



PSAC Ontario Council Meeting Minutes July 13th– 14th, 2018 Sheraton Toronto Hotel

The meeting convened at 9:04 a.m. on Friday, July 13th, 2018 with the REVP-Ontario, Sharon DeSousa as Council Chair and the following members in attendance.

Sharon DeSousa, Regional Executive Vice-President, Ontario
Lauren Baert, Alternate Regional Executive Vice-President, Ontario
Dana Kelly, Region 2 (Northeastern)
Shalane Spencer, Region 2 (Northeastern)
Richard McNeill, Region 3 (Eastern)
Rejean Bruneau, Region 3 (Eastern)
Melanee Jessup, Region 4 (Southwestern)
Judith Goodfellow, Region 4 (Southwestern)
Ryan Ward, Region 5 (GTA)
Leslie Searl, Region 5 (GTA)
Bob Black, Region 6 (Hamilton/Niagara)
Susan Glanville, Regionally Based Separate Employers locals
Peggy Jones, Directly Chartered Locals Representative
Lloyd Brown, Racially Visible Committee Representative
Missy Taylor, Regional Women's Committee Representative
Sheila Karasiewicz, Aboriginal Members Representative
Amanda Gebara, Young Workers Representative
Josh Sadler, Gay, Lesbian, Bisexual, Transgendered Representative
Souad (Sue) Soubra Boone, Members with Disabilities
Representative
Craig Berggold, Academic Workers Representative

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

Regrets: Jason Storkson, Region 1 (Northwestern)

Observers: Aileen Duncan – Vice-President Association of Public Service Alliance Retirees (ASPAR), Ed Jones, Jo-Ann Nanton, Kathy Samuel – Alternate Regional Vice-President of Union of Safety and Justice Employees, Ken Boone, Martin Mika – Regional Vice-President- Union of Canadian Transportation Employees (UCTE) and Craig Reynolds – 2nd Alternate REVP.

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

The hours of sitting were:

- Friday, 9:00 a.m. – 5:00 p.m., Lunch 12:00 p.m. – 1:30 p.m., Break 10:30 a.m. & 3:00 p.m.,
- Saturday, 9:00 a.m. – 3:00 p.m., lunch 12:00 p.m. – 1:00 p.m., Breaks 10: 30 a.m.

Motion to adopt the hours of sitting.

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

The Chair requested an honour roll call for members and all workers across the Province that have passed away since the last Ontario Regional Council meeting. Ontario Regional Council members provided the following names of members that have passed away recently; Fred Hinnegan, CEIU Local 00647, and CIU members; Roy Yang, Donald Wade and Timothy Coutts-Smith.

Moment of silence observed.

AGENDA:

1. Adoption of Agenda
2. Adoption of previous meeting minutes (April 6th & 7th, 2018)
3. Business arising from previous minutes
4. Regional Executive Vice-President Report

5. Regional Office - Updates (Jawara Gairey)
6. Ontario Council Committees Reports
7. Ontario Council Members Reports
8. Collective Bargaining Updates
9. Ontario Council Newsletter
10. Provincial Election and Debrief
11. Phoenix Update
12. Doug Ford Government
13. PSAC Ontario Regional Convention
14. Federal Election
15. Ontario Regional Council Member Guide Update
16. New Business

Item 1. Adoption of Agenda

The Chair recommends adoption of the agenda.

Motion to adopt agenda

m/s/c Bob Black and Lloyd Brown

Item 2. Adoption of previous meeting minutes (April 6-7, 2018)

The Chair recommended adoption of the previous minutes with the correction to the previous minutes to include the addition of Lloyd Brown to the attendee list.

Motion to adopt previous amended minutes

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

Item 3. Business arising from previous minutes

Newsletter

The REVP's office sent a reminder email on May 14th for newsletter submissions.

Donations

All donation cheques have been sent to the following: Water Walk - \$500, Ontario Health Coalition - \$500 and Veterans Transition Network - \$500. The remaining \$500 donation for Veterans Transition Network will be sent next year in 2019.

Labour Day

The supplier is not able to produce hot pink on a 100% cotton fabric. Therefore, the t-shirts will be white with hot pink writing and black borders.

Item 4. Regional Executive Vice-President's Report

Lauren Baert assumed the Chair.

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

Collective Bargaining

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

Ongoing Bargaining

- City of Timmins Airport (UCTE 00075) – the next set of bargaining dates have been scheduled for the week of May 28th.

- Great Lakes Pilotage Authority (UCTE 00057) – dates to begin bargaining with the employer are being scheduled for this summer.
- North Bay Airport (UCTE 00006) – bargaining took place between May 15-17, 2018, with next dates yet to be scheduled.
- Kingston Commissionaires (DCL 818) – PSAC filed for Conciliation and a mediator has been appointed.
- Research Assistants (RAs) at Queen's University (DCL 901) filed a Notice to Bargain with Queen's University on March 15, 2018.
- Sault Ste-Marie Airport (UCTE Local 00009) – PSAC served Notice to Bargain on February 16, 2018.
- Nishnawbe-Aski Police Service members (DCL 401) - Notice to Bargain was served on February 16, 2018.
- Treaty Three Police Service members (DCL 410) - Notice to Bargain was served on February 16, 2018.

Renewal Agreements

- Teaching Assistants and Teaching Fellows employed at Queen's University (DCL 901 – Unit 1) ratified their new collective agreement on January 26, 2018.
- UNDE 639, Cleaners at Petawawa employed by GDI Services Canada ratified their new collective agreement on February 21, 2018
- Georgian Downs Limited members (DCL 500) ratified their new collective agreement on March 21, 2018.
- Quick Gateway (Windsor Airport) Inc. (UCTE Local 00012) members ratified their new collective agreement on April 18, 2018.
- University of Western Ontario, Graduate Teaching Assistants (DCL 610) ratified their new collective agreement on April 27, 2018.

Organizing

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

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

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

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

Professional Teaching Assistants (TAs) at Queen's University

PSAC was successful in consolidating 30 Teaching Assistants in professional programs (MD and JD) into the existing bargaining unit at DCL 901 through voluntary recognition by the employer. This is PSAC's first application under the new Bill 148 Legislation. New members were covered effective May 1st, 2018 by the current collective agreement between PSAC and Queen's.

Royal Canadian Mounted Police Civilian Members (CMs):

The deeming date for RCMP Civilian Members was set by the Canadian Government and RCMP CMs will join federal public service as USJE-PSAC members on May 20, 2020. The delay would allow Phoenix stabilization before RCMP CMs join. CMs from across Canada attended the PSAC National Bargaining Conference (March 26-29, 2018) in Ottawa as "Observers with voice" and spoke to CM issues. PSAC waits on a decision about the Section 58 Application filed under the Federal Public Sector Labour Relations Act to place RCMP CMs into PSAC bargaining units and offer them all the protections of their respective collective agreements.

University of Ontario Institute of Technology (UOIT) Staff
Following a successful list application with the Ontario Labour Relations Board (OLRB), PSAC now has access to the employee list. The organizing drive continues in the hopes of applying to the OLRB in the near future to represent this group of workers.

Provincial

Bill 175, Safer Ontario Act

Bill 175, Safer Ontario Act, was granted Royal Assent. Essentially, it allows First Nations Police forces in Ontario to either remain in the current funding model or to join the Ontario Police Service Act, guaranteeing provincial funding and complying with provincial police standards.

As a consequence of this new legislation, the Nishnawbe-Aski Police Service (“NAPS”), Treaty Three Police Service (“T3”) and Anishinabek Police Service (“APS”) will each have the option to fall within the legislative framework of the Ontario Police Services Act (PSA) instead of the Ontario Labour Relations Act.

Leader of the Progressive Conservative’s (PC)

Allegations of sexual misconduct by arose against PC leader Patrick Brown, of when he was an MP in 2012 and 2013. Brown stepped down as PC leader, but remained the MPP for Simcoe North. Nipissing MPP Vic Fedeli was named the PC Party’s interim leader by a Caucus, as a leadership race was conducted. The leadership vote was held on March 10, 2018, with Doug Ford becoming the new leader of the PC Party.

Provincial Election

The provincial election has been scheduled for June 7, 2018. The Ontario Federation of Labour (OFL) and district labour councils have organized a series of pre-election town-halls to train activists to take part in the election in strategic cities (Hamilton, Durham, London, Sudbury and Kitchener-Waterloo).

Given the new Ontario Elections Financing regulations, unions are no longer allowed to make financial contributions to a Party or candidate

and can no longer book off members or staff to work for a party/candidate. Therefore, PSAC and other unions, in coordination with the OFL are engaging in a member to member provincial election campaign; to have our members informed on the issues and where each of the Party's stand on those issues.

PSAC Ontario has provided information on the election directly to our members via email and direct phone calls. We also have provided our members with an election background document produced by the OFL on several important election issues. Our Area Councils and Committees are working on phone banks to speak directly to our members to ensure they get out and vote and have all the information they need to make an informed decision.

A province-wide telephone town-hall to discuss the different Party platforms has been scheduled for May 23rd at 6:30 p.m. On the call we will have two special guests; the Director of the Canadian Centre for Policy Alternatives, Trish Hennessy and the Director of Programs and Campaigns for the Broadbent Institute, Katrina Miller.

An election mail-out with a letter from the REVP, as well as an election flyer will be sent out the week prior to the beginning of advanced voting on May 26th. Email communications on the election are ongoing, as we need to ensure we have a government that respects workers' rights and the need for strong public services.

Mobilization

PSAC Phoenix Campaign

The Ontario region has provided over twenty Lunch & Learn sessions on Phoenix across the region. The purpose of these sessions is to provide members with an overview of what the PSAC has done so far to mitigate some of the Phoenix related problems and to provide information on what to do if members have a pay-related problem.

In addition, Pay Advocate Assemblies were held in all five regional office areas to further train and develop activists to assist other members on Phoenix pay files. The one-day training session provided participants with an overview of the most common pay-

related problems and gave them the skills and knowledge to assist members who are experiencing problems related to Phoenix.

On February 28, 2018, PSAC held a National Day of Action on Phoenix, to commemorate the second anniversary of the implementation of the Phoenix pay system. All Locals were encouraged to take part and create their own events. Rallies were held in Barrie and Kingston, with a Phoenix Clinic set up in Toronto. A petition was created and used at the events, which was also posted online to PSAC's new Phoenix webpage. PSAC also launched a new Phoenix webpage to highlight new information on Phoenix and a video of some of our members and how they have been affected by Phoenix.

CIU Rally in Thunder Bay

The Customs and Immigration Union (CIU), a Component of the Public Service Alliance of Canada (PSAC), held a demonstration on February 12, 2018, at the Canada Border Services Agency (CBSA) offices located at 201 North May St., Thunder Bay, ON. Border Services personnel (FB Group) had been without a contract for 3 years and 8 months.

CIU Rally in Sault Ste Marie

Members rallied in support of ongoing CIU national bargaining efforts on Feb 23, 2018. Members took their message to the Sault Ste. Marie office of the Canada Border Services Agency (CBSA) and to Liberal MP Terry Sheehan.

PSAC National Triennial Convention

The PSAC National Convention took place in Toronto from April 29 to May 4, 2018. Chris Aylward was elected as the new National President, Magali Picard was acclaimed as the new National Executive Vice-President and Sharon DeSousa was elected as the Alternate National Executive Vice-President.

After elections took place on the morning of May 3rd, a rally organized by the PSAC Toronto Regional office took place over the lunch time break. Members were bussed from the Metro Toronto Convention Centre to Allan Gardens. There they were joined by a drum band to

lead the march through the streets of Toronto to Finance Minister Bill Morneau's office to demand greater action on Phoenix, protection of our pensions and to promote fairer labour laws.

Labour Movement/ Solidarity

2018 Women's March

PSAC members participated in women's marches across the province, including in London, Toronto, Sudbury, Thunder Bay, Windsor and many others. Given the rise of the #MeToo movement, this year's message was focused on ending sexual harassment and violence and those who abuse their authority and power to take advantage of women.

United Way Labour Appreciation Awards Night

The PSAC London Area Council sponsored the annual United Way Labour Appreciation Awards this year. The event took place on January 25, 2018, at the Western Fair. The special evening celebrated our activists who work tirelessly for social justice. PSAC Area Council President, Nancy Richter, presented the *Partnering with a Purpose Award*.

CLC Lobby

PSAC members participated in the Canadian Labour Congress' (CLC) one-day lobby of MPs on Tuesday, February 6, 2018, at Parliament Hill in Ottawa. Four activists were sent from the Ontario region to target Liberal MPs on CLC's campaigns, including universal pharma care, protecting good pensions and child care.

RSI training

On February 28, 2018, the PSAC London Area Council and PSAC Ontario helped to sponsor an educational event on Repetitive Strain Injuries (RSI). This event provided information to participants to better understand how work can damage the musculoskeletal system and why. Equally important, participants had the opportunity to discuss how work and the work environment can be designed or redesigned to prevent musculoskeletal disorders (MSDs) the most common classification of occupational injury suffered by workers today.

PSAC Windsor and District Area Council Donations

Once a year the PSAC Windsor and District Area Council make a charitable donation to a non-profit organization in the area. This is generally done before the holiday season, however in 2017, a decision was made to defer the 2017 donation until 2018. The city of Chatham recently opened a charity called Hope Haven, which assists homeless men in the Chatham area. The Area Council made a donation of \$100 to Hope Haven just after the New Year.

CUPE 3902, Strike at York University

On Monday March 6, 2018, York University's contract faculty, teaching assistants and graduate assistants (CUPE 3903), went on strike to defend their job security. These workers are fighting for stable and predictable funding and have taken job action in support of this. The strike continues and members are encouraged to support the picket line, as many have done so already. To learn more about the ongoing strike, please visit: <https://ofl.ca/dispute/cupe-3903-teaching-assistants-contract-faculty-graduate-assistants/>

United Nations Commission on the Status of Women (UNCSW)

The UNCSW is the principal global intergovernmental body exclusively dedicated to the promotion of gender equality and the empowerment of women. A functional commission of the Economic and Social Council (ECOSOC), it was established in June 1946. It is instrumental in promoting women's rights, documenting the reality of women's lives throughout the world, and shaping global standards on gender equality and the empowerment of women.

The UNCSW 62 forum took place in New York for over a week beginning on March 10th, 2018. Labour, academia and government representatives all came together to discuss pressing issues that continue to challenge gender equality. There were forums held on child marriage and maternal mortality in rural setting; preventing human trafficking; and the lack of public services and local opportunities in rural communities for women and girls to access.

There was a real focus on rural communities at this year's meeting, as rural women and girls have unique challenges to equality due to remote, societal and geographical challenges faced. People in rural

areas often lack access to education and social programs that have been successful in urban settings in promoting gender equality.

Day of Mourning

On April 28th, we commemorate the international Day of Mourning. This somber day is a reminder of all the workers who have lost their lives or been injured on the job. To commemorate Day of Mourning this year, radio ads were placed in Toronto, Sudbury and Timmins. Members took part in ceremonial events across the province and many members and staff participated in the Toronto event, as it took place just before the start of the PSAC National Convention.

Education

First Nations Policing Sector Meeting

The meeting was held from January 31st to February 1st, 2018, in Thunder Bay and provided a forum for bargaining mobilization in the First Nations Policing sector. The theme of the meeting was “Parity means Parity”, to highlight the unequal pay that First Nations police officers used to receive compared to their counterparts who work for the Ontario Provincial Police. Due to the pressure by our members and our union on the government, pay equity have been achieved through legislative reform.

Equity and Human Rights

International Women’s Day

In recognition of International Women’s Day (IWD) on March 8th, Regional Women’s Committee’s in Ontario have received pins produced by the Ontario Federation of Labour’s Women’s Committee from the REVP’s office. The pins reflect this year’s theme of “Marching On”, to continue to highlight and promote the ending of violence and harassment towards women.

Sisters Roundtable Forum

Toronto and York District Labour Council held a Sisters Roundtable Forum on February 10, 2018. The Forum was used as a launch for the Labour Council’s “Time’s Up on Wage Discrimination” symposium that took place later in Toronto. Members of the PSAC Toronto

Regional Women's Committee attended the Forum, which was led by women for women who are organizing within unions and their communities.

Black History Month

On February 22nd, the PSAC Toronto Racially Visible Members Committee held a Black History Month Celebration event with keynote speaker and PSAC member Sharon Fletcher (Co-founder of Blacks Inspire) followed by a screening of the documentary "13th".

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 20, 2018 to May 18, 2018

Jan. 24, 2018 – Canadian Labour Congress meeting in Ottawa
Jan. 29, 2018 – PSAC National Convention Resolutions Committee meeting in Ottawa
Jan. 31-Feb. 1, 2018 – First Nations Police Sector Meeting in Thunder Bay
Feb. 5, 2018 – Canadian Labour Congress Canadian Council meeting in Ottawa
Feb. 6, 2018 – PSAC National Convention Finance Committee meeting in Ottawa
Feb. 6, 2018 – Canadian Labour Congress Lobby on Parliament Hill in Ottawa
Feb. 8, 2018 – PSAC National Convention General Resolutions Committee meeting in Ottawa
Feb. 8, 2018 – PSAC London Area Council Annual General Membership meeting
Feb. 12, 2018 – Alliance Executive Committee meeting in Ottawa
Feb. 13-16, 2018 – National Board of Directors meeting in Ottawa
Feb. 17-18, 2018 – PSAC National Convention General Resolutions Committee meeting in Ottawa
Feb. 28, 2018 – Phoenix Day of Action – Phoenix Clinic in Toronto
Feb. 28, 2018 – Phoenix Day of Action – Rally in Barrie
Mar. 5, 2018 – Ontario Federation of Labour meeting
Mar. 8, 2018 – International Women’s Day Event by the PSAC Toronto Regional Women’s Committee
Mar. 10-16, 2018 – United National Commission on the Status of Women in New York
Mar. 23-24, 2018 – Alliance Executive Committee meeting in Ottawa
Mar. 26-29, 2018 – PSAC National Bargaining Conference in Ottawa
Apr. 5, 2018 – Ontario Regional Council Committees
Apr. 6-7, 2018 – Ontario Regional Council Meeting
Apr. 9-10, 2018 – Alliance Executive Committee meeting
Apr. 11, 2018 – Union of Taxation Employees Local 00013 Annual General Membership meeting
Apr. 18-19, 2018 – Ontario Federation of Labour Executive Committee and Board meeting
Apr. 21, 2018 – DCL 610 Bargaining Meeting in London
Apr. 24, 2018 – United Way Campaign Launch Breakfast

Apr. 24, 2018 – PSAC Greater Toronto Area Council meeting
Apr. 25, 2018 – Treasury Board Bargaining meeting in Ottawa
Apr. 27, 2018 – Day of Mourning event in Toronto
Apr. 28, 2018 – National Board of Directors Meeting
Apr. 29-May 4, 2018 – PSAC National Triennial Convention
May 3, 2018 – Rally to Minister Bill Morneau’s office in Toronto
May 14-15, 2018 – Alliance Executive Committee meeting in Ottawa

Motion to adopt REVP’s report

m/s/c Sharon DeSousa and Souad (Sue) Soubra Boone

Sharon DeSousa reassumed the Chair.

**Item 5. PSAC Ontario Regional Office – Updates
(Jawara Gairey, PSAC Ontario Acting Regional Coordinator)**

Jawara Gairey presented his report.

Toronto Regional Office

The recent posting for Term Regional Organizer working from the Toronto Regional Office was cancelled.

The competition for the term Regional Representative in the Toronto Regional Office (for the time period May 7th – June 29th) has been cancelled.

A competition for a permanent Regional Representative in the Toronto Regional Office was posted and is now closed. The start date will depend upon the duration of the competition.

A competition for a permanent Regional Education Officer working from the Toronto Regional Office was posted and is now closed. The start date will depend upon the duration of the competition.

Kingston Regional Office

I am pleased to advise that Tim McIntyre was the successful candidate for the permanent Regional Representative position in the Kingston Regional Office. Tim was recently the successful candidate in the permanent competition for a Regional Representative in the Toronto Regional Office.

The Kingston Regional Office will be relocating and the opening should be sometime in September.

Thunder Bay Regional Office

Sandra Goodick has returned from Leave and resumed her duties after successfully working on Judith Monteith-Farrell's NDP campaign. Congratulations to Judith who was a former Regional Representative in Thunder Bay RO and now represents the constituency of Thunder Bay–Atikokan as MPP.

London Regional Office

A competition was posted for the Regional Representative was posted and is now closed. The start date will depend upon the duration of the competition.

Sudbury Regional Office

No changes in the Regional Office

Item 6. Ontario Council Committees Reports

Political Action Committee (APPENDIX "A")

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

Recommendations to Council:

1. Ontario Council members reach out to MPP's, based on the OFL's recommendations in their fight-back plan.

Recommendation carried

Motion to adopt the Political Action Committee's report

m/s/c Ryan Ward and Bob Black

Education Committee Report (APPENDIX "B")

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

Recommendations to Council:

No recommendations at this time

Motion to adopt the Education Committee's report

m/s/c Melanee Jessup and Lloyd Brown

Action Item: The Chair will follow up with Regional Coordinator on status on consult for additional courses for each of the regional office.

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

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

Recommendations to Council:

No recommendations at this time

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

m/s/c Souad (Sue) Soubra Boone and Lloyd Brown

Carried unanimously

Health and Safety Committee Report (APPENDIX "D")

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

Josh Sadler made a suggestion that all funds raised at the conference be donated to Ontario Health Coalition.

The REVP will be donating art work for auction at the conference.

Recommendations to Council:

1. That the Council offer suggestions of an Ontario-wide agency that supports workers with mental health injuries, to be the recipient of funds raised at the PSAC Ontario Regional Health and Safety Conference.

Recommendation carried

2. That Council members create and/or donate items to be offered at a fundraising silent auction to be held at the PSAC Ontario Regional Health and Safety Conference, in support of a yet to be determined Ontario-wide agency that supports workers with mental health injuries.

Recommendation carried

3. That Council members donate extra swag from their local or area and equity committees for a "Free Swag" table at the PSAC Ontario Regional Health and Safety Conference.

Donated items should be brought to the November Council meeting.

Recommendation carried

4. That Council members promote attendance of members in the Kingston area to the National Pharmacare Rally at Lake Ontario Park, August 25, 2018, 1:00 – 6:00 PM.

Recommendation carried

At the recent PSAC National Triennial Convention \$5000 was allocated to the health & safety committee, the Ontario Regional Council health committee will bring forward recommendations to Ontario Regional Council on how to use the funds in the region.

Motion to adopt the Health and Safety Committee's Report

m/s/c Bob Black and Judi Goodfellow

Finance Committee Report (APPENDIX "E")

Lauren Baert, Chair of the Finance committee, presented on behalf of the committee.

Lauren turned the Chair over to Ryan Ward to explain allowed expenses and the use of portfolio budgets to Ontario Regional Council members.

Ryan sent a PowerPoint presentation which highlighted the entitlements and items that can be claimed by Ontario Regional Council members.

Ontario Regional Council Portfolio budget for 2018 is \$1000 for each Ontario Regional Council member.

Recommendation to Council:

The auditor was advised of the coding error that was made on the Regional Committee line item. The auditor reviewed the changes and submitted a new audited report to the finance committee.

1. The Finance Committee recommends the year end 2017 financial statement be accepted.

Recommendation carried

2. The Finance Committee recommends \$30,000 for convention expenses in 2018 as opposed to the budgeted amount of \$32,000.

Recommendation carried unanimously

3. The Finance Committee recommends holding the November 2018 Council meeting via conference call or Go-To-Meeting.

Recommendation carried

Motion to adopt the Finance Committee's report

m/s/c Lauren Baert and Ryan Ward

The Chair thanked all the committees for their hard work.

Point of privilege: Judi Goodfellow wanted to know how the donated items will get to the Health and Safety conference if there is no Council meeting in November.

The Chair stated that items can be dropped off at the regional offices.

Point of Privilege: Sheila Karasiewicz stated that she has been trying to get the blanket exercise on the Ontario Regional Council agenda for some time. She was advised that it will take place at the November 2018 Council meeting, however now that the November

Council meeting has been cancelled, she wanted to know when will the exercise take place then.

Lino Vieira stated that the reason we were unable to have the blanket exercise at this meeting was due to learning that PSAC National is finalizing a contract with Kairos to conduct training across the country. The contract will ensure that the materials Kairos is developing are specifically for our membership and they will provide us with trained facilitators and crisis councillors for each session.

Due to this contractual obligation, and to ensure that we are following the terms of the agreement, we had to postpone the Blanket Exercise until PSAC National provided us with the method to request training from Kairos, based on the signed contract. Kairos Canada is a human rights organization and the developers of the Blanket Exercise and all associated materials.

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

The Chair stated there has been a lot of activity right across the region, with multiple campaigns and helping to pull the Provincial vote. This amount of activity presents a significant challenge to work life balance and self care, which is extremely important. The Chair thanked Ontario Regional Council members on behalf of PSAC.

Sheila Karasiewicz stated that the red dress pin campaign was a motion that was brought forward to the National Human Rights Committee meeting back in December 2017. Sheila would like to encourage members that receive the fact sheet to share the fact sheet with others. She will be doing a webinar to get the word out on the red dress campaign. She will also be holding lunch and learns with Locals within the Thunder Bay area.

Sheila urged Ontario Regional Council members to send the red dress post cards to the Prime Minister and to wear the red dress pins, which have proven to be a great conversation starter with the public.

Lauren Baert stated that the municipal elections are coming up on October 22nd, 2018. She stated that council members should do research on the candidates before casting their votes, as municipal elections affect our communities.

Dana Kelly stated that she took part in the provincial election phone bank for the Sudbury area and called PSAC members in two ridings within the area. The NDP candidate was elected in one of the ridings.

Ryan Ward extended an invitation to Regional Council members to participate in the Barrie Labour day event, which will be held at Sunnydale park on Sept 3rd, 2018.

Item 8. Collective Bargaining Updates

Frontier Border Services (FB)

Lauren Baert a member of the FB bargaining team stated that after four and half years they finally have a signed collective agreement. The Public Service Alliance of Canada will soon be approaching the employer to begin negotiations for the renewal of the collective agreement. The bargaining conference will be coming up sometime in October.

Members of the FB bargaining unit are encouraged to fill out the online form to provide the improvements and changes they would like to see made to the collective agreement. This form will be online and open for input until July 27th, 2018.

Canada Revenue Agency (CRA/UTE)

PSAC/UTE bargaining team met with CRA from July 3rd to 5th to continue negotiations for a new collective agreement. The team will be tabling wage proposals at a future date once they have received and analyzed the employer's payroll data. Negotiations will resume in September.

Treasury Board (TB)

Collective bargaining with Treasury Board has begun and PSAC put forward its common issues proposals for all Treasury Board groups, which cover about 90,000 workers in the federal public service. The

proposals focus on addressing the ongoing Phoenix fiasco, pushing back against precarious work, protecting job security of our members and supporting women and families. Each of the individual Treasury Board bargaining groups also have a set of proposals specific to the needs of their members. A summary and complete list of the proposals are available on the PSAC National webpage.

The Chair stated she was with the Technical Services (TC) team for two days and they dealt with all their house keeping items, however the employer was not interested in doing anything else. There will be other bargaining dates in the subsequent month.

Statistical Survey Operations (SSO)

Shalane Rooney a member of the bargaining team stated the bargaining team met in Ottawa from June 12th to 14th, 2018, in a last-ditch effort to reach a collective agreement, but was unsuccessful.

The pay proposal included a percentage wage increase, a pay grid restructure and market wage adjustments in line with our CR 3 and CR 5 comparators in the core public service. Unfortunately, the employer only offered the same wage increases as those received by the core public sector and rejected anything else we had on the table.

The parties could not agree on a number of important proposals and will be filing for arbitration to resolve these issues. As in the last round, the decision of the arbitrator on the remaining issues will be binding on both parties and will be added to the agreement the parties have already reached on other issues.

Parks Canada

The Public Service Alliance of Canada will soon be approaching the employer to begin negotiations for the renewal of the collective agreement. Members of the bargaining unit are encouraged to fill out the online form to provide the improvements and changes they would like to see made to the collective agreement. This form will be online and open for input until July 19th, 2018.

Kingston Commissionaires (DCL 818)

PSAC filed for Conciliation and a mediator has been appointed.

Academic Sector

Research Assistants (RAs) at Queen's University (DCL 901) filed a Notice to Bargain with Queen's University on March 15th, 2018.

Teaching Assistants (TA) renewed their third collective agreement.

The union protection campaign was used to shame the employer.

One of the gains to the agreement was the team managed to get the employer to triple their contribution to the health benefits.

Separate Employers Locals

The bargaining team signed off on the new agreement on Feb 21st, however, member are still waiting on the printed agreement from the employer.

Transport Canada

All the offers that the employer put forward were filled with concessions. The team is still in bargaining.

Great Lakes Pilotage Authority

Great Lakes Pilotage Authority (UCTE 00057) – dates to begin bargaining with the employer will be scheduled for this summer.

City of Timmins Airport

City of Timmins Airport (UCTE 00075) –bargaining took place the week of May 28th. Further dates have not yet been confirmed.

North Bay Airport

North Bay Airport (UCTE 00006) members ratified their new collective agreement on June 7th, 2018.

Sault Ste-Marie Airport

Sault Ste-Marie Airport (UCTE Local 00009) members ratified their new collective agreement on June 14th, 2018.

First Nations Police Sector

Nishnawbe-Aski Police Service members (DCL 401) - Notice to Bargain was served on February 16th, 2018.

Treaty Three Police Service members (DCL 410) - Notice to Bargain was served on February 16th, 2018.

Canada Food Inspection Agency (CFIA)

The Public Service Alliance of Canada will soon be approaching the employer to begin negotiations for the renewal of the collective agreement. Members are encouraged to fill out the online form to provide the improvements and changes they would like to see made to the collective agreement. This form will be online and open for input until July 19th, 2018.

Hearst, Kapuskasing and Smooth Rock Falls Counselling Services
Hearst, Kapuskasing and Smooth Rock Falls Counselling Services – Notice to bargain was served on June 13th, 2018.

Item 9. Ontario Council Newsletter

Lino Vieira stated that the newsletter was sent to Ontario Regional Council for review and so far he has received one change from Craig Berggold. If there are no other changes, the plan is to distribute the newsletter next week.

Motion: That the Ontario Region newsletter is sent out following the conclusion of the Ontario Regional council meeting.

m/s/c Melanee Jessup and Bob Black

Lino Vieira stated articles should not be more than 250 words, with lots of pictures. It is difficult to have a specific theme, as this would impact on what type of articles are written and received.

Motion: newsletter Theme – Political advocacy

Which will cover any area of political action in the region.

m/s/c Ryan Ward and Lauren Baert

Action: REVP's office send reminder email September 15th and a second email on October 1st which is the final deadline for newsletter.

Volunteers Articles

1. Richard McNeill – Pharma care
2. Lauren Baert– Municipal elections
3. Ryan Ward – Provincial election aftermath
4. Judi Goodfellow– Labour Day
5. Sheila Karasiewicz – Indigenous education group
6. Josh Sadler– Equity lens submission
7. Shalane Rooney – Childcare

The Ontario Council newsletter, normally profiles three Ontario Regional Council members per issue.

The following Ontario Regional Council members still have to be profiled in a newsletter: Amanda Gebara, Soaud (Sue) Soubra Boone, Richard McNeill, Lauren Baert, Sheila Karasiewicz, Rejean Bruneau, Leslie Searl, Melanee Jessup, Dana Kelly, Bob Black and Lloyd Brown.

Point of privilege: Sheila stated that in Vancouver an indigenous woman was being chased and the cab driver would not drive until she made payment in full. This red dress campaign is very important and needs to be promoted.

Item 10. Provincial Election and Debrief

The Ontario Provincial Election was held on June 7th, 2018. PSAC conducted phone banks across the province to encourage our members to go out and vote. Most of our members loved the phone bank, we did get some emails from members that supported Doug Ford and stated PSAC should not be involved in politics.

The Chair stated that the polls showed a clear Conservative government majority throughout the election period. PSAC had 13

targeted ridings that they were focusing on and we were able to shift 10 of the 13 from a Conservative opponent.

Conservative campaign agenda

- Expand beer and wine sales into convenience stores
- Free police from restrictions
- Replace sex education program back to the 1998 model
- No measure in place for the environment
- Rebate of electric vehicle removed
- Bill 175 greater oversights of the police forces. They do not want any implementation
- Carbon tax elimination
- Freezing of Provincial Public service hiring
- Back to work legislation to end the York University strike

Lino Vieira stated the new government will not be doing anything to subsidize or improve the environment instead they are cutting back on all incentives that were being offered in the province.

All affiliates agree that no one wanted a Provincial Conservative (PC) government. The new election rules only allowed unions to have conversations with our own members.

Lauren Baert wanted to let Ontario Regional Council members know that the "Ontario Proud" Facebook group's author is from Sarnia. Furthermore, it is run by a former Conservative staffer and is a political forum for right-wing politics. Members need to be aware that every time you share something from this page it attaches itself to your profile.

Josh Sadler stated to unfollow this group click on the 3 dots at the top of your Facebook page.

Item 11. Phoenix Update

The Chair stated PSAC will be doing more of a social media campaign at the start of this public relations campaign on Phoenix, and will later venture into television, radio and print ads.

The Chair stated there are some areas in the region that are extremely well mobilized but there are other areas that are not very engaged. She has been in discussions with PSAC Area Councils to see what support they need to continue this political work. Conference calls with Area Councils will continue to take place regularly beginning in September.

Item 12. Doug Ford Government

The Chair stated Doug Ford will be looking to find \$6 billion in savings through efficiencies in the Ontario Provincial government. He also supports police carding, keeping the Pickering Nuclear power station open, cutting the new sex education curriculum in schools and he has ended the cap and trade program and other environmental incentives linked to the program. He will also introduce back to work legislation to end the York University strike.

The Hydro One board and CEO have stepped down with initial reports that the CEO received \$400,000 of the potential \$10 million he was entitled to, only to find out later in the news that it was actually \$9 million that was paid out to the former CEO, with a lot of secrecy surrounding the payout and settlement that was offered.

The Ontario Federation of Labour (OFL) will be canvassing the membership with a survey that asks “who” and “why” people voted for Doug Ford and they will do an analysis of what members concerns were that led to this vote.

A press release will be issued by the OFL during labour day to condemn all the actions already taken by the Ford government. There will be a heads of union meeting in September to formalize a fight back plan against the Ford government.

On July 17th and 18th, 2018, there will be rallies at Queen’s Park by CUPE on the back to work legislation planned by the government to end the York University strike.

Item 13. PSAC Ontario Regional Convention

The next Ontario Regional Convention will be in 2020 and will be a fully funded convention, as per the resolution that was passed at the PSAC National Convention held this year.

Our new National President has given direction to the regions to select dates so there is no overlapping of regional conventions in 2020.

All decisions in regard to the Ontario Regional convention pass thorough the Ontario Regional Council. The date needs to be set by Ontario Regional Council at this meeting. The venue which has to be fully accessible will be decided on at a later date.

Motion: Ontario Regional Triennial Convention be held May 29th to 31st, 2020.

m/s/c Lauren Baert and Bob Black

Motion: To hold the next Ontario Regional Convention in the Greater Toronto Area.

m/s/c Bob Black and Lauren Baert

Melanee Jessup suggested that Cleo Reid visit three hotels and present her findings to Ontario Regional Council. This way council can make an informed decision in regard to the venue.

Item 14. Federal Election

The Chair canvassed Ontario Regional Council for ideas for the upcoming Federal election. PSAC will be looking at targeting ridings where we can have the most impact. PSAC more than likely will become a 3rd party advertiser.

Rejean Bruneau stated PSAC needs to reflect on what message they will be sending out to the membership. We should focus on holding the Prime Minister accountable.

Lino Vieira stated that the Canadian Labour Congress (CLC) will be using public polling closer to the election date. They will be using that information, along with the previous election results, to formulate a strategic election plan. We have to start addressing the issue of member engagement now before we get into election mode.

PSAC National will have plans finalized before the writ is dropped and our election campaign will begin months prior to that date.

Item 15. Ontario Regional Council Member Guide

Melanee Jessup, member of the Regional Council Member Guide committee, provided an updated copy to Ontario Regional Council members for continued review.

The Committee went through the document section by section and provided changes to complete the project. The revised document will be sent to Ontario Regional Council members, for review and discussion on the November 1st conference call meeting.

PSAC National acronyms page will be attached as an appendix at the end of the document.

Business completed, meeting adjourned at 2:00pm