



PSAC Ontario Council Meeting Minutes July 21st, 2020 Meeting by Conference call

The meeting convened at 9:01 a.m. on Tuesday, July 21st, 2020 with the REVP for Ontario, Sharon DeSousa, as Chair with the following Council members in attendance.

Sharon DeSousa, Regional Executive Vice-President, Ontario
Craig Reynolds, Alternate Regional Executive Vice-President, Ontario
Trevis Carey, Region 2 (Northeastern)
Rejean Bruneau, Region 3 (Eastern)
Chris Snooks, Region 3 (Eastern)
Melanee Jessup, Region 4 (Southwestern)
Sara Johnson, Region 4 (Southwestern)
Ryan Ward, Region 5 (GTA)
Leslie Searl, Region 5 (GTA)
Bob Black, Region 6 (Hamilton/Niagara)
Peggy Jones, Directly Chartered Locals Representative
Lloyd Brown, Racially Visible Members Representative
Michelle Woods, Indigenous Members Representative
Amanda Gebara, Young Workers Representative
Ann Marie Kuarsingh, Gay, Lesbian, Bisexual, Trans, Queer and 2 Spirited+ Representative
Craig Berggold, Academic Workers Representative
Susan Glanville, Regionally Based Separate Employer Locals

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

Regrets: Dana Kelly, Region 2 (Northeastern), Souad (Sue) Soubra Boone (Members with Disabilities Representative), Missy Taylor (Regional Women's Committee Representative), Jason Storkson Region 1 (Northwestern).

The Chair read the land acknowledgment, recognizing the traditional territory of the Anishinabek nation of the Mississauga of New Credit.

Also, there was an acknowledgement for Black Lives Matter and I listed the names of those who have lost their lives.

The Chair asked Chris Wilson to read the PSAC Anti-Harassment Policy. Chris Wilson was designated the Anti-Harassment Coordinator for the Ontario Regional Council session.

The hours of sitting were:

- Tuesday, 9:00 a.m. – 5:00 p.m., Lunch 12:00 p.m. – 1:15 p.m., Break 10:30 a.m. & 3:00 p.m.,

Motion to adopt the hours of sitting.

m/s Bob Black and Susan Glanville

Motion carried unanimously

The Chair acknowledged the tens of thousands of people across the world that have lost their lives due to the ongoing pandemic. The Chair then requested an honour roll call for members across the province that have passed away since the last Ontario Regional Council meeting.

The following names were put forward Nancy Harvey (UVAE 0043), Bill Mathews (DCL 818 1st Vice-President), Ron Janus (London UTE Local 00017 Secretary), Isabel Rovinelli-Jackson (UTE RVP Adam Jackson's spouse), Andrea Frappier (UVAE 0043), Jean Depeiza (UTE 00013 President), and Pauline Large (UTE 00014 Steward).

Moment of silence observed.

AGENDA:

1. Adoption of Agenda
2. Adoption of previous meeting minutes (March 27th, 2020)

3. Business arising from previous minutes
4. Regional Executive Vice-President Report
5. Regional Office - Updates
6. Ontario Council Committees Reports
7. Ontario Council Members Reports
8. Collective Bargaining Updates
9. Ontario Council Newsletter
10. Provincial Fightback Plan
11. Phoenix Update
12. PSAC Ontario Regional Convention
13. COVID-19
14. Black Lives Matter
15. New Business

Item 1. Adoption of Agenda

Motion to adopt agenda

m/s/c Lloyd Brown and Sara Johnson

Item 2. Adoption of previous meeting minutes (March 27th, 2020)

The Chair recommended adoption of the previous meeting minutes.

Motion to adopt meeting minutes.

m/s/c Craig Reynolds and Ann Marie KuarSingh

Item 3. Business arising from previous minutes

Convention Nominations

Nominations made previously by members in good standing, will continue to be considered valid for the upcoming regional Convention, even if the nominator/seconded is no longer a member in good standing.

The Chair stated that all Ontario Regional Council members are automatically entitled to attend our Regional Convention as delegates. There will be a call-out letter for those who wish to submit nomination forms in the winter of 2020.

Childcare – Advance Education

Chris Wilson followed up with Gaelle Felix on the request for childcare at Advanced Education Offerings (i.e. Fall School). Gaelle advised that the provision of childcare at various events is a decision of the AEC and that she anticipates this discussion to be held in the Fall.

The Chair stated that childcare services provided at all PSAC events are done by licensed providers. The Chair also stated that as REVP for Ontario, she has made the decision that going forward all in-residence schools in the Ontario region will offer on-site childcare.

Item 4. Regional Executive Vice-President Report

Craig Reynolds assumed the Chair.

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

Sharon discussed ongoing national bargaining for our Treasury Board and Agency members. The teams have been working diligently during this time to reach a fair deal with the employer.

Collective Bargaining

*(**Please note that national bargaining units are covered under the PSAC National President's report, along with reports produced through PSAC's collective bargaining branch and are therefore not covered within this REVP report).*

Ongoing Bargaining

- Treaty Three Police Service members (DCL 410) – The bargaining team reached a tentative agreement, which was rejected by the membership on October 24, 2019. We are pursuing arbitration and are currently waiting on dates to be confirmed.
- University of Ontario Institute of Technology (UOIT) Post-Docs (DCL 555) – The bargaining team met with the employer from April 16-18, 2019. Future dates are being scheduled.
- NPF Kingston (UNDE 681) – notice to bargain was served on June 19, 2019.
- NPF Trenton (UNDE 683) – bargaining input call sent on March 13, 2019.
- Your Quick Gateway (Windsor Airport) – notice to bargain was sent on March 2, 2020.
- UOIT Research and Teaching Assistants and Exam Invigilators (DCL 555) – members voted down their tentative agreement on April 22, 2020. The bargaining team will look at resuming bargaining shortly.
- University of Western Ontario (DCL 610 – Unit 2 - Postdocs) – The bargaining team met with the employer over three days in May of 2020. The Employer refused to provide more dates to bargain and has filed for Conciliation instead.

Renewal Agreements

- Town of Moosonee (DCL 285) – members ratified their new collective agreement on April 2, 2020.

Organizing

UOIT

A proposal has been approved to organize Research Associates and Contract Research Techs at the University of Ontario Institute of Technology (UOIT), in Oshawa. We currently do not represent Research Associates in Ontario, but the Quebec Region has seen significant growth in pursuing these groups and this would strengthen our bargaining power at the University.

Auditors at Casino Woodbine

12 Auditors at Casino Woodbine have joined PSAC and have become part of the existing PSAC Local 533 on January 14, 2020. The Local now comprises of nearly 1,200 members, which will continue to grow as a result of the planned facility expansion.

Invigilators at Queens

An organizing drive to support 200 Exam Invigilators at Queen's University to join DCL 901 is currently taking place. Invigilators are minimum wage workers and some report spending 20% of their earnings on the cost of parking on campus. Union representation would go a long way in improving their working conditions.

Dual Rate Supervisors and Supervisors at Casino Woodbine

A proposal was approved to organize 300 Dual Rate Supervisors and Supervisors at Casino Woodbine. The existing Local at Casino Woodbine (PSAC DCL 533), has experience a tremendous amount of membership growth and increasing PSAC's presence at the worksite will improve our bargaining power with the employer.

Provincial

Liberal Leadership Race

Steven Del Duca has become the new Liberal leader with his victory in the leadership race that took place on March 7, 2020. Del Duca won the leadership contest on the first ballot with 58.8 per cent support. He far outflanked the other contestants, with runner-up Michael Coteau coming in a distant second place with 17 per cent.

Provincial Budget

This year, the budget lock-up was canceled to respect social distancing guidelines. Instead, on March 25, 2020, the government released a one-year economic and fiscal update that was based on the best information available at the time, as well as the first steps in its plan to tackle the COVID-19 outbreak.

Mobilization

Phoenix Campaign

PSAC is the only remaining union that represents federal government workers that has not reached a deal for Phoenix damages. The five days offered by the government is not adequate given the suffering our members have and continue to endure. Therefore, we have linked bargaining with Phoenix and were preparing to take strike action prior to the emergency closure due to the pandemic. We are mobilizing our members virtually and will continue with strike votes once the physical distancing rules are lifted.

Phoenix MP Office Occupation

Kingston – On February 12, 2020, members of the PSAC Kingston Area Council went to meet with MP Mark Gerrettsen in his constituency office. Members demanded to speak with Mr. Gerrettsen on the issues of ongoing bargaining and the lack of Phoenix compensation. Since Mr. Gerrettsen was not in attendance and refused to come to the office to meet with our members, the members staged an office occupation. Local police were called and asked our members to leave, which they did so at that time. Members then

returned to the office the next morning to continue their sit-in to send Mr. Gerretsen the message that we are not going away. Mr. Gerretsen agreed to meet with our members at a later date and the Area Council has committed to continue to pressure him until they achieve his support.

Phoenix 4th Anniversary Day of Action

Given that the backlog of Phoenix cases still sits at almost 200,000 pay issues, the government's efforts will mean several more years to resolve the pay system. After four years of pay issues, PSAC members are tired of this government's lack of prioritizing stabilizing the system. Locals across the region held different Phoenix related events to show this government this is a priority for our members.

Kingston - As the Phoenix pay disaster hit the four-year mark, PSAC members across Canada held public protests to increase pressure for government action. On, February 27th, the PSAC Kingston Area Council set up a soup kitchen outside Liberal MP Mark Gerretsen's office to speak with the public on the devastation Phoenix has caused and the government's inept response to the crisis.

Hamilton – The Hamilton Area Council organized and distributed cakes with the message “4 years of Phoenix #makeitright” to PSAC Locals in the area. The cakes were delivered with a number of Phoenix and bargaining related information, stickers and pins. The Phoenix Lobbying kit was handed out to members, as well as posters that had important talking points to help activists in Locals address members concerns around Phoenix. The cakes and information were delivered on February 10th. Participants included CIU 20 (CBSA), CEIU 619 (Citizenship and Immigration), CEIU 627 (Service Canada), UNE 221 (Parks Canada, Bankruptcy, Measurement Canada, Passport Canada), and UVAE (Veteran's Affairs). On February 20, UTE 00014 (CRA) took 4 more cakes to hold an engagement event for their members as well, just ahead of their first strike vote which was held on February 24th.

Burlington – Locals in the Burlington area held a rally to condemn the government's handling of the Phoenix Pay System on March 4, 2020.

The rally was held at the Canada Centre for Inland Waters, were members from several Locals gathered to demonstrate.

Gender Equity Task Force

PSAC's National Board of Directors (NBoD) struck a Gender Equity Task Force (Task Force) in 2018, as recommended by the PSAC National Human Rights Committee, to investigate barriers to women's participation in union life and to make recommendations for changes. The Task Force was Chaired by Sharon DeSousa, Ontario Regional Executive Vice-President and included June Winger, President of Union of National Defence Employees; Missy Taylor, Member of the National Human Rights Committee Women's Working Group, Ontario; Sandrine Oka, Member of the National Human Rights Committee Women's Working Group, National Capital Region; and Angela Decker, Member of the National Human Rights Committee Women's Working Group, Atlantic.

The Task Force engaged women from across the country through surveys, telephone townhall meetings, focus groups, and in-person workshops to gather input on how gender equity could be improved in PSAC. The Task Force took an intersectional approach to its work in recognition that not all women experience gender inequities in the same way or to the same degree.

Research conducted by the Task Force clearly demonstrates that tackling the systemic issues identified by women members of the PSAC, would not only shift the way we organize within the union; but also change the face of elected leadership bodies to better reflect the needs and interests of PSAC's membership.

Bargaining Support

When the World Health Organization deemed the COVID-19 virus a pandemic, PSAC quickly took precautions to safeguard the health and safety of our members, the public and our staff. Strike votes that were under way for our UTE Component were halted, along with strike training, preparation and votes for our other national units. Therefore, strike votes for all our bargaining units have been suspended until further notice.

Union of Taxation Employees (UTE) Strike Training

The union has been negotiating in good faith for a new collective agreement with the Canada Revenue Agency (CRA) since June 2018. However, CRA management has consistently refused to address our members' concerns and has instead insisted on a range of concessions. Therefore, PSAC began to conduct strike training for UTE Locals at the end of 2019, in preparation of possible strike action should the government continue down this path. The following strike training sessions took place: UTE 00012, Belleville, on November 26, 2019; UTE 00008, Peterborough, on January 27, 2020; UTE 00011, Kingston, on February 11, 2020. Also, in the month of February 2020, training sessions were delivered for UTE Local 00015 and UTE Local 00018.

Treasury Board Strike Votes

As negotiations with Treasury Board had not resulted in a tentative agreement, PSAC called for strike votes to begin for all our Treasury Board members beginning on March 16, 2020. However, due to the global pandemic and the emergency orders placed by the government, all strike votes and meetings were placed on hold until further notice.

PSAC Greater Toronto Area Council (GTAC) postcard campaign

On May 3, 2020, GTAC launched their postcard campaign to pressure the federal government to bargain fairly for new collective agreements for all our Treasury Board and Agency members. The timing of this campaign coincides with the release of the majority of PIC reports that have been favourable to PSAC's bargaining position.

Labour Movement/ Solidarity

Ontario Federation of Labour – Power of Many Campaign

The Ontario Federation of Labour (OFL) launched the Power of Many Campaign in 2018, to fight back against the Ford government's austerity agenda. The campaign trains activists on how to get politically engaged and to take action. Training sessions have been held across the province, establishing hubs in key ridings. Now due to

the pandemic and social distancing guidelines, the traditional model of this campaign has been put on pause. The OFL is now moving over meetings and training sessions to be held virtually, to continue the campaign's organizing work.

Bill 124

On December 17, 2019, the Ontario Federation of Labour (OFL), in partnership with affiliated unions, including PSAC, launched a coordinated Charter challenge against Bill 124 (*Protecting a Sustainable Public Sector for Future Generations Act*).

Bill 124 allows the government to impose compensation caps, including for pension and health care improvements, on a variety of unionized and non-unionized public sector workplaces. Workers affected by Bill 124 include those employed by the provincial government, crown agencies, school boards, universities and colleges, hospitals, non-profit long-term care homes, children's aid societies, social service agencies and the electricity and energy sectors.

PSAC will stand with the Labour Movement to challenge this government's continued efforts to infringe on the bargaining rights of our members, which are protected under the Canadian Charter of Rights and Freedoms.

Education Sector Labour Disputes

With the Ontario government passing Bill 124 (which infringes on free collective bargaining rights), unions representing teachers and academic workers across the province began rotating, strategic one-day strikes in the fall of 2019. Key issues included class sizes, Elearning, seniority rights, resources for special needs, staffing levels and compensation.

This was the first time in the province's history that all education sector unions were out at the same time. This included the Ontario Secondary School Teachers' Federation (OSSTF), which reached an agreement on April 20, 2020; the Ontario English Catholic Teachers' Association (OECTA) and the Ontario Catholic School Trustees' Association (OCSTA), which reached an agreement on April 9, 2020.

The Ontario Council of Educational Workers (OCEW), which reached a deal on April 4, 2020. The Association des enseignantes et des enseignants franco-ontariens (AEFO) and the Association des conseils scolaires des écoles publiques de l'Ontario (ACÉPO) and the Association franco-ontarienne des conseils scolaires catholiques (AFOCSC), reached their tentative agreement on March 31, 2020. All agreements have now been ratified, effectively ending all labour disputes at the elementary and high school levels.

Ukrainian International Airlines Flight PS752 Crash

On January 8th, Ukrainian International Airlines Flight PS752 crashed just outside of Tehran in Iran, tragically killing all onboard. 176 people lost their lives, including 63 Canadians, five of which were PSAC members here in Ontario.

Many of the victims attended and worked at Canadian universities, including PSAC members at Western University and the University of Ontario Institute of Technology (UOIT). Those members are Ghazal Nourian, Hadis Hayatdavoudi, Milad Nahavandi and Sajedeh Saraiean (Western University-DCL 610) and Razgar Rahimi (UOIT-DCL 555).

On January 14th, 2020, members in Kingston held a vigil to honour the lives lost in the Ukraine plane disaster, including those of our members traveling with their families.

Canadian Labour Congress (CLC) Lobby Day

Each year the CLC organizes a national one-day lobby of MPs and Senators on Parliament Hill in Ottawa; with members from all the different affiliates participating. This year the lobby took place on February 25, 2020, and the two PSAC Ontario members who were selected to attend were: Sara Johnson and Meaghan Horn.

The topics of this year's lobby included: Universal Pharmacare, Federal \$15 minimum wage, and the International Labour Organization's Convention 190 (concerning the Elimination of Violence and Harassment in the Workplace) and Pension Protections for workers.

COVID-19 Pandemic

On March 17, 2020, the Province declared a state of emergency to ensure the government had the tools needed to protect people's health and safety with the World Health Organizations declaration of the pandemic. Social distancing rules were put in place, all non-essential businesses were ordered to close, and much of the world began quarantine lock-down procedures. The scale, speed and magnitude of this situation has never been seen before in modern times.

Subsequently, all PSAC Regional offices were closed as of March 16, 2020, and will not be reopening until June 30, 2020. However, PSAC staff are working remotely and have continued to provide service to our members.

With the overwhelming amount of information being released about the virus, along with the new realities of telework and temporary lay-offs, PSAC was quick to respond with a dedicated resource page on COVID-19. This page includes resources on mental health, telework, government announcements, health and safety legislation, and resources for equity seeking members. In addition, a dedicated page specifically for our post-secondary academic Locals was created, since they face unique challenges in this situation.

PSAC and our Components have reached out to all employers and departments across the country to develop safety plans during this pandemic. Furthermore, we have been bargaining to ensure that employers use the government programs available to keep our members on pay roll and continue their benefits. We have been very successful in this effort, which resulted in many of our members continuing their employment during this time.

We have held several Health and Safety webinars in the region on health and safety rights, health and safety legislation for Health and Safety Committees, and on Mental Health. We will also be offering a Returning to Work webinar shortly, as we expect in the coming weeks the easing of restrictions and along with it the re-opening of some workplaces.

Area Councils and Committees in the region were also quick to respond to this new social distancing reality by rescheduling their meetings to hold them virtually. This has helped our members stay connected and has become a new way to continue to represent and advocate for our members.

Tuition Waiver for Graduate Students Campaign

Our PSAC Ontario academic Locals began an online email campaign to end summer/spring tuition for graduate students due to COVID-19. This includes our Locals at Wilfred Laurier, Queen's, Western and UOIT, where for many graduate students, the pandemic has restricted access to resources that are essential to progress through their academic/research requirements.

Despite this lack of access to academic resources, many universities are still requiring graduate students to pay spring/summer tuition fees. At the same time, graduate students who typically work to financially support themselves have lost job opportunities or are facing great uncertainty with respect to their summer jobs. This campaign coincided with PSAC Ontario's signing onto the Canadian Federation of Students April 24, 2020, letter that also called for a tuition waiver, academic completion extension, extension of deadlines for funding agencies, along with the suspension of student loan repayments and the expansion of the Canada Summer Jobs program.

Day of Mourning

Every year, on April 28th, we commemorate National Day of Mourning, in recognition of the many workers who have lost their lives or who have been injured on the job. This year, amid the ongoing pandemic, virtual vigils were held across the province. The CLC also asked that workers light a candle and take photos with messages of support for front-line workers with the hashtags #WorkersDayofMourning and #StopthePandemicAtWork.

Education

PSAC Ontario Regional Racially Visible Conference

The 2020 PSAC Ontario Racially Visible Members Conference took place from February 7-9, 2020, at the InterContinental Toronto Centre. The theme for the Conference was “*Building Our Power for Change: Equity for All!*”. The key objectives of the conference were: Working together; increasing membership engagement; taking effective political action; and to contribute to the development of a policy to address systemic racism.

Your Health and Safety Rights at Work: The Covid-19 Pandemic Webinar

This webinar offered an introduction to Health and Safety principles and members’ rights at work during the COVID-19 pandemic. The webinar examined concepts like “general duty” “your 3 rights” and “how your Union can assist you with health and safety issues”. There were two offerings delivered; one on April 7th and the other on April 15th, 2020. All the materials and the webinar presentation have been posted to the PSAC Ontario webpage for members to access.

Covid-19 and Your Rights Under Health & Safety Acts Webinar

This webinar introduces workplace Health and Safety Committee responsibilities during these the COVID-19 pandemic. The webinar examined the federal and provincial health and safety acts as it relates to employee rights in the workplace and the obligations of employers. The webinar was specifically offered to Health and Safety activists and Health and Safety committee members. There were two offerings delivered; one on April 9th and the other on April 18th, 2020. All the materials and the webinar presentation have been posted to the PSAC Ontario webpage for members to access.

Mental Health and Wellness Webinar

This webinar, the third in the series that deals with health and safety during COVID-19, focused on mental health. Topics discussed included the impacts, stigma and realities of mental health and wellbeing; where to get help if you need it; and what to do when the paycheques stop. There were two offerings of this webinar, one on April 25th and the other on April 30th, 2020. All the materials and the

webinar presentation have been posted to the PSAC Ontario webpage for members to access.

Equity and Human Rights

Women Lead Change International Women's Day luncheon

On March 4, 2020, the female Ontario Federation of Labour Executive officers and staff attended the NDP's, Andrea Horwath Women Lead Change luncheon. The luncheon was in celebration of International Women's Day and gathered female leaders to celebrate women leading change in Ontario.

Kingston Racially Visible Committee

Members in the Kingston area are attempting to create the region's first Racially Visible Committee. The first meeting was held on March 4, 2020, at the PSAC Kingston Regional Office.

Kingston Indigenous Circle

Members in the Kingston area are attempting to create the region's first Indigenous Circle. The first meeting was held on March 5, 2020, at the PSAC Kingston Regional Office.

International Women's Day

In recognition of International Women's Day (IWD) on March 8th, PSAC Ontario delivered special Women's Day pins, produced by the Ontario Federation of Labour, to all the Area Councils and Committees in our region. This year's theme is "*Rise, Resist, Organize*".

International Women's Day March

Toronto – The annual Women's Day March took place on March 8, 2020 in Toronto, with the mass rally starting at 1pm. PSAC members were in attendance, which included over 15,000 participants.

May Day

May 1st is May Day or International Workers' Day. This day is a celebration of the working class and the recognition of the progression made for labour rights. The PSAC Toronto Racially

Visible Committee held a special online May Day event honouring racially visible members. Guest speakers included Dr. Andrew Blackwood, Mental Health Professional, the Ontario REVP, Chris Ramsaroop, from Justicia for Migrant Workers and Sarom Rho of the Migrant Workers Alliance. This event raised awareness of the struggle of migrant farm workers during this pandemic and the lack of protections they have.

PSAC Toronto Regional Women's Committee

With the PSAC regional offices closed due to the pandemic, the PSAC Toronto Regional Women's Committee changed their scheduled meeting to a zoom virtual meeting on May 5, 2020. This special meeting was used to discuss eating disorders and welcomed guest speaker Kaitlyn from Sheena's Place, a non-profit Charity for Eating Disorders. This event also covered topics addressing myths associated with eating disorders and how to support others who may be affected by this condition.

In conclusion,

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

Respectfully submitted for your approval,



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

REVP Schedule for the period January 11, 2020 to May 15, 2020

Jan. 14-15, 2020 – Alliance Executive Committee meeting in Ottawa
Jan. 17, 2020 – PSAC National Women’s Conference sort and select meeting
Jan. 21, 2020 – CLC- UNCSW64 meeting in Ottawa
Jan. 21, 2020 – PSAC National Strategy Consultation Committee for the TC, EB, SV and PA bargaining units meeting
Jan. 22, 2020 – PSAC Anti-Oppression Meeting in Ottawa
Jan. 23, 2020 – CLC’s Women’s Committee meeting in Ottawa
Jan. 24, 2020 – DCL 533 Casino Woodbine Executive meeting
Jan. 27, 2020 – CLC Canadian Council meeting in Ottawa
Jan. 28-30, 2020 – PSAC National Equity Conference Organizing Committee meeting
Jan. 31, 2020 – PSAC Ontario Regional Racially Visible Conference Organizing meeting
Feb. 4, 2020 – PSAC Ontario Area Council conference call
Feb. 5, 2020 – CEIU Local 647 AGM in Chatham
Feb. 7-9, 2020 – PSAC Ontario Regional Racially Visible Conference
Feb. 10, 2020 – Alliance Executive Committee meeting in Ottawa
Feb. 11-13, 2020 – PSAC National Board of Directors meeting in Ottawa
Feb. 13, 2020 – Anti-Oppression Committee meeting in Ottawa
Feb. 13, 2020 – DCL 533 Casino Woodbine conference call
Feb. 14, 2020 – PSAC National Women’s Conference Resolution Committee meeting
Feb. 18, 2020 – PSAC Ontario Regional Convention planning meeting
Feb. 19, 2020 – DCL 533 Casino Woodbine Executive meeting
Feb. 20, 2020 – National Board of Directors Conference Call
Feb. 20, 2020 – Alliance Executive Committee meeting to select CLC - Equity delegates
Feb. 22, 2020 – OFL Rally at Progressive Conservative Policy Convention in Niagara Falls
Feb. 25, 2020 – CEIU Local 648 worksite tour
Feb. 25, 2020 – DCL 555 (UOIT) meeting in Oshawa
Feb. 26, 2020 – DCL 902 (Wilfred Laurier) meeting
Feb. 28-30, 2020 – British Columbia Regional Racially Visible Conference in Victoria

Mar. 3, 2020 – PSAC Ontario Education Sub-Committee meeting in Toronto

Mar. 4, 2020 – NDP Ontario Women’s Leadership Lunch for International Women’s Day

Mar. 4, 2020 – PSAC Ontario Regional Convention planning meeting

Mar. 5, 2020 – UTE Local 13 Strike vote meeting

Mar. 8, 2020 – International Women’s Day rally in Toronto

Mar. 9-10, 2020 – Alliance Executive Committee meeting in Ottawa

Mar. 12, 2020 – National Board of Directors conference call

Mar. 13, 2020 – PSAC Ontario Regional Council Finance Chair meeting

Mar. 13, 2020 – RSCC call regarding Akwesasne Mohawk Board of Education

Mar. 16, 2020 – CLC Canadian Council conference call

Mar. 16, 2020 – OFL Executive Board conference call

Mar. 18, 2020 – Ontario Council Political Action Committee conference call

Mar. 19, 2020 – National Board of Directors conference call

Mar. 20, 2020 – International Day for the Elimination of Racism virtual event in Toronto

Mar. 23-25, 2020 – Ontario Regional Convention Resolutions Committees virtual meetings

Mar. 23, 2020 – National Board of Directors conference call

Mar. 24, 2020 – DCL 533 Casino Woodbine conference call

Mar. 25, 2020 – PSAC Ontario Regional Convention planning virtual meeting

Mar. 26, 2020 – Ontario Regional Council Committees virtual meetings

Mar. 26, 2020 – Alliance Executive Committee conference call

Mar. 27, 2020 – Ontario Regional Council virtual meeting

Mar. 30, 2020 – UCTE Airport sector strategy call

Mar. 31, 2020 – National Board of Directors conference call

Apr. 2, 2020 – Alliance Executive Committee conference call

Apr. 3, 2020 – NSCC conference call

Apr. 7, 2020 – CLC Canadian Council conference call

Apr. 7, 2020 – National Board of Directors conference call

Apr. 7, 2020 – PSAC Ontario Health and Safety webinar

Apr. 9, 2020 – PSAC Ontario Regional Convention planning virtual meeting

Apr. 9, 2020 – PSAC Ontario Health and Safety webinar
Apr. 14, 2020 – National Board of Directors conference call
Apr. 15, 2020 – Alliance Executive Committee virtual meeting
Apr. 15, 2020 – CLC Women’s Committee virtual meeting
Apr. 16, 2020 – Alliance Executive Committee Anti-Oppression
Committee virtual meeting
Apr. 17, 2020 – DCL 555 (UOIT) Regional Strike Strategy Committee
virtual meeting
Apr. 17, 2020 – Alliance Executive Committee virtual meeting
Apr. 20, 2020 – Alliance Executive Committee virtual meeting
Apr. 21, 2020 – National Board of Directors virtual meeting
Apr. 22, 2020 – OFL Executive Committee virtual meeting
Apr. 23, 2020 – OFL Executive Board virtual meeting
Apr. 24, 2020 – Union of Taxation Employees Southwestern Ontario
Zoom virtual meeting
Apr. 25, 2020 – PSAC Ontario Health and Safety Committee webinar
Apr. 27, 2020 – Alliance Executive Committee virtual meeting
Apr. 27, 2020 – PSAC Ontario Southwestern Ontario Women’s
Committee re-activation virtual meeting
Apr. 28, 2020 – National Board of Directors virtual meeting
Apr. 29, 2020 – Regional Finance virtual meeting
May 1, 2020 – PSAC Toronto Racially Visible Committee Zoom
meeting
May 4, 2020 – Alliance Executive Committee conference call
May 5, 2020 – National Board of Directors conference call
May 6, 2020 – OFL Heads of Union virtual meeting
May 6, 2020 – PSAC Ontario Regional Council conference call
May 7, 2020 – PSAC Ontario RVP/NVP conference call
May 8, 2020 – CLC Canadian Council virtual meeting
May 11, 2020 – Alliance Executive Committee virtual meeting
May 12, 2020 – National Board of Directors conference call
May 12, 2020 – PSAC Ontario DCL and Separately Based Employers
Strategy call
May 13, 2020 – Virtual meeting with the Ontario Minister of Colleges
and Universities
May 13, 2020 – CLC Women’s Human Rights virtual meeting
May 13, 2020 – PSAC Ontario Area Council and Committee’s
Conference call
May 14, 2020 – Alliance Executive Committee Virtual Meeting

May 14, 2020 – PSAC National President and National Executive Vice-President telephone town-hall

Motion to adopt REVP's report

m/s/c Sharon DeSousa and Bob Black

Sharon DeSousa resumed the Chair.

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

Chris Wilson gave an update on the operational status of the Ontario Region:

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

Toronto Regional Office

Shirley Riva retired on May 4th, 2020. Shirley was the first Regional Education Officer and was instrument in developing many of the processes that we now follow for the delivery of education within the Region. Shirley's service dates to April 29, 1991: approaching 30 years of service. Shirley started her career within PSAC working for the CEIU Component and prior to that was an active member of CAW. Staff had the opportunity to recognize Shirley's retirement during our 2019 staff conference.

Following an expression of interest, Lori Walton and Jawara Gairey have been approved to act as Regional Coordinators, Ontario for the following time periods:

- August 3rd – August 14th: Lori Walton
- August 17th – August 31st Jawara Gairey

Lori and Jawara will ensure continuity in the position while I am on leave.

Navnita Richardson was the successful candidate for the permanent Regional Representative competition in Halifax. Anna Goguen, Regional Coordinator (Atlantic) has announced the appointment within the Atlantic Region. Navnita will conclude her term assignment within the Toronto Regional Office backfilling for Nicole Wall and is expected to start her new position on a date to be confirmed in consultation with Anna. Navnita will have completed two term Regional Representative positions in the London RO and Toronto RO over a period of twenty months prior to starting her new position.

Lease renewal negotiations:

PSAC Holdings, in consultation with the Toronto RO building committee, has entered into a ten-year renewal lease for our current office space with Madison Properties. As part of the negotiations process the Landlord has agreed to provide one (1) additional reserved accessible parking space at the rear of the Building. There will be no reductions to our current parking spaces ie 17 in total with 16 unreserved and 1 reserved. Nor will there be any reductions to the square footage of our current office space. The duration of the lease will commence January 1st, 2021 and continue until December 31st, 2030.

In terms of next steps:

- (1) PSAC Holdings is contracting a designer to explore options for improving the kitchen area and making the “map” area more useful. Design suggestions will be considered by the Building Committee and all staff will be updated with any potential changes to the floorplan;
- (2) The contract renewal process is completely independent of the return to work process. Our offices remain closed until further notice and will not be re-opened until a consultative process is undertaken through a national committee and decision made by the Directors Team;

(3) The contract renewal process is also independent of the purchase order process ie the boardroom could use new tables.

Thanks to each member of the Building Committee for engaging in a due diligence search. Remaining at our current location will provide stability, access to the LRT once completed and a central location for members and staff to continue our work.

Kingston Regional Office

A position for a term Regional Representative in the Kingston Regional Office has been posted for a term of up to fifteen (15) months commencing September 28th, 2020 for purposes of backfilling Tim McIntyre during this time.

London Regional Office

Beth Bennett has returned to her substantive position as Administrative Assistant in the London RO effective June 15th following the completion of her term assignment as an Administrative Assistant in the REVP Office for purposes of Convention Preparation.

Carolyn Barham, who had been backfilling for Beth Bennett returned to her substantive position within Service Canada effective June 12th. Carolyn played an instrumental role as a central contact throughout the process of relocating the London Regional Office to the new location at 244 Paul Mall. The new office space has already been well received by the membership given the more central location, separately accessible boardroom, kitchen area and modern furniture.

Sudbury Regional Office

Sylvie Laird has been extended until September 11th, 2020 to backfill for Debbie St-Germain who is on leave.

Thunder Bay

Jennifer Kovacs was hired as the term Administrative Assistant in Thunder Bay effective May 1st, 2020 until May 1st, 2021 for purposes of backfilling Nancy Johnson while she is acting Regional

Representative in the London Regional Office. Prior to starting in her capacity as term Administrative Assistant Jennifer worked as a term secretary during the competition process until April 30th, 2020. Jennifer previously completed a term Administrative Assistant position in Thunder Bay for the time October 2011 – April 2014. Jennifer has worked with both Judith and Sandra and is very familiar with the Thunder Bay RO service area. Jennifer has also been active in the Union as secretary of Local 00296, member of the Local Health and Safety Committee, member of the Employment Equity committee and past President of Local 00030.

Regional Convention

In response to questions arising from the Nomination Process for Regional Convention, Chris Aylward, National President confirmed as follows:

1. Yes, nominations made by members who were MIGS at the time the nomination was made will continue to be considered valid, even if the nominator/seconded is no longer MIGS at the time of the Regional Convention election process.
2. Yes, an email confirming the nominator's/seconded's intent can be considered their electronic signature.

Chris Wilson provided the following verbal updates:

Rejean Amyotte has announced that he is retiring December 31st, 2020. He became Regional Representative in the Sudbury Regional office September 2016. Réjean has been active at all levels of the Union i.e. Alliance Facilitator, PSAC Regional Council Member (Region 2), Joint Learning Program Facilitator just to name a few.

As a result, a staffing action has been submitted and will be posted once approved.

Regional Offices are currently closed due to the pandemic lockdown. Regional Offices may re-open at different times depending upon their stages of readiness. No regional office will open before September.

Once re-opened provincial rules still apply – we’re looking at 30% occupancy maximums at this point in Ontario.

Rebel News (right wing news media) filmed a video outside of our Toronto Regional Office:

<https://www.youtube.com/watch?v=0aNLB-fsHwU>

As a result, additional security measures have been taken:

1. All staff across the region are being notified to ensure that the speaker in the video is not granted access to any Regional Office
2. Building Management in Toronto (Madison Properties) has been instructed to deny access to the speaker to the 6th Floor.

Several emails were forwarded to my attention last week from staff relating to *The Introduction to Anti-Racism for White Folks* webinar. The emails were forwarded to my attention to avoid engaging directly with members. PSAC National is trying to set up a protocol process so that we have a central registry of all these emails and coordinated answers. We also want to avoid any staff being put in a dangerous situation by responding to any such email.

Item 6. Ontario Council Committees Reports

The Chair stated that the TC group has reached a tentative agreement.

The Chair explained to each Council Committee that they have the autonomy to schedule conference calls prior to Ontario Regional Council meetings, to help alleviate some of the workload.

Education Committee Report (APPENDIX “A”)

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

Recommendation to Council:

1. That PSAC Ontario Council supports the *PSAC Introduction to Anti-racism for White Folks* webinar and any subsequent anti-racism initiatives.

Recommendation carried unanimously

Motion to adopt the Education Committee's report

m/s Melanee Jessup and Amanda Gebara

Motion carried unanimously

Political Action Committee (APPENDIX "B")

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

Recommendation to Council:

The Committee has no recommendations at this time.

Motion to adopt the Political Action Committee's report

m/s Ryan Ward and Bob Black

Motion carried unanimously

Equity and Human Rights Committee Report (APPENDIX "C")

Ann Marie KuarSingh, presented on behalf of the committee:

Recommendations to Council:

1. Council apply an equity lens in all political action and lobbying endeavours. This is especially important now since Systemic Racism that have oppressed Black, Indigenous, and Racialized people continue to flourish within Canadian society centuries since its implementation. This should include support of the ongoing federal campaign to ask each MP on their stance re defunding the RCMP (proposed by Jagmeet Singh NDP)

Recommendation carried unanimously

2. Council promote the development and delivery of educational sessions of “Defunding the Police” so that all members gain an understanding what that phrase actually means and how it will reform the current systems of policing.

Recommendation carried unanimously

3. Council continue to lobby for anti-racism structural change at all levels of government and within the union.

Recommendation carried unanimously

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

m/s Ann Marie KuarSingh and Lloyd Brown

Motion carried unanimously

Finance Committee Report (APPENDIX “D”)

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

Recommendations to Council:

1. The committee recommends that council members submit any outstanding claims since January 2020.

Recommendation carried unanimously

2. The committee recommends that council members submit their Internet claim through the portal as a Council Expense Claim under miscellaneous heading.

Recommendation carried unanimously

Motion to adopt the Finance Committee's report

m/s Craig Reynolds and Peggy Jones

Motion carried unanimously

Health and Safety Committee Report (APPENDIX "E")

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

Recommendations to Council:

The Committee has no recommendations at this time.

Motion to adopt the Health and Safety Committee's Report

m/s Bob Black and Susan Glanville

Motion carried unanimously

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

The REVP thanked Ontario Regional Council members for their ongoing dedication and hard work.

Chris Snooks also thanked Council members for their well wishes in regard to his health.

Amanda Gebara acknowledged the Hamilton/Niagara Young Workers Committee for holding an amazing virtual event and UTE's Local President, Nicholas Thompson, for being a strong voice on anti-racism within our union.

Sara Johnson attended a Leap webinar. The webinar provided information to organizations on how to improve practices in regard to sustainability.

Lloyd Brown stated that Black Lives Matter.

Item 8. Collective Bargaining Updates

Canada Revenue Agency (CRA)

Negotiations for nearly 30,000 PSAC-UTE members at the Canada Revenue Agency (CRA) will resume on July 14, 2020.

Treasury Board

The Technical Services (TC) group and the Education and Library Science (EB) group have both resumed negotiations today and will be in bargaining until July 17. The Operational Services (SV) group will be resuming their negotiations the week of July 21 to 24. The Program and Administrative Services (PA) ratification kit is now available, and members will soon be invited to participate in an online ratification process.

Canada Border Services Officers (FB)

Leslie Searl stated that there has been no further developments at the bargaining table at this time. The bargaining team is currently waiting on the employer to continue negotiations.

Canadian Food Inspection Agency (CFIA)

PSAC has tabled demands to improve and expand the eligibility for allowances, to increase compensations for travel time and to provide increases to overtime pay.

Canada Post Corporation

UPCE reached a tentative agreement on April 14th with Canada Post. The ratification process for the tentative agreement began on April 27th, with a series of online webinars to explain the terms of the tentative agreement. The ratification vote was held from May 4 to the 8th. UPCE members have now ratified their new collective agreement.

Parks Canada

Parks Canada workers to join over 100,000 PSAC members on taking a strike vote. Parks members strike meetings were to be held from March 16 to May 7, however due to the pandemic, strike votes have been postponed.

Treaty Three Police Service (DCL 410)

The assigned arbitrator rendered an interest arbitration award for Treaty Three members, resulting in a new collective agreement.

UOIT

University of Ontario Institute of Technology (UOIT) Post-Docs (DCL 555) – The bargaining team met with the employer from April 16-18th. Future dates are being scheduled.

UOIT Research and Teaching Assistants and Exam Invigilators (DCL 555) – members ratified their new collective agreement on June 8, 2020 (this is the first agreement for Invigilators, who joined the existing Local as a result of PSAC Ontario's organizing program).

Western University

University of Western Ontario (DCL 610 – Unit 2 - Postdocs) – The bargaining team met with the employer over three days in May of 2020. The Employer refused to provide more dates to bargain and has filed for Conciliation instead.

NPF Kingston

NPF Kingston (UNDE 681) – notice to bargain was served on June 19, 2019.

NPF Trenton

NPF Trenton (UNDE 683) – bargaining input call sent on March 13, 2019.

Quick Gateway (Windsor Airport)

Quick Gateway (Windsor Airport) – notice to bargain was sent on March 2, 2020.

Item 9. Ontario Council Newsletter

Lino Vieira thanked Melanee Jessup and each of the Ontario Regional Council members for assisting with the newsletter.

The Chair suggested the next Ontario Council newsletter should be released in late October or early November of 2020.

Ontario Regional Council established a deadline of October 1st for all articles to be submitted and the newsletter to be published after the next Ontario Council meeting.

Proposed Theme:

- 2020 A Year in Turmoil – Action for Change

Members that will be submitting articles:

- Craig Berggold - Online learning and what the impact has been
- Sara Johnson - The need for universal childcare
- Ryan Ward - Activism during COVID-19
- Ann Marie KuarSingh – Events that the Equity Committee had in 2020
- Chris Snooks – Homelessness

Melanee Jessup stated that there are still Ontario Regional Council members who have not submitted their profile bios for the newsletter.

The following members promised to submit their profiles:

- Amanda Gebara
- Michelle Woods
- Chris Snooks
- Trevis Carey

Action Item: Lino will send out reminders to Ontario Regional Council members for newsletter articles.

Item 10. Provincial Fightback Plan

The following three bills are currently in the Ontario legislature:

Bill 175 – Connecting People to Home and Community Care Act

Bill 175, is at third reading and will reform home and community care if passed, expanding privatization in the sector. The Ontario Health Coalition has slammed the bill as "irredeemable," saying it cedes more control over coordination and oversight to the private sector and will create "significant destabilization" in the middle of a pandemic.

Bill 184 - Protecting Tenants and Strengthening Community Housing Act

Bill 184, "Protecting Tenants and Strengthening Community Housing Act", is currently at the social policy committee for study. The Bill will make it easier to evict renters at a time when many are dealing with job loss and the financial burdens of the pandemic.

Bill 195 - Reopening Ontario (A Flexible Response to COVID-19) Act

Bill 195 will allow cabinet to extend or amend the emergency orders *without needing to make* the declaration that gives them such broad-ranging powers. It also removes important mechanisms for democratic accountability. Bill 195 also gives the Government new

powers to interfere with the collective bargaining rights of unionized workers.

Item 11. Phoenix Update

PSAC has reached an equitable settlement for 140,000 federal public service workers for compensation due to Phoenix. When PSAC rejected the government's meagre Phoenix settlement offer last year, it was for two important reasons:

- five days of cashable leave was far too little to compensate for the enormous damage caused by the faulty pay system; and
- it was not an equitable solution for everyone as it rewarded the highest earners and punished those with lower wages when cashed out.

PSAC is pleased to have negotiated a new Phoenix damages agreement which replaces five days of leave with a \$2,500 lump sum payment to be distributed to all of our eligible members who have been directly or indirectly impacted by the Phoenix pay system. This new agreement is a substantial improvement from the one negotiated by other federal bargaining agents. Furthermore, this agreement only covers damages up until December 2020. PSAC reserves the right to pursue damages for future years of hardships.

Item 12. PSAC Ontario Regional Convention

The next Ontario Regional Convention will take place on June 11th to 13th, 2021. There will be an Ontario Regional council meeting on Thursday, June 10th, 2021.

The Chair stated that the AEC has put together a document that looks at different scenarios with recommendations/resolutions based on where we are at with the pandemic. As of 2021, Ontario Regional Council technically does not have a budget, which we have been in discussion with the National President's office to address.

Nomination forms received prior to the postponement of the 2020 Regional Convention will continue to stand. A new Convention call-out will be issued before the New Year, which will outline the process for the upcoming convention.

Chris Wilson consulted with the National President's office and confirmed that email signature authorization is sufficient for nominations.

Cleo Reid stated that until a new convention call-out is issued, all nominations and delegate processing is closed. Once the new call-out is posted, then a new timeline will be given for submissions.

Bob Black announced that he will be retiring in September of this year and he would like to attend Ontario Regional Convention as a guest. The Chair advised that guests are normally invited by the REVP's office and they are required to pay the registration fee.

Item 13. COVID-19

Craig Berggold stated that universities are looking at a hybrid return to work model, with most classes being delivered virtually. There are a variety of issues with this plan, specifically in regard to foreign students/employees working from their countries.

The Chair reported that Treasury Board (TB) is developing a return to work policy. If any member's health and safety needs are not being met, please notify the Component and for Directly Chartered Local members, they should contact their nearest PSAC Regional office.

The majority of the province has moved to stage three except for the Greater Toronto Area (GTA) and Windsor Essex. The federal government extended the Canada/USA border closer until August 21st.

The Chair stated PSAC has a policy grievance on 699 leave (i.e. COVID-19 leave for family care). Information on the policy grievance can be found on the PSAC national website.

Item 14. Black Lives Matter

The Chair welcomed our guest speaker Larissa Crawford, who identifies as a young Indigenous Black woman.

Larissa is a published Indigenous and anti-racism researcher, certified mediator and activist. Larissa's experiences have led to her specializing in conflict resolution and Indigenous and anti-racism research, accessibility, climate justice, and public policy.

Larissa presented to our Council members on the meaning and differences between systemic racism, individual racism and institutional racism. She further explained how these different forms of racism reinforce the historical legacy of oppression and what it means to be a good ally.

Retirement

Bob Black announced that this would be his last Ontario Regional Council meeting, since he is retiring in September of this year. Bob thanked council members for making his time on Council enjoyable and educational.

The Chair thanked Bob for all his years of service and activism work that he has done on behalf of PSAC Ontario.

Point of Privilege: Lloyd Brown stated that today was his birthday and he wanted to acknowledge that he spent his birthday representing his constituency and he wished Bob Black a happy retirement.

Business completed and meeting adjourned at 4:35 pm

APPENDIX “A”

PSAC Ontario Council Education Committee Report March 2020 to July 2020

Committee Chair: Melanee Jessup

Members Present: Craig Berggold, Lloyd Brown, Amanda Gebara, Leslie Searl, Michelle Woods

Regrets: Réjean Bruneau, Dana Kelly

Staff Rep: Denise Hampden, PSAC Ontario Regional Education Officer (REO)

Review:

1. Update

- All conventions and conferences are postponed until next year.
- PSAC offices will be closed until at least September.
- No in-person training will be held for the remainder of the year. Council made a good decision at the last meeting.

2. Webinars

- Presented:
 - Your Rights at Work (twice)
 - Your Rights under the Act (twice)
 - Mental Health (twice)
 - Returning to work (twice)
 - Ergonomic Tips

Total number of participants – 613

Generally, feedback has been positive.

- Future – discussion and generating ideas:

- As members appreciated the webinars already presented, more generic health and safety courses
- Non-COVID-related webinars
- Something more fun – particularly if we have a second wave and are forced back into isolation
- Defunding the police – what it means
- The economics of recovery
- Labour History
- Harnessing energy for racial justice
- CERB transition/basic income/unemployment in the new economy

The Committee discussed the upcoming PSAC webinar, “Introduction to Anti-Racism for White Folks”, which will be held on July 21st. There has been much discussion on this webinar, with some negative comments and actions, primarily to do with the title. Registration so far is healthy, with many more showing interest on the PSAC Facebook page.

The Committee wishes to show our support and is making a recommendation. See below.

3. Online training update

The online courses are still coming. A job was just posted online for an individual to work exclusively on the stewards’ online training. The Intro to the PSAC course should be coming in September, but the Talking Union Basics course will not be ready by then.

4. Budget update

In 2020 we had spent approximately \$10,000, but Finance hasn’t come out with reports since February, so we don’t have a current figure.

The REO is trying to confirm if the 2020 budget will carry forward to 2021 but has not received a response.

5. New normal – discussion

We're looking forward to going back to in class work, but there are many factors that will lead up to that. In the meantime, if we need to continue with status quo, we need to find ways to encourage members to participate.

In 2021, conventions will take precedence over education and preparation for convention will be the highest priority for education, at least leading up to the conventions.

Goals for next term:

- Continue to provide a quality education program to our members, using innovative, but practical, education methods.

RECOMMENDATIONS:

1. That PSAC Ontario Council supports the *PSAC Introduction to Anti-racism for White Folks* webinar and any subsequent anti-racism initiatives.

Rationale: We recognize that this may be a difficult topic for some members, but now is the time to stand for justice and against bigotry.

m/s: Lloyd/Craig: Carried unanimously.

Moved by Melanee Jessup
Seconded by Amanda Gebara

APPENDIX “B”

PSAC Ontario Regional Council Political Action Committee Report March 2020 to July 2020

Attended: Ryan Ward, Bob Black, Sharon DeSousa,
Melanee Jessup, Craig Reynolds, Jay
Storkson

Staff: Lino Vieira, Christopher Wilson

Meetings via conference call on July 8, 2020 at 6:00 p.m.

Agenda:

1. Bargaining
2. Provincial Fightback
3. COVID-19
4. Black Lives Matter

Bargaining

The PA Bargaining unit is continuing negotiations, along with the commons table, which deals with common issues across all of our major national bargaining units. If we reach a tentative agreement, then PSAC will be looking to do electronic ratification votes. Electronic RAND cards have been developed by PSAC to ensure members can sign a union membership card, should they still be a RAND member. The other national bargaining units will commence as soon as the PA group reaches an agreement, which we are close to achieving. We have been able to bargain effectively thanks in large part to the overwhelming support of our membership, who sent the Treasury Board President tens of thousands of emails through our online action.

Provincial Fightback

The provincial government continues to disregard Labour’s recommendations on protecting workers during the pandemic and on recovery plans. In addition, the government continues to support Bill

124, which infringes on collective bargaining rights. Currently, Bill 124 is being challenged in the courts, of which PSAC is a part of that legal challenge. The government has tabled legislation that would further privatize long-term care homes, a root cause of the terrible conditions reported at several sites across the province. Legislation giving the government continued sweeping powers of state of emergency has also been presented; to solidify the government's unilateral power for another year.

COVID-19

PSAC Regional Offices will stay closed until September at least, with staff continuing to work remotely. We will monitor the situation and follow all public health guidelines to protect our staff and members. PSAC is working on return to work protocols to ensure that our members who return to work have the PPE they may require from their employers and that safety protocols are clearly laid out.

Black Lives Matter

PSAC is lobbying the government to have demographic data be collected to identify anti-Black and anti-Indigenous systemic racism and the barriers people of colour face in the federal government for job and career opportunities. Sharon DeSousa also sent a letter to the Premier denouncing his now retracted statement that systemic racism does not exist in Canada. PSAC National will be delivering a webinar on anti-Black racism and how to be a good ally shortly. PSAC Ontario is also developing our own combating anti-Black and anti-Indigenous racism webinar.

Recommendation:

The Committee has no recommendations at this time.

Moved by: Bob Black

Seconded by: Ryan Ward

APPENDIX “C”

PSAC Ontario Council Equity and Human Rights Committee Report July 16, 2020

Acting Committee Chair: Ann Marie KuarSingh

Committee Members: Lloyd Brown
Michelle Woods

Staff: Joan-Ann Gravesande

Regrets: Missy Taylor
Souad Soubra Boone

REVIEW & UPDATES:

- The committee is continuing to work on the established 3-year plan including scheduling conference calls and additional meetings to keep objectives and mandates on track including identifying priorities and action items from each of the representatives.
- The committee had a hearty discussion on the current events related to Racism. Staff shared the existing PSAC Anti-Black and Anti-Indigenous Racism campaign activities, and the committee looked at the union’s role in mobilizing member response, fostering member education, and re-examining and reforming existing structures that support covert racism in our society and our unions.
- Lloyd Brown has been actively engaged in anti-racism (especially Anti-Black racism) over the past few weeks. The global reaction to the murder of George Floyd in the US as well as the circumstances surrounding the death of Regis Korchinski-Paquet here in Ontario has resulted in a flood of

protests against existing systems and institutions of racism. Engagements include the PSAC National Human Rights Committee Teleconference on Anti-Black Racism in April and June 2020.

- Michelle Woods, as a new committee member has been focused on educating herself on her role as the Indigenous Workers Representative. She has been engaged in outreach and educational engagements, attending PSAC driven webinars, committee meetings, as well as working with Indigenous member.
- Ann Marie KuarSingh participated in several Virtual Pride Engagements (virtual workshops and webinars) as well as the 2020 Toronto Pride Committee virtual Pride Event which included a poetry reading and short film viewing, as well as an open forum to discuss issues members wanted to raise. Members were able to recite their original poetry and the event is available for viewing on You Tube. The Toronto Pride Committee are also publishing a Pride wellness colouring book and we invite your support once ready for distribution.

GOALS:

- To continue political action including lobbying on issues that relate to Equity and Human Rights. To coordinate with PSAC as well as community and labour partners on all equity issues.
- To continue to engage in outreach to all Regional Offices with a view of connecting with PSAC members in those areas and promoting Human Rights & Equity.
- As a committee, share and respond to Equity issues as they arise.
- Assist, support, and promote in any and all PSAC activities, conferences, and or events.

ACTIONS:

- Continue to raise awareness on Human Rights & Equity issues and ensure there is an equity lens applied to maintain and build inclusiveness.
- Continue to create statements for respective human rights and equity days to be sent to the membership.
- Commitment to work towards better supporting Regional staff by keeping regional offices apprised and updated on any and all information stemming from the National Working Groups.
- Those from this committee who also are a part of the Education and the Health & Safety committees, are going to request mechanisms, education, trainings, contact information to rights, to better support our membership during this time. Ex. Those still working on the front lines, those in isolation, working from home,

RECOMMENDATIONS:

4. Council apply an equity lens in all political action and lobbying endeavours. This is especially important now since Systemic Racism that have oppressed Black, Indigenous, and Racialized people continue to flourish within Canadian society centuries since its implementation. This should include support of the ongoing federal campaign to ask each MP on their stance re defunding the RCMP (proposed by Jagmeet Singh NDP)

Rationale: The application of an equity lens (especially with a racial justice focus) leads to improved planning, decision-making, and resource allocation leading to more racially equitable outcomes.

5. Council promote the development and delivery of educational sessions of “Defunding the Police” so that all members gain an

understanding what that phrase actually means and how it will reform the current systems of policing.

Rationale: Misinformation on the elements involved in defunding any policing body have made this a divisive issue amongst our members. Ensuring that all members understand that anti-racism is a core principle of who we are as a union is key to solidarity. Solidarity is the strength of the union. As evidenced by recent events where PSAC leaders and facilitators were targeted recipients of online hate, there is a need to further educate our membership on anti-racism engagement. Until such time that Basic Union Training includes anti-racism for members, a conversation around deconstructing, healing and transforming our structures, our environments and ourselves, framed with the police as a starting point, is a powerful tool for change.

6. Council continue to lobby for anti-racism structural change at all levels of government and within the union.

Rationale: Recent events have highlighted the need for transformative change towards racial equity at the individual, institutional, and systemic levels. Chronic racial gaps are often strongly associated with structural racism which continues to disproportionately segregate communities of color from access to opportunity and upward mobility. Racial inequities will grow unless we consciously work to eliminate them.

Moved by: Ann Marie KuarSingh
Seconded by: Lloyd Brown

APPENDIX “D”

PSAC Ontario Council Finance Committee Report March 2020 – July 2020

Committee Chair:	Craig Reynolds
Committee Members:	Peggy Jones Ryan Ward
REVP:	Sharon DeSousa
Bookkeeper:	Galit Sugar
Staff:	Cleo Reid

Agenda:

- Council Members Expenses
- Finance Committee during Covid-19

Council Members Expenses

The COVID-19 pandemic has drastically affected how we operate. The Finance Committee has been unable to process and pay expense claims since the beginning of 2020.

Council members who conducted council business during this time are now encouraged to submit their claims. Additionally, members who are entitled to Internet claims for the first half of the year should be submitting an expense claim as well.

The Finance Committee will implement a process where claims and receipts are submitted to the finance committee and upon approval the total amount is submitted to the portal. All council members will be advised of the process via email by the end of business day July 21, 2020. This will ensure that all outstanding claims are processed and paid in a timely manner.

Finance Committee during Covid-19

Very little has changed since we met in March 2020. As a result of the Covid-19 pandemic, the Finance Committee is still unable to have face-to-face meetings. Wherever possible the committee will explore ways to work electronically.

Recommendations:

1. The committee recommends that council members submit any outstanding claims since January 2020.
2. The committee recommends that council members submit their Internet claim through the portal as a Council Expense Claim under miscellaneous heading.

Moved by: Craig Reynolds

Seconded by: Peggy Jones

APPENDIX “E”

PSAC Ontario Council Health & Safety Committee Report July 21, 2020

Chair:	Bob Black
Committee Members:	Sara Johnson Sue Glanville Ann Marie KuarSingh Trevis Carey
Staff:	Angela Fairweather
Regrets:	Jay Storkson Missy Taylor Chris Snooks Souad Soubra Boone
Review:	Previous Minutes

Goals:

- Increase the understanding of PSAC members in the Region regarding their rights under their applicable health and safety legislation.
- Liaise with the Education committee to ensure Health & Safety training needs are met.
- Review available training and identify “gaps” (Right to Refuse, Mental Health, etc.)
- Support and build awareness related to all campaigns within both PSAC and all of our related affiliates with a Health and Safety lens.

Action Items:

- Distribute Health & Safety posters that have been developed with the help of Kingston Area Council to PSAC locals in

Ontario via email sent from PSAC Regional offices for now and possibly to include in PSAC newsletter (Sara Johnson); to be included in PSAC Ontario Convention packages.

- Use the Covid related Health and Safety resource list prepared after March meeting to write up an article for the next PSAC newsletter and include a few relevant resources, (that may not be included already on the PSAC website, COVID section) especially related to mental health, as the effects of this pandemic will be long term (Sara Johnson)
- Share the updated Corona Virus Education webinars with council from www.canada.ca/coronavirus (Bob Black, attached)
- Encourage all geographical reps to check in with their area's locals to see how it's going with return to occupancy planning/implementation, or how they have felt about their health and safety in the workplace if they've continued to work during this whole pandemic time
- Encourage members to seek the help they need if their mental health is negatively impacted by recent upsetting events, possibly by using EAP or other available counselling (that should be covered under your extended health benefits)

Recommendations to Council:

The Committee has no recommendations at this time.

Moved by: Bob Black
Seconded by: Sue Glanville

Updated COVID-19 guidance documents:

Health Canada's Public Service Occupational Health Program (PSOHP) would like to inform you that a number of our guidance documents have been updated and two new documents are being released on www.canada.ca/coronavirus. As we learn more about COVID-19 and the science and evidence evolves, the Public Health Agency of Canada (PHAC) revises its guidance and in turn, PSOHP updates our materials with this new evidence. For example, all of our guidance documents are now consistent with PHAC's revised list of signs and symptoms of COVID-19. Below is a listing of our updated and newly released guidance documents:

General Occupational Health Advisory (COVID-19)

- o Annex A: Advice for Federal Employees at Points of Entry in Canada
- o Annex B: Advice for Canada-Based Staff at Missions Abroad

Occupational Health Tool Kit

- o Tip Sheet #1 – Personal Preventive Measures
- o Tip Sheet #2 – Building Cleaning and Barriers
- o Tip Sheet #3 – Modified Policies, Procedures and Practices
- o Tip Sheet #4 – Personal Protective Equipment (PPE)

We are also pleased to announce the release of two supplemental Tip Sheets:

- o Tip Sheet #3A – Preparing for Easing Restrictions in Federal Laboratories
- o Tip Sheet #3B – Workplaces Outside of Federal Government Facilities

Committee Statement:

- The PSAC Ontario Council health and safety committee is concerned about potential negative impacts on our union

members and PSAC staff's health from the expressions of hate coming out of an upcoming PSAC anti- racism webinar offering. This follows the extremely upsetting events in the USA and, in combination with already difficult global circumstances - with the pandemic, climate change and vast changes in our daily lives.

- We stand with the Black Lives Matter movement and will continue to fight against injustices and have hope that the world is waking up to the work that still needs to be done.

APPENDIX “F”

**Ann Marie KuarSingh
PSAC Ontario Regional Council Report
Lesbian, Gay, Bi-Sexual, and Trans, Queer and 2 Spirited+
(LGBTQ2+)
Members Representative
January 2020 – June 2020**

Objectives:

- Gain an understanding of the composition and needs of the network of LGBTQ2+ members within PSAC Ontario.
- Explore the potential for, and of, Regional Pride committees in Ontario.
- Participate in Human Rights and Equity related committees and engagements at the regional and national level.
- Work with PSAC Ontario Council to develop the knowledge and experience required to better fulfill the roles and responsibilities of the LGBTQ2+ Representative position.

Actions:

- Supported the Toronto Pride Committee virtual Pride Event and new Wellness initiative.
- Participated in NHRC LGBTQ2+ Working Group engagements.
- Participated in several Virtual Pride Engagements including:
 - Virtual ProPride: Queer& Trans Women Leading the Way
 - Virtual Discussion: Building LGBTQ2+ Inclusion in Ontario
 - Virtual Q&A: Best Practices of LGBTQ2+ Inclusion
- Became the LGBTQ2+ representative to a federal Departmental Sustainable Development Strategy Working Group.
- Worked with other employer and community diversity and LGBTQ2+ networks to support the needs of the membership.
- Met with LGBTQ2+ members from different components to get an understanding of membership needs (Ongoing Outreach)

- Attended rallies and meetings whenever possible to represent LGBTQ2+ and Intersectional members including Black Lives Matter.
- Continued to learn about this new role and the expectations members have of me.

Goals:

- Explore the potential of a single virtual Pride committee for LGBTQ2+ members in Ontario region.
- Participate in Queering the Future of Work workshop, which envisions the possibilities of LGBTQ2+ inclusive workplaces, and explores the innovations being brought to inclusion, equity, diversity, and belonging for gender and sexual minorities by LGBTQ2+ workplace leaders.
- Conduct Open Houses for members in post COVID-19 2020/2021
- Support awareness and education by developing and delivering content via various platforms.

In Solidarity,

Ann Marie KuarSingh,
Lesbian, Gay, Bi-Sexual, and Trans, Queer and 2 Spirited+
(LGBTQ2+) Members Representative

Bob Black
PSAC Ontario Regional Council Report
Region 6, Hamilton Niagara Representative
April 2020 to July 2020

Objectives:

- Continue to establish meaningful dialogue with locals and members and prepare for Retirement

Actions:

- Attended Niagara Area Council meetings via Conference call
- Attended Hamilton Area Council meetings via Zoom
- Participated in conference call with Kingston Area Council re Ontario Regional Council Health and Safety Posters
- Attended Hamilton MDAC meetings both in person and via Conference call
- Participated in District Labour Council Day of Mourning Candle event
- Conference calls re Ontario Council
- Participated in Political Action Conference Call

Plans:

- Continue to share information as received, work with alternate Region 6 rep
- Contact Locals/Branches and Area Councils in Region 6
- Retire as of September 25, 2020

Submitted in Solidarity,

Bob Black
Region 6, Hamilton Niagara Representative
Chair, Health and Safety Committee

Chris Snooks
PSAC Ontario Regional Council Report
Region 3, Eastern Ontario Representative
March 2020 to July 2020

Objectives:

Continue to work with the Kingston Regional Offices
Continue to build the Kingston Area Council with new member
Continue doing functions with member
Promote Union Education

Actions:

KDLC Defund the Police Campaign
Save the Bell Park Homeless Group from Evictions
KDLC Labour Day Planning Committee
KDLC Political Action Committee
Community not Cops Rally and March
Status for all Migrant right webinar
KDLC Rally Caravan of Hope for Essential Workers
Black Lives Matter Rally x 3
Indigenous Peoples Protests Sir John A. MacDonald Rally
Anti-Black Racism Town Hall
Health & Safety webinar
Webinar Covid-19
Work with RMC on reopening Safety Walk
PASC Townhall with National President
Strike Training

Plans:

Working with PSAC Kingston Office on do strike votes
Passing all info to member
More rally for Fair Bargain
Lobbying all MP in the region

In Solidarity
Chris Snooks
Region 3, Eastern Ontario Representative

Craig Berggold
PSAC Ontario Regional Council
Academic Sector Representative Report
April to July 20th, 2020

Objectives:

- Continue to build a dialogue with the Regional Offices
- Keep the members informed about PSAC Ontario Council
- Represent Academic Workers at events and actions
- Union Education

Actions:

- Participate in Ontario University College Coalition (OUCC) monthly provincial planning meetings in response to Doug Ford's education cutbacks, and other post-secondary issues. Provide REVP with summary minutes of meetings.
- OUCC Meetings: April 8, May 13, June 16
Attended:
 - 01 May - PSAC Ontario May Day online event
 - 06 May - PSAC Ontario Council call
 - 14 May - PSAC Town Hall online event
 - 22 May - Public Higher Education Workers online mtg: to review effects of the COVID pandemic on post-secondary sector with Barbara Madeloni, Education Coordinator
 - 25 May - OFL Zoom online event
 - 11 June - PSAC Ontario Council call
 - 16 July - PSAC Ontario Education Committee meeting

Plans:

- Participate in monthly provincial OUCC planning meetings.
- Ontario Region Academic Sector conference calls.
- Prepare relevant actions in response to COVID-19 impact in the academic sector loss of jobs.

In Solidarity,
Craig Berggold
Academic Sector Representative

Craig Reynolds
PSAC Ontario Regional Council Report
Alternate Regional Executive Vice-President (AREVP) of Ontario
March 2020 to July 2020

Objectives:

- To Chair the Finance Committee
- Participate on the Political Action Committee
- To assist the REVP as required.

Actions:

- Union of Taxation Employees: CERBFEST – April 10th, 2020.
- Black Lives Matter Rally Ottawa – June 5th, 2020.
- GTAC Meeting – June 18th, 2020
- Political Action Committee Meeting – July 8th, 2020
- Finance Committee: Pre-Council Meeting – July 9th, 2020.

Plans:

- Continue to chair the Finance Committee.
- Continue to participate on the Political Action Committee.
- Lobbying MP's on Bargaining
- To assist the REVP as required.

In Solidarity,

Craig Reynolds
Alternate Regional Executive Vice-President of Ontario
Chair, Finance Committee

Leslie Searl
PSAC Ontario Regional Council
Greater Toronto Area, Region 5 Representative Report
March 2020 - July 2020

Objectives and Goals:

- Maintain regular contact with Local and DCL presidents within Region 5 to discuss their needs on an ongoing basis
- Encourage all in PSAC and Local to adhere to self-monitoring and social distancing, as necessary

Events/Actions:

April 1 - 3: CIU Local 024 daily conference calls
April 7, 14, 21 - Toronto Pearson Worker Health and Safety Forum conference calls
April 15 - Health and Safety Rights at Work webinar
April 15 - Toronto Airport Workers Airport Council cc
April 16 - Greater Toronto Area Council cc
April 25 - Protecting Mental Health and Well-being webinar
May 5, 12, 19, 26 - TPWHSF conference calls
May 6 - Ontario Council cc
May 8 - TAWC cc
May 21 - GTAC cc
June 2, 9, 16, 30 - TPWHSF cc
June 4 - CIU Local 024 Zoom Stewards meeting
June 4 - TAWC Peer Mentor Training

Plans:

Stay healthy as more and more coworkers return to the workplace.
Hope and pray for those facing illness, layoffs, and uncertainty.

In Solidarity,

Leslie Searl
Greater Toronto Area, Region 5 Representative

Lloyd Brown
PSAC Ontario Regional Council
Racially Visible Members Representative Report
March 2020 to June 2020

Objectives:

- Continue Promoting, Maintaining and Protecting the interest of the Racially Visible Members of the PSAC

Actions:

- Participated in Teleconference for Ontario Council Convention Host Committee March 25, 2020
 - Participated in Teleconference for Ontario Council Equity & Human Right and Education Committees - March 26, 2020.
 - Participated Ontario Council Meeting via Teleconference March 27, 2020
 - Participated in PSAC Webinar on Your Health & Safety Rights at Work April 15, 2020
 - Participated in PSAC National Human Rights Committee Teleconference on Anti-Black Racism April 16, 2020.
 - Participated in OFL Workers of Colour Teleconferences on Anti-Black Racism April 17, May 5, 14, June 16 & July 3 2020.
 - Participated in Webinar on Mental Health April 25 & 30, 2020.
 - Participated in Toronto RVC May Day Event May 1, 2020
 - Participated in PSAC Ontario Council Teleconference May 6/20
 - Participated in PSAC National Human Rights Committee Teleconference on Anti-Black Racism June 11, 2020.
 - Participated in PSAC Ontario Council Emergency Meeting via Teleconference June 11, 2020
-

Goals:

- Provide forums for ongoing information exchange and critical discussions of Racially Visible Members issues

In Solidarity,
Lloyd Brown
Racially Visible Members Representative

Melanee D Jessup
PSAC Ontario Regional Council Report
Region 4, Southwestern Ontario Representative
March 2020 to July 2020

Objectives:

- Continue to share information via social media/email tree
- Contact Locals/Branches and Area Councils in Region 4
- Reach out to new Alliance Facilitators

Actions:

- Attended Ontario Council meeting
- Took the WHSC Psychosocial Instructor Upgrade
- Participated in numerous webinars:
 - PSAC: An Introduction to Anti-Racism for White Folks; Telephone Town Hall
 - PSAC ON: Your Rights at Work; Rights Under the Act; Mental Health
 - CLC: Labour Update on COVID-19; Supporting Workers in Times of Crisis; What Unions are Doing About Anti-Black Racism
 - OHCOW: Working from Home; Ergo Tips for Temporary Home Workstations – 3 Months Later
 - CRA: Intro to Microsoft Teams
 - Canada School of Public Service: Understanding Anti-Black Racism and How to be an Ally
- Participated in the Black Lives Matter Rally in Kitchener
- Participated in NDP events for Kitchener Centre: Panel Discussion with Laura Mae Lindo; Telephone Town Hall with Laura Mae Lindo and Andrea Horwath
- Participated in the UTE email campaigns targeting the Minister of National Revenue and the President of the Treasury Board
- Participated in the Political Action Committee Meeting
- Participated in a telephone meeting with the REO
- Chaired Education Committee meeting

Plans:

- Continue to share information via social media/email tree
- Provide support to the Locals/Branches and Area Councils in Region 4
- Continue to explore new ways to facilitate communication between the Union and the members
- Continue to try to find new and innovative ways to bring education to the members and to ensure that education is timely and of value to our members.
- Continue to monitor the employer's actions when moving toward our new normal to ensure that they are taken with the members' health and safety foremost in mind.

Respectfully submitted,

Melanee D Jessup
Region 4, Southwestern Ontario Representative
Chair, Education Committee
Alliance Facilitators Network Liaison

Michelle Woods

**PSAC Ontario Regional Council
Indigenous Workers Representative Report
April 2020 to July 2020**

Objectives:

- ➔ To learn about my role
- ➔ Continue to build dialogue with the Regional offices
- ➔ Outreach and visits to Indigenous members
- ➔ Promote Union Education and Training
- ➔ Keep members informed on what the PSAC Ontario Council is doing
- ➔ Bring Indigenous issues to Council
- ➔ Represent and support Indigenous Workers where required

Actions:

- ➔ **April-May**, Liaised with Local Member and assisted by providing information and indicating the steps to navigating a pay issue
- ➔ **April-July**, Shared PSAC information on updates and webinars to members via email and Facebook
- ➔ **May 20**, Thunder Bay Area Council Meeting
- ➔ **May 21**, PSAC 101: An Introduction to Your Union Webinar offered by PSAC-Prairie Region (participated as a refresher course)
- ➔ **May 25**, Thunder Bay Regional Women's Committee Executive Meeting
- ➔ **May 28**, Returning to Work and Staying Healthy Webinar offered by PSAC-Ontario Region
- ➔ **June 16**, Thunder Bay Regional Women's Committee Meeting
- ➔ **July 16**, PSAC Ontario Council Committee Meetings
- ➔ **July 21**, PSAC Ontario Council Meeting

Plans:

- ➔ To continue outreach with Indigenous members.
- ➔ To continue collaboration and working with National Indigenous Peoples Circle (NIPC) reps on shared goals.
- ➔ To continue to share NIPC events and campaigns with Ontario.
- ➔ To continue working with the Thunder Bay Area Council, Thunder Bay Regional Women's Committee and Indigenous Peoples Circle on shared issues or projects by attending committee meetings
- ➔ To continue collaborating and working with Ontario Council Women's Rep on the commonly shared issues relating to both our portfolios.
- ➔ To continue working with PSAC Ontario Council Representatives to connect with Indigenous Workers through newsletters and Media websites such as Facebook.
- ➔ To continue sharing knowledge of PSAC training, conferences, conventions and to promote the education program.

In Solidarity,

Michelle Woods
Indigenous Workers Representative

Peggy Jones
PSAC Ontario Regional Council
Directly Chartered Local Representative Report
March 2020 to July 2020

Objectives:

- Build relationship with the DCL's members and executives throughout the province.
- Inform members how more important to union issues, events, campaigns, etc. and communicate about what the regional council is doing.
- Promote and Encourage DCLs to attend PSAC education, political events, even if is not connected to your local or PSAC but other affiliates of unions, keeps the Union strong working in the labour movement

Actions:

- Attended Area Council meetings;
- Attended and Chaired Women's committee;
- Attended Kingston District Labour Council meetings
- MDAC committee, attending
- Continuing with Political Rallies.
- Political actions

Plans:

- Work with PSAC Regional Offices to contact information for DCL's needs updating on the system
- Working with DCL to attend PSAC education courses that are available and working on new education that is needed though out Ontario DCL's.
- Items that effect all members of the DCL's such as collective bargaining rally's, political actions and strike.
- Planning to Attended Kingston District Labour Council meetings on behalf of DCL local.

In Solidarity,
Peggy Jones
Directly Chartered Local Representative

Rejean Bruneau
PSAC Ontario Regional Council Report
Region 3, Eastern Ontario Representative
March 2020 to June 2020

Objectives:

- Continue and build a dialogue with the Regional Offices
- Promote the PSAC within the region through the components and the regional office in Kingston
- Keep the members informed on what PSAC Ontario Council is working on
- Promote Union Education
- Keep updated on all union matters
- ZOOM and more ZOOM

Actions:

- Regular attendee Kingston District Labour Council meetings
- Regular attendee Kingston Area Council and MDAC meetings
- Regular attendee to local mayor and community ZOMM meetings

Plans:

- Working on an action plan to stop contracting out of public service work.
- Learning and teaching the new norm of ZOOM and other communication tools.

In Solidarity,

Rejean Bruneau
Region 3, Eastern Ontario Representative

Ryan Ward
PSAC Ontario Regional Council
Greater Toronto Area (GTA), Region 5 Representative Report
April 2020 – July 2020

Objectives:

- Promote the various education courses within the region
- Work with all areas within Region 5 to promote their activities
- Recruit new union stewards to get involved in the various Committees

Actions:

- Regular attendee and contributor to the Barrie and District Labour Council
- Working on various activities that matter to PSAC members in region
- Attended virtual meetings of the Greater Toronto Area Council
- Attended virtual meetings of the Barrie Labour Day Committee
- Attended virtual meetings of the Barrie and District Labour Council

Plans:

- Promote Labour Day events in Barrie and Toronto
- Work with Region 5 to work on OFL plan for defeat of Ford government
- Putting together list of activities for future Finance Committee Members
- Lobbying effort to new Ontario Liberal Party leader Steven Del Duca

In Solidarity,

Ryan Ward
Greater Toronto Area (GTA), Region 5 Representative

Sara Beth Johnson
PSAC Ontario Regional Council Report
Region 4, Southwestern Ontario Representative
March 2020 to June 2020

Objectives:

- build relationships/maintain contact with the PSAC regional offices, area councils and allies
- inform members about important union/social justice issues, events, campaigns, etc.. and communicate about what the regional council is doing
- represent PSAC Ontario (SW) at events
- promote union education, and continue to increase my own union related knowledge, especially around health and safety

Actions:

March 2020

- sat on general resolutions committee for PSAC Ontario Convention
- wrote a resolution to be shared to increase seats for PSAC regional council H & S committee members at PSAC National Health & Safety Conference

April 2020

- Participated in series of Health and Safety (COVID 19 related) PSAC Ontario Webinars:
- Participated in The Leap Webinar : How Strikes and Community Coalitions Can Address the Crisis We Are Facing, shared resource material including Bargaining for the Common Good with other union activists

May 2020

- guest speaker on Facebook Live conversation - Point of Privilege: Voices of Women in Organized Labour “Representing Women”
- attended London Area Council virtual meeting
- attended virtual open house for PSAC London Regional Women’s Committee
- sent “check in” email from PSAC Ontario Council Southwest reps to Southwest Local Presidents via PSAC London Regional Office

June 2020

- Participated in PSAC Webinars:
What are Unions doing about Anti Black Racism?
Ergo Tips For Temporary Home Work Stations
- London, ON - Black Lives Matter - Neighbourhood Activism
- continued to share important union/social justice information via social media,
- Participated in virtual workshop: Self Care with Luna Matatas

Goals:

- provide support for members by sharing information and responding to inquiries
- assist with reestablishing PSAC London Regional Women’s Committee
- continue to work on improving local OSH committees’ terms of reference and making connections between local H & S employee committee members/local union reps/higher levels of

H & S structure >potentially share ideas via PSAC Ontario
Council Health and Safety Committee

In Solidarity,

Sara Johnson
Region 4, Southwestern Ontario Representative

Souad (Sue) Soubra Boone
PSAC Ontario Regional Council Report
Members with Disabilities Representative
March 2020 to July 2020

Objectives:

- Continue to build a dialogue with the Regional Offices
- Keep Members informed on what PSAC Ontario Council is doing
- Keep open lines of communication with Disability Community through email tree
- Work on Members With Disabilities email/contact list
- Attend the PSAC Regional Equity and Human Rights Committee meetings.
- Promote Union Education
- Represent Members with Disabilities at functions where required
- Contact and network with the new Members with Disabilities Committees
- Represent PSAC with OFL Persons with Disability Committee
- Represent MWD on the National Human Right Committee

Activities for this period:

- Participated the GSU National Council meeting by-weekly conference calls.
- Attended the RVC meeting/event via zoom (May 1st)
- Attended the RWC meeting via Zoom (May 5)
- Attended the PSAC Regional Convention Finance Committee (May 6 – 7)
- Participate Ontario Council Conference call (May 6)
- Participated RVP/NVP conference call (May 7)
- PSAC ON Regional convention - Equity Committees conf call (May 13)

- Participated PSAC Town Hall conf call with PSAC National President (May 14)
- Attended GSU Equity committee meeting/presentation (May 19)
- Attended GTAC meeting via zoom (May 21)
- Attended OFL Members with Disabilities Committee (June 2)
- Participated the OC investigation conference call (June 11)
- Attended Ontario Council meeting (July 16-17)

Plans:

- PSAC MDAC Open House
- Keep in touch with Regional PSAC office
- Attend Regional Committee meetings. (MDAC, RWC, GTAC, RVC)
- Meet/contact/communicate with MDAC members
- Promote a Joint committee meeting; Toronto, Hamilton, and Kingston MDAC
- Establish MDAC committee in Trenton/London areas
- Work with PSAC Ontario Council Representatives to increase MWD involvement
- Increase Members with Disabilities Awareness of courses that are happening in PSAC Regional Offices and promote the education program

In Solidarity,

Souad Soubra Boone
 Members with Disabilities Representative

Susan Glanville
PSAC Ontario Regional Council Report
Regionally Base Separate Employers Local Representative
March 2020 to July 2020

Objectives:

- Email tree
- Be able to stay in communication with all members
- Keep members informed on what PSAC Ontario Council is doing
- Health and Safety

Actions:

- Contact all Regional Base Separate Employer Locals

Goals:

- To get all Regional Base Separate Employer Locals communicating
- Proper contact information
- Training/education required

In Solidarity,

Susan Glanville
Regionally Base Separate Employer Local Representative

Trevis Carey
PSAC Ontario Regional Council Report
Region 2, Northeastern Ontario Representative
June 2020 to July 2020

Objectives:

- As newly appointed to North Eastern Ontario and the PSAC Ontario
- Council Health & Safety I plan to provide input from my previous experience as a local representative for UVAE, from courses I have taken and from past attendance from previous conventions/conferences.
- Continue to show support for collective bargaining through Facebook posts and emails.
- Continue to provide input at Ontario Council Meetings and work with the Sudbury Regional Office and to attend events as necessary to promote Health & Safety. With COVID-19 many events are now cancelled but I will make myself available to attend by teleconference and sign petitions sent to me by e-mail.
- Work with elected members of Parliament on PSAC labour issues. Continue to drum up support for bargaining
- Make use of my Alliance Facilitator Training to promote Union Education
- Continue to Co-Chair local Occupational Health & Safety Committee with emphasis on: Mental Health Issues, COVID-19, working from home safely, regular discussions on returning safely to the office workplace
- Continue to find ways to help reduce the stigma of mental health issues.

Actions:

- June 18, 2020 attended and Co-Chaired Local Health 7 Safety Meeting items listed in goals discussed along with rise of Domestic Violence and possible relationship/issues with

- COVID-19. Request made to discuss at National OSH Meeting as well.
- Attend Easing Restrictions in the work place meeting July 7, 2020 by teleconference
 - Attend Ontario Council OSH Committee Meeting July 16, 2020 and Ontario Council Meeting July 21, 2020, both by teleconference.
 - June 29, 2020 Took picture of We Are All Affected T-Shirt and posted message to bargaining team, which received many likes and shares.

Goals:

- Share minutes from Ontario H & S Committee with local presidents by sending them to Area Council and local Health & Safety Committees.
- Attend Area Council Meetings at requested.
- Continue to stay on top of rising issues by continued reading and sharing of information from the Ontario Federation of Labour the PSAC and other labour presentations.

In Solidarity,

Trevis Carey
Region 2, Northeastern Ontario Representative