



PSAC Ontario Council Meeting Minutes July 12th – 13th, 2019 Novotel Toronto Hotel

The meeting convened at 9:00 a.m. on Friday, July 12th, 2019 with the REVP-Ontario, Sharon DeSousa as Council Chair and the following members in attendance.

Sharon DeSousa, Regional Executive Vice-President, Ontario
Craig Reynolds, 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)
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
Missy Taylor, Regional Women's Committee Representative
Michelle Woods, Alternate Indigenous Members Representative
Amanda Gebara, Young Workers Representative
Karen McFarlane, Alternate Gay, Lesbian, Bisexual, Trans, Queer and 2 Spirited+ Representative
Souad (Sue) Soubra Boone, Members with Disabilities Representative
Lloyd Brown, Racially Visible Members 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), Ann Marie Kaursingh, Gay, Lesbian, Bisexual, Trans, Queer and 2 Spirited+

Representative, Sheila Karasiewicz, Indigenous Members
Representative

Observers: Kathy Samuels (Assistant Regional Vice-President),
Travis Lahnalampi (CEIU National Vice-President, Ontario), Dave
Carr, Ken Boone.

The Chair did a land acknowledgment, recognizing the traditional
territory of the Anishinabek nation of the Mississauga of New Credit,
where our meeting took place.

The Chair swore Sara Johnson into office as the Region 4,
Southwestern Ontario representative on Council.

The Chair asked Craig Berggold to read the PSAC Anti-Harassment
Policy. Craig Berggold 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 Ryan Ward and Craig Reynolds

Motion carried unanimously

The Chair requested an honour roll call for members and workers
across the province that have passed away since the last Ontario
Regional Council meeting. The following names were put forward
Lynda Collins (UTE local 00013), Katie Mallett (CEIU local 581), Dave
Rafus (UNDE local 841).

A moment of silence was observed.

AGENDA:

1. Adoption of Agenda
2. Adoption of previous meeting minutes (March 1st & 2nd, 2019)
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. PSAC Ontario Health & Safety Conference
14. Federal Election
15. Bob Campbell Presentation (Charity BACA)
16. Leadership Tour
17. PSAC Constitution Section 25 and Regulation 19 review
18. Labour Day
19. Discipline Mitri vs Potter

Item 1. Adoption of Agenda

The Chair added agenda item #19 – discipline report; Mitri vs Potter.

Adoption of previous meeting minutes date corrected to reflect March 1st & 2nd, 2019.

Motion to adopt amended agenda

m/s/c Ryan Ward and Leslie Searl

Item 2. Adoption of previous meeting minutes (March 1st - 2nd, 2019)

The Chair recommended adoption of the previous minutes.

The following Ontario Regional Council members; Lloyd Brown, Matthew Freeman and Susan Glanville's names were added to the attendance list for March 1st – 2nd council meeting minutes. Bob Black's name was removed from the previous meeting minutes, as he did not attend that meeting.

Motion to adopt previous amended minutes.

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

Item 3. Business arising from previous minutes

Credit Union Deposit Insurance

Ontario Credit Unions are insured by Deposit Insurance Corporation of Ontario (DICO) for up to \$250,000.

Timmins Airport

Lino Vieira did not send the Timmins Airport strike link because the potential strike was averted with the result of last-minute negotiations the week following the council meeting.

Newsletter

Reminders were sent on March 11th, April 16th. Deadline for submissions of articles was extended to April 30th and a final extension of May 15th.

Dues Breakdown

PSAC has already developed a dues breakdown information sheet Nationally and can be viewed online here:

<http://psacunion.ca/node/4502>

Course Alternate list

When any education occurs (advanced or conferences) an alternate list is also generated and ranked. If delegates turn down their acceptance, then we proceed with the alternate list in the ranked order.

PSAC Constitution

Bonnie Bates from PSAC National has agreed to do a presentation by conference call on Saturday, July 13th at 9:30 am.

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 DeSousa stated that it is a very busy time right now in the Ontario region. The majority of our Treasury Board (TB) units could be on strike in the next coming months, along with our agencies, which is approximately 140,000 members.

DCL 818 is currently on strike and she requested PSAC Ontario Council assist the local in their strike.

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

- Great Lakes Pilotage Authority (UCTE 00057) – the bargaining team met with the employer on April 16, 2019, and future dates are being scheduled.
- Kingston Commissionaires (DCL 818) – The bargaining team met with the employer and the conciliation officer on April 30 and May 1, 2019.
- Nishnawbe-Aski Police Service officers (DCL 401) – The team met with the employer on May 6th and filed for arbitration. Arbitration dates have been set for September 11th and 12th, 2019.
- Treaty Three Police Service members (DCL 410) – The bargaining team will be meeting with the employer on June 26th and 27th, 2019.
- Anishinabek Police Service (DCL 426) officers – The team met with the employer on May 8th and 9th and were able to reach a tentative agreement. Ratification meetings will soon be set.
- Thunder Bay International Airport (UCTE 50505) – The bargaining team met with the employer on February 20 and 21, 2019.
- Weeneebayko Area Health Authority (DCL 00603) - Arbitration took place on April 6th and 7th, 2019, in Timmins.
- GDI Cleaners at Garrison Petawawa (UNDE 639) – Bargaining took place on March 26, 27, and 28, 2019, in Ottawa. As this round of bargaining has been difficult, a strike vote was held on April 24th, 2019, with an overwhelming amount of the membership in favour of strike action.
- UNDE 639, GDI Cleaners at GRN Petawawa – filed for conciliation on April 4, 2019.

- Woodbine Casino (formerly OLG Slots at Woodbine – DCL 533) – With bargaining dates being difficult to arrange with the employer, a strike vote was held on April 17, 2019, where a strong strike mandate was achieved. Bargaining dates are now set to exchange demands in June and July 2019.
- Wequedong Lodge of Thunder Bay - Notice to Bargain was sent on April 29, 2019.
- 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.

Renewal Agreements

- Hearst, Kapuskasing and Smooth Rock Falls Counselling Services (DCL 00285) signed their new collective agreement on March 11, 2019.
- Canadian Centre for Occupational Health and Safety (CCOHS) (UNE Local 00394) ratified their new collective agreement on March 26, 2019.
- City of Timmins Airport (UCTE 00075) – members ratified their new collective agreement on April 1, 2019.

First Agreement

- Research Assistants (RAs) at Queen's University (DCL 901) – ratified their first collective agreement on April 1, 2019.

Organizing

Invigilators at the University of Ontario Institute of Technology (UOIT)
The Ontario Labour Relations Board ordered a certification vote for over 300 Exam Invigilators at the University of Ontario Institute of Technology (UOIT) on May 6th, 2019. The ballot box will be sealed

until a determination is made as to whether PSAC obtained the requisite 40% membership support. The regional certification meeting (where the parties will seek a mediated settlement on this threshold question) is scheduled for May 29, 2019.

Woodbine Casino

With the expansion of the Woodbine Casino and with it our Local 533's membership from approximately 400 members to nearly 1000, an organizing campaign to support ongoing contract negotiations is underway.

Federal

York-Simcoe By-Election

A by-election was called for the riding of York-Simcoe on February 25, 2019. The seat became vacant when long-time Conservative MP Peter Van Loan retired in October. The Conservative candidate, Scot Davidson, won the York-Simcoe riding. Davidson defeated eight other candidates, including Liberal candidate Shaun Tanaka, NDP candidate Jessa McLean and Green Party candidate Mathew Lund.

Mobilization

Kingston Area Council Open House

The Kingston Area Council hosted at Meet & Greet on January 19th at the newly relocated PSAC Kingston Regional Office. The Meet & Greet was held to engage Kingston area members who do not normally participate in the Area Council.

Phoenix Lobby Campaign

PSAC Ontario is continuing with its lobby campaign targeting MPs on Phoenix and tying Phoenix to this round of Treasury Board and agency bargaining. Over 70 lobby meetings with MPs have taken place across the province with more being scheduled.

Phoenix 3-year Anniversary

Hamilton - On February 14, 2019, the Hamilton Area Council created a Day of Action for the 3rd Anniversary of the rollout of the Phoenix

Pay system. “*Phoenix: Please don’t be my Valentine*” posters were distributed among Locals in the area and posted at workstations.

Kingston – On February 19, 2019, a rally was held at Liberal MP Mark Gerrestsen’s Constituency Office to show strength and demonstrate that bargaining will be an election issue if the Liberal Government does not get back to the table with a serious offer and address Phoenix compensation.

On February 28th, 2019, PSAC Kingston and Petawawa members got on a bus to join the Phoenix 3rd Anniversary rally in downtown Ottawa.

Toronto – On March 1, 2019, the PSAC Ontario Regional Council held a demonstration at Finance Minister Bill Morneau’s office in Toronto. This demo was held to commemorate the 3rd year anniversary of the Phoenix fiasco.

Sudbury – Each pay day the CEIU Local 534 in Sudbury holds a picket in front of Liberal MP Paul Lefebvre’s constituency office, to keep up the pressure on the MP to do more concerning Phoenix.

Timmins Airport

Members who work at the Timmins Airport (UCTE Local 75) held a demonstration, with support from our members who work at the Weeneebayko Area Health Authority (DCL 603), in front of the Timmins City Hall to support ongoing bargaining with the city. This demonstration came after a concerted lobbying initiative of the Timmins City Council to remove the concessions they were demanding in this round of bargaining from our Airport workers.

Research Assistants at Queen’s University First-Contract Campaign

The Local at Queen’s University (DCL 901) created a campaign to show Research Assistants at the University the benefits of being unionized and to assist in achieving a fair first contract. Over 200 campus supporters signed postcards that the Local developed to highlight the precarious nature of the work and the need for better pay and benefits. These postcards were then mailed to the University’s principal to demonstrate the issues facing these workers.

The Local then developed a comic book with the hero “*Precarious*”, demonstrating the difficulties academic workers face due to the precarious nature of their work. The comic book was then distributed to members and the public as a mobilization and advertising campaign. The Superhero *Precarious* helped to encourage members and allies to support the bargaining team in a new interactive way. PSAC mobilizers also engaged with members on the issue of precarious work in one-on-one conversations.

Furthermore, letters were written and hand-delivered to the Liberal MP Mark Gerretsen, as well as sent to the cabinet ministers responsible for university research funding (Minister of Science, Minister of Employment, Workforce Development and Labour and the Minister of Innovation, Science, and Economic Development of Canada). This multi-pronged campaign also featured a strong social media component, with an active Twitter campaign.

Kingston Young Worker Committee

On March 11, 2019, the Kingston Young Worker Committee was reactivated. With many young members in the Kingston area, this will be another avenue to get involved within their union.

Treasury Board Mobilization

Peterborough - On March 27, 2019, activists occupied MP Maryam Monsef's office in Peterborough. Chris Snooks, Missy Taylor and Sean McNeil presented PSAC's demands to the Chief of Staff, who was the only one present. PSAC flags and banners were posted around the office. Media from the local Global News affiliate and the local paper, The Peterborough Examiner, covered the action.

Toronto - On March 29th, 2019, Sharon DeSousa, Lynda MacLellan, and Craig Reynolds went to MP Bill Morneau's constituency office to demand he write a letter of support to the new Treasury Board President. After meeting with the legislative assistant, a commitment to arrange a follow up meeting in Ottawa was made with the Minister.

Kingston – On April 26, 2019, coordinated mass information pickets were held at both Canadian Forces Base (CFB) Kingston and Collins Bay Institution concerning ongoing bargaining frustrations. Members

decided to speak with the public about bargaining leading to lengthy delays on Highways 2 and 15 around CFB Kingston and the Royal Military College and also on Bath Road near Collins Bay Institution. A few members also decided to go to the Federal Causeway, LaSalle, and ended up shutting down the Causeway for 20 minutes, with traffic backed up through to the Highway 401. At the same time a group of members decided to occupy Liberal MP Mark Gerretsen's constituency office, demanding to speak to the MP. A further picket was held on Princess street in front of Gerretsen's office to continue to pressure the MP on the need to reach a fair agreement and address Phoenix.

Sudbury – On May 8th, approximately 175 members of UTE Local 00042 participated in a lunch time rally in support of their bargaining team. Members voiced their anger and frustration concerning the state of negotiations due to the government's lack of movement at the bargaining table.

Leadership Tour

The PSAC leadership tour traveled through southwestern Ontario from May 7-11, 2019. Locations included Windsor, Sarnia, Walpole Island, Chatham, London, St. Catharines, Niagara Falls and Hamilton. Worksite visits included CIU Branch 18, 19, 17, and 16; CEIU Locals 576, 647, 581, and 624; AGR 17, UNE 258, and UVAE 18. Meet and greets were set up in the evenings in Windsor, London, Niagara Falls and Hamilton, where members in the surrounding areas could attend and speak directly and informally with the leadership on their issues and concerns. In addition, a rally was held in Windsor on May 7th, at the Canada Revenue Agency building at 441 University Avenue in support of a fair contract.

Labour Movement/ Solidarity

Women's March

On January 19, 2019, people across Ontario joined the global movement, the Women's March. Marchers braved harsh temperatures to tell the government that women are not going back and special attention was paid to the cuts by the Ontario Conservative government.

Doug Ford's Cuts to OSAP

On January 25, 2019, PSAC's DCL 610 and 901 academic Locals joined over a thousand students and workers demanding that Premier Ford reverse cuts to OSAP at Queen's Park. Rallies were held in other areas by students across the province to protest cuts to OSAP grants, student debt relief, and student union democracy and autonomy.

Trudeau Rally

On March 4th, 2019, members welcomed Prime Minister Justin Trudeau at the Toronto-Danforth Music Hall, where he was to announce the government's plans on climate change. Over fifty labour and community activists attended the event in addition to a hundred or more partisan Liberal supporters. Demonstrators protested outside in response to Trudeau's decision to buy the Trans Mountain pipeline for \$4.5 billion.

NDP Outreach

Jagmeet Singh, leader of the federal NDP Party, was meeting with labour unions in London, Ontario on March 8th, 2019. PSAC members Barb Pawlovich and Nancy Richter were in attendance, along with a few members from Western University (DCL 610). Barb spoke to Mr. Singh about the issues PSAC was facing in bargaining with the federal government. Mr. Singh and NDP MP Irene Mathysen were both supportive of PSAC's positions on bargaining, as well as the need for a universal pharmacare program.

United Nations Commission on the Status of Women

New York – PSAC representatives, along with Sharon DeSousa, were part of the Canadian Labour Congress' delegation to the UN's Commission on the Status of Women meeting. Key issues of the meeting were achieving gender equality with a commitment to ending violence against women and sex trafficking. Sharon DeSousa, was a panelist that led a discussion on child care in the federal public service.

The Commission on the Status of Women is held annually by UN Women, the branch of the United Nations that is exclusively dedicated to the promotion of gender equality and the empowerment of women. The annual two-week session provides an opportunity for representatives from forty-five Member States and civil society organizations to discuss progress, gaps and next steps in the fight for gender equity.

Donation Drive to Support Autism Services

Windsor – The Customs and Immigration Union (CIU) Branch 18 held a donation drive after the Ontario Progressive Conservative government's cuts to autism services. The donation drive was to benefit "*Autism Services*" in Windsor, which offers support to individuals with autism. Thousands of dollars in equipment were collected and donated in April of 2019, for the Autism Services summer program.

Ontario Federation of Labour – Power of Many Campaign

In the face of so many regressive, anti-worker policies and cuts to public services by the Ontario Conservative government, the Ontario Federation of labour (OFL) launched the Power of Many campaign. The campaign trains activists in key areas on how to get politically engaged and to take action. Over a dozen sessions have been held, including in Hamilton, Toronto, Durham, Sudbury, Waterloo, Sault Ste Marie, and Kingston, with more being planned. The goal is to have trained activists across the province that can respond quickly to any anti-worker announcement in their communities.

Day of Mourning Radio Ads

On April 28th, we commemorate National Day of Mourning – a day dedicated to all the men and women who have been injured or killed on the job. This sombre day is also an opportunity for us to advocate for stronger protections for workers and a fairer compensation system for those injured in the workplace. To promote this important day, PSAC Ontario launched radio ads for a full week in Timmins, Sudbury and Sault Ste Marie.

Day of Mourning Ribbons

To commemorate April 28th, National Day of Mourning, special ribbons created by the Hamilton District Injured Worker's group were purchased. These ribbons support the ongoing work of the District Injured Worker's group, while also acknowledging the work we still need to do to ensure that no further worker is injured or killed on the job. The ribbons were designed with a black strand, which represents all the workers injured or that died due to their work. Then there is a clear strand that represents all those "invisible" injuries, work-related illnesses and diseases that are not being recognized by WSIB. These ribbons were distributed to the PSAC Area Councils across Ontario in recognition of the political work we must do to achieve safer workplaces.

Equity and Human Rights

Black History Month

Toronto – The PSAC Toronto Racially Visible Committee held a Black History Month celebration on February 21, 2019, in the Toronto regional office. A presentation on "*Mental health in our Community*", was delivered by a representative from the Tropicana Community Services organization.

Chinese Workers Network - Banquet Dinner

Markham - The Chinese Workers Network, as part of the Diverse Workers Networks supported by the Toronto & York Region Labour Council, held a 2019 Lunar New Year celebration with a dinner and educational event on February 10, 2019. PSAC members took part in the celebration, which has been growing in the past few years.

The Chinese Workers Network uses this celebration as an opportunity to mobilize members and allies to come together to celebrate our achievements, celebrate our diverse cultures, and plan actions to better protect/improve workers' rights and make our society a better place for all.

PSAC Toronto Regional Women's Committee

The PSAC Toronto Regional Women's Committee attended a Gender Responsive and Equity Budgeting Town Hall meeting led by Toronto City Councillor Kristyn Wong-Tam on March 6, 2019. A gender-based

analysis (GBA) is looking at a proposed policy or service and examining it for any possible impact(s) on a specific gender. Given that women – particularly racialized women, immigrants, trans, and disabled women – have been largely marginalized, the focus is on how budgets impact their day to day lives.

International Women's Day

International Women's Day is a global day that celebrates women's success'. The focus of the celebrations ranges from appreciation and love towards women to a celebration for women's economic, political, and social achievements. On March 6, 2019, a “Ladies Night” dinner was held at the community hall to raise funds for the Moosonee Family Resource Centre, where our members participated to help raise funds.

Toronto Pride Committee

The PSAC Toronto Pride Committee has now been reactivated following their first meeting on March 21, 2019, where elections for a new executive took place. The Committee's work will focus on the promotion of LGBTQ* rights and support for our members.

Hamilton Members with Disabilities Committee

On March 19, 2019, the PSAC Hamilton Members with Disabilities Committee held a special session on Nutrition with Shervin Saleh, a licensed nutritionist and homeopathy practitioner for our members.

International Day for the Elimination of Racial Discrimination

Thunder Bay - On March 21, 2019, Diversity Thunder Bay, the City of Thunder Bay and the Anti-Racism & Respect Advisory Committee presented the 13th Anniversary Celebration Breakfast to commemorate the United Nations International Day for the Elimination of Racial Discrimination. PSAC members, along with Sharon DeSousa took part in the celebration.

United Against Islamophobia

The Ontario Federation of Labour (OFL) and all affiliated unions, including PSAC, have joined together in the United Against Islamophobia Coalition. The Coalition is promoting and lobbying the government to designate January 29th as the “*Day of Remembrance*”

and Action on Islamophobia". The date of January 29th was chosen because in January 29, 2017, six worshippers were killed, and many others were injured during an evening prayer at the Islamic Cultural Centre in Quebec City. These attacks are a clear indication that Islamophobia can have serious and deadly consequences on Muslim community members, if allowed to fester and continue unchallenged. PSAC will stand with the OFL and the entire United Against Islamophobia Coalition to call on the Ontario Government to designate January 29th as the "Day of Remembrance and Action on Islamophobia".

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,

A handwritten signature in blue ink that reads "Sharon DeSousa". The signature is written in a cursive, flowing style.

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

REVP Schedule for the period January 11, 2019 to May 17, 2019

Jan 14-15, 2019 – Alliance Executive Committee meeting in Ottawa
Jan 16, 2019 – Alliance Executive Committee Anti-Oppression Committee meeting in Ottawa
Jan 17, 2019 – PSAC Kingston Area Council Open House in Kingston
Jan 21, 2019 – Gender Equity Taskforce meeting
Jan 24, 2019 – National Board of Directors Finance Committee meeting
Feb 6, 2019 – Ontario Federation of Labour Executive Committee meeting
Feb 6, 2019 – Union of Taxation Employees Local 14 annual general membership meeting
Feb 7, 2019 – Ontario Federation of Labour Executive Board meeting
Feb 11, 2019 – Alliance Executive Committee Phoenix Sub-Committee meeting in Ottawa
Feb 12-13, 2019 – National Board of Directors meeting in Ottawa
Feb 14, 2019 – Alliance Executive Committee Anti-Oppression Committee meeting
Feb 18, 2019 – PSAC meet and greet in Sarnia
Feb 19, 2019 – Bluewater Bridge (DCL 501) meeting in Sarnia
Feb 26, 2019 – Union of Health and Environment Workers Local 00009 annual general membership meeting
Feb 27, 2019 – Union of Health and Environment Workers Local 00032 annual general membership meeting in Guelph
Feb 28, 2019 – Ontario Regional Council Committees meeting
Feb 28, 2019 – Rally at MP Bill Morneau’s constituency office in Toronto
Mar 1-2, 2019 – Ontario Regional Council meeting
Mar 4-5, 2019 – Timmins Airport bargaining meeting in Timmins
Mar 7, 2019 – Canadian Labour Congress meeting
Mar 8-15, 2019 – United Nations Commission on the Status of Women meeting in New York
Mar 19, 2019 – Treaty Three Police annual general membership meeting in Kenora
Mar 20, 2019 – Worksite visit with the Customs and Immigration Union Branch 26 in Fort Frances

Mar 21, 2019 – International Day for the Elimination of Racial Discrimination celebratory breakfast in Thunder Bay
Mar 22-23, 2019 – Agriculture Ontario Seminar in London
Mar 24-27, 2019 – PSAC National Academic Directly Chartered Locals Conference
Mar 28, 2019 – Directly Chartered Local 901 annual general membership meeting in Kingston
Mar 29, 2019 – Lobby at MP Bill Morneau’s constituency office in Toronto
Apr 1-2, 2019 – Alliance Executive Committee meeting
Apr 4, 2019 – Union of National Employees Local 00210 annual general membership meeting
Apr 8, 2019 – PSAC Hamilton Area Council meeting in Hamilton
Apr 10, 2019 – Ontario Federation of Labour Executive Committee meeting
Apr 12, 2019 – Regional Convention meeting in Ottawa
Apr 15, 2019 – Union of Taxation Employees Local 48 annual general membership meeting
Apr 17, 2019 – PSAC Hamilton Local Area Presidents open house meeting in Hamilton
Apr 26, 2019 – Demonstration at Kingston CFB Base, Penitentiary and MP Mark Gerrettsen’s office
Apr 29 – May 2, 2019 – Treasury Board bargaining teams meeting in Ottawa
May 7-11, 2019 – Southwestern Ontario Leadership Tour (Windsor, Sarnia, Chatham, London, St. Catharines, Niagara Falls and Hamilton)
May 8, 2019 – Rally for a Fair Contract at the Canada Revenue Agency building in Windsor
May 15-16, 2019 – Canadian Labour Congress meeting in Winnipeg

Motion to adopt REVP’s report

m/s/c Sharon DeSousa and Ryan Ward

Sharon DeSousa resumed the Chair.

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

Chris Wilson gave an update on the operational status of the Ontario Region, details below.

Chris Wilson updated his report that Jawara Gairey will be acting Regional Coordinator for the month of August.

Toronto Regional Office

Navnita Richardson was the successful candidate for the term Regional Representative position in Toronto for purposes of backfilling Nicole Wall. Nav started within the Toronto RO on May 27th following the completion of her term Regional Representative position in the London RO. Nav will continue her term assignment until June 19th, 2020 while Nicole remains on leave. In addition to her recent assignment as a term Regional Representative within the London RO Navnita has over a decade of Union activism experience as the Regional Human Rights Representative – Ontario and President of her Local 210 (UNE). Navnita also completed several leave assignments with PSAC including: MP visits in support of Phoenix and Collective Bargaining, Days of Action, Provincial Election campaigns, Mobilization activities for the Slots at Woodbine, Treasury Board ratification votes, Area Coordinator meetings in support of Treasury Board Bargaining, CLC Lobbying Day at Parliament Hill & etc.... Navnita has also completed numerous PSAC educational courses including: Internal Investigation Training, Political Action, Lobbying Training, Violence Prevention in the Workplace, Advanced Representation Training for Stewards, Health & Safety Training, Alliance Facilitators Training Program (AFTP) and Anti-Oppression policy training.

Steve Khan was the successful candidate for the permanent Regional Representative position in Toronto. Steve was a Union Development Program graduate who also completed a variety courses including Advanced Human Rights Activism, Grievance Handling and a variety

of PSAC online learning courses among others. Steve held many elected positions including:

- Ontario Council LGBT+ Representative
- PSAC Greater Toronto Area Committee Pride Chair
- Greater Toronto Area Young Workers' Committee Interim Secretary
- Greater Toronto Area Council Interim Secretary.
- former Secretary/Treasurer of the CEIU LGBTT2Q Committee.
- Steve also worked at the local level as the elected UNE 303 Human Rights Representative and CEIU 613 Local Executive Member

Following his activism within PSAC, Steve has been working as Program Manager for the Ontario Trillium Foundation. Steve designed and facilitated outreach information sessions on Seed, Grow and Capital Grants based upon popular education principles and practices in English and French. While working in the Ontario Public Service, Steve was selected as the Events and Special Projects Co-Lead for the Ontario Public Service (OPS) Pride Network and coordinated International Day Against Homophobia, Biphobia and Transphobia for 134 municipal, provincial and federal government employees. Within the federal public service, Steve worked as a Bilingual Program Officer within the Department of Canadian Heritage where he made recommendations for grants. Steve will start on August 6th, 2019.

An expression of interest has been posted for an acting Regional Coordinator for the period July 29th to August 31st for purposes of backfilling my position while I am on leave.

Toronto Regional Office (Operational)

Technicians from IT were on-site for the week of June 17th to install new computers

London Regional Office

Carolyn Barham was the successful candidate in the one year term Administrative Assistant position in London to backfill Beth Bennett during Beth's Career Enhancement Position. Carolyn obtained leave from her employer for a period of one (1) year to February 28th, 2020 for purposes of backfilling for Beth in the London RO. Carolyn has direct experience in the position through her prior acting assignment as a term secretary within the London RO at the beginning of 2018. In addition to her experience within PSAC, Carolyn has twenty (20) years of administrative experience. Carolyn is a member currently employed as a Citizen Services Officer for Service Canada. Carolyn has been active within her Local Union and is currently the Chief Steward for CEIU Local 0581 and previously held the position of President, UNE 0268. Carolyn has completed the Alliance Facilitator Training along with various PSAC training courses.

Nancy Johnson was the successful candidate for the term Regional Representative position in London for the term July 1st to July 31st, 2019. Nancy Johnson is currently employed as an Administrative Assistant within the Thunder Bay Regional Office and previously completed a term Regional Representative position within the London Regional Office. While Nancy is acting in this position Michelle Sweeney and Lynn Meston will be on leave. Navnita Richardson will also be supporting the London RO by continuing to remain in contact with her Locals previously assigned during her term assignment. The Sudbury RO will provide additional support to the Thunder Bay RO during this time to ensure continuity in representation.

London Regional Office (Operational)

Relocation

PSAC Holdings has signed a new lease for purposes of relocating the London Regional Office to a new location on 244 Pall Mall effective December 1, 2019. The new location is:

- More centrally located to the membership in London

- Is accessible by public transit
- Is co-located in a building with other tenants for additional safety
- Includes access to boardroom space within the office as well as additional boardroom space on the main floor for larger meeting

A consultation committee was formed for purposes of providing input from staff and the REVP Office into the process.

The current property which is owned by PSAC will be sold. On an interim basis, the condo corporation is having all windows and doors replaced in the Condominium complex. The new door recently installed will not be replaced.

Sudbury Regional Office (Operational)

N/A

Kingston Regional Office (Operational)

Technicians from IT were on-site for the week of May 21st to install new computers

Thunder Bay Regional Office (Operational)

N/A

Bob Black asked for clarification regarding rules in acquiring membership list.

The Chair confirmed Ontario Regional Council members are entitled to receive Local President's list for their constituency, and Equity representatives would have to build their own list.

Ryan Ward would like to know the process that was used to establish the Area Coordinators team and their ability to access membership lists.

Chris Wilson stated Area Coordinators can access the list if the list is used within the Regional Office for purposes related to the Area Coordinators network. If an Area Coordinator wants the list directly for use outside of the RO then Chris would need to consult with Celine Petrin who administers Unionware to determine restrictions on confidentiality.

Chris Wilson consulted with Joan Ann Gravesande in regard to how an Area Coordinator is selected.

The following information was shared with Ontario Regional Council members;

A call out is sent to the Presidents and Component Vice Presidents seeking volunteers to attend a meeting when the TB, CRA, CFIA, UPCE or any other groups are in bargaining.

At the inaugural meeting, PSAC seeks Area Coordinators based on regional areas and willingness to volunteer as an Area Coordinator. So, for example for our members at 200 Town Centre, we would seek one TB area coordinator for that building.

In the downtown area, we use multiple Area Coordinators because of logistics.

We have TB area coordinators from Niagara, Hamilton, Barrie and the GTA, however, we are still lacking further representation in the GTA and Fort Erie areas.

Training is provided on an on-going basis, as needed. Meetings are organized based on bargaining dates and proposed actions.

Area Coordinators are volunteers who provide bargaining information to geographic areas that they are assigned to work with. They also work on recruiting strike captains. The Area Coordinators become Strike Coordinators once we are in a legal strike position, as they would provide information and support to strike captains.

Item 6. Ontario Council Committees Reports

The Chair stated that each of the Ontario Regional Committees can schedule conference calls prior to Ontario Regional Council meeting to alleviate some of their workload.

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

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

Recommendations to Council:

1. Council apply an equity lens in all political action and lobbying endeavours.

Recommendation carried unanimously

2. Council representatives provide geo-based political action, education, lobbying and activities information to the Chair of the Equity and Human Rights Committee so Committee members can participate in person or via skype.

Recommendation carried unanimously

Missy asked Ontario Regional Council members inform the Equity & Human Rights committee members of any upcoming activities.

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

m/s/c Missy Taylor and Souad (Sue) Soubra Boone

Health and Safety Committee Report (APPENDIX “B”)

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

Recommendations to Council:

No Recommendations at this time

Motion to adopt the Health and Safety Committee's Report

m/s/c Missy Taylor and Susan Glanville

Political Action Committee (APPENDIX "C")

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

Recommendations to Council:

1. All Council members use their social media conduits to urge members to sign the Kingston Commissionaires online email action.

Recommendation carried unanimously

Motion to adopt the Political Action Committee's report

m/s/c Melanee Jessup

Motion carried unanimously

Education Committee Report (APPENDIX "D")

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

Recommendations to Council:

1. That the scheduling portion of the recommendation carried at the November 1, 2018 meeting be reversed.

“When scheduling courses for basic courses offered by the Regional Offices, the locations of the courses may not be determined until the location of the participants has been established. The courses will then be held in the locations that result in the fewest members being placed on travel status.”

The committee agrees that there are problems in how courses are offered, and many members are dissatisfied. We recognize that a change may be required, however we feel that the change made earlier has not corrected the issue.

Recommendation carried

2. That the committee not complete and circulate an education survey at this time.

The summer and fall will be busy with strike training, election activities, Fall School and UDP. Staff and members alike are very busy. Committee members can commit to connect with their constituents and the Regional Offices staff to determine members' needs.

Recommendation carried

3. That PSAC Ontario prepares material around safe protesting similar to the “Activists’ Guide to Safer Protesting,” that was created by the Ontario Federation of Labour.

The guide is “a list of do’s and don’ts to help activists stay safer and keep the message of the protest at the forefront of the conversation.” The health and safety of our members is of the utmost importance.

Recommendation carried unanimously

Motion to adopt the Education Committee’s report

m/s/c Melanee Jessup and Leslie Searl

Motion carried unanimously

Finance Committee Report (APPENDIX “E”)

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

Recommendations to Council:

No Recommendations at this time

Motion to adopt the Finance Committee’s report

m/s/c Craig Reynolds and Peggy Jones

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

The REVP thanked the Ontario Regional Council members and wished them a safe and happy holiday. Also, if any Ontario Regional Council members needed any help with their portfolio’s they can contact her directly. The REVP welcomed the newly elected Ontario Regional Council members.

Point of Privilege: Karen McFarlane stated member Christopher Tate, Positive Space Ambassador and Chairperson of the LGBTQ2+ Committee of CEIU Local 648 has begun a letter-writing campaign. This campaign has the aim of including the LGBTQ2+ community in the Employment Equity Act. One of the goals of the campaign is to bring awareness to MPs and MPPs, I am seeking Ontario Regional Council support in getting the word out to the membership.

Amanda Gebara attended the CEIU Young Workers event in Cornwall. She stated the turnout was amazing and that she was glad to be able to network with members and hear new ideas.

Craig Berggold thanked the National President and Vice-President for the first ever National Academic round table conference. It was a great opportunity to meet and network with the other Academic sector local leaders.

Point of Privilege: Craig Reynolds stated all members who submitted their report will get their cheques tomorrow morning. If an Ontario Regional Council member did not submit a report, they will not receive a cheque.

Peggy Jones invited Ontario Regional Council members to visit DCL Local 818 (Kingston Commissionaires), strike line to show their support.

Bob Black stated that the Hamilton area raised \$290.15 at the annual barbeque and the funds will be donated to DCL Local 818.

Point of Privilege: Souad (Sue) Boone stated that the Toronto MDAC committee is organizing a pension meeting on August 7th, and all Ontario Regional Council members are invited.

Item 8. Collective Bargaining Updates

Canada Revenue Agency (CRA)

Negotiations with Treasury Board for our PA, EB, TC and SV bargaining units are still at an impasse, as are our negotiations with the Canada Revenue Agency.

Canada Border Services (FB)

The PSAC-Customs and Immigration Union (PSAC-CIU) bargaining team representing the Border Services (FB) group made limited progress in their latest round of negotiations with Treasury Board/Canada Border Services Agency (CBSA) the week of May 13. Negotiations are set to resume June 11-13, 2019. Dates have also been set to meet throughout the summer.

Canadian Food Inspection Agency (CFIA)

PSAC's bargaining team representing members at the Canadian Food Inspection Agency (CFIA) held a fourth bargaining session for a new collective agreement between June 11 and 13. The next bargaining session will be held from July 16 to 18.

Parks Canada

Progress was made at the Parks Canada bargaining table last week. PSAC's Parks negotiating team met with the employer from May 28 to 30 in Ottawa. The Parks bargaining team will be meeting with the employer again at the end of July.

Great Lakes Pilotage Authority (UCTE 00057)

The bargaining team met with the employer on April 16, 2019, and future dates are being scheduled.

Kingston Commissionaires (DCL 818)

The strike commenced on June 24th, and is now in its third week. The main issue is sick leave and proper compensation.

Nishnawbe-Aski Police Police Service officers (DCL 401)

The team met with the employer on May 6th and filed for arbitration. Arbitration dates have been set for September 11th and 12th, 2019.

Treaty Three Police Service (DCL 410)

The bargaining team will be meeting with the employer on June 26th and 27th, 2019. While both parties are in agreement around wage parity with OPP the employer has not yet committed to agree to paying it due to a lack of funding from the respective governments. The employer has written to the Minister responsible advising of the decision seeking parity funding. The next scheduled meeting dates are September 25th and 26th, 2019.

Anishinabek Police Service officers (DCL 426)

The team met with the employer on May 8th and 9th and were able to reach a tentative agreement. Ratification meetings will soon be set.

Thunder Bay International Airport (UCTE 50505)

The bargaining team met with the employer on February 20 and 21, 2019. Dates are expected to be scheduled soon.

Weeneebayko Area Health Authority (DCL 00603)

Arbitration took place on April 6th and 7th, 2019, in Timmins.

GDI Cleaners at Garrison Petawawa (UNDE 639)

Bargaining took place on March 26, 27, and 28, 2019, in Ottawa. As this round of bargaining has been difficult, a strike vote was held on April 24th, 2019, with an overwhelming amount of the membership in favour of strike action. The No Board report has been requested by PSAC and we will be in a legal strike position as of at 12:01am on July 25th.

Woodbine Casino (formerly OLG Slots at Woodbine – DCL 533)

With bargaining dates being difficult to arrange with the employer, a strike vote was held on April 17, 2019, where a strong strike mandate was achieved. Bargaining is taking place this week.

Wequedong Lodge of Thunder Bay

Notice to Bargain was sent on April 29, 2019. Meeting dates have not yet been scheduled.

University of Ontario Institute of Technology Post-Docs (DCL 555)

The bargaining team met with the employer from April 16-18, 2019. Future dates are being scheduled.

Town of Moosonee (DCL 285)

Notice to bargain was served on June 17, 2019.

University of Ontario Institute of Technology (UOIT) - Exam Invigilators (DCL 555)

Notice to bargain was served on June 19, 2019.

University of Ontario Institute of Technology (UOIT) - Teaching Assistants & Research Assistants (DCL 555)

Notice to bargain was served on June 19, 2019.

Post-Docs at the University of Ontario Institute of Technology (DCL 555)

On June 26, 2019, Post-Docs at the University of Ontario Institute of Technology ratified their new collective agreement.

Item 9. Ontario Council Newsletter

Lino Vieira thanked Melanee Jessup for assisting with the newsletter again.

Missy Taylor would like to include pictures in the newsletter from her lobbying at the Kingston MP's office and a link to the news article.

Motion: To send newsletter to the membership

m/s/c Lino Vieira and Melanee Jessup

Motion to adopt the amended newsletter.

m/s/ Bob Black and Ryan Ward

Motion carried unanimously

Themes for the next newsletter

The following themes were suggested for the upcoming newsletter:

- Election results and what does it mean for the membership
- Doug Ford fightback – Education and hospitals cuts
- Health and Safety article

Melanee Jessup remind Ontario Regional Council members to send pictures of their Labour Day celebrations.

Lino Vieira stated an email will be sent soliciting election articles after the federal election.

Item 10. Provincial Fightback Plan

The OFL has created a Premier Ford cuts tracker which is located on their website (<http://ofl.ca/power-of-many-ford-tracker-pc-cuts-and-privatization-to-date/>). In addition, the OFL also created flyers targetting specific MPPs who won by a small margin to add pressure to those MPPs.

Richard McNeill stated that Doug Ford is destroying our health care system, with the Kingston area having the least amount of hospital beds in emergency rooms, per capita. He suggested that Ontario Regional Council members sign onto the healthcare petitions and stand up and fight for our health care system for future generations.

The OFL Convention is taking place from November 25th – 29th, 2019 at the Sheraton Hotel Downtown Toronto. The REVP's office will send an email with information regarding to the OFL Convention and how to register.

Motion: Ontario Regional council members will dedicate a portion of their report of actions taken to fight back on Ford.

Motion carried unanimously

Action Item: The REVP's office will be sending an invite to the Ontario Federation of Labour (OFL) to have a guest speaker at the next Ontario Regional Council meeting.

The Chair reminded Council that due to the OFL Convention taking place in November, anything that is presented by the OFL at our next meeting, may change based on what is voted on at the OFL Convention.

The Chair will report back on the OFL Convention to Ontario Regional Council as in past practice.

Item 11. Phoenix Update

PSAC rejected the last government offer that was presented on Phoenix, because we believe our membership deserves more for all the hardship they went through and continue to experience. Some of the other Unions accepted the government's offer of 1.25 days pay per year for 4 years (5 days total) pay. However, those unions also integrated a "Me Too" clause in those agreements, so that if PSAC achieves more, they will automatically benefit also. During the PSAC Leadership Tour, not one of our members said that they were willing to accept this offer and agreed with PSAC's position to refuse it.

The Chair stated that it is important to note that our members who work at the Miramichi pay processing centre are suffering tremendous strain, stress and mental health and sick leave issues due to the overwhelming problem Phoenix still poses.

Item 12. PSAC Ontario Regional Convention

The next PSAC Ontario Regional Convention will take place on May 29th to 31st, 2020. Cleo Reid completed the hotel site visits with Souad (Sue) Boone to review their accessibility and determine their capacity to hold our Convention.

Initially we were close to signing a contract with the Westin Harbour Hotel in Toronto, but that fell through as the space was not available during the Sunday, May 31st date.

We then met with the Hilton Markham Suites and were able to settle on a contract that accommodates our needs.

Motion: To adopt Hilton Markham Suites, 8500 Warden Avenue in Markham as the Ontario Regional Convention venue.

m/s Bob Black and Lloyd Brown

Motion carried unanimously

Item 13. Health and Safety Conference

The Chair stated an update was given at the March 2019 Ontario Regional Council meeting on the Regional Health and Safety Conference.

The Chair of the Ontario Regional Council Health and Safety Committee, Bob Black, was not in attendance at the March meeting. Bob presented his Conference report to Council.

Shalane Rooney will be attending the PSAC National Health and Safety Conference, which will be held in Ottawa, from November 28th to December 1st.

Action Item: The Chair stated that an email will be sent from the REVP's office with the OFL convention information.

Action Item: The REVP will be sending an email to Ontario Regional Council to choose their convention committees, along with the dates the resolution committee will meet.

Item 14. Federal Election

The Chair stated that PSAC has created a federal election sub-committee, which is made up of the National Board of Directors (NBoD).

The Chair also stated that in terms of PSAC Ontario's budget allocation for our federal election work, we have normally received in the past approximately \$130,000 from PSAC National for elections activities. However, for this upcoming federal election, our budget has been cut down to \$35,000.

The Chair then proceeded to present to Council our updated regional federal election plan based on this budget. The plan is not to be shared. Due to financial limitations, we have to be strategic in our selection of ridings where we think we can make a difference.

The Ontario Region has approximately 124 ridings, which is more than any other region. Our election plan will focus on 5 target ridings in the province that were close races and have large concentrations of our membership, with 2 secondary targets (Kingston and the Islands and Bay of Quinte). The 5 target ridings are: Sudbury, Nickel Belt, Hastings-Lennox and Addington, Essex and Niagara Centre.

We will develop key messages, along with phone bank scripts, a flyer on the party platforms and email communications. This will be in addition to materials developed by the OFL and the CLC, which will also be disseminated in our ridings and general communications.

We will have four seasoned activists assist our work in our key ridings, with one designated to each service area those ridings are found in. These members will be election coordinators; facilitating phone banks, election webinars, outreach to members/Locals to gain volunteers and distribution of materials.

The Chair stated that in the past Alliance Facilitators (AF) held lunch and learns in the worksites. We need a similar module to be created and the cost can be covered by the line item in the Education budget for AF activities. The Chair requested that Melanee Jessup and the Education Committee help to develop the module for the AFs.

Melanee Jessup served notice of motion.

Motion: Ontario Regional Council match donations from the annual bbq in the amount of \$290.15 for DCL Local 818.

m/s Bob Black and Melanee Jessup

Motion defeated.

Lloyd brown spoke against the motion asking Ontario Council to donate \$500 to DCL Local 818.

Lloyd served notice of motion.

Motion: Ontario Regional Council order balloons to distribute at the Ontario Labour Day parades

m/s Bob Black and Melanee Jessup

motion defeated

Motion: Ontario Regional Council donate \$500 to DCL Local 818

m/s Lloyd Brown and Melanee Jessup

Motion carried unanimously

Sara served notice of motion

Point of Privilege: Leslie Searl asked Ontario council to sing happy birthday to Sara Johnson.

Council then proceeded to sign Happy Birthday to Sara.

Item 15. Bikers Against Child Abuse (B.A.C.A.)

Bob Campbell, the past National President of the Union of Taxation Employees gave a presentation on the Bikers Against Child Abuse (B.A.C.A) organization he is a part of.

Currently the organization is in 17 countries worldwide. It is a non-profit organization, which is solely run by volunteers. Each Biker has to go through a standard vetting process (RCMP fingerprinting, background check and minimum one year training) before they can become a part of the program.

B.A.C.A's mission is to empower abused children not to fear the world they live in. The organization takes a firm stand against all forms of child abuse to include, but not limited to, physical, sexual, emotional and child porn.

Once the initial file intake is completed, two B.A.C.A members are assigned to each child as a primary contact. All children are supported based on their individual needs and the needs of the family. Some of the services that are offered are therapy sessions, visiting the child at school, attending court with them and parole hearings, etc.

Bob encouraged Ontario Regional Council members to spread the word across the province. If there is anything Ontario Council can do to show support to the organization, it would be greatly appreciated.

Motion: Ontario regional Council donate \$1000 to the BACA organization.

m/s Ryan ward and Susan Glanville

Carried unanimously

Item 16. Leadership Tour

The Ontario Southwestern leadership tour took place from May 7th to 11th, 2019.

The Chair thanked PSAC's President, Chris Aylward, and Vice-President Magali Picard, for taking the time out of their busy schedules to meet and listen to the concerns of our membership. Along with workplace tours, there were evening town-halls set up to gain feedback from the members on a variety of issues, including bargaining and Phoenix.

One of the key issues that arose from members concerned the lack of education training in the region. The Chair made a commitment to the membership that this will be addressed at Ontario Regional Council through the Education Committee.

The Leadership Tour would continue at a later date throughout the province. The REVP's office will advise once locations are determined in consultation with the National leadership's availability.

Item 17. PSAC Constitution Section 25 and Regulation 19

Bonnie Bates is a Political Assistant that works at the PSAC National Executive office. She provided a breakdown of the PSAC Constitution, Section 25 and Regulation 19, via conference call.

Section 25 of the Constitution governs our member disciplinary process. Specifically, it outlines the process should a member want to file a complaint against another union member due to a union related activity/position and not that of the workplace, which members would use the grievance process.

For example, if a member experiences harassment at a union meeting/event from another member, Section 25 outlines the process that the complaint would take.

Section 19 of the Constitution outlines the appropriate person to receive the complaint and the process that is followed. For example, in Ontario, the REVP may be the one who receives the complaint, and they would then need to determine whether the provided evidence would warrant an investigation. If so, a special three-person investigation committee would be formed of members who have been trained on conducting investigations. The panel would then have full carriage of the investigation and would produce a report with possible recommendations that would need to be presented and voted on by Ontario Regional Council. The Regional Council would need a two-thirds majority to accept any recommendations.

If the decision is to suspend or expel a member from the union, then that recommendation would have to go to the National Board of Directors to vote on. However, before the NBOD reviews the report it is sent to the Standing Discipline Review Committee to ensure that the complaint process was properly handled.

Components must follow regulation 19 also, but they have their own processes. However, should there be a conflict in procedural undertaking, the PSAC Constitution must be followed as it is the governing document of our union.

Item 18. Labour Day

The slogan for the 2019 Labour Day T-shirts are;

- **Labour Votes Matter!**
- **Do not keep calm – fight for your rights!**
- **Our Voice – Our Vote**

The t-shirt colour is florescent green/yellow. The Ontario Regional Council Political Action Committee will be meeting at the end of the month to review and approve Labour Day proposals.

Motion: Order 10,000 “go vote” stickers to be distributed during the Labour day celebrations.

m/s/c Sara Johnson and Rejean Bruneau

Item 19. Discipline: Mitri vs Potter

The Investigation Committee’s report was shared with Ontario Regional Council members prior to the meeting.

The Chair stated that the Ontario Regional Council has to make a decision on the recommendations of the Investigation Committee’s report. However, in this case the Investigations Committee has put forward no recommendations and the allegation was not founded.

Ontario Regional Council needs to vote on whether to adopt or reject the investigation committee report. Once Council makes the decision it will be shared with the Investigation Committee and both parties involved.

Motion to adopt Investigation Committee’s Report

m/s Bob Black and Souad (Sue) Boone

Carried unanimously

Lloyd Brown made a request to Ontario Regional Council for an increase in his portfolio dollars by an additional \$500.

Ontario Regional Council voted unanimously in favour of the increase to Lloyd Brown's portfolio dollars by an additional \$500.

Business completed and the meeting adjourned at 12 pm.

APPENDIX “A”

PSAC Ontario Council Equity and Human Rights Committee Report July 11, 2019

Committee Chair:	Missy Taylor
Committee Members:	Souad Soubra Boone Lloyd Brown
Staff:	Joan-Ann Gravesande
Regrets:	Sheila Karasiewicz Ann Marie KuarSingh

REVIEW & UPDATES:

- The committee is working 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.
- Updates from National Human Rights & Equity committee;
 - Gender Equity Task force was selected and has initiated work; more information to follow. Gender Equity Task Force workshops and forums to be included in all upcoming Regional Women’s Conferences.
 - National Human Rights Committee; Women’s, Indigenous, Members with Disabilities, Racially Visible, LGBTQ+ working groups have made political action and lobbying a focus.
- Ontario Regional Women’s Conference to be held September 27-29, 2019. Organizing and Steering committees have met in person and via conference calls. Planning and organizing

moving forward. Theme: Empowered Women / Empower Women

- Ontario Regional Racially Visible Conference to be held February 7-9, 2020. Planning proceeding. Call-Out Letter to come soon. Theme: Building Our Power for Change / Equity for All
- Lloyd has participated in a Federal pre-election all-candidates debate in Kingston. The focus was raising issues around Human Rights including utilizing a Racially Visible lens.
- Missy participated in a lobby of the Minister for Women and Gender Equality, Maryam Monsef. Received televised, internet and newspaper coverage.

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.
- Updated strategy in relation to Human Rights and Equity Open Houses in the Regional Offices; given the mandate for political action and lobbying, all members of this committee will be addressing various actions, trainings and educational engagements and work collaboratively with each respective Regional Office.
- 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.
- To outreach to all Regional Offices and Area Councils.
- 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. Currently we will focus on political action as it relates to equity issues.
- 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.

RECOMMENDATIONS:

1. Council apply an equity lens in all political action and lobbying endeavours.
2. Council representatives provide geo-based political action, education, lobbying and activities information to the Chair of the Equity and Human Rights Committee so Committee members can participate in person or via skype.

Moved by Missy Taylor

Seconded by Souad Soubra Boone

APPENDIX “B”

PSAC Ontario Council Health & Safety Committee Report July 11, 2019

Committee Chair: Bob Black

Committee Members: Missy Taylor
Sue Glanville
Rich McNeill
Sara Johnson

Staff: Debbie St Germain

Regrets: Ann Marie KuarSingh
Shalane Rooney
Souad Soubra Boone
Jay Storkson

Review

- Health and Safety Conference Report review to be completed.

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 for the CLC and Canadian Health Coalition on the National Pharmacare campaign.

- Develop a plan for recommendations to Council for use of the newly allocated \$5000/annum in mobilization strategies focused on Health and Safety activism in the Region.
- Build awareness related to any and all campaigns with both PSAC and all our related affiliates with a Health & Safety lens.

Action Items:

- Review of the Canadian Health Coalition plan for Pharmacare with the goal of identifying gaps between political parties in their election platforms.
- Work with the Education Chair/committee to identify gaps in training.
- Develop and cost a poster for each PSAC worksite in Ontario to include information on Health & Safety rights in the workplace, WSIB reporting, space for departmental contacts for Right to Refuse, space for union contacts for representation on H&S/WSIB, and a link to the OHS Answers app.
- Create a social media presence through various platforms – Facebook, Instagram, Twitter.

Recommendations to Council:

There are currently no recommendations to Council.

Moved by Missy Taylor, Seconded by Sue Glanville

APPENDIX “C”

PSAC Ontario Regional Council Political Action Committee Report March 2019 to July 2019

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

Staff: Lino Vieira, Christopher Wilson

Regrets: Jason Storkson

Meeting via conference call on July 8, 2019 at 6:05 p.m.

Agenda:

1. Ontario Federation of Labour (OFL) Power of Many Conference
2. Federal Election
3. Strike Action

OFL Power of Many Conference

The OFL is currently undertaking a Power of Many campaign, where they are establishing activist hubs to fight-back against the Progressive Conservative government cuts. Hubs have been established in Toronto and York Region, Durham, Peel, Hamilton, London, Kitchener-Waterloo, Niagara, Ottawa, Peterborough, North bay, Sudbury and Sault Ste. Marie. These are potential swing ridings, in preparation for the next provincial election. The OFL has established a “Cuts Tracker” that shows all the cuts the government has made to date and has produced flyers on a variety of issues, including health care, decent work, education, etc. The one-day Conference held in Toronto had a variety of speakers who each provided unique information that helped the activists participating understand how we can win against this government.

Federal Election

Given the new rules to Elections Canada in terms of what unions can do, we must be strategic in how we engage with our members to elect a progressive government. We will be focusing on ridings with high member density and which were close races in the last federal election. However, all Area Councils, Young Worker Committees and Human Rights Committees will be expected to take part in election

work in their respective areas. The REVP has held conference calls with the PSAC Area Councils in Ontario and the RVPs/NVPs to begin to coordinate election plans.

Strike Action

Currently our Kingston Commissionaires (DCL 818) are on their third week on strike. This Local needs all of our support. Also, our cleaners in Petawawa (UNDE 639) have just filed their No Board report, meaning they will be in a legal strike/lockout position as of 12:01 a.m. on July 25th. In addition, our Woodbine Casino members (DCL 533) could be heading into a strike later this summer. PSAC is also preparing our national units for a potential strike later on this year.

Recommendations:

2. All Council members use their social media conduits to urge members to sign the Kingston Commissionaires online email action.

Moved by: Ryan Ward

Seconded by: Craig Reynolds

APPENDIX “D”

PSAC Ontario Council Education Committee Report March 2019 to July 2019

Committee Chair: Melanee Jessup

Members Present: Craig Berggold, Lloyd Brown, Réjean Bruneau, Amanda Gebara, Dana Kelly, Leslie Searl

Members Absent: Sheila Karasiewicz, Ann Marie KuarSingh

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

Review:

- The committee discussed recruitment issues for basic education courses. Regional Offices staff, in consultation with Council representatives in each region, need to schedule courses with consideration for maximum participation, while considering members', and staff's, work/life balance.
- Members need to be aware of the various methods of obtaining education opportunities. The committee will produce a document to be posted on the PSAC Ontario website education page that provides information and suggestions. This will be completed as soon as possible, so that members have ample notice to apply for education in the fall.
- A recommendation was made at the last meeting to change the manner in which the location of courses was to be selected. Unfortunately, this has not had the desired effect and members have many complaints. The committee realizes that a more equitable solution needs to be found and feels that the change

needs to be reversed until that is achieved. A recommendation will be made.

- The committee revisited the members survey. This issue has been on the agenda for some time and has not been completed. The committee feels that this indicates that the survey is not necessary. Members of the committee should be regularly communicating with their constituents and the Regional Offices staff to determine the needs of the members. A recommendation will be made.
- Denise reported that Fall School will be held at the Courtyard Marriott Toronto from November 19 to 24:
 - WSIB Level 3 – starts November 19th
 - Unions Work for Women – starts November 21
 - Advanced Representative Training for Stewards – starts November 21
 - Political and Social Activism – starts November 21
- The Union Development Program (UDP) will be offered completely within the Region. It will begin in the fall and be completed by the time the Component conventions get started in 2020.
- Craig explained what the Academic Sector would like to see in basic training. Their year is based on the school year and Executives are elected in September. They would like to be provided a Talking Union Basics course in September, so activists have the prerequisites for advanced training. They also need Local Officers and Stewards training that is focused on the academic sector. The new service agreements for the Academic Sector Locals are designed to address their specific needs.
- Protests and rallies are increasingly being infiltrated by other groups, such as yellow vest protesters, calling into question members' safety. A recommendation will be made.

Goals for next term:

- Aside from the normal education activities, members need to be provided with strike training and election preparation.

Action Items:

- Consult with the Regional Offices on the summer/fall basic schedule.
- Continue to promote education on our social media to our constituents.

RECOMMENDATIONS:

4. That the scheduling portion of the recommendation carried at the November 1, 2018 meeting be reversed.

“When scheduling courses for basic courses offered by the Regional Offices, the locations of the courses may not be determined until the location of the participants has been established. The courses will then be held in the locations that result in the fewest members being placed on travel status.”

The committee agrees that there are problems in how courses are offered and many members are dissatisfied. We recognize that a change may be required, however we feel that the change made earlier has not corrected the issue.

5. That the committee not complete and circulate an education survey at this time.

The summer and fall will be busy with strike training, election activities, Fall School and UDP. Staff and members alike are very busy. Committee members can commit to connect with their constituents and the Regional Offices staff to determine members' needs.

6. That PSAC Ontario prepares material around safe protesting similar to the “Activists’ Guide to Safer Protesting,” that was created by the Ontario Federation of Labour.

The guide is “a list of do’s and don’ts to help activists stay safer and keep the message of the protest at the forefront of the conversation.” The health and safety of our members is of the utmost importance.

Moved by Melanee Jessup
Seconded by Leslie Searl

APPENDIX “E”

PSAC Ontario Council Finance Committee Report February 2019 – July 2019

Committee Chair: Craig Reynolds

Committee Members: Peggy Jones
Ryan Ward
Sharon DeSousa

Bookkeeper: Galit Sugar

Staff: Cleo Reid

Agenda:

- Audit of PSAC Ontario Council books
- GIC
- Update on portfolio expenses
- Quarterly submission of expense claims

Audit of PSAC Ontario Council books

The audit for PSAC Ontario Council accounts has been completed. The audit was done by KBFP LLP chartered professional accountants at a cost of \$5650.00. KBFP LLP is a Licensed Public Accounting firm that provides an array of accounting services to Canadian companies.

The audit was conducted in accordance with Canadian generally accepted auditing standards. The auditors identified items that they considered were at risk of material misstatement due to fraud or error. The finance committee then produces the documents for those items for the auditors to validate. The committee met with the bookkeeper on March 12, 2019 and March 27, 2019 to organize the documents requested by the auditors.

The auditor's report dated May 30th, 2019 concluded that our "financial statements present fairly, in all material respects, the financial position of the Organization as at December 31, 2018"

GIC

Based on the recommendation from the last council meeting, the GIC account was closed at DUCA and the balance deposited to our account at Alterna Savings.

Update on portfolio expenses

All council members will be receiving an email stating what was used and the balance remaining in their portfolio as of July 13, 2019. We will also provide an update to the chair of each committee regarding their committee funding by July 31, 2019.

Quarterly submission of expense claims

At the council meeting in February 2019, council adopted the recommendation that all members of council submit their portfolio expenses claims to the Finance Committee on a quarterly basis. Please ensure your claims are being submitted in the right period.

Recommendations:

No Recommendations at this time

Moved by: Craig Reynolds
Seconded by: Peggy Jones

APPENDIX “F”

Amanda Gebara PSAC Ontario Regional Council Young Workers Representative Report March 2019 – June 2019

Objectives:

- Build dialogue with the Regional Offices
- Enhance capacity to communicate with Young Workers in Ontario & access to Young Worker information on the PSAC Ontario website
- Support growth and sustainability of Young Worker Committees
- Inform Young Workers on PSAC Ontario Council activities
- Represent Young Workers at functions where required & enhance awareness of and gain support for Young Worker issues
- Promote Union Education
- Engage inclusive and anti-oppressive actions

Actions:

- Participated in the Bargaining Team Solidarity Event Phoenix Day of Action at my work-site, Joyceville, May 27, 2019
- Attended canvassing and protest event to send a message to Doug Ford re: cuts - Kingston, April 13, 2019
- Participated in National Young Worker Working Group Conference Call, March 26, 2019
- Attended Kingston Area Young Worker Committee Meeting - Kingston, March 11, 2019
- Attended CIEU Ontario Young Worker Engagement Event - Cornwall, Ontario; May 17, 2019
- Attended Kingston & District Labour Council Meeting, Kingston, Ontario, May 21, 2019
- Attended Kingston Pride Parade and Community Fair promoting PSAC - Kingston, Ontario; June 15, 2019
- Attended Kingston & The Islands Federal Candidates Pre-Election Debate in Kingston, Ontario; June 25, 2019 and asked the attending candidates a question re: young workers, “How will your party address issues facing young workers such as massive amounts of debt, rising costs of living, and a growing

trend around precarious employment which includes underemployment, low pay, two-tier and nonstandard work?”

- Promoted Union Education to PSAC members, focusing on young workers
- Engaged in several online discussions with Toronto area Young Worker re: reinvigorating Toronto Area Young Worker Committee

Goals:

- Create a master Young Worker e-mail/contact list
- Continue working on the Fix Phoenix and \$15 and Fairness campaigns through demonstrations and worksite visits
- Apprise Young Workers’ in Ontario of courses that are happening in PSAC Regional Offices and promote the education program
- Educate Young Workers about PSAC Ontario Council through dissemination of the PSAC Ontario Council newsletter
 - Expand online presence on the PSAC Ontario website to include information re: the Young Worker Program, Committee profiles, etc.
 - Work towards reestablishing the Toronto Area Young Workers Committee to ensure it’s viability
 - Liaise with Area Councils with the goal of establishing a Young Workers Committee in the London area
 - Apprise Young Workers’ in Ontario of courses that are happening in PSAC Regional Offices and promote the education program
 - Canvas support from USJE President, Stan Stapleton for development of a Young Worker program
 - Work towards reinvigorating the Kingston Area Young Workers Committee and Toronto Area Young Worker Committee

In Solidarity,

Amanda Gebara
Young Workers Representative

Ann Marie KuarSingh
PSAC Ontario Regional Council Report
Lesbian, Gay, Bi-Sexual, and Trans, Queer and 2 Spirited+
Members Representative (LGBTQ2+)
April 2019 – July 2019

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 –

- Facilitated 4 meetings of the Toronto Pride Committee (March, April, May, June) as we worked to repopulate the committee with the required number of components for re-establishment.
- Elected a new Executive for the Toronto Pride Committee
- Worked with the committee members to ensure a small presence at the 2019 Toronto Pride Celebrations, including fundraising to provide t-shirts.
- Worked on developing a proposal to have PSAC Pride Ambassadors across the region in lieu of multiple Pride committees where the numbers do not currently support the establishment of committees.
- Attended several LGBTQ2+ related workshops and learning engagements hosted by the federal government.
- Supported a letter writing campaign by Toronto members lobbying local MPs for the inclusion of the LGBTQ2+ community as a protected equity group.

- Work 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)
- Attended rallies and meetings whenever possible to represent LGBTQ2+ members.
- Continued to learn about this new role and the expectations members have of me.

Goals –

- Expand and enhance network for LGBTQ2+ members in Ontario region through the establishment of Pride Ambassadors.
- Reestablish a membership presence at Toronto Pride Parade 2019
- Support awareness and education by developing and delivering content via various platforms.

Please note that none of this work is possible without the support of the PSAC Staff Representatives and I am truly grateful for the experience, knowledge, dedication and infinite amounts of patience that they have afforded me. Thank you.

In Solidarity,

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

Bob Black
PSAC Ontario Regional Council Report
Region 6, Hamilton Niagara Representative
March 2019 to July 2019

Objectives:

Continue to establish meaningful dialogue with locals and members

Actions:

Attended Niagara Area Council meetings
Attended Hamilton Area Council meetings
Plant gates as needed
Joined in Political Action Committee conference call
Participated in Regional Educational Consultation conference call
Conducted elections for CEIU 649 AGM
Participated in Strike Coordinators meeting for Toronto Region
Delivered materials for local Presidents throughout Region 6
Attended Mayday Symposium put on by OHCOW (Occupational Health Coalition of Ontario Workers)
Attended Award Ceremony for retired Activist with Hamilton MDAC

Plans:

Continue to share information as received
Continue to support establishment solid relationships with local Presidents of Hamilton Niagara
Contact Locals/Branches and Area Councils in Region 6

In Solidarity,

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

Craig Berggold
PSAC Ontario Regional Council
Academic Sector Representative Report
March 2019 to July 12, 2019

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:

- Attended the first PSAC National University Sector Round Table Conference in Ottawa (March 26-27). Many thanks to National President and National-VP for making this successful event happen.
- Ontario University College Coalition (OUCC) provincial planning meeting (May 21) in response to Doug Ford's education cutbacks.
- Attended NDP-Kingston nomination meeting for Barrington Walker (March 30).
- Presentation at CUPE 3903's conference "Labour of Love?: Precarious Work and the Future of Academic Workers" at University of Toronto (April 26).
- At Local 901, I continued to participate in Research Assistants Bargaining Team negotiations (March 4, 5 & 25). New members ratified their first contract on April 1st and joined Unit 1 (TA & TF) winning wage parity with TAs.
- Discussions with the Presidents of Local 610 and Local 555 for DCL Academic Service Agreement renewals.

Plans:

- Participate in provincial OUCC planning meetings.
- Attend the North American Coalition of Graduate Union Employees (CGEU) Conference at University of Toronto (August 15-18).

In Solidarity,
Craig Berggold, Academic Sector Representative

Craig Reynolds
PSAC Ontario Regional Council Report
Alternate Regional Executive Vice-President (REVP) of Ontario
February 2019 to July 2019

Objectives:

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

Actions:

- Finance Committee: Audit Preparation - March 12, 2019.
- Finalize Audit Documents - March 27, 2019.
- Lobby Bill Morneau's Office – March 29, 2019.
- Internal Investigation Committee – May 6th -9th 2019
- Finance Committee: Encoding Entries – May 28th, 2019.
- Finance Committee: July Council Meeting Preparation – June 14th 2019.
- Internal Investigation Committee – June 27th, 2019.
- Finance Committee: Encoding Entries – July 4th, 2019.
- Political Action Committee Meeting – July 8th, 2019

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

Dana Kelly
PSAC Ontario Regional Council
Region 2, Northeastern Ontario Representative
April 2019 to July 2019

Objectives:

To build the Area Council and Women's Committee in the Region to engage membership and build activism within the union and the community

Actions:

January 9, 2019: Phoenix Rally at Sudbury MP's office
January 19, 2019: Attended Sudbury Women's March-Bell Park
January 23, 2019: Phoenix Rally at Sudbury MP's office
January 29, 2019: Sudbury and District Area Council Meeting
February 6, 2019: Phoenix Rally at Sudbury MP's office
May 8, 2019: Attended UTE Local 00042 Lunchtime Bargaining event
May 13, 2019: Ontario Council Conference Call
May 21, 2019: Sudbury and District Area Council meeting followed by member Social, and book launch with Sid Ryan
May 28, 2019: Attended OFL Power of Many community organizing meeting: CUPE 4705 Meeting Hall, Copper Cliff Ontario
June 12, 2019: Area Council Conference Call

Goals:

Meet members in Region 2 and encourage greater participation in union education and activism

In Solidarity,
Dana Kelly, Region 2
Northeastern Ontario Representative

Leslie Searl
PSAC Ontario Regional Council
Greater Toronto Area (GTA), Region 5 Representative
March 2019 – July 2019

Objectives and Goals:

- Maintain regular contact with Local and DCL presidents within Region 5 to discuss their needs on an ongoing basis, with a focus on promoting Social Justice Activism and the Education program

Events/Actions:

March 22 -- Toronto Airport Workers Council
April 18 -- GTAA Spring Safety Summit, International Centre
April 23 -- TPIA Workers Safety forum
April 24 -- Toronto MDAC
April 25 -- CIU 024 AGM
April 28 -- Day of Mourning Ceremony
April 29-May 1 -- TAWC/ITF Global Conference
May 9 -- GTAC (via conference call)
May 13 -- OC conference call
May 21 -- Toronto Airport Workers Council
June 6 -- TPIA Worker Health and Safety Forum
June 20 -- Canadian Airport Safety Week, TAWC tabling T1

Plans:

Continue to finalize the Local and DCL Presidents list and maintain regular contact to discuss the needs of the membership in Region 5
Enhance the Region 5 Facebook page and use Twitter more regularly

In Solidarity,

Leslie Searl
Greater Toronto Area, Region 5 Representative

Lloyd Brown
PSAC Ontario Regional Council
Racially Visible Members Representative Report
April 2019 to June 2019

Objectives:

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

Actions:

- Attended **OFL Executive Council Meeting - Launch of Black History Month - OFL Legacies of Labour** - February 11, 2019.
- Attended Ontario NDP Black History Month Event - Queens Park February 20, 2019.
- Attended CBTU Black History Month Event - IBEW 1377Lawrence Ave. East Toronto Ontario February 28, 2019.
- Participated in National Human Rights Committee Conference Call March 28, 2019.
- Attended Coalition of Black Trade Unionists (CBTU) Meeting - IUPAT - 132 Toro Rd, Toronto Ontario May 7, 2019
- Participated in Ontario Council Emergency Conference Call - May 13, 2019.
- Participated in National Human Rights Committee Webinar - May 23, 2019.
- Attended Steering Committee meeting for 2nd Ontario Regional Racially Visible Conference - PSAC Office - June 19, 2019.
- Attended PSAC Federal Pre-Election Debate in Kingston Ontario and poised questions to Candidates. June 25, 2019.
- Attended Coalition of Black Trade Unionists (CBTU) Meeting - LIUNA Local 183 -1263 Wilson Ave Toronto, Ont. June 27,2019

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 to July 2019

Objectives:

Continue to share information via social media/email tree
Contact Locals/Branches and Area Councils in Region 4
Present Privatization workshop designed at the AFN seminar to the K/W Area Council
Lobby area MPs with members from K/W Area Council

Actions:

Attended Ontario Council meeting
Attended Take Back Ontario Day of Action
Attended K/W Area Council meeting
Participated in a conference call with the Regional Education Officer re Fall School 2019
Participated in an Education Subcommittee meeting
Participated in tri-Pride (Kitchener/Waterloo and Cambridge) events
Presented a Positive Space workshop for UTE members at an interregional conference
Supported striking workers on the picket line at the Raintree Café in Niagara Falls
Did the layout for the Ontario Council newsletter

Plans:

Reach out to new Alliance Facilitators
Attend the London Area Council Labour Day barbecue
Attend the Waterloo Region Labour Council Labour Day picnic
Contact MPs with members during the summer break

Respectfully submitted,

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

Missy Taylor
PSAC Ontario Regional Council
Regional Women's Committee Representative Report
April 2019 to July 2019

Objectives:

- Create format for regular communication /updates between Committee Chairs
- Keep Women informed on activities of the PSAC Council and Women's Representative activities
- Promotion of involvement, engagement and education
- Learn of specific needs and concerns for RWC's
- Act as a support, be available, and accessible to all queries and issues

Actions:

- Feb 26 planning for Women's Conference with assigned PSAC staff
- Feb 26 conference call for National Women's Working Group
- Review and add notes to Women & Gender Equity Task Force for roll out; including at Regional Women's Conferences
- Attended via Skype Toronto Regional Women's Committee
- May Conducted of lobby of Minister Maryam Monsef Status of Women and Gender Issues in Peterborough with Sean McNeil, Chris Snooks and staff member Tim McIntyre. Gained television coverage as well as front page of the local newspaper.
- May 4th – in-person meeting of Organizing Committee
- June 12 – Organizing Committee teleconference for Women's Conference
- Upcoming:
 - Continue with scheduled calls/meetings for the planning of the Ontario Regional Women's Conference
 - Next call of Organizing Committee is July 12.

Plans/Goals:

- Build relationships with regional staff rep. for Women's Committees
- Attend PSAC Educations to speak to Women's Rep. role on Council and the Human Rights & Equity Committee
- Obtain all dates/Times/Locations or all RWC meetings – attend as many as possible via call, Skype or in person

Missy Taylor

Regional Women's Committee Representative

Peggy Jones
PSAC Ontario Regional Council
Directly Chartered Local Representative Report
Feb 2019 to July 2019

Objectives:

- Build email tree for DCL's members and executives throughout the province
- Keep members informed on what PSAC Ontario Council is doing
- Encourage DCLs to attend PSAC education and political events,

Actions:

- Attended Area Council meeting (Feb, Mar, April, May and June and July);
- Attended and Chaired Women's committee (Feb, Mar, May, June);
- MDAC committee, attending (April, May, June)
- attended Pharma Care political action in Kingston Area
- Political Rally – Against Ontario Premier Doug Ford service and job cuts.
- Political actions – Labour Day, Promenade
- Report on the Many of Activist training conference in March
- Working on strike actions
- Working with other unions that are on strike possibility.

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.

In Solidarity,
Peggy Jones, Directly Chartered Local Representative

Rejean Bruneau
PSAC Ontario Regional Council
Region 3, Eastern Ontario Representative
March 2019 – June 2019

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

Actions:

Attended Kingston District Labour Council meetings (Mar – 18, Apr – 15, Jun - 17)
Met with MP Mark Garretson 17 Apr.
Rally to support bargaining team. Closed all gates at CFB Kingston 26 Apr.
Attended Kingston Area Council (Mar – 4, Apr – 1, Apr – 16, May – 9, Jun – 19) and MDAC meetings.
OFL Power of People conference Toronto 25 Mar and Kingston regional meeting 2 Apr.
NDP Federal Kingston candidate election 30 Mar.
All federal candidates town hall 24 Jun.

Plans:

Pharmacare and Federal election 2019
Lobbying MP's office on the Fix Phoenix issues and stop contracting out at CFB Kingston
Increase courses that are happening in PSAC Regional Offices and promote the education program

In Solidarity,

Rejean Bruneau
Region 3, Eastern Ontario Representative

Richard McNeill
PSAC Ontario Regional Council
Region 3, Eastern Ontario Representative Report
March 2019 – June 2019

Objectives:

- Continue communicating with the regional office in Kingston
- Keep members informed on what PSAC Ontario Council is doing
- Promote union education
- Continue to have one on one conversations with members.

Actions:

- Attended Kingston Area Council meetings.
- Organized a rally at Collins Bay Institution on April 26, 2019 to show support for our bargaining teams
- Attended the Ontario Health Coalition Rally in Toronto April 30, 2019
- Attended Kingston District Labour Council meetings.
- Met with our local MP May 9 2019 to discuss lack of progress on this round of bargaining.
- worked with the group setting up the, meet the candidates meeting in Kingston June 25th, 2019.

Plans:

- Work with PSAC Ontario Council members to connect with all of our members
- Continue to work with the Kingston Ontario Health Coalition to keep hospitals public
- Listen to the members to gather concerns.
- Attend Labour day celebrations
- Promote union training to ALL members.

In Solidarity,
Richard McNeill, Region3, Eastern Ontario Representative

Ryan Ward
PSAC Ontario Regional Council
Region 5, Greater Toronto Area (GTA) Representative Report
March 2019 – June 2019

Objectives:

Promote the various education courses within the region
Prepare for the upcoming Federal Election
Promote the importance for PSAC to present a plan for the election early
Work with all areas within Region 5 to promote their activities
Recruit new union stewards to get involved in the various Committees
Working with the rest of the Finance Committee to ensure any future committees will be able to get up to speed during any future transition
Work on the execution of Labour Day events in Barrie in Toronto

Actions:

Chaired Political Action Committee conference call
Attended meetings of the Barrie Labour Council for Labour Day planning
Elected to 2nd Vice-President of the Barrie Area Council
Attended Ontario Federation of Labour conference for the defeat of the Ford Government
Attended and spoke to members at the DCL 00555 rally event at UOIT
Attended Barrie Labour Council health and safety dinner
Spoke at TUB, anti-harassment, WSIB 2 and representing persons with mental health disabilities training courses about region 5 activities
Promoting Barrie and Toronto Labour Day events

Plans:

Prepare regular Region 5 reports to send out to members
Continue to promote Labour Day in Barrie and Toronto for members
Work on logistics to start up Area Council in Durham Region
Ensure Ontario Council has plan for upcoming federal election
Work with Region 5 to work on OFL plan for defeat of Ford government

Help prepare a Finance Committee “Things to Do” list of regular work that needs to be done each year and for convention in 2020

In Solidarity,

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

SARA B. JOHNSON
PSAC ONTARIO REGIONAL COUNCIL REPORT
REGION 4, SOUTHWESTERN REPRESENTATIVE
APRIL 2019 - JUNE 2019

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:

- April 2019 - lobbied local MP's regarding bargaining and Phoenix, along with a PSAC staff rep, the local area council president, a bargaining team member and other local activists
- June 7/19- participated in a rally in St. Thomas, organized by the OFL, the Power of Many
- touched base with Melanee Jessup and the London PSAC Regional office to advise them of my new role on Council
- continued to share important union/social justice information via social media, such as the current revival of wearing black on paydays to support our bargaining teams and show solidarity
- applied for PSAC National Health & Safety Conference as delegate

GOALS:

- participate in London, Ontario Pride events in July 2019
- contribute a Health and Safety related article to next council newsletter
- make plan to offer some lunchtime union learning after my return to the workplace in September 2019
- get involved with upcoming federal election, encourage members and the community to get out to vote for labour friendly candidates!

In Solidarity,

Sara B. Johnson, Region 4, Southwestern Ontario Representative

Shalane Rooney
PSAC Ontario Council Report
Region 2, Northeastern Ontario Representative
March 2019- June 2019

Objectives:

- Increase connectivity between locals and Ontario Council members in the region.
- To raise the profile of PSAC Young worker members in the region by reaching out to young workers in the region and begin to organize an action plan for engagement.
- To raise the profile of PSAC racially visible workers in the region by reaching out to racially visible members in the region and begin to organize an action plan for engagement.

Actions:

- Annual general meeting: local 00383-April 6
- Rainforest Café Niagara Falls in solidarity picket line April 17-19
- Ontario council conference call-May 13
- Sudbury area council meeting-May 21
- Welcoming committee conference call: regional women's conference-May 24
- Union talk conference call: May 17 & June 20
- Welcome committee conference call: June 12
- Dignity for all poverty policy webinar: June 19
- Sudbury Lobby training: June 26
- Family care conference call: June 27

Goals:

Become actively engaged in PSAC family care campaign

In Solidarity,

Shalane Rooney
Region 2, Northeastern Ontario Representative

**Sheila Karasiewicz
PSAC Ontario Regional Council
Indigenous Workers Representative Report
February 2019 to July 2019**

Objectives:

- 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.
- Continue to promote and work on National Enquiry MMIWG.
- Continue to support and work with Walking with Our Sisters.
- Continue to build Indigenous email contact list.
- Represent and support Indigenous Workers where required.

Actions:

- **February 12**, Local 00296 AGM
- **March 19**, Local 00296 Executive Meeting
- **April 26**, Local 00296 General Meeting
- **May 3**, Water Walk with Junior Water Walkers
- **May 6**, Local 00296 Executive Meeting
- **May 7-8**, Local 00296 Executive Training
- **May 14**, Local 00296 Executive Meeting
- **May 21**, TB Regional Women's Committee Meeting
- **May 22**, Ontario Council Conference Call meeting
- **May 29**, TBay Area Council AGM
- **June 5**, NIPC Conference Call
- **June 15**, For the Love of the Rivers Water Walk
- **June 21**, National Indigenous Peoples Day
- **June 28-June 30** FWFN Annual Pow wow

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 TBay Regional Women's Committee on shared issues or projects.
- To continue collaborating and working with Ontario Council Women's Rep on the commonly shared issues relating to both our portfolios.
- Lobby MP's/Senator's on issues that are relevant to Indigenous Workers.
- 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.
- Continue sharing and promoting the "The Blanket Exercise" by KAIROS Canada, which is the historic relationship between Europeans and the Indigenous nations, and in the history of the colonization of the lands now call Canada.

In Solidarity,
Sheila Karasiewicz
Aboriginal Workers Representative

Souad (Sue) Soubra Boone
PSAC Ontario Regional Council Report
Members with Disabilities Representative
March 2019 – July 2019

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 Regional Committee meetings. (MDAC, RWC, GTAC, RVC)
- 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:

- Attended NHRC for MWD committee Conference call (March 7, April 25, June 6)
- Hotel visits (March 11, March 22, & May 27)
- Attended HMDAC meeting (March 19/19)
- Attended GTAC meeting (March 7, & April 11, June 13)
- Participated OC Conference Call – Investigation Committee report (May 13)
- Attended Kingston MDAC meeting (May 15)
- Participated the GSU National Committee meeting Conference call (April 11 & May 16)
- Attended and Chaired Toronto MDAC Committee meeting (April 24)
- Attended Hamilton BBQ (July 9)

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 Employer Local Representative
April 2019 – July 2019

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