



PSAC Ontario Council Meeting Minutes March 7 - 8, 2009 PSAC Boardroom, Toronto

The meeting convened at 9:15 a.m. on Saturday, March 7, 2009 with the REVP-Ontario, Gerry Halabecki in the chair and the following members in attendance:

Gerry Halabecki, Regional Executive Vice-President, Ontario
Sharon DeSousa, Alternate to REVP, Ontario
Cathy Harasym, Region 1 (Northwestern)
Réjean Amyotte, Region 2 (Northeastern)
Kevin McNama, Region 2 (Northeastern)
Dennis Miluck, Region 3 (Eastern)
Steve Gauthier, Region 3 (Eastern)
Glenn Miller, Region 4 (Southwestern)
Melanee Jessup, Region 4 (Southwestern)
Ken Boone, Region 5 (GTA)
Bruce Flannigan, Region 5 (GTA)
Bob Black, Region 6 (Hamilton/Niagara)
Colleen Wice, Regional Women's Committees
Kevin Nadjiwon, Aboriginal Members
Sharon Fletcher, Racially Visible Members
Karen Church, Gay, Lesbian, Bisexual, Transgendered Members
Debbie Willett, Area Councils
Steve Tuffin, Regionally Based Separate Employer Locals (Saturday only)
Blair Chalk, Directly Chartered Locals
Ryan Ayres, Young Workers

Staff: Brenda Shillington, Acting Regional Co-ordinator
Rita Cantalini, Executive Assistant to the REVP

Absent: Celin Alexiuk, Members with Disabilities

Observers: Fran Pieper, Kitchener-Waterloo AC & RWC
Darlene Brown, RVP UCTE Ontario
Romeo Jackson, JLP Union Co-ordinator (Saturday only)
Karen Alexander, JLP Management Co-ordinator (JLP Presentation only)
Morna Ballantyne, PSAC Director, Regional Offices Branch (Saturday only)
Mary Anne Walker, RVP National Ontario (Sunday only)

AGENDA:

1. Adoption of Agenda
2. Adoption of previous meeting minutes (October 25-26, 2008)

PSAC Ontario Regional Council Meeting Minutes – March 7-8, 2009

3. Business arising from previous meeting
4. REVP Report
5. Regional Office - Updates (Ontario Regional Co-ordinator)
6. Receipt of Reports of Council Members
7. Committee Reports
8. Leadership Training
9. JLP Presentation (Romeo Jackson)
10. Collective Bargaining
11. February 2009 NBoD Meeting
12. PSAC Convention
13. Bill C-10 Campaign
14. OFL Committee Assignments
15. Impact Cleaners, Justice for Janitors (Bruce Flannigan)

The REVP welcomed Ontario Council and informed them of the changes since the last meeting. Brother Lionel Forde tendered his resignation and is currently working with another non-unionized group. Sister Sharon Fletcher has taken over Brother Forde's portfolio and the REVP welcomed her. He also asked that Ontario Council lend Sister Fletcher a hand until she is up to speed in her role as OC member. The REVP wanted to welcome back Sister Karen Church who was elected at our Convention and is back for the first time. Sister Church wanted to thank all of the Ontario Council members for their generosity and support during her illness. Sister Celin Alexiuk had a family emergency and was not able to make this weekend's meeting. Brother Steve Tuffin had a family emergency call on Sunday morning and had to leave suddenly to return home.

The REVP welcomed the observers, Romeo Jackson, JLP Union Co-ordinator, Morna Ballantyne, Director, Regional Offices Branch, originally from CUPE and a long time union activist. Fran Pieper from the Kitchener-Waterloo Area Council, and Kitchener-Waterloo Regional Women's Committee and 1st Alternate to Region 4 Representative. Darlene Brown, RVP for UCTE Ontario, and Mary Ann Walker, RVP for National Ontario also 2nd Alternate to Region 4 Ontario Council Representative.

The Chair asked Colleen Wice to read the PSAC Harassment Policy. Colleen Wice will be the Harassment Co-ordinator for this meeting's session. The REVP intends to share that responsibility with those individuals capable/confident of assuming the role. The REVP asked that any interested Ontario Council members who are willing to fill this position at future meetings to let him or his office know.

The REVP asked that Karen Church come to the front of the room to be sworn in. Sister Church took the oath to uphold the union's principles.

The hours of sitting will be Saturday, 9-5, lunch from 12:00 – 1:30 and Sunday, 9-3, lunch 11:45 –1:15.

Reminder: Daylight savings time tonight so please set your clocks accordingly.

That the hours of sitting be adopted.

m/s/c Ken Boone and Ryan Ayres

Item 1. Adoption of Agenda

That the Agenda be adopted as presented.

m/s/c Réjean Amyotte and Debbie Willett

Item 2. Approval of Previous Meeting Minutes (October 25-26, 2008)

That the October 25-26, 2008 minutes be adopted as presented.

m/s/c Glenn Miller and Bruce Flannigan

Item 3. Business Arising from Previous Minutes

Page 4 – This was in reference to those Ontario Council members who did not participate in Leadership Training, Phase I and whether they would be able to receive the training in this education cycle. All of those individuals on council were accepted and received Phase I training on March 5-6, 2009.

Page 14 – Jim Chorostecki was going to email a sample letter to MP's to the Ontario Council. Unfortunately Jim has retired and this was not completed.

Page 16 – Justice for Janitors, there has been some movement with this campaign. A meeting in the office was held earlier in the week. This topic will be discussed further under agenda item #15. Bruce Flannigan and Brenda Shillington will update on the progress and we have a draft letter.

The Ontario Federation of Labour's strategic priority plan was seeking funding from the Ontario and NCR regions. Ontario did not cut a cheque yet however we are waiting to hear back from Maria Fitzpatrick, NCR REVP. We did receive a bill from the OFL for \$54,000, however we won't pay that much. Levy is not something that is done very often by the OFL in fact it is the first time since the REVP has been in his position. The Political Action Committee agreed to pay a portion up to \$10,000 from Ontario.

Brother Blair asked if there is a date for the DCL Conference?

The REVP's report stated that there be a Regional DCL Conference in which Brother Blair Chalk will be participating as well as a Young Workers Conference in which Brother Ryan Ayres would be participating. The REVP is waiting for the hiring of the Ontario Regional Co-ordinator. A staffing update will be in Brenda's report and hopefully Morna will discuss more on this issue. We are hoping to map out our dates, with the assistance of the Regional Education Officer, we also need to find out where we can fit these conferences this year. Some preliminary discussions have taken place, however until we have a Co-ordinator it is

difficult to plan as this involves staff. Only the Co-ordinator can assign them. This item is pending.

Item 4. REVP Report

The REVP handed out his February 3-6, 2009 NBoD report and attached his activities which have been modified to reflect his schedule from the last Ontario Council Meeting to the current meeting.

Some Council members advised that they were receiving both English and French copies of the NBoD reports, while some were only receiving an English copy. The EA will look into this and ensure that Sharon DeSousa and Debbie Willett only receive English copies while Rejean Amyotte would like to receive both French and English.

Action: EA will follow-up with the distribution of the NBoD Reports.

Since the last meeting, collective bargaining for TB and major agencies and the five week strike at UPCE have been the priorities. Now we are getting ready for Convention. The REVP mentioned the strike of our Brothers and Sisters at UPCE, as he is sits on the NCSS, they will be doing an assessment of the UPCE Strike and a conference call has been scheduled for next week. This is not a full board evaluation, however they plan to reach out to the regions. The Regional Co-ordinators have had discussions with staff. They plan to have discussions with the strike structure, and all bodies involved. They are hopeful that a report will be ready by the end of May. Morna also sits on this committee. The strike at UPCE, it was clear that they put up a great fight unfortunately it was clear at the end that the employer was not willing to move. Eventually the members accepted an offer that was similar to one rejected a week earlier. The employer used dirty tactics by providing false information. The REVP is not sure how it is back in the workplace. Canada Post is not the employer of choice. Hardship applications/requests have gone through the REVP's office and cheques were issued.

Steve Gauthier inquired what the balance is for the Ontario Hardship? The REVP advised that \$34,550 was the balance before the cheques to UPCE hardships were issued. The REVP also advised that money is still there, for our Regional units. For clarification, any member who goes on strike can have access to the hardship fund. We do not have a fund for other hardships, not regionally nor nationally. The National Board of Directors is seized with the fact that a hardship fund other than for strike purposes does not exist and that it is an issue. The court ruled we cannot collect fines through the courts, but in no way does it prevent us from collecting fines. Still in the constitution, if people don't collect it there are ways of dealing with that.

Brother Gauthier asked about ESA's and whether they were finalized?

The REVP felt that is a good question and advised that it is now at the third party for different cases. For the conciliation strike route, those discussions will keep going and we will get it done. The REVP has not received a recent report on ESA's other than it is in the hands of a third party. Sister Sharon DeSousa reported that she was contacted regarding Service Canada designates.

The REVP wanted to take a moment to thank those individuals who lived in communities where UPCE strikes were occurring and offered support. "Thank you" to the kind of work we should do and the REVP appreciates the efforts of those who did so during the strike.

The REVP reported on the budget donation line item, \$3,000 for 2008 was spent on various groups. Ontario Council in the past has given authority to the REVP to administer this as his office is where those requests are received. The REVP does reach out to different communities where feasible. As the UPCE strike was in dire need, the balance of the 2008 donation line item was sent to UPCE Local 108. The REVP received and read out the thank you letter from Suzanne O'Connor, Treasurer of UPCE Local 108.

The REVP provided the handout – Pension Surplus Litigation – Update – February, 2009. It appears that just last month a lot of members have been asking questions, this was archived on website. The REVP advised that we are proceeding however nothing has changed and we anticipate dates sometime in the fall.

An email regarding the latest version of Regulation 15 was sent out to Ontario Council members and alternates last night. The document is large in content therefore the REVP is conscientious of the environment and forwarded the document electronically.

The REVP provided another handout – Federal Government in violation of Charter of Rights and Freedoms, says PSAC, February 3, 2009.

Handout, XO/01/09 – Board Meetings at Convention.

Handout – Resolution of the OFL Executive Board – CHEW they are trying to raid members. This group is not a union. Buzz Hargrove wrote a letter advising these members that they are not well represented. It is a fake union, CAW still is not a member of the OFL but is a member of the CLC. They are attempting to raid UNITE Local 75. The REVP urged Council members that if they hear anything about this to please advise him immediately.

Handout – list of Ontario Council members and Alternates, please let Rita know of any changes and she will send out an update electronically.

The REVP advised that currently there are three (3) vacancies on Council, Members with Disabilities, Young Worker and Racially Visible Member Alternates. Once again, one of the reasons is that we don't have a Co-ordinator, Jim used to run the entire election process. The EA to the REVP has prepared the letters and they are ready to go. They will go out to the entire region as this is a call out for all members in the Ontario Region. Anyone can run and nominate, however the only people that can vote are those who were in the respective caucuses at Convention. There are three different call outs, with a return date. They will require a one page bio to be returned back. We are trying to be as effective as we can and the letters will go out in the near future.

The REVP reminded Ontario Council that they can approach their respective Regional Offices to get lists from their respective community. We should also be able to get lists from Convention to Council members.

All CLC conferences have been put on hold. The CLC Disability Conference was cancelled recently partly because the Queen Elizabeth hotel was going on strike. A lot of affiliates are

hurting and struggling because of the economy. The biggest hits are with Steel and the CAW, and as a result these conferences are now on hold.

The PSAC Pre-Convention Committees met a few weeks ago. Nycole Turmel added seats for Equal Opportunities representatives, Area Councils and Directly Chartered Local's (DCL's). Brother John Gordon has continued with that format for this convention as well. In order to participate in these committees members had to be delegates. There were only 4 Area Council and 4 Directly Chartered Locals seats, of which we got 2. Sandra Goddick, Alternate, and NAPS Civilian unit, along with Debbie Willett who represent us on the General Resolutions Committee. The REVP was advised that they did a good job and they represented the region well.

The REVP wanted to make mention that he is not the most punctual person, however when we know ahead of time about Committees and Ontario Council meetings, we must all do our part to be on time, it is about respecting one another and each other's time. He felt that in light of last night's meeting and this morning's late starts he felt that it was necessary to make note of tardiness. We have a lot of work to do and he wants to ensure we get on to that important business.

The REVP also noted that Committees left late last night, and he appreciates that Education has a lot on their plates however no meeting should take more than 3 hours. If a meeting is going to take more than 3 hours, then perhaps Committees should meet for half a day or hold conference calls. What should happen is that we need to send a message to Co-ordinator, up to Chair and staff representative. We must be productive and we need to gauge better around our time. The REVP felt that we all can work together, when you have a large agenda, move your agenda's around. Have another conf call. He is hopeful that future Committee meetings will not take more than the 3 hours allotted to them.

The REVP presented all the women of Ontario Council and observers a rose in honour of International Women's Day. The REVP wished everyone's sister, mother as well as women on Ontario Council a happy International Women's Day.

Handout, PSAC Declaration for International Women's Day, March 8, 2009, Working Toward Women's Equality!

Handout, The Harper Record: Sexist and Inequitable Governance.

Handout, OFL, International Women's Day, March 8, 2009, What Ontario Women Need in this Budget.

The REVP advised that currently the London Area Council is a member of ASPAR as well as the Hamilton Regional Women's Committee and the Hamilton MDAC. A letter was received to promote ASPAR to our locals/members with an attached renewal form. ASPAR is hoping to hold a one day Convention in Ottawa in May. APSAR is looking for some financial assistance and that request has been sent to Brother John Gordon.

The REVP advised on the status of the Political and Communication Officer for the six Regions. Currently Quebec, the North and the BC regions have staffed their position. The

position is still a half time position and Atlantic, Ontario and Prairie regions has once again posted the position, however this time with a fall back position. If no one is deemed qualified, a developmental position on a term basis could be staffed. The REVP hopes that it can be done before April however he does not believe it is realistic for the position to be staffed before Convention.

Motion to adopt the REVP's Report.

m/s/c Sharon DeSousa and Cathy Harasym

Item 5. Regional Office - Updates (Ontario Regional Co-Ordinator)

The REVP introduced the Acting Regional Co-ordinator, Brenda Shillington. Jim has retired and Brenda has been filling in since he left.

UPCE Strike

- Issue was the replacement of their loss of Sick Leave with a crappy Short Term Disability Plan
- Small component of about 500 members in the Region, London, Hamilton and Toronto, with only 3 members in Sudbury and Thunder Bay
- 36 day strike, from mid-Nov until just days before Christmas
- Effective – too effective – Canada Post pushed for picketing protocols at the major sites within hours of the lines going up on Day 1
- By the end of the first week, the locals in the SW and Toronto created Flying Picket squads for strategic picketing assignments each night/day.
- Very, very effective – Canada post then went to the courts to request a province-wide injunction against picketing
- In November at Gateway, Managers did not expect to have a picket line at 6:00 a.m. , a lot of time was spent in the court with lawyers to negotiate protocols
- The 3 members in the Thunder Bay and Sudbury areas did political action, lobbying etc.

Although the members and locals did everything right – the employer had deep pockets. The government did not change in early December and Canada Post was willing to wait it out and steam roll over this small group of members on their way to CUPW.

Non-PSAC members came out to the lines to offer picket support and supplies and various locals donated money to the Local strike funds but the number of non-UPCE members volunteering their time to this strike was disappointing.

The A/Regional Co-ordinator wanted to thank Ontario Council members for their support during the UPCE strike as Ontario Council members and as Strike Co-ordinators. She is hopeful the Regional Women's Committee and Area Councils will engage with those members. The response was not that great for membership support to participate on a picket line. There was a challenge, and Santa Claus brought a cheque to the picket line. We need

to look at how to engage members further in future strike efforts.

National Bargaining Groups Ratifications

The Regional Offices facilitated the organizations move towards more multi-local, multi-group, centrally located ratification venues. The last of the groups (SSO) was completed on Friday, February 27. All National groups ratified. It is a little quieter now, after enduring some growing pains.

Organizing

Since Jim reported to you about the campaign at Queen's, we filed an application, which triggered a vote, but unfortunately, the November '08 vote did not go our way. Following a review a modified campaign has resumed at Queen's and may result in a vote in approx. 1 year's time. (Approx 10% of the membership of PSAC is from the University Sector)

Questions were raised about the vote result at Queen's, this was the second attempt, should we try again?

Brenda advised that this is a transient group, some of the potential members live in Toronto.

The REVP advised that CUPE has failed before with that group. The vote was lost by only 60 votes. REVP felt that the long strike at York University had a negative effect on our vote at Queens. It is evident that some Universities are more conservative than others. this is only the 2nd time we tried to get the vote, legally we can't have another vote for another 12 months.

Brenda reiterated that the campaign has been modified and there are a committed group of activists involved.

Education

Since Jim reported to you in October, the remaining two (2) Advanced course offerings took place – one in Kingston and one in London. Earlier concerns regarding low numbers were overcome by further recruitment and the transferring of candidates from regions unable to accommodate them.

Negotiations

DCL 802 Local our Pearson International Airport Commissionaires have reached an impasse and have applied for conciliation. This is a difficult, very anti-union employer. Support will be needed from OC members to support the local at this time and if the impasse results in a strike. We will keep you posted.

There are negotiations underway with CCHOS (Hamilton), Sunlite Cleaners (Petawawa), and NPF (Kingston), Sault Ste. Marie Airport, Anishinabek Police Service (Civilian), Mohawk Council of Akwasasne, Nishnawbe-Aski Police Services, Treaty Three Police Service and Town of Moosenee.

WAHA – amalgamation of the Provincial James Bay General Hospital and the federal Weeneebayko Health Authority. Originally scheduled for April 1st, it has been delayed to July.

The amalgamation is a complicated situation involving issues of code jurisdiction, multiple unions and semi-organizing/card signing drive.

Regional Offices

Sister Morna Ballantyne is the new Director of the Regional Office Branch in Ottawa, following the retirement of Sister Penny Bertrand, who started in January.

Sister Marcia Maliwat was the successful candidate for the Toronto Administrative Assistant position. Jim reported on the competitive progress at the last Ontario Council meeting.

Brother Jim Chorostecki has retired, but the competitive process for his replacement has not been completed yet. In the interim, Brenda Shillington has been the Acting Regional Coordinator.

Sister Kellie Loshak, from the Kingston Regional Office will be embarking on a Career Enhancement Program within the PSAC. In the interim a competitive process for a Term Administrative Assistant has now closed and the selection process will be underway.

Sister Angela Fairweather and I have switched portfolios. Sister Fairweather is now the Regional Representative responsible for the Health & Safety portfolio. I will assume the Regional Representative in the Toronto Regional Office, once my acting position as the Regional Co-ordinator is over.

Morna Ballantyne advised that the selection process was completed before Jan 2, and the interviews will be underway, 2 days have been set aside next week. It is believed that once the interviews are complete and everything is on track, the process should be completed by end of next week. The next process is to make a recommendation to the AEC and the hope is that Ontario will be represented with the indeterminate Regional Co-ordinator by March 23.

Sister Sharon DeSousa inquired about the process and what role the AEC plays with the selection process.

The REVP advised that once the recommendation is brought forward the AEC will then ratify that decision.

Sister Karen Church wanted to know how many candidates applied for the position?

Morna Ballantyne advised that there were a lot of candidates, internal, staff and outside of PSAC (Components) and external. She was not sure if she could report on how many candidates are in the pool. There were written presentations and a criteria was established to reduce the pool to the most eligible candidates.

Workload:

Brenda Shillington advised that the workload in the RO is a little quieter and the RO can now start to attack the things that are before us such as conferences, educations, etc.

Sister Debbie Willett wanted to know the status of Tom Hamilton.

Brenda Shillington advised that Tom is still in the North until the end of May. Jawara is backfilled to fill in until then. Committees and Area Councils have been divided. Doug Kosowski has agreed to take on Niagara Area Council, and Jawara Gairey has the Hamilton Area Council.

Sister Sharon DeSousa stated that during the UPCE Strike some committees were not able to get to their planned events. Are there any long term planned contingency when things like this happen? There were quite a few things and as a result we couldn't conduct those events.

Brenda Shillington stated that we brought members in for the rat votes and in Ontario for the Coalition Rally. The difficulty we have been getting is running into getting members released for LWOP, from the mobilization budget, and for distribution of ratification kits, whether they wanted them electronically or delivered. Brenda advised that Chairs of Committees, if they don't have a staff resource, chairs should be comfortable to go ahead with that Committee and their meeting.

Sister Sharon DeSousa wanted to know how PSAC does their business when there is a barrier when a Committee needs training such as the Racially Visible Committee.

Sister Sharon DeSousa also wanted to know if there will be a meeting of best practices used for future, in the way the ratification process was conducted?

Brenda Shillington advised that staff was supposed to have a conference in the spring. The ratification process was done differently in each region. When the staff meet for their conference perhaps staff can spend some time on best practices for ratification votes.

Brother Steve Gauthier wanted to know when the Thunder Bay Administrative Assistant went from a full time to a part-time position. Why did we downgrade the position? Are the members being served as a part-time position? Why was the education schedule deposted?

Brenda Shillington does not know why the position went from full-time to part-time. She also did not know that the schedule was deposted, however the administrative assistant has not been at work for the past 3 weeks. We have someone there now as a secretary, and someone going next week to do the financial stuff. We were asked that the education be deposted because the Representative is in negotiations not because the AA position is part-time. This was only intended to be an interim plan.

Sister Cathy Harasym felt that there is a problem in the Thunder Bay Regional Office because the AA position is part-time. It is evident that this position requires a full-time person. The person works a lot of extra hours and has an impact on our Regional Representative and her workload. Sister Harasym feels that we require 2 additional full-time persons in the Thunder Bay RO.

The REVP has been advising Ontario Council that he has been defending the full time position with the AEC, however it is a trial balloon now that the Co-ordinator is gone. Who will be doing the evaluation? The REVP is one of nine on the AEC, and this is one of 300 plus positions that we deal with. The REVP is very clear, we require a full time position in the Thunder Bay RO. However no one understands at least not enough understanding of the complexity of workload of DCL's. The REVP tries to remind them how much extra workload is involved in organizing. We are falling behind because we are doing it so well. The Ontario

Council has to be clear, the REVP is trying to make his voice heard and now perhaps Morna will bring this back to the Directors.

Brother Steve Tuffin agreed that the Thunder Bay RO is not a good environment for one rep to be in and he highly recommends a second Regional Representative in the RO.

The REVP advised that there is approximately 330 staff within the PSAC. At the last convention, it was brought forward to increase staff by 25 positions and it was cut back to 20 positions. What happened as a result, the Political and Communication Officer positions were cut back to ½ time positions. A Negotiator position is on the list this time and we will see what happens this time at Convention. The REVP stated that staff is overworked and not just this region. We are fighting for what we had, that debate is much broader than who's getting what? It all starts at Convention and there is a price tag due at convention for an additional 10-12 more positions.

Brother Blair Chalk knows that Shell Sweeney is working in Toronto and that she is busy, and spread thin. We had a problem and she was working on the Coalition campaign and there was nobody that could help in the Sudbury Regional office to assist.

Brenda Shillington advised that Brother Dave Doyle could assist when Shell is not available at the Sudbury RO.

The REVP wanted to advise that the Coalition Rally was Brother John Gordon's priority for the week, that was why Shell was here to assist us. Shell was also here filling the Organizer position because of her past experience. Shell is back now.

Item 6. Receipt of Reports of Council Members

The REVP advised that the Ontario Council Reports are located at the back of the room, usually 25 copies is the norm. Ontario Council members are responsible for making their own copies while at the meetings. If they provide copies to the REVP's office at least one week before the meeting, we will make the photocopies. Members were reminded to ensure their reports were handed in both hard copy and electronically to the REVP's office. Expense claims will not be paid unless reports have been submitted.

The REVP wanted to use this time to do a round table regarding the kinds of things the OC members have been doing over the course of their term, and what they will be doing.

The REVP thanked everyone for their great work and input provided. Get your Lobbying reports into my office. Appreciate your work and efforts.

Point of Privilege – Réjean Amyotte – thanked Sister Cantalini for ordering the jackets, however Steve Gauthier ordered a women's large jacket for the brother. He believes that the last time he looked he continues to be a man.

The REVP thanked the brother for his point of privilege well taken.

Item 7. Committee Reports

The REVP reminded all Committees that all electronic Committee Reports and supporting documents must be provided to his Executive Assistant, Rita Cantalini.

Finance Committee Report (Appendix A):

Ken Boone, Chair of the Finance Committee presented the Committee's Report.

Recommendations:

1. To accept the Audited Financial Statements.

Motion to accept the Audited Financial Statements.

m/s/c Ken Boone and Steve Tuffin

2. To adopt the new rate for reimbursement of Internet Services.

New rate of \$20.00 per month.

Motion to adopt the new rate for reimbursement of Internet Services.

m/s/c Ken Boone and Steve Tuffin

3. To adopt the new budget as presented at this meeting.

The REVP is proposing that we have an off-site meeting in October and he will prepare a call out letter to Area Councils, Regional Women's Committees and Equity Committees. The REVP is hopeful that places where there are Regional Offices will respond ie. sites like Thunder Bay, Kingston, London and Sudbury. We are hopeful they will assist by getting members to participate in Council's meetings. There will be a quick turn around period in order to establish who is interested. There is roughly 7-8 months to plan or prepare for this meeting. The Committees should be able to guarantee membership turnout and put a lot of work into hosting an offsite meeting. In the event no one wants to host this meeting, then we will remain in Toronto. His intention is not to establish a destination but rather to seek input. We need a sponsoring group (AC, RWC, EC) letter out to committees, other RO area, move outside of the Toronto RO area for the October meeting. Input is requested by March 31, 2009.

Sister Colleen Wice has spent a good portion of her portfolio budget and is asking for an increase in her portfolio.

Sister Colleen Wice wanted to increase her portfolio by \$1,260 for this year.

m/s/defeated Colleen Wice and Karen Church

Sister Karen Church advised that over half of Ontario Council attended the Leadership training. The training provided some inclusion, bonding, these are key phrases of networking.

The Human Rights & Equity Committee met last night and afterwards wanted to network. Some Ontario Council members stayed at the Roehampton while others were distracted and had to go home after a long and late night. It is critical to network as part of the work that the Committee does and to create some personal awareness of this Council. It is recommended that all Ontario Council members be housed on a voluntarily basis. This is part of the inclusion factor, to come together as a Committee and as a Council to have more conversation in the best interest of this Council to form a bonding.

The REVP wanted to let everyone know that cabs were offered last night, no one went home on the TTC. This is standard practice for Council.

Sister Karen Church wanted to ensure that all OC members are considered on travel status while Ontario Council Meetings are being held.

Allowable Ontario Council Meeting Expenses Bullet #10 – Those who reside within the City of Toronto are not eligible for hotel stay will be deleted. This will be a personal choice, on a voluntarily basis so that everyone is treated the same.

m/s/c Karen Church and Sharon DeSousa

Sister Sharon Fletcher is new and wanted to have some fellowship and understand that training is not always attached to meetings however it was a 12 hour day and appreciated taking a cab home. This is about getting to know everyone better, some conversation over dinner and networking.

The REVP welcomed everyone's suggestions, any ideas, and reminded that he has an open door policy with all Ontario Council members and alternates.

Sister Cathy Harasym advised that Service Canada is not allowing its members leave without pay for Fridays because of all the claims currently being processed.

Motion to adopt the new budget as presented at this meeting.

m/s/c Ken Boone and Dennis Miluck

That the Finance Committee report be adopted as presented.

m/s/c Ken Boone and Dennis Miluck

Three members of Council are required to review the audited statements and to confirm/verify them as per the Ontario By-Laws.

Ryan Ayres, Réjean Amyotte and Bruce Flannigan have volunteered to review the audited statements.

Chair of the Finance Committee reported that the audited statement was reviewed by the three members of Council and we have now fulfilled the requirements of the Ontario By-Laws.

Point of Privilege – Brother Réjean Amyotte

On the CBC there was a celebration in Halifax I was so proud to see the PSAC Flag, in every second shot. Great coverage.

The REVP advised that the point of privilege is well taken.

Education Committee Report (Appendix B):

Debbie Willett, Chair of the Education Committee presented the Committee's Report.

*1. Recommendation to Council for in-residence geo-based advanced education for 2009.
Motion for in-residence geo-based advanced education for 2009.*

m/s/c Debbie Willett and Steve Gauthier

2. Allocations of seats

School Model is as follows:

London – 10 seats

Sudbury – 10 seats

Toronto- 26 seats (Toronto 20, Hamilton/Niagara – 6)

Thunder Bay- 5

Kingston- 9

RBSEL/DCL- 6 (equally distributed amongst the Region)

66 seats

Geo-Based in 2008:

London – 20

Kingston – 20

Toronto – 20

Northern Ontario - 20

Motion to allocate seats for geo-based advanced education courses and if there are vacancies Toronto will get first priority, this applies to the Kingston and London areas only.

m/s/c Debbie Willett and Steve Gauthier

3. Extra Course in the North, with 20 seats each.

Motion for an extra course in the North, of 20 seats each. Two offerings.

m/s/c Debbie Willett and Steve Gauthier

Intent was to have one in Thunder Bay and one in Sudbury.

That the Education Committee report be adopted as presented.

m/s/c Debbie Willett and Steve Gauthier

Equity and Human Rights Committee Report (Appendix C):

Sharon DeSousa, Chair of the Equity and Human Rights Committee presented the Committee's Report.

Recommendation:

The Equity and Human Rights Committee recommend that PSAC Ontario Council receive Human Rights and Anti-Oppression training within a year.

Motion for OC training for Human Rights and Anti-Oppression training within a year.

With an outside facilitator. This training would not be the same sensitivity training that OC received in the past. This is already a developed course. Costing of \$300 is a rough estimate and an additional extra half day added to Council meeting, at the February 2010 meeting.

m/s/c Sharon DeSousa and Kevin Nadjiwon

That the Equity & Human Rights Committee Report be adopted as presented.

m/s/c Sharon DeSousa and Kevin Nadjiwon

Health & Safety Committee Report (Appendix D):

Dennis Miluck, Chair of the Health & Safety Committee presented the Committee's Report.

That the Health & Safety Committee report be adopted as presented.

m/s/c Dennis Miluck and Glenn Miller

Item 8. Leadership Training

The REVP wanted to hear feedback from those Ontario Council members who attended the Leadership Training Phase I.

A round table took place with those Ontario Council participants of Phase I Leadership Training.

The REVP advised that Leadership II for entire Ontario Council will be coming up some time next year. He is hopeful that level II will be an improved product, it will be offered across the regions.

Item 9. JLP Presentation (Romeo Jackson)

The REVP introduced Romeo Jackson, JLP Union Co-ordinator and the new management JLP Co-ordinator, Karen Alexander.

Romeo Jackson was pleased to be here. Everyone asked what happened to Wayne Shipley. Wayne Shipley was employed with Service Canada and was transferred to the province. He was on an interchange program for a maximum of 2 years. The 2 years was over, Wayne was familiar with PSAC and it was a shame to lose him.

The REVP advised that there is a Steering Committee which is the governing body of the JLP program. He was told by Mark Pecek, National Co-ordinator, they will establish a new system for placement for Field Co-ordinators, much like we do our REVP. They will select a community based on the bulk of membership. One of the criteria for the recent competition was that the candidate had to reside in Toronto. They are trying to co-ordinate that both reside in the same community. The REVP advised that the present members are grandfathered. This is something that he shared, it is new and used for the current competition poster.

Brother Romeo Jackson advised that the funding has been re-established in the Collective Agreement for Treasury Board members. JLP is still not available for UTE members, as well as separate employers. Funding has been established until June 2011. A handout was provided with the four core workshops (Collective Agreement Interpretation, Union-Management Consultation, Anti-harassment and Respecting Differences/Anti-Discrimination). A new workshop was launched in September 2008 with the Employment Equity Workshop.

Karen Alexander provided the highlights of the statistical information, courses provided in 2008, broken down by workshops, by department and topic. 10% of PSAC members have attended JLP courses.

Brother Romeo Jackson wants to continue to ask for participation from Ontario Council. Bruce Flannigan, Steve Gauthier, Karen Church and Glenn Miller are JLP Facilitators. The Ontario Federal Council and PSAC Ontario Council began a joint initiative after a presentation was made at our meeting in Sault Ste. Marie. Since that presentation 5 workshops have occurred, one in Sault Ste. Marie, one in Toronto, one in Chatham and 2 in Mississauga. All workshops were very successful in all areas. One area of concern is the organizing of workshops. Ontario Council has been good at promoting workshops, posting on our website, getting members to participate and is hopeful that this initiative will continue by going to remote areas to put on workshops.

Brother Ken Boone advised that he and Bruce Flannigan were asked to sit on the joint committee on behalf of Ontario Council. However, they were being asked to arrange for

rooms and food and they just didn't have the time or mandate to do that. It was taking time away from their duties, and was an added expense. With jointly sponsored sessions out of town it is virtually impossible to co-ordinate and arrange. Brother Boone advised that unless the JLP Co-ordinators' expectations change we don't see how we can continue do that.

Brother Romeo Jackson advised that it would be the OFC and PSAC for organizing the workshop if it is out of town. The JLP has been able to go to Chatham.

Brother Ken Boone advised that the OFC is centered in Toronto, and the two OC members are in Toronto as well how can such a venture take place outside of the Toronto area.

Sister Sharon DeSousa inquired what are the roles, are they there to promote workshops or organize workshops? What is the mandate?

Brother Romeo Jackson advised that the OFC has their own rules, and PSAC represents its union members. When we went to Sault Ste. Marie, to promote and also to co-ordinate workshops in areas of the region; that is what I see the role being today.

The REVP's one ongoing concern is the buy-in from certain departments who are not visible with the JLP. There is an employer side to this program, what is the employer doing to cultivate JLP workshops in the region? The REVP is looking at the stats provided but wanted to know what is being done to improve or to get that buy-in.

Karen Alexander will offer support to get a buy-in from those departments. A concern that Karen envisions may be operational requirements but she is not in a position to comment as she has only been in the position for 2 weeks.

The REVP used the example of his own local where Agriculture is still resisting to sponsor JLP to this day.

Brother Romeo Jackson advised that we now have a Canadian Grain Commission, JLP Facilitator, it is a first step now we need to talk to the manager and the department.

Sister Cathy Harasym works for Service Canada and advised that her department is broken down into business line. The Manager is in Kenora, the Director is in North Bay, Corporate Services elsewhere. How does she get Management to agree to have a JLP course in the Thunder Bay location if she can't even locate management to service her request?

Brother Romeo Jackson suggested that she start at their LUMC.

Karen Alexander has cultivated relationships and is attempting to get on the ADM's agenda, if she can get on their agenda to get buy-in and promote, the needs of the members/employees.

Brother Bruce Flannigan advised that he is aware of efforts to get local managers to come on side with the program. Some local managers have had presentations like the one presented to Ontario Council today. The Toronto region has some progress where people are wanting to be facilitators but are being refused time to participate.

Brother Romeo Jackson advised that is a problem however JLP has no control over that. We can only give them all the information and reiterate that this is not a union course.

Brother Kevin McNama asked if there is a Q & A for Managers to bring back to the workplace, which may assist and be helpful to getting their buy-in.

Karen Alexander and Brother Romeo Jackson will put something together for Managers.

Brother Réjean Amoytte believes that there is a perception that this is a union course which is beneficial to both sides his component assists with the costs.

Sister Sharon DeSousa works in the pension center she knows that the program can be done if it is included in UMC as part of the business plan.

Brother Romeo Jackson and Karen Alexander thanked Ontario Council for their participation.

The REVP thanked Romeo and Karen for attending the Ontario Council meeting and providing their brief presentation.

The REVP will follow-up with Mark Pecek, that we are willing to promote JLP however Ontario Council will not be able to co-ordinate any workshops.

Item 10. Collective Bargaining

The REVP already spoke on the UPCE strike. He believes that the agreement has already been signed.

The REVP asked Brother Réjean Amyotte, Sister Sharon DeSousa and Brother Ken Boone to speak on negotiations. Brother Amyotte advised that collective agreements for SSO (Statistical Survey Operations) has been ratified. Sister Sharon DeSousa and Brother Ken Boone provided their comments on the PA agreement which has also been ratified.

The REVP advised that the TC team is heading to arbitration, however Bill C-10 has severely restricted what can be achieved. A conference call has been scheduled this week to discuss this issue. The REVP advised that any monetary issues cannot go to the arbitrator.

The REVP attended the NavCanada Bargaining Conference. This group is covered under Regulation 15B. Most of the members are in the NCR. Negotiations will commence soon.

Item 11. February 2009 NBoD Meeting

The REVP advised that the February NBoD meeting was productive. One of the topics of discussion was the changes to Regulation 15 and the PSAC budget. The Board discussed the strike fund. The levy stopped last July and members currently pay \$1.00 per month into the strike fund. The Health card has been delayed as it is still being tendered. Our newest organized group, The Akwesasne Board of Education, near Cornwall, has been officially transferred to the National Component. Revamping all of the PSAC Regulations, some have been deleted and some are obsolete and others are renumbered in their sequence. It will not be rewritten until the Convention is over. Some regulations are under review. Regulation 15 will remain the same number. Regulation 17 was discussed which covered pay for the National President, VP, and REVP's. A pay study will be conducted to review their salaries.

Item 12. PSAC Convention

The REVP reviewed all the Ontario Resolutions with Ontario Council submitted to the National PSAC Convention.

Debbie, sat on the General Resolutions Committee. There are 22 members on this committee, with 3 staff members. The team reviewed 120 resolutions, 51 were concurrence and they prioritized their top 10 however is not sure they will hit the floor. If the top 10 reach the floor there will be an increase of 34 cents per member per month.

The REVP advised that a resolution for fully funded regional conventions has once again been brought forward. He is anticipating a healthy debate on this resolution at convention.

Item 13. Bill C-10 Campaign

The REVP advised that Bill C-10 Campaign is on the National and Ontario webpage. There have been a couple of readings in the Senate. Late stages on Friday, there appears to be an appetite to carve out some sections by Senators. He is sharing these things to ensure we are successful in our campaign. There is some hope, please ensure you send emails to the Senators.

Brenda Shillington advised that she and Gerry had a Video Conference call on Bill C-10. The campaign is to go after the Senate both liberal and conservative Senators. We have traction. They have been encouraging the staff to get the message out this weekend, talk to your RO, political action person, please get involved, connect with your committees, write to your Senator. Call them demand meetings, send emails. They do read their mail and emails. Monday is a good time to get ahold of them.

The REVP believes that there is a possibility that we can make a difference, we have to try and is requesting all Ontario Council's support to make it happen.

Item 14. OFL Committee Assignments

All Committees of the OFL are shared with the NCR. The REVP provided a list of the OFL Committee assignments to Ontario Council.

Item 15. Impact Cleaners, Justice for Janitors (Bruce Flannigan)

Bruce Flannigan handed out a draft copy of a letter to building however it needs some editing. Brenda Shillington advised that this is a wide-spread campaign that is difficult to organize, coming to us as a union, as the lease holder and as the political body. If we put pressure to support campaign it will be another prong to their approach and potentially helps the campaign.

The REVP wished everyone a safe trip home and wanted to thank Ontario Council members and observers for their participation. He wished everyone a Happy International Women's Day.

Motion to adjourn @ 3:10 p.m

m/s/c Glenn Miller and Sharon DeSousa

APPENDIX A**ONTARIO REGIONAL COUNCIL
FINANCE COMMITTEE REPORT****Date: March 6, 2009**

Committee Chair: Ken Boone
Committee Members: Steve Tuffin
Dennis Miluck
Debbie Willett
Gerry Halabecki
Staff Resource: Rita Cantalini

The Chair of the Committee spent three days up-dating the books and preparing the financial statements for the auditor. The audit was completed on Thursday, March 5. The Finance Committee as a whole spent all of Friday March 6th, reviewing the finances and preparing our budget for 2009. We are attaching copies of the Audited Financial statements and Proposed Budget for your review. We are also giving you copies of the Portfolio Expenses for information.

I want to thank those of you who submitted your expenses by February 28th as requested. It helps to have all the numbers available when completing the accounts. We are presenting a proposed budget for consideration and review by this Council. In our committee discussions we are advising council members that in light of the increased costs for internet services we are recommending that we now allow people to claim \$20.00 per month for that service. We surveyed our own internet costs and determined that the cost of internet service has risen to an average of \$40.00 per month. The \$20.00 allowance represents approximately 50% of the average monthly cost. We will make a recommendation to increase that allowance.

As per our by-laws I am asking for three (3) volunteers to review the audited statements, and the financial documentation and to sign the Audited statements indicating satisfaction with the process and the accounting of our Council's Financial Statements.

I am prepared to review the various documents that have been presented to you and to answer questions.

Recommendations to Council:

There are 3 recommendations contained in this report.

1. To accept the Audited Financial Statements;
2. To adopt the new rate for reimbursement of Internet Services;
3. To adopt the new budget as presented at this meeting.

Moved by Chair Ken Boone that the Finance Committee Report be accepted
Seconded by Steve Tuffin (Note: In the absence of Br. Tuffin, Recommendation
3 and the acceptance of this report was seconded by Br. Miluck)

Ontario Regional Council - Approved Budget – 2009

	Budget	Actual	Budget
	2008	2008	2009
Revenues			
Allocation	112361	112361.	112361
Other income (Convention, Int. & Misc)	6744	26990.	500.
Total Revenues	119105	139351	112861
Special Funding (Note 7)	82351	82351	
Expenses			
Miscellaneous			
Bank Charges		524.	100.
Professional Fees (Audit)	500	500.	500.
Special Initiatives	5000	1413.	5000.
Equity Committees (Note 1)	1200	900.	2000.
Regional Women's Committees (Note 2)	2100	1500.	4000.
Affiliation Costs/Donations	3000	3000.	3000.
Committee Meetings (Note 3)	21000	6145.	23000.
Council Portfolio Budget (Note 4)	24600	7868.	24300.
Area Council (Note 5)	10000	9000.	12000.
Council Meetings	50000	59681.	70000
Convention Expenses (Note 6)	.00	77131.	.00
Convention Provisions	30000	.00	50000.
Convention Delegate Assistance	.00	160000.	.00
	.00	.00	.00
Total Expenses	147400	327662	193900
Revenues – Expenses	(28295)		(81039)

Amounts changed to reflect national office funding

Note 1: Equity Committees are funded nationally. Our Regional amount is set at \$500.00 per accredited committee. (4)

Note 2: Regional Women's Committees are funded nationally. Our Regional amount is set at 500.00 per accredited committee. (8)

Note 3: Committee Meetings: Equity and Human Rights, Education, and Finance Committees are allocated \$ 5000.00 each and Health and Safety at \$7000.00 –funding for Committee Members to attend Triennial H&S Conference. We propose to allocate \$500.00 each to the By-Law Committee and Political Action Committees.

Note 4: Portfolio Budget – Portfolio Budget – We propose to allocate \$1200.00 per council member, and \$300.00 extra to the Area Council Representative.

Note 5: Area Councils are funded nationally. Our Regional amount is set at \$1200.00 for accredited Area Councils. (10)

Note 6: Costs incurred in 2008 – (No expenses anticipated re Convention)

Note 7: This special funding was for delegate assistance to the 2008 Regional Convention. (No special funding anticipated)

Note 8: When the National Allocations to Committees are announced, an amended copy of this document will reflect the national allocations to the various committees.

APPENDIX 'B'**ONTARIO REGIONAL COUNCIL
EDUCATION COMMITTEE****Date: OCTOBER 26, 2008 - MARCH 7, 2009****Objectives for this period:**

Objectives	Action	Who
Determine the members' educational needs.	<ul style="list-style-type: none"> • Contacted members. • Consulted with RO Reps. • Selected participants. 	All
Review data from geo based educationals.	<ul style="list-style-type: none"> • Contacted members who attended courses. • Consulted with RO Reps. • Conference call to discuss. 	All

Activities for this period:

Review consultation process between Council Members & Regional Office Reps.
 Review and discuss scope of who participates in consultation process.
 Review and discuss Remote Subsidy.
 Continue to promote PSAC education to all members.

Recommendations to Council:

1. Hold in-residence, geo based, advanced education for 2009.
2. Motion to allocate seats for geo-based advanced education courses and if there are vacancies Toronto will get first priority, this applies to the Kingston and London area only.
3. Motion for an extra course in the North, of 20 seats each. Two offerings. (Intent is one in Thunder Bay and one in Sudbury)

Members in Attendance: Shirley Riva (REO), Debbie Willett (Chair), Steve Gauthier, Blair Chalk, Réjean Amyotte, Ryan Ayres, Melanee Jessup and Bruce Flannigan

APPENDIX ‘C’

**ONTARIO REGIONAL COUNCIL
EQUITY & HUMAN RIGHTS COMMITTEE REPORT
Reporting Period: March 6, 2009**

Objectives for this period	Action	Who
Place a picture of committee on website	<i>March 6, 2009 group photo</i>	PSAC
Committee members to send their biography		Individually
Develop a biography template to send to members of committee so format will be the same		Sharon D.
Committee Training to be done one day prior to the next PSAC Council Meeting and developed by PSAC Ontario staff		Joan-Ann

Objectives for the next period	Action	Who
Place a picture of committee on website	<i>Next Council Meeting group photo</i>	PSAC
Committee members to send their biography		Individually
Develop a biography template to send to members of committee so format will be the same		Sharon D.
Committee Training to be done one day prior to the next PSAC Council Meeting and developed by PSAC Ontario staff		Joan-Ann

Proposals for consideration by Ontario Council;

1. The Equity and Human Rights Committee recommend that PSAC Ontario Council receive Human Rights and Anti-Oppression training within a year.

Rationale:

As leaders within PSAC Ontario we are responsible and accountable to the membership at large who we have been elected to represent. Equity and Human Rights is the foundation for the work that we do. There is a need to educate PSAC

Ontario Council before we represent others on issues of Human Rights and Anti-oppression.

Moved by: Sharon DeSousa

Seconded by: Kevin Nadjiwon

APPENDIX ‘D’

**ONTARIO REGIONAL COUNCIL
Health and Safety Committee
Reporting Period: October 24, 2008- March 8, 2009**

Objectives for this period <i>(What we had hoped to accomplish)</i>	Action <i>(how we plan to accomplish)</i>	Who
To organize a H&S Conference.	Determine the date and workshops to be considered. Advise National of confirmed date and workshops.	Angela All
Review list of candidates.	Council reps to review selection.	All

Activities for this period: *(What did we do in support of our objectives?)*

1. Held 2 conference calls to discuss the Conference details.
2. Working on material to be handed out (swag)

Objectives for the next period <i>(What we hope/need to accomplish)</i>	Action	Who
To hold the H&S Conference.	Conference dates are set for June 6 & 7 Location Marriott downtown (College & Yonge St). Delegates to be fully funded with a registration fee of \$75.00 per delegate. Max participation is 59 delegates.	All
Establish list of delegates	Conference call on April 23 to select delegates from the region.	All
Committee to participate in the Conference	Set up Regional H & S Committees across Ontario.	All

Proposals for consideration by Ontario Council; None

PSAC Ontario
Alternate Regional Executive Vice-President Report
By Sharon DeSousa

October 26, 2008 – March 6, 2009

Objectives for this time frame:

- To represent the office the REVP when required
- To promote the committees of PSAC Ontario and Area Councils
- To promote and educate members and affiliates on PSAC Campaigns
~Think Public & Federal Elections
- Collective Bargaining updates and meet with Treasury Board

Activities for this period:

- November 18, 2008 Educational consultation Meeting
- December 2008 UPCE strike support
- Coalition Government Rally
- December 2008 to January 2009 PA Group Ratification Meetings
- Feb 19-21, 2009 OFL Human Rights Committee Retreat

Future plans:

- To represent the office the REVP when required
- To promote the committees of PSAC Ontario and Area Councils
- To promote and educate members and affiliates on PSAC Campaigns
~Think Public and Bill C-10

**Cathy Harasym
Region 1 (Northwestern) Representative
Activity Report**

October 23, 2008 - March 3, 2009

- October 23 – 26, 2008 - Ontario Council Meeting - Toronto
- October 31, 2008 - Collective Bargaining Day of Action
- November 3, 2008 - PSAC Women's Committee
- November 24, 2008 - PSAC Women's Committee
- December 2, 2008 - Thunder Bay and Northwestern Ontario Area Council
- December 17, 2008 - Collective Agreement Ratification Vote Lakehead Labour Centre
- December 19, 2008 - Collective Agreement Ratification Vote Thunder Bay RO
- January 15, 2009 - Ontario Council Health & Safety Committee Conference Call
- January 19, 2009 - Meeting with member from INAC
- January 22, 2009 - Thunder Bay and District Labour Council
- January 30, 2009 - Agriculture Union Conference Meet & Greet
- February 1, 2009 - Agriculture Union Conference presentation Political Action
- February 2, 2009 - PSAC Women's Committee
- February 11, 2009 - Ontario Council Health & Safety Committee Conference Call
- February 10, 2009 - Meeting with Michael Prue candidate Ontario NDP Leadership
- February 14 2009 - Ontario NDP Leadership Debate
- February 24, 2009 - Thunder Bay and Northwestern Ontario Area Council
- February 26, 2009 - Thunder Bay and District Labour Council

Objectives:

- to increase the visibility of the PSAC in the region
- to interact with as many members as possible
- to increase awareness of the members on their role and activism within the union
- to promote "Think Public" to members and community at large

Future Goals:

- to keep the visibility of PSAC in the forefront of the labour movement in the Northwest
- to continue to interact with members in the region
- to increase political awareness of members of PSAC
- to travel within the region to meet with members

Réjean Amyotte
Region 2, Northeastern
Council Representative
October 27, 2008 to March 6, 2009
Activity Report

Objectives

1. To create an awareness of the PSAC within my home town of North Bay as well as the community of Sturgeon Falls where I work. I wanted to create that awareness by becoming involved and involving PSAC in members in Labour sponsored events within those communities
2. To make personal contact with as many Locals and members within the North-eastern Region as possible and to begin to establish a communication network which will be used in an effort to encourage Locals and members to become active in their respective communities.

Activities

- **SSO Collective Bargaining:**

Travelled to Ottawa to “negotiate” a tentative agreement with the employer
Travelled to Hamilton, Toronto, Halifax and Barrie to speak at SSO Ratification Meetings for both Field and Regional Office Interviewers. Spoke at and participate in ratification vote in Sturgeon Falls Local. Spoke on teleconference ratification meetings for Newfoundland and Labrador, Northern Ontario and Kingston area Field Interviewer Locals.

- **North Bay and District Labour Council:**

Participated in meetings in November and January. Volunteered to be a member of the Labour Day Picnic organizing committee.

- Participated in SSO RUMCC in Toronto
- Participated in SSO NUMCC in Ottawa
- Local 00383 AGM
- Sent out letter of introduction to constituency
- Consulted with Sudbury RO regarding advanced training and RO Education schedules.

- Met with Nipissing-Timiskaming Liberal MP and National Caucus Chair. Attended with Sisters Treana Campbell and Debbie St-Germaine of UTE 42 in Sudbury. Bill C-10 was the topic of discussion at this meeting.
- Attended Leadership Phase 1 Training in Toronto

Goals

1. Revitalize the North Bay Area Women's Committee. Hosting a breakfast meeting on March 21 to make this initiative a reality.
2. Continue to be an active member of the North Bay and District Labour Council and encourage PSAC Locals to affiliate with this important organization.
3. Meet with area Locals in North Bay and Sudbury to determine the feasibility of establishing an area council
4. Travel to various parts of the Region to make the connection with as many Locals as possible

Kevin McNama
Region 2, Northeastern Ontario
October 23, 2008 – March 3, 2009

Over the last few months it been fun filled with many items happening. On my last report my goal was to have some of the other PSAC locals attend the Sault Ste Marie District Labour Council Meetings. As a result of this the PSAC locals have had input into events for the upcoming year.

I was invited to the UEW Annual General Meeting in Sault Ste Marie.

- Rally for a Coalition Government
- District Labour Council Meetings for Dec, Jan Feb
- Planning Meeting for the 50th Anniversary Dinner for District Labour Council
- Traveled to North Bay to partake in the Ratification Vote
- Took part in the PSAC Area Council Meeting
- Attended the 50th Anniversary Dinner for District Labour Council
- Partook in the Ratification Vote in Sault Ste Marie

Goals for the future:

- Within the next three weeks we have a tentative date to meet the Local MP Tony Martin
- Start to work on the Labour Day picnic with the area council
- To keep the locals up to date and informed of issues that arise from Regional Council
- To get one more of the local Presidents to the Sault Ste Marie District Labour Council Meeting

Dennis Miluck
Region 3 (Eastern) Representative
October 27, 2008 - March 08, 2009

Highlights:

- 1) I was in attendance at the Kingston Area Council meeting on November 25, 2008.
- 2) On November 27, 2008 I was at the TAFA vote in Kingston at the University, even though we were not successful I feel that the next time we will be, as they have learned where/what they need to work on.
- 3) January 8, 2009, I attended my first OFL Health & Safety Committee meeting it will take a couple of meetings before I get into the swing of it, I need to remember that we have members covered under Provincial Regulations.
- 4) This was the first time dealing with the Ministry of Labour as the OFL meets with them periodically. These meetings take place at the OFL Building in Toronto.
- 5) On January 15, 2009 and again on February 11, 2009 we had two conference calls both were planning meetings to set up the Health & Safety Conference in the spring.
- 6) I'm planning on attending the Area Council meeting in Trenton.

As for some GOOD news the SV and the PA groups have contracts. BUT we should note that the Federal Government is working on Bill C-10 that could mean role backs for some of the other groups that are signed, so we will all need to get out and talk to our Members of Parliament. I am here to help if I can.

As I am a member on the OFL Health & Safety Committee if you have an issue that might get brought up there let me know. Also as most of you know I chair the Councils' Health & Safety Committee so issues can also go through there or through the area councils. If you call (613) 392-5543 in the daytime you can leave a message on the phone or with my wife. Hoping to hear from you.

In Solidarity,

Dennis Miluck

Steve Gauthier
Region 3, Eastern Ontario
November 2008 to March 2009

Objectives for this period:

- ✓ Attended LOAT course in Kingston
- ✓ Run for re-election as President for our Local
- ✓ Keep in touch with the Regional Office as well as the locals
- ✓ Work on the education program for Ontario

Activities for this period:

- ✓ Attended LOAT course in Kingston in November
- ✓ Re-elected President of Local 629 in November
- ✓ Consulted with Regional Office on education needs for our region
- ✓ Consulted with Education Committee for Ontario for the advanced courses in 2009 (conference call)
- ✓ Held two ratification votes in January 2009
- ✓ Met with reps from Service Canada and Veterans Affairs to establish an Area Council in the Pembroke-Petawawa area
- ✓ Made contact with Renfrew and District Labour Council entertaining affiliating with that group
- ✓ Established contact with the Workers Health and Safety Centre in Ottawa
- ✓ Attended a one day symposium in Ottawa on Conflict Management in the workplace. I was the guest of the Dispute Resolution Center from Petawawa
- ✓ Working on a business case for the members of Petawawa Fire Department to go to a 24 hour shift
- ✓ Attended a week long course in Toronto to become a JLP facilitator.

Goals for the next time period:

- ✓ Have established an Area Council for our region
- ✓ Explore the possibility of Regional Labour Council
- ✓ Facilitate a few JLP Module's
- ✓ Continue to work with the staff at the Regional Office in Kingston to meet the needs of the members
- ✓ Continue to strive to become a better leader within the Union through education and experience

Respectfully & In Solidarity,

Steve Gauthier

**Report of Glenn Miller
Region 4, Southwestern Ontario
October 26, 2008 – March 6, 2009**

Objectives for this time frame:

- To meet with the Area Councils and Locals in SW ON
- To promote the committees of PSAC Ontario and Area Councils
- To meet with The Area MP's to present the PSAC's and members concerns
- To help out with regional activities as they arise

Activities for this period:

- Co-facilitated the LOAT course in London
- December 2008 UPCE strike support
- Area council meetings and local meetings attended
- Met with MP's to discuss various issues

Future plans:

- To represent Ontario Council at various meetings and to bring forward members concerns.
- To promote the committees of PSAC Ontario and Area Councils
- To promote and educate members and affiliates on PSAC Campaigns
~Think Public and Bill C-10

Melanee Jessup
Region 4 - Southwestern Ontario
November 2008 – March 2009

Goals:

- Meet with NHU 32, which has recently lost two of their Executive members.
- Make contact with new President of the Windsor Area Council.
- Plan a face-to-face meeting with the three Area Council Presidents in the Region to share best practices and create a coalition to better serve all members in SW Ontario.
- Co-facilitate the LOAT course in London, November 27th to 30th.
- Attend the London Area Council meeting on October 30th.
- Meet with Glenn Miller and the London Regional Office staff to set the educational plan for the RO.
- Assist UPCE 121 with their potential strike action.
- Be involved with the Strike Coordination meeting in K-W and keep in touch with the Committees in the other areas of the Region.
- Liaise with Glenn Miller to ensure that we have maximum coverage f-or the Region.

Activities:

- Conferred with London Regional Office re: selection of participants for Local Officers Training.
- Co-facilitated the Local Officers Advanced Training with the London Regional Office reps and Glenn Miller, November 27th to 30th.
- Participated in the picket for UPCE 122 in London.
- Participated in the picket for UPCE 121 in Kitchener on a regular basis until the end of the strike.
- Attended the ratification vote for National Component, CEIU, USGE, CIU.
- Attended the Coalition Rally at Nathan Phillips' Square with the Waterloo Regional Labour Council and other members of the PSAC.
- Reelected President of the Kitchener-Waterloo Area Council.
- Participated in the planning of activities of the Area Council for the upcoming year.
- Provided input for the London Regional Office re: education plan for 2009-2010.
- Lobbied local MPs on Bill C10, filed reports.
- Attended Leadership Training, Phase I, March 5th and 6th.

- Attended Education Committee meeting, March 6th.
- Attended Ontario Council meeting, March 7th and 8th.

Future Plans:

- Revitalize Kitchener-Waterloo Regional Women's Committee.
- Support recently-reactivated London Regional Women's Committee.
- Participate in creating guidelines for educational program participant selection.
- Forge bonds with the Waterloo Regional Labour Council by attending monthly meetings.

Respectfully submitted

Melanee D. Jessup

Ken Boone
Region 5, Greater Toronto Area (GTA)
October 25 – March 6, 2009

Brothers and Sisters

I have been involved in the following activities on behalf of PSAC since our last meeting in October 2008. I have spent time working on the GCWCC campaign as the Labour Co-Chair of the campaign on the Steering Committee. I have to say that our two sponsored employees outdid themselves. Somehow, in the face of a severe economic turndown and the protracted negotiations process, they were able to raise more money in this campaign than last year. Our two sponsored employees were Simon Tran from Canada Border Services and Christine Badziok from Environment Canada.

I attended Collective Bargaining sessions as a member of the PA Team. We reached a tentative agreement in November (surprise) and that agreement was ratified at the end of January. I have attended numerous Ratification Votes between November and January and I am happy to see that the process is over.

As usual, since our last meeting, I have done a fair amount of work as the Chair of the Finance Committee including updating the books and preparing the financial statements for the audit. Together with the Finance Committee we prepared a budget proposal for your review.

In Solidarity,

Ken Boone
Region 5, Greater Toronto Area, Regional Representative

Bruce Flannigan
Region 5, Greater Toronto Area (GTA)
October 23rd, 2008 – March 6th, 2009

Objectives for this period:

- To host or co-host a meeting with a Reps meeting just prior to next Council meeting
- To host a workshop on Labour History
- To mobilize members in support of our Bargaining Teams
- To continue attempts to get members feedback and add to e-mail tree
- Connect with Local Leaders

Activities for this period:

- Attended Good Jobs Summit
- Attended the Coalition Rally at Nathan Phillip's Square
- Assisted at Ratification Votes
- Attended "Un-bottle It" an info session on the privatization of water with guest speakers Maude Barlow (Council of Canadians) and Sid Ryan (CUPE)
- Attended a CLC training session on how to get labour's message out regarding the economic crisis
- Attended Building Union Capacity to Support Laid-off Workers Conference
- Visited Bob Rae's office and Liberal Party headquarters in Toronto with other PSAC members to lobby against Bill C-10
- Started Union Counsellors training presented by Labour Community Services
- Participated in Leadership Training Phase 1
- Attended and helped organize Fix EI Rally at 25 St. Clair Ave E.

Future plans:

- To engage in political activity around the "economic crisis" and in particular Bill C-10
- To build networks within the Toronto and York District Labour Council and the OFL
- To host a movie night
- To continue attempts to get members feedback and add to e-mail tree.
- Connect with Local Leaders

Bob Black
Region 6, Hamilton-Niagara Representative
October 25, 2008 – March 6, 2009

Activities:

- | | | | |
|----------|-----|---|---|
| October | 27 | - | Facilitated a lunch and learn on stress |
| | 30 | - | Plant gating with Regional Office Reps at 55 Bay St., in Hamilton |
| November | 13 | - | Attended Niagara Area Council |
| | 17 | - | Participated in UPCE strike line picked up fire barrel at HDLC office and searched out firewood for strike line |
| | 18 | - | Attended the Regional Office for education meeting |
| | 19 | - | Bleached beard for Santa Claus |
| | 20 | - | Attended early portion of Hamilton TUB course |
| | 21 | - | Met with UPCE member re: strike |
| | 22 | - | Attended Toronto MDAC Christmas Celebration |
| December | 1 | - | Attended the Hamilton Area Council, Hamilton Regional Women's Committee and Hamilton MDAC Christmas Celebration where we raised \$2,160 for the striking members at UPCE Millen Road location |
| | 23 | - | Delivered the cheque to the UPCE members and |
| | 24 | - | Walked the picket line dressed as Santa Claus |
| | 11 | - | Attended the HDLC meeting with Doug from RO |
| | 19 | - | Walked the UPCE picket line from 4am and had the police called to move us off the line |
| January | 17 | - | Attended the Hamilton Treasury Board Ratification Votes |
| | 25 | - | Met with new President from National 221 |
| | 26 | - | Attended the Hamilton Labour Advisory Committee Meeting |
| | 27 | - | Attended Hamilton Area Council Meeting |
| | 28 | - | Attended Hamilton MDAC Meeting |
| February | 17 | - | Attended the Hamilton Area Council Meeting |
| | 18 | - | Participated in the MP visits around Bill C-10 |
| | 19 | - | Attended the UTE 00014 AGM |
| March | 5-6 | - | Participated in the Leadership Phase 1 training |
| | 5 | - | Attended the Fix the EI demonstration held at 25 St. Clair |

Colleen Wice
Regional Women's Representative
Equity and Human Rights Committee Member
October 24, 2008 – March 8, 2009

Activities for this period:

- November 18, 2008 - Attended Ontario Regional Education Meeting at PSAC Regional office
- On picket line at 340 Matheson Ave, Mississauga to support postal workers
- December 2, 2008 - Had carpal tunnel surgery on right hand
- December 9, 2008 - Attended holiday dinner with Toronto Regional Women's Committee
- March 4-6, 2009 - Attended and completed Leadership Training Phase 1
- March 6-8, 2009 - Attended Ontario Council meeting at PSAC Toronto Regional Office

Due to my surgery early in December 2008, I was off work until March 2, 2009 so I was unable to participate in any activities I thought I would accomplish from the previous Ontario Council meeting.

Objectives for the next period:

- Keep in touch with Regional PSAC office
- Support and promote any and all campaigns
- Increase awareness of PSAC, Women's Committees/issues, Human Rights Committees/issues, Equity Committees/issues.
- Make contact and attend as many Women's Committees as possible.
- Interact with members and Women's Committees in the region.

In Solidarity,

Colleen Wice

Kevin Nadjiwon
Aboriginal Members Representative Report
October 24th to March 6th, 2009

- Continue to meet and expand networks with Regional and National PSAC Aboriginal Members
- Continue to meet, support and expand networks with Equity and Human Rights Committees and members regionally and nationally
- Continue to meet with Aboriginal Elders, Traditionalists and communities to help bring traditional and cultural support, education, awareness and resources to the PSAC
- Continue to be informed and updated on PSAC education, awareness, and news that affects Aboriginal Members
- Recruit, retain and promote PSAC to the greater regional and national PSAC Aboriginal membership
- Promote and recruit networking, action planning with the NAIM Network representatives and members regionally and nationally
- Support and bring awareness on various Aboriginal campaigns and demonstrations
- Support and bring awareness on PSAC campaigns and demonstrations
- Develop and expand the GTA Aboriginal Members Committee and network with other regional and national Aboriginal Member Committees
- Attended the NCAFE (National Council of Federal Employees) Conference in Edmonton
- Elected as Local 00137 Vice President
- Human Rights Alternate to the National Component Ontario Region
- Alternate to the Ontario Federation of Labour Aboriginal Committee

**Celine Alexiuk
Members with Disabilities Representative
March 2009**

A nil report has been submitted during this reporting period.

In Solidarity,

Celine Alexiuk

**Sharon Fletcher
Racially Visible Members
March 2009**

A nil report has been submitted during this reporting period.

In Solidarity,

Sharon Fletcher

**Report for Karen Church
Gay, Lesbian, Bi-Sexual & Transgendered Members
October 2008 – March 2009**

It has been a very long time since my last report. I want to start by first saying Thank-You for all the support I received from Council while I was off of sick leave. It was this support that got me through a rough and difficult time in my life. Since returning to work, I have hit the ground running. I have been attending the Windsor Area Council and Women's Council Meetings. I also got connected with the Local Pride Committee. They have been arranging info sessions geared to the needs of the GLBT Community. I have also found a great resource site for GLBT Members, and have emailed them requesting more information. Once I receive the info, I will post it on PSAC website. It is the Rainbow Health Ontario Organization. It's a Province wide Program that is geared to improve access to services for GLBT Members.

This past October at the CIU Convention (formerly CEUDA), I was elected to the National Equal Opportunity position. I am very excited about this and I look forward to representing all the Equity Groups. The push at this time for the GLBT Members of CIU is the right to wear their Uniforms and march in Pride Parades.

I look forward to working with Council and again I say thanks for all the support and well wishes.

In Solidarity and Pride,

Karen Church
GLBT Rep.
PSAC Ontario Regional Council

Debbie Willett
PSAC Ontario Council Report
Area Council Representative
October 24, 2008 - March 6, 2009

Objectives for this period:

Continue to attend events when able, in order to maintain visibility as well as to communicate with the members to get an understanding of their needs.

October 24 – 26	Attended Ontario Council Meeting
November 18	Participated in selection of Duty to Accommodate course
November 18	Set up picket line for UPCE in Mississauga
December 1	Attended and participated at the Hamilton Area Council Christmas Meeting/Dinner
December 4	Picketed with UPCE at Stoney Creek Plant (Santa showed up)
December 17	Attended and participated at the Niagara Area Council Christmas Dinner
January 21-25	Attended and participated at the UTE National EO Committee Meeting (Ottawa)
February 2	Plant gated information flyers re: possible roll back on wages
February 2	Participated in a conference call - Ontario Council Education Committee
February 8-13	Attended and participated in Pre-convention Resolutions Committee meeting (Ottawa)
February 24	Attended and participated in the WH&S Centres RSI Training (St Catharines)
March 6	Attended and participated in the Education Meeting
March 7-8	Attended and participated in the Ontario Council Meeting

Future Plans:

- ✓ Continue to address issues
- ✓ Promote PSAC
- ✓ Promote ongoing campaigns
- ✓ Attend other Area Council Meetings, where possible

In Solidarity,

Debbie Willett

PSAC Ontario Regional Council Meeting Minutes – March 7-8, 2009

Blair Chalk
Directly Chartered Locals Representative Report

I have not heard much from the Directly Chartered Locals (DCL) since the Resolutions were submitted to the National Convention and the results of the election of Sandra Goodick to represent DCL with less than 100 members at the National Convention. I believe that Sandra will do a great job representing the DCL's. Shannon from Moosonee has successfully received the course in March.

I would like to thank the Sudbury Regional Office staff for their due diligence in working with these remote locals and being there when the request was submitted. I took part in the Education Committee Conference call and am pleased that the result is to have Regional Courses instead of just one central school. The needs of the region in regards to locals will be suitably addressed. I as the DCL rep I would like to have had a Stewards Training and Grievance Handling in advance of the duty to accommodate course but I am reminded that I have to take others than DCLs into account. If and when the DCLs have their conference, the possibility of work shops within the conference will help.

As for my local, we now have our Collective Agreement ratified and signed and a new executive.

Peggy Henri--President
Brian Kotowicz--Vice President
Lenard Hearty--Chief Steward
Peggy Henri--Secretary
Blair Chalk--Treasurer

With this new executive at DCL 108, I believe that there will be a road to recovery and great improvement.

During the past seven months, Peggy and Lenard worked very hard in keeping this local alive and working. Congratulations to Peggy and Lenard. I also want to thank all staff at the Sudbury Regional Office for their support and patience.

I would like to comment that I will miss Lionel Forde who is no longer on Ontario Council. He was a great benefit to us all. I wish him well in his new endeavours.

In Solidarity,
Blair Chalk
DCL Representative

Steve Tuffin
Regionally Based Separate Employer Locals

Reporting Period from October 2008 to March 2009

Timmins Airport ratified a 4 year deal in January,

Sault Ste. Marie Airport is nearing the end of negotiations and it is hopeful that a deal can be reached before the end of the month

Canadian Centre for Occupational Health is in ongoing negotiations

Sunlite Cleaners, Petawawa and NPF Kingston are also in talks

Windsor Airport has exchanged demands but no talks are scheduled until the end of March.

I have spent much of the past 2 months assisting my community political and Union leaders in battling the closure of small hospitals and reduction of Health Care services in the smaller communities in Southwest Ontario, namely Wallaceburg, Leamington, Petrolia and Chatham.

I look forward to conversing with the leaders of the separate employer locals this summer and visiting the locals that I can.

Respectfully Submitted

In Solidarity,

Steve Tuffin

Ryan Ayres
Young Workers Representative
October 2008 – March 2009

Objectives:

- Continue a dialogue with the Regional offices
- Work on Young Worker email/Contact list
- Keep the members informed on what PSAC Ontario Council is doing
- Send out regular email/correspondence to the Young Worker members
- Represent Young Workers at functions where required
- Promote Union Development Program (UDP)

Actions:

- Contacting Young Workers in Ontario Region
- 7/8 November 2008 Assisted facilitating Local Officers training in Kingston
- 25 November 2008 Attended Kingston Area Council meeting
- 27 November 2008 Assisted with TAFE organizing drive
- 29/30 November 2008 Spoke at Local Officers training in London
- 30 November 2008 Had meeting with Alison Braley from UWO Local
- 16 December 2008 Meet with Shanny Doucet my counter part in Atlantic well on Employer training
- 5/6 March 2009 Attended Leadership Phase 1 training in Toronto
- 5 March 2009 Participated in EI Rally in Toronto

Plans:

- Work with PSAC Ontario Council Representatives to connect with Young Workers
- Lobbying MP's on issue that are relevant to Young Workers
- Increase Young Workers knowledge of courses that are happening in PSAC Regional offices
- Educate the Young Workers about PSAC Ontario Council
- Further discussion with Regional Office about setting up some type of web link or page site for Young Workers
- Look at creating a Facebook Group

- Attend National PSAC Convention as an observer representing Young workers for my Component UNDE.
- Attend OFL Worker under 30 Committee.

In Solidarity,

Ryan Ayres
Young Workers Representative
PSAC Ontario Regional Council
Cell: (613) 847-5186
Email: rayres1@cogeco.ca