



# **PSAC Ontario Council Committee of a Whole**

**October 16, 2009**

**Spencer Ivey Leadership Training Center  
London, Ontario**

The meeting convened at 1:30 p.m. on Friday, October 16, 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  
Veronica Eastman, Racially Visible Members  
Karen Church, Gay, Lesbian, Bisexual, Transgendered Members  
Debbie Willett, Area Councils  
Steve Tuffin, Regionally Based Separate Employer Locals  
Blair Chalk, Directly Chartered Locals  
Ryan Ayres, Young Workers

Staff: Christopher Wilson, Regional Co-ordinator  
Rita Cantalini, Executive Assistant to the REVP  
Hassan Hussein, Political Communication Officer  
Shirley Riva, Regional Education Officer  
Angela Fairweather, Regional Health & Safety Representative  
Lynn Meston, Regional Rep, London RO

The REVP explained that the Ontario Council will convene as a committee of a whole, observers are not invited to attend however senior staff were allowed to observe and participate.

The REVP welcomed Hassan Hussein, our new Political Communications Office hired on an indeterminate part-time basis.

*Motion to move Ontario Council into Committee as a whole*

m/s/c Gerry and Dennis Miluck

*Motion to nominate Gerry Halabecki to Chair the Committee as a whole*

m/s/c Steve Tuffin and Ken Boone

**First topic of discussion - Fall School versus Regionally Based Advanced Training**

**Second topic of discussion – Addition of Council members who participate in the selection/sort for education courses.**

*Motion to now rise and report*

m/s/c Ken Boone and Colleen Wice

Report as follows:

On the first topic it was agreed that the School format would take place in 2010, go back to a geo-based in 2011 and back again to the school format in 2012.

On the second topic it was agreed not to make any changes at this time.



# **PSAC Ontario Council Meeting Minutes October 17-18, 2009 Spencer Ivey Leadership Training Center London, Ontario**

The meeting convened at 9:20 a.m. on Saturday, October 17, 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  
Veronica Eastman, Racially Visible Members  
Karen Church, Gay, Lesbian, Bisexual, Transgendered Members  
Debbie Willett, Area Councils  
Steve Tuffin, Regionally Based Separate Employer Locals  
Blair Chalk, Directly Chartered Locals  
Ryan Ayres, Young Workers

Staff: Christopher Wilson, Regional Co-ordinator  
Rita Cantalini, Executive Assistant to the REVP  
Hassan Hussein, Political & Communication Officer

Absent: Souad (Sue) Soubra, Members with Disabilities

Observers: Darlene Brown, UCTE RVP Ontario  
Ralf Bucherer, Local President UCTE 56  
Brenda MacKinnon, Windsor RWC and AC  
Paula Woodcock, Windsor RWC and AC  
Jamie vanSydenborgh, President, UTE Local 14  
Dave Stumpf, Local President UTE 17  
Donna Struk, CEIU South West District Rep, Alternate, Region 6  
Nancy Richter, Area Council President, Alternate, Area Council

Fran Pieper, K-W AC and K-W RWC, Alternate, Region 4  
Robert Lounsbury, AGR 18 Local President (Saturday only)  
Jim Phillips, Treasurer, London AC, President, UTE Local 17 (Saturday only)  
Peggy Phillips, Secretary, London AC, Stewart, UTE Local 17 (Saturday only)  
Barb Pawlowich, UTE Local 17 Executive Member (Saturday only)  
Jan Hauck, Area Council Executive (Saturday only)  
Mojdeh Rahbari, Host Committee of London Area Council (Saturday only)  
Todd Woytiuk, PSAC Representative London, (Saturday p.m.)

## **AGENDA:**

1. Adoption of Agenda
2. Adoption of previous meeting minutes (June 27-28, 2009)
3. Business arising from previous meeting
4. REVP Report
5. Regional Office - Updates (Chris Wilson)
6. Receipt of Reports of Council Members
7. Committee Reports
8. PSAC Ontario Convention 2011
9. Delegate Assistance Committee
10. Federal Election (Hassan Hussein)
11. Think Public Summer Events
12. PSAC Women's Forum
13. Meeting Dates for 2010
14. Occupational Group Structure and Review Process
15. Elimination of Zones (Steve Gauthier)

The REVP welcomed the observers and thanked the members of the London Area Council for hosting the meet and greet last night. The OC bi-elections have taken place and the REVP reported that Veronica Eastman is the successful member for the Racially Visible position and is attending her first meeting this weekend. Sister Celin Alexiuk is on a spousal relocation and is currently residing and working in the NCR. Souad Soubra won the bi-election for the Alternate position for Members with Disabilities. Sister Soubra is therefore the Ontario Council Member representing the Members with Disabilities; however with only a weeks' notice she had a previous commitment and was unable to attend this meeting.

The Chair asked Sharon DeSousa to read the PSAC Harassment Policy. Sister DeSousa will be the Harassment Co-ordinator for this meeting's session.

The REVP advised that he plans to do an activity for "Stand Up and Speak out Against Poverty". Hassan Hussein will register the event and we will do a symbolic pledge and he will take photos to be posted on our website.

The REVP wanted to articulate the message about guests and observers who have joined us for the weekend. It was agreed that Ontario Council would cover the \$64.33 for lunch and two breaks for those observers who joined us over the weekend, however any national officers who have a budget and those from the London Area Council and those who are representing a local would be expected to pay for their own lodgings and/or optional package.

The REVP stated that Ontario Council did an email vote and it was agreed that those observers wishing to join us for the day would have lunch and coffee breaks covered. The REVP hopes that this issue is now clear.

The REVP gave time to the Host Committee to give us information about tonight's plan which included: dinner at the Adelaide Diner followed by an evening of star gazing at the UWO. All were also invited to join us for drinks at the "Spokes", a popular pub on campus.

The hours of sitting will be Saturday, 9-5, lunch from 12:00 – 1:00 and Sunday, 9-2, lunch 12 –1:00.

*That the hours of sitting be adopted.*

m/s/c Glenn Miller and Debbie Willett

**Item 1. Adoption of Agenda**

*That the Agenda be adopted as presented.*

m/s/c Blair Chalk and Dennis Miluck

**Item 2. Approval of Previous Meeting Minutes (June 27-28, 2009)**

*That the June 27-28, 2009 minutes be adopted as presented.*

m/s/c Ken Boone and Bob Black

**Item 3. Business Arising from Previous Minutes**

**Page 3 – The EA will follow up again with Ottawa to ensure that English copies of the NBoD are sent to the Ontario Council Members.**

**Page 15 – This item is to be actioned by both the Health and Safety and the Education Committees to provide better clarity on how members can apply for scholarships. This ongoing project would be best continued in the next fiscal cycle. The guidelines or principles to access money should be communicated in a way that transparency is evident. The line item is currently \$12,000 for WSIB Courses. Action is to be taken by the Education and Health & Safety Committees and to be presented to Ontario Council.**

**Page 22 – Chris Wilson will look into obtaining the Think Public Video that was presented at the PSAC National Convention.**

**Item 4. REVP Report**

The REVP handed out the excel spread sheet indicating all personal/contact information for Ontario Council Members and Alternates. This is not a document for distribution but rather for information purposes. This document is amended on an ongoing basis and is shared only with OC members. The same information is also available on the website in the event you need to contact your Ontario Council representative. The REVP noted that the observers at this meeting that are also alternates are: Fran Pieper, Donna Struk and Nancy Richter.

The REVP handed out his October 6-9, 2009 NBOD Report and the activity report which has been amended for this meeting. It contains his activities in chronological order from our last meeting to this meeting. The REVP will provide a verbal update to his report.

The National Board of Directors started their strategy session with a retreat in Montebello in Quebec, outside of Ottawa. They reviewed the last strategy session that was held in 2007, set the priorities for the organization's upcoming period, reviewed what was accomplished and what was not. They also reviewed the function of the NBoD; the XO's which are executive memos from John Gordon's office, NBoD Committees structure and their usefulness. Most Committees remain in effect from the previous cycle. The H & S Committee was changed because of the upcoming Health & Safety Conference. The Ontario REVP has this portfolio.

Patty Ducharme, lead the discussion on political action and its importance at the NBoD Strategy Session. The value of contacting and lobbying MP's and MPP's was stressed. It was reported that a new PA Committee is being formed. While we recognize that some components are stronger than others, we need to get them more involved not only in their own work but by expanding to the broader labour movement.

There was a barbecue in Ottawa for the USGE campaign, "Save our Farms". This is an ongoing campaign to assist USGE to fight prison farm closures by the Conservative government. The PSAC and USGE have worked on this campaign collectively and will continue to do so.

The REVP handed out the "PSAC Statement of Principles on Aboriginal Peoples' rights". This is a new policy which the NBoD fully endorsed a week ago. There were some minor editorial revisions and the brand new document was revised in consultation with the aboriginal committee. The NBoD endorsed and approved this statement on Aboriginal Peoples' Rights and is ready to share with your members. Once it is available electronically the EA will send it out for dissemination.

The REVP sent out the XO Phased Retirement dated September 1, 2009 electronically to all Ontario Council members. He wanted to share this as the letter to the NBoD speaks to the changes for members to get some of their CPP benefits while they work. A resolution on phased retirement was debated at the PSAC National Convention but did not get the Committee's concurrence. The Memo states that it has put the NBoD on notice as it intends to reverse the committee's recommendation and calls for the PSAC to mount a campaign in support of phased retirement. Very little has been done, thereby opening the doors for the PSAC and its Components to lobby the federal government to get this enacted as soon as possible.

The REVP was excited to announce the newest Aboriginal Committee in Sault Ste. Marie. The REVP congratulated Brother Kevin Nadjiwon for his great work in getting the committee up, and for inviting Barb Goodfellow and James Marchand, both NAPC Representatives in Ontario, to participate. They did their work and were able to sign up 1 DCLs and 2 different Components to endorse their Aboriginal Committee. At the last AEC, the REVP requested their approval, which was accepted. This is the 2<sup>nd</sup> Aboriginal Committee in the region. The REVP announced that a call out letter will go out shortly for Toronto area members to participate in training geared directly for aboriginal members to develop tools and to link them into our regional committees.

Here is our current list of accredited Regional Committees as well as those that have expressed interest in forming new committees:

- 10 – Area Councils (Interest in Petawawa, Barrie and Northeastern Ontario)
- 8 – Regional Women’s Committees (Interests in Kingston and Barrie)
- 1 - Racially Visible Committee – Toronto
- 1 – Members with Disabilities Access Committee [MDAC] – Toronto
- 1 - Members with Disabilities Access Committee [MDAC] – Hamilton
- 1 - Aboriginal Committee - Toronto
- 1 - Aboriginal Committee – Sault Ste. Marie

The REVP recognizes the efforts made to expand this network of Regional Committees and encourages all Ontario Council members and Alternates to attend Committee meetings. More work can be done for our membership and the REVP applauds the efforts made thus far.

The Workers Arts and Heritage Centre located in Hamilton is a project that the PSAC has endorsed in the past. Once again, the AEC has agreed to provide the Centre with financial support in the amount of \$5,000 for this year (2009).

The REVP stated that Regulation 15A, B & C, cover Treasury Board, Directly Chartered Locals, Regionally Based Separate Locals and other National Units are now being formatted into booklets to help with Collective Bargaining guidelines. RO’s have copies of these Regulation 15 which contain information on strike votes, size and establishment of bargaining teams at every level of collective bargaining. Contact your respective Regional Offices for copies.

The REVP spoke about the ongoing campaign with the Agriculture Component to fight-back Bill C-39. The bill has now been retabled and called Bill C-13 is intended to destroy the Canadian Grain Commission. The REVP requested that OC members should contact their MPP’s or MP’s and speak out in support of Saving our Farms Campaign and in opposition to Bill C-13.

At the NBoD level there is a Committee called the “Roles, Responsibilities and Structure Committee”. The Committee recommended to the NBoD for the NRU and UEW parties to get together and start merger discussions, as this would be the most democratic process. Merger discussion was not successful however, as it did not get 2/3 majority at the Board.

The AEC is now seized with this dispute, and a vote of the membership may take place. The REVP wanted to ensure that OC members are informed of this in the event that NRU or UEW members in their constituency groups inquire about it.

The CLC Labour College has done a whole revamp (structure and curriculum) and is currently registering students. Partial funding from PSAC is available but Components must also provide \$1,500 in funding to assist. The PSAC set aside \$75,000 to cover 5 members. 33 PSAC applications were received for the Labour College and the PSAC asked for the assistance of Darryl Bean to help with the short listing of. He was able to call each of the components where those individuals are from and a list of 10 members where in front of the AEC last week. Applicants should be advised shortly, and the course begins in January 2010.

The REVP advised that the NBoD had a free flowing information on H1N1. The PSAC Health & Safety program is working on a document and is hoping it will be available very shortly for our membership and committees (including UMCs). Each member should check with their component as more information is becoming available on the issue.

Chris Wilson advised that there was an H1N1 report in the building housing the Toronto RO. We made sure that we have all the hand sanitizers in our office as well as all of our Ontario RO's. Glenn Miller advised that hand sanitizers should be motion censored.

The REVP has been busy planning for the upcoming DCL Conference with the assistance of Chris, Rita and Blair. The Conference invited 15 Directly Chartered Locals, with 2 members from each locals. So far, 13 Locals have responded positively, our agenda is being established, and the Conference will start this coming Thursday at noon and end on Sunday at lunch time. Blair Chalk is looking forward to hosting Ontario's first DCL Conference.

Traditionally the Ontario Council meetings have been held in Toronto and Council stays at a hotel near by. The purpose of our meetings is to bring members closer to us, and the REVP advised that a resolution two conventions ago was passed to have an Ontario Council Meeting in the North. In June 2007 we held our first Ontario Council meeting in Sault Ste. Marie. We invited committees who were willing to host our event and in London the RWC and AC established a Host Committee. The REVP acknowledged all the observers in attendance today and applauded the observers for their participation and the work and efforts of the Host Committee.

Glenn Miller wanted to know where we are with backlog in representation that Jacquie D'Aguayo presented to Council at its last meeting.

**Action: The REVP will inquire and follow up with the backlog.**

*Motion to adopt the REVP's Report.*

m/s/c Melanee Jessup and Sharon DeSousa

A handout was provided to all – XO/17/09 – Think Public to Make Poverty History.

The REVP introduced Hassan Husseini as the Ontario Regional Political Communications Officer and to his first Ontario Council Meeting.

Hassan stated that members can take a stand to make poverty history. Events are taking place this weekend and we have registered our own action/pledge on the Stand Up - Take Action website. Hassan will take pictures to document this event and will post on our Ontario Website.

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

The REVP introduced the Regional Co-ordinator, Christopher Wilson who took over the position this past spring when Jim Chorostecki retired. Chris provided the following report to Ontario Council members and observers. The Ontario Region remains a very active and dynamic Region as reflected in the following report:

**Staffing**

**Regional Organizer (Toronto)**

A competition has held where Michelle (Shell) Sweeney was the successful candidate for the Ontario Regional Organizer position located in Toronto. Shell will start the position on November 2, 2009. She was formerly an Executive member of PSAC DCL Local 610 - University of Western Ontario Graduate Teaching Assistants' Union consisting of 1800 members. Upon completion of her doctorate, Shell continued her involvement with PSAC DCL Local 610 as a Staff Representative and the Health Plan Administrator for the Local. Shell also served as a PSAC Regional Representative in the London, Toronto, Yellowknife Regional Offices as well as NEU Headquarters in Iqaluit. Michelle has been in her current position as Regional Representative in the Sudbury Regional Office since 2007. Shell will be able to draw upon her direct organizing experience from the Graduate Research Assistants campaign at Western along with her organizing experience in the Prairies and most recently her acting position as Ontario Regional Organizer.

---

**Regional Negotiator (Toronto)**

This is a new Position in the region. Judith Monteith-Farrell was the successful candidate. Judith's start date will be determined to facilitate a competition for her successor given that the Thunder Bay Regional Office is a single Rep office. Judith has been employed as a PSAC Regional Representative since September 1990 and during that period has gained extensive negotiations experience by negotiating first and subsequent collective agreements in the Region in a variety of sectors. Through her experience as a Regional Representative Judith is a perfect candidate to combine both the negotiations experience expected of the position as well as the mobilization experience that is expected to inform the collective bargaining process. Judith was also a member of PSAC in her prior capacity as a Women's and Special Needs Counselor with the Canada Employment Immigration Commission where Judith was involved in Counseling of individuals and groups, development of programs and services for the unemployed and women in non-traditional work course development.

---

The directors' team approved 3 developmental positions in Thunder Bay, Sudbury and Toronto.

### **Regional Representative - Developmental (Toronto)**

Jawara Gairey was the successful candidate and assumed the position on September 21, 2009 and will continue in the position until December 31, 2009. Jawara has been employed as a Term Regional Representative in the Toronto Regional Office since 2007 where he led the 2008 Treasury Board Negotiations Mobilization efforts for all members in the Toronto Region.

### **Regional Representative - Developmental (Thunder Bay)**

Sandra Goodick was the successful candidate and will start the position on November 2, 2009 and will continue in the position for a term of up to 1 year ending November 2nd, 2010. The Directors Team granted approval for a term of up to 1 year to facilitate her leave from the Nishnawbe-Aski Police Service Board. As a graduate student in History at Lakehead University, Sandra currently holds the position of President of PSAC DCL Local 400 (Nishnawbe-Aski Police Service - Civilians). Sandra's hire as a Regional Representative along with approval for a full-time Administrative Assistant position in Thunder Bay will substantially increase the servicing capacity of the Thunder Bay Regional Office.

### **Regional Representative - Developmental (Sudbury)**

Debbie St. Germain was the successful candidate and will start the position on November 2, 2009 and will continue in the position until February 27, 2010. Debbie joined PSAC in 1989 and has been involved in the Union since as an employee representative on the Joint Health and Safety Committee, Local Steward, Representative on the Regional Political Action committee, Delegate to the Sudbury District Labour Council. As a member of UTE, Debbie was involved as a Strike Captain/Coordinator at her worksite which is the largest Local in Northeast Ontario representing over 1500 members. Debbie has also participated in demonstrations and plant gating on local issues. At the Founding and 2<sup>nd</sup> Triennial Conventions of PSAC Ontario Council, Debbie was elected to serve the North Eastern Region where she assisted in setting the foundation for the direction of the Ontario Council through her committee work.

---

### **Administrative Assistant (Kingston)**

This is Kellie Lochak's substantive position which Seema Shah was in the position but is now on maternity leave. Shawna Kenney was the successful candidate and will start the position on November 2, 2009 and will continue in the position until March 12, 2010 after which time Kellie Loshak is scheduled to return to her substantive position. Shawna is a member of UCTE in her current capacity as a seasonal canal and bridge operator on the Rideau Canal which is a position that she has held since 2007. Prior to working at Parks Canada, Shawna worked as an Administrative Assistant at several prominent law firms within the Kingston

Area where she consistently received exceptional references from the lawyers to whom she was assigned to work.

---

### **Ongoing Competitions**

There is currently an expression of interested posted on the intranet for a term Regional Representative in the Sudbury Regional Office commencing November 2nd, 2009 for a term of one month that is being posted to facilitate a competition for the permanent position.

---

### **Upcoming Competitions**

Permanent job vacancies will be posted within the near future for the following positions

- (1) Regional Representative - Thunder Bay
  - (2) Regional Representative - Sudbury
  - (3) Administrative Assistant - Thunder Bay – permanent full time. Kayley Wick has been in the position until the position will be staffed.
- 

### **Negotiations**

The UWO Post Docs are currently working on achieving their first collective agreement; they are looking at a number of issues and how to define the group into a category.

Sunlite Cleaners - Petawawa – this contractor lost their renewal contract bid and we therefore lost the group. We were in a position to reorganize the group. Unfortunately our laws have weakened because of the Harris government.

Anishnabek had joined a small union who collected as much dues out of them before they joined PSAC. They ran up a debt of \$80,000. Each member received a letter to get back \$5,000 from each of them. Chris reported that this issue has been resolved, the court had intervened decided that they can't do that if can't run a union effectively.

### **Organizing**

PSAC has filed a certificate for the Graduate Students at the University of Ontario Institute of Technology who have turned to PSAC to form a Union and are starting to sign Union cards. The vote results are pending.

PSAC also filed a certificate for Graduate Student Employees at UWO, again the issue of how do you define them has stalled the process. They say there are only 80, we say there are 200 of them.

PSAC filed an application at the Commissionaires, at CFB in Kingston. We will need to resubmit our application because the spare board list had 70 employees at the time of application, then we realized there was another 70.

Our campaign at the Woodbine Center is still signing cards.

Our campaign at Queens is also continuing to sign cards.

### **DCL Conference**

The Directly Chartered Local Conference will be held from October 22-25, 2009. The staff has worked hard to put this conference together which has been organized in record time of less than 2 months.

### **Education**

Staff have been working to get the Union Development Program together for its first level to be held in December 2009.

The Regional Women's Forum will be held in 2010. When we looked at our schedule this fall we could not find any weekend available to hold this forum. The purpose is to strategize around pay equity / child care.

There is a surplus in our National Education Budget, and we have been looking at how to access to deliver some form of education. Gerry has been working to make this happen.

#### **Item 6. Receipt of Reports of Council Members**

The REVP advised that the Ontario Council Reports are located at the back of the room. 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. Reports are required whether you are present or not, therefore Ontario Council reports will be expected from those who are not in attendance.

The REVP wanted to use this time to do a round table regarding the kinds of things the Ontario Council Members have been doing over the course of their term, and what they will be doing in the coming period. The REVP asked that they also include Agenda #11, Think Public Summer events that they participated in. He also will engage the observers for any of the things they have done over the summer events, in particular Think Public or any other political or social event.

The REVP thanked everyone for their great work and the input provided.

#### **Item 7. Committee Reports**

Point of Privilege - Cathy Harasym

Sister Harasym reported on the Thunder Bay event in which over 200 women came out to the forum. There were 23 presenters and it was a very positive event. They had the Think Public Banner, and did a Stand Up Event. There were 7 baskets drawn, it was a huge success and there was local media coverage.

The REVP gave kudos to the Thunder Bay Regional Women's Committee and to Cathy for bringing this to the Ontario Council Members. The privilege is well taken.

Point of Privilege - Bob Black

Brother Black read an email regarding Sister Aileen Duncan who will be receiving the 2009 CBTU Humanitarian Award at their dinner next month.

Chris Wilson spoke on behalf of a member of the CBTU. As a recipient of the Humanitarian award, Sister Duncan is a long standing activist and we all know why she is getting this award. The CBTU organization was founded in 1992 and is made up of racialized workers in Ontario and the United States who are interested in advocating for the rights of racialized trade union members. Over the years CBTU became open to members from outside the racialized communities. The door is open if you are interested in becoming a member. All are also invited to the dinner and dance on November 14 as it will be a great event with many familiar and new community members/activists and labour leaders in attendance. For Aileen Duncan it will be a tremendous accomplishment.

The REVP is proud of Sister Duncan and wishes her well; the point of privilege is well taken.

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

**Education Committee Report (Appendix A):**

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

*Recommendation that the amended criteria subsidy formula be adopted as presented.*

m/s/c Debbie Willett and Steve Gauthier

*That the Education Committee report be adopted as presented.*

m/s/c Debbie Willett and Steve Gauthier

**Equity and Human Rights Committee Report (Appendix B):**

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

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

m/s/c Sharon DeSousa and Colleen Wice

Point of Privilege – Karen Church

Sister Karen Church read Statement on behalf of the Equity and Human Rights Committee -- topic is “October is Mental Awareness Month”.

Being in good health means more than feeling physically well, it also means feeling mentally well. Maintaining emotional well being can sometimes feel like a continual balancing act.

Life is full of change, risks and challenges. Good mental or emotional health helps us find our balance and stay in control even during turbulent times. But how do we know if we are mentally healthy enough to deal with life’s up’s and down’s?

Setting aside time to focus on mental health is important to you and to those who care about you. By practicing mind and body fitness, you can nurture your mind, body and spirit in a positive and enjoyable way.

For more information on Mental Health Awareness Month, please visit the Canadian Mental Health Association, Ontario at: [www.ontario.cmha.ca](http://www.ontario.cmha.ca)

The REVP thanked Sister Church, her point of privilege is well taken.

**Health & Safety Committee Report (Appendix C):**

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

*Recommendation # 1. That a link to the Health Canada (H1N1) be put on our Regional website.*

m/s/c Dennis Miluck and Glenn Miller

*Recommendation #2. That Locals be advised to have their OSH committees review their fire plans and NBoD minutes to insure compliance with applicable codes.*

m/s/c Dennis Miluck and Glenn Miller

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

m/s/c Dennis Miluck and Glenn Miller

**Finance Committee Report (Appendix D):**

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

*That the Finance Committee report be adopted as presented.*

m/s/c            Ken Boone and Steve Tuffin

**Item 8.            PSAC Ontario Convention 2011 & Delegate Assistance Committee**

The REVP advised Council that we are a little behind in preparation for Convention but hopes to get on track soon.

The REVP provided a background on the system in place for Delegate Assistance for delegates to participate at our Ontario Convention. The money received will be the same amount of money for 2011. At the PSAC National Convention the debate was lengthy, and the delegates did not vote in favour of a fully funded regional convention. Therefore the Delegate Assistance money is still in the budget. After our last regional convention the REVP did not hear any complaints about how the money was distributed into the various groupings. Therefore, it is his intention to maintain the same system we used at the last Convention. The groupings were constituted based on where the locals are rather than where the member lives. He does not believe that much work has to go into this Committee other than deciding who will sit on it. The make-up should be one representative from each sub-region and one equity member. All Ontario Council members are to discuss amongst themselves who that representative will be and advise the REVP's office of that decision. The Committee will have 7 members along with the REVP and the Regional Co-ordinator.

**Action: Ontario Council Members to advise the REVP's office of who will sit on the Delegate Assistance Committee for the 2011 PSAC Ontario Convention prior to the next meeting.**

The Delegate Assistance Committee may revisit the amount of money after the assistance deadline. For example, there could be 200 possible applications but only 140 requests maybe received. In this case, 60 would not have been utilized so all the groups financial assistance would go up to utilize all of the delegate assistance funding. At our last PSAC Ontario Convention all groups went up from \$100 up to \$600 because we wanted to distribute the money evenly across the board. At the next meeting, we will start to gather information for the DA Committee to meet. At our Convention in 2011 we will have various Committees, Finance Committee (Ken Boone, Steve Tuffin), By-Laws (Debbie Willett), General and Host Committee. The REVP asked all Ontario Council members to think about which Committee they want to participate in at Convention and to advise his office prior to the next meeting.

**Action: Ontario Council Members to advise the REVP's office which Convention Committee they wish to participate in (Finance, By-Laws, General and Host Committee).**

The REVP provided a background to the Ontario Council of what transpired in preparation for the last convention. The REVP does not intend to revisit the question of holding the

upcoming convention outside the GTA. It was agreed that the cost to host a convention outside the GTA was much more costly therefore the location for the next PSAC Ontario Convention will be in the GTA. At the 2008 Convention, the REVP opened the Convention on the Friday morning through to Sunday. He proposed to model the next convention in the same fashion. Business was completed and all elections were done in that length of time.

The REVP shared the dates he had for the other regions' conventions with Council. Traditionally we have held our Convention at the beginning of May, around May Day. Looking at the PSAC Calendar of Events the REVP is proposing May 13, 14, 15, 2011 as the PSAC Ontario Convention. If a venue is not available on these dates then the 2<sup>nd</sup> choice will be May 27, 28, 29, 2011.

The REVP advised that his Executive Assistant, Rita Cantalini will continue to do more research at finding a venue, but we may be looking at the same venue as out last Convention, and having smoking suites at the Quality Suites, as our fall back position for our smoker delegates.

The call out letter will be ready in December 2010 and we will have 3 meetings before the call out letter goes out.

The Delegate Assistance Committee may be meeting at the next OC meeting.

**Item 9. Delegate Assistance Committee**

See above, item #8.

**Item 10. Federal Election (Hassan Hussein)**

The REVP introduced Hassan Hussein to provide the background for the federal election plan.

Hassan thanked everyone for making him feel part of the PSAC family. He looks forward to working with Ontario Council and members on various campaigns.

While there are many rumours about when the writ will be dropped, Brother Hussein predicts the election will take place in the spring. He explained that we are ready and prepared to launch our election campaign once this happens.

The lay of the land on the eve of a potential election is bleak. Communities are devastated by the rising unemployment and the growing economic crisis especially in the manufacturing sector which saw huge job losses particularly in Oshawa and Windsor. We are going into an election with a current government that is ideologically committed to attacking the public sector including our jobs and the services that our members provide. This can be seen from last year's economic statement where the Tories proposed freezing and rolling back wages, attacked CAs, pay equity and women's rights and this was only the tip of the iceberg.

The AEC and NBoD believe that if a majority Tory government is attained, they will further attack our gains and rights and we need to be in a good position to fight-back as a labour movement. We are all too aware of what the Mike Harris government did in Ontario and should remember that many of Stephen Harper's top cabinet ministers were former Harris government lieutenants. We know what happened in Ontario and we don't want history to repeat itself.

As far as our electoral strategy is concerned, we are awaiting approval of our plans which includes targeted ridings, the main message of our platform, regional based actions and a budget. Our main goal is to reach out to our members and pull the vote for the progressive candidates that we support. We need to encourage members to get involved in campaigns such as the broader Think Public campaign. A number of election materials will be produced centrally and will be similar to 2006 and 2008, with an insert in the Union Voice which will be distributed to all members. We will also produce "issue based" regional handouts that are more geared to cover issues within our communities and these will compliment national election materials.

We have had an assessment of our 2008 campaign and it was a success on many levels. We elected seven (7) out of nine (9) candidates that we supported / targeted which speaks highly of our work and that of our allies. We want to build on that success and learn from our mistakes. Our plan also includes booking off members to work as riding organizers and tasking them with reaching out to our membership and helping to build our activist base. We have put provisions within the budget for these positions and we intend to provide them with training tools to hit the ground running. Our immediate task is to identify members who are able to get LWP to act as riding organizers as well as to identify member-volunteers in the targeted ridings. We will work with affiliates of the CLC on joint actions in the targeting ridings.

Finally, we have identified targeted ridings by examining the following criteria: history of those ridings using the 2006 and 2008; positions of the incumbents or candidates. We also looked at the PSAC union density and how many members live in that particular community and examined the proximity of area councils and other committees and the role they can play in mobilizing our membership. Finally, we used the CLC target list as a guide.

We have identified 8 ridings spread out across our region.

The REVP advised that the ridings are not firmed up as yet, and we usually do not share the riding information until they have been verified. Louise Laporte will be looking at our plans but John Gordon needs to approve them. There is concern about the cost and we have not had an opportunity to follow up or adjust the numbers without affecting the possible targets. We may have to scale back perhaps.

Some questions were posed to the REVP and he answered to the best of his ability. Without having the plan approved as yet and how negotiations on the amount of money spent, it is difficult to foresee the plan's outcome.

The REVP recognized the difficulty in getting members on leave without pay. If anyone has any members in those areas please let his office know who they are, we will do our best to

get as many organizers in that Regional Office. As further information is available we will keep Ontario Council members abreast.

**Item 11. Think Public Summer Events**

The REVP took this time to allow more interaction amongst the Ontario Council Members and the observers to discuss the “Think Public Summer Events.”

The REVP asked Sharon DeSousa to read a letter he received for the Fix our World Event which took place in Hamilton. Sister DeSousa provided the speech on behalf of the REVP as he was unable to attend due to another previous commitment. The Fix our Work Event was a success and special thanks were made to Don Dudar and Bob Black for their participation. Sister DeSousa also attended the Hamilton Labour Day parade and BBQ, special thanks for the Labour Day in Hamilton to Bob Black and Aileen Duncan.

Here is a list of events that OC and other PSAC members participated in or assisted in organizing in their communities:

- Kingston Blues Festival (PSAC booth).
- Thunder Bay Blues Festival / Street Fair and the Italian Festival (PSAC materials distributed).
- Thunder Bay Regional Women’s Committee Forum is taking place right now.
- Thunder Bay Women’s Fair.
- “Save our Farms” rally in Ottawa (visit the website: [www.saveourfarms.ca](http://www.saveourfarms.ca))
- 50<sup>th</sup> anniversary of the Sault Ste Marie Labour Day event with their District Labour Council (PSAC Flag displayed at the Sault Ste. Marie City Hall).
- “Fix our World” event in Hamilton (PSAC speaker – Alternate REVP, booth and materials).
- Summer Fest in Sudbury.
- Kitchener-Waterloo Labour Day picnic (PSAC materials distributed).
- Toronto Labour Day Parade (PSAC contingent, float and materials).
- Young Workers Conference
- Hamilton Labour Day Parade and Picnic
- Take Back the Night
- London Labour Day barbecue (PSAC booth and REVP as speaker at BBQ)
- OFL’s “Drive to Work” campaign in June.
- Ottawa Labour Day Parade and picnic.

The REVP wanted to thank and commend the members for their work in getting our message of think public out and including providing free meals to the homeless in our communities.

**Item 12. PSAC Women’s Forum**

The Regional Women’s Forum has been planned for February 8<sup>th</sup> and 9<sup>th</sup>, 2010. The REVP and Colleen Wice (Ontario Council Representative for RWC) will be in attendance. We tried to have this forum scheduled prior to the end of the year, however we could not find an available weekend anywhere from now until end of year. The REVP will be consulting with Colleen on this forum. The forum will include Regional Women’s Committee activists,

Regional Office staff and other PSAC activists, with a focus on young mothers. It will be a 2 day event with the 1<sup>st</sup> Day focusing on the federal pay equity topic. The evening of the forum there will be a meet and greet so that other women can attend “Happy Hour- Angry Times” which include other unions and we will invite the local media. The 2<sup>nd</sup> day of the forum will focus on childcare issues. A call out will go out to the Regional Women’s Committees to seek 1 participant from each Committee. The REVP provided a Coles notes version of the forum, he is excited about the forum and will share more information with Colleen Wice and Council as it is available. Those traveling for the forum will be doing so on the evening of the 7<sup>th</sup> of February.

An email was sent to all of our Regional Women’s Committees advising them that there was a surplus of \$10,000 left over from our RWC conference. Proposals will be accepted by the REVP’s office no later than next week, however all proposals must be planned, delivered and paid for by 2009. So far the REVP has heard from the Toronto and Thunder Bay RWC’s. He will be involving Colleen once again with all decisions made on behalf of the region.

The next National Women’s Conference will be held on October 21-24, 2010 in Ottawa. We must hold our regional women’s conference at least six months prior to the national one, if we want to send resolutions to the National Conference from our Regional Conference. This is something that Colleen Wice will have to think about as this is her portfolio.

Once a staff representative has been assigned, and an organizing committee is struck, dates should be then established for 2010.

**Item 13. Meeting Dates for 2010**

The dates for the 2010 Ontario Council Meetings are proposed as follows:

February 26, 27, 28, 2010,

June 24, 25, 26, 2010 (suggested holding meetings during week, leave on Saturday evening rather than Sunday). Delegate Assistant Committee to meet all day on June 24th.

October will be announced at a later date, as we are trying to co-ordinate with the Fall School dates so that Ontario Council members have an opportunity to meet the participants.

**Item 14. Occupational Group Structure and Review Process**

Hand out – XO/18/09 – Occupational Group Structure

This XO was addressed to the NBoD on October 15, 2009; it also contains a memo to Treasury Board Local Presidents, along with Bulletin #1 “PSAC defends members’ rights in Treasury Board classification review.” John Gordon provided the Board an advanced copy of memo that will be mailed out to locals, as well as the first bulletin mailed out directly to the membership explaining the review process. Feedback is welcome and should be forwarded to Gail Lem @ [lemg@psac.com](mailto:lemg@psac.com) who will be coordinating the review. This is one of our

continued work in defending workers' rights and getting a highly deserved classification review.

Local Presidents can sign up on the listserv group for any bargaining group to automatically get information electronically. Look for this as it should be delivered shortly.

**Item 15. Elimination of Zones (Steve Gauthier)**

Steve Gauthier asked about the issue of adding increments, now that zones have been eliminated. Was PSAC aware of this beforehand? Brother Gauthier explained that if someone is hired at the lowest increment in the zones, he is laid off and rehired making \$2 less an hour than before his lay off.

The REVP cannot speak to how they treat their laid off workers however he welcomed the SV group to increments and no more zones. It is how the other groups have functioned. The REVP asked Chris to look into this question about protecting laid off and term members.

**Action: Chris Wilson will investigate the SV group on how we can protect laid off and term members once they return to work and the effect of their salaries with the elimination of zones.**

The REVP is now assigned to this bargaining group.

The REVP thanked our observers for coming out and attending our first Ontario Council meeting in London, Ontario. He also thanked the Host Committee for graciously hosting our meeting here and for the events they planned during the weekend. The REVP wished everyone a safe journey home.

*Motion to adjourn @ 12:40 p.m*

**m/s/c            Bob Black and Steve Tuffin**

**APPENDIX “A”****Ontario Regional Council  
Education Committee****Date: June 27, 2009 - October 15, 2009****Objectives for this period:**

| Objectives:  | Action:   | Who: |
|--|---|------|
| Continue to communicate the availability of WSIB and Remote Subsidy to the members who qualify for them. | <ul style="list-style-type: none"> <li>Advise Council members and members of the availability of these line items.</li> </ul> | All  |
| Planning for the 2010 – 2012 cycle.  | Canvass membership to identify learning needs.  | All  |
| Finalize spring 2010 RO Schedule   | <ul style="list-style-type: none"> <li>Communicate with ROs</li> </ul>  | All  |

**Activities for this period:**

Communicated with the Regions about fall schedule, and brought the availability of the WSIB and Remote Subsidy to the members.

**Recommendations to Council:**

Criteria for educational subsidies, see attached.

Moved by Debbie Willett and Seconded by Steve Gauthier

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

## **Criteria for Educational Subsidies**

### **1. The applicant has to:**

- i) be a member in good standing of the PSAC in Ontario
- ii) apply for subsidy to a labour oriented course or training
- iii) apply for a course offered by, the Canadian Labour Congress (CLC); Occupational Disability Response Team (ODRT); or Worker's Health and Safety Centre, Work place Safety Insurance Board (WSIB)
- iv) apply to a co-sponsored or co-subsidized course which will have priority over other requests
- v) apply to an educational course offered by the PSAC which will be considered subsequent to (iv)

### **2. The REO will report to:**

- i) Education Committee quarterly on approved applicants

## **UPDATED OCTOBER 2009**

### **1: The applicant has to:**

- ii) be a member in good standing of the PSAC in Ontario
- iii) apply for subsidy to a labour oriented **learning event**
- iv) apply for a course offered by, the Canadian Labour Congress (CLC); Occupational Disability Response Team (ODRT); or Worker's Health and Safety Centre, Work place Safety Insurance Board (WSIB)
- v) apply to a co-sponsored or co-subsidized course which will have priority over other requests
- vi) apply to an educational course offered by the PSAC which will be considered subsequent to (iv)
- vii) Requests for a subsidy should be submitted to the PSAC Regional Office for recommendation. The Regional Office consult with the respective geographic regional council member(s) prior to making a recommendation**
- viii) Once recommended, the request should be submitted to the Regional Education Officer for approval. The REO shall consult with the chair of the Regional Council Education Committee prior to approving the request**

### **2: The REO will report to:**

- ix) Education Committee quarterly on approved applicants

**APPENDIX “B”**

**ONTARIO REGIONAL COUNCIL  
EQUITY & HUMAN RIGHTS COMMITTEE REPORT  
Reporting Period: June 29, 2009 – October 18, 2009**

| <b>Objectives for this period :</b>  | <b>Action</b>   | <b>Who</b>            |
|--|---|-----------------------|
| Equity and Human Rights Calendar   | List of Equity and Human Rights dates                 | Completed             |
| Mental Health Awareness Package and speaker to commemorate Mental Health Month | Develop for October 2009 PSAC Ontario Council Meeting | Package Not Completed |
| Strategic Planning Sessions  | Conference Calls in July 30, 2009 and August 27, 2009 | Not Completed         |

**Activities for this period:**

| <b>Objectives for the next period:</b>  | <b>Action</b>   | <b>Who</b> |
|---|---|------------|
| Monthly Statements acknowledging dates from the Equity and Human Rights Calendar  | Each member has been assigned specific month to draft a statement. PSAC E & HR Committee as a whole to edit | All        |
| To Provide an Equity and Human Rights educational resource for PSAC Ontario Council and all members electronically via the PSAC Ontario website | Breakdown of tasks has been done and deadline to present to PSAC Ontario Council June 2010 meeting          | All        |
| Strategic Planning Sessions   | Meeting in (tentatively January 16, 23 or 30) 2010  | All        |

Attendees: Sharon DeSousa, (Chair), Colleen Wice, Karen Church, Kevin Nadjiwon, Veronica Eastman and Lynn Meston (Staff Resource)

Regrets: Souad Soubra

**APPENDIX “C”**

**ONTARIO REGIONAL COUNCIL  
Health and Safety Committee  
Reporting Period: June 27, 2009 to October 18, 2009**

| <b>Objectives for this period</b><br><i>(What we had hoped to accomplish)</i> | <b>Action</b><br><i>(how we plan to accomplish)</i>             | <b>Who</b>  |
|---|---|-------------|
| REVIEW ATTENDEES LIST   | Set up Regional H & S Network across Ontario.                   | All         |
| COMPILE LIST FOR WHSC /ODRT COURSES   | CREATE LIST, CONTACT ODRT/WHSC FOR COURSE DATES AND INFORMATION | ALL         |
| PREPARE FOR NEXT FISCAL CYCLE   | COMPILE LIST OF COURSES AND CONFERENCE                          | ALL         |
| CREATE AN EMAIL TREE  | COMPILE LIST OF H&S ACTIVISTS TO BE FORWARDED TO ANGELA         | ALL, ANGELA |

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

1. Created contact list of attendees to Regional H&S Conferences for electronic sharing.
2. Created list of WHSC/ORDT courses.
3. Began discussion for next fiscal year training cycle and H&S courses.
4. Email tree in paper format is nearly complete.

| <b>Objectives for the next period</b><br><i>(What we hope/need to accomplish)</i> | <b>Action</b>   | <b>Who</b> |
|---|---|------------|
| Finalize plans for next fiscal training cycle                                     | Through discussions with the education committee come up with a list of | ALL        |

|  | courses |  |
|--|---------|--|
| We are recommending to council that we look at the capability of our website to have a body mapping of injuries put up as a survey of the membership, if possible. |         |  |

**Proposals for consideration by Ontario Council;**

- 1. A Link to Health Canada (H1N1) put on our Regional website.
- 2. We are recommending that Locals be advised to have their OSH committees review their fire plans and NBoD minutes to insure compliance with applicable codes.

Attendees: Dennis Miluck (Chair), Glenn Millar, Kevin McNama, Cathy Harasym, Bob Black, Angela Fairweather (Staff Resource)

**APPENDIX “D”**

**ONTARIO REGIONAL COUNCIL  
FINANCE COMMITTEE REPORT**

**Date: October 24, 2009**

**Committee Chair:** Ken Boone  
**Committee Members:** Steve Tuffin  
Gerry Halabecki  
**Staff Resource:** Rita Cantalini

The Chair of the Committee spent a day up-dating the books. We are attaching copies of the Committee Expenses and Portfolio Expenses for review. We reviewed the various expenditures and again we note that most people are not using all the available funds. The Committee expenditures are on the bottom of the sheets as well. Note: The Education Committee and the Equity Committee will be charged for one lunch and a half day Leave Without Pay for their committee meetings Thursday afternoon.

As usual we want to remind everyone to get your expenses for 2009 into the REVP's Office by the end of January at the latest. This is necessary in order to be able to process all the expenses, update the books, prepare financial statement and to have them audited prior to our next meeting. All of the information is required for this committee to prepare the Budget for 2010 to present to council at our first meeting in 2010.

**Recommendations to Council:**

There are no recommendations contained in this report.

Moved by Chair Ken Boone that the Finance Committee Report be accepted

Seconded by Steve Tuffin

**Sharon DeSousa**  
**PSAC Ontario Council Report**  
**Alternate Regional Executive Vice-President**

Date: June 29, 2009- October 15, 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

**Activities for this period:**

- July 2, 2009 PSAC Ontario Council Political Action Committee Meeting
- July 8, 2009 GTAC Meeting
- July 15, 2009 Toronto RWC
- August 31, 2009 GTAC Labour Day Meeting re: Decorations
- September 6, 2009 Fix Our World Festival in Hamilton
- September 7, 2009 Hamilton Labour Day Parade
- September 9, 2009 GTAC AGM
- September 10, 2009 PSAC Toronto R. O. Education Conference Call
- September 17, 2009 OFL Human Rights Committee Meeting

**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**  
**PSAC Ontario Council Report**  
**Area 1 Northwestern Representative**  
**June 23 - October 14, 2009**

**Activities for the reporting period:**

- June 25, 2009 - Thunder Bay and District Labour Council
- June 20, 2009 - Presentation on the Economy Steelworkers Hall, Oshawa
- June 26 – 28, 2009 - Ontario Council Meeting, Toronto
- July 3 – 5, 2009 - Thunder Bay Blues Festival
- July 10 – 12, 2009 - Thunderfest
- August 1, 2009 - Festa Italia
- August 22, 2009 - Westfort Street Fair
- September 7, 2009 - Labour Day Picnic
- September 22, 2009 - Thunder Bay and Northwestern Ontario Area Council
- September 24, 2009 - Thunder Bay and District Labour Council
- October 1 – 4, 2009 - CEIU Ontario Northern District Conference
- October 5, 2009 - PSAC Thunder Bay Women's Committee
- October 14, 2009 - PSAC Thunder Bay Area Council Chat & Chew
- October 14, 2009 - PSAC Thunder Bay Women's Committee
- October 22, 2009 - Thunder Bay and District Labour Council

I attended various festivals during the summer and promoted "Think Public" by distributing literature and the "Public Services Are So Hot They're Cool" fans. As in the past, the fans were an especially popular item and gave me an opportunity to discuss our issues with members of the public.

Over the past few months I have been working closely with the Women's Committee in planning the Women's Fall Fair which will be held on October 17. As well, I have been active in both the Area Council and the Thunder Bay and District Labour Council as we prepare for an election which could be called at any time.

I intended on visiting members in other communities in this region over the summer however due to circumstances beyond my control I was unable to achieve that goal. I hope to accomplish this in the spring.

Submitted Respectfully, In Solidarity,  
Cathy Harasym

**Réjean Amyotte**  
**PSAC Ontario Council Report**  
**Region 2, Northeastern Representative**  
**June 29 to October 14, 2009**

**Objectives**

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

**Activities**

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

Participated in regular council meeting in September. In August attended a Labour Day picnic planning meeting. The Labour Day Picnic was a huge success. Attendance was the highest estimated in the 4 year history of the event. It was estimated that approximately to 2000 people were in attendance. We had 35 to 40 PSAC members and their families in attendance.

• **Campaign to keep West Nipissing ambulance service Public**

On July 9 attended, along with members of PSAC Local 00383, a town hall meeting in Sturgeon Falls to insure that ambulance services in West Nipissing were not privatized. The campaign was led by CUPE Local 1101 and CUPE Regional Council. As part of this campaign we attended a town council meeting on July 14, and were successful in having West Nipissing Council pass a resolution urging the Nipissing District Social Services Administration Board (DSSAB) to insure that the ambulance service remain PUBLIC. The 5 year

contract for these services was awarded to the North Bay General Hospital with assurances that the current levels of staffing and service will be maintained and the services still remains a PUBLIC service.

- August 30, Travelled to Sudbury to spread our Think Public message at SummerFest 2009. The PSAC booth was well attended and the Frisbees were a popular item. I had the opportunity to visit the USW Local 6500 booth which was near the PSAC booth to convey our support of their strike and made a donation to the dinner they were hosting on the same evening that the Liberal Caucus was holding a fundraising dinner in Sudbury. Cost of Liberal dinner \$550.00 per plate, USW dinner \$5.50 per plate.
- August 31 Visited APS Local at North Bay to make a connection with that Local and to promote PSAC education and Labour Day Picnic.
- September 1 Visited UAVE Local to promote PSAC education and Labour Day Picnic.
- September 2 Visited UNDE Local to promote PSAC education and Labour Day Picnic.
- September 3. Travelled to Kirkland Lake to participate in UAVE Lunch and Labour Day celebration.
- September 7 North Bay and District Labour Day Picnic
- September 8 & 9 Ottawa – SSO NUMCC
- September 10 to Sept 13 Halifax – National Component – National Health & Safety Conference
- September 21 North Bay and District Labour Council Meeting
- October 1 to 3 Winnipeg- SSO post bargaining
- October 4 CEIU- Northern Ontario Conference. Spoke to members in attendance of role of their Ontario Council Representatives and promoted PSAC education.
- October 6, Statistics Canada RO, RUMCC prep call.

### **Activities within my own Local**

- Chair Local Executive and Membership Meetings
- Present grievances
- Attend Health & Safety meetings

### **Goals**

1. To continue creating an awareness of the PSAC within my area of responsibility. Being involved in and encouraging fellow PSAC members to participate Labour sponsored events and organizations within our communities

2. To make personal contact with as many Locals and members within the North-eastern Region as possible and along with Brother McNama to continue to grow the communication network which has been started in cooperation with the Sudbury RO to be able to reach out to as many Locals as possible within our constituency
  
3. To create a Regional Women's Committee in the North Bay Area and create Area Councils in those areas which have been identified by our Region 2 stakeholders

**Veronica Eastman  
PSAC Ontario Council Report  
Racially Visible Member Representative  
October 2009**

A nil report has been submitted during this reporting period, as this is her first OC meeting.

In Solidarity,

Veronica Eastman

**Souad (Sue) Soubra  
PSAC Ontario Council Report  
Members with Disabilities Representative  
October 2009**

A nil report has been submitted during this reporting period, as this is her first OC meeting. Sister Soubra was just recently elected to this position and she could not get out of a previously scheduled engagement that prevented her from attending this meeting.

In Solidarity,

Souad (Sue) Soubra

**Kevin McNama  
PSAC Ontario Council Report  
Region 2, Northeastern Representative  
July - October 2009**

**Objectives for this Period**

- Continue to meet members and promote Union Activism
- Work with Labour Council
- Work with the Locals towards Labour Day Celebrations

**Activities for this Period**

- Work with Sudbury Regional Office Staff to promote Education in the North and in Ontario
- Attended Meetings with Labour Council for Labour Day Celebrations
- Met with Chief Administrator Officer of Sault Ste Marie to have the PSAC Flag flown on Labour Day at City Hall
- Participated in the Labour Day Activities in Sault Ste Marie, (PSAC members had a chance to meet/talk with MP Tony Martin and we made sure he was well turned out wearing a nice yellow PSAC t-shirt.)
- Participated in lunch time picket for Striking Steelworkers, Local 9511, Drive Test.
- Met with one of the members of the newly formed Sault Ste. Marie Aboriginal committee, and look forward to working with all the members to get the word out about this great Committee
- Worked towards getting and invitation to CEIU's Northern Regional Conference in North Bay
- Attend Septembers Labour Councils Meeting along with 2 other PSAC Members
- Partook in a telephone conference call with the Sudbury RO and Region 2 Reps and alternates
- Attended Area Council Meeting

**Goals for the Future**

- Continue to work towards showing the PSAC colors in Region 2
- Continue to work towards H&S Contact information
- Continue to try and get members involved with Labour Council

- Continue to meet members in the Region
- Attend H&S Conference in Montreal
- Attend OFL Conference
- Possible attend UNDE Presidents Conference
- Continue to work towards common goals for the members of Region 2
- Attend Labour council meetings
- Attend Area Council Meeting

**Dennis Miluck**  
**PSAC Ontario Council Report**  
**Region 3, Eastern Ontario Representative**  
**June 10 – October 18, 2009**

**Highlights:**

- 1) I attended the O.F.L. (Ontario Federation of Labour) Health & Safety (H&S) meeting in Toronto on Aug.10<sup>th</sup>.
- 2) I spent Sept. 7<sup>th</sup> in Kingston with my wife as we participated in the Labour Day Parade.
- 3) I attended 2 OFL meetings in Toronto on Sept. 9<sup>th</sup> and 10<sup>th</sup>.
- 4) I was in attendance at the Kingston Area Council meeting in Trenton.
- 5) Had our first conference call for the PSAC National H&S Conference on the afternoon of Sept 25<sup>th</sup>.
- 6) On Sept 30<sup>th</sup> I attended the Cornwall Area Council meeting with Phil Trottier from the Kingston Regional Office
- 7) On Oct. 13<sup>th</sup> I was in Toronto for another OFL meeting
- 8) I will be in London for our Regional Council meeting on October 15<sup>th</sup>-18<sup>th</sup>.

As for my prediction of a fall election it hasn't happened yet, there is still a slim chance. Some of the meetings I am attending are of a planning type. One is a sub-group and we are trying to set up a survey that you can use to find out how your Joint H&S Committees are working. If you have any ideas or questions please forward them to me. This questionnaire is for you so let's see what we can come up with. We are hoping to make it generic so it can be used both Provincially and Federally. As always I can be reached at home on my email [dennismiluck@sympatico.ca](mailto:dennismiluck@sympatico.ca).

In Solidarity,

Dennis Miluck

**Steve Gauthier  
PSAC Ontario Council Report  
Region 3, Eastern Ontario Representative  
July - October 2009**

**Objectives for this period:**

- Work on Education program
- Hold a Labour Day celebration
- Continue to work with members and their concerns
- Continue to promote Union activities

**Activities for this period:**

- Continued to work with Regional Office on Education issues
- Dealt with many issues on the local front with regards to contracting out
- Attended a lot of change of command parade's in Petawawa
- Worked toward an area council for this area
- Held a Labour Day BBQ for the locals of Petawawa/Pembroke
- Facilitated several JLP programs around Ontario
- Attended Save our Farms Rally in Ottawa

**Goals for the future:**

- Attend the National H&S conference in Montreal
- Attend the OFL Conference in Toronto
- Continue to facilitate JLP work shops
- Finalize an area council for this region
- Attend Advanced training from Regional Office
- Continue to address the concerns and issues of the members of this region
- Attend the UNDE President Conference in Ottawa
- Continue working on the Education Portfolio for Ontario
- Continue to bring the issues of the Union to the forefront

In Solidarity,

Steve Gauthier

**Glenn Miller**  
**PSAC Ontario Council Report**  
**Region 4, SW Ontario Representative**  
**June - November 2009**

**Objectives:**

- To continue to work with the locals, area councils and regional offices in SW Ontario.
- To continually lobby the MP's on all issues raised by the PSAC and the members represented.
- To educate the membership of the PSAC in Ontario about the roles and responsibilities of the Ontario Council.

**Actions:**

- Met with locals and Area Councils to help them in areas where they need assistance.
- Tried to help get more education in the SW Region, including evening courses.

**Plans:**

- To meet with as many members as I can and explain to them the need to be active, and to get educated.
- Explain how Ontario Council can help the members and elected officers fulfill their roles better.
- To continue to work on the behalf of the members in meeting with the MP's

In Solidarity,

Glenn Miller

**Melanee Jessup  
PSAC Ontario Council Report  
Region 4, Southwestern Ontario Representative  
June – October 2009**

**Objectives for this period:**

- Affiliate the K-W Area Council to the Waterloo Regional Labour Council
- Organize a Town Hall Meeting with Wayne Samuelson as the keynote speaker
- Attend the Labour Day picnic sponsored by the WRLC

**Activities for this period:**

- Attended the Labour Day picnic and handed out “Think Public,” as well as other informational material.
- Attended the London Area Council Meeting
- Promoted the training being held in Southwestern Ontario to members
- Maintained contact with the Regional Office
- Circulated important information to members in my Region
- Attended UTE Presidents’ Conference
- Participated in Take Back the Night activities

**Future plans:**

- Co-facilitate the AST course with the London Regional Office
- Encourage members in my area to take advantage of the educational opportunities that exist in the PSAC
- Continue to work with the K-W Regional Women’s Committee to increase participation
- Facilitate a face-to-face meeting between the Presidents of the Area Councils in the Region

Respectfully submitted

Melanee D. Jessup

**Ken Boone  
PSAC Ontario Council  
Region 5, Greater Toronto Area (GTA) Representative  
Activity Report**

2009-10-09

Brothers and Sisters

I have been involved in the following activities on behalf of PSAC since our last meeting in June 2009. I have begun working on the GCWCC campaign as the Labour Co-Chair of the campaign on the Steering Committee for this year's campaign. We have two sponsored employees in place for this year: Adrian Anger from CBSA and Sabina Holder from National Component. We held a moderately successful information luncheon at the PSAC office in September followed by the formal Kick-off of the campaign the next day on September 25<sup>th</sup>.

We had a fairly good turnout for the Labour Day Parade. Thanks to Gerry Halabecki, REVP, Ontario for the new PSAC flags. I attended the USGE Local President's meeting in Ottawa. At the Greater Toronto Area Council AGM, I was re-elected the Treasurer and I continue to be the Treasurer for the MDAC.

I want to welcome two new members to our Council Sister Veronica Eastman and Sister Souad (Sue) Soubra. I will offer whatever assistance I can with regard to our financial operations. I look forward to working with you on Council business.

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 balances for portfolios and committee expenses.

In Solidarity,

Ken Boone  
Area 5 Toronto Regional Representative

**Bruce Flannigan**  
**PSAC Ontario Council Report**  
**Region 5, Greater Toronto Area (GTA) Representative**  
**June 27 – October 16, 2009**

**Objectives for this period:**

- To continue to build networks within the Toronto and York District Labour Council and the OFL
- To continue attempts to get members feedback and add to e-mail tree.
- Connect with Local Leaders

**Activities for this period:**

- Facilitated Employment Insurance workshop for Workers Without Jobs at Steel Worker's Hall
- Attended Toronto and York District Labour Council meetings
- Attended meetings of the OFL Labour Adjustment Working Committee
- Marched in the Toronto Labour Day Parade
- Visited TUB Course in Toronto
- Attended Greater Toronto Area Council meetings and Strategic Planning meeting

**Future plans:**

- To continue networking with members in the GTA Region
- To do call out to all Local Presidents in the GTA Region
- To look at promoting union involvement from members through some form of social activity

In Solidarity,

Bruce Flannigan

**Bob Black**  
**PSAC Ontario Council Report**  
**Region 6, Hamilton-Niagara Representative**  
**June 29 – October 15, 2009**

- July 14 - Elected Chair of the Hamilton Members with Disabilities Access Committee (HMDAC)
- July 21 - Held Labour Day Committee meeting with HMDAC and Area Council volunteers
- August 28 - Picked up 10 folding chairs for the HMDAC to be used for outdoor events
  - Worked with a member from a Hamilton local on a problem with the manager
- September 2 Talked to member re: WSIB
- September 3 Picked up food for the Labour Day BBQ
- September 4, 5, 6 Participated and assisted in the FIX OUR WORLD FESTIVAL at the Hamilton pier 4
- September 7 Participated in the Hamilton Labour Day Parade and subsequent BBQ at Dundurn Park
- September 15 Chaired the Hamilton Area Council meeting
- September 21 Chaired the HMDAC
- September 24 – 27 Participated in the ADVANCED STEWARTS Training in Hamilton at the Hamilton District Labour Council office
- October 1 - Participated in the Workers Health and Safety update training in Hamilton

**Colleen Wice  
PSAC Ontario Council Report  
Regional Women's Representative  
Equity and Human Rights Committee Member  
July 2009 - October 2009**

**Activities for this period:**

- July 15, 2009 – Attended the Toronto Regional Women's meeting.
- Aug 17, 2009 – Attended the official flag raising ceremony at Barrie City Hall for the Kick off for GBLT pride week.
- Sept 24, 2009 - Participated in Barrie "Take Back the Night" walk.
- Oct 16-18, 2009 - Attended Ontario Council Meeting

It has been a very busy quarter in regards to my component and local. Have also had quite a bit of time off on for vacation and other personal issues.

**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 Committee's issues, Human Rights Committee's issues and Equity Committee issues.
- Make contact and attend as many Women's committee's as possible.
- Interact with members and Women's committee's in the region.
- Try to establish a Women's committee in Barrie
- Try to establish an Area Council in Barrie

In Solidarity,

Colleen Wice

**Kevin Nadjiwon**  
**PSAC Ontario Council Report**  
**Aboriginal Members Representative Report**  
**June 27 – October 17, 2009**

**Ongoing Actions and Activities:**

- Develop and expand networks, communications, resources and supports for PSAC Aboriginal, Inuit and Metis Members
- Meet and consult with Traditional Elders and Traditional Resource People and Resources
- Network, promote and support Human Rights Committees and Equity Groups
- PSAC Alternate to the OFL Aboriginal Members Circle
- Meet and consult with Region NAPC/NAPN representatives and membership
- Help support, develop and encourage regional Aboriginal, Inuit and Metis committees: GTA, Sault Ste. Marie, Thunder Bay, NCR
- Support Aboriginal, Inuit and Metis communities and peoples: sharing past, present and future issues and concerns.
- Treaty and Land Claims education and awareness
- Support and promote PSAC social, environmental and justice campaigns
- Support and promote Aboriginal, Inuit and Metis campaigns
- PSAC Aboriginal, Inuit and Metis membership outreach and retention

Overall, I continue to enjoy my roles and responsibilities within the PSAC Regional Council. Helping to advance my own knowledge and understanding of the PSAC to continue to better represent Aboriginal, Inuit and Metis PSAC members. Our common parallel goals of the PSAC and Aboriginal, Inuit and Metis peoples are exciting and look forward to the seasons of work ahead.

Miigwetch Thank you

Kevin Nadjiwon  
PSAC Ontario Regional Council  
Aboriginal Members Representative.

**Karen Church  
PSAC Ontario Council Report  
Gay, Lesbian, Bi-Sexual & Transgendered Members  
Representative  
June - October 2009**

Greetings Sisters & Brothers:

As summer approached, cities across the Country were gearing up for Pride celebrations. Windsor out did themselves this Year. I attended the celebrations in Windsor which started off with the Mayor raising the Pride Flag at City Hall and declaring it Pride Week. To start the celebrations, the Windsor Pride Committee was able to get Sandra Bernhardt for one night to do her comedy act. Sunday was the Pride Parade and a festival area was set up at the riverfront. While wondering the area, I was happy to see Brothers and Sisters of the PSAC enjoying the celebration. At the other end of the Country, Vancouver was also celebrating. The Pride Parade was a precedent setting one. It was the first time that Brothers and Sisters from the CIU Union were able to wear full uniform and march along side their Brothers and Sisters from the RCMP. Our Members were greeted with applause and cheering.

Both the Women's Committee and Area Council meetings were suspended for the summer months, but the Area Council members did meet in August at the Costco and bought school supplies for the "Inn". Now that Fall is here, both Committees will commence meeting again.

In Solidarity and Pride,

Karen Church  
GLBT Representative  
PSAC Ontario Council

**Debbie Willett**  
**PSAC Ontario Council Report**  
**Area Council Representative**  
**June 25 – October 18, 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.

|                |  |
|----------------|--|
| June 25 – 28   | Union of Taxation Employees (UTE) Regional Equal Opportunities Conference (Edmonton) Facilitator |
| August 19 - 22 | UTE Southwest Regional Meeting (London)  |
| September 7    | Labour Day Parade (Hamilton)   |
| September 9    | Chaired Niagara Area Council Meeting   |
| October 8      | Chaired Niagara Area Council Meeting   |
| October 22-23  | Ontario Council Education Meeting  |
| October 23-25  | Ontario Council Meeting  |

**Future Plans:**

- Continue to address issues
- Promote PSAC
- Promote ongoing campaigns
- Try to attend other Area Council Meetings

In Solidarity,

Debbie Willett

**Blair Chalk**  
**PSAC Ontario Council Report**  
**Directly Chartered Locals Representative**  
**June – October 2009**

Greetings Sisters & Brothers,

I have contacted Presidents of Directly Chartered Locals to inform them that there is going to be a Conference for Directly Chartered Locals in Toronto on October 22 – 25, 2009.

I participated in a conference call with the Ontario Regional Vice-President, Gerry Halabecki, as well as my alternate, Vicki Pine and some staff members. The DCL Conference dates and location were confirmed and all DCL Presidents were informed. A call out letter with registration forms were sent out electronically and by mail. I believe the DCL Conference in Ontario will be good for the Public Service Alliance of Canada and for the DCLs in Ontario.

I want to thank Gerry Halabecki, REVP, Ontario and Vicki Pine, Alternate, DCL on Council for their input. I would like to also thank Rita Cantalini, Executive Assistant to the REVP, who works diligently for us.

Good news--the Sudbury Regional Office will have Debbie St.Germain. Debbie comes from UTE Local 42 in Sudbury and will be in the office by November 2009. I know that she will be a benefit to all members in the Sudbury RO area. I believe that the selection committee made a good choice.

On the local level, I would like to compliment Peggy Henri on her participation in the "Take Back the Night" march, as well as other PSAC members who took part.

I would like to take this opportunity in welcoming Veronica Eastman to Ontario Council.

In Solidarity

Blair Chalk  
Directly Chartered Local Representative, Ontario Council

**Steve Tuffin**  
**PSAC Ontario Council Report**  
**Regionally Based Separate Employer Locals**  
**July – October 2009**

Reporting Period from July 2009 to October 2009

Greetings Sisters & Brothers:

In August I attended the Windsor Area Council meeting. I was welcomed openly and the attendees were very happy to see an Ontario Council member present, as well as hear about the inclusion of our Separate Employer Locals.

In September I attended a Private Employer Conference, sponsored by UCTE. The content of the conference was aimed at keeping the benefits that all Public employees enjoy and how to prevent private employers from continually chipping away at benefits. There were also presentations from 3 groups outlining new pension plans for small employer groups, these plans are intended to enable the union to negotiate with small companies that could otherwise not afford to provide pension benefits. The PSAC is involved with at least 1 of these groups.

I have had conversations with members from Timmins, North Bay and Thunder Bay. I will be visiting several locals in the Trenton, Kingston and Belleville areas in November this year.

Respectfully submitted,

Steve Tuffin  
Regionally Based Separate Employers Local Representative  
Ontario Council

**Ryan Ayres**  
**PSAC Ontario Council Report**  
**Young Workers Representative**  
**June 2009 – October 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
- Represent Young Workers at functions where required
- Promote Union Development Program (UDP)

**Actions:**

- Contacted Young Workers in Ontario Region
- Attended the Labour Day festivities in Toronto
- Assisted in Labour Day BBQ in Trenton
- July attended workers under 30 Committee for the OFL
- August attended Blues Festival in Kingston in support of Think Public Campaign
- August 23-28 participated in the CLC Intergenerational Course – XYBOMMER...
- September visited members in Ottawa currently on strike at War Museum and Museum of Civilization
- Updating Facebook Group for Ontario Young Workers

**Plans:**

- Work with PSAC Ontario Council Representatives to connect with Young Workers
- Lobbying MP's/Senators on issue that are relevant to Young Workers
- Increase Young Workers knowledge of courses that are happening on 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
- Attend OFL Worker Under 30 Committee