he has heard that there are TB Area Coordinator meetings taking place and he would like clarification as to what does this entails. Brother Carr does not believe information is getting out to all the regions and not everyone is aware of the Area Coordinator structure.

The REVP stated that Area Coordinators are determine by the Regional office staff making contact with locals and getting members to volunteer as Area Coordinators for their local. There is formal training provided to Area Coordinators on how to mobilize their locals in regards to bargaining actions.

**Action Item: The REVP requested Brother Chris Wilson to follow up with Regional Office staff ensuring that all regions have Area Coordinators and provide a report to Ontario Council representatives, advising if there are difficulties preventing the establishment of Area Coordinators in specific regions.**

The REVP stated that the Bargaining team is going back into bargaining next week and would like some ideas as to how Ontario Council can show their support to the bargaining teams.



Sister Donna Struk suggested singing the song *Solidarity Forever* and changing the lyrics of the song slightly to make it unique.

Ontario Council made other suggestions such as; Ontario Council signing six PSAC flags and sending it to each bargaining team to hang behind them and creating a puzzle with a bargaining message for each bargaining team.

**Motion: Challenge Components Presidents to send in their own Component flags to the bargaining teams to show solidarity.**

m/s/c        Mike DeCarlis and Debbie Willett

**Action Item: A memo will be sent from the REVP's office to challenge Components Presidents.**

Brother Lino Vieira reported back to Council on the above idea of creating a puzzle for the teams. Brother Vieira stated he made contact with the supplier and the quote received would be extremely expensive to action this idea.

Treaty Three police officers are in the process of bargaining. The officers won their challenge to be paid at the rate of their counterparts the Ontario Provincial Police (OPP) through an arbitration award. However, the employer rolled-back the award because they were unable to pay it. The employer also had our members paying 50% for their benefits, despite the collective agreement stating that the employer is to pay 100% of contributions. PSAC has challenged this change and the employer is now reimbursing our members the money which they had paid.

Anishinabek Police Services (APS) officers is presently going through conciliation. The employer is trying to union bust and took PSAC to court to state that we do not have jurisdiction over this group, as they should be regulated provincially. The APS officers are currently under federal legislation. This legal challenge is impacting upon our member's ability to file grievances. PSAC has since organized these units provincially as well in case the employer is successful in their legal challenge and these workers are governed under provincial legislation.

The Directly Chartered Local (DCL) 555, University of Ontario Institute of Technology (UOIT) has started negotiations.

DCL 818, Kingston Commissionaires at the Canadian Forces base are about to commence bargaining.

The Weeneebayko Area Health Authority (WAHA) moved from being a Federal hospital to a Provincial hospital and members are currently in bargaining. The group has been in bargaining for a couple of years because of this change in jurisdiction and the complexities that have arisen because of it. There is more than one union at the table and yet the employer is demanding one collective agreement that governs all workers and all unions.

Statistical Survey Operations (SSO) are still waiting on a decision. The REVP will follow up with the PSAC's Negotiations Section to determine who is currently assigned to this group as the lead negotiator.

### **Item 9. Labour Day**

The Labour Day t-shirts were very popular this year. Members loved the colour and the slogans on the back of the t-shirts.

The Toronto Labour Day parade was also a success, PSAC received an award for best decorated vehicle. Brother Ryan Ward took a different approach this year, by making contact with Locals as early as possible to recruit for Labour Day and this made a difference in getting members to turn out for the parade.

Brother Bob Campbell, National President Union of Taxation Employees (UTE), participated with the Hamilton and Niagara Area members at the Hamilton Labour Day celebration. PSAC had a great showing of members. In the 2015 Hamilton Labour Day parade, a thirty-seater bike will be included, as a fundraiser for the heart and stroke foundation.

### **Item 10. Strategic Plan - Federal Election**

A one day strategic planning session was held in July and a draft strategic plan was developed from the notes of that meeting. Ontario Regional Council, National Vice-Presidents (NVP) and Regional Vice-Presidents (RVP) from different components across the region attended the strategic planning session.

Components are presently holding their Conventions right across the country, so potentially the Component executive bodies could change. A draft strategic report will be sent to Ontario Regional Council and the newly elected NVP's and RVP's for review and additional feedback. Once that is completed the Ontario Region strategic plan will be finalized and implemented in 2015 for the upcoming federal election.

#### **Item 11. Peoples' Social Forum**

PSAC Ontario had buses traveling from London, Toronto and Kingston for members and community activists to attend the forum. Members' feedback was that this historic event was a wonderful experience. The People's Social Forum made the point that progressive movements and organizations can work collaboratively together for a common goal.

Ontario Regional Council had five Council members that attended the Forum; Sister Sheila Karasiewicz, Brother Trevis Carey, Brother Lloyd Brown, Sister Claudia Espinoza and Brother Richard McNeill. Sister Karasiewicz and Brother Carey reported back to Ontario Council on highlights of the Forum.

#### **Item 12. Union Development Program (UDP)**

There have been some changes to the Union Development Program (UDP). This new UDP sessions will be held yearly instead of every three years and will consist of six mandatory steps.

- Three Face to Face meetings
- Mentorship Program
- On-line Events
- Individual Action Projects

The Union Development Program will be held across the country instead of by regions and every year an identified region will host the program for that particular year. Ontario Region was selected as the host region for the 2015 session. This new structure will bring activists from different regions together into one space to brainstorm and exchange ideas.

The Ontario region was allotted six spots for UDP, over fifty-eight applications were received from members across the region. In terms of process selection of members, several variables were considered including geographic location, young worker, equity, component and directly chartered locals (DCL's). Notices have been sent to Components for feedback on member selection, and once feedback is received participants will be contacted.

### **Item 13. PSAC National Triennial Convention 2015**

The PSAC National Triennial Convention will be held in Quebec City, April 26<sup>th</sup> to May 1<sup>st</sup>, 2015. At the end of every day of Convention the National Board of Directors meets.

Electronic voting will be used for the National President, Alternate National Vice-President and 2nd Alternate National Vice-President votes. All other elections and resolutions will be conducted by standing vote or by raising of hands.

The REVP stated that prior to the National Convention the Ontario Region will be reviewing best practices for National Conventions.

There are twenty one resolutions submitted between Area Councils and DCL's, a copy of the resolutions will be sent to PSAC National.

There will be Regional caucuses and Component caucuses. Regional caucuses, which will be held on the Sunday will have open discussion within. There will also be a DCL caucus which will be held at the same time as the Component caucuses. Every Equity group, as well as Area Council will be holding a caucus session. Observers are entitled to attend regional caucuses and they can also lobby.

Delegate selection to attend National Convention is outlined in the Constitution. Area Councils must have met at least four times within a year and provide financial statements to REVP's office to qualify.

Components have their own selection process i.e. some Components elect their delegate at the Component Convention like UTE and UNDE. National Equity Conferences also elect delegates to attend the National Convention during their conferences.

DCL's get delegate status based on the number of members in their local. DCL's with under 100 members are pooled together to elect one delegate. Brother Ed Jones was elected to represent DCLs in Ontario with under 100 members.

**Motion: PSAC Ontario Regional Council to donate \$1000.00 to the Workers History Museum located in Ottawa, to fund a video on same sex rights.**

m/s/c David Carr and Melanee Jessup

**Point of privilege – Brother Trevis Carey stated Shannon's Dream is now a reality and the school in Attawapiskat is now ready.**

**Item 14. PSAC National Conferences dates**

The REVP gave an overview of the upcoming National conferences in 2016. Ontario Regional Council members that belong to a steering committee or resolution committee for any of the conferences, would be an automatic delegate to that particular conference.

- National Health & Safety November 4<sup>th</sup>-6<sup>th</sup>, 2016 in Montreal, Quebec at the Queen Elizabeth hotel.
- The five National Equity conferences; Aboriginal, Racially Visible, Pride, Access and Women on March 19<sup>th</sup>-23<sup>rd</sup>, 2016 in Toronto, Ontario at the Sheraton hotel.

Being that the five Equity conferences will be held in Toronto, Ontario Regional Council Equity Committee members may want to provide conference participants with swag from the region.

**Item 15. Leadership Training 2015**

Leadership training has been in existence for a while, although members may recognize it as Leadership 101. The Leadership training will be held at the Delta Meadowvale Hotel in Mississauga, on Friday, January 30<sup>th</sup> and Saturday January 31<sup>st</sup>. Participants include Council members, Regional Officers, National Executive Members for Components, and National Human

Rights Committee members; who will be travelling in on Thursday, January 29<sup>th</sup>.

The course is taking on a new approach by going back into the Regions, with the following objectives; (1) Structure (2) Strategy and (3) Mobilization. Looking at the structure of our Union, strategizing with allies on how to mobilize our members and to accomplish positive change in the upcoming Federal Election.

## **Item 16. Electronic Finance Claims**

A resolution passed at the last National Triennial Convention requesting PSAC National to develop a means to submit leave without pay and expense claims online with the option of electronic funds transfer. The system was established and is called the Member Expense Portal.

The Member Expense Portal (MEP) is located on the first page of the National Website. This portal allows members to create an account, and make the choice of direct deposit or cheques for payments being issued. The MEP is user-friendly and there is a user guide which members can access if they need help with navigating the system.

The MEP system has been up and running since September 2014. Members can submit claims online for all events that they attend (i.e. education courses and conferences). Members will use the same login for all events.

Member expenses and loss of salary claims must be submitted within 90 days of the event. If a claim is not submitted within that time frame, members must submit a paper claim. The turn-a-round time for payments to be issued for claims submitted online is approximately two weeks. This is a vast improvement in regards to payment processing, as in the past payments could take up to a month to be issued.

There have been a few changes made to the travel policy since the launch of the MEP:

### **1. Changes to Air Fare Equivalency (AFE) Rules**

Members who choose to use their own Privately Owned Motor Vehicles (POMV) will claim the lesser of the actual kilometers driven and the applicable PSAC kilometric rate plus parking or up to a maximum of \$700.

## **2. Family Care Policy (FCP)**

Members will be reimbursed the costs for care during the day outside normal work/school/daycare hours at the following rates: i) the actual amount up to a maximum of \$80 per day (for each 24 hour period) for the first family member and ii) the actual amount up to a maximum of \$50 per day (for each 24 hour period) for each additional family member. Aside from the change in reimbursement fees, all other provisions contained within the policy remain unchanged.

## **3. Receipts**

For claims submitted via the MEP, no receipts will be required unless the claim is selected for audit, at which time, electronic receipts will be accepted.

For unaudited claims, receipts must be retained by the member for a period of 2 years after the event end date in case of future audit requirements. For claims submitted in hard copy form, original receipts must accompany the claim in order to be processed. PSAC National suggests that members can open a folder on their computer and scan and store receipts in that folder.

### **Item 17. 2015 Ontario Regional Council Meeting dates**

As a result of the Finance Committee's recommendation, which was passed by Council, the Ontario Regional Council will be meeting twice a year now. Due to the large time gaps between meetings, Ontario Council will hold conference calls in February, June and September. Conference call dates will be sent out in advance.

- April 9<sup>th</sup> – Ontario Council Committee meeting
- April 10<sup>th</sup>-11<sup>th</sup> - Ontario Council Meeting
- November 5<sup>th</sup> - Ontario Council Committee meeting
- November 6<sup>th</sup>-7<sup>th</sup> - Ontario Council Meeting

**Point of privilege – Brother Mike Decarolis stated Walmart employees in the United States will be doing a walk out on “Black Friday”, November 26, 2014. He is asking Ontario Council to show their support for these workers and hopefully the Walmart employees in Canada will follow suit.**

### **Item 18. Ontario Federation of Labour (OFL)**

The Ontario Federation of Labour held a meeting with all the affiliates. Two affiliates decided to walk away from the table, United Steelworkers (USW) and United Food and Commercial Workers (UFCW). The labour movement is unsure if this action means that these two affiliates are leaving the OFL. Due to continued financial pressures on the OFL, and the potential loss of dues contributions from these two affiliates, the OFL has issued layoff notices to staff as dictated by their collective agreements should the OFL need to move forward with layoffs.

Brother Hassan Yussuff had a conversation about this situation with Sister Robyn Benson and has called a meeting with the affiliates for this Sunday to discuss the issue. The labour movement has a big fight ahead with the federal election and Brother Yussuff will be intervening to get everyone back to the table.

**Item 19. Canada Revenue Agency (CRA) Assessment of Union Dues**

The Canada Revenue Agency (CRA) is randomly assessing all Unions by asking workers who belongs to a Union, to request letters outlining their union dues. This is another form of Union busting by the Harper government.

PSAC National has a site dedicated to Bill – 377, Pierre Chartrand Director, Finance and Information Management Branch sent a memo letting PSAC members know if they receive an assessment request from CRA for Union dues, they will have to show some form of support document for Union Dues paid (i.e. T4 slip is not sufficient). A statement of support for Union dues remitted is required and can be provided by PSAC.

Members' inquiry must be referred to PSAC Membership Administration Section, c/o Micheline Labelle-Jackman. A letter and statement of dues remittance will be prepared and signed by the Membership Administration Supervisor. The approximate expected turn-a-round time is 72 hours to one week.

Motion to adjourn meeting at 1:30 pm.

m/s/c      Bob Black and Ryan Ward



## **APPENDIX “A”**

### **PSAC Ontario Council Finance Committee Report June 2014 – October 2014**

**Committee Chair:** Bob Black

**Committee Members:** Steve Tuffin  
Ryan Ward  
Sharon DeSousa

#### **Agenda:**

1. Convention Finance Resolution #3 (switch to Credit Union)
2. PSAC Ontario Council Budget
3. 2014 Expense Claims

#### **Convention Finance Resolution #3**

During the Triennial Convention a resolution was passed by the convention body, “that PSAC Ontario conduct all banking through credit unions or potential Postal Banking.”

The Chair of the Finance Committee has done a preliminary investigation into this transfer. At this time Postal Banking is not available and it seems there are only 2 Credit Unions that would be capable of handling the banking needs of the PSAC Ontario Council. These 2 Credit Unions are Alterna and Meridian. Information tells us that Meridian is in the process of applying for “full bank status” thus leaving them out of the equation. Alterna has a maximum insurance coverage per member of \$100,000. This is for all monies deposited (accounts & investments).

PSAC Ontario Council bank accounts can have up to \$300,000 in the account (including investments) prior to convention and on average the accounts have a balance between \$90,000 and \$115,000 during a fiscal year. The committee discussed the GIC’s currently held with the Bank of Montreal. If these GIC’s were to be transferred to another institution there would be a substantial penalty and loss of earned interest for breaking the contract with the Bank of Montreal.

## **PSAC Ontario Council Budget**

Council has raised concerns about insufficient funding for both Committees and Portfolio expenditures. The Finance Committee understands and has deliberated many different scenarios as where we could re-align funds. The fact remains that we have a set amount of funds allotted to council to do business, and that money is completely allocated. The Committee agreed that the most efficient way to re-align funds and increase funding for both Portfolio and Committee expenditures was to change the way we conduct council meetings. The committee formed 3 scenarios that were studied and costed.

### **Scenario 1:**

#### **Meetings 2 times per year (Thursday, Friday, Saturday)**

By meeting 2 times per year on our regular schedule (Thursday, Friday, Saturday), it will provide a savings of about \$25,000. This will allow each council member an increase from \$952 to \$1,500 per year and each committee will be allocated \$5,000. The Special Initiatives budget will receive an additional \$4,492. In addition, there will also be conferences calls 3 times per year or as required to discuss the business of Ontario Council.

### **Scenario 2:**

#### **Meetings 2 times per year (Friday, Saturday, Sunday)**

By meeting 2 times per year (Friday, Saturday, Sunday) will provide a savings of about \$39,600 per year. This will allow each council member an increase from \$952 to \$1,500 per year and each committee will be allocated \$5,000. The Special Initiatives budget will receive an additional \$12,892. In addition, there will also be conferences calls 3 times per year or as required to discuss the business of Ontario Council.

### **Scenario 3:**

#### **Meetings 3 times per year (Friday, Saturday, Sunday)**

By meeting 3 times per year (Friday, Saturday, Sunday) will provide a savings of about \$13,600 per year. This will allow each council member an increase from \$952 to \$1,500 per year but there will be no allocation to any committee except Political Action which will be allocated an additional \$2,000.

## **2014 Expense Claims**

Council Members are to have their 2014 Portfolio expense claims (ending December 31, 2014) into the Toronto Regional Office before January 16, 2015. This will ensure claims can be processed in a timely manner and paid before the end of January 2015.

### ***Recommendations:***

1. The Finance Committee recommends postponement of moving financial accounts to a credit union pending further investigation into insurable amounts, and consultation with the Director of Finance of the PSAC and interpretation of the PSAC National President.
2. The Finance Committee recommends reducing the council meetings from 3 times per year to 2 times per year (1 meeting held in the spring, 1 meeting held in the fall); the meetings to be held Thursday, Friday and Saturday. Council will remain in contact through conference calls 3 times per year or as needed. This move will increase council's portfolio amount to \$1,500 per year and all committees will receive a \$5,000 budget per year and the special initiative budget will be increased by \$4,492.
3. The Committee recommends all members of council have portfolio expenses submitted to REVP Office by January 16, 2015. All claims received after January 16, 2015 will be processed under the 2015 portfolio budget.

Moved by Bob Black and Seconded by Steve Tuffin

# **EXHIBIT “A”**

## **COUNCIL MEETINGS**

### **Scenario 1: Meet 2 times per year (Thursday, Friday, Saturday)**

Allocated Funds		\$73,000.00
Cost of meeting	\$24,000 x 2	\$48,000.00
Savings		<b>\$25,000.00</b>

<b>Savings</b>		<b>\$25,000.00</b>
Allocation to Council Members	\$548.00 x 21	\$11,508.00
Allocation to Education	\$1,500.00	\$1,500.00
Allocation to Health & Safety	\$1,500.00	\$1,500.00
Allocation to Human Resources	\$1,500.00	\$1,500.00
Allocation to Political Action	\$4,500.00	\$4,500.00
Special Initiatives	\$4,492.00	\$4,492.00
		<b>\$0.00</b>

### **Scenario 2: Meet 2 times per year (Friday, Saturday, Sunday)**

Allocated Funds		\$73,000.00
Cost of meeting	\$19,800 x 2	\$39,600.00
Savings		<b>\$33,400.00</b>

<b>Savings</b>		<b>\$33,400.00</b>
Allocation to Council Members	\$548.00 x 21	\$11,508.00
Allocation to Education	\$1,500.00	\$1,500.00
Allocation to Health & Safety	\$1,500.00	\$1,500.00
Allocation to Human Resources	\$1,500.00	\$1,500.00
Allocation to Political Action	\$4,500.00	\$4,500.00
Special Initiatives	\$12,892.00	\$12,892.00
		<b>\$0.00</b>

### **Scenario 3: Meet 3 times per year (Friday, Saturday, Sunday)**

Allocated Funds		\$73,000.00
Cost of meeting	\$19,800 x 3	\$59,400.00
Savings		<b>\$13,600.00</b>

<b>Savings</b>		<b>\$13,600.00</b>
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Allocation to Council Members	\$548.00 x 21	\$11,508.00
Allocation to Education	\$0.00	\$0.00
Allocation to Health & Safety	\$0.00	\$0.00
Allocation to Human Resources	\$0.00	\$0.00
Allocation to Political Action	\$2,000.00	\$2,000.00
		<u>\$92.00</u>

## **APPENDIX “B”**

### **PSAC Ontario Council Health and Safety Committee Report June 2014 to October 2014**

**Committee Chair:** Kevin Lundstrom  
**Committee Members:** Marie Polgar- Matthews  
Donna Struk  
Tanya Fay  
Mike Decarolis  
Richard MacNeil

**Staff:** Angela Fairweather  
**Regrets:** Souad (Sue) Soubra  
Claudia Espinoza  
Missy Taylor

#### **Agenda Items:**

#### **Actions to Date:**

- Reviewed and updated committee on our mandate.
- Reviewed previous reports
- General education
  - Worked on educating membership on BillC4- see below
- Held a conference call September 11th – organizing Bill C4 conversations and education sessions.

#### **Bill C4:**

- Committee is working with their Regional Representatives  
Completing the Educational Sessions
- 11 scheduled
- Reviewed membership feedback from sessions
- Complete the action of completing a registration/ application process to reflect members desire to be added to the Health and safety network.

- Table Bill -C4 petition after PSAC Ontario consultation with PSAC National due to legal and strategic reasons.

### **2015 Health and Safety Conference:**

#### Suggested Themes/ Workshops:

- “ARE YOU IN DANGER? LET’S FIND OUT”
  - Mental Health and Physical Issues of having to do double the work or more work because of layoffs. (Membership is struggling to grieve because of fear of retaliation).
  - Life and work balances
  - Violence in the workplace
  - Canadian National Psychological Health Standard and Implementation
  - Bill C-4

\*\*\*\*Investigate doing Kiosk (multiple shorter sessions) - instead of fewer longer scheduled workshops

- Suggested that we do a caucus- for provincial workers
- Assigned the Subcommittee-Action Item schedule a conference call 1<sup>st</sup> week of December- Chair to schedule

### **Education:**

- Schedule a consultation with the education committee, to develop health and safety training for the upcoming 3 years

### **Recommendations:**

1. That we continue to support Bill C4 Educational efforts.
2. That the 2015 Health and Safety Conference Date be set in November 2015.
3. That the Theme of the 2015 Health and Safety conference be “Are You In Danger? Let’s Find Out”.
4. That Council promote the National Day of Mourning April 28 events throughout their areas, and that as many Council members attend as possible, in order to promote the PSAC.

Moved by Kevin Lundstrom and Seconded by Mike Decarolis

## APPENDIX “C”

### PSAC Ontario Council Education Committee Report June 2014 – November 2014

**Committee Chair:** Debbie Willett  
**Members:** Trevis Carey Grant Tennant  
Lloyd Brown Peggy Jones  
Lauren Baert David Carr  
Melanee Jessup Sheila Karasiewicz

**PSAC Staff:** Shirley Riva  
**Review:**

- Due to the fact that the majority of the committee members were new, introductions were necessary. These introductions lead to expansion on the following points:
- Discussions held about the different courses available through PSAC Education
  - Core
    - Talking Union Basics
    - Grievance Handling
    - Introduction to Local Officers
  - Advanced (Geo Based or Fall/Spring School)
    - Advanced Stewards
    - Duty to Accommodate
    - Human Rights Activism
    - Political and Social Activism
    - Workers Health and Safety Center (30 hour) Level 1
    - Alliance Facilitators
    - Anti-Harassment/Bullying
    - Unions working for Women
  - Required



- Once every 3 year cycle; each region is mandated to offer these courses:
      - Health and Safety Activism
      - Health and Safety Law
      - Representing Members with Mental Health Disabilities
      - Convention Preparedness
      - Bullying in the Workplace
- Consultation with Regional Office staff
  - The committee is aware that the Regional Office is supposed to consult with Council members in regard to: Course Selection; Participant Selection; Regional Office Schedule
- Education Budget
  - Regional Education Budget: \$846,126
  - 10% set aside for Alliance facilitator network
  - 1% set aside for Remote Subsidy
  - \$314, 000 for 3 year cycle (advanced courses, geo based and spring/fall school)
  - The remainder is for the Regional Offices schedule: Basic and Core schedules
- Online Learning
  - Due to the fact that delivering education is expensive; availability of members; online learning was discussed.
  - However, this is a national education portfolio and we therefore, do not have the authority to modify/deliver these courses
- Selected Co-Chair: Melanee Jessup

**Goals for the Next term:**

- Pathways
  - A document/e-document is being developed currently to map out PSAC education courses and paths for members
  - This document will allow members to navigate the education system more effectively to best suit their needs efficiently
- Review terms of reference
  - The education committee members need to have better understanding of their roles and responsibilities

- The committee believes this should be done at the beginning of every new term

**Action Items:**

- Conference Call December, 2014 with Education Committee further discussion on possible Spring School course selections
- Formulate recommendation for council in regard to Spring School course selection

**Recommendations to Council:** none at this current time

Report Moved: Debbie Willett

Seconded: Melanee Jessup

**PSAC Ontario Council  
Equity and Human Rights Reports  
November 13, 2014**

Committee Chair: Sheila Karasiewicz  
Committee Members: Lloyd Brown  
David Carr  
Staff: Joan-Ann Gravesande  
Regrets: Souad Soubra and Missy Taylor

Sister Souad (Sue) Soubra has been assigned the chair of the Equity and Human Rights Committee by the REVP.

The Co-chair will be selected by the Committee on a rotational basis for every nine months so that everyone develops the skills of chairing.

Sister Sheila Karasiewicz volunteered to chair today's meeting in the absence of Sister Soubra.

**Amendments to Terms of Reference  
Under Mandate**

**Section G:** PSAC National Equal Opportunities Committee, National Aboriginal Inuit and Metis (NAIM) Network be amended to reads as follows: PSAC National Human Rights Committee and National Aboriginal Peoples Circle (NAPC).

**Under Roles and Responsibilities:**

**Section L:** The following should be corrected Persons Transgendered to **Transgendered Persons** and remove the wording **Inuit and Metis Peoples to** Aboriginal Peoples.

**Section O:** Replace PSAC National Equal Opportunities Committee and Naim Network with **PSAC Human Rights Committee and National Aboriginal Peoples Circle to** represent the new names at the National level

## **Goals for the next Terms**

- Update Human Rights Calendar and prepare statements based on equity day. For example Shelia would prepare a statement on National Aboriginal Day, Lloyd will prepare a statement for Black History Month, Asian Month. Souad for Mental Health Month and National Day for Persons for Disabilities and Missy would prepare a statement for International Women's Day and December 6, and David would prepare statements on Pride days. These are just examples
- Ensuring visibility at the Human Rights Day on December 10, 2014 in Toronto Regional Office. This is an event hosted by the PSAC Toronto Racially Visible Committee
- Human Rights Course for the Region and this should be at the next Spring school.

## **Rationale:**

We feel that it is important to educate and inform members on Equity and Human Rights Issues

## **Action Items:**

Terms of Reference and Roles and Responsibilities  
Prepare Equity Statements: for December 3, 6 and 10. 2014,  
Prepare equity statements, for January, February and March  
Have Equity and Human Rights Video that was shown at Convention 2014,  
be placed on website and links to other PSAC Equity Videos be made  
available on the PSAC Ontario Web Page.

## **Recommendations to Council:**

That the Ontario Council accept the amendments to the Terms of Reference and Roles and Responsibilities as presented by the Committee.

Moved by: David Carr  
Seconded by Lloyd Brown

## **EXHIBIT “B”**

Amended November 13, 2014

### **Terms of Reference PSAC Ontario Equity and Human Rights Committee**

#### **TITLE:**

This committee shall be called the "PSAC Ontario Equity and Human Rights Committee" (E&HRC).

#### **COMPOSITION:**

The E&HRC shall be comprised of one (1) representative for Racially Visible Members; Aboriginal Members; Members with Disabilities; Gay, Lesbian, Bisexual and Transgendered Members; Regional Women's Committees, as well as any council member assigned by the REVP.

#### **TERM OF OFFICE:**

The term of office shall be for a period of three (3) years from Triennial Convention to Triennial Convention.

#### **CHAIR:**

The Chair will be assigned by the REVP and Co-Chair will be selected by the Committee on a rotational basis for every nine months.

#### **MANDATE:**

The mandate of the Human Rights Committee is to identify, promote and assist union actions around equity and human rights issues by:

- a) Responding to the needs of the Ontario equity seeking members;
- b) Being responsive to the human rights of Ontario members;
- c) Educating, Informing and Mobilizing PSAC Members on National and Provincial Equity and Human Rights Issues;
- d) Working with the membership to educate, inform and organize around equity and human rights issues;
- e) Promoting and participating in conferences, educational and training programs concerning equity and human rights issues;

- f) Reviewing and analyzing, discussing and making recommendations concerning issues, policies, strategies and initiatives on equity and human rights issues to the PSAC Ontario Council; and
- g) Encouraging the development of the networking and open communication among the PSAC Ontario Equity Human Rights Committee, PSAC National Human

Rights Committee and National Aboriginal Peoples Circle (NAPC) any other PSAC Regional bodies.

#### **MINUTES AND PSAC COUNCIL REPORTS:**

The Equity and Human Rights Committee minutes and reports shall be recorded and prepared by members of the committee on a rotational basis.

#### **LOCATION AND FREQUENCY OF MEETINGS:**

The Equity and Human Rights Committee shall convene by meeting or conference calls at the Toronto Regional Office or wherever convenient, a minimum of three (3) times a year. Additional meetings shall be scheduled as required.

#### **AMENDMENTS:**

This document shall be reviewed on a regular basis as equity and human rights issues constantly evolve.

#### **ROLES AND RESPONSIBILITIES**

##### **ROLE OF CHAIR:**

- a) To liaison between Equity and Human Rights Committee and the REVP;
- b) To co-ordinate and maintain communication with members of the equity and human rights committee between meetings;
- c) To attend meetings called by the REVP and report back to the equity and human rights committee;

- d) Be responsible for call-out for agenda items for meetings and finalize agenda;
- e) To facilitate committee meetings;
- f) To call meetings as required;
- g) To delegate responsibilities to the Co-chair; and
- h) To inform co-chair if unable to attend meetings;

### **ROLE OF CO-CHAIR**

- a) To support the Chair;
- b) To assume delegated responsibilities given by the Chair;
- c) To attend meetings that the Chair is unavailable to attend; and
- d) To assume the role of the Chair when the Chair is unavailable;

### **The role of the Equity and Human Rights Committee**

- a) Communicate effectively between Committee meetings;
- b) communicate with the PSAC Ontario equity seeking groups, and PSAC regional committees;
- c) attend the PSAC Ontario Council meetings and be a representative for the PSAC Ontario equity and human rights issues;
- d) submit to each Ontario Council meeting a written report and minutes to the REVP;
- e) uphold and promote the mandate and objectives of the PSAC Ontario Council;
- f) perform other duties and responsibilities regarding equity and human rights as determined by the PSAC Ontario Council;
- g) representatives from the equity and human rights committee shall

liaise with their alternates on a regular basis;

- h) submit resolutions to the PSAC Ontario Convention Committee that relate to equity and human rights issues;
- i) identify legislation, provisions or practices that are discriminatory on the basis of sex, race, age, color, marital status, family status, religion, national or ethnic origin, disability, sexual orientation, language, political belief, union activity or criminal record, and to recommend union policies, programs or actions that will end and redress the discrimination and racism;
- j) ensure that training programs are fully accessible to all and that they are designed in such a way as to equalize opportunities for advancement by disadvantaged groups;
- k) identify policies, programs, collective agreement language or practices that may act as barriers to the full participation of members within the union and to recommend changes that would end and redress the problem;
- l) encourage participation of Gays, Lesbians, Bisexuals and Transgendered Persons, Women, Racially Visible Members, Aboriginal, Aboriginal Peoples and Members with Disabilities who are still under-represented within all levels of the Union structure by actively recruiting members and informing and providing them with the appropriate training, including Union Leadership skills;
- m) work with and encouraging input from other Regional Equity and Human Rights Committees to share experience, knowledge and best practices on equity and human rights issues;
- n) work with PSAC members, locals, committees; Labour Organizations (i.e CLC, OFL, district labour councils); employers of PSAC members; and community organizations; to identify emerging equity and human rights issues of concern to Union members and to recommend action and support campaigns; and
- o) liaise with, and assist the PSAC National Human Rights Committee and National Aboriginal Peoples Circle (NAPC).



## **APPENDIX “E”**

### **PSAC Ontario Regional Council Political Action Committee Report June 2014 to November 6, 2014**

Committee Members: Bob Black, Trevis Carey, Claudia Espinoza,  
Sharon DeSousa, Christopher Wilson

Staff: Lino Vieira

Regrets: Marie Polgar-Matthews

Meeting via conference call on Thursday, November 6, 2014 at 6pm

#### **Agenda:**

1. Federal Election
2. 19<sup>th</sup> monthly actions
3. Bill C-377
4. Bill C-525

#### **Discussion:**

1. **Federal Election** – we are expecting an early spring election, with the Conservative government using the budget and their tax give-aways as a campaign platform. Once Council is trained on lobbying, Council members can lobby their MPs directly and facilitate member lobbying events. We have to use the member to member campaign to educate our members on the upcoming federal election and the issues. In coordination with the CLC, we will identify key target ridings to be strategic with our resources and use anti-conservative party messaging in our communications.
2. **19<sup>th</sup> Monthly Actions** – We need to continue to support Locals to undertake actions on the 19<sup>th</sup> of every month until the federal election. The actions are a mobilizing tool for Locals to build their capacity. All Locals should be involved in these actions, not just Treasury Board Locals, as they are designed to show all PSAC members are standing against public service cuts.

3. **Bill C-377** – This Bill is at second reading in the Senate once again, but in its original form. Area Councils and Council members were encouraged to send a standardized letter to all the Senators in Ontario. We need to have members continue to reach out to Senators in Ontario to stop this Bill.
4. **Bill C-525** – This bill will make it harder to unionize for workers under the Canada Labour Code by taking away card check, while making it easier to decertify. This is a union busting bill that has been adopted at second reading in the Senate. PSAC will create speaking notes as a toolkit to help members have conversations about the importance of stopping this Bill.

**Recommendations:**

1. Council members with geographic portfolios contact their respective regional office staff representatives to assist with mobilizing Locals for monthly actions on the 19<sup>th</sup>.
2. The Political Action Committee will develop a communication piece to Council to be sent to members on how Bill C-377 will impact them. The communication piece will be sent to Ontario Council for approval. Council will be responsible for sending this communication piece out to members.
3. PSAC National will create a standardized letter on the effects of Bill C-525 for members to send to Senators. Also, Members of Council will send the letter and encourage their constituents to do the same.

Moved by Bob Black

Seconded by Trevis Carey

## **APPENDIX “F”**

**BOB BLACK  
PSAC Ontario Council Report  
ALTERNATE REVP  
June 2014 - November 2014**

Objectives for this period: Continue to make myself available to the REVP and any other member in need of my assistance. Continue to promote the good name of PSAC.

### **ACTIVITIES FOR THE PERIOD:**

JULY 14 Hamilton Area Council MDAC and RWC BBQ/meeting  
30 Attend member retirement gala  
AUG 25 Attend Regional Office for Labour day T-shirts  
SEPT 1 Labour Day Parade and Picnic ~ great turn out  
4 Attend City Hall in support of Postal Workers  
OCT 3 Attended Hamilton Council of Canadians  
4 Day two of Hamilton Council of Canadians meetings  
8 Plant gate at 55 Bay Street  
15 – 20 Attend and Graduate Santa Claus School  
31 Meet with REVP Via telephone  
NOV 6 Political Action Conference call

### **Future Plans:**

Continue to make myself available to the REVP and other members as needed.

Promote PSAC

Promote ongoing campaigns

Try to attend meetings outside of PSAC in an effort to express our goals and campaigns

In Solidarity always,

Bob Black  
Alternate REVP

**Dave Carr**  
**PSAC Ontario Regional Council**  
**GLBT Member Representative Report**  
**June 2014 – November 2014**

Objectives:

- Representation and support of GLBT members and raising the visibility of issues affecting this equity group to all members
- Provide information and tools to assist all members in ensuring that they are kept informed on relevant issues
- Promote political actions, union engagement and encourage GLBT members to participate in meetings of Area Councils and existing equity committees

Actions:

- 10 Jun – UNDE 623 AGM and Elections
- 21 Jun – PSAC GTA Pride Float Prep
- 22 Jun – PSAC Niagara Area Council Meeting
- 25 – 27 Jun – World Pride Conference
- 27 Jun – World Pride Transgender Rally
- 28 Jun – PSAC GTA Pride Float Set Up
- 29 Jun – World Pride Parade
- 03 Jul – PSAC GTA Pride Committee Meeting
- 07 – 10 Jul - Ontario Council & Training
- 27 Jul - London Pride Parade
- 08 Aug – MP Malcolm Allen/MPP Cindy Forster Community BBQ
- 16 – 23 Aug – UNDE National Triennial Conference
- 01 Sep – Hamilton Labour Day Parade
- 09 Sep – Hamilton Area Council Meeting
- 15 Sep – OFL Solidarity and Pride Planning Meeting
- 16 Sep – Bi Visibility Day (23 Sep) Statement
- 17 Sep – PSAC GTAC Annual General Meeting
- 18 Sep – St. Catharines/Niagara “Take Back the Night”
- 24 Sep – PSAC Niagara Area Council Meeting
- 02 Oct – National Coming Out Day & Intersex Awareness Statements

- 25 Oct – PSAC Area Coordinator’s Training
- 03 – 04 Nov - PSAC National Human Rights Committee

Plans:

- Actively encourage and liaise with the PSAC GTA Pride Committee in raising its visibility to engage GLBT members in the GTA by ensuring that proposed PSAC GTA Pride Committee meetings are planned, scheduled and posted effectively to ensure maximum participation
- Identify and network with other GLBT groups and organizations
- Assist in the finalization of plans for the proposed OFL “Out For Equity” Pride Conference to be held 21 – 22 November
- Encourage GLBT members to attend educational offerings to create a more visible and diverse group of individuals participating in such offerings

In Solidarity,

Dave Carr  
GLBT Regional Representative

**Debbie Willett**  
**PSAC Ontario Council Report**  
**Area Council Representative**  
**June 2014 - Nov 2014**

**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:

- |            |  |
|------------|--|
| June 5     | - Ontario Council Meeting                                  |
| June 6-8   | - PSAC ONTARIO Convention                                  |
| June 19-22 | - UTE Tri Regional Pre Convention Conference (Collingwood) |
| June 22    | - Niagara Area Council BBQ                                 |
| July 7,8   | - Ontario Council Training                                 |
| July 9,10  | - Ontario Council Meeting                                  |
| July 15-20 | - UTE Convention (Windsor)                                 |
| July 27    | - London Pride Parade                                      |
| August 28  | - Labour Day Celebrations (London)                         |
| Sept 1     | - Labour Day Parade (Hamilton)                             |
| Sept 9     | - Hamilton Area Council Meeting                            |
| Sept 17    | - Toronto Area Council Meeting                             |
| Sept 24    | - Niagara Area Council Meeting                             |
| Oct 3-5    | - Council of Canadians                                     |
| Oct 21     | - Niagara Area Council Meeting                             |
| Oct 29,30  | ** possible UTE investigation                              |
| Nov 5      | ** possible C4 training (Hamilton)                         |
| Nov 13     | ** possible Education meeting                              |
| Nov 14,15  | ** possible Ontario 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

**Grant Tennant**  
**PSAC Ontario Regional Council**  
**Region 3 Eastern Ontario**  
**August 2014 - November 2014**

**Objectives:**

- Continue to create a network for getting communication with the region between the different locals
- Develop a plan for getting membership to become involved with there locals
- Promote the PSAC within the region through the locals working with
- there local labour councils

**Actions:**

- Contact all of the locals within the region to help promote communication between PSAC and there memberships
- Continue to work with the Renfrew District Labour Council to raise the image of organized labour and gain public support
- Develop lines of communication for the locals to get there information and concerns to be heard at the council table
- Find innovative ways to promote the “19 minute “ actions at the local level
- Participate in the local events that promote and improved the image of organized labour

**Plans:**

- Change the discussions around organized labour and the importance of being involved with the political process
- Make the information known about what the current government has done to effects the rights of organized labour and what they can do to effect the change that is needed
- I must give better representation for the presidents of the locals within the region
- Work with the education committee to get the members the training they are looking for to help there locals get stronger

In Solidarity,  
Grant Tennant, Region 3 Eastern Ontario Representative

**Kevin Lundstrom**  
**PSAC Ontario Regional Council**  
**Region 1 (Northwestern Ontario) Representative Report**  
**June 2014 – October 2014**

**Objectives:**

- Review/respond to correspondence/emails/calls from PSAC about ORC business
- Maintain ongoing dialogue/cooperation with PSAC Thunder Bay Regional Office
- Solicit Input from Northwestern Ont. PSAC Members and Bring to ORC Meetings
- Keep the Members informed on what PSAC ORC is doing as appropriate
- Represent Interests/Views of Members at functions where required
- Promote PSAC events, functions, education as appropriate

**Actions:**

- Attend Ontario Regional Council Training and Meeting (July 7-10)
- Participate in several calls/teleconferences on: ORC Committee Chair business (July 30); Health and Safety Committee business (Sept. 11); 2015 Health and Safety Conference business (Oct. 27); Political Action Committee set-up (Aug. 6); (and calls every month)
- Attended Joint Area Council/Women's Committee/Aboriginal Circle Meeting meetings (Oct. 8)
- Attended meetings at PSAC Regional Office to discuss regional education plan (June 26), speak to members at a TUB course (Sept. 28), discuss PSAC campaigns and priorities including Bill C-4 and Labour Day planning (every month)
- Help run the PSAC booth on National Aboriginal Day at Old Fort William (June 21)
- Attend District Labour Council Meeting (June), Union Local Meetings and LMCC Meetings and Health and Safety Meetings (monthly), Component Convention and Training



(Aug. and Oct.), Workers Health and Safety Centre Meeting  
(Sept. 29)

**Plans:**

- As N.W.O. Representative, attend November PSAC ORC Meeting, Health and Safety Committee Meeting, and teleconferences/calls and subsequently share relevant information with Members
- As Health and Safety (H&S) Committee chair, continue to work towards developing Committee business/agenda, including work on 2015 H&S Conference
- 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.)
- Work on approved and updated Contact Lists and Email Trees
- Support for PSAC Campaigns and Lobbying Support

In Solidarity,

Kevin Lundstrom

Region 1 (Northwestern Ontario) Representative

**Lloyd Brown**  
**PSAC Ontario Regional Council**  
**Racially Visible Members Representative Report**  
**July 2014 to October 2014**

**Objectives:**

- Promoting, Maintaining and Protecting the interest of the Racially Visible Members of the PSAC
- Encourages their participation in Racially Visible Members Committee initiatives
- Provide leadership on issues that pertain to Racially Visible Members who are marginalized
- Eliminate Harassment, Discrimination and Racism in order to attain Equal Rights
- Aim to facilitate changes through Education
- Provide a forum through our meetings for ongoing information exchange and critical discussions of Racially Visible Members Committee issues
- Create partnerships within the PSAC and Community Organizations.

**Actions:**

- Attend UTE Convention in Windsor Ontario July 16 - 19, 2014
- Organized PSAC Toronto Racially Visible Committee meetings July 24, 2014 and October 2, 2014
- Participated in PSAC Political Action Conference Call Aug 6/14
- Attend Peoples Social Forum Rally in Ottawa - August 21, 2014
- Attend People of Colour and Aboriginal Conference - Sept 6/14
- Participate in UTE Day of Action in support of our Bargaining Team by wearing Red and Black to work on Oct 8, 2014
- Attend Rally for Retirement Dignity on October 8, 2014

**Goals:**

- Continue to promote awareness and participation of Racially Visible Members in our Objectives
- Provide a forum through our meetings for ongoing information exchange and critical discussions of Racially Visible Members issues

In Solidarity,

Lloyd Brown - Racially Visible Members Representative

**Marie Polgar-Matthews**  
**PSAC Ontario Regional Council**  
**Academic Sector Representative Report**  
**June 2014 – October 2014**

Objectives from Academic Sector 2014 Meeting:

1. Advocate for the Academic Precariat Worker:

BE IT RESOLVED that the PSAC Academic Sector urges PSAC to make precarious employment and mental health issues a priority in its research and advocacy efforts;  
BE IT FURTHER RESOLVED that PSAC ensures that the Ontario Academic Sector has adequate representation on any working groups or committees pertaining to precarious work and mental health issues

2. Broaden Academic Sector Relationships:

BE IT RESOLVED that the PSAC Academic Sector mandates to create a committee of members from each of our locals to reach out to PSAC Locals in other provinces to investigate shared issues, best practices, and opportunities to work together in solidarity;  
BE IT FURTHER RESOLVED that this committee reports back to each local by the end of 2014.  
BE IT FURTHER RESOLVED that this committee hold its first meeting in June 2014 and reports back to each local by the end of 2014  
BIFR that the committee also reach out to other locals in the academic sector outside of PSAC

3. Create an Academic Sector Infrastructure with common best practices

BE IT RESOLVED that the Academic Sector support Local 555's efforts to renegotiate their service level agreement to bring their dues distribution in line with the other PSAC Ontario Academic Sector Locals.

4. Assist and support the Academic Sector meeting in May 2015

5. Assist and support the 2015 DCL Conference
6. Assist and support the 2015 Health and Safety Conference

**Actions:**

1. Correspondence with PSAC Ottawa (Liam) supplied him with educational materials on the Academic Precariat. Asked to be part of the research and advocacy efforts
2. Working with Faculty groups (CAUT) to educate students, on the marginalization of Sessional Faculty.
3. Worked with UOIT and Regional office to resolve service level agreement. This is now closed.
4. Decided on May 8, 9 and 10th, for the Academic Sector Meeting dates, and have asked for quotes on venue
5. Met with Components, to discuss the DCL structure and resolve any issues.
6. Joined the Political Action Committee

**Plans:**

1. Continue to support 2014 Academic Sector Resolutions
2. Continue to support the development of the 2015 Academic Sector Educational Meeting, with help from the Regional Rep.
3. Support and participate in development of the 2015 DCL Conference
4. Support and participate in development of the 2015 H&S Conference
5. Start taking an active role on the Political Action Committee
6. DCL/Component Meeting at PSAC Ottawa December 5th
7. Attend BRWC meeting December 8th

In Solidarity,  
Marie Polgar-Matthews, Academic Sector Representative

**Michael DeCarolis**  
**PSAC Ontario Regional Council**  
**Region 4, Southwestern Ontario Report**  
**June 2014 – November 2014**

**Objectives:**

- Establish dialogue with Regional Office
- Establish dialogue with Area Councils
- 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 Windsor Area Council meetings as scheduled
- Attended Windsor Pride Fest Parade and associated celebrations (August 2014)
- Attended rolling strikes for Windsor University Faculty Association – Windsor, Ontario
- Increased awareness through regular social media updates (Facebook, Twitter)
- Regular updates of Southwestern Ontario Facebook group/page
- Customs and Immigration Union National Convention (Delegate) – Ottawa, Ontario (October 2014)
- Bill C4 Training – London Regional Office (October 2014)

**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

**Melanee D Jessup  
PSAC Ontario Regional Council  
Region 4, Southwestern Representative Report  
July 2014– October, 2014**

**Objectives:**

Continue and build a dialogue with the Regional Offices  
Work on Southwestern Ontario email/contact list  
Keep the members informed on what PSAC Ontario Council is doing  
Promote Union Education

**Actions:**

Attended UTE National Convention  
Attended UTE Presidents' Conference  
Attended Waterloo Region Labour Council Meetings  
Regularly updated Facebook Group for Southwestern Ontario  
Participated in Labour Day picnic with K/W Area Council  
Participated in TB Area Coordinators Conference Call

**Plans:**

Attend a meeting with Southwestern Ontario Reps and alternates to prepare a plan to increase cohesiveness amongst members in Region 4.  
Support PSAC initiatives to fight for sick leave and to rid Canada of the Harper scourge.  
Continue to provide information to members via social media and other information conduits.

In Solidarity,

Melanee D Jessup  
Region 4, Southwestern Ontario

**Missy Taylor**  
**PSAC Ontario Regional Council**  
**Women's Representative Report**  
**July 2014 - November 2014**

**Objectives:**

- Create format for regular communication /updates between Committee Chairs (email tree)
- 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
- Learn of specific needs and concerns for RWC's
- Act as a support, be available, and accessible to all queries and issues

**Actions:**

- Attended Sisters in Spirit Vigil Allan Gardens Toronto October 4, 2014
- Attended conference call re: Human Rights Commission meeting / will attend meeting November 2-4, 2014
- Booked travel to ChildCare 2020 Conference in Winnipeg November 13-15, 2014
- Delivering Town Hall on Bill C-4 on November 24<sup>th</sup>, 2014 at Scarborough Civic Centre
- Attended Toronto RWC meetings

**Plans/Goals:**

- Obtain all dates/Times/Locations or all RWC meetings – attend as many as possible via call, Skype or in person
- Attend minimum of one to two RWC for all locations over 3 year period
- Will formulate a package to email RWC Chairs on findings/teachings at ChildCare 2020 Conference to be shared among members



- Discuss with webmaster of the PSAC Ontario site how to add wording to create a more inviting and welcoming atmosphere to attract new members
- Have all RWC post the time/Date/Location for all meetings online & keep updated of changes
- Will attend Empowering Women to Enter Politics and Lead Change (Canadian Labour Congress & Peel Regional Labour Council)

In Solidarity,

Missy Taylor  
Regional Women's Committee Representative

**Peggy Jones**  
**PSAC Ontario Regional Council**  
**Directly Chartered Local Representative Report**  
**June 2014 – November 2014**

Objectives:

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

Actions:

- Attended Area Council meeting (June, July, Aug, Sep and Oct)
- Attended and Chaired Women's committee (Jun, Sep and Oct)
- PSAC Members attended Take Back the Night
- Sisters in Spirit Oct 4th

Plans:

- Work with PSAC Regional Offices to contact information for DCL's
- Help to ensure DCLs can contact a PSAC Rep who understands  
DCLs in each respective Regional Office
- Work with assigned staff and all Ontario DCLs in planning and organizing the 2015 PSAC Ontario DCL Conference.

In Solidarity  
Peggy Jones  
Directly Chartered Local Representative

**Donna Struk**  
**PSAC Ontario Regional Council**  
**Region 6 Representative Report**  
**June 2014 – November 2014**

**Objectives:**

- Avail myself to members for Support and Information
- Keep members informed on what PSAC Ontario Council is doing
- Continue and build a dialogue with the Regional Office
- Work on Region 6 email/contact list
- Promote Union Education
- Represent members at functions where required

**Actions:**

- June 22 Niagara Area Council Annual Picnic
- July 7-10 PSAC Ontario Council Meeting
- July 14 Hamilton Area Council Annual Picnic
- Sept 1 Hamilton Area Council Labour Day Parade
- Sept 18 St Catharines Take Back the Night
- Sept 24 Niagara Area Council Meeting
- Oct 7 Hamilton Area Council Meeting
- Oct 8 PASC Ontario Council Health & Safety Committee Teleconference
- Oct 21 Niagara Area Council Meeting
- Oct 25 PSAC Area Co Ordinators Meeting

**Plans:**

- Forward information and updates from bargaining committee to members
- Work with PSAC Ontario Council Representatives to connect with member
- Lobby MP's/Senators on issues that are relevant to all members
- Work on Fight Back Campaign through demonstrations and worksite visits
- Promote the education programs

In Solidarity,

Donna Struk

Region 6 Representative

**Richard McNeill**  
**PSAC Ontario Regional Council**  
**Region 3, Eastern Representative Report**  
**July 2014 – November 2014**

In June of 2014 Kingston Area Council decided to organize a political action dinner in the fall of 2014 for PSAC members. We reached out to PSAC Union activists to set up a planning meeting.

The committee consisted of 4 composite and 1 DCL. The members were at our first meeting we set the date, location, speakers and projected the number of members we thought we could attract. The meeting consisted of Rej Bruneau, Michelle Poirier, Tony Baldassarra, Mary Whan, Elizabeth Kenny, Byron Duguay, Ralf Bucherer, Todd Ferguson, Sheri Robinson, Bill Bailey, Serge Abbott, Ed Jones, and Monique Haggar.

We had 256 members and guests registered for the meeting with 182 members and guests in actual attendance. This number represented 9 components and 2 DCLs. Unfortunately the registered members who did not make it to the dinner did not send regrets.

The speakers were Robyn Benson, Sharon DeSousa, Gail Lem, Holeman Richard, John Wilson, and Pat St George. We also heard brief notes from Debbie Wells, President of the Kingston District Labour Council and Erin Harrison, the Ontario rep of the Canadian Labour Council.

The first speaker was Robyn Benson followed by Sharon DeSousa and then the bargaining team leaders. There was a brief question and answer period which should have been allocated more time.

To keep membership involved we handed out door prizes after each speaker with a \$500.00 grand prize at the end of the evening. As well, we had everyone send a message to our bargaining teams on one long sheet of paper. Members seemed pleased they had attended and appreciated the information presented about negotiations.

It was agreed that we would hold two more political action events between now and October 2015.

In Solidarity,

Richard McNeill  
Region 3, Eastern

**Ryan Ward**  
**PSAC Ontario Regional Council**  
**Region 5 (GTA) Representative Report**  
**July 2014 – October 2014**

**Objectives:**

- Discuss how best to recruit more members to the Durham Regional Women's Committee
- Make contact with each Area Council and all committees operating within the Greater Toronto Area to find out how I can assist in communications, recruitment and/or activity planning
- Work with the Greater Toronto Area Council to develop a strategy for the federal election in 2015
- Set up a plan to work with members in Durham Region put the framework together to start an Area Council

**Actions:**

- Utilized part of my 2014 budget as loss of salary in order to finalize all operations for the Toronto Labour Day Parade (August 27 – 29)
- Lead a group of members and their families in decorating two vehicles for Labour Day Parade and we were awarded with the "Best Decorated Vehicle" award by the Toronto and York Region Labour Council (September 1)
- Facilitated a transition of the old and new executives of the Greater Toronto Area Council (September 17 – October 1)

**Plans:**

- Work on recruitment for our committees by attending Annual General Meetings for as many Locals within the GTA as possible
- Plan events throughout the various regions that members would be able to attend in order to show what the PSAC has to offer

- Work with the PSAC to facilitate a “May Day” event that is larger than what PSAC has done in the past and on a much greater scale
- Talk to the GTA committees to find out what their greatest problems are that can be solved

In Solidarity,

Ryan Ward  
Region 5 (GTA) Representative

**Steve Tuffin**  
**PSAC Ontario Regional Council**  
**Regionally Based Separate Employer Locals**  
**July 2014 – November 2014**

**Objectives;**

- Make contact with all Separate Employer Locals
- Introduce myself, inform members of programs and campaigns sponsored and promoted by The PSAC

**Actions;**

- Made personal contact with 3 RBSEL members in July/August
- E-mailed remaining local Presidents and followed up several with phone calls

**Plans;**

- Work with RBSEL members during upcoming federal election
- Encourage members to get involved in local ridings to support labour friendly candidates
- Work with Ontario Council and PSAC National office to ensure any and all messages get conveyed to all the Federal candidates prior to election
- Encourage RBSEL members to consider being an alternate to this position

In Solidarity

Steve Tuffin  
Regionally Based Separate Employer Locals



**Sheila Karasiewicz**  
**PSAC Ontario Regional Council**  
**Aboriginal Workers Representative Report**  
**June 2014 to November 2014**

**Objectives:**

- 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:**

- June 19-20, 2014 ➤ attended cultural activities at the Thunder Bay Correctional Centre.
  - June 21, 2014 ➤ attended National Aboriginal Day activities.
  - July 24, 2014 ➤ offered union support to Unifor Local 1075 workers during their strike by assisting in noon BBQ.
  - August 21-24, 2014 ➤ attended Peoples Social Forum.
  - September 19, 2014 ➤ participated in workplace action to show solidarity with our National Bargaining Team.
  - September 28, 2014 ➤ attended Talking Union Basics Course to meet members and share my role on council.
  - October 4, 2014 ➤ attended vigil for a murdered Aboriginal youth.
  - October 5, 2014 ➤ volunteered in the building of a Sweat Lodge.
  - October 8 -12, 2014 ➤ participated and offered support in "Walking with Our Sister's".
  - October 9, 2014 ➤ attended Area Council Joint Committee Meeting.
  - November 1, 2014 ➤ attended 5KM Fun Run/Walk to support Northwestern Ontario Aboriginal Youth Achievement and Recognition Awards.
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In Solidarity,

Sheila Karasiewicz  
Aboriginal Workers Representative

**Tanya Fay**  
**PSAC Ontario Regional Council**  
**Northeastern Ontario Representative Report**  
**June 2014 – October 2014**

**Objectives:**

- ✚ Build relationships with the Northeastern Regional office staff
- ✚ Work on a Northeastern Ontario mailing/contact list
- ✚ Regular communication PSAC Ontario Council Representatives
- ✚ Mobilize Treasury Board members to participate in Day of Action activities
- ✚ Continuous communication to the membership in the region regarding the PSAC campaigns

**Actions:**

- ✚ Guest speaker at the CUPE Northern Conference – Oct 2014
- ✚ Sudbury Treasury Board Area Coordinators meeting – Oct 2014
- ✚ Participated in a Plant-gate in Sudbury – Oct 2014
- ✚ Meeting in Sault Ste. Marie with the District Labour Council, 2 members from the Sault Ste. Marie Locks (Parks Canada) and an a member from the Bug Lab – Oct 2014

**Plans:**

- ✚ Attend Sudbury Area Council meetings
- ✚ Promote the Northeastern courses & encourage member participation
- ✚ Participation in the Sudbury RWC & Sudbury District Labour Council;
- ✚ Continue to promote the We Are All Affected campaign & have members sign the pledge cards
- ✚ Lobby MP's for their support on the issues affecting the public service with the emphasis on Northeastern Ontario issues

In Solidarity,

Tanya Fay  
Northeastern Ontario - Region 2

**Trevis Carey**  
**PSAC Ontario Council Member**  
**Region 2, North Eastern Ontario**  
**July 2014 - October 2014**

Greetings Brothers & Sisters the following is a list of my activities since our last meeting:

August 8, 2014 there was a teleconference call set up to decide who would be on the Political Action Committee. I was happy to accept one of these positions and look forward to generating new ideas and discussions.

I attended the Social Forum Aug 20-24<sup>th</sup> in Ottawa where I attended many different discussions, the rally on the 21<sup>st</sup> and several films on the 24<sup>th</sup>.

August 27<sup>th</sup> Kirkland Lake hosted its annual Labour Day event. Pizza and pop were given to all staff. Invitations were hand delivered to PSAC members to attend education. As well we had many draws for the Government of Canada Charitable Workplace Campaign raising \$355.00. UVAE and Management also worked together to collect 8 full boxes of food and \$100.00 for the local food bank in Kirkland Lake. 67 staff members attended.

September 1, 2014 I attended the annual Timmins Labour Day. The morning started at 11:00 with a labor walk around Gillies Lake a 1.4 mile hike to honor those who have blazed the trail ahead of us, celebrate what we now have in terms of the week end, pension health & Safety legislation and to make it known we want collect agreements to be strengthened not weakened. 41 People participated in the march which received a favourable article in the Timmins Daily Press.

Next we went to Holinger Park where children were encouraged to play Mini Putt, use the batting cage, and were treated to free pop, chips, and cotton candy. All sponsored by the Timmins & District Labour Council, locals in the community and PSAC Ontario. Hot dogs were sold for a dollar each and hamburgers at two dollars. The weather was warm and we had about 500 adults and children attended the event which was covered by MCTV News.

On September 12, 2014 I attended a rally in Cochrane Ontario to protest the sale of ONTC assets. Northern Ontario seems to be kicked a lot. Resources are removed but not processed in the communities. Our forests are harvested and taken to Quebec for processing and many of our minerals are no longer processed in our communities.

October 7-9<sup>th</sup> attended a meeting in Sault Ste Marie to discuss ways NE Ontario could communicate better with its locals given the challenge of geography and distance.

PSAC is continuing to map out the members in this region and we are committed to try to communicate better.

Oct 17-19 I Co-facilitated Talking Union Basics Course in Timmins Ontario with members from two components and one DCL in attendance. This was my first opportunity to co-facilitate and it was a good learning experience by all.

October 25<sup>th</sup> participated in C-4 Training in Sudbury Ontario.

Respectfully Submitted,

Trevis Carey  
Region 2, North Eastern Ontario Representative

**Claudia Espinoza**  
**PSAC Ontario Regional Council**  
**Region 5, Greater Toronto Area Representative**  
**June 2014 – November 2014**

**Objectives:**

To increase member participation and awareness of union related activities. Advocate for greater support for community organizing and engagement. Promote PSAC interest in the region 5 community, along with building bridges with disengaged membership. Work on encouraging conversation around federal election and disparity between unionized and non-unionized workers. With an overall objective to strengthen union density in the region.

**Actions:**

July 19 - Toronto Anarchist Fair

Education on anti-Afrikan black and migrant worker solidarity workshops.

July 14 - 18 - USGE convention

August 20-23 - Peoples Social Forum

October 18 - Network for the Elimination of Police Violence meeting

November 26 – Bill C-4 Training

**Plans:**

Work with the regional committees. Support regional committee work

Develop forums for the members in region 5: 1. A conversation for union progressives 2. what is the alternative to conservative politics in Canada

To increase member participation and awareness of union related activities.

Advocate for greater support for community organizing and engagement.

Promote PSAC interest in the region 5 community, along with building bridges with disengaged membership.

Work on encouraging conversation around federal election and disparity between unionized and non-unionized workers, with an overall objective to strengthen union density in the region.

Support Collective Bargaining

In Solidarity,

Claudia Espinoza  
Greater Toronto Area Representative

## **EXHIBIT “C”**

### **Bill C-377 And How It Will Affect You!**

Bill C-377 - An Act to Amend the Income Tax Act (Labour Organizations), will force all levels of a union, including Locals, to file detailed financial accounting reports directly to the Canada Revenue Agency (CRA). This information will be posted on the CRA webpage for anyone to gain access. Included in those posted reports will be detailed information on who your Local does business with.

Individual transactions above \$5,000 would need to identify the payee, payer, the purpose and description of the transaction. For example, should a local rent an office space, over a year that would amount to over \$5000. Imagine the extra costs of filing this financial data, which would include the name of the property owner, address and cost. Locals would be forced to hire accountants to keep track of all the reporting requirements to ensure that they are not found in contravention of the act.

PSAC produces audited financial statements given to our members at Conventions; to ensure transparency and accountability to our membership. Members are entitled to this information, however, your Employer should not be.

Imagine at the next round of bargaining, your Employer knows exactly how much you have in your strike fund or the total amount you can afford in legal fees. This is what this Bill is really about, taking away a union’s ability to bargain fairly.

The administrative costs of this Bill will needlessly use up membership dues and take time away from representing our members.

Senators should defeat Bill C-377 rather than trying to amend it again. Please send an email to at least 3 of the following Senators in Ontario to stop this Bill:

Salma Ataullahjan: [salma.ataullahjan@sen.parl.gc.ca](mailto:salma.ataullahjan@sen.parl.gc.ca)  
Marie-P. Charette-Poulin: [marie.poulin@sen.parl.gc.ca](mailto:marie.poulin@sen.parl.gc.ca)  
Lynn Beyak: [lynn.beyak@sen.parl.gc.ca](mailto:lynn.beyak@sen.parl.gc.ca)  
Anne C. Cools: [anne.cools@sen.parl.gc.ca](mailto:anne.cools@sen.parl.gc.ca)  
Nicole Eaton: [nicole.eaton@sen.parl.gc.ca](mailto:nicole.eaton@sen.parl.gc.ca)  
Art Eggleton: [art.eggleton@sen.parl.gc.ca](mailto:art.eggleton@sen.parl.gc.ca)  
Tobias C. Enverga Jr.: [tobias.enverga@sen.parl.gc.ca](mailto:tobias.enverga@sen.parl.gc.ca)

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