



PSAC Ontario Council Meeting Minutes March 1st – 2nd, 2019 Marriott Courtyard Toronto

The meeting convened at 9:02 a.m. on Friday, March 1st, 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
Jason Storkson, Region 1, (Northwestern)
Trevis Carey, Alternate Region 2 (Northeastern)
Shalane Spencer, Region 2 (Northeastern)
Richard McNeill, Region 3 (Eastern)
Rejean Bruneau, Region 3 (Eastern)
Melanee Jessup, Region 4 (Southwestern)
Judith Goodfellow, Region 4 (Southwestern)
Ryan Ward, Region 5 (GTA)
Lynda McLellan, Alternate Region 5 (GTA)
Matthew Freeland, Alternate Region 6 (Hamilton/Niagara)
Peggy Jones, Directly Chartered Locals Representative
Missy Taylor, Regional Women's Committee Representative
Lloyd Brown, Racially Visible Committee Representative
Sheila Karasiewicz, Indigenous Members Representative
Amanda Gebara, Young Workers Representative
Ann Marie Kuarsingh, Gay, Lesbian, Bisexual, Trans, Queer and 2 Spirited+ Representative
Souad (Sue) Soubra Boone, Members with Disabilities Representative
Susan Glanville, Regionally Based Separate Employers locals 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: Dana Kelly, Region 2 (Northeastern), Bob Black, Region 6 (Hamilton/Niagara)

Observers: Kathy Samuels (Assistant Regional Vice-President), Phil Matheson, Ed Jones, Beth Bennett (Career Enhancement Program Representative), Denise Hampden (Regional Education Officer), Sara Johnson, Travis Lahnalampi (CEIU National Vice-President, Ontario), Lynda MacLellan CEIU National Vice-President (Women's Issues Western Canada), Ken Boone.

The Chair asked Craig Reynolds to read the PSAC Anti-Harassment Policy. Chris Wilson was the Anti-Harassment Coordinator while Ontario Regional Council was in session.

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 hours of sitting were:

- Friday, 9:00 a.m. – 5:00 p.m., Lunch 12:00 p.m. – 2:00 p.m., Break 10:30 a.m. & 3:00 p.m.,
- Saturday, 9:00 a.m. – 3:00 p.m., lunch 12:00 p.m. – 1:00 p.m., Breaks 10:30 a.m.

Motion to adopt the hours of sitting.

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

The Chair stated while Ontario Regional Council is in session, alcohol, smoking and vaping is not permitted in any of the meeting rooms. Smoking and vaping must be done in designated areas.

The Chair requested an honour roll call for members and all workers across the Province that have passed away since the last Ontario Regional Council meeting. The following names were put forward Bob Boucher, Todd Woytiuk (regional representative) and Dave Kenny.

Moment of silence observed.

AGENDA:

1. Adoption of Agenda
2. Adoption of previous meeting minutes (November 1st, 2018)
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. Federal Election
14. Health & Safety Conference
15. Directly Chartered Locals Conference
16. Blanket Exercise
17. PSAC Constitution Section 25 and Regulation 19
18. Labour Day T-Shirts

Item 1. Adoption of Agenda

The Chair added agenda item #17 – PSAC Constitution Section 25 and Regulation 19. Ryan Ward added item #18 – Labour Day T-Shirts.

Motion to adopt amended agenda

m/s/c Melanie Jessup and Ann Marie Kuarsingh

The Chair stated there would be a rally at Bill Morneau's office on the Friday at noon. Observers and guests were welcome to attend. Ontario Regional Council will be breaking at noon, cabs will be waiting to transport us to and from Bill Morneau's office. There are placards and markers available to make signage.

On Saturday, Ontario Regional Council will be holding a blanket exercise. Guests, observers and staff are welcome to participate.

Judi Goodfellow, Ontario Council representative for region 4 Southwestern, will be retiring after this Council meeting and Ontario Regional Council would like to honour Judi on her retirement. We have arranged to have dinner at the Red Tavern at 6:30 pm and all are welcome to attend.

Item 2. Adoption of previous meeting minutes (November 1st, 2018)

The Chair recommended adoption of the previous minutes

Motion to adopt previous amended minutes

m/s/c Souad (Sue) Soubra Boone and Judi Goodfellow

Item 3. Business arising from previous minutes

Health & Safety Conference

Chris Wilson provided the REVP's office with the Health & Safety conference agenda, which was shared with the Ontario Regional Council Health & Safety committee. Swag donations for the Health & Safety committee will be dropped off at the hotel.

Year-end deadline

The REVP's office sent an email on December 11th with year-end deadline dates. All Ontario Regional Council members need to submit any outstanding 2018 expense and portfolio claims by January 18th, 2019.

Kingston Regional Office

Chris Wilson will provide an update on the phone system in the Kingston Regional office in his report.

Phoenix Dues

The REVP's office sent an email on Phoenix dues issues on November 1st, 2019.

Here is the website with all the information on the Phoenix dues issue: <http://psacunion.ca/dues>

Here is the online form for dues adjustments:
<http://psacunion.ca/membership-dues-inquiries-form>

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 was appointed as the Chair of the Gender Equity Task Force. The Task Force had their first official meeting earlier this year. Sharon will be attending the United Nations Summit on the Status of Women in New York. This year's theme is: Women and Public Services. Sharon will be presenting on childcare in Canada and the need for universal, public and accessible childcare.

Collective Bargaining

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

Ongoing Bargaining

- City of Timmins Airport (UCTE 00075) – the next set of bargaining dates with the conciliation officer is scheduled for February 2019.
- Great Lakes Pilotage Authority (UCTE 00057) – the bargaining team exchanged proposals with the employer on June 26, 2018 and bargaining is set to begin in 2019.
- Kingston Commissionaires (DCL 818) – The bargaining team met with the employer and the conciliation officer on November 8-9, 2018. Future bargaining dates have been set for January 23-25, 2019.
- Research Assistants (RAs) at Queen's University (DCL 901) – the bargaining team met with the employer on November 20th and December 17 and 19, 2018.
- Nishnawbe-Aski Police Service officers (DCL 401) – The bargaining team met with the employer on September 6 and 7, 2018, with the conciliation officer in attendance for the meeting on the 7th. New dates have not yet been set.
- Treaty Three Police Service members (DCL 410) – The bargaining team met with the employer on November 20-21, 2018.
- Anishinabek Police Service (DCL 426) officers – Notice to Bargain was served on September 7, 2018. The bargaining team met on December 13, 2018.
- Hearst, Kapuskasing and Smooth Rock Falls Counselling Services (DCL 00285) – The bargaining team met with the employer on November 6-8, 2018. They will continue bargaining in January 2019.
- Canadian Centre for Occupational Health and Safety (CCOHS) (UNE Local 00394) – The bargaining team met from November

- 6-9, 2018 with the employer. PSAC will be pursuing preventative mediation to continue bargaining.
- Weeneebayko Area Health Authority (DCL 00603) - Conciliation the week of August 20, 2018, failed to produce a deal and we are seeking arbitration. Dates will be scheduled in 2019.

Renewal Agreements

- Nishnawbe-Aski Police Police Service civilians (DCL 400) ratified their new collective agreement on October 5, 2018.

Organizing

PSAC Ontario Region has hired a new Regional Organizer who has drafted an organizing plan for the 2019 calendar year that details outreach strategies and potential new leads. Part of the work that will be undertaken at the beginning of this year by our new regional organizer will be to assess past campaigns that were not successful and develop new strategies going forward for our region.

Provincial

Bill 47

On November 21, 2018, the Progressive Conservative government, with its majority, passed Bill 47 (Making Ontario Open for Business Act, 2018). This legislation repealed many of the labour law victories obtained through Bill 148, which was passed by the previous Liberal government. Some of the repeals include; freezing the minimum wage at \$14 an hour, cancellation of scheduling protections for shift workers, removal of equal pay for equal work provisions and bringing back the need for a medical note for sick days that are no longer paid (previously workers were entitled to 2 paid sick days). This legislation demonstrates that this government is not interested in making the lives of workers better and is quite happy taking direction from the big business lobby in Ontario.

Ontario Municipal Elections

Municipal elections took place across the province on October 22, 2018. Members were encouraged to go out and vote. Emails, phone calls and our PSAC Ontario social media channels were used for this purpose; highlighting the critical need for our members to be politically engaged at the municipal level.

Federal

Leeds–Grenville–Thousand Islands and Rideau Lakes By-Election

Leeds–Grenville–Thousand Islands and Rideau Lakes by-election took place on December 3, 2018. The riding was previously held by the late Gord Brown, a Conservative MP who died suddenly in May after suffering a heart attack in his Parliament Hill office. Conservative candidate Michael Barrett, a municipal Councillor, won the by-election with 57.8 per cent of the vote. Liberal Mary Jean McFall was second with 35.8 per cent, while the NDP trailed with three per cent, just 24 votes ahead of the Greens. However, only 35 per cent of eligible voters cast ballots in this by-election.

York-Simcoe By-Election

A by-election has been called for the riding of York-Simcoe for February 25, 2019.

Mobilization

Stop Contracting-out Campaign

Canadian Forces Bases in Greenwood and Kingston were set to let go of cleaning staff who provide high-quality, dependable service to the bases for decades and who are represented by PSAC. PSAC and the Union of National Defence Employees (UNDE) undertook a campaign to urge the Canadian Forces to reconsider the privatizing of its cleaning services and support good, stable jobs. On September 20, 2018, PSAC and UNDE were pleased to hear the announcement that the contracting out of these jobs at both bases would be halted. The Department of National Defence also committed to creating a new process for future reviews of contracting out.

Phoenix Campaign

PSAC Ontario is continuing with its lobby campaign targeting MPs on Phoenix and tying Phoenix to this round of Treasury Board bargaining. Over 50 lobby meetings with MPs have taken place across the province with more being scheduled in 2019. Currently, Area Councils are working on this year's Phoenix fight-back plans, as we begin preparations to commemorate the third-year anniversary of the Phoenix disaster in February of 2019.

PSAC launches Here for Canada national TV ad campaign

On September 24, 2018, PSAC launched a national television ad campaign to highlight the dedication of public service workers throughout the Phoenix pay system disaster. The campaign theme is "Here for Canada", which reveals the commitment of public service workers to Canadians, despite not being paid properly by Phoenix for nearly 3 years.

Labour Movement/ Solidarity

People's Forum on Mental Health and Mental Illness

London – On October 13, 2018, PSAC Ontario helped to sponsor this community forum on mental health and mental illness. This is the second such forum after the initial launch last year, which PSAC Ontario was also a part of. The forum provided information on how to work collectively and collaboratively to end mental health stigma and to raise awareness of local issues, resources, and supports related to mental health in the London community.

Changes to the Canada Labour Code

The federal Liberal government is currently undertaking a review of the Canada Labour Code. Leading this initiative is the Minister of Employment, Workforce Development, and Labour, Patty Hajdu. Sharon DeSousa met with MP Hajdu and MP Don Rusnak on October 12, 2018, in Thunder Bay, to discuss PSAC's priorities when it comes to potential changes to the Canada Labour Code.

Stop Privatization of our Healthcare

Toronto – On October 30, 2018, the Ontario Health Coalition invited labour leaders, including Sharon DeSousa, to attend a special

presentation by Dr. John Lister. Dr. Lister is an academic and international health policy expert. He has written extensively on health reform. His most recent book contains the latest findings on public-private partnerships and is especially timely because it speaks to current debates in the Labour Party about the best way to re-nationalize failing P3 hospitals throughout the UK. His research is vital given the provincial and federal governments focus on P3s in Canada and offered insights into fighting the privatization of our Canadian health care system.

Afro-Colombian Civic Strike Leaders Panel Discussion

Toronto – A panel discussion was held in our PSAC Toronto office on November 8, 2018, concerning the recent strike in Colombia. In the spring of 2017, workers and residents of Afro-Colombian city of Buenaventura (Colombia's principal pacific port city), launched a general strike that shut down the port. After three weeks of mass marches, roadblocks, and bloody clashes with militarized riot police, an agreement to end the strike was reached.

The victory however came at a high cost, dozens were wounded by security forces during the strike and since then shadowy paramilitary forces have retaliated on the strike committee. To shed light on these negative impacts, key community and labour activists have been sharing their stories on what led to the strike and the after effects with the international community. This panel discussion was organized by the Colombia Action Solidarity Alliance (CASA), CBTU Ontario, Common Frontiers, Amnesty International (Canada), University of Toronto faculty of History and the PSAC Social Justice Fund.

Education

Alliance Facilitators Network Seminar

The PSAC Ontario Alliance Facilitators Network Seminar took place from September 29th to October 3, 2018 in Kingston. The seminar focused on preparing Alliance Facilitators (AFs) to provide lunch and learn workshops for Locals in Ontario. The Seminar also allowed AFs to network with their peers, update their facilitation and design skills and rebuild the capacity of the Ontario Regional AFN Program.

Fall School

The PSAC Ontario Fall School was held from November 22 – 25, 2018, in Toronto. Three courses were offered at the school, which were: Human Rights Activism, Advanced Duty to Accommodate and Anti-Harassment and Bullying. Participants at the school received advanced union training, while gaining specialized knowledge and skills in relation to these themes.

Directly Chartered Locals Conference

The PSAC Ontario 2018 Directly Chartered Locals Conference took place on November 15th – 18th, 2018, in Toronto. The purpose of the conference was to continue to build and strengthen our DCLs in the region and provide the necessary tools to increase their capacity. A special panel discussion was held with guest speakers; Mojdeh Cox, National Director, Anti-racism & Human Rights of the Canadian Labour Congress, Judith Monteith-Farrell, New Democratic Party MPP and Melisa Bayon, Political Action and Outreach Director of the Ontario Federation of Labour.

Unionism on Turtle Island Course

On September 22-23, 2018, PSAC Ontario held a “Unionism on Turtle Island” course with 18 participants. Members learned of the history of oppression and resistance of Indigenous peoples and Indigenous issues at the bargaining table. In addition to the workshops offered, participants took part in a drum making craft night and a vigil on the Saturday night in recognition of the atrocities suffered by Indigenous peoples forced to attend residential schools.

Young Worker Summit

The PSAC Ontario Young Worker Summit was held from October 24-26, 2018, in Cornwall at the NAV Centre. The theme was “*Value our Experience, Support our Growth, We are NOW!*”

The purpose of the Summit was to build capacity and sustainability of young worker committees throughout the Ontario Region.

National Indigenous Peoples Circle TUB course

The National Indigenous People’s Circle (NIPC) Talking Union Basics (TUB) course was held from October 27-28, 2018, in Thunder Bay. The theme of this TUB course was “*Our Communities, Our Union,*

Our Rights” and was used as an introduction to the PSAC for our Indigenous members. Participants also had the ability to meet and work with PSAC members from the Ontario region, including Sister Sheila Karasiewicz, Indigenous Members Representative on the PSAC Ontario Regional Council and Brother Peter Cloidt, the Ontario male representative on the PSAC’s National Indigenous Peoples Circle.

2018 PSAC Ontario Health and Safety Conference

The 2018 PSAC Ontario Region Health and Safety Conference was held in Mississauga, Ontario at the Hilton Mississauga Meadowvale from December 1 – 2, 2018. There were fifty participants in attendance, with the theme of the conference being “*Mental Health in the Workplace*”. The conference had a number of guest speakers, including: Brian Knowler from the Chatham Police Service, Sharon DeSousa, REVP, Helene Roussel from the Canadian Mental Health Association and Natalie Mehra, the Executive Director of the Ontario Health Coalition.

A donation drive was held during the conference that raised \$700 for the Ontario Health Coalition; one of the key advocacy groups in Ontario protecting our universal, public health care system.

Equity and Human Rights

Orange Shirt Day

September 30th marks Orange Shirt Day, which came from the story of a residential school survivor (Phyllis), having her new orange shirt taken away on her first day of school. The date was chosen because it is the time of year in which children were historically taken away from their homes to residential schools. Members in Thunder Bay took part in a drumming ceremony at the site of the old St. Joseph’s Residential School.

Sisters in Spirit Vigil

On October 4, 2018, the PSAC Toronto Regional Women’s Committee took part in the Sisters in Spirit vigil for Missing and Murdered Indigenous Women and Girls in Toronto. The vigil ceremony is meant to honour the lives and memories of missing and

murdered indigenous women and girls across Canada. The vigil also provides an opportunity to support the families and community members affected by those missing and murdered and to raise awareness of the epidemic of violence that affects Indigenous women and girls.

National Day of Remembrance and Action on Violence Against Women

The National Day of Remembrance and Action on Violence Against Women is commemorated yearly on December 6th. The PSAC Toronto Regional Women's Committee members took part in the annual Philosopher's Walk in Toronto to mark the event with a vigil.

Domestic Violence Workshop

On November 20, 2018, members attended a domestic violence workshop. In recognition of PSAC's campaign to end domestic violence, the PSAC London Area Council voted unanimously to donate \$200 to the United Way New Beginnings Loan fund. Sometimes called "micro-loans", the New Beginnings Loan Fund (NBLF) allows women to borrow up to \$500 interest free, to cover emergency expenses to leave abusive or dangerous situations.

Stress in the Workplace

The PSAC Toronto Members with Disabilities Access Committee held a special "*Stress in the Workplace*" session on November 26, 2018, in the PSAC Toronto boardroom. The event speaker was our PSAC Ontario Regional Executive Vice-President, Sharon DeSousa.

International Human Rights Day

On December 10, 2018, the PSAC Toronto Racially Visible Committee held an International Human Rights Day celebration in Toronto. Members came out to the event to hear guest speaker, NDP MPP for St. Paul's riding, Dr. Jill Andrew. Also, members were asked to bring gently used purses with toiletries or a new toy for the charity drive in support of Milestones Foster Home and Street Haven at the Cross Roads Women's Shelter.

In conclusion,

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

Respectfully submitted for your approval,



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

REVP Schedule for the period September 19, 2018 to January 11, 2019

Sept. 17, 2018 – United Way Campaign Launch
Sept. 17, 2018 – Bromley Armstrong Memorial
Sept. 18-20, 2018 – TC Bargaining meeting in Ottawa
Sept. 21-22, 2018 – Union of National Defence Regional Conference in Huntsville
Sept. 28 - Oct. 2, 2018 – Alliance Executive Committee Retreat in Gatineau
Oct. 10, 2018 – PSAC Ontario Staff Conference
Oct. 12, 2018 – Meeting with MPs’ Patty Hajdu and Don Rusnak in Thunder Bay
Oct. 14-16, 2018 – National Board of Directors Retreat in Quebec
Oct. 17-18, 2018 – National Board of Directors meeting in Ottawa
Oct. 19, 2018 – Alliance Executive Anti-Oppression Committee meeting in Ottawa
Oct. 23, 2018 – Ontario Health Coalition rally at Queen’s Park
Oct. 24-26, 2018 – PSAC Ontario Young Worker Summit in Cornwall
Oct. 30, 2018 – Ontario Health Coalition meeting
Nov. 1, 2018 – Alliance Executive Committee meeting
Nov. 1, 2018 – Ontario Regional Council meeting via conference call
Nov. 2-4, 2018 – PSAC National Directly Chartered Local Conference in Montreal
Nov. 6, 2018 – Agriculture Local 00018 AGM meeting in Harrow
Nov. 8, 2018 – Afro-Colombian Civic Strike Leaders Panel Discussion
Nov. 11, 2018 – Remembrance Day wreath laying at Old City Hall in Toronto
Nov. 14, 2018 – Alliance Executive Committee meeting
Nov. 15-18, 2018 – PSAC Ontario Directly Chartered Locals Conference
Nov. 19-20, 2018 – Canadian Labour Congress Canadian Council meeting in Ottawa
Nov. 21-22, 2018 – Gender-based analysis Forum held by the government of Canada in Ottawa
Nov. 22-25, 2018 – PSAC Ontario Fall School in Mississauga
Nov. 26, 2018 – DCL 610 meeting in London
Nov. 26, 2018 – PSAC Toronto Members with Disabilities meeting in Toronto

Nov. 27, 2018 – Government Services Union Local meeting in Bellville
Nov. 28, 2018 – PSAC Toronto Regional Women’s Committee meeting
Nov. 30-Dec. 2, 2018 – PSAC Ontario Health and Safety Conference
Dec. 3-5, 2018 – PSAC National Human Rights Committee meeting in Ottawa
Dec. 10, 2018 – Alliance Executive Committee meeting on Anti- Oppression
Dec. 10-12, 2018 – Alliance Executive Committee meeting in Ottawa
Dec. 14, 2018 – National Board of Directors Adhoc Committee meeting in Ottawa

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)**

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

Toronto Regional Office

Effective January 1st, 2019 all the Negotiators in the Regions started to report directly to Liam McCarthy, Coordinator Negotiations. Jawara Gairey, Regional Negotiator (Ontario) will continue to work from the Toronto Regional Office. Rita Ieritano will continue to be assigned to provide Jawara with administrative support. This change in reporting relationship is intended to help facilitate the coordination of negotiation assignments across the country.

Tanya Ferguson started December 3rd as the successful candidate for the permanent Regional Organizer position. Tanya has spent

nearly fifteen years working for three different national unions and most recently led the organizing division of Workers United as the Organizing Coordinator. She also has experience supporting executive committees, delivering education programs and collective bargaining through her work as a Labour Relations Representative, SEIU and Organizer at UNITE HERE. Tanya has also been involved in volunteer work with Justice for Migrant Workers. Tanya was recently involved in the campaign to organize Goodlife employees. The Ontario Region has always had a strong commitment to union organizing and Tanya will continue to build upon this proud tradition.

Beth Bennett was one of two successful candidates across the country for a Career Enhancement Position under the CULE staff collective agreement. This one (1) year developmental opportunity is an additional position within the region. Beth started her position on February 4th, 2019 and has already started working with the organizing program on the Slots at Woodbine mobilization campaign.

Marcia Maliwat has retired effective February 6th, 2019. Marcia wanted to retire quietly and requested that her privacy be respected reflecting her humility. Staff within the Toronto Regional Office had the opportunity to celebrate the Holiday Season lunch with her before her leave and her participation at the staff conference last year gave all of us an opportunity to see her before she returned home to the Philippines. In terms of successorship, Marcia's position will not be replaced. The Toronto RO will revert to the model of one Administrative Assistant which will be held by Rita Ieritano. Marcia was hired on February 11th, 2009. Ten years later, I would remiss if I did not acknowledge the tremendous contribution that Marcia has made to the region through work which she consistently approached from a sense of commitment, pride and hope rooted in her faith. Beyond her work she has built good friendships and will be missed. Congratulations Marcia on your well-deserved retirement!

Denise Hampden started December 17th as the successful candidate for the permanent Regional Education Officer position. Denise has 20 plus years' experience in labour union education including over ten years' experience as a Lead Facilitator within the Unifor Education Program. In 2005, Denise was selected to become part of a small

group of facilitators, from across Canada, to deliver the CAW/Unifor (Paid Education Leave) adult education program. The objective of the 40 hour program is to raise workers' consciousness and to build their confidence to become active leaders in their community. Earlier this year, Denise was tasked by the Unifor National Education Director to participate in the development, planning and delivery of the biennial Education Conference. The result of which was a hugely successful conference where members were motivated and engaged toward activism. Denise has also been responsible for the creation and implementation of a specialized leadership program for Indigenous workers and Workers of Colour for members across the country. Over the years, Denise has participated in the curriculum development and review process for modules/materials used by the Women's, Education, Health and Safety and Human Rights Departments. As an activist, Denise has independently created and executed The Handkerchief Project to End Violence Against Women and Girls, an international campaign to advance the issue of gender-based violence in our society. In her previous position working at VIA Rail as a station In-Charge, Denise played a coaching and training role with her team to maintain a high level of customer service in both English and French. Denise will build upon the regional education program that has been developed and work with National Education Program officers to ensure a vibrant and active labour education program within the region.

Shirley Riva remains in her position as Regional Education Officer. Shirley has been re-assigned to a special project working with the National Education Program. Although Shirley is now assigned a national portfolio her work will continue to benefit the region(s) which will include a review of Education Budget Codes which are currently being inconsistently used across regions and even within regions.

Lori Walton started January 14th as the successful candidate for one of the two permanent Regional Representative competitions within the Toronto Regional Office. Lori replaced Tim McIntyre who transferred to the Kingston Regional Office. Lori was the National Vice President of the Government Services Union and held a number of elected positions including National Vice President – Equity, GSU; Local Development Committee, Chair, GSU; Equity Committee

Chair GSU; Local President GSU Local 80052; Regional Council Member (Atlantic). In addition to elected positions Lori completed two short term Regional Representative positions within the Halifax Regional Office. Lori has been a Facilitator with the Joint Learning Program and has completed numerous PSAC training courses including PSAC Leadership Training (multiple phases, multiple years), all Basic level and most advanced PSAC Training Courses. Lori has also been active in the community as a Steering Committee member of the Nova Scotia Parents for Public Education (formerly NS Parents for Teachers).

The competition to backfill Nicole Wall for a one (1) year term has closed and interviews have concluded. A recommendation will now be forwarded to the Director Regional Offices Branch for approval.

The competition to succeed Lorraine Diaper on a permanent basis has closed and interviews are ongoing.

PSAC is continuing to support the student Work placement Program at York University. Three students have been placed this year within the Toronto Regional Office and are working in support of the organizing team:

- Bryan Vito is a 4th year political science student at York University and is working with the organizing team on Mondays as part of his placement in a labour studies course.
- Mary Arulnesan is a 4th year political science student at York University and is working with the organizing team on Thursdays as part of her placement in a labour studies course.
- Tehya Flemming is a York University student and is working with the organizing team on Wednesdays as a placement student for her labour studies course.

Several campaign organizers have been hired to support ongoing organizing initiatives and anti-decertification campaigns:

- Brian Chang is joining the organizing team as a Campaign Organizer working on the Woodbine anti-decert campaign and is helping the Local to mobilize a Contract Action Team. Brian has extensive experience organizing for electoral campaigns and has designed and taught courses for unions including OPSEU and PSAC.
- Esery Mondesir has joined the organizing team as a Campaign Organizer with a focus on communications as part of the Woodbine anti-decert campaign. Esery was a Union Organizer for many years and now works as a filmmaker and Instructor at OCADU.
- Shanice Regis has joined the organizing team as a Campaign Organizer with a focus upon the Wilfred Laurier campaign and as part of the Woodbine anti-decert campaign. Shanice was a York University work placement student who completed her placement at PSAC and has since been working in support of the organizing program.

Operational

The lease for the Toronto Regional Office expires on December 31st, 2020. PSAC Holdings has contracted a realtor to explore lease renewal and/or relocation options. A consultation committee has been formed for purposes of providing input from staff and the REVP Office into the process.

London Regional Office

A term position for twelve (12) months has been posted for an Administrative Assistant working in the London Regional Office. The competition has closed, and interviews are in the process of being scheduled. This position is being posted for purposes of backfilling Beth Bennett who will be working on her Career Enhancement Program during this time.

Carolyn Barham has obtained leave from her employer commencing February 25th for a period of up to (2) months for purposes of

backfilling for Beth in the London RO to ensure coverage during the interview process for the term position. Carolyn will also be considered as one of the applicants for the full-term position. 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.

Navnita Richardson was the successful candidate for the term Regional Representative position in London. This position is an additional position created for purposes of increasing the staff compliment within the London RO given the increased short-term servicing demands from PSAC DCL Local 610 (Graduate Teaching Assistants and Postdoctoral Fellows at Western) Navnita has over a decade of Union activism experience as the Regional Human Rights Representative – Ontario and President of her Local 210 (UNE). Navnita has 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), Anti-Oppression policy training & etc... Navnita Richardson received approval from her employer for leave for a six-month time period commencing on November 26th, 2018 until May 26th, 2019

With a heavy heart we learned that Todd Woytiuk passed on February 6th, 2019 in his 59th year. In true Todd fashion, he didn't want donations. His wishes were for you to spend time with your

loved ones making new memories and doing something that you have been meaning to do, but never seem to get around to it. Take a day trip, see your friends, go dancing, it matters not, as long as the contribution is deposited in the bank of life. Celebrations of Life will be held in memory of Todd.

Locations:

Sunday, February 24th, 1-4pm, Caboto Club, Verdi Hall, 2175 Parent Avenue, Windsor. Windsor was selected because that is where Todd worked as a Border Services Officer and member of CIU.

Sunday, March 3rd, 1-4pm, Windermere Manner, Grand Hall, 200 Collip Circle, London.

Todd started at PSAC in November 1989 and throughout his career touched each of us in so many ways. His is missed by his co-workers and members he worked with over thirty years. His partner Jan Hauck said “he knows.”

London Regional Office (Operational)

PSAC Holdings has contracted a realtor to explore relocation options for the London RO. PSAC owns the current property; consequently, there is no requirement to move. One objective is to consider a location more centrally accessible to the membership along with public transit. A consultation committee has been formed for purposes of providing input from staff and the REVP Office into the process.

Sudbury Regional Office (Operational)

PSAC is continuing to support the student Work placement Program at Laurentian University. Brandon Murphy has been placed this year within the Sudbury Regional Office. Brandon is a 4th year student at Laurentian University, with a specialization in Labour Studies and a minor in Indigenous Studies. Brian has been working with Regional Representatives in support of Phoenix mobilization activities in support of the membership.

Kingston Regional Office

Bob Boucher, former Regional Representative in the Kingston Regional Office passed away. Bob retired from the PSAC as Regional Representative prior to 2003. Bob was a member of USJE Local 38 before commencing his PSAC Regional Representative position. His family held a celebration of life on Super Bowl at his home. In Lieu of flowers, donations can be made to the Jumpstart Charity program. Arrangements entrusted to **ROBERT J. REID & SONS, "THE CHAPEL ON THE CORNER"**. Online condolences and donations may be made at www.reidfuneralhome.com

Kingston Regional Office (Operational)

The poly coms are now up and running in both the small and large meeting rooms. The auto attendant set to pick up calls before 9:00 am and after 5:00 pm. Kellie continues to respond to calls during working hours.

Item 6. Ontario Council Committees Reports

Education Committee Report (APPENDIX "A")

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

Recommendations to Council:

1. That Council adopt the Education Plan for 2019, 2020 and 2021.

Recommendation carried unanimously

2. That advanced courses in 2019 be offered at a Fall School, rather than geo-based training. The following courses will be offered at Fall School:
 - Unions Work for Women

- A human rights course to be determined
- Introduction to PSAC for Indigenous Members
- Workers Safety and Insurance Board (WSIB) Level 3

Recommendation carried unanimously

Motion to adopt the Education Committee's report

m/s/c Melanee Jessup and Leslie Searl

Political Action Committee (APPENDIX "B")

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

Recommendations to Council:

No recommendations at this time

Motion to adopt the Political Action Committee's report

m/s/c Ryan Ward and Melanee Jessup

carried unanimously

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

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

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

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

Motion carried unanimously

Health and Safety Committee Report (APPENDIX "D")

Jason Storkson, Chair of the Health and Safety Committee presented on behalf of the Committee.

Recommendation to Council:

1. That the Ontario Council members consider downloading the OHS Answers app from the Canadian Centre for Occupational Health and Safety and trial run the app for a report back to Ontario Council at the next meeting.

Recommendation carried

2. That Ontario Council provide input into the content of the Health and Safety Information poster.

Recommendation carried unanimously

Motion to adopt the Health and Safety Committee's Report

m/s/c Jason Storkson and Judi Goodfellow

Finance Committee Report (APPENDIX “E”)

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

Recommendations to Council:

1. The Committee recommends all members of council submit their portfolio expenses claims to the Finance Committee (PSACOntarioFinance@gmail.com) on a quarterly basis. All claims received after January 15th of the following year will be processed under the new year's portfolio budget.

Recommendation carried

2. The Committee recommends closing the account at DUCA Financial and transferring the balance to the account at Alterna.

Recommendation carried

Action Item: REVP's office follow up on deposit amount that is insured by the credit union.

3. The Committee recommends the \$3500 allotted to the Health and Safety Committee from the PSAC Ontario Convention be re-allocated to cover the cost of the 2018 audit and the remaining amount be taken from the Council Portfolio Budget Line Item.

Recommendation carried

4. The Committee recommends holding 3 Council meetings in 2019

Recommendation carried

5. The Committee recommends adoption of the Financial Income and Balance Sheet Statements

Recommendation carried

Motion to adopt the Finance Committee's report

m/s/c Craig Reynolds and Ryan Ward

Motion: Fully fund one additional Ontario Regional Council member to attend OFL - The Power of One event on March 25th, to be taken from the special initiative line item. The additional person will be the member that was on the ballot.

m/s/c Melanee Jessup and Ryan Ward

Peggy Jones will be the 4th Ontario Regional Council member to attend the OFL Power of one event on March 25th.

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 need any help with their portfolio's they can contact her directly. The REVP welcomed the newly elected Ontario Regional Council members.

Ann Marie Kuarsingh met with Special Advisor to the Prime Minister on LGBTQ questions. The lobby initiative was to designate protections for queer community members under the employment equity act. Also, that the employment equity act be reviewed every 5 years. We will continue to lobby on these changes. My experience at the human rights conference in December really gave me the knowledge on how to have this conversation. I was able to apply that lobby training.

Craig Berggold stated PSAC has been trying to organize research assistants at Queen's University for over a decade, but that he was happy to announce that organizing has been successful and we will be seeing a first contract in a few months.

Ryan Ward stated that in January, the Greater Toronto Area Council (GTAC) designed an activist of the year award and the 2018 recipient was himself.

Rej Bruneau said that a massive Phoenix rally in Ottawa occurred on February 28th, where there was approximately 500 people in attendance. A few streets were shut down in Ottawa and there were quite a few police on the scene.

Missy Taylor shared her excitement about attending the gender equity task force committee meeting. Also, the Regional Women's conference will be held at the end of September. She is extremely happy with the team working with her on the conference.

Matthew Freeland stated that the Hamilton public library, which is a unionize facility, is allowing the PSAC Hamilton committees to use their space.

Melanee Jessup stated that the March 20th Rob Ford rally was cancelled and it will be rescheduled at a later date.

Craig Reynolds attended the CLC lobby in Ottawa, where the key lobbying issues were on pharma care and pensions. The difference between the parties was very clear on where they stood on these issues.

Shalane Rooney stated that she attended a Laurier alumni parent forum, where she spoke about the challenges of accessing quality childcare and also spoke at the NDP childcare roundtable as well.

Item 8. Collective Bargaining Updates

Statistical Survey Operations (SSO)

On 15 February 2019, an Arbitration Board issued its final, binding decision on outstanding issues pertaining to negotiations for the Regional Offices (RO) and Field Interviewers (FI) bargaining units of Statistical Survey Operations (SSO).

Two important gains were awarded by the Board:

1. New language in Article 2 (Definitions) requiring the employer to provide, in a letter to employees, an explanation for changes to an employee's Average Work Week (AWW); and
2. In addition to the 1.25% annual economic increase for the four-year collective agreement, there is now a 4% market adjustment applicable to all rates of pay, effective December 1, 2016, and applied prior to the 1.25% economic increase for that year.

The Board granted the employer 120 days—i.e., until June 16th to implement the retroactive pay and 4% market adjustment for all members of both bargaining units.

Canadian Food Inspection Agency (CFIA)

The first negotiating session with the Canadian Food Inspection Agency (CFIA) was held in Ottawa between February 26 and 28.

Treasury Board

Following more than six months of frustrating talks and delays by the government, PSAC bargaining teams finally received some responses to the union's proposals. The government's small movements were a noticeable change from previous meetings, but they fell significantly short of the progress needed at the table.

The bargaining sessions were held between February 12 and 14 and covered four bargaining units under Treasury Board: **Program & Administrative Services (PA)**, **Technical Services (TC)**, **Operations Services (SV)**, and **Education & Library Science (EB)**. The next bargaining meetings will be held from March 19 to 21 in Ottawa.

Canada Border Services (FB)

On January 7-10, the PSAC/CIU's Border Services (FB) bargaining team kicked off a new round of bargaining. The team made it clear to the TB/CBSA that the union's goals for this round of bargaining are to further close the gap with the broader law enforcement community, fix problems in the workplace and ensure new rights and protections.

The next bargaining session is scheduled for February 26.

The FB bargaining team, recently decided to take the step of calling a membership vote on the issue of years of service accrual. The online vote took place **on February 18 and on March 1**. A simple majority of those members who vote will decide the outcome and determine the position taken by the bargaining team on the years of service accrual issue in negotiations

Parks Canada

The bargaining team met with Parks Canada representatives January 30 and 31 to exchange proposals and begin negotiations. The team was faced with an employer who had little to exchange and was unprepared to have meaningful discussions. Future bargaining dates are March 12 – 14, April 30 – May 2 and May 28 – 30.

Canada Revenue Agency (CRA)

At the end of the last bargaining session with the Canada Revenue Agency (CRA) the PSAC/UTE bargaining team **declared impasse** and filed for the creation of a Public Interest Commission with the Public Service Labour Relations Board.

PSAC-UTE also tabled a **wage proposal** in early December that would ensure fair increases that keep up with the cost of living. However, the CRA stated that it would not table a wage position at the January bargaining session.

NAV CANADA

Our negotiator met with NAV CANADA to discuss when members will begin seeing salary adjustments and retroactive pay. The collective agreement will run from January 1, 2018 until December 31, 2020 and provides for wage increases of 4% on January 1, 2018, 3% on January 1, 2019 and 1% on January 1, 2020.

- City of Timmins Airport (UCTE 00075) – bargaining with a conciliation officer has been taking place for a few months. A strike vote was held this week as we are reaching an impasse with this employer.
- Great Lakes Pilotage Authority (UCTE 00057) – the bargaining team exchanged proposals with the employer on June 26, 2018 and bargaining is set to begin soon.
- Thunder Bay International Airport Authority – the team met with the Employer for 4 days in December. New dates set for February and April 2019
- Kingston Commissionaires (DCL 818) – The bargaining team met with the employer and the conciliation officer from January 23-25, 2019. Future meeting dates will take place in April.
- Research Assistants (RAs) at Queen's University (DCL 901) – are looking to achieve their first collective agreement. The bargaining team met with the employer on February 26-27, 2019.
- UOIT Post-Docs - Collective agreement expired at the end of 2018 and notice to bargain has been served.
- Research Assistants (DCL 901) at Queen's University are mobilizing to achieve their first collective agreement.
- Nishnawbe-Aski Police Police Service officers (DCL 401) – The bargaining team met with the employer from March 4-6, 2019.

- Treaty Three Police Service members (DCL 410) – The bargaining team met with the employer the week of March 18th, 2019.
- Anishinabek Police Service (DCL 426) officers – Notice to Bargain was served on September 7, 2018. The bargaining team met on December 13, 2018. Bargaining will begin shortly.
- Canadian Centre for Occupational Health and Safety (CCOHS) (UNE Local 00394) – The bargaining team met from November 6-9, 2018 with the employer. PSAC will be pursuing preventative mediation to continue bargaining.
- Weeneebayko Area Health Authority (DCL 00603) - Arbitration is scheduled for April 6th and 7th, 2019, in Timmins.
- UNDE 639, GDI Cleaners at GRN Petawawa - Notice to Bargain is set to go out on February 20th, 2019.

Action item: Lino Vieira will send link to Ontario Council members in regard to Timmins airport.

Item 9. Ontario Council Newsletter

Lino Vieira – The latest issue of the council newsletter has been sent to Ontario Regional Council for approval, Council has until next Friday to submit their feedback. Lino thanked Melanee for doing the formatting and graphic work.

Lino suggested that Ontario Regional Council discuss articles for the next newsletter with a May deadline for submissions and release to the membership early June before the summer holidays. Ontario Regional Council has been doing three newsletters per year to coincide with our Ontario Regional Council meetings.

Melanee Jessup reminded Ontario Regional Council members that have not yet submitted their profile, to do so.

Judi Goodfellow suggested adding a retiree section on the newsletter. She accepted a position with APSAR as the Ontario representative and Aileen Duncan accepted the Vice-President position.

Motion: Add a retiree section in the Ontario Regional Council newsletter.

m/s/c Trevis Cary and Judi Goodfellow

Motion carried unanimously

Action Item: The REVP's office will be sending out an email to remind Ontario Regional Council members to submit articles for the newsletter.

Item 10. Provincial Fightback Plan

There is a lot of discussion in regard to Premier Doug Ford's ongoing attacks on the working people of Ontario.

Lino Vieira stated that he sits on the OFL Political Action committee. The OFL has an ongoing campaign which they started in 2018 called "Build and Activate the Resistance". They are building their activist list, holding activation meetings and creating organizing hubs. They have also organized a one-day conference called "OFL Power of Many" which will take place on March 25th.

This campaign is centred on member to member conversations and discussing key issues that are important within local communities. This is important as we need to keep in mind that a lot of union members did vote for Ford, so we must educate the public and our membership on this government's actions.

The Chair stated that the OFL completed polling recently and the results stated that people did not see themselves reflected in any of the parties and that they also believe they pay too much in taxes.

In the last provincial election people voted against the Liberal party, not so much because they were in favour of the Progressive Conservative party. We also need to get more young voters out and we can do this by engaging in conversations around the recent OSAP cuts, which is a very hot topic for young people at this present time.

Shalane Rooney requested to meet with Lino Vieira on developing strategies that she can use to get members in the Sudbury area to engage.

Motion: Ontario Regional Council fund up to three members to attend the OFL March 25th event from the special initiative line item.

m/s/c Melanee Jessup and Lloyd Brown

The Chair stated along with information received from the OFL as Ontario Regional Council members need to carry on the conversations about all the cuts with our members.

On April 30th, there will be a Health care rally at Queen's Park held by the Ontario Health Coalition. Also, on June 7th there will be a Mass Day of Action by the Ontario Federation of Labour. If possible, Ontario Regional Council members should make every effort to attend both of these events.

Chris Wilson stated that the department of justice made a ruling that random carding should be stopped as it violates human rights protections. The OFL is working with the Coalition of Black Trade Unionists on the issue of carding. There is a petition which is located on the OFL website to stop the practice of carding by police.

Rej Bruneau shared that the OFL asked the Kingston Area Council to join them on March 8th International Women' Day and to help them with distributing their online petition.

The Chair stated that we have both petitions at the meeting today and that we need to sort out how to mobilize around them in an effective manner.

Item 11. Phoenix Update

Point of Privilege: Judi Goodfellow stated she has a jacket and pins that she would like to give to anyone that is interested.

The Chair stated that the Phoenix pay system is being serviced by IBM with a new contract to try and create new patches for the system to stabilize it.

Based on the information received it will take a minimum of two years to get a new system and up to 10 years to resolve issues caused by Phoenix.

The Chair stated that the government has started to pay PSAC for the missing dues that had not been collected. If members owe dues to PSAC we will only collect one year back dues from members. But if PSAC owes a member, PSAC will reimburse the member for all the money that they are owed immediately and in one lumpsum.

PSAC has collected 8 million dollars in dues arrears and has paid back 3 million dollars to members that had over-payed. If a member is experiencing a hardship situation in relation to unpaid dues collection, then PSAC is willing to reduce the repayment rate. PSAC received a total of 17,000 Phoenix inquiries and has approximately 900 inquiries left to respond to.

Action Item: Lino Vieira will send an email with dues breakdown that can be shared with the membership.

Item 12. PSAC Ontario Regional Convention

The next Ontario Regional Convention will take place on May 29th to 31st, 2020.

Cleo Reid is looking at hotel locations currently and reviewing proposals from hotels. Our delegate count will increase now that our convention is fully funded.

The Chair stated that she may hold a conference call to discuss convention details.

Item 13. Federal Election

PSAC's goal is to have a government that is committed to public services and not privatization. Ontario region will be looking at ridings where we have the greatest member density for our riding selection. Every Ontario Regional Council member and Area Council is expected to engage in the Federal Election campaign.

In Ontario, all education/events will have a component on the election. The Canadian Labour Congress will be identifying priority ridings based on polling information and once that list becomes available we will be sharing it with Ontario Council.

The Chair stated that the Ontario region has submitted a Federal Election proposal to PSAC National and is currently waiting on approval.

The Ontario Federation of Labour will be holding a one-day conference to review different strategies to take back Ontario from the Conservatives. Several Ontario Regional Council members have expressed interest in attending the conference. The Chair stated there will be an election to determine the successful candidates.

Election for attendance to the OFL Power of Many: Take Back Ontario Conference

Nominations are called

1st Position

1. Rej Bruneau

M/S Richard McNeill and Susan Glanville

2. Ryan Ward

M/S Ann Marie Kuarsingh and Lloyd Brown

3. Peggy Jones

M/S Craig Reynolds and seconded Trevis Carey

4. Melanee Jessup

M/S Leslie Searl and seconded Soaud (Sue) Soubra Boone

1st ballot Peggy Jones and Rej Bruneau dropped off.

2nd Ballot Ryan Ward and Melanee Jessup run off

Ryan Ward was the successful candidate.

2nd Position

1. Rej Bruneau

M/S Richard McNeill and Ryan Ward

2. Melanee Jessup

M/S Leslie Searl and Soaud (Sue) Soubra Boone

3. Peggy Jones

M/S Trevis Carey and Ann Marie Kuarsingh

Melanee Jessup was the successful candidate.

3rd Position

1. Peggy Jones

M/S Craig Reynolds and Trevis Carey

2. Rej Bruneau

M/S Richard McNeill and Ryan Ward

Rej Bruneau was the successful candidate.

The three Ontario Regional Council members that will be attending the OFL event will be Ryan Ward, Melanee Jessup and Rej Bruneau.

Melanee Jessup served notice of motion seconded by Ryan Ward.

Motion to destroy election ballots

m/s/c Melanee Jessup and Leslie Searl

Motion carried anonymously

Item 14. Health and Safety Conference

The 2018 PSAC Ontario Region Health and Safety Conference was held in Mississauga, Ontario at the Hilton Mississauga Meadowvale on December 1 – 2, 2018. There were fifty participants and one observer, joined by six staff. The theme of the Conference was *Mental Health in the Workplace*.

The Chair thanked the steering committee and the PSAC staff members. Overall the membership stated it was an excellent conference.

Judi Goodfellow presented on behalf of the steering committee thanking the PSAC staff members and all involved in making sure the

membership had a very successful and well-organized Health & Safety conference.

There were three great speakers at the conference: Brian Knowler a police officer, professional speaker, and published author, Helene Roussel from the Canadian Mental Health Association and Natalie Mehra, the Executive Director of the Ontario Health Coalition.

The steering committee organized a silent auction from donated items received from the membership, which ran for the duration of the conference. The auction was well received and raised a total of \$750, which was donated to Ontario Health Coalition. Honorary mention to Santa Claus (council member Bob Black), who took time out of his busy schedule to help raise money for the conference.

Ryan Ward stated that there needs to be a process in place to notify alternates on the possibility of attending an event.

Action Item: The Chair will have a conversation with the coordinator Chris Wilson regarding what alternates can expect if they are on an alternate list.

Item 15. Directly Chartered Locals Conference

Peggy Jones reported on the Directly Chartered Local (DCL) conference, which was held at the Embassy Suites by Hilton, stating attendance was lower than expected. However, the staff did an excellent job trying to get more people to attend.

There was a lot of engagement activities with participants and fantastic speakers, including Judith Monteith-Farrell, NDP MPP and PSAC representatives from negotiations and the grievance and adjudication sections.

The conference participants attended an Elementary Teachers Federation demo on the Friday night, against Doug Ford and the PC policies. It was very well attended and a great activity for our members to take part in. Thank you to Peggy Jones, Craig Berggold

and the regional staff for their hard work in making the conference a success.

Peggy Jones recommended that all Ontario Regional Council members undertake an anti-oppression workshop similar to the one offered at the DCL Conference, which was very well received.

Item 16. Blanket Exercise

PSAC National has entered into contract with Kairos to present the Blanket exercise throughout our union. The Blanket exercise provides information concerning the treatment of Indigenous peoples in Canada throughout our history.

Ontario Regional Council had the opportunity to experience this exercise which was facilitated by Zoe and Alicia from Kairos at the previous Council meeting.

Ontario Regional Council now has a better understanding of the underlining issues that have affected Indigenous peoples, as well as ways that we can help as a society in standing in solidarity.

Item 17. PSAC Constitution 25 and Regulation 19

The Chair outlined how to register a complaint, how a complaint is investigated and what are the grounds for discipline based on PSAC's Constitution Section 25- Discipline and Regulation 19.

If the complaint is from a directly chartered local and the Local President is a complainant or respondent, then the REVP would take carriage of the complaint and bring the recommendations to Ontario Regional Council for a vote. Otherwise the DCL would handle the process of the investigation. There is a chart in Regulation 19 that outlines the process and the body responsible.

It is the National Board of Directors who votes on the removal from PSAC Office or suspension of membership.

As an employer PSAC has an obligation that the workplace is safe for staff, including being harassment free. If Ontario Regional Council members have any concerns about servicing of their regional office, those concerns must be sent to the attention of the REVP.

The Chair will be arranging training for Ontario Regional Council members at the next council meeting on Section 25 of the Constitution and Regulation 19. Ontario Regional Council members are leaders of the union and we want to ensure a harassment free workplace for our regional staff and members.

The AEC is reviewing the anti- harassment and anti-discrimination policy and that will assist with dealing with those issues that may arise.

Action Item: REVP's office will send out Section 25, regulation 19 of the PSAC Constitution.

Item 18. Labour Day T-Shirt

Ryan Ward stated that the Greater Toronto Area Council has brought up the issue on potentially offering other swag instead of t-shirts for labour day celebrations.

The Chair stated that the Political Action Committee spoke on this issue but could not come to a consensus on how to proceed. If Ontario Regional Council does pursue other swag, we need to make sure that this is something the membership is advocating for. Currently, the feedback we have received from members is very positive on the Labour day t-shirts.

Motion: Ontario Region continue the Labour Day t-shirts

M/S Lloyd Brown and Trevis Carey

Vote:

In Favour – 17

Oppose - 3

Ontario Regional council voted in favour of continuing labour day t-shirts.

Business completed, meeting adjourned at 2:30pm

APPENDIX “A”

PSAC Ontario Council Education Committee Report December 2018 to February 2019

Committee Chair: Melanee Jessup

Members Present: Craig Berggold, Lloyd Brown, Amanda Gebara, Ann Marie KuarSingh, Leslie Searl,

Members Absent: Réjean Bruneau, Sheila Karasiewicz, Dana Kelly

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

Review:

Reviewed stats for the last term (2016-2018)

Reviewed Education Plan for 2019, 2020, 2021. We are making a recommendation to accept the Education Plan:

- Budget increased for this cycle, average of \$307,049 per year.
- Priorities per the National Convention:
 - Duty to Accommodate
 - Domestic Violence Awareness
 - Lobbying Elected Officials
- Introductory Program:
 - Talking Union Basics
 - Grievance Handling
 - Introduction to Local Officers
- Additional Introductory Courses:

- Duty to Accommodate – 1 day
 - Political Lobbying training – (3 hours), (1 day), (2 day)
 - Representing and Advocating Against Workplace Racism (2 days)
 - Workers' Compensation Training – Level 1 (2 days)
 - Occupational Disability Response Team (ODRT)
 - Health and Safety – Violence Prevention (2 days)
 - Representing Members with Disabilities (mental health) (1 day)
 - Domestic Violence at Work
- Advanced Program:
 - Advanced Representation Training for Stewards (ARTS) (4 days)
 - Local Officers Advanced Training (2 days)
 - Workers Health and Safety Centre (WHSC) (30 hours)
 - Unionism on Turtle Island (5 days)
 - Alliance Facilitator Training Program (AFTP) (5 days)
 - Human Rights Activism (4 days)
 - Political and Social Activism (4 days)
 - Advance Duty to Accommodate (Building Inclusive Workplaces) (4 days)
 - PSASC Anti-Harassment Workplace Policy Training (4 days)
 - Workers Health and Safety Centre/Occupational Health and Safety Training – Level 1
 - Unions Work for Women (5 days)
- Steward Training Series: the online portal will be updated to improve the look and accessibility. The content will not be changed.
- Special Programs:
 - Convention Preparation/Procedures – Spring 2021
 - Writing a Resolution – Spring 2021
 - Election Readiness Training – throughout 2019

- Professional Development for Alliance Facilitators – ongoing in each year.

Human Rights 101 was held in London in January and Indigenous Solidarity course was held in Thunder Bay on February 22-23. Feedback has been very positive.

Talking Union Basics Course: modernization is still ongoing. A combination online/face-to-face course is being considered.

Committee discussed potential advanced courses, which will be offered after the Federal Election, due to the hectic education schedule prior to the election. We will be making a recommendation.

Denise is in discussion with the Canadian Mental Health Association and Congress of Union Retirees of Canada and hopes to enter into an agreement to present a Mental Health First Aid course at low/no cost.

Goals for next term:

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

Action Items:

- Conference call by the Committee to create a survey for the membership to identify education needs. Call to be held by the end of March.
- Liaise with the REVP and request that Regional Committees discuss education needs and report back after the survey has been created.

RECOMMENDATIONS:

1. That Council adopt the Education Plan for 2019, 2020 and 2021.

2. That advanced courses in 2019 be offered at a Fall School, rather than geo-based training. The following courses will be offered at Fall School:
 - Unions Work for Women
 - A human rights course to be determined
 - Introduction to PSAC for Indigenous Members
 - Workers Safety and Insurance Board (WSIB) Level 3

Moved by Melanee Jessup
Seconded by Craig Berggold

APPENDIX “B”

PSAC Ontario Regional Council Political Action Committee Report November 2018 to February 2019

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

Staff: Lino Vieira, Christopher Wilson

Regrets: Jason Storkson

Meetings via conference call on February 4, 2019 at 6:04 p.m.

Agenda:

1. Federal Election
2. Doug Ford PC Government
3. Alternatives to Labour Day T-shirts

Federal Election

The Canadian Labour Congress (CLC) will be coordinating a strategy for the federal election. Currently, they are working on developing Election Schools for activists in key ridings across Canada. The PSAC NBOD will be meeting next week to continue to work on PSAC's Federal Election plan. Riding selection will depend on member density, past election results and information from the CLC on vulnerable ridings.

Doug Ford PC Government

There have been a number of announcements from the provincial government which attack workers and our public services. Most recently the changes to post-secondary tuition and OSAP changes are angering many people around the province, as these changes will lead to less accessibility and greater student debt. We have also seen leaked memos from the NDP that the government is looking to privatize parts of our healthcare system. These changes are not set in stone; as public outrage has been able to sway this government on certain issues. For example, watersheds and environmentally sensitive areas were going to be open for development through Bill 66, but now the government has stepped back from that action. The

OFL Executive Board is meeting this week to finalize their provincial fightback plan.

Labour Day T-shirts

The discussion on whether to continue with providing members with Labour Day t-shirts was discussed on our last conference call. The committee will look into possible alternatives to Labour Day t-shirts that will be presented to Ontario Council for their consideration. Ryan Ward has agreed to undertake this work and look at obtaining costs for alternatives such as hats, bandanas, etc.

Recommendations:

The Committee has no recommendations for Council at this time.

Moved by: Ryan Ward

Seconded by: Melanee Jessup

APPENDIX “C”

PSAC Ontario Council Equity and Human Rights Committee Report February 28, 2019

Committee Chair: Missy Taylor

Committee Members: Souad Soubra Boone
Sheila Karasiewicz
Ann Marie KuarSingh
Lloyd Brown

Staff: Joan-Ann Gravesande
Beth Bennett

REVIEW & UPDATES:

- The committee is continuing to work on the established 3-year plan including scheduling conference calls and additional meetings to keep objectives and mandates on track including identifying priorities and action items from each of the representatives.
- 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
 - Women’s, Indigenous, Members with Disabilities, Racially Visible, LGBTQ+ National working groups all made political action and lobbying a focus.

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 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 and disseminate our flyer.
- 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 “D”

PSAC Ontario Council Health & Safety Committee Report February 2019

Committee Chair:	Jason Storkson
Committee Members:	Souad Soubra Boone Ann Marie Kuarsingh Missy Taylor Sue Glanville Judi Goodfellow
Staff:	Sandra Goodick
Regrets:	Shalane Rooney Rich McNeill Bob Black

Review

- Health and Safety Conference Report review

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 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:

- 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, dependant on Ontario Council feedback
- Prepare a questionnaire for members working alone in PSAC worksites. Host the questionnaire on the PSAC Ontario website and encourage members to reply in order to get a clear idea about the level of member concern regarding the threat of violence
- Create a social media presence through various platforms – Facebook, Instagram, Twitter

Recommendations to Council:

- 1. That the Ontario Council members consider downloading the OHS Answers app from the Canadian Centre for Occupational Health and Safety and trial run the app for a report back to Ontario Council at the next meeting.**
- 2. That Ontario Council provide input into the content of the Health and Safety Information poster.**

Moved by: Jason Storkson
Seconded by: Judi Goodfellow

APPENDIX “E”

PSAC Ontario Council Finance Committee Report November 2018 – February 2019

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

Agenda:

- Finance Committee Meeting / Training
- Completion of 2018 Financials
- GIC
- Audit of PSAC Ontario Council books
- PSAC National Convention

Finance Committee Meeting / Training

The Ontario Council Finance Committee met in the Toronto Regional Office on November 14, 2018 where Craig Reynolds was trained on the committee’s finances. The remainder of the day was used to code the financials and service the invoices received by the committee. December 12th, 2018 Galit Sugar the bookkeeper was in the office to post the financials. She gave an overview of the Sage 50 software and how to print reports.

Completion of 2018 Financials

The committee met on January 25, 2019 in the PSAC Toronto Regional Office and processed all 2018 expense claims received prior to January 18, 2019. The bookkeeper was also in attendance to reconcile the books for 2018. The Committee received the final invoice from PSAC National for leave last week.

GIC

There was difficulty in adding and deleting signing officers to the DUCA account. The account was primarily used to secure monies received from PSAC national for convention. Since all regional conventions are fully funded, the committee discussed the necessity of this account.

Audit of PSAC Ontario Council books

PSAC National is requesting that an audit be done for PSAC Regional and REVP accounts. Quotes received to date is approximately \$6000.

PSAC National Convention

A resolution passed at PSAC National Convention providing the regional Health and Safety Committees funding of \$5000.00. Currently the Ontario Region Health and Safety Committee is allotted \$3500.00 from the Ontario Convention.

Recommendations:

1. The Committee recommends all members of council submit their portfolio expenses claims to the Finance Committee (PSACOntarioFinance@gmail.com) on a quarterly basis. All claims received after January 15th of the following year will be processed under the new year's portfolio budget.
2. The Committee recommends closing the account at DUCA Financial and transferring the balance to the account at Alterna.
3. The Committee recommends the \$3500 allotted to the Health and Safety Committee from the PSAC Ontario Convention be re-allocated to cover the cost of the 2018 audit and the remaining amount be taken from the Council Portfolio Budget Line Item.
4. The Committee recommends holding 3 Council meetings in 2019.
5. 2018 Proposed and actual statement be adopted.

Moved by: Craig Reynolds
Seconded by: Ryan Ward

APPENDIX “F”

Craig Reynolds PSAC Ontario Regional Council Report Alternate Regional Executive Vice-President (REVP) November 2018 to February 2019

Objectives:

- To learn the intricacies of the finance committee and the role of the Chairperson.
- Participate on the Political Action Committee
- To assist the REVP as required.

Actions:

- Met the Ontario Council Finance Committee in the Toronto Regional Office for Finance training - November 14, 2018.
- Met with the bookkeeper Galit Sugar and received training on the Sage 50 software - December 12, 2018.
- Attended a UTE demonstration to support our bargaining team in Ottawa – December 4, 2018.
- Participated on the Political Action Committee conference call – January 4, 2019.
- Met the Ontario Council Finance Committee in the PSAC Toronto Regional Office and processed all 2018 expense claims - January 25, 2019.
- Attended the CLC “lobby on the Hill” and lobby MPs on Bargaining, Pharmacare and Pensions reform – February 26, 2019.

Plans:

- Continue to chair the Finance Committee.
- Continue to participate on the Political Action Committee.
- To assist the REVP as required.

In Solidarity,
Craig Reynolds
Alternate Regional Executive Vice-President (REVP)
Chair, Finance Committee

Amanda Gebara
PSAC Ontario Regional Council
Young Workers Representative Report
November 2018 – February 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:

- Attended Rally for Fair Bargaining in Kingston held December 19, 2019
- Engaged in several phone discussions with Kingston Area Young Worker Committee President regarding state of committee and planned for Young Worker Meeting to be held March 11, 2019
- Promoted Union Education in the workplace

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
- Increase Young Workers knowledge 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;
- Work towards reinvigorating the Kingston Area Young Workers Committee;
- Liaise with Area Councils with the goal of establishing a Young Workers Committee in the London area;
- Canvas support from USJE President, Stan Stapleton for development of a Young Worker program.

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+
(LGBTQ2+)
Members Representative
November 2018 – March 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 –

- Participated in conference calls for PSAC LGBTQ2+ working group as part of National Human Rights Committee (November 2018)
- Completed the PSAC Fall School Program on **PSAC ANTI-HARASSMENT WORKPLACE POLICY TRAINING** (November 2018)
- Represented LGBTQ2+ issues at an Equity ‘World Café’ Workshop at the PSAC Fall School Program (November 2018)
- Attended the PSAC National Human Rights Committee on behalf of PSAC Ontario LGBTQ2+ members (December 2018)
- Completed training on Gender Based Analysis Plus - GBA+ (December 2018 & January 2019)
- Participated on PSAC ON Toronto RO Education Planning consultation for Spring Learning Schedule (January 2019)
- Commenced the refresh of the PSAC Toronto Regional Pride Committee. (January 2019)

- Attended Employment and Social Development Canada (ESDC) Pride Employee Network In-Person Steering Committee Meeting (February 2019), where I:
 - discussed Positive Space Initiative in the federal Public Service, including the cross-departmental use of trainers to expand awareness and education.
 - spoke in-person with Brenda Baxter, Director General, Workplace Directorate, Labour ESDC on self-identification issues for LGBTQ2+ federal employees
 - teleconferenced with MP Randy Boissonault, Special Advisor to the Prime Minister on LGBTQ2 Issues, and lobbied for the inclusion of the LGBTQ2+ community as a protected equity group, requested increased funding to address LGBTQ2+ issues and prompted his vocal support in parliament to meet the legislative obligation of reviewing the Employment Equity Act every five years (last completed in 2002). The MP would not commit to the first, agreed to 'look into' the second and vowed to not only publicly support the third, but have his assistant report back on his activity related to this.
- Met with LGBTQ2+ members from different components to get an understanding of membership needs (November 2018 – February 2019)
- 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 committees in at least 2 Regional Offices by December 2019
- Reestablish a membership presence at Toronto Pride Parade 2019

- Support awareness and education by developing and delivering content via various platforms.

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

Bob Black
PSAC Ontario Regional Council Report
Region 6, Hamilton Niagara Representative
November 2018 to February 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
- Chair of Regional Health and Safety Conference
- Participated in H&S Harrassment Presentation
- Joined in Political Action Committee conference call
- Participated in Niagara Area Council Annual Elections
- Attended with Regional Reps and members on MP visits
- Participated in Regional Educational Consultation conference call

This report is presented due to my absence for the February meeting of the Ontario Regional Council

My thanks to my Alternate Matthew Freeland for stepping in during my absence

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
November 2018 to February 2019

Objectives:

- Continue to build a dialogue with the Regional Offices
- Keep the members informed on what the PSAC Ontario Council is doing
- Represent Academic Workers at events
- Union Education

Actions:

- 2018-19 Ontario DCL Conference (Nov 15 to 18) in Toronto was a success. Submitted a joint four page report (with co-organizer DCL Rep Peggy Jones) on the planning/execution/results to the REVP
- On the Friday night, DCL members attended an *Anti-Ford Rally* and car-pooled to the Toronto Convention Centre to protest (along with OFL affiliates) the dinner celebrations of Doug Ford & Co.. Our members protested to stop Bill 47 and changes to the employment legislation, cuts to low income programs such as Ontario Social Assistance and Ontario Disability Support Program (ODSP), and further cuts to Health Care, etc. Members were also supporting the Fight for \$15 minimum wage campaign
- Attended the PSAC Ontario Fall School *Advanced Human Rights Activism* course (Nov 22 to 25) as participant
- Attended the first PSAC National DCL Conference in Montreal (Nov 2 to 4). Participated in round table workshop. Again success and many thanks to newly elected National President and National VP for making this event happen
- Attended the Kingston Fight for \$15 planning event (Dec 12)
- Attended the Kingston OPIRG AGM (Dec 10)
- At Local 901, Research Assistants Bargaining Team members continued first contract negotiations (Nov 20, Dec

17 & 19, Jan 21 & 29) for newly organized members. Co-organizing RA First Contract Campaign (Jan & Feb 2019) hiring 5 mobilizers. Next dates Feb 26 & 27; March 4 & 5

- Attended PSAC Kingston RO *Open House* (Jan 3rd)
- Attended PSAC Area Council mtg (Jan 17)
- Delegated as PSAC Ontario rep to the Ontario University College Coalition (OUCC). Participated in provincial planning meetings (Dec 13 & Jan 21) in response to Doug Ford cutbacks to OSAP student funding; and attacks on Academic Freedoms
- Spoke at Queen's University *Defend OSAP* demo (approx. 300) on campus (Jan 22). Big turnout of PSAC members. Continue to provide support to campus coalition
- Attended provincial *Defend OSAP* demo (approx 2000) in Toronto at Queens Park
- Mtg (Jan 25) with Local 610 President and with Local 555 President (Jan 27) to discuss DCL Academic Service Agreement renewals
- Update news item: DCL Local 901 VicePresident Lesley Jamieson was elected President of the Kingston District Labour Council (Feb 2019). Academic workers rock!
-

Plans:

- Attending PSAC National University Sector Round Table Conference in Ottawa (March 25 to 27). Again, shoutout to the National President and National VP for making this first ever event happen!!
- Meetings to renew DCL Academic Service Agreements
- Participating in provincial OUCC planning meetings
- Organizing members to attend *Defend OSAP* rallies across province. Next province rally (Feb 19) organized by CFS at Queens Park

In Solidarity,
Craig Berggold
Academic Sector Representative

Judi Goodfellow
PSAC Ontario Regional Council Report
Southwestern Ontario Representative
November 2018 to March 2019

I was so pleased to be involved in the Windsor Pride Parade in August 2018. We had quite few PSAC members in attendance. We handed out not only PSAC swag but also freezies, frozen and ready to eat. We were a big hit!

Of course Labour Day was also a blast. We marched through Windsor and ended up at a great picnic with activities, food and speakers. While it was a very hot day, we had a good group of PSAC members in attendance.

I was pleased this fall to assist with the elections for the Windsor and District Area Council. I can see this council doing great things under its new leadership. Congratulations to all.

Many of our members are still struggling with Phoenix. Between that and the poor response from Treasury Board on our contract negotiations, it's been a pretty discouraging few months. We are all hoping that 2019 brings some positive advances in both of these areas.

Southwestern Ontario has posted our Winter/Spring training schedule. Please be sure to take a look and sign up for a course in your area. And don't forget to keep an eye on the PSAC webpages for news, training and committees.

It's with mixed emotions that I am stepping down from my council position as I will be retiring soon. I had hoped to retire at the end of convention in 2020, but not everything goes as planned. I have no doubt that my replacement will do an awesome job. I hope you all keep in touch!

Canada is a wonderful country and an awesome place to live. While we do have our ups and downs, unions do a wonderful job in keeping our employers and governments on the up and up. I know that you

will all continue to work hard and I'll be counting on you all to move us forward into the next millennium.

In Solidarity,
Judi Goodfellow
Southwestern Ontario Representative

Jason Storkson
PSAC Ontario Regional Council
Region 1, Northwestern Ontario Representative Report
November 2018 - March 2019

Objectives:

- To work with the regional office and local presidents in the area to further union goals and communicate any useful information to as many members as possible.
- Coordinate with Area Council to help facilitate any of their needs.
- Attend as many union demonstrations as possible to meet members and provide support

Actions:

- Emailed all presidents in my area, responses were minimal and reflected no pressing concerns.
- H&S conference was a great success.
- Met with Area Council and Regional office staff. No pressing issues were reported from Feb 12th AC meeting.

Plans:

- Attend as many union events as possible
- Promote union education as much as possible as well as union activism
- Start a monthly email communication with local presidents
- Meet monthly with regional office
- Attend the next Area Council meeting

In Solidarity,

Jason Storkson
Region 1, Northwestern Ontario Representative

Leslie Searl
PSAC Ontario Regional Council Report
Greater Toronto Area, (GTA) Region 5 Representative
November 2018 - March 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:

November 28 -- Toronto Regional Women's Committee
Nov 30 -- Dec. 2 -- Ontario Health and Safety Conference
December 6 -- Women Won't Forget Vigil
January 8 -- Toronto and Hamilton education consultation conference call
January 15 -- Toronto Regional Women's Committee
January 19 -- Women's March
January 22 -- GTAA/TAWC OSH inaugural meeting
February 28 -- Education committee meeting
March 1 & 2 -- Ontario Council meeting

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, (GTA) Region 5 Representative

Lloyd Brown
PSAC Ontario Regional Council
Racially Visible Members Representative Report
October 1, 2018 to January 31, 2019

Objectives:

- Continue Promoting, Maintaining and Protecting the interest of the Racially Visible Members of the PSAC
- Aim to facilitate changes through Education.

Actions:

- Attended Coalition of Black Trade Unionist (CBTU) Meeting. Participated in Ontario Council Education Committee Teleconference - October 15, 2018.
 - Attended PSAC Fall School Cafe Presentation to provide information to participants of the Human Rights Course on the various aspects and responsibilities of been the Racially Visible Representative on the Ontario Council - November 23, 2018.
 - Attended PSAC National Human Rights Committee (NHRC) meeting in Ottawa - December 3, 2018 to December 5, 2018.
 - Attended Ontario Federation of Labour (OFL) Workers of Colour Committee meeting December 10, 2018.
 - Participated in Ontario Council Education Committee Conference January 8, 2019
 - Attended Ontario Federation of Labour (OFL) Executive Council Meeting for the launching of the joint Coalition of Black Trade Unionist (CBTU) and Ontario Federation of Labour (OFL) Legacies of Labour and Community Activism Series, as part of our Black History Month Celebration. January 31, 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
November 2018 to February 2019

Objectives:

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

Actions:

- Attended Ontario Council meeting
- Attended K/W Area Council meeting and AGM
- Mental Health in the Workplace workshop presented by the K/W Area Council
- Met with new Regional Education Officer to discuss education needs survey
- Participated in the Area Coordinators Workshop
- Participated in Political Action Committee conference call meeting
- Attended Waterloo Region Power of Many: Activation Meeting
- Formatted the Ontario Council Newsletter

Plans:

- 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

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
December 2019 to February 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:

- Nov 30 – Dec 2 PSAC Ontario Health & Safety Conference - Toronto
- Dec 3-5 National Equity meeting – Ottawa
- Jan 8 – PSAC Toronto Education Call (changing Regional Offices)
- Jan 15 – Joined via Skype to Toronto Regional Women's Committee AGM
- Jan 21 Conference call for newly implemented Women's Working Group Task Force - Toronto
- Jan 22 Conference call initial planning for PSAC Ontario Women's Conference – Toronto

Upcoming:

Feb 26 planning for Women's Conference with assigned PSAC staff
Feb 26 conference call for National Women's Working Group

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

In Solidarity,

Missy Taylor
Regional Women's Committee Representative

Peggy Jones
PSAC Ontario Regional Council Report
Directly Chartered Locals Representative
November 2018 to February 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 (Dec, Jan, Feb,);
- Attended and Chaired Women's committee (Dec, Jan, Feb);
- MDAC committee, attending (Nov, Jan)
- attended Pharma Care political action in Kingston Area
- Political Rally – Ontario Premier Doug Ford to keep his hands off Bill 148. Kingston and Toronto
- Political actions – NDP MPP Ean Arthur office, Kingston ON.
- Completed the PSAC Ontario DCL Conference. November 2018. Report to follow.
- Political action in December 19 at St Lawrence College.
- Open house for all committees in Jan 2019.

Plans:

- Work with PSAC Regional Offices to contact information for DCL's needs updating on the system
- Ensure DCLs can contact a PSAC Rep who understands DCLs in each respective Regional Office
- Working with DCL to attend PSAC education courses that are available and working on new education that is needed though out Ontario DCL's

- Working with Academic DCL's.
- Items that effect all members of the DCL's.
- Meeting with DCL locals during meetings in person or conference calls.

In Solidarity,

Peggy Jones
Directly Chartered Locals Representative

Rejean Bruneau
PSAC Ontario Regional Council
Region 3, Eastern Ontario Representative
November 2018 – February 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:

- OFL and CLC Meeting for the Ontario area councils (22-23 April)
- Attended Kingston District Labour Council meetings (Nov – 19, Dec – 17, Jan - 21)
- Attended Oliver Doyle activism Award Dinner 9 Nov
- Met with MPP Ian Arthur in Kingston 30 Nov.
- Met with MP Mark Garretson 12 Dec
- Attended Kingston Area Council and MDAC meetings.
- “You Could Be Next” Campaign – To get ride of contracting out cleaners at CFB Kingston. We won to keep indeterminate employees!

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
November 2018 – Feb 2019

Objectives:

- Continue to build a dialogue with the regional office in Kingston
- Work with the KAC committee to grow our communication list
- Keep the members informed on what the PSAC Ontario council is doing
- Promote union education
- Look for members who are good candidates to become future labour
- leaders

Actions:

- Attend all KAC meetings
- Stayed Active with the Kingston District Labour Council
- Continued recruiting new members for each off our committees
- national PSAC President and our Ont. REVP Sharon DeSousa.
- Attended the rally at Kingston St Lawrence College in Dec. with
- our. Helped Organize a meet and Greet at the Kingston R.O. office in
- Jan., for our members.
- Organized the third-year anniversary of the IBM pay system the liberal gov. has imposed on its employees, for Feb. 19th, 2019

Plans:

- Lobby MP's on issues such as bargaining and our IBM pay system not being able to pay our members properly
- Continue to recruit new activist.
- Attend the Ontario Council meeting in late Feb.
- Attend all upcoming KAC, MDAC, and Kingston District Labour Council meetings

In Solidarity
Richard McNeill
Region 3, Eastern Ontario Representative

Ryan Ward
PSAC Ontario Regional Council
Region 5, Greater Toronto Area (GTA) Representative Report
November 2018 – February 2019

Objectives:

- Prepare Region 5 report to be sent out to all members
- 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

Actions:

- Attended ceremony and was awarded the 2018 Greater Toronto Area Council Activist of the Year Award
- Met with local Member of Parliament in December
- Attended conference call to discuss courses for spring and fall 2019
- Chaired Political Action Committee conference call

Plans:

- Prepare for the upcoming federal election
- Prepare regular Region 5 reports to send out to members
- Work on logistics to start up Area Council in Durham Region
- Improve the Ontario Council and Portfolio Expense Claim forms
- Continue to make the Finance Committee even more excellent

- 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 Representative

Shalane Rooney
PSAC Ontario Council Report
Region 2, Northeastern Ontario Representative
November 2018-February 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:

- Lobby Day- Accessible childcare: Ottawa
- Fall School- Anti Harassment-Toronto
- Health and Safety Conference- Toronto
- National young workers summit-Ottawa
- Constituents end of year out reach
- Sudbury council meeting
- Arbitration meeting
- Meet and greet with city council/ MPs
- Conference call- Phoenix 3rd Anniversary Mobilization Planning meeting

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
November 2018 to March 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:

- **November 11**, laying of cedar wreath at FWFN Cenotaph to remember and honour Indigenous War Veterans.
- **November 22-23** Fall School
- **December 3-5** National Human Rights Committee Meetings
- **December 5-7**, Indigenous Women Leadership Course
- **December 10**, Facilitated KAIROS Blanket Exercise at CRA Management Cultural Awareness Session.
- **January 11**, UNE Local 00296 Executive Meeting
- **January 13**, TBay Acknowledgment & Reconciliation on Racism
- **February 7**, TBay RWC Meeting
- **February 12**, UNE Local 00296 AGM
- **February 28-March 2** PSAC Ontario Council Meetings

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
November 2018 – February 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:

- Organized and participated “Stress in the Workplace session” (Nov 20/18)
- Attended the Regional H&S Conference (Nov 30-Dec 2/18)
- Attended NHRC for MWD committee meeting in Ottawa (Dec 3-4/18)
- Attended the TRWC meeting (Jan 15/19)
- Attended GTAC meeting (Jan 17/19)
- Attended and Chaired Toronto MDAC Committee meeting (Jan 28/19)
- Attended the GSU National Committee meeting in Ottawa (Feb19/19)
- Attended Ontario Council Meeting (Feb 28-March 2/19)

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 Locals Representative
December 2018 to February 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 conference

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 Locals Representative