



PSAC Ontario Council Meeting Minutes November 1st, 2018 Toronto Regional Office

The meeting convened at 9:36 a.m. on Thursday, November 1st, 2018 with the REVP-Ontario, Sharon DeSousa as Council Chair and the following members in attendance.

- Sharon DeSousa, Regional Executive Vice-President, Ontario
- Craig Reynolds, Alternate Regional Executive Vice-President, Ontario
- Dana Kelly, Region 2 (Northeastern)
- Shalane Spencer, Region 2 (Northeastern)
- Richard McNeill, Region 3 (Eastern)
- Rejean Bruneau, Region 3 (Eastern)
- Melanee Jessup, Region 4 (Southwestern)
- Judith Goodfellow, Region 4 (Southwestern)
- Ryan Ward, Region 5 (GTA)
- Lynda McLellan, Alternate Region 5 (GTA)
- Bob Black, Region 6 (Hamilton/Niagara)
- Peggy Jones, Directly Chartered Locals Representative
- Missy Taylor, Regional Women's Committee Representative
- Sheila Karasiewicz, Aboriginal 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
- Craig Berggold, Academic Workers Representative

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

Regrets: Jason Storkson, Region 1 (Northwestern), Susan Glanville, Regionally Based Separate Employers locals, Lloyd Brown, Racially Visible Committee Representative, Leslie Searl, Region 5 (GTA).

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

The Chair acknowledge Mississauga of the credit first nation.

The hours of sitting were:

- Thursday, 9:30 a.m. – 4:30 p.m., Lunch 12:00 p.m. – 1:30 p.m., Break 10:45 a.m. & 2:15 p.m.,

Motion to adopt the hours of sitting.

m/s Soaud (Sue) Soubra Boone and Judi Goodfellow

Carried Unanimously

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. There were no names provided.

Moment of silence observed

AGENDA:

1. Adoption of Agenda
2. Adoption of previous meeting minutes (July 13th & 14th, 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. Municipal Election and Debrief

11. Phoenix Update
12. Young Worker Summit
13. New Business

Item 1. Adoption of Agenda

The Chair recommends adoption of the agenda.

Motion to adopt agenda

m/s Melanee Jessup and Bob Black

Carried Unanimously

Item 2. Adoption of previous meeting minutes (July 13th – 14th, 2018)

The Chair recommends adoption of the previous minutes

Correction to the previous minutes, update Josh Sadler Ontario Regional Council title to reflect the changes in the PSAC Constitution.

Motion to adopt previous amended minutes

m/s Melanee Jessup and Judi Goodfellow

Carried Unanimously

Item 3. Business arising from previous minutes

Education Courses

Regional Coordinator to Report to REVP on courses added to basic education schedule:

In Toronto added TUB and Duty to Accommodate in

Hamilton/Niagara; however, course cancelled due to low registration

In Kingston added Grievance Handling
In Sudbury added two courses to Fall Schedule
In London added Talking Union Basics
In Thunder Bay added Local Officers course

Newsletter

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

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 spoke to having a new National President, and as such the portfolios for the Alliance Executive Committee National responsibilities have changed. Sharon currently has the women and National human rights committee portfolios and is a delegate to the CLC Council. Sharon has been asked by the government of Canada to sit on an advisory committee to deal with the gender pay gap.

For the National Human rights committee, all 6 recommendations brought forward by the working group have been passed by the National Board of Directors. More information on the recommendations will be coming shortly. For example, one is a task force that came out of the women's working group to have PSAC create an analysis on employment statistics based on gender.

Sharon also spoke on how she was invited by Queen's University Professional Management Program on the importance of being a leader and diversity and inclusion are critical in management possessions.

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) – bargaining meetings took place the week of May 28th, 2018. Bargaining will continue in the fall.
- Great Lakes Pilotage Authority (UCTE 00057) –bargaining is set to take place in the fall.
- Kingston Commissionaires (DCL 818) – PSAC filed for Conciliation and is looking at dates in the fall to continue bargaining.
- Research Assistants (RAs) at Queen's University (DCL 901) filed a Notice to Bargain with Queen's University on March 15, 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. Bargaining will continue in the fall.
- Nishnawbe-Aski Police Service civilians (DCL 400) – reached a tentative agreement on September 12, 2018. Ratification meetings will be scheduled shortly.
- Treaty Three Police Service members (DCL 410) - Notice to Bargain was served on February 16, 2018.
- Anishinabek Police Service (DCL 426) officers – Notice to Bargain was served on September 7, 2018.

- Hearst, Kapuskasing and Smooth Rock Falls Counselling Services (DCL 285) – Notice to bargain was served on June 13, 2018.
- CCOHS (UNE Local 00394) – After meeting for four days in April, the bargaining team is looking to set new dates to continue bargaining in the fall.

Renewal Agreements

- North Bay Airport (UCTE 00006) members ratified their new collective agreement on June 7, 2018.
- Sault Ste-Marie Airport (UCTE Local 00009) members ratified their new collective agreement on June 14, 2018.
- Sessional Lecturers (DCL 555) working at the University of Ontario Institute of Technology ratified their new collective agreement on September 13, 2018.

Organizing

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

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

Provincial

Provincial Election

Across 124 ridings, the Progressive Conservatives won a majority government with 76 seats with 40.64% of the vote, the NDP won 40 seats with 33.69 % of the vote and the Liberals won seven seats with 19.3% of the vote. The Liberals have now lost official Party status, as they needed 8 seats to achieve Party status. The Green Party won their first seat with leader Mike Schreiner winning his riding of Guelph.

Hands off workers' rights!

The Ontario Federation of Labour held a special meeting with national and provincial leaders of labour unions to create a strategy plan on September 10, 2018, to take on the PC Ontario government. The purpose of the meeting was to chart a path and create a plan of action in response to the challenges facing organized labour and our social democratic values, under a Doug Ford PC majority Government in Ontario.

The plan is focused on ensuring the protection of the labour law changes enacted by the previous Liberal government (Bill 148). An online email tool has been developed on the OFL webpage to get members to email their local MPPs on this important issue.

Mobilization

Phoenix Campaign

PSAC launched a lobbying effort targeting MPs over the summer when MPs had returned to their constituency offices to pressure them on Phoenix. A lobby kit with speaking points and a leaflet was developed to assist in this effort. The lobby campaign focused on PSAC's demands from the government, which include a public inquiry, fair negotiations and damages for our members due to Phoenix. Over 25 lobby meetings have taken place over the summer with Liberal MPs across the province.

In addition to lobbying, Locals were asked to mobilize their members and take visible action in the workplace. For example, members from the Agriculture Component of PSAC (Local 18) wore Phoenix t-shirts every pay day to protest Phoenix.

Stop Contracting-out Campaign

Canadian Forces Base in Kingston is letting go of cleaning staff who have provided high-quality, dependable service to the base for decades and who are represented by PSAC. PSAC has undertaken a campaign to urge the Canadian Forces to reconsider privatizing its cleaning services and support good, stable jobs.

The campaign was launched on August 28, 2018, after members and elected leaders including PSAC Ontario Regional Executive Vice-President Sharon DeSousa, Union of National Defence Employees (UNDE) Executive Vice-President Phillippe Turcq, and UNDE Local 00641 President Rej Bruneau, met with Kingston and the Islands Member of Parliament Mark Gerretsen. The meeting with Mr. Gerretsen was to present him with an alternative business case scenario to stop the planned loss of nearly 100 public sector cleaner positions at CFB Kingston.

Materials were developed to support this campaign, including; stickers, t-shirts, an online petition and a postcard. The campaign has already received media attention and there will be an advertising component to the campaign in the coming weeks.

- <https://globalnews.ca/news/4412822/union-angry-as-cfb-kingston-cleaning-jobs-to-be-privatized/>
- <https://www.thewhig.com/news/local-news/union-members-oppose-contracting-out-cleaning-work>

Labour Movement/ Solidarity

CUPE 3902, Strike at York University

On March 6, 2018, York University's contract faculty, teaching assistants and graduate assistants (CUPE 3903), went on strike to defend their job security. These workers were fighting for stable and

predictable funding and have taken job action in support of this. However, on July 25, 2018, the newly elected Progressive Conservative government passed back to work legislation that ended the nearly five-month-long strike.

PSAC and the United Way - Stevenson Camp fundraiser

The PSAC London Area Council participated in the “Labour Gives Back Stevenson Camp Project” fundraiser. This fundraiser by the London Middlesex Elgin United Way's Labour United Committee raised funds to replace the washroom/shower facilities at Stevenson Children's Camp in London with donated labour and supplies. This included high efficiency hot water on demand, low flow toilets and new sinks, fixtures, counters and paint. A final fundraising BBQ and auction was held on June 20, 2018, to fund the finishing details.

Pharmacare Community BBQ

On August 25, 2018 the PSAC Kingston Area Council organized community BBQ to raise support for the Canadian Labour Congress' (CLC) Pharmacare campaign in Kingston. The event was held at Lake Ontario Park with hundreds of people participating. Guest speakers included: Hassan Yussuf, President of the CLC, Chris Aylward, President of PSAC, Sharon DeSousa, PSAC Ontario REVP, National Vice President, Brother David Neufeld, Union of Safety and Justice Employees President, June Winger, National President for the Union of National Defense Employees, Phillipe Turcq, UNDE Executive Vice-President, Smokey Thomas, President of OPSEU, and Natalie Mehra, Ontario Health Coalition Executive Director.

Labour Day

PSAC Ontario Council once again produced Labour Day t-shirts, each with one of the following selected slogans: *Celebrating Diversity, Together We Stand, When We Organize, We Win!* Each shirt also highlights our selected hashtag, which is: #Solidarity. Members took part in Labour Day celebrations across the province, from Niagara Falls to Sudbury, in multiple cities and communities.

Queen's University Presentation on Inclusion and Diversity

On September 15, 2018, Sharon DeSousa gave a presentation to Queens University students in the Professional Master of Public

Administration program on the importance of understanding and fostering diversity and inclusiveness in public policy in Kingston. The presentation focused on the need to support diversity and create inclusive policies through the use of an equity analysis in formulating and evaluating policies.

Equity and Human Rights

National Indigenous Peoples Day

On June 21st, we celebrate National Indigenous Peoples' Day. To commemorate this day, the PSAC National Indigenous People's Circle Representatives for Ontario region rolled out the "Red Dress Pin Campaign", beginning on July 17, 2018. This campaign shows our union's support for the ongoing National Inquiry into the Murdered and Missing Indigenous Women and Girls. Campaign materials include a Fact Sheet, postcard and a Red Dress pin for members to wear. For more information on the campaign and to sign the petition, members can access: psacunion.ca/MMIWG

Pride

PSAC Ontario member participation in Pride events across the province continues to grow each year, celebrating our union's commitment to inclusion and equality. The establishment of new Pride celebrations, particularly in smaller communities, demonstrates a greater public awareness and support for the LGBTQ+ communities.

For example, on July 16, 2018, marked the first Borderland Pride event in Fort Frances. PSAC/CIU members in Fort Frances, including CIU National Young Worker Representative Andrew Wiersema, marched with PSAC prairies LGBTQ+ representative and UNE regional VP Chris Little-Gagne to demonstrate PSAC's unwavering support of the LGBTQ+ community. Over 200 people marched in the first annual Borderland Pride March, which was the first Pride march to cross an international border.

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

DRAFT

REVP Schedule for the period May 19, 2018 to September 15, 2018

May 23, 2018 – PSAC Ontario Election Telephone Town hall
May 25-26, 2018 – PSAC Ontario Academic Sector Meeting
May 29, 2018 – Technical Services (TC) Bargaining Team meeting in Ottawa
May 30, 2018 – PSAC Niagara Area Council in Niagara Falls
June 4-5, 2018 – Alliance Executive Committee meeting in Ottawa
June 8, 2018 – United Way Labour meeting
July 9-10, 2018 – Technical Services (TC) Bargaining Team meeting in Ottawa
July 12, 2018 – Ontario Regional Council Committees meeting
July 13-14, 2018 – Ontario Regional Council meeting
July 24, 2018 – DCL 610 meeting in London
Aug. 24, 2018 – DCL 818 meeting in Kingston
Aug. 25, 2018 – PSAC Kingston Area Council Pharmacare BBQ in Kingston
Aug. 28, 2018 – Meeting with MP Mark Gerretsen in Kingston
Aug. 28, 2018 – Meeting with UNDE Local 641 on anti-privatization campaign in Kingston
Aug. 30, 2018 – Labour Day Local workplace visits and BBQ in London
Sept. 3, 2018 – Labour Day celebration in St. Catharines
Sept. 7, 2018 – United Way Campaign Launch conference call
Sept. 10, 2018 – OFL meeting at the Metro Toronto Convention Centre
Sept. 11, 2018 – General Resolutions Meeting
Sept. 12-13, 2018 – Alliance Executive Committee meeting in Ottawa
Sept. 14, 2018 – General Resolutions Meeting in Ottawa
Sept. 15, 2018 – Presentation to Queens University students in Kingston

Motion to adopt REVP's report

m/s Sharon DeSousa and Melanee Jessup

Carried unanimously

Sharon DeSousa reassumed 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.

Kingston Regional Office

October 28th was Linda Cross's last day in the office prior to commencing her retirement. The Kingston RO held a cake and coffee social to wish her well on her new adventure. Linda will be missed by both staff and members.

Tim McIntyre transferred to the Kingston Regional Office immediately thereafter to ensure continuity in membership representation.

London Regional Office

A staffing action has been initiated for a term Regional Representative in the London Regional Office for up to five (5) months. This is an additional position that is being created for purposes of increasing staff capacity and distributing the workload that has arisen because of increased servicing demands from PSAC Local 610 (Graduate Teaching Assistants at Western). The position is posted on a term basis with the expectation that the capacity of PSAC Local 610 to self-service will normalize after a period of direct assistance from the Regional Office. The competition has closed, and interviews are being scheduled.

Toronto Regional Office

Tanya Ferguson was the successful candidate for the permanent Regional Organizer position. This vacancy arose when Michelle Sweeney was the successful candidate in the permanent Regional Representative competition in London. Tanya has spent nearly fifteen years working for three different national unions and is currently

leading the organizing division of Workers United as an 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. Tanya joined our staff conference the morning of October 11th for a presentation by Michelle Sweeney on the organizing program and to meet everyone. The Ontario Region has always had a strong commitment to union organizing and Tanya will continue this proud tradition. Tanya will be starting on December 3rd, 2018 following a transition period from her current position.

A permanent position for a Regional Representative was posted following notice of Lorraine Diaper's retirement. September 21st was Lorraine's last day at work. Retirement gifts were designed and purchased to wish Lorraine well in her retirement. The competition has closed, and interviews are being scheduled.

There is a separate and ongoing permanent staffing action for a Regional Representative – Toronto for purposes of filling the position previously held by Tim McIntyre. Interviews have commenced.

A one (1) year term Regional Representative position was posted for purposes of backfilling for Nicole Wall who will be taking one year leave later this year. The competition remains open with a closing date of October 19th, 2018.

The competition for a Regional Education Officer is now closed and interviews have concluded. Following a standard reference check the successful candidate will be announced. Shirley was the first Regional Education Officer within the Ontario Region; consequently, this staffing action reflects a significant moment in the history of the regional education program. Please join me in wishes Shirley well in her upcoming retirement.

Operational Developments

The Kingston RO has relocated to a new home on Princess St which is more centrally located for the members and includes such improvements as a new larger boardroom, an additional break out room, new furniture, a gender-neutral washroom, two spare leave without pay offices for members, storage space for committee materials and more... The Kingston RO worked with Diane Prevost in PSAC Holdings throughout the design process to ensure the new space reflected their needs and the needs of the membership. Congrats on this wonderful new space!

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

Council members will make proactive efforts to liaise with Regional Office staff to encourage members to attend.

Council members will continue to communicate with their constituents to keep them informed of education opportunities and encourage participation.

Recommendation carried

Motion to adopt the Education Committee's report

m/s/c Melanee Jessup and Leslie Searl

The following Ontario Regional Council members requested to be recorded against Ryan Ward, Shalane Rooney and Bob Black.

Political Action Committee (APPENDIX "B")

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

Recommendations to Council:

1. Each Council member, who has not yet met with their local MP, to lobby their Member of Parliament by the first Council meeting in 2019.

Recommendation carried unanimously

2. All Council members participate in the OFL Doug Ford fight back plan to protect our labour law achievements in Bill 148.

Recommendation carried unanimously

Motion to adopt the Political Action Committee's report

m/s/c Melanee Jessup and Bob Black

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

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

We miss Josh Sadler from the committee. However, we got a great addition to the group Ann Marie KuarSingh and the committee want to say welcome.

The Chair stated Ontario Regional council has a special initiative line item that can be access if the calendar is a prior for council.

I would suggest if there will be a recommendation to produce these calendar that a costing is also completed.

Recommendations to Council:

No recommendations at this time

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

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

Report carried unanimously

Health and Safety Committee Report (APPENDIX "D")

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

Recommendation to Council:

1. That a "working group" be created of PSAC Ontario Region members who are providing WSIB representation, for support and information sharing.

Recommendation carried unanimously

Action Item: Chris will provide final agenda to the Chair of the health and Safety committee and the REVP's office.

Action Item: The REVP's will be sharing the health and safety conference agenda with the health and safety committee members.

Action Item: Chris to follow up with the Regional offices in regard to swag donation to the health & safety conference.

Motion to adopt the Health and Safety Committee's Report

m/s Bob Black and Judi Goodfellow

Report carried unanimously

Finance Committee Report (APPENDIX "E")

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

Action Item: The REVP office will sent an email to Ontario Regional council with year-end deadline dates.

Recommendation to Council:

1. Recommendation carried

Motion to adopt the Finance Committee's report

m/s/c Craig Reynolds and Ryan Ward

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

The REVP thanked the Ontario Regional council members and wish them a safe and happy holiday. Also, if any Ontario Regional Council members need any help with their portfolio she invites them to contact her directly. The REVP welcomed the newly elected Ontario Regional Council member and stated she will connect with them to what type of support they may need.

Melanee Jessup stated she had a great opportunity to co-facilitate the Alliance Facilitator Training Program (AFTP) course and it was an amazing experience.

The REVP stated if Ontario Regional Council members require information or have any questions for the Regional Education Officer (REO), these enquiries must be sent to the REVP's office.

Missy Taylor stated she received a promotion at work and will be moving to Lindsey Ontario.

Bob Black stated he attended the Alliance Facilitator Network (AFN) seminar. He also completed final selection of delegates that will be given the opportunity to attend the Ontario Regional Health and Safety conference.

Craig Berggold made an announcement that Directly Chartered Locals (DCL) Regional conference will be taking place in two weeks in Toronto.

Souad (Sue) Soubra Boone shared that Toronto Members with Disabilities Access committee (MDAC) will be hosting a Stress in the Workplace session on November 26th from 6pm – 8pm in the Toronto Regional office and all are welcome to attend.

Item 8. Collective Bargaining Updates

Treasury Board Bargaining

Bargaining teams representing nearly 90,000 federal public service workers were at the bargaining table with Treasury Board (TB) on October 16th - 17th. PSAC's bargaining teams remained disappointed by the continued lack of response and meaningful engagement by Treasury Board negotiators at the table. The teams all proposed economic increases of 3.75% per year for the 2018-2020 period. In addition, each team presented wage adjustments and allowances, as well as other proposals at their specific tables. The next bargaining sessions will be held on: November 27th – 29th for table specific proposals, December 4-6 for common issues proposals.

Program & Administrative Services (PA)

Proposals from the PA bargaining team include a Public Safety Allowance for workers at security agencies in constant risk of mental or physical injury, a Primary Responsibility Allowance for Parole Officers, a higher retention bonus for workers having compensation and benefits related duties, and improved working conditions and training for call centre workers. The PA team also reiterated its proposals to: improve compensation for overtime work, better address family responsibilities, and enhance work-life balance.

Technical Services (TC)

The TC bargaining team tabled a comprehensive wage proposal that seeks to expand and roll all current allowances into salary, add two increments to the top of all members' pay scales, as well as introduce new occupational allowances to help address a substantial pay gap with others who do similar jobs.

Education & Library Science (EB)

The bargaining team focused its wage proposals on closing the pay gap between EB members and those working outside government in comparable sectors, such as public school boards and academic libraries. And it followed up on a previously tabled proposal to negotiate a new national rate of pay for 12-month Elementary and Secondary Testing (ED-EST) teachers, which government negotiators have been sitting on for more than four months.

Canada Revenue Agency (CRA)

Melanee Jessup gave an update on Canada Revenue Agency (CRA) bargaining. The PSAC/UTE bargaining team met with the Canada Revenue Agency (CRA) on October 23-25 to continue negotiations for a new collective agreement. While the team raised a number of key issues like job security, scheduling protections, and improving working conditions in call centres, the employer did not move to resolve them.

Statistical Survey Operations (SSO)

Shalane Rooney gave an update on Statistical Survey Operations (SSO) the group is still awaiting dates for arbitration.

The SV bargaining team proposed market adjustments (in addition to the economic increases mentioned above) for a wide range of job classifications to eliminate the pay gap between public sector positions and comparable jobs in the private sector, as well as initiatives associated with salary grid restructuring. The team also tabled language proposing improvements to the terms and conditions contained in some of the group-specific appendices.

Kingston Commissionaires (DCL 818)

Peggy Jones stated Kingston Commissionaires (DCL 818) just elected a new local President. The bargaining team met with the employer and the MP for the Kingston region on October 8th & 9th. PSAC filed for Conciliation and is looking at dates in the fall to continue bargaining.

Academic Sector

Craig Berggold gave an update on Research Assistants (RAs) at Queen's University (DCL 901) filed a Notice to Bargain with Queen's University on March 15, 2018. RAs bargaining for a 1st contract. We have had approximately 5 meeting selection of the bargaining team. The fight for a 1st contract is almost 5 years old.

University of Ontario Institute of Technology (UOIT) Local 555 signed a contract for their sectional. The group was in bargaining for approximately a year.

Border Services (FB)

PSAC / CIU members working at the Canada Border Services Agency (CBSA) held a Bargaining Conference in the National Capital Region, October 10 to 12, 2018, to prepare for upcoming negotiations for a new collective agreement. Delegates also elected the Border Services (FB) Bargaining Team, which will sit across from the employer throughout negotiations and fight for improvements to the current contract. The most recent four-year collective agreement with CBSA expired June 20, 2018.

Parks Canada

PSAC members working at Parks Canada Agency held a Bargaining Conference in the National Capital Region September 25 to 27, 2018, in a preparation of a new round of bargaining. The most recent four-year collective agreement with Parks Canada expired August 4, 2018. Delegates also elected the Parks Bargaining Team, which will sit across from the employer throughout negotiations and fight for improvements to the current contract.

Canadian Food Inspection Agency (CFIA)

PSAC members working at the Canadian Food Inspection Agency held a Bargaining Conference in the National Capital Region on October 2-4, 2018, in a preparation of a new round of bargaining. The current four-year collective agreement with the CFIA will expire at the end of December 2018. Delegates also elected the CFIA Bargaining Team, which will sit across from the employer throughout negotiations and fight for improvements to the current contract.

NAV CANADA

The Public Service Alliance of Canada is applying for conciliation to the Minister of Labour to assign a federal conciliator to assist in reaching a tentative agreement for UCTE members working at NAV CANADA. Members have been without a collective agreement for 278 days. After several negotiation meetings, and two rounds of mediation, the employer has failed to agree to key monetary issues affecting NAV CANADA workers. We are simply asking for parity. PSAC members deserve the same benefits and monetary increases that other unionized employees at NAV CANADA have already negotiated and received. In applying for conciliation, PSAC hopes the employer will come back to the table with an improved mandate to reach a tentative agreement for our members.

City of Timmins Airport (UCTE 00075) –bargaining took place the week of May 28th.

Great Lakes Pilotage Authority (UCTE 00057) – dates to begin bargaining with the employer are being scheduled.

Police Sector Units

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. Bargaining will continue in the fall.

Nishnawbe-Aski Police Service civilians (DCL 400) ratified their new collective agreement on October 5, 2018. The agreement includes the pay increase to provincial police level.

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

Anishinabek Police Service (DCL 426) officers – Notice to Bargain was served on September 7, 2018.

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

CCOHS (UNE Local 00394) – After meeting for four days in April, the bargaining team is looking to set new dates to continue bargaining in the fall.

Item 9. Ontario Council Newsletter

Lino Vieira stated the Ontario Regional Council has until November 7th to provide feed back on current newsletter. He is hoping to have a draft by the next Ontario Regional council meeting in 2019 for the next newsletter. Council members will continue to be profiled in the newsletters.

Motion: Ontario Regional Council newsletter deadline is March 1st, with the appropriate reminders being sent by the REVP's office.

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

motion carried unanimously

The following Ontario Regional Council members will be submitting articles for the next newsletter.

Ryan Ward – A Christmas miracle

Judi Goodfellow – Health & Safety conference

Amanda Gebara – Young Workers Summit

Shalane Rooney – Childcare

Item 10. Municipal Election and Debrief

Municipal elections took place across Ontario on October 22nd, 2018. We had some progressive candidates elected, but voter turnout was quite low in many areas. There was also confusion by voters for the Toronto election with the Premier's decision to cut the ward count from 47 to 25 in the middle of the campaign, 14 of the 25 seats were won by progressive. This left some voters confused as to the new boundary lines. PSAC Area Councils held phone banks to encourage our members go out and vote.

Ryan Ward stated Patrick Brown was the successful candidate in Brampton. Patrick Brown is anti-Doug Ford which could be interesting.

Item 11. Phoenix Update

Phoenix is a constant agenda item and the "Here for Canada" ad campaign is still going. We have PSAC board members coming together and are currently creating a Phoenix action plan. PSAC have made it clear to the government of Canada that our members need to be compensated.

PSAC is planning a Day of Action on the 3rd anniversary in February of the Phoenix debacle. The Chair is encouraging Area Councils/Locals to plan actions in their areas. They should also continue MP Lobbying and actions in the community.

The Chair stated PSAC is connecting Phoenix to bargaining and the upcoming Federal Election. We will make Phoenix an election issue.

The Chair stated PSAC is currently working on the updated dues change file that was received from TB. If members owe union dues PSAC will only go back 12 months to collect these dues, we will not collect in a month more than double of members' dues.

PSAC have a hardship process that members can contact if the collection of arrears dues put them in a hardship situation.

The Chair will hold a group conference call with the Area Councils sometime in November.

Action Item: Chris will follow up with IT in regard to phone system in the Kingston regional office.

Item 12. Young Worker Summit

The 2018 Young Workers Summit was held in Cornwall at NavCan Centre. There were 30 participants and for many it was their very first conference that they attended.

The summit theme was **“Value our Experience, Support our Growth, We are NOW”** this highlight valuable role Young Workers play within the Union and labour movement.

Amanda Gebara Young workers Representative on Council stated this was her first Young workers summit. The panel speakers discussed how young workers can engage in workplace, union and communities. There was also an activist campaign, info session on collective bargaining and a brief intro of PSAC union structure. Amanda also extend thank you to everyone that made the summit a success.

Shalane Rooney thanked Amanda for doing a great job and for showing such dedication. The summit was well done and it would be great see more youth spaces at conferences.

The Chair stated Amanda did a fantastic job, she was impressed with the delivery and honest discussion. There were some challenges with

the venue and Amanda put it on the table and sort it out with the participants which helped and also showed true leadership.

The Chair stated Alliance Executive Committee (AEC) has approved a national Young Workers Conference which will be held in December. The Ontario region received seven seats to that conference.

Action Item: The REVP's office will send an email with the link to the website that council can pass onto members.

Melanee Jessup stated Ontario Regional Council would like to give Shirley Riva thanks for all her work with Ontario Regional Council and years of service.

The Chair stated once PSAC have a date she will make sure Ontario Regional council sentiments are sent.

The Chair stated there were over 40 resolutions that was not presented at the national convention. The National Board of Directors (NBoD) was able to debate the resolutions that did not have a cost and the ones with only a one time cost. The resolutions that had a cost were tabled.

Business completed, meeting adjourned at 2:24pm