



PSAC Ontario Council Meeting Minutes November 15th – 16th, 2019 TORONTO/MARKHAM SUITES

The meeting convened at 9:05 a.m. on Friday, November 15th, 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)
Dana Kelly, Region 2 (Northeastern)
Shalane Spencer, Region 2 (Northeastern)
Richard McNeill, Region 3 (Eastern)
Rejean Bruneau, Region 3 (Eastern)
Melanee Jessup, Region 4 (Southwestern)
Sara Johnson, Region 4 (Southwestern)
Ryan Ward, Region 5 (GTA)
Leslie Searl, Region 5 (GTA)
Bob Black, Region 6 (Hamilton/Niagara)
Peggy Jones, Directly Chartered Locals Representative
Missy Taylor, Regional Women's Committee Representative
Lloyd Brown, Racially Visible Members 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
Craig Berggold, Academic Workers Representative
Susan Glanville, Regionally Based Separate Employer Locals

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

Observers: Kathy Samuel – Local President USJE 00089, Lyle Gall – Local President CEIU 00647, Lynda MacLellan – CEIU NVP Women’s Issues Western Canada, Ed Jones and Ken Boone.

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

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

The hours of sitting were:

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

Motion to adopt the hours of sitting.

m/s Bob Black and Ryan Ward

Motion carried unanimously

The Chair requested an honour roll call for members and any worker across the Province that has passed away since the last Ontario Regional Council meeting. The following names were put forward:

- Maureen Leyland – Past Regional Representative in the Toronto Regional office.

Moment of silence observed.

AGENDA:

1. Adoption of Agenda
2. Adoption of previous meeting minutes July 12th -13th, 2019)

3. Business arising from previous minutes
4. Regional Executive Vice-President Report
5. Regional Office - Updates
6. Ontario Council Committees Reports
7. Ontario Council Members Reports
8. Collective Bargaining Updates
9. Ontario Council Newsletter
10. Provincial Fightback Plan – OFL Power of Many
11. Phoenix Update
12. PSAC Ontario Regional Convention
13. Federal Election debriefs
14. Labour Day debrief
15. PSAC Ontario Regional Women’s Conference debrief
16. Ontario Federation of Labour Convention
17. Fall School
18. Investigation Committee Reports

Item 1. Adoption of Agenda

The Chair added agenda item #18 – Investigation Committee reports:

1. O’Brien vs Lagakos,
2. Scalamogna vs Lagakos
3. Lagakos vs Scalamogna.

Motion to adopt amended agenda

m/s/c Sue Boone and Craig Reynolds

Item 2. Adoption of previous meeting minutes (July 12th – 13th, 2019)

An amendment to the minutes was adopted to include Lloyd Brown's name, which was accidentally omitted in the previous meeting minutes as a participant.

The Chair recommended adoption of amended meeting minutes.

Motion to adopt amended meeting minutes.

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

Item 3. Business arising from previous minutes

Ontario Federation of Labour (OFL) – Ontario Council Guest Speaker
Lino Vieira sent an invite on September 24th to the OFL for a guest speaker to attend our November Ontario Regional Council meeting. Chandra-Li Paul (Chani), the OFL Interim Director of Political Action and Outreach, attended on behalf of the OFL as the guest speaker at the Ontario Regional Council meeting.

OFL Convention

The REVP's office sent an email with the necessary OFL convention information on August 13th.

PSAC Convention Committee's

The REVP's office sent an email on October 10th to Ontario Regional Council members to select which Convention Committee they would like to be on. The email also included the dates that each committee would be meeting on.

Item 4. Regional Executive Vice-President Report

Craig Reynolds assumed the Chair.

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

Sharon DeSousa stated that it was an extremely busy time for our Ontario region. The majority of our National Bargaining units could be on strike in the coming months, which is approximately 140,000 members.

In addition, our region had two units on strike. Local 818 (Kingston Commissionaires), recently ratified their new collective agreement and UNDE local 639 (GDI Cleaners), will be holding ratification votes shortly.

Collective Bargaining

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

Ongoing Bargaining

- Treaty Three Police Service members (DCL 410) – The bargaining team reached a tentative agreement, which was rejected by the membership on October 24, 2019. We are pursuing arbitration to continue bargaining.
- University of Ontario Institute of Technology (UOIT) Post-Docs (DCL 555) – The bargaining team met with the employer from April 16-18, 2019. Future dates are being scheduled.
- Town of Moosonee (DCL 285) – Notice to bargain was served on June 17, 2019.
- UOIT Exam Invigilators (DCL 555) – bargaining dates have been secured for January 30 and 31, 2020.

- UOIT Research and Teaching Assistants (DCL 555) - Notice to Bargain for the Teaching Assistants & Research Assistants was sent on June 19, 2019.
- NPF Kinston (UNDE 681) – notice to bargain was served on June 19, 2019.
- NPF Trenton (UNDE 683) – bargaining input call sent on March 13, 2019.

Renewal Agreements

- Nishnawbe-Aski Police Service officers (DCL 401) – members ratified their new collective agreement on October 24, 2019.
- Wequedong Lodge of Thunder Bay (DCL 002) – members ratified their new collective agreement on November 7, 2019.
- Kingston Commissionaires (DCL 818) – ratified their new collective agreement on November 12, 2019.
- Great Lakes Pilotage Authority (UCTE 00057) – ratified their new collective agreement on November 28, 2019.
- GDI Cleaners at Garrison Petawawa (UNDE 639) – ratified their new collective agreement on November 15, 2019.
- Blue Water Bridge (DCL 501) – ratified their new collective agreement on December 19, 2019.

Organizing

UOIT

A proposal has been approved to organize Research Associates and Contract Research Techs at the University of Ontario Institute of Technology (UOIT), in Oshawa. We currently do not represent Research Associates in Ontario, but the Quebec Region has seen

significant growth in pursuing these groups and this would strengthen our bargaining power at the University.

Wilfred Laurier University

Over 400 Teaching Assistants and Research Assistants at Wilfred Laurier University have joined PSAC after the ballots were counted on December 11, 2019. This win is particularly special because several Unions were interviewed by Teaching Assistants and PSAC was chosen because of our longstanding commitment to human rights.

Invigilators at UOIT

In June 2019, over 200 invigilators at the University of Ontario Institute of Technology (UOIT), voted overwhelmingly to join PSAC. The University sector in Ontario now includes over 5,000 members at Western, Queen's, UOIT and Wilfred Laurier.

Auditors at Casino Woodbine

12 Auditors at Casino Woodbine are looking to join PSAC. PSAC Local 533 is one of the three unions present at the Casino. As Casino Woodbine and their Entertainment Facility are scheduled to expand, we welcome the opportunity to be the union that workers choose for representation.

Invigilators at Queens

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

Federal

Federal Election

The federal election took place on October 21, 2019. Ontario has 124 ridings within its boundaries, more than any other province and critical for any Party wanting to form government. PSAC Ontario's federal election plan focused on strategic ridings where we have

strong membership density, active Area Councils and committees and the results of the last election were close. Our Region's Area Councils were instrumental in getting our members out to vote and held a number of initiatives to provide our membership with information on each of the Party's platforms.

The results of the election were a minority Liberal government with 157 seats, the Conservatives with 121 seats, the Bloc with 32 seats, the NDP with 24 seats, the Greens with 3 seats and one independent.

All Candidates Town-hall Meetings

Many of our Area Councils held all-candidates town-hall meetings open to our members and the public. These town-halls were held in Kingston, Toronto, Windsor and Niagara Falls, where the candidates of each Party were invited to attend and answer questions from our members.

Election Phone Banks

Election phone banks were held for our members to talk about the different Party platforms. These phone banks took place in Kingston, Thunder Bay, Toronto and London for several days leading up to vote day. These calls also ensured our members knew about advanced voting and how to check if they were registered with Elections Canada.

Province-Wide Election Telephone townhall

PSAC Ontario held a province-wide telephone town-hall to discuss the election on Wednesday, October 2nd at 6:30 p.m. On the call with the Ontario REVP we had three special guests:

- The Senior Economist of the Canadian Centre for Policy Alternatives, David Macdonald
- The Program Director for the Broadbent Institute, Katrina Miller; and
- Our PSAC National President, Chris Aylward

Our speakers provided members with information on the party platforms and members were able to ask questions live on the call.

Federal Election Mailout

Flyers with a message from the Ontario REVP were mailed to all our members in our 5 priority ridings, with a “Know your Rights” attachment that provided information for our federal public service members on their political rights during an election.

Election Webinars

PSAC Ontario held two province-wide election webinars on October 7th and 16th in the evening for our members on the Party platforms, why elections are important and how to get involved.

Provincial

Oct. 28 – Ontario Federation of Labour Day of Action

After a 5-month long recess, the longest in modern history, the legislature resumed on October 28, 2019. To remind the PC government that we had not forgotten about all the cuts they made the OFL called for a day of action to welcome back the MPPs. Demonstrations took place across the province, with the key rally taking place around Queen’s Park in the morning. A press conference was also held with some of the workers who had lost their jobs due to the government’s actions, despite the Premier’s assurances that not one job would be lost.

Mobilization

Phoenix Campaign

PSAC is the only remaining union that represents federal government workers that has not reached a deal for Phoenix damages and compensation. The five days offered is offensive given the suffering our members have and continue to endure. Therefore, we have linked bargaining and Phoenix and are preparing to take strike action should the government not address these issues properly.

GDI Cleaners in Petawawa

Our members from the Union of National Defense Employees Local 639 provide cleaning services to the Base in Petawawa and are employed by GDI Services. GDI had reneged on two pay increases that they signed off on in the last collective agreement and were now

seeking reductions to the workers' health and safety provisions, staffing, employment standards protections and many others. The workers decided to take strike action on July 25, 2019.

Picketing various locations, rallies, lobbying, letter writing initiatives and an extensive radio ad campaign took place in Petawawa and in Montreal, where GDI is headquartered. In addition, postcards were developed, along with a petition demanding the Government of Canada stop contracting out. As a result of all these pressure tactics a new collective agreement was signed on November 15, 2019, without any concessions.

Kingston Commissionaires Strike

Our members who provide security services at the Base in Kingston (the Kingston Commissionaires DCL 818), took strike action on June 24, 2019; primarily to fight for better paid sick leave. Our picket lines were supported by other Base personnel, Locals in the Area, the Fight for \$15 and Fairness, the Kingston District Labour Council, OFL and affiliates; leading to extensive traffic delays right up to the highway on several occasions.

Letters were sent to the Commissionaires Regional and National Board of Directors to get them involved and pressure the employer back to the table, as well as to select MPs who are responsible for the government's contracting out procedures. We used radio and print ads in the Kingston area and often targeted the Liberal MP, Mark Gerretsen, to try and pressure the Corps through the government.

This difficult strike ended on November 12, 2019, with the signing of a new collective agreement. Highlights of the new agreement include: Employer paid Sick Benefit of 1% annual earnings with accrual, changes in hours of work which provide for better work scheduling, wage rates increase of 2.2% effective April 1, 2019, RRSP contribution improvements and Bereavement Leave improvements.

Stop Contracting out Campaign – CFB Kingston

On September 18, 2019, we held an information picket at CFB Kingston to protest the use of contracting out on the base. This rally

was spearheaded by UNDE Local 641 on the base. There is concern that contracting out has started again on the base and will be expanded, leading to lower quality jobs and further labour strife.

Trenton Cleaners (UNDE 650)

Cleaners at 8 Wing Trenton work for a private company that had failed to pay a scheduled wage increase. Commercial Cleaning Services signed the collective agreement that included a \$1/hr raise on September 1st. with the hourly wage rising to between \$16.25/hr and \$18.25/hr.

Instead, Commercial Cleaning decided to keep that money for themselves, with each cleaner potentially losing about \$1,950 dollars per year from this wage theft.

On September 19, 2019, members came by bus to hold a rally at the base to highlight this injustice, receiving media attention:

<https://www.intelligencer.ca/news/local-news/union-pickets-base-over-dispute-with-contractor>

In addition, lawn signs were created and distributed throughout the community, with members going door to door to have the public sign a petition calling on the Government of Canada to stop contracting out.

On December 23, 2019, PSAC received a favourable decision from an arbitral award that challenged the employer's decision to not honour the collective agreement. In a major victory for the cleaners and PSAC, the Arbitrator sided with our union and the cleaners will be receiving the wage increase that they were entitled to.

Great Lakes Pilotage Authority (GLPA)

Members of the Union of Canadian Transportation Employees (UCTE), a Component of the Public Service Alliance of Canada (PSAC), who work for the Great Lakes Pilotage Authority (GLPA), entered into a legal strike as of November 18, 2019.

PSAC/UCTE Local 00057, are the dispatchers and office staff who work in Cornwall and have been without a contract since June 30, 2016. With a coordinated and strategic strike, members were able to

achieve a new collective agreement on November 28, 2019, ending the ten-day long strike.

Bargaining Support

PSAC-CIU Branch 18 in Windsor held an information picket on December 16, 2019, in support of ongoing bargaining. The picket was to engage members to call on Treasury Board to get back to the negotiating table as CIU members have been without a new contract since June 20, 2018.

Labour Movement/ Solidarity

Ontario Federation of Labour – Power of Many Campaign

In the face of so many regressive, anti-worker policies and cuts to public services by the Ontario Conservative government, the Ontario Federation of labour (OFL) launched the Power of Many Campaign in 2018. The campaign continues to train activists on how to get politically engaged and to take action. Training sessions have been held across the province, establishing hubs in key ridings, with more being planned. The goal is to have trained activists across the province that can respond quickly to any anti-worker announcement in their communities.

October 10th – World Mental Health Day

PSAC Ontario ran a week-long radio ad campaign to promote World Mental Health Day on October 10th in an effort to end the stigma of talking about mental health issues. The radio ads were placed on local radio stations in London (AM980), Niagara (CHTZ 97.7), Sarnia (CHOK 103.9) and Windsor (CKUE 100.7).

Attack on Education Workers

The Ontario Secondary School Teachers' Federation (OSSTF) has been holding strategic one-day strikes across different school boards beginning in December 2019 and continuing this year. These rotating strikes are in support of bargaining, with the PC government continuing to demand cuts and regressive changes to Ontario's education programs and services.

Bill 124

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

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

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

Ontario Federation of Labour Convention

The 15th Biennial Convention of the Ontario Federation of Labour was held from November 25 to 29, 2019, at the Sheraton Centre Toronto Hotel. PSAC held a caucus meeting on November 24th, to speak with our members about submitted resolutions and to provide a space for the candidates running for elected positions within the OFL to address our members.

On November 27th, the OFL held a mass rally to oppose the PC government's attacks on workers and public services. The "Power of Many" rally was a key part of the Convention, which saw hundreds of delegates march from the convention to Queen's Park.

In an historic election, Patty Coates became the first woman to be elected President of the Ontario Federation of Labour (OFL). In addition, the Secretary-Treasurer position was won by Ahmad Gaied, and the Executive Vice-President of the OFL is now Janice Folk-Dawson.

The Convention saw many resolutions passed, inspiring guest speakers, equity forums and much more. For a full review of the Convention, please visit: <http://ofl.ca/pomconvention2019/>

Education

PSAC Ontario Regional Women's Conference

The Conference took place on September 27-30th, in Toronto with the theme: "*Building Women's Power for Change*". Four workshops were offered, including; Building Women's Power for Change, Working Together, Increasing Membership Engagement and Taking Effective Political Action.

After initial greetings and opening remarks by the Ontario REVP, conference participants were able to take direct political action by taking part in the Global Climate Strike on September 27th, at Queen's Park. This was a great start to the conference and energized our activists on the important issue of addressing climate change.

2019 PSAC Ontario Fall School

The 2019 PSAC Ontario Fall School was held in Toronto from November 18-24, 2019, with a total of 70 members participating. There were four courses offered: Advanced Representation Training for Stewards, WSIB Level III, Unions Work for Women and Political and Social Activism.

PSAC Programs Officer Michael Desautels presented on Solidarity with Indigenous communities, with the Ontario Director of the CLC, Lisa Bastien, delivering a workshop on Consent Culture. In addition, the CLC set up their Virtual Refugee Exhibit outside the classrooms and allowed members to experience a snapshot of what refugees are currently experiencing throughout the world.

PSAC National Health and Safety Conference

The PSAC National Health and Safety Conference took place from November 29 to December 1, 2019, in Montreal. There were three workshops offered at the conference:

1. Your “Right to Participate” in Hazard Investigations and How to Establish Workplace Strategies to Fix Problems
2. Managing Workplace Stress and Overload
3. Strategies for Preventing Workplace Violence (including Domestic Violence)

The conference was opened by Chris Aylward, PSAC, National President followed by a welcome by Hassan Yussuff, President of the CLC. This was followed by a great panel on understanding addiction in the context of the opioid crisis, with guest speaker *Mark Barnes*, Respect Rx, Pharmacist. There was also a great panel on Mental Health, with Sapna Mahajan, Mental Health Commission of Canada / Co-Chair of the Centre of Expertise on Mental Health.

Equity and Human Rights

Take Back the Night

Take Back the Night is an internationally held march and rally intended as a protest against sexual violence and other forms of gender-based violence. It is a feminist action movement that brings attention to the violence faced by women, girls and gender minorities in their daily lives. This year's event took place on September 26th, and centred on the missing and murdered Indigenous women, girls, and Two-Spirited people. Members took part in London, Toronto, Hamilton and other cities.

Members with Disabilities Access (MDAC) Committee – Superannuation Session

The Toronto MDAC committee hosted a session for our members on superannuation and retirement on October 7, 2019, in the Toronto regional office. Special guest facilitator David Cuning was in attendance to provide our members with this valuable information.

Holiday Charity Drive

The PSAC Toronto Racially Visible Committee held their annual holiday charity drive, which concluded on December 19, 2019. The Committee collected toys and donations for a local women's shelter. In addition, guest speaker MPP Kevin Yarde came to speak to our members.

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 August 17, 2019 to January 10, 2020

Aug. 19, 2019 – Rally in Ottawa in support of striking Commissionaires (DCL 818) and Petawawa cleaners (UNDE 639)
Aug. 28, 2019 - Kingston Commissionaires (DCL 818) strike line
Aug. 29, 2019 – UNDE 639 Petawawa Cleaners bargaining meeting
Aug. 30, 2019 - UNDE 639 Petawawa Cleaners strike line
Aug. 30, 2019 – National Board of Directors meeting in Ottawa
Sept. 2, 2019 – Labour Day parade in Hamilton
Sept. 5, 2019 – United Way Labour Appreciation Breakfast
Sept. 6, 2019 – Kingston Commissionaires (DCL 818) strike line
Sept. 9-10, 2019 – Alliance Executive Committee meeting in Ottawa
Sept. 13, 2019 – Ontario Federation of Labour Heads of Union meeting
Sept. 17, 2019 – UNDE 639 Petawawa Cleaners strike line
Sept. 18, 2019 – PSAC Ontario Convention planning meeting
Sept. 19, 2019 – PSAC Greater Toronto Area Council federal election candidates meeting
Sept. 24, 2019 – Kingston Commissionaires (DCL 818) strike line
Sept. 25, 2019 – Ontario Federation of Labour Executive Committee meeting

Sept. 26, 2019 – Ontario Federation of Labour Executive Board meeting
Sept. 27, 2019 – Global Climate Strike rally
Sept. 27-29, 2019 – PSAC Ontario Regional Women’s Conference
Oct. 2, 2019 – PSAC Ontario province-wide telephone townhall
Oct. 5, 2019 – CEIU Women’s Conference
Oct. 7-8, 2019 – Alliance Executive Committee meeting in Ottawa
Oct. 8, 2019 – Gender Equity Task Force meeting
Oct. 9-11, 2019 – PSAC National Human Rights Committee meeting in Ottawa
Oct. 18, 2019 - Kingston Commissionaires (DCL 818) strike line
Oct. 21, 2019 - Kingston Commissionaires (DCL 818) meeting
Oct. 21, 2019 – Canadian Federal Election
Oct. 22-25, 2019 – National Board of Directors meeting in Ottawa
Oct. 22, 2019 – Gender Equity Task Force meeting
Oct. 30, 2019 – Joint Learning Program meeting
Nov. 1, 2019 – Treaty Three Police meeting
Nov. 1, 2019 - Agriculture Local 00014 Annual General Membership meeting
Nov. 11, 2019 – Remembrance Day Wreath Laying Ceremony at Toronto City Hall
Nov. 12, 2019 – Niagara/Hamilton Mobilization meeting in Hamilton/Stoney Creek
Nov. 13, 2019 – United Way Labour Appreciation Breakfast
Nov. 14, 2019 – PSAC Ontario Regional Council Committees meeting in Markham
Nov. 15-16, 2019 – PSAC Ontario Regional Council meeting
Nov. 18-19, 2019 – Alliance Executive Committee meeting
Nov. 21-23, 2019 – PSAC Ontario Fall School
Nov. 23, 2019 – Coalition of Black Trade Unionists Fundraiser Dinner
Nov. 24-28, 2019 – Ontario Federation of Labour Convention
Nov. 29-Dec. 1, 2019 – PSAC National Health and Safety Conference in Ottawa
Dec. 4, 2019 – PSAC Ontario Regional Staff Conference
Dec. 9-11, 2019 – Gender Equity Task Force meeting
Dec. 16-20, 2019 – TC Public Interest Commission in Ottawa
Dec. 17-18, 2019 – Alliance Executive Committee meeting

Motion to adopt REVP's report

m/s/c Sharon DeSousa and Bob Black

Sharon DeSousa resumed the Chair.

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

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

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

Toronto Regional Office

A new part-time Membership Clerk position has been created within the Toronto Regional Office for purposes of processing membership cards from Directly Chartered Locals. The position was posted on a term basis as a pilot initiative and will be reviewed after a period of eighteen (18) months. The successful candidate will report to Membership Services in Ottawa. There are two such positions across the country: Toronto and Montreal. Interviews have concluded and a letter of offer has been issued. Training will be offered in Ottawa where the successful candidate will have the opportunity to learn, practice and meet the whole Membership Administration team.

With a heavy heart, Maureen Leyland, who worked as a Regional Representative within the Toronto Regional Office, passed away on September 21st. Each of us who worked with Maureen, will have memories of her fierce commitment to the women's movement and strong advocacy for gender equality. Her family has asked that In lieu of flowers, donations can be made to Covenant House Toronto, ON or a Women's Shelter in the Hamilton, Ontario area. The Celebration

of Life took place on Saturday, October 5, 2019, from 1 p.m. to 4 p.m. at Circle of Life Cremation and Burial Centre, 100 King Street East, Dundas Ontario. Condolences, memories and photos may be left at www.circleoflifecbc.com

Please visit the following page for more information:
<https://www.thespec.com/announcements-obituaries-memorials/obituaries-death-notices/9617936-leyland-maureen-nee-mary-josephine-forrester-/?s=e>

Jawara Gairey was the successful candidate for the term Regional Coordinator position during the month of August. Jawara had previously acted as Regional Coordinator and ensured continuity in the position during my leave.

Three York University students are completing their work placements for their labour studies courses within the Toronto Regional Office working one (1) day a week. The students are:

- Sandreen Porter: Sociology (recent Secretary of the Sociology student committee)
- Andrew Lucas: (Political Science) and
- Shevaun Donaldson (Politics, Law and Society)

In broad terms, Sandreen is supporting organizing, Andrew is working within the education program and Shevaun is working under my direct supervision.

London Regional Office

A term Regional Representative position has been posted for up to four (4) months for purposes of backfilling Lynn Meston. The application period has closed and interviews are being scheduled.

A second term Regional Representative position has been posted for a period of up to eighteen (18) months for purposes of backfilling

Michelle Sweeney. The application period has closed and interviews are being scheduled.

Federal Election Campaign Organizers

As part of the Regional Federal Election plan, three Election Riding Coordinators were hired to support membership engagement during the election process. The members were:

- Sean McNeil in the Kingston RO. Sean has been very active within the Union including recent participation in the Young Workers Conference.
- Alissa (Lisa) Howe in the London RO. Lisa has been a member of CIU Local 18 for the past 21 years and has been the VP Communications for the past 2 years. She was on the organizing committee for the recent Regional Women's Conference and attended the 2018 PSAC Health & Safety Conference.
- Michelle Herbert in the Toronto RO. Michelle is also working on mobilizing for the October 28th rally to mark the re-opening of the provincial legislature.

National Operational Review

Chris Aylward, National President and Magali Pickard, National Executive Vice-President have announced a national operational review with the objectives of reviewing:

- Branch/Team organization
- Functions and Services and
- Management Structure

with the goals of transforming PSAC into an even more effective fighting Union.

Operational

Toronto Regional Office

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. An initial short list is being developed for purposes site visits using as guidelines: access to the membership, access to public transit, space requirements including boardroom space among other relevant factors.

London Regional Office

PSAC Holdings has conditionally offered to enter a lease for a new office location in London for the London RO at 244 Pall Mall Street, 4th Floor, Suite 401. PSAC owns the current property on Sovereign Rd; consequently, there is no requirement to move. The offer is conditional upon the costs of renovating the new location falls within budget.

The advantages of the new location include:

- **Location:** more central downtown location for members within the City of London, additional boardroom capacity on the main floor for larger meetings, close proximity to a unionized hotel, closer to amenities for members and staff, access of public transit, better security through shared tenant space and more....
- **Space:** 3,306 square feet that includes a large boardroom. There is also a leave without pay office for members who work on campaigns.
- **Parking:** In terms parking, the offer to lease will include 3 parking spaces for staff with the option to renting additional

space later if required. Paid parking will be available for members administered by Impark.

- **Timeframe and Duration:** The lease commences December 1st, 2019 until November 30th, 2029; however, the day of relocation will likely be sometime around April 2020 depending upon the availability of the trades.

Item 6. Ontario Council Committees Reports

The Chair stated that all Ontario Regional Council Committees have the ability to schedule conference calls prior to Ontario Regional Council meeting. It is up to each Committee to make the decision should they require a call to help alleviate some of their workload.

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

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

Recommendations to Council:

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

Recommendation carried unanimously

2. Currently we have a minority government. Now is the time to act and lobby. We ask that Council utilize this opportunity to lobby on Phoenix, bargaining, and any Human Rights issues.

Recommendation carried unanimously

Missy Taylor asked Ontario Regional Council members to inform Equity & Human Rights committee of any upcoming activities in their regions.

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

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

Education Committee Report (APPENDIX "B")

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

Recommendations to Council:

1. That an Alliance Facilitators Certification Course be held in 2020.

Recommendation carried

Action Item: The Chair stated that an email will be sent in regard to the consultation process for education with the Ontario Council Education committee, Regional Representatives and the Regional Education Officer.

Melanee Jessup stated that the Ontario Regional Council members from Kingston and Thunder Bay were not involved in the sort selection process.

Action Item: Chris Wilson will follow up with the Regional representatives and REO in regard to the 2nd sort/select call that should have taken place for the Fall School selection process.

Motion to adopt the Education Committee's report

m/s Melanee Jessup and Sheila Karasiewicz

Motion carried unanimously

Political Action Committee (APPENDIX “C”)

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

Recommendation to Council:

1. To have all Council members lobby their MPs in the ridings where they live and represent.

Recommendation carried unanimously

Action Item: The Chair wants all Ontario Regional Council members to send their lobbying reports to Lino Vieira.

Motion to adopt the Political Action Committee’s report

m/s/c Ryan Ward and Jason Storkson

Motion carried unanimously

Health and Safety Committee Report (APPENDIX “D”)

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

Recommendations to Council:

1. Utilize the PSAC Ontario Health and Safety Facebook page that was created by Shalane

Recommendation carried unanimously

Action Item: Lino Vieira will share PSAC Ontario Health and Safety Facebook page that was created by Shalane with the Ontario Regional Council members.

2. Encourage council members to lobby MP's to support full coverage Pharmacare and encourage other union activists to do so.

Recommendation carried

3. CCOHS pocket guides (costed at \$15 each) - order enough copies of the pocket guides for each of the participants at the upcoming PSAC Ontario Convention. The item can be then referenced when the Health and Safety report is presented on the floor.

Recommendation carried unanimously

Motion to adopt the Health and Safety Committee's Report

m/s Bob Black and Jason Storkson

Motion carried unanimously

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 accepting the 2018 audited report of the PSAC Ontario council books, as submitted.

Recommendation carried unanimously

2. The Committee recommends Ontario Regional Council members submit their year-end portfolio expenses by Friday, January 17th, 2020.

Recommendation carried unanimously

Motion to adopt the Finance Committee's report

m/s Craig Reynolds and Peggy Jones

Motion carried unanimously

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

The REVP thanked the Ontario Regional Council members for their hard work over the years. The Chair then requested Council members who wishes to highlight any of their activities over the past three months.

Sue Boone stated the superannuation session held by the Toronto Members with Disabilities Committee was very successful and members are requesting to hold another session in the future.

Lloyd Brown stated the 2nd PSAC Ontario regional Racially Visible Conference will be held in February 2020.

Craig Berggold stated an organizing drive at Wilfred Laurier University for PSAC to represent the Teaching Assistants. A union representation vote was held, and the results should be in shortly.

Ann Marie Kuarsingh shared with Ontario Council a post card campaign developed by CEIU members, lobbying the Prime Minister's Office for the inclusion of the LGBTQ2+ community in census data collection.

Leslie Searl shared details about her trip to Korea, as part of the Canadian delegation for unionized workers at airports across the globe.

Jay Storkson stated the Nishnawbe-Aski Police officers ratified their new contract.

Missy Taylor requested that council members promote the PSAC Gender Equity Task force survey that was released.

Sheila Karasiewicz is working to get the Indigenous Circle re-established in the Thunder Bay area.

Ryan Ward thank Council members for their work on the federal election.

Bob Black attended a Niagara/Hamilton area meeting in Stoneycreek concerning national bargaining.

Item 8. Collective Bargaining Updates

PSAC National has struck up a National Strike Strategy Consultation Committee, which is made up of representatives from each of the bargaining units.

Canada Border Services Officers (FB)

The chair stated that PSAC/CIU members are being raided by CSN. CSN has targeted our FB Border Service Officers in Niagara Falls, Fort Erie and now in the Toronto area. PSAC has developed and is implementing an anti-raid campaign to push back against CSN. There have been multiple information sessions held, along with rallies with the Component (Customs and Immigration Union). Ontario Regional council members are expected to go out and show support with our CIU members.

Our PSAC/CIU bargaining team has raised issues around vacation leave, medical notes, student workers and firearm practice time during this round of negotiations.

Parks Canada

The Federal Public Sector Labour Relations Board has upheld PSAC's decision to declare impasse in Parks Canada bargaining. The Labour Board disagreed with the employer and denied their request to delay the establishment of a Public Interest Commission

(PIC). The Labour Board has scheduled a PIC for Parks Canada in January 2020.

Canadian Food Inspection Agency (CFIA)

The Labour Board has rejected a request from the Canadian Food Inspection Agency (CFIA) management to delay the creation of a Public Interest Commission. PSAC had filed for a PIC in August, after talks with CFIA reached impasse, but the employer responded by asking the Board to delay the creation of a PIC. In its decision, the Board found that a sufficient number of bargaining meetings had taken place to justify PIC hearings. PSAC is now awaiting dates for PIC hearings from the Board.

Canada Post Corporation

PSAC will soon be approaching the employer to begin negotiations for the renewal of the collective agreement. Members of the bargaining unit are encouraged to fill out the online form to provide feedback on changes they would like to see made to the collective agreement. This form will be online and open for input until Dec. 1, 2019.

Treasury Board

The Labour Board has set dates for the Public Interest Commission hearings for four Treasury Board bargaining tables:

- Program and Administrative Services (PA): December 4-7, 2019
- Education and Library Sciences (EB): December 9-12, 2019
- Technical Services (TC): December 17-19, 2019
- Operational Services (SV): January 22-24, 2020

Once a hearing has taken place, a PIC report is issued. After the reports are issued, each bargaining unit will be in a position to strike if members vote to walk off the job.

GDI Cleaners at Garrison Petawawa (UNDE 639)

The members from this unit have been on strike as of July 25th. Bargaining took place on November 11th and the unit reached a new tentative agreement with the employer. Members will be voting on their tentative agreement on November 15th, 2019.

Point of Privilege – Susan Glanville stated that the vote in GDI was a Yes and that the membership has ratified the collective agreement and the strike has officially concluded.

Canada Revenue Agency (CRA)

The bargaining team is set to begin bargaining and they are waiting on available dates from the employer.

Great Lakes Pilotage Authority (UCTE 00057)

The next bargaining date is scheduled for November 15th, 2019, for one day. A strike vote has already been held so if a deal is not concluded on November 15th the bargaining team may declare impasse to be in a strike position before the closure of the Seaway.

Treaty Three Police Service (DCL 410)

The bargaining team reached a tentative agreement, which was rejected by the membership on October 24, 2019. Negotiations are continuing to get improvements to a new tentative deal.

Kingston Commissionaires (DCL 818)

Members ratified their new collective agreement on November 12, 2019.

Nishnawbe-Aski Police Service officers (DCL 401)

Members ratified their new collective agreement on October 24, 2019.

Thunder Bay International Airport (UCTE 50505)

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

Wequedong Lodge of Thunder Bay

Members ratified their new collective agreement on November 7, 2019.

University of Ontario Institute of Technology (DCL 555)

Notice to Bargain for the University of Ontario Institute of Technology (UOIT) Teaching Assistants & Research Assistants was sent on June 19, 2019.

Notice to Bargain for UOIT Exam Invigilators was sent on June 19, 2019.

UOIT Post-Docs bargaining continues after commencing earlier this year.

Town of Moosonee (DCL 285)

Notice to bargain was served on June 17, 2019.

Blue Water Bridge (DCL 501)

The bargaining input call was issued in June 2019.

NPF Kinston (UNDE 681)

Notice to bargain was served on June 19, 2019

NPF Trenton (UNDE 683)

The bargaining input call was sent on March 13, 2019.

SSO

Earlier in the fall, bargaining team members met with the employer. The team was quite disappointed with the initial meetings and are awaiting future bargaining dates from the employer.

Item 9. Ontario Council Newsletter

Lino Vieira thanked Melanee Jessup and all of the Ontario Regional Council members for assisting with the newsletter. Lino stated that he would like to send out one more Council newsletter before the Regional Convention takes place.

The following Council members will be submitting articles to the newsletter;

1. Leslie Searl – Trip to Korea
2. Sheila Karasiewicz – Retirement

3. Shalane Rooney – National Health and Safety conference
4. Lloyd Brown – Ontario Racially Visible conference
5. Ann Marie Kuarsingh – Fall School
6. Rej Bunreau – Contracting-out campaign
7. Sharon DeSousa – OFL Convention

The Chair suggested the newsletter should be released sometime in April, after the next Council meeting.

Ontario Regional Council established a deadline of February 21st for articles to be submitted and for the newsletter to be published on April 1st.

Action Item: The REVP's office will be sending an email with the dates for the final newsletter of this Ontario Regional Council cycle.

Item 10. Provincial Fightback Plan – OFL Power of Many

Chandri-Li Paul, interim Director of Political Action & Outreach at the OFL presented to Council the OFL's Power of Many Campaign. The campaign is meant to create hubs of trained activists across the province who can respond to anti-worker legislation quickly.

As the Ontario Conservative government has been so quick to introduce austerity and anti-worker legislation, these hubs will act as rapid response units.

Chani, gave an overview of the campaign, including what hubs have been established, how many people have been trained, some of the key issues that the OFL has developed messaging around and next steps. Once the PowerPoint presentation was completed, Chani took questions from Council members:

Richard - Our focus should be on regional issues to motivate local activists, as Kingston has been affected by this government's actions.

Ryan – What can we do up in Barrie? What resources can we get to fight these issues?

Chani - The OFL will be holding its Convention in a couple of days and there will be a direct ask from affiliates on many of these questions and requests.

Craig Berggold stated Kingston is very active in the fight for \$15 minimum wage battle. The OFL has held community meetings in Kingston, but they should be working together with the Fight for \$15 coalition.

Action Item: REVP’s office will send an email to Ontario Regional Council with the “Power of Many” campaign information and website.

Item 11. Phoenix Update

The Chair thanked all Regional Council members for their solidarity in helping out with Phoenix mobilization actions. PSAC will continue to fight for better Phoenix damages for our members.

While other bargaining units in the federal public service have settled on compensation for Phoenix damages, it should be noted that they all signed a “me too” clause with the government. This essentially means that if PSAC negotiates a better settlement, they will be given the same benefits. PSAC has always led the way in federal negotiations and set the benchmark for standards, as we are the largest federal public service union.

Action Item: REVP’s office will be sending an email with information on phoenix rallies throughout the Ontario Region.

Item 12. PSAC Ontario Regional Convention

The next Ontario Regional Convention will take place on May 29th to 31st, 2020. There will be an Ontario Regional Council meeting prior

to the commencement of the Convention on Thursday, May 28th, 2020.

The Ontario Regional Convention Committees and Ontario Regional Council meetings will be held the week of March 23rd to 28th, 2020.

The Chair reminded Ontario Regional Council members to register for the upcoming Ontario Regional Convention and that their registration fees will be covered by Ontario Regional Council.

There will be an increase in the number of delegates attending the 2020 PSAC Ontario Regional Convention due to the Convention now being fully funded by PSAC National. However, the formula that was used to establish delegate entitlement is not in our Ontario Regional By-Laws. This will have to be amended to reflect the changes in the PSAC Constitution. In addition, the acronyms used for our equity seeking members (Indigenous and GLBTQ2S+) will also need to be amended in our By-laws. Council will need to bring these two housekeeping resolutions forward to the Ontario Convention to amend the Ontario Region by-laws. It was agreed unanimously to submit these two housekeeping resolutions to the PSAC Ontario Convention.

Hotel

Soubra (Sue) Boone was a part of the Convention hotel selection process. Sue stated that there were a number of accessible requirements the hotel needed to update. Sue was pleased to report back that all the requirements have been made by the hotel and it is now fully accessible.

The Chair stated that the Ontario Regional Convention has outgrown the capacity of the previous hotel used (the Hilton Meadowvale in Mississauga), and now that it is fully funded, we can look at other locations/venues across the province.

Item 13. Federal Election Debrief

The Chair spoke on the region's federal election work, which included a mailout to target ridings, webinars, a telephone town-hall, several communication pieces, phone banks and all-candidates town-hall meetings. The Chair thanked Council, the region's committees and Area Councils for all their hard work during the election.

Now that we have a minority Liberal government in power, this puts PSAC in a strong position at the bargaining table to get a fair deal and negotiate Phoenix damages. As such, our region will be ramping up our lobbying and mobilization efforts to get our members in a strong strike position should the need arise.

Item 14. Labour Day Debrief

The Chair attended the Hamilton labour day parade, which also saw Prime Minister Justin Trudeau attend. PSAC members gave the Prime Minister a warm welcome with chants regarding bargaining and the need to deal with Phoenix.

The leader of the New Democratic Party (NDP) Jagmeet Singh, was also in attendance at the parade. The Chair stated that she was proud of the Hamilton Area Council and the committees in the area worked so hard to have an amazing turn out by our membership.

Sara Johnson stated that she went with Nancy Richter, Chair of the London Area Council, and delivered Labour Day cakes to the London area Locals.

Sheila Karasiewicz took part in the labour day celebration in Thunder Bay and stated that they had a great turn out of members.

Bob Black attended the Labour Day celebration in Niagara/St. Catharines. He pointed out that the public turnout was amazing and that the PSAC Area Council handed out information in regard to voting in the upcoming election. Bob made a recommendation that

Area Councils should only order enough Labour Day t-shirts for our members, as some Area Councils have had excess stock after their events.

Ryan Ward stated that the number of participants at the Barrie Labour Day went up this year. Specifically, they had approximately 100 members in attendance.

Lloyd Brown attended the Toronto Labour Day celebration and he stated that he felt it was disorganized. Lloyd said that we need to do a better job organizing our members and around logistics.

Souad (Sue) Boone stated that the Greater Toronto Area Council needs more membership engagement and additional staff support with helping the setup of the Labour Day celebration.

Action Item: Chris Wilson will check how regional staff can help the Greater Toronto Area Council (GTAC) with mobilizing members and having staff assist with the Labour Day celebration.

Item 15. PSAC Ontario Regional Women's Conference debrief

Missy Taylor was the Chair of the Ontario Regional Women's conference, where there was a total of 57 participants. The charity of choice for the conference was the Assaulted Women's helpline, in which members raised just under \$900 for the helpline.

Missy thanked all the members of the organizing committee, the regional office staff and the National Executive Vice-President, Magali Picard, who addressed the participants.

Missy stated that she received a tremendous amount of positive feedback in regard to the overall conference. She encouraged council members who will be chairing a conference in the future to make sure to debrief each night after conference sessions. This practice allows the organizing committee to debrief on any issues that took place during the day and to provide an update back to the participants the next day.

The Chair then thanked Missy for her Chairing of the resolutions debate and thanked the regional staff that went above and beyond to make this an amazing event.

The Women's Conference participants attended the Climate Change rally that was held at Queen's Park on the Friday of the conference. Participants loved starting off the conference with this direct action and enjoyed chanting and playing empowering music at the demonstration.

The Chair hosted a REVP's wellness night at the Conference, which was an alcohol-free event for participants to get together to paint and discuss ways to promote self-care.

Sara Johnson stated one of her Local Executive members attended the conference and she came back pumped up and ready to take action.

Shalane Rooney stated it was one of the best conferences that she had attended. She enjoyed attending the Climate Change rally and the speakers were very interesting.

Item 16. Ontario Federation of Labour Convention (OFL)

The Ontario Federation of Labour (OFL) Convention would be taking place from November 25th – 29th, 2019 in Toronto. Chris Buckley, the current OFL President, will not be reoffering for the position.

PSAC Ontario region and the National Capital Region (NCR) will be holding a caucus on Sunday, November 24th, before the start of the Convention. Information on the caucus meeting will be sent out by the REVP's office.

The Chair stated Patty Coates had decided to run for President, with Ahmed Gaied running for Secretary/Treasurer and Janice Folk-Dawson looking to run for the Executive Vice-President position.

Patty, Ahmed and Janice will be running together on a slate and their slogan is "Vision Forward".

Item 17. Fall School

Missy Taylor stated that she was not impressed with the process of organizing the accommodations and travel for the participants of the school. The direction that was conveyed to the participants she felt was disrespectful and the organizers did not take into consideration participants needs before selecting the hotel that was being used for the school.

Missy posed two questions to Ontario Council:

1. How are courses approved and was the Education Chair on Council, along with the Education Committee, consulted?
2. Who made the decision to select the hotel used for Fall School?

Melanee Jessup, Chair of the Ontario Regional Council Education Committee, stated that the courses offered, particularly the WSIB Level 3 has resulted in the School being over budget. Although Council approved the courses offered at Fall School, Council was not provided with a costing beforehand that would have raised the issue of costs overruns with four workshops being offered. Furthermore, the Education Committee was not involved with choosing the hotel, as well as any travel and accommodation logistics.

The Chair stated that going forward all future education proposals that are presented to Ontario Regional Council must have a costing attached so that Council can make an informed decision.

Chris Wilson stated that there has been no direction to staff to use cost cutting measures in regard to the participants arrangements in an effort to balance the Fall School budget. If a member feels that their travel or accommodation needs are not following the PSAC Travel Policy they can be directed to him and he will resolve the issue. A full tally of the school costs will only be available in mid

January when the final invoices are received. At that point we will have to see the final budget figures and then Council will have to come up with a plan to cover the overage.

Ryan Ward stated that the loss of salary letters must be sent out earlier for all conferences and events. He stated that his experience during this School was difficult particularly to get timely responses on inquiries. He hopes that for future courses it will not be done in this manner.

Shalane Rooney did not register to attend fall school because on-site childcare was not provided.

Action Item: Chris Wilson will follow up in regard to sort/select consultation; travel (i.e. members being told to find own parking); leave authorization letters; and how a draft budget must be provided to the education committee in regard to making decisions on courses.

Action Item: Chris Wilson will consult with staff involved in the Family Care policy and see what options might be available.

Retirement Recognition

Ontario Regional Council presented Sheila Karasiewicz and Richard McNeill with a retirement cake and thanked them for all their hard work and activism on behalf of our membership.

Item 19. Investigation Committee Report

The Chair advised Ontario Regional Council members that all investigation reports are confidential and are not to be shared. Once the Council meeting has completed, the investigation committee reports must be deleted, and any printed copies destroyed. The three reports Council will be reviewing are;

1. O'Brien vs Lagakos
2. Scalamogna vs Lagakos
3. Lagakos vs Scalamogna

Adoption of the Investigation Committee reports

m/s/c Melanee Jessup and Souad Soubra Boone

Ontario Regional Council was presented each report separately by the Chair of the Investigations Committee. Along with reviewing each report, Council debated any recommendations that were made in the reports. Votes were held on the reports' recommendations and any findings/actions that needed to be taken.

The Chair stated that the National Board of Directors (NBoD) will be reviewing the investigation process outlined in Regulation 19 of the PSAC Constitution and how the NBoD can provide more support for future investigation committees.

Action item: The Chair will check with Chris Aylward as to how long the censorship letter will remain on a member's file.

Craig Berggold would like direction from the NBoD in regard to the appropriate use of social media within locals. Currently locals are using social media as a platform to communicate with their members and PSAC membership seems to be struggling with how to use this platform effectively right across the region.

The Chair stated that she will add the request on the agenda for Chris Aylward to send something out in regard to social media.

Council Member Finances

On November 14th, the Ontario Regional Council Finance Committee Chair emailed all Ontario Regional Council members that were over their portfolio budgets. As in past practice, Ontario Regional Council members must submit a motion to Ontario Regional Council requesting an increase of their portfolio dollars if they are over budget.

Motion: Lloyd Brown would like to request \$300 from Council to add to his portfolio budget, which is currently over budget.

m/s/c Lloyd Brown and Rej Bruneau

Motion: Bob Black would like an additional \$500 added to his portfolio budget.

m/s/c Bob Black and Ryan Ward

The Chair reminded the Council Finance Committee that any portfolio expenses submitted that are over a Council members budget must be brought to Ontario Regional Council for approval.

Business completed and meeting adjourned at 3:12 pm

APPENDIX "A"

PSAC Ontario Council Equity and Human Rights Committee Report November 14, 2019

Committee Chair: Missy Taylor

Committee Members: Souad Soubra Boone
Lloyd Brown
Sheila Karasiewicz

Staff: Joan-Ann Gravesande

Regrets: Ann Marie KuarSingh

REVIEW & UPDATES:

- The committee is continuing to work on the established 3-year plan including scheduling conference calls and additional meetings to keep objectives and mandates on track including identifying priorities and action items from each of the representatives.
- The committee held a conference call September 10th, 2019 to review the election and associated activities.
- The committee members forwarded Human Rights and Equity based questions to the All Candidates meetings. These questions were brought forward at each meeting by our staff representative, Joan Ann Gravesande as well as Lloyd Brown at the Kingston meetings. The various locations included Kingston, Hamilton, Niagara, GTA etc.
- Committee flyer was created and finalized. This was disseminated at the Ontario Women's Conference, the MDAC pensions information session as well as being made available at various PSAC workshops.
- Lloyd Brown currently in working and planning stages of the upcoming Racially Visible Conference to be held February 7-9, 2020 at the Intercontinental Toronto. Call out is currently available online.

- ***Updates from National Human Rights & Equity committee;***
 - Gender Equity Task Force – the survey is live and on the website. The G.E.T. and corresponding survey was embedded into all Regional Women’s conferences. Telephone townhalls have been occurring nationally. The next G.E.T committee in-person meeting will be in December 2019. More information to follow.
 - Members with Disabilities working group finalizing the updated Duty to Accommodate booklet. Will be ready for dissemination in the near future. Also working on a Chemical Sensitivity document awaiting final approvals.
 - Red Dress pins that have been created have had multiple production runs. Continued high demand for these. Follow up actions to continue on the Reclaiming Power and Place: The Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls.
 - Racially visible committee had review of the upcoming Regional Conferences. Also, the committee completed an overview assessment of leadership styles with a goal of working together to move the membership forward.

GOALS:

- To hold a committee conference call in December/January to discuss possible resolution submissions from this committee. Resolution Deadline January 31, 2020.
- To continue political action including lobbying on issues that relate to Equity and Human Rights. To coordinate with PSAC as well as community and labour partners on all equity issues.
- To continue to engage in outreach to all Regional Offices with a view of connecting with PSAC members in those areas and promoting Human Rights & Equity.
- As a committee, share and respond to Equity issues as they arise.

- Assist, support, and promote in any and all PSAC activities, conferences, and or events.

ACTIONS:

- Continue to raise awareness on Human Rights & Equity issues and ensure there is an equity lens applied to maintain and build inclusiveness.
- Continue to create statements for respective human rights and equity days to be sent to the membership.
- Commitment to work towards better supporting Regional staff by keeping regional offices apprised and updated on any and all information stemming from the National Working Groups.
- Create letter of introduction from this committee with and ask to have disseminated to Ontario Region staff to share in any trainings, events, or educations.

RECOMMENDATIONS:

1. Council apply an equity lens in all political action and lobbying endeavours.
2. Currently we have a minority government. Now is the time to act and lobby. We ask that Council utilize this opportunity to lobby on Phoenix, bargaining, and any Human Rights issues.

Acknowledgement:

The committee would thank Sheila for all her work and dedication not only to this committee but to the PSAC. We will miss her and wish her all the best in her future endeavors.

Miigwech.

Moved by Missy Taylor and seconded by Souad Soubra Boone

APPENDIX “B”

PSAC Ontario Council Education Committee Report November 2019

Committee Chair: Melanee Jessup

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

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

Review:

- Costs for this year’s Fall School will come in over budget due to the additional costs for a fourth course, coupled with the longer WSIB III course. The Committee is considering ways in which to mitigate the overspending.
- When Council members are involved in the selection process for Fall School courses, they should recuse themselves from the selection for any course they have applied for.
- 2020 and 2021 Fall/Spring School format.
In 2020, we will offer Geo-Based training, with one of four two-day advanced courses offered in each Region:
 - Domestic Violence (new)
 - Young, Organizing, Unionizing and Resisting (new)
 - Building Solidarity with Indigenous Communities (new)
 - Violence in the WorkplaceIn 2021, we will offer a Spring School, with courses to be decided later.
- Thunder Bay Equity committees would like to see Equity Committee training added to the basic education schedule. The Committee suggested that the members discuss it with the Regional Office staff and they can provide the training.

- The Alliance Facilitators Network (AFN) Policy is to be reviewed every three years. The REO and Committee Chair are in the process of assembling a focus group of Alliance Facilitators (AFs) to review the policy.
- Several newly-trained AFs have not yet been certified. The Education Subcommittee discussed a session to provide certification for all the remaining uncertified AFs. A recommendation will be made.
- A current list of certified AFs, with contact information and additional training capabilities (Workers Health and Safety Centre, Occupational Disability Response Team instructor training), is being updated and will be maintained.

Goals for next term:

- AFN Policy review

RECOMMENDATIONS:

2. That an Alliance Facilitators Certification Course be held in 2020.

Rationale: A number of newly-trained AFs have yet to be certified and this course will provide the opportunity for them to be certified as a group and added to the AFN. The course should run approximately two days.

Moved by Melanee Jessup
Seconded by Sheila Karasiewicz

APPENDIX “C”

PSAC Ontario Regional Council Political Action Committee Report November 2019

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

Staff: Lino Vieira

Regrets: Christopher Wilson

Meetings via conference call on October 29, 2019 at 6:00 p.m.

Agenda:

1. Federal Election
2. Doug Ford PC Government
3. PSAC's Next Focus

Federal Election

PSAC Ontario ran a “get out and vote” campaign in the hopes of averting a Conservative government. The results of a minority Liberal government with the NDP holding the balance of power will hopefully allow us to get some headway in bargaining for our National bargaining units and have progressive legislation tabled.

PSAC Area Councils held election phone banks in London, Windsor, Toronto, Kingston and Niagara Falls. They also hosted all-candidates meetings in North York, Willowdale, Kingston, London and Niagara Falls. PSAC Ontario developed and delivered province-wide election webinars that were held on October 7th and 16th. A province-wide telephone townhall was held on October 2, 2019. Also, a mailout was sent to our members in PSAC Ontario's 5 key ridings with a message from the REVP and a flyer letting our members know of their political rights.

Doug Ford PC Government

The legislature resumed on October 28, 2019, after a 5-month recess, the longest in modern history. The PC government is beginning with Bill 124, which caps public sector compensation at 1% and infringes on free collective bargaining. Now that the federal election is over and the provincial Conservatives are out of hiding, we can expect further devastating cuts and regressive legislation as in the beginning months of their term.

PSAC's Next Focus

Collective bargaining for our National units will be resuming with this government and we have an opportunity to make real gains. We need to build our relationships with the returning MPs and focus on beginning our lobbying efforts on new MPs in terms of PSAC's priorities on bargaining and Phoenix.

Recommendation:

To have all Council members lobby their MPs in the ridings where they live and represent.

Moved by: Ryan Ward
Seconded by: Jason Storkson

APPENDIX “D”

PSAC Ontario Council Health & Safety Committee Report November 2019

Committee Chair: Bob Black

Committee Members: Missy Taylor
Sue Glanville
Rich McNeill
Sara Johnson
Souad Soubra Boone
Jay Storkson

Staff: Debbie St Germain

Regrets: Ann Marie KuarSingh
Shalane Rooney

Review

- previous minutes, previous report, new Facebook page for PSAC Ontario Health and Safety

Goals:

- Increase the understanding of PSAC members in the Region regarding their rights under their applicable health and safety legislation.
- Liaise with the Education committee to ensure Health & Safety training needs are met.
- Review available training and identify “gaps” (Right to Refuse, Mental Health, etc.)
- Support and build awareness for the CLC and Canadian Health Coalition on the National Pharmacare campaign.

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

Action Items:

- Health and Safety Committee chair to liaise with the Education committee chair to discuss developing Health and Safety Training that is applicable to both federal (Canada Labour Code Part 2) and provincial workers (OSH)
- develop 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, with a goal to have something ready by the end of the year
- delegates attending National Health and Safety Conference will report back to H & S committee and share documents received

Recommendations to Council:

- utilize the PSAC Ontario Health and Safety Facebook page that was created by Shalene
- encourage council members to lobby MP's to support full coverage Pharmacare, encourage other union activists to do so
- CCOHS pocket guides (costed at \$15 each)- order enough for participants at PSAC Ontario Convention to distribute in the swag bags and speak about it when H & S report is presented on the floor

Moved by Bob Black, Seconded by Jay Storkson

APPENDIX “E”

PSAC Ontario Council Finance Committee Report November 2019

Committee Chair: Craig Reynolds

Committee Members: Peggy Jones
Ryan Ward
Sharon DeSousa

Bookkeeper: Galit Sugar

Staff: Cleo Reid

Agenda:

- 2018 Audited report of PSAC Ontario Council books (Deferred from July’s Meeting)
- Update on portfolio expenses
- Expense Claim Forms
- Quarterly submission of expense claims
- 2019 Expense Claims (Closing 2019 Ontario Regional Council books)

2018 Audited report of PSAC Ontario Council books

This was deferred from July’s meeting to allow council members the appropriate time to review the report. The report was sent to all council members on Wednesday November 6th, 2019.

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

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

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

Update on portfolio expenses

All council members will be receiving an email stating what was used and the balance remaining in their portfolio as of November 14, 2019. We will also provide an update to the chair of each committee regarding their committee funding by November 30, 2019.

Expense Claim Forms

The finance committee observed that some members are using older expense forms when submitting their claims. The older forms typically have outdated or incorrect Per Diems as they change quarterly. This is a concern as the committee must alter these claims in order to make a payment. In order to protect the integrity of the committee, any incorrect claims received will be returned to the member to be corrected and resubmitted.

Quarterly submission of expense claims

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

2019 Expense Claims (Closing 2019 Ontario Regional Council books)

The finance committee discussed the closing of 2019 books. All expense claims must be submitted for the bookkeeper to close the

books. The finance committee would like all Council members to submit their 2019 Portfolio expense claims (ending December 31st, 2019) by Friday, January 17th, 2020. Any expense claims received after January 17th, 2020 will be included on council members 2020 portfolio expense claims.

Recommendations:

1. The Committee recommends accepting the 2018 audited report of PSAC Ontario council books as submitted.
2. The Committee recommends Ontario Regional council members submit their year-end portfolio expenses by Friday, January 17th, 2020.

Moved by: Craig Reynolds
Seconded by: Peggy Jones

APPENDIX “F”

Amanda Gebara PSAC Ontario Regional Council Young Workers Representative Report July 2019 – October 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:

- Promoted Union Education to PSAC members, focusing on young workers
 - Participated in Education Committee Conference Call, June 19, 2019
 - Participated in Commissionaires (Local 00818) strike, picket line - July 15, 2019
 - Kingston Area Council Event (pre Labour day)— August 28, 2019
 - Kingston Labour Day Parade and BBQ - September 2, 2019
 - Kingston Area Council meetings; August 12, 2019, September 10, 2019
- Participated in National Young Worker Working Group Conference Call, September 24, 2019
- Attended Kingston area Queen’s Climate Strike - September 27, 2019

- Educated members on election process for 43 Federal Election
- Widely shared young worker demographic info-graphics about the election; young-worker “focused” events, such as Karaoke Night [Labour Day Celebrations with PSAC 901] on September 7, 2019; YGK Youth Vote - One Roof & Y2K FL&A [Voter registration and all candidates debate on October 9, 2019]
- Communicated with Kingston Area Young Worker Committee regarding planning events for remainder of 2019
- Engaged in discussions with Toronto Area Young Worker regarding reinvigorating Toronto Area Young Worker Committee

Goals:

- Create a master Young Worker e-mail/contact list
- Apprise Young Workers’ in Ontario of courses that are happening in PSAC Regional Offices and promote the education program
- Educate Young Workers about PSAC Ontario Council through dissemination of the PSAC Ontario Council newsletter
- Expand online presence on the PSAC Ontario website to include information re: the Young Worker Program, Committee profiles, etc.
- Work towards reestablishing the Toronto Area Young Workers Committee to ensure it’s viability
 - 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
- Apprise Young Workers’ in Ontario of courses that are happening in PSAC Regional Offices and promote the education program
- Canvas support from USJE President, Stan Stapleton for development of a Young Worker program

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
August 2019 – November 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 –

- Supported the new Executive for the Toronto Pride Committee
- Met with the REVP to discuss engagement opportunities across the region in lieu of multiple Pride committees where the numbers do not currently support the establishment of committees.
- Attended a component (CEIU) National Human Rights & Race Relations Conference in Winnipeg.
- Attended several LGBTQ2+ related workshops and learning engagements hosted by the federal government.
- Provided advice and guidance to several federal Inclusivity Advisory networks.
- Supported a post-card campaign by members lobbying the Prime Minister's Office for the inclusion of the LGBTQ2+ community in census data collection.
- Work with other employer and community diversity and LGBTQ2+ networks to support the needs of the membership.

- Met with LGBTQ2+ members from different components to get an understanding of membership needs (Ongoing Outreach)
- 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.
- Continue to educate myself - participate in the **From Purge to Pride – LGBTQ2+ in the Federal Public Service** an event on the history and future of LGBTQ2+ inclusion in the federal public service. The LGBT purge is a difficult chapter in Canada's history—when the Government of Canada viewed homosexuality as grounds for surveillance and interrogation, and federal employees and members of the Canadian Armed Forces were investigated.
- Conduct Open Houses for members in 2020
- 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

Craig Berggold
PSAC Ontario Regional Council
Academic Sector Representative Report
August 2019 to December 2019

Objectives:

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

Actions:

Participate in Ontario University College Coalition (OUCC) provincial planning meetings in response to Doug Ford's education cutbacks.
Attended Kingston NDP election events, including: all-candidates meeting (Oct 3); NDP leader Jagmeet Singh's Kingston rally (Sept 14) with local candidate NDP candidate Barrington Walker.
Attended CFB Kingston rally supporting the fight against contracting out.
Attended the PSAC Local 818 Commissionaires picket line over a half-dozen times for strike support.
Initial discussions with academic members on writing resolutions for the upcoming 2020 PSAC Ontario convention.

Plans:

Participate in provincial OUCC planning meetings.
Support PSAC Local 818 Commissionaires picket line.
Prepare relevant academic resolutions for upcoming convention.

In Solidarity,

Craig Berggold
Academic Sector Representative

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

Objectives:

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

Actions:

- Internal Investigation Committee – October 16th, 2019.
- Political Action Committee Meeting – October 29th, 2019
- Finance Committee: Encoding Entries – November 4th, 2019

Plans:

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

In Solidarity,

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

Dana Kelly
PSAC Ontario Regional Council
Region 2, Northeastern Ontario Representative Report
August 2019 to November 2019

Objectives:

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

Actions:

July 11-13, 2019: Attended Ontario Council Meeting -Toronto

July 26, 2019: Met attended the work site and met with members of PSAC Local 00383 in Sturgeon Falls

July 29, 2019: Met attended the work site and met with members of PSAC Local 00383 in Sturgeon Falls

August 1, 2019: Attended the Sudbury Regional Office for consultation on education with PSAC staff

September 20, 2019: Attended the Sudbury Regional Office for consultation on education with PSAC staff

October 16, 2019: Sudbury and District Area Council meeting followed by member social with members from UTE Local 00042 and CEIU Local 534

Goals:

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

Dana Kelly
Region 2, Northeastern Ontario Representative

Jason Storkson
PSAC Ontario Regional Council
Region 1, Northwestern Ontario Representative Report
March 2019 to November 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.
- Attended Area Council meetings
- Met with Area Council and Regional office staff and updated them with information from Ontario Council
- First Nations Police Services are not falling under PSA anytime soon
- Attempted to run for NDP but lost nomination.

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 this spring

In Solidarity,

Jason Storkson
Region 1, Northwestern Ontario Representative

Leslie Searl
PSAC Ontario Regional Council
Region 5, Greater Toronto Area (GTA) Representative Report
July 2019 to November 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:

July 15 - attended Kingston Commissionaires picket line, CFB Kingston

July 23 - Toronto Airport Workers Council and Greater Toronto Airports Authority meeting

August 20 - Toronto Airport Workers Council meeting

September 1 - Airport Workers Event at Terminal 1

September 19 - Fall School sort and select conference call with PSAC staff

September 19 - TAWC

September 26-28 - attended as observer at the CIU NBOD, Ottawa

October 2 - Toronto Pearson Safety Summit, International Centre

October 9 - CIU Local 024 stewards meeting

October 15 - TAWC

October 16 - CIU Local 024 Sip 'n Social

October 22 - Toronto Pearson Worker Safety Forum

October 28 - OFL \$15 and Fairness rally, Queens Park

November 5-13 - KPTU Leadership Event, with representatives from TAWC, Seoul, Korea

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

Region 5, Greater Toronto Area (GTA) Representative Report

Lloyd Brown
PSAC Ontario Regional Council
Racially Visible Members Representative Report
July 2019 to October 2019

Objectives:

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

Actions:

- Attended Memorial for deceased UTE Local 00013 President Linda Collin - July 10, 2019.
 - Attended Ontario Council Meeting July 11 - 13, 2019.
 - Attended Nicholas Thompson NDP Don Valley East Candidate (and also PSAC Racially Visible Committee Member) Fund Raising Event - August 10, 2019
 - Participated in the Labour Day Parade September 2, 2019.
 - Participated in National Human Rights Committee Conference Call September 10, 2019.
 - Participated in Sort and Select for Fall School Applicants September 19, 2019
 - Attended Nicholas Thompson NDP Don Valley East Candidate (and also PSAC Racially Visible Committee Member) Fund Raising Event sponsored by the PSAC - September 22, 2019.
 - Participated in Canadian Labour Council Webinar regarding The Federal Election - October 5, 2019.
 - Participated in PSAC Webinar regarding The Federal Election - October 7, 2019.
 - Attended the National Human Rights Committee and National Indigenous Peoples' Circle Meeting - Ottawa October 9 - 11 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
July 2019 to November 2019

Objectives:

- Continue to share information via social media/email tree
- Contact Locals/Branches and Area Councils in Region 4
- Reach out to new Alliance Facilitators
- Attend the Waterloo Region Labour Council Labour Day picnic

Actions:

- Attended Ontario Council meeting
- Attended K/W Area Council meeting
- Participated in Waterloo Region Labour Council Labour Day Picnic with Kitchener/Waterloo Area Council
- VOTED!
- Attended Take Back the Night, Kitchener
- Attended UTE National Equal Opportunities Conference
- Participated in Education Subcommittee meeting
- Started preliminary planning with Regional Education Officer for teleconference with Alliance Facilitators Network focus group
- Did the layout for the Ontario Council newsletter

Plans:

- Attend Fall School and prepare myself to be a WSIB appeals resource
- Attend National Health and Safety Conference
- Organize strike training for locals in the Kitchener/Waterloo area
- Continue to share information via social media/email tree
- Contact Locals/Branches and Area Councils in Region 4
- Continue to reach out to new Alliance Facilitators
- Contact MPs with members with our concerns re bargaining and Phoenix

Respectfully submitted,

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

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

- Various conference calls for both Steering and Organizing committees for Women's Conference
- Ontario Women's Conference September 27-29, 2019
 - Climate Change Strike -Sept 27, 2019 Queens Park Toronto
- Working with Gender Equity Taskforce
- Creating Women focussed questions for political town halls
- Attending the National Human Rights committee October 9-11, 2019 in Ottawa
- Attending the Gender Equity Taskforce – October 8, 2019 in Ottawa
- Attending CEIU Women's Training Weekend October 5-6, 2019
- Article submission for Regional PSAC newsletter

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
Directly Chartered Local Representative Report
July 2019 to November 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 (Aug, Sept, Nov);
- Attended and Chaired Women's committee (Aug, Oct, Nov-Dec);
- MDAC committee, attending (Sept, Dec)
- Continuing with Political Rally – Against Ontario Premier Doug Ford service and job cuts.
- Political actions – Labour Day, Promenade,
- Working on strike actions through locals that are on strike and supporting all members of PSAC.
- Supported OLG Toronto Info Picket
- Attended the Women's Conference in September.

- Participating in Fall School(?)
- Supporting own local on strike line with PSAC Reps.

Plans:

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

In Solidarity,

Peggy Jones
Directly Chartered Local Representative

Rejean Bruneau
PSAC Ontario Regional Council
Region 3, Eastern Ontario Representative Report
July 2019 – October 2019

Objectives:

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

Actions:

- Attended Kingston District Labour Council meetings (Jul – 15, Oct – 17)

- Rally to stop contracting out CFB Kingston. Closed all gates at CFB Kingston 18 September.
- Attended Kingston Area Council (Jul – 9, Sep – 10 / 24, Oct – 8) and MDAC meetings.
- NDP Federal Kingston candidate election Support.

Plans:

- Working on an action plan to stop contracting out of public service work.
- 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
August 2019 to November 2019

I would first like to thank everyone for supporting me as one of the reps from Eastern Ontario.

Also, all the members of the last two councils.

It is difficult to walk away from the labour movement with so much still on the table, but there is never a good time to leave this type of work. Keep up the great work, you are all doing, and good luck in the future.

Objectives:

- I hope to do as little as possible in the first 6 months of retirement but then become active again and work with community groups in the Kingston area.
- Any time I run into union members to become involved with their union.
- Stay up to date on any campaigns PSAC IS PROMOTING

Actions:

- Stay involved with PSAC Kingston Area council as a retired member
- Continue to attend Kingston District Labour Council meetings.

Plans:

- Enjoy my retirement
- Lobby MP's on issues related to our union.

In Solidarity

Richard McNeill
Region 3, Eastern Ontario Representative

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

Objectives:

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

Actions:

- Appointed to the Barrie Labour Council Labour Day planning committee
- Promoting Barrie and Toronto Labour Day events
- Attended and helped set up Toronto Labour Day PSAC float
- Had discussions with members about federal election plans and encouraged participation in campaigns
- Created awareness of PSAC's political action
- Spoke at various training sessions about region 5 activities
- Campaigned throughout the entire 35-day campaign within Barrie

Plans:

- Prepare regular Region 5 reports to send out to members
- Work on logistics to start up Area Council in Durham Region
- Work with Region 5 to work on OFL plan for defeat of Ford government
- Help prepare a Finance Committee "Things to Do" list of regular work that needs to be done each year and for convention in 2020

In Solidarity,

Ryan Ward

Region 5, Greater Toronto Area (GTA) Representative

SARA B. JOHNSON
PSAC ONTARIO REGIONAL COUNCIL REPORT
REGION 4, SOUTHERN ONTARIO REPRESENTATIVE
JULY 2019 TO OCTOBER 2019

OBJECTIVES:

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

ACTIONS:

- October 2019 - working with local Vice President to lead a group grievance for Service Canada front ends regarding the employer's failure to provide a safe workplace as per CA article 22.01
- October 2019 - raising issue regionally within ESDC dept. about seniority not being properly recognized due to date in Peoplesoft defaulting to start date with dept. (not recognizing past service, unless manually corrected by compensation)
- October 2019 - Spoke to coordinator of representation at PSAC regarding the issue of the employer failing to completely meet their obligation of providing a printed copy of the collective agreement to every member, provided supporting information for hearing coming up in November
- October 2019 -writing article for Ontario Council Newsletter
- October 2019- PSAC Federal Election Telephone Banking- London, ON PSAC Regional Office
- September 2019 - supported Orange Shirt Day and Missing and Murdered Indigenous Women initiatives in my office
- September 2019 - Global Climate Strike (participated and handed out VOTE stickers to general public)- London, ON
- September 2019 - lobbied local MP regarding PA bargaining by phone and email

- September 2019 - PSAC London Labour Day BBQ/ Cake Delivery and Member Visits with PSAC London Area Council President- London, ON
- August 2019 - attended London Area Council meeting
- July 2019- travelled to Kingston to show support, walk picket line with Kingston Commissionaires DCL Local 818
- July 2019 - participated in London Pride Festival - Drag Queen Story time and Pride Retro Roller Disco
- shared my activities with the London PSAC Regional office and PSAC London Area Council
- continued to share important union/social justice information via social media

GOALS:

- apply to attend PSAC National Women's Conference 2020
- make plan to offer some lunchtime union learning at workplaces in the near future
- help plan the PSAC Ontario Regional Convention 2020

In Solidarity,

Sara B. Johnson,
Region 4, Southwestern Ontario Representative

Shalane Rooney
PSAC Ontario Council Report
Region 2, Northeastern Ontario Representative
July 2019 to September 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:

- July 8- Health and Safety Resolutions teleconference
- July 11-13 Ontario Council meeting
- July 17 Organizing Committee teleconference Ontario Regional women's conference
- July 18 Young Workers teleconference
- July 25 Northeastern Ontario Council Meeting
- July 24-August 10 ion going member assistance
- July 30 Health and Safety Resolutions teleconference
- August 1 assist Sudbury RO falls basic educations proposal
- August 19 Health and Safety Resolutions teleconference
- August 20 Organizing Committee teleconference Ontario Regional women's conference
- September 17 Organizing Committee teleconference Ontario Regional women's conference
- September 18 Resolutions committee conference call Ontario regional women's conference
- September 2 participated in labour day picnic

- September 20 assist Sudbury RO sort and select upcoming education
- September 25-29 PSAC Ontario Regional Women's Conference
- September 26 Climate change rally Queens Park Toronto

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
August 2019 to November 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:

- **August 8-18**, Batoche SK Walking With Our Sisters final install and closing ceremonies.
- **September 2**, TBay Labour Day Picnic.
- **September 8**, Ontario Native Women's Association Pow Wow Honoring MMIWG.
- **September 10**, Equity and Human Rights Conference call.

- **September 14**, Full Moon Memory Walk (MMIWG).
- **September 30**, Orange Shirt Day, Residential School/TRC Awareness session
- **October 4**, Sister's In Spirit Vigil "Forever in Our Hearts"
- **October 5, 11th**, Annual Honouring Indigenous Women's Day Celebration.
- **October 9-11**, NIPC and National Human Rights meetings
- **November 11**, Laying of Cedar wreath on Mount McKay Indigenous Veterans Memorial, Remembrance Day
- **November 14-16**, 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
 Indigenous Workers Representative

Souad (Sue) Soubra Boone
PSAC Ontario Regional Council Report
Members with Disabilities Representative
August 2019 – October 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:

- Participated OC Equity & HR conference call (Sept 10)
- Attended candidate meeting (September 19)
- Attended the RWC meeting (Oct 2)
- Organized and attended MDAC Superannuation session (Oct 7)
- Attended GTAC meeting (Oct 11)
- Attended NHRC for MWD committee Conference call (Oct 9-11)
- Attended the GSU Local President Conference in Montreal (August 13-15)

- Attended the GSU National Committee meeting in Montreal (August 16))
- Attended the GSU Equity Committee meeting in Ottawa (Oct 23-24)

Plans:

- Attend the National H&S conference – Nov 29 - Dec 1, 2019
- PSAC MDAC Open House
- Keep in touch with Regional PSAC office
- Attend Regional Committee meetings. (MDAC, RWC, GTAC, RVC)
- Meet/contact/communicate with MDAC members
- Promote a Joint committee meeting; Toronto, Hamilton, and Kingston MDAC
- Establish MDAC committee in Trenton/London areas
- Work with PSAC Ontario Council Representatives to increase MWD involvement
- Increase Members with Disabilities Awareness of courses that are happening in PSAC Regional Offices and promote the education program

In Solidarity,
Souad Soubra Boone
Members with Disabilities Representative

Susan Glanville
PSAC Ontario Regional Council Report
Regionally Base Separate Employer Local Representative
August 2019 to November 2019

Objectives:

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

Actions:

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

In Solidarity,

Susan Glanville
Regionally Base Separate Employer Local Representative