



PSAC Ontario Council Meeting Minutes March 4-5, 2011 PSAC Boardroom

The meeting convened at 9:10 a.m. on Friday, March 4, 2011 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)
Melanee Jessup, Region 4 (Southwestern)
Fran Pieper, Alternate, 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
Veronica Eastman, Racially Visible Members
Souad (Sue) Soubra, Members with Disabilities
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

Absent: Sheila Karasiewicz, Aboriginal Members
Glenn Miller, Region 4 (Southwestern)

Observers:
Darlene Brown, UCTE RVP, Ontario (Friday & Saturday)
Christine Collins, UCTE National President (Friday & Saturday)
Aileen Duncan – APSAR, Vice-President, Ontario (Friday & Saturday)
Nancy Richter, London AC President, Alternate, Area Council (Friday)

Travis Lahnalampi, CEIU Local 570 President (Friday)
Norm Murray, NVP, CEIU (Friday & Saturday)
Janet Lisk, UCTE, member of Kingston AC (Friday & Saturday)
Ralf Bucherer, UCTE, Kingston AC President (Friday & Saturday)
Mary Chamberlain, UNDE VP (Friday & Saturday a.m.)
Arlene Preston, UNDE (Friday & Saturday a.m.)
Clay Joyce, UNDE VP CSE (Friday & Saturday a.m.)
Lori Baker, UNDE Local 636 President (Saturday)
Lisa Adsit, UNDE Local 636 VP (Saturday)
Jamie VanSydenborg, UTE President (Friday p.m.)
Mary Jeyananthan (Friday p.m.)
Claudia Espinoza, USGE Local 79 President (Friday & Saturday)
Tran Phung, USGE (Friday)
Vonetta McGhie, USGE 79 (Friday)
Brad Feraday, UTE 0001 (Friday)
Lloyd Brown, UTE 00013, Chair of Toronto Racially Visible Committee
(Saturday)

AGENDA:

1. Adoption of Agenda
2. Adoption of previous meeting minutes (October 14-15, 2010)
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. Collective Bargaining
9. PSAC Ontario Convention 2011
 - Delegate Assistance
 - Convention Budget
 - Convention Resolutions
 - Host/Organizing Committee Update
10. Ontario Federation of Labour
11. Think Public Campaign
12. PSAC/UNDE Communications Security Establishment (CSE) Campaign
13. APSAR Presentation (Aileen Duncan)

The REVP welcomed the observers as well as the Ontario Council members. The Chair advised Council member Glenn Miller was unable to make this meeting because of a back injury and Fran Pieper has joined us once again as his alternate. Also, Ontario Council member Sheila Karasiewicz is out of the country on vacation

and sent her regrets. The Chair asked that each Observer introduce themselves. Each observer stated their name and which local they represent.

Sister Sharon DeSousa read the PSAC Harassment Policy. Sister DeSousa will be the Harassment Co-ordinator during this meeting.

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

That the hours of sitting be adopted.

m/s/c Ken Boone and Melanee Jessup

Item 1. Adoption of Agenda

That the Agenda be adopted as presented.

m/s/c Dennis Miluck and Debbie Willett

Item 2. Approval of Previous Meeting Minutes (October 15-16, 2010)

That the October 15-16, 2010 minutes be adopted as presented.

m/s/c Steve Gauthier and Bob Black

Item 3. Business Arising from Previous Minutes

Page 3 – The Convention call out letter was sent on December 10, 2010.

Page 26 – The CBTU event was held on November 6, 2010 and it was a success with PSAC members and staff present.

Point of Personal Privilege – Ken Boone

Brother Boone advised that we won the United Way Joint Labour and Management Campaign - Spirit Award. Brother Boone presented the award to Gerry Halabecki, REVP, and offered his congratulations. They raised 1.6 million.

The REVP is honoured to receive the award on behalf of the members in this region. He will display it in our Toronto Regional Office with pride.

Item 4. REVP Report

The REVP handed out his NBOD Report for February 1-4, 2011 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.

He thanked those who attended the Steward's Assembly/Toronto District Labour Council meeting last night. The budget is coming around the corner and we need to put pressure on the government. Jim Flaherty has waffled on his earlier position to expand the CPP. He is now listening to big banks and changing his plan. The Federal budget will be read on March 22, that's less than 3 weeks to contact your MP's to tell them how you would like them to vote on this matter. Or get in contact with Mr. Flaherty to change his mind. There is a link on our website by entering your home postal code your MP will automatically come up and you can send an email to them. We need to make those improvements happen sooner rather than later. The Steward's Assembly in Windsor is delayed as they are attempting to co-ordinate the MP and Dwight Duncan at the event. The Steward's Assembly did not get an event planned for Kingston or the North. With events across the country, the CLC is maxed out with their resources. We did check to see if they had facilitation notes, for those communities who didn't have one. Unfortunately they need someone with knowledge about the pension issues.

Handout "Expanding the Canada Pension Plan"

The REVP advised that an event had happened, which hit the press yesterday. Two of our staff members in the Montreal office were targets of a racist action with messages that arrived in their workplace on February 21. The Police are involved and are conducting an investigation and are requesting anyone with any knowledge to contact them. This is a serious matter. The National President put a memo out to all staff on February 23. The REVP in Quebec and the staff union in Quebec also put out a memo condemning the actions and asked for assistance for targetting those responsible for these racist acts. Brother John Gordon sent another memo to staff, and staff unions, with an update because there was an article in the Montreal Gazette that appeared yesterday. Brother Gordon called both employees offering his support and PSAC has hired a lawyer on human rights, this investigation is ongoing. We are committed to bring the author to justice and will deal with all allegations. We are taking the necessary steps, and we are proud of workforce in Quebec. All forms of discrimination will be dealt with appropriately.

This is a difficult situation and we ask for your co-operation. The REVP is checking the website and something should be posted shortly from the National President, John Gordon. Even before the article was released, some members have heard about the event. As you can understand, it is an internal staff matter being dealt with internally and by the police. John Gordon will issue a statement.

Some of the Ontario Council members received an email from Sister Espinoza, concerning what might be done as a result of the racism in Montreal. As the REVP provided in this report, this is all the information he has on this incident and advised that he is expecting a statement by the National President to the membership.

Chris Wilson added that this incident occurred in the Montreal office however affects all offices and all staff across the country. He too is very disturbed by this incident. The Gazette article also speaks to an incident that happened earlier and is the subject of an ongoing grievance. Chris is actively drafting the anti-racism policy and has spoken to our staff union. This policy is posted in our RO's, with the intent to eliminate racist acts intentionally or unintentionally, statements against racism. Last year, Bill 168 was passed, it is provincial legislation, which affects approximately 5,000 PSAC members and as an employer we have adopted an interim policy which has been posted in each of the RO's within Ontario. That initiative will be followed, as Chris sits on the Joint Employment Equity Committee. He is committed to ensure it will be dealt with and to bring a resolution to that.

The REVP advised that he will keep Ontario Council up to date if something is posted on our website.

Sharon DeSousa stated that the Racially Visible Committee is very disturbed by this incident and some members are not feeling safe. While she recognizes that it is a staff issue it has a ripple affect with our members. John Gordon is sending out a statement to ensure our members that this is not acceptable, however Ontario Council also needs to send a message out to our members. Our members are not feeling safe and we need to address this.

The REVP advised that this is in the hands of the National President. We know the Racially Visible Conference is coming up and the AEC or NBoD have not even had an opportunity to discuss this. He understands what is being requested and he is willing to entertain a message of support to those who are affected. The REVP would like to wait to get some direction from Brother Gordon as this is not the only region that feels this way. We want to be consistent in our message to all members. The Ontario Council can put out a statement. It will be available after lunch.

Handout – Excel Spreadsheet of Personal Information to OC members only.

The REVP stated that for the members of the Ontario Region contact information of their Ontario Council member is on the PSAC Ontario website. If any Ontario Council member has any changes to that list, the REVP asked that they contact his Executive Assistant, Rita Cantalini, as quickly as possible with their changes.

At the last AEC Meeting, discussions took place on the national funding available to accredited committees. The REVP is proud to announce that we have 30 established Committees in our region. Two of our newer established Area Councils have yet to meet. They are Barrie and Petawawa/Pembroke. Through no fault of their own, Barrie has been having difficulty scheduling a meeting which is suitable for everyone. Petawawa/Pembroke is also having difficulties. Those Committees who have not met cannot attend Convention, as per the PSAC Constitution, Committees must meet at least 4 times a year and those minutes of meetings must be provided to the office of the REVP. Later in the Finance Committee report, Brother Boone will report on the regional allocations for Committees in the Ontario Region.

(There are 49 Area Councils Nationally. In Ontario each Area Council will receive \$875 this year, with \$2,000 remaining at the national level for future \$500 start up funding to come from that amount.

There are 47 Regional Women's Committees Nationally. In Ontario each Regional Women's Committees will receive \$1,500 this year, with \$1,500 remaining at the national level for future \$500 start up funds.

There are 27 Human Rights Committees Nationally. In Ontario each Human Rights Committee will receive \$1,400, with just a little bit left over for \$500 start up.

The REVP advised that when the Finance Committee did their deliberations they took the amounts received from National into consideration to ensure that each Committee received their equal share. The Finance Committee offset those amounts to ensure they were evenly spread to all committees. The Finance Committee will present the budget they prepared over the next two days.

Handout – Donations for 2010

The REVP explained that the handout is a detailed accounting of where the \$4,000 allocations were spent. He tried to divide it as best he could to all worthy causes in the region.

Brother Ryan Ayres asked a question about the money and how it is distributed. The REVP explained that he receives more requests than we can accommodate. He tries to evenly distribute within the region.

The Political Communication Officer moved onto a different position and the competition for that position closed in November. The REVP has not had a chance to get a reduced list of those applicants as many of them were from individuals who were in Universities. The list is currently being filtered by Ottawa and will provide a short list once it is available. No dates planned have been planned for interviews yet and it would appear that the position is quite away from being filled.

A recent UDP Grad, Mario LeClerc will be running in the Federal Election. He was acclaimed as the NDP candidate for Stormont-Dundas-South Glengarry on February 24th. The REVP reminded the Ontario Council that the union cannot provide any financial assistance to the candidates. However we can assist the members with support. The members of the Cornwall and Kingston AC can show some support for the Brother by volunteering their time. PSAC can provide a list of the members from those ridings, however this list is confidential and must remain in the Kingston Office during telephone polling. If anyone wants to provide any support by providing volunteer time to Brother LeClerc, it would be helpful for our region and this election. The Federal Election is anticipated to be this spring. Brother LeClerc has written more letters to the editor than anyone we know.

Sister Christine Collins shared that Sister Nycole Turmel is also running as the NDP candidate for the Hull-Alymer Riding.

The REVP advised that XO-02-11 – Executive Office memo, February 21, 2011, was sent out electronically to the OC Members on February 24, 2011. This is a letter to the National Board of Directors, to promote the membership survey currently being conducted by a group called “Environics”.

A question was raised about what prompted this survey by Brother Steve Gauthier.

The REVP explained that the survey touches on the bargaining process however most of it is around political action and what members are willing to do. This survey has been in the works for close to a year.

Brother Gauthier heard that because of the feedback received with the ratification votes not being conducted properly this is a reflex reaction about those ratification votes.

The REVP advised that as a result of the ratification votes there has been a Task Force assigned to that work. That was explained in a previous XO the REVP shared with Ontario Council members. Once we receive that report we will put that on the agenda.

Brother Rejean Amyotte asked if the results of the Environics survey will be shared with Ontario Council members. Perhaps a summary must be made available?

The REVP advised that the whole document will not be provided, but certainly information will be shared, this is a joint poll of all PSAC and Components are also involved.

Chris Wilson stated that PSAC as an organization provided something like this in our publication "A Union Voice" in the past, so it is likely the same information will be provided to all members in the same format.

Brother Ken Boone added that this type of information was provided from the last Bargaining session which included all sections of PSAC.

Sister Sharon DeSousa is interested to see this information. This type of feedback regionally could help Ontario Council's priorities in what we do. Can we extract this information?

The REVP felt that it is premature to know what kind of information to expect. Whatever is helpful for the union will get back to the membership. When the report comes out and it is official, word to the membership at large will be provided.

Earlier this year the REVP could not attend a JLP function at 4900 Yonge Street, and sent Sister Sharon DeSousa as his alternate in his place. The REVP asked Sister DeSousa to report on that event.

Sister DeSousa attended the JLP event at 4900 Yonge Street celebrating JLP's 1000 course delivery. There were speeches regarding JLP. The event was hosted from 11:00 a.m. to 2:00 p.m. There was a good turn out, but it was a one on one event. Pictures were taken, cake was cut, and the membership is pleased with the JLP and how it is rolling out. The history of JLP came from a bargaining demand, a lot of the work is based on labour education.

Handout - "Sisters Sharing Hope Vision Solidarity" pins and International Women's Day posters.

The REVP's office purchased the "Sisters Sharing Hope Vision Solidarity Pins" which were produced by the Ontario Federation of Labour's Women's Committee. Sister Christine Collins formerly sat on the OFL Women's Committee now Colleen Wice is the alternate on that Committee. Each Regional Office should have received these posters and pins for International Women's Day, as well as each Regional Women's Committee.

Motion to adopt the REVP's Report.

m/s/c Cathy Harasym and Steve Tuffin

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

The REVP introduced the Regional Co-ordinator, Christopher Wilson.

Handout – Regional Co-ordinators Report for March 2011.

Negotiations Report

The **UWO Post Doctoral Associates** are continuing to work on achieving their first collective agreement. The Employer has filed for conciliation. PSAC has retained a lawyer to assist with the negotiation of the scope clause while Gail Lem continues to work with the negotiations team on collective bargaining issues.

PSAC has started to negotiate a first collective agreement for **Graduate Teaching Assistants and Teaching Fellows at Queen's University** following the successful certification vote. This unit has now been assigned to Kim Beemer, Regional Negotiator who has dates set to continue bargaining for a first collective agreement.

PSAC started bargaining a first collective agreement at the **OLG Slots at Woodbine** following the successful certification vote covering 400 Casino Workers including Slot Operations, Cage and Coin Department, Front Services, and Marketing. The Local held a strike vote and the membership gave their negotiations team an overwhelming strike mandate. The bargaining team is meeting this week with the employer in conciliation. As of early this morning, the bargaining team reached a tentative agreement. Huge success for this union, other unions tried to get in to unionize them.

PSAC Local 500 **Georgian Downs Racetrack** collective agreement expired in September 2010. The Local has worked in consultation with Jawara Gairey to develop bargaining demands and negotiate a second collective agreement.

PSAC is continuing to bargain for a first collective agreement for **Commissionaires at CFB – Kingston**. Lorraine Diaper is developing a mobilization workshop to engage the membership in the bargaining process. David Sauve is the assigned negotiator.

DCL Local 501 **Blue Water Bridge Sarnia**, Collective agreement expires in November, 2010 and the local is developing a bargaining plan of action.

Staff have been assigned to support mobilization efforts for upcoming FB, TC, CFIA, Parks and SSO bargaining.

Unionware

Staff in ROs across the Region have received training on the WCB case module of Unionware which is now active. As a result WCB cases can now be entered into a central database that will make tracking cases much easier. In addition documents can be uploaded securely in Unionware and attached to a case for quick reference.

New Regional Website

Regional staff in consultation with Gerry are in the process of developing a content inventory of the existing website for purposes of identifying which links should be transferred to the new website. This process will likely take several months.

Dennis Miluck mentioned that some Committees are hoping to utilize that feature. Chris mentioned if there is anything the Committees wants to keep links to please advise the PSAC_Toronto_Mail@psac.com with their requests.

Staffing Update

Toronto RO – Tom Hamilton's substantive position as Regional Representative remains vacant. The position will be posted once the staffing action has been approved by the Directors Team. In the interim Jawara Gairey has been working in the Toronto Regional Office on a Term Regional Representative basis to assist with first contract negotiations at the Slots at Woodbine, contract renewal negotiations at Georgian Downs and local servicing in the Hamilton/Niagara area. Chris explained that there is a registration process that is quite reguis, so far, Brenda, Jawara, Chris and Gerry are registered. Certification for Kim Beemer is in the process.

Sudbury RO – a term Regional Representative position in Sudbury was posted on an internal basis effective September 27, 2010. However, there were no internal candidates. I will be recommending to the Director ROB that the term position be re-posted at both an internal and membership level.

Ontario Council members asked Chris some questions on how the position in Sudbury will be staffed. Chris responded to those questions.

Don Dudar has been re-assigned to the position of term Regional Organizer. Michelle Sweeney continues in her role as permanent Regional Organizer – Ontario.

The Regional Staff conference is scheduled for June 6th to June 10th at the Westin Hotel in Toronto.

PSAC has submitted applications to hire two (2) summer students in the Toronto RO (1) student for the Thunder Bay RO and (1) student for the Sudbury RO. Work placement through York University, Labour Studies there is no cost. Summer Student Employment program initiative, there is a cost.

CEP – CULE Vote

The displacement certification application filed by CEP in an effort to displace CULE as the bargaining agent for those employees within the Region who are represented by CULE was dismissed by the Labour Board on December 17, 2010 the basis that one of the 2 segregated ballots was not eligible to be counted. The Employer took a position of neutrality throughout the process and did not seek to interfere in the decision of affected employees.

Organizing

PSAC filed a certification application to represent Post-doctoral Fellows at Queen's University. The vote for the Postdocs at Queens was held on November 17, 2010. The Regional Certification meeting was held on December 8, 2010 where the parties reached agreement on the bargaining unit description and is currently the best scope in Canada for Postdocs. The employer has raised a section 8.1 objection alleging that we do not have the required 40% and for the count. PSAC maintains that the ballots should be counted. The Labour Board now makes a determination as to whether or not to count the ballots.

Effective October 1st, 2010 James Bay General Hospital and Weeneebayko Health Ahtushaywin ("WHA") amalgamated to form a single new employer called Weeneebayko Area Health Authority. Immediately prior to the amalgamation, PSAC filed a certification application to represent employees represented by SEIU at WHA with the consent of SEIU. On January 5th, 2011 PSAC reached a memorandum of agreement with Weeneebayko Area Health Authority (WAHA), Ontario Nurses Association (ONA), Professional Institute of the Public Service of Canada (PIPSC) and Service Employees International Union (SEIU) that recognizes:

1. PSAC is the successor Union representing all employees of WAHA with the exception of Registered Nurses and Nurses with temporary certificates of registration engaged in a nursing capacity
2. PSAC is the successor Union to SEIU Local 1 for the SEIU Local 1 bargaining unit at the predecessor Weeneebayko Health Ahtuskaywin (WHA)
3. PSAC will continue to represent paramedics. The Labour Board decided that paramedics will fall in the same "all-employee" bargaining unit as described in paragraph 1 above as proposed by the Employer.

PSAC is continuing our campaign to organize 100 Commissionaires at CFB – Trenton.

Renovations

Toronto RO - PSAC Holdings has leased additional space in the Toronto Regional Office for purposes of creating space for a large boardroom. A design company in consultation with the REVP and Regional Office staff have reviewed an initial design and provided feedback for a second design layout. The Toronto Regional

office now has signage outside the building in recognition of the additional space that PSAC has leased. PSAC is now a major tenant within the building! We will have a larger Boardroom, than we currently have. The two front doors will come down and provide a larger accessible door. Design the interior of the office, in ways to use the space effectively. Done by this summer.

Sudbury RO - Renovations in the Sudbury RO remain outstanding.

Education

This year Advanced Courses will be held in each RO service area. The Thunder Bay RO service area has scheduled a Health & Safety (Federal) – Basic Certification Part 1 on March 24-27, 2011.

Campaigns

Fightback Campaign

The Ontario Region is continuing to actively support fight-back initiatives such as the recent Hamilton Day of Action and upcoming Community Day of Action in front of City Hall on April 9th, 2011 at 1:00pm. PSAC is also participating in the CLC Stewards Assemblies that are being held in major city centres across Ontario including Toronto on March 3, 2011.

PSAC (Ontario) recently contributed \$3,000 to a research initiative being conducted by the Ontario University Coalition (OUC) in cooperation with the Canadian Centre for Policy Alternatives (CCPS). The objective of the research initiative is to oppose provincially proposed austerity measures by demonstrating the value of quality post-secondary education.

Federal Election

Brenda Shillington has been assigned to work as a liaison between our Region and headquarters on political action planning.

Sister Cathy Harasym thanked Brother Chris Wilson for getting a student in the Thunder Bay Regional Office, if there is an election this person would be very beneficial. On behalf of the members in the Northwestern Region, "Thank You".

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 30-40 copies is the norm depending on the number of observers and guests. 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 members 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 activities they have been engaged in. Different events and what is happening in the region. It may provide tips for others to emulate.

The REVP thanked everyone for their great work and the input provided. He hoped that the observers found this very helpful in the terms of the work of the Ontario Council members.

Handout - Letter to the Editor – Gazette, March 4, 2011 – Union to act on racist letters – from John Gordon.

Item 7. Committee Reports

Finance Committee Report (Appendix A):

Ken Boone, Chair of the Finance Committee presented the Committee's Report and the recommendations to Ontario Council.

Recommendation to Ontario Council.

- 1. The Finance Committee recommends the acceptance of the Audited Financial Statements.*

That the above recommendation be adopted as presented.

m/s/c Ken Boone and Steve Tuffin

- 2. The Finance Committee recommends the acceptance of the 2011 Budget.*

That the above recommendation be adopted as presented.

m/s/c Ken Boone and Steve Tuffin

That the Finance Committee Report be adopted as presented.

m/s/c Ken Boone and Steve Tuffin

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

Ryan Ayres, Bob Black and Rejean Amyotte 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 have now fulfilled the duty of the Ontario By-Laws.

Point of Privilege – Veronica Eastman

Sister Veronica Eastman felt that there are Brothers who are afraid of their lives, and that we must voice their concerns by denouncing racist acts against them. This act has far reaching impacts and we are concerned. Something must be posted on our website as the Racially Visible Representative on the Ontario Council. As a result Sister Eastman will be amending her report to reflect the acts of racism that took place.

The REVP will try to put something together to show our support to the two staff members who were victims of these racist acts. He is not sure how to do this logistically. We can work through the office of the REVP in Quebec. Sister DeSousa mentioned the same issue this morning, however until we see something from Brother John Gordon to all the membership the REVP is not comfortable, nor does he have the authority to do this before the National President issues something publicly. The police are involved and an investigation has commenced. Until Brother Gordon speaks to the members, it is very clear it is a sensitive matter and we do not have all the facts. As of today, no announcement has come out of Brother Gordon's office perhaps it will come out next week. The REVP is willing to put a message of support to those members of the racist acts, however he is not prepared to deliver a message to the entire Ontario membership until something comes from the National President. The REVP will follow up with Brother Gordon and will provide that answer to the membership in Ontario. He feels that our hands

are tied because we do not know all the facts and this could have legal implications.

Education Committee Report (Appendix B):

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

Recommendation to Council:

That the Kingston Regional Office is allocated an extra, not to exceed \$5,000, to deliver basic education courses for 2011.

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

Health & Safety Committee Report (Appendix D):

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

Recommendation to Council:

The Southern part of the Ontario Region should be able to provide a Geo Based Health and Safety advanced course during this cycle. The chairs of the Health and Safety and the Education Committee's have met to discuss the recommendation. The only option is for the Health and Safety course be removed from the 2012 fall school offerings.

That the recommendation to Council be adopted as presented.

m/s/c Dennis Miluck and Bob Black

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

m/s/c Dennis Miluck and Bob Black

Equity and Human Rights Committee Report (Appendix E):

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

Recommendation to Council:

The PSAC Ontario Equity and Human Rights Committee recommend PSAC Ontario Council hand out the Calendar of Events Poster (11 x 17) at the PSAC 5th Ontario Triennial Convention. The cost will be \$500.

Since the fact sheets are an important education tool the PSAC Equity and Human Rights Committee recommends the fact sheets be handed out to the delegates and observers at PSAC 5th Ontario Regional Triennial Convention. Folders and stickers will be used for the presentation of the fact sheets. The costs of the presentation folders (approximately \$300), Stickers (approximately \$1062) and the printing (approximately \$1,500). The total cost will be \$3362.00.

That the recommendation to Council be adopted as presented.

m/s/c Sharon DeSousa and Colleen Wice

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

m/s/c Sharon DeSousa and Colleen Wice

Item 8. PSAC Ontario Convention 2011

Delegate Assistance (Appendix E)

The REVP handed out the Delegate Assistance Committee Report dated March 3, 2011.

Delegate Assistance deadline was February 14, 2011, to give the Committee sufficient time to do the work needed to recalculate the delegate assistance funding. This is a decision the Ontario Council makes. The REVP explained that in some regions the money is also used for other convention expenses, however this region uses the entire amount to fund delegates to attend the Ontario Convention.

The last PSAC National Convention had a long debate on fully funded regional conventions. It is clear that our convention delegates did not want fully funded regional conventions as presented. He does not know what to predict, as there appears to be only one resolution regarding funding for regional conventions. We currently do not have full funding, however \$183,000 will go a long way to help fund participation. Some Components provide full top up, therefore our partial funding will assist those locals a great deal.

Brother Boone explained that the cheques will be cut to the locals or sending body not the individual delegate. This is because in our call out letter it was clear that the responsibility of funding lies with the sending body.

The Chair is very proud of the work of the Committee. This funding should greatly assist locals/committees to attend Convention.

The Chair of the Delegate Assistance Committee, Gerry Halabecki, presented the report.

Recommendation to Ontario Council:

That the remaining unspent funds be distributed so as to increase the amount for each delegate who has requested assistance. The resulting increase is reflected as follows:

	From:	To:
Group 1	\$350.00	\$450.00
Group 2	\$450.00	\$550.00
Group 3	\$550.00	\$675.00
Group 4	\$675.00	\$850.00
Group 5	\$775.00	\$1000.00
Group 6	\$850.00	\$1100.00
Group 7	\$1,100.00	\$1500.00
Group 8	\$1,400.00	\$1950.00

That the recommendation to Council be adopted as presented.

m/s/c Ken Boone and Karen Church

That the Delegate Assistance report be adopted as presented.

m/s/c Ken Boone and Karen Church

Action: The REVP's Office will post the new delegate assistance figures on our website. Once it is posted the REVP advised the Ontario Council members they should feel free to share the new figures with their respective constituency groups.

Convention Budget

Handout – PSAC Ontario Council Proposed Budgets for 2012, 2013 and 2014.

The Chair of the Convention Finance Committee, Ken Boone presented the budget.

That the proposed budgets for 2012, 2013, and 2014 be adopted as presented.

m/s/c Ken Boone and Steve Tuffin

That the Convention Finance Committee Report be adopted as presented.

m/s/c Ken Boone and Steve Tuffin

Convention Resolutions

Hand out – Resolution Submitted by the Ontario Council

Hand out – Convention Committee Make-up

The REVP advised that there are 62 Resolutions received at this time. The next step is to send them to Ottawa and if the National President rules any out of order or if they are bargaining demands they will be returned to the sender. After that they will be divided into Finance, By-Laws, General, and those committees will convene by conference calls. Sometimes more than one conference call may take place to ensure the Committee has had enough time to review all resolutions.

The Resolution is a By-laws Resolution:

PSAC Ontario Regional Council Meeting Minutes – March 4-5, 2011

The REVP explained that it is editorial changes to the Ontario By-laws and hopes that we have captured them all. The delegates can always divide them on the floor if it is their wish to do so.

The first Be it Resolved is to amend Alliance to read “PSAC”.

The second Be it Resolved is to amend the former “NAIM” to the new “NAPC”.

The third Be it Resolved is to amend the Component’s name change from “CEUDA” to “CIU”.

The REVP asked that the Ontario Council vote, it was unanimously voted in favour to pass this resolution.

The REVP reminded all Ontario Council that a report of their three year term report is due April 10th, to ensure that the reports go into the delegate binders. If Ontario Council members served less than the 3 years, it should include their time on Council. The REVP felt that a month’s time is fair to have them received by his office.

Action: Ontario Council to provide their 3 year reports to the REVP’s office by April 10th, 2011.

Host/Organizing Committee Update

Rita Cantalini, EA to the REVP provided an update of the work the organizing committee agreed to accomplish.

A sample of the portfolio and apron is being drafted and will arrive in the REVP’s office later this month. An issue was raised regarding the USB Sticks, and Sister Cantalini will address it with the supplier before the final product is received. Unfortunately we are looking at Made in Canada products only, so if the USB stick that Brother Rejean Amyotte is suggesting is not made in Canada, we will have to purchase the one made in Canada regardless.

Sister Cantalini will place a call to the hotel regarding the drink tickets for each Delegate/Observer/Guest, as per the Ontario Council’s acceptance of their recommendation at their meeting in October.

An email will go out to the Host/Organizing Committee in the next week or so, to see what the Committee is prepared to do.

Sister Cantalini will order food at Fortinos for the two hospitality nights during Convention. The work of the Host Committee will be delegated shortly to ensure everything is done.

Brother Chris Wilson advised that he is currently looking at showcasing pictures over the last 3 years at Convention. He explained that this concept came from a staff conference to showcase a wall of success so when members come into the office they will see our successes. Brother Wilson asked if any Ontario Council member wants to contribute to our pictures, they are welcome to do so. If within your Committees there are particular photos displaying something you are particularly proud of, please send them to his attention. We will showcase these successes at our Convention during breaks.

Action: If anyone would like to share pictures with the Toronto Regional Office to be showcased at the Convention, is asked to forward them to the Regional Co-ordinator.

If any of the Council Members are part of any Regional Committees, the REVP advised that he will be seeking a brief summary of the last 3 years from all Regional Committees. He will showcase the region's successes to form part of his 3 year Convention Report. The onus will be on the Committee to provide this feedback in a timely fashion and no later than mid April. A memo will come out of the REVP's office next week to all Regional Committees; it will be their opportunity to highlight their Committees.

The REVP has had some requests by individual Committees to have a table set up at our Convention. The REVP would like to see tables shared amongst the 3 Committees, one for Regional Women's Committees, one for Area Councils and one for Human Rights Committees during all 3 days of Convention. He is hopeful that we can commit to have members staff those tables, during lunch breaks and throughout the Convention. There are 29 Regional Committees and it is a good opportunity for them to showcase their respective Committees. Three tables will be set up for 14 Area Councils, 11 Regional Women's Committees and 4 Human Rights Committees.

Action: The REVP will write a letter to all Regional Committees seeking input from them highlighting their successes over the past 3 years. He will also seek assistance in staffing 3 tables for Area Councils, Regional Women's Committees and Human Rights Committees.

Item 9. Collective Bargaining

The REVP shared XO-32 re: Task Force electronically, from John Gordon to the NBoD. Sister Patty Ducharme, Brother Daniel Kinsella and Morna Ballantyne are part of a Steering Committee who will review the voting process. Once this is completed a report will be produced. This is a result of the last round of TB expedited negotiations. The report is expected in June.

Bargaining Conferences for the FB, TC Groups and Parks have commenced. CFIA, SSO Groups and NavCanada Bargaining Conferences will be coming up in the next month or so.

Sister Karen Church took part of the FB Conference and is now part of the FB negotiating team.

Karen reported that she was in Ottawa a few weeks ago. There were a lot of demands brought forward from the membership, those demand were prioritized. Over 20 demands will be brought forward. On February 21st the employer was put on notice. They then met over two days with TB to exchange their demands. Karen is thrilled to be on this bargaining team and hopes to put an equity eye on the team.

A Parks Bargaining Conference took place which both UCTE and National Components were in attendance. Brother Ralf Bucherer attended the Conference and was elected as an alternate to the bargaining team. The REVP offered his congratulations to the Brother. A date has not been set yet to discuss their bargaining demands package.

The REVP recognized Sister Sharon DeSousa and Brother Ken Boone who both participated in the last round of expedited TB negotiations for the PA Group.

Brother Ken Boone advised that he received short notice for their debrief meeting regarding the TB ratification votes. The meeting was held on Febuary 28 and March 1, 2011, and at the end of the day the TB Bargaining Team signed their portion of the Collective Agreement. Brother Boone is not sure when Treasury Board will affix their signatures. Management has 3 months to pay out the increases, and members have a 6 month window on how they wish to handle their severance package. Their meeting addresses the personal attacks, and many incidents that occurred during the ratification votes. Brother Boone was not attacked personally. Some of the difficulties is that only 50% of the membership is

getting out to vote, in the NCR there was a limited amount of time to do the presentation, only ½ hour and then a vote right after. The PA Bargaining Team also had a brief meeting with the other Bargaining Team. PSAC will be negotiating 259 contracts this year.

Sister Sharon DeSousa advised that the PA Bargaining Team met with the SV and EB bargaining team members. They also met with Brother John Gordon and Sister Patty Ducharme. This was the first time the expedited process was done and she is very proud of the work of the bargaining team members. There were a lot of discussions, good suggestions on what worked and what didn't work. There were straight forward discussions some rather difficult, however there were honest and analytical deliberations provided. A task force is currently looking to revamp the current negotiations. Anyone wishing to provide feedback on what they liked or didn't like can address their concerns to the task force at R15@psac-afpc.com .

The REVP thanked the OC members for their input on the Collective Bargaining process. This year will be very busy for negotiating.

Chris Wilson recognized the work of both Brother Boone and Sister DeSousa. In Ontario they were able to attend to over 50 ratification meetings.

Point of Privilege – Sister Rita Cantalini

Today marks the 60th Birthday of Sister Aileen Duncan, she was gracious enough to spend it with us, and so we have a gift of flowers and a cake to honour her special day. Happy Birthday was sang to the Sister.

Point of Privilege – Veronica Eastman

In response to the recent racist incidents in Montreal as reported in the Montreal Gazette dated Thursday, March 3, 2011, I would like to table the following statement to Ontario Regional Council for purposes of obtaining your endorsement to include this statement both as an amendment to my report and as an official record in the minutes of this meeting:

The Racially Visible Representative on Ontario Regional Council, the Toronto Racially Visible Committee and Ontario Regional Council as a whole condemn the racist actions that occurred in the form of letters that were sent to two employees in the Montreal Regional Office of the Public Service Alliance of Canada.

We wish to convey our unequivocal support to the victims of these racist acts; and

We stand united in opposition to racism and all forms of discrimination within our workplaces, our Union and society as a whole

We call upon Brother John Gordon as National President to convey a similar message of solidarity to the membership of PSAC across the country.

Submitted by Veronica Eastman
Racially Visible Representative
Ontario Regional Council

The REVP advised that he is looking for an endorsement from the Ontario Council, so it can form part of the Ontario Council Minutes. As Reports are submitted before the Ontario Council Meeting, we need to put in an amendment. This will form part of our Ontario Council Minutes, and therefore requires a vote. Sister Eastman will also provide a copy to the Toronto Racially Visible Committee requesting their endorsement as well.

A vote was conducted and it was voted unanimously.

The REVP advised that a request was made yesterday by Sister DeSousa, for a letter from the REVP, on behalf of the Ontario Council, offering support to those affected by the racist acts. The REVP read the letter.

The REVP advised that he will be sending the letter to Sister Ballantyne on Monday, however if she thinks it needs to be translated it will be delivered early next week.

Item 10. Federal Election

The REVP stated that the topic “Federal Election” has been on our agenda and minutes for some time now. The AEC and the NBoD have had a few discussions and it appears that an election could be imminent, possibly before our Ontario Convention. If an election is called the REVP will communicate through the Regional Committees. We provided our proposal in our previous Ontario Council Minutes; our main message is the value of public services. We will need assistance in getting this message across to the electorate and our members. We are also looking at targeted ridings, with priority focus. We hope to mobilize members by utilizing our activist volunteers to call members, outreach to allies, attend candidate meetings, communicate by using facebook, twitter, broadcast messages and use PSAC website. The REVP spoke on the 3rd party advertising restrictions. Materials will be developed on a region by region and riding by riding

issues basis. In the 2008 federal election we faced the difficulty getting LWOP for our riding coordinators. We will be asking members to offer volunteer time in the evenings where ever possible.

Brother Mario LeClerc, who is the Area Council President for Cornwall, will be running as the NDP candidate for the Stormont-Dundas-South Glengarry Riding. The REVP hopes that members in that riding will offer support to Brother LeClerc and we wish him luck with his campaign.

Brenda Shillington has been assigned to work on the Federal Election, as a staff resource person.

The REVP stated that it is difficult when you can't put money into the campaigns, however looking for volunteers will be the focus of this Federal Election once it is called. Defeating the Conservatives will be our main focus.

Once the budget is introduced in March, we will see what the parties decide to do. Updates will be provided once they become available.

Item 11. Think Public Campaign

The AEC met on this issue earlier this year and it was agreed that instead of reinventing the wheel we will continue our theme around think public. If there is an election we will work that theme into that as well as our conventions. We will get Components involved in this and have them channel their campaigns. It may vary but the objectives are to continue with public engagement, building strong public services, mobilize and politicize the public service message, linking it to the federal election. We will link to bargaining that we are doing, and target the public who benefit from those services. The tool will be membership driven, by engaging ourselves in these activities, looking at engaging the community at large, church groups, social organizations, and existing structures of that nature. We will highlight PSAC services that members provide by thinking public defending public services.

The REVP stated that we will look at some advertising and media awareness. This project is still in the mapping stages and we are looking at a budget of over 1 million dollars.

The campaign is in the early months of research. We hope to have the website developed closer to Regional Conventions or Component Conventions and to have full evaluation at our National Convention in Ottawa in May 2012.

Item 12. Ontario Federation of Labour

The REVP touched on the OFL at the last Ontario Council meeting. There seems to be some improvement and some set-backs, however more of a co-ordinated approach to move the labour agenda forward. There appears to be a division amongst the affiliates. Another convention is coming in November, as the OFL holds theirs every 2 years. We seem to have our financial situation a bit better than it was looking; affiliates that were withholding their money are now putting it back in. The political bridge has not been totally repaired and it is a struggle to do good work.

Overall things have improved after a year and a half.

OFL produced the Hats Off pins and the REVP is proud of that accomplishment.

Sharon DeSousa advised that the OFL Workers of Colour Committee will hold its Assembly on March 25-26, 2011. It has gone out to all Presidents to see if members are interested in attending.

Item 13. PSAC/UNDE Communications Security Establishment (CSE) Campaign

The REVP advised that there is a joint campaign between PSAC and UNDE for the Communications Security Establishment (CSE).

The issue is the maintenance and cleaning of the CSE – which is a top secret type of place. They are planning to contract out the cleaning. These replacement cleaners do not have the high security clearance in place, therefore should not be in this top security workplace. Radio ads are finished now, in hopes of changing their mind.

Ryan Ayres stated that not having the security clearance for those working in the building is a shame. It takes a year and a half to go through the process of CSE.

The REVP wanted to share this Campaign with the Ontario Council as it is still ongoing.

Point of Privilege – Réjean Amyotte

PSAC Ontario Regional Council Meeting Minutes – March 4-5, 2011

Linda Lock, past president of Local 00383 died recently as a result of lung cancer. It was as a result of secondary exposure to asbestos. This should be an awareness of what toxic substances in our workplaces can do to our loved ones if precautions are not taken and we take them home with us. She refused treatment and it accelerated to her passing. She was a dedicated H & S advocate in her Local. She was also a WHIS instructor. Relay for life was something near and dear to her. I would request that Ontario Council support a donation to Relay for Life in the amount of \$200. Our local sponsored \$1,000 in her memory. Can Ontario Council support \$200 in her memory?

The REVP stated that he has no problem sponsoring the \$200 under the donation line item. If all the details could be shared with the Chair of the Finance Committee we will issue a cheque in the Sister's memory.

Item 14. Elected Officer's Pension (Steve Gauthier)

Handout – March 1, Posted on the National website. "Elected Officers' Supplementary Pension Plan"

The REVP prefaced his remarks by saying that there is a lot of misinformation out there, in the social media, utube, and facebook. For those of you who have seen the U-tube video of the NBoD at the trough, it was disturbing.

The REVP provided some factual information as follows:

The pension issue has been an issue for as long as the REVP has been an elected official. In 1999 changes started to happen. When members get elected to a full time position, they do not have an option to opt out of Superannuation and opting into PSAC Plan. These members need to remain members in good standing. Elected officers pay on their substantive position to superannuation, the balance goes to the PSAC pension plan. There used to be a reciprocal agreement between Treasury Board and around 1999 something started to change. An official or unofficial agreement ceased to be used. Sister Turmel and Brother Gordon attempted to speak to TB to fully entrench this agreement about 3 or 4 years ago. The agreement was solidified however the official retire and his replacement did not want to agree. PSAC looked at legal options, including suing the government. We hired consultants who are pension experts from Ottawa. They began discussions on how to fix the officers pension so that there would be the same parity. The consultants came up with a supplemental plan, which would in fact pay elected officers of PSAC or Components, based on the money they earned at the

officer rate. This did not just happen with one meeting at the board. In the last year or so, several meetings had been held in camera. This happened for many reasons, we were talking about different options, it was not to hide it from the membership. We felt we were at a point to put it in front of the Board. The AEC and Components were asked the question to vote on, whether or not there should be an opt in. There have been no discussions yet where this money would come from. The vote won support at the NBoD. A majority of the Board members wanted to move ahead. The resolution passed by the Board gives the PSAC and each of its Components time to discuss the plan. No decision will be made until the PSAC Convention in May 2012.

Hopefully this will answers some of the questions out there. A comment on Facebook states that there will be an excess amount of union dues. The REVP advised that a discussion where the monies would come from has not taken place as yet.

Many questions and answers were provided to Ontario Council Members. Sister Christine Collins and Sister Mary Chamberlain also provided their view as they both attended the NBoD meeting. Sister Christine Collins was able to provide accurate information based on her participation at all NBoD meetings, as a Component President.

The Resolutions in question were also read out for information purposes.

This issue will be brought forward to the PSAC Convention in May 2012.

Item 15. APSAR (Aileen Duncan)

The REVP introduced Sister Aileen Duncan, former Ontario Council member, and now the APSAR Ontario Regional Representative.

As the APSAR, Ontario Regional Representative, Sister Aileen advised that there are currently only 360 members represented in Ontario. Quebec has 1,000 members. Ontario used to be the largest group; however it is now the smallest. It will be her goal to participate at the Ontario Convention as a guest. The REVP has invited Sister Duncan to attend. She will sign up as many members as she possibly can at the Ontario Convention. She has asked all Ontario Council members to bring their \$20 to sign up, if they have not already done so. Sister Duncan thanked Ontario Council for their 3 year renewal to APSAR. APSAR will have a booth and has invited everyone to stop in and sign up.

Sister Duncan wears many hats, but the one she is most proud of today is to present Ontario Council and Bob Black, as the Chair of the MDAC in Hamilton with a portrait of the Stewart Memorial Church. Every year the Stewart Memorial Church has a drive to feed the homeless at their annual Thanksgiving dinner. Both MDAC and Ontario Council have supported their efforts in this drive to feed many people of the Hamilton area. Last year the Stewart Memorial Church celebrated its 170th year. Sister Duncan is very appreciative and thankful for the support of the Ontario Council and the Committee in Hamilton to the Church. Stewart Memorial is the first Black Church of its kind and Sister Duncan wanted to present this token of appreciate to both the REVP and Brother Black. On behalf of Stewart Memorial Church, Sister Duncan presented a beautiful limited edition painting to Brother Halabecki and Brother Black.

The REVP thanked Aileen, it is a privilege to support the work of the Stewart Memorial Church. The Hamilton Area Council and Hamilton MDAC still meet there and it is great that we have the working relationship with Aileen and the church.

The REVP advised that APSAR will be attending all Regional Conventions. Michel Chevalier went to Brother John Gordon to request our support and financial assistance. The AEC agreed to fund their participation, at 50%, to bring APSAR to our conventions. The difficulty APSAR has had is to find those members who have retired. Please make sure we let our members know about APSAR, and your union participation into your retirement. APSAR has been an organization with PSAC for a number of years. Booths will be at all regional conventions. Let's try to increase the number of PSAC retirees who have joined APSAR in our region. The REVP thanked Sister Duncan for participating with us this weekend.

The REVP reminded Ontario Council members that the next work to be done are the Resolutions. The Committees will meet via conference call. He will keep in contact with those Committees once the resolutions have been received and vetted through the office of Brother John Gordon.

Rita Cantalini will be in contact with the Organizing/Host Committee shortly to continue their work for Convention.

Motion to adjourn @ 2:10 p.m.

m/s/c Ken Boone and Melanee Jessup

APPENDIX “A”

ONTARIO REGIONAL COUNCIL FINANCE COMMITTEE REPORT

Date: March 4, 2011

Committee Chair: Ken Boone
Committee Members: Steve Tuffin
Gerry Halabecki
Debbie Willett (regrets)
Dennis Miluck (regrets)

The Chair of the Committee spent a few days completing the Financial Statements for review by the Auditor. The Audit was completed and signed off by the Auditor last week. The focus then changed to development of this year's budget. The 2011 Budget was developed and reviewed by the entire committee. Although Dennis Miluck and Debbie Willett were not part of the committee session, they did review the document and agree with the Budget.

We want to thank everyone for their diligence in submitting their expense forms in a timely fashion. It made our job much easier when it came time to finalize the books for the audit. We will be requesting three members of Council to review the Audited Financial Statements and verify the accuracy of those reports as per our By-laws.

Recommendations to Council:

We have two recommendations to Council. We propose that each recommendation be dealt with separately.

1. The Finance Committee recommends the acceptance of the Audited Financial Statements.
2. The Finance Committee recommends the acceptance of the 2011 Budget.

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

Seconded by Steve Tuffin

APPENDIX “B”

**ONTARIO REGIONAL COUNCIL
EDUCATION COMMITTEE
Date: October 15, 2010 – March 5, 2011**

Objectives for this period:

Objectives	Action	Who
Ongoing Recruitment	<ul style="list-style-type: none"> Proactive recruitment for Education Courses 	All Council Members and Regional Offices
2011 Regional Courses.	<ul style="list-style-type: none"> Advise Constituents of training 	All Council Members and Regional Offices
Clarify AF Roles and Responsibilities and who qualifies as an AF	<ul style="list-style-type: none"> Provide clear language of the function of the AF 	Sub Committee

Activities for this period:

Recruitment and Promotion of PSAC Education.

Recommendation to Council:

That the Kingston Regional Office is allocated an extra, not to exceed \$5000.00, to deliver basic education courses for 2011.

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

APPENDIX “C”

**ONTARIO REGIONAL COUNCIL
EQUITY & HUMAN RIGHTS COMMITTEE REPORT
Reporting Period: October 17, 2010- March 3, 2011**

Objectives for this period	Action	Who
To Provide an Equity and Human Rights educational resource (fact sheets) for PSAC Ontario Council and all members electronically via the PSAC Ontario website	Fact sheets edited and forwarded to PSAC Programs for review	All
Calendar of Events	Forwarded to PSAC programs for review and poster to be developed	All
Objectives for the next period	Action	Who
To Provide an Equity and Human Rights educational resource (fact sheets) for PSAC Ontario Council and all members electronically via the PSAC Ontario website	Awaiting the final draft from PSAC Programs	All
Calendar of Events	Awaiting poster draft	All

Recommendation to PSAC Ontario Council:

The PSAC Ontario Equity and Human Rights Committee recommend PSAC Ontario Council hand out the Calendar of Events Poster (11x17) at the PSAC 5th Ontario Regional Triennial Convention. The cost will be \$ 500.00.

Since the fact sheets are an important educational tool the PSAC Equity and Human Rights Committee recommends the fact sheets be handed out to the delegates and observers at PSAC 5th Ontario Regional Triennial Convention. Folders and stickers will be used for the presentation of the fact sheets. The costs of the presentation folders (approximately \$300), Stickers(approximately \$1062) and the printing (approximately \$1500).

The total cost will be \$3362.00

Committee Members: Souad Soubra, Veronica Eastman, Karen Church, Colleen Wice, and Sharon DeSousa

Regrets: Sheila Karasiewicz, Joan-Ann Gravesande

PSAC Staff Representative: Lorraine Diaper

Motion made: Sharon DeSousa

Seconded by: Colleen Wice

APPENDIX “D”

**ONTARIO REGIONAL COUNCIL
HEALTH AND SAFETY COMMITTEE
ONTARIO REGIONAL COUNCIL
Date: OCTOBER 2010 to MARCH 2011**

Objectives for this period:

Objectives	Action	Who
Develop an interactive q+a website	Research the feasibility of this action with the H+S Rep and consult with computer expert on the committee. Union Ware currently in the process of being implemented. All cases to be submitted to the Regional Health and Safety Rep. Develop a form to capture the necessary information for Union Ware.	Health and Safety Committee
Investigate the liabilities surrounding the use of portable <u>defibrillators</u>	Ongoing	Glenn Miller, unable to report due to illness/injury
Objectives for next period	Action	Who Is Responsible
Develop a system to capture Local Health and Safety Committee contacts in the Region and discover what is in place in the locals	Contact Regional offices	To be determined by the new Council

Recommendations to Council:

The Southern part of the Ontario Region should be able to provide a Geo Based Health and Safety advanced course during this cycle. The chairs of the Health and Safety and the Education Committee's have met to discuss the recommendation. The only option is for the Health and Safety course be removed from the 2012 fall school offerings.

NOTE:

We are unable to provide ODRT (Occupational Disability Response Team) and WHSC (Workers Health and Safety Centre) advanced courses in the Fall School and Geo Based formats due to course lengths (30 Hours class time). It is suggested, therefore, to the new council that for the purposes of Advanced Health and Safety Education there be a third option available to the Ontario Region.

Present: Dennis Miluck, Chair

Members as follows: Bob Black, Cathy Harasym, Kevin McNama

Staff Representative: Angela Fairweather

Regrets: Glenn Miller

M/Miluck

B/Black

Sharon DeSousa
PSAC Ontario Council Report
Alternate Regional Executive Vice-President Report
Date: October 15, 2010 - March 3, 2011

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

Activities for this period:

- October 28, 2010 OFL Human Rights Committee Meeting
- November 2, 2010 PA Ratification Meeting Kapuskasing
- November 3, 2010 PA Ratification Meeting Kirkland Lake
- November 4, 2010 PA Ratification Meeting Timmins
- November 5, 2010 PA Ratification Meeting Oshawa
- November 6, 2010 CBTU Annual Awards Dinner and Dance
- November 8, 2010 PA Ratification Meeting Halifax
- November 9, 2010 PA Ratification Meeting Trenton
- November 10, 2010 PA Ratification Meeting Belleville
- November 12, 2010 PA Ratification Meeting Kingston
- November 13, 2010 PA Ratification Meeting Hamilton
- November 15, 2010 PA Ratification Meeting London
- November 16, 2010 PA Ratification Meeting Chatham
- November 17, 2010 PA Ratification Meeting Windsor
- November 18, 2010 PA Ratification Meeting Sarnia
- November 19, 2010 PA Ratification Meeting Etobicoke
- November 22, 2010 PA Ratification Meeting Guelph
- November 23, 2010 PA Ratification Meeting Kitchener
- November 24, 2010 PA Ratification Meeting Stratford & Brantford
- November 25, 2010 PA Ratification Meeting Owen Sound
- November 26, 2010 PA Ratification Meeting Toronto West
- November 30, 2010 PA Ratification Meeting Niagara Falls
- November 30, 2010 PSAC Toronto Regional Women's Committee Open House
- December 1, 2010 PSAC Toronto Racially Visible Members Committee Meeting
- December 3, 2010 PSAC Ontario Council Equity and Human Rights Committee Meeting

- December 8-11, 2010 CLC Human Rights Conference
- January 18, 2011 JLP 1000th Workshop Celebration
- February 2, 2011 PSAC Toronto Regional Women's Committee
- February 22, 2011 PSAC Toronto Regional Women's Committee
- February 28 – March 1, 2011 PA Bargaining Team 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

Cathy Harasym
PSAC Ontario Council Report
Region 1, Northwestern Representative
October 28, 2010 - March 5, 2011

Activity Report:

- | | |
|-------------------------|--|
| October 28, 2010 - | Thunder Bay and District Labour Council |
| October 21 - 24, 2010 - | PSAC National Women's Conference |
| November 4 - 7, 2010 - | CEIU Ontario Rep's Conference |
| November 8, 2010 - | PA Collective Agreement Vote |
| November 16, 2010 - | Thunder Bay and Northwestern Ontario
Area Council |
| November 25, 2010 - | Thunder Bay and District Labour Council |
| January 18, 2011 - | Thunder Bay PSAC Women's Committee |
| January 21, 2011 - | Meeting with MPs John Rafferty and Bruce
Hyer |
| February 22, 2011 - | Thunder Bay and Northwestern Ontario
Area Council |
| February 24, 2011 - | Thunder Bay and District Labour Council |
| February 28, 2011 - | Thunder Bay PSAC Women's Committee |
| March 3 - 5, 2011 - | PSAC Ontario Council |

This past fall was taken up with the PA table Collective Agreement vote and educating members about the contents of the offer. It was a difficult time as many members were not happy with the offer and that the bargaining team put it out for a vote. There is a split in the beliefs of the membership on the loss of the Voluntary Leaving Severance Pay and some of the younger members are unhappy with the Seniority clause. It is clear that there is a need for education of members on the bargaining process and basic union principles, even some long time activists don't seem to understand this process. As this is not the final Collective Agreement of all time as some seem to think, I hope to encourage and support members who want to become educated on the process and actively involved within the union so they can channel their energies towards some positive outcomes. Rather than assign blame on the leadership of the PSAC and the Bargaining Team members we need to channel that blame on the employer (Treasury Board) where it belongs and we can only accomplish that through education. It is my belief that this is a long term process which I will continue to work on after my term on Council ends.

In Solidarity,
 Cathy Harasym, Region 1, Northwestern Representative. PSAC Ontario Council

Réjean Amyotte
PSAC Ontario Council Report
Region 2, Northeastern Representative
October 2010 to March 2011

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. Travel to various parts of the Region to make the connection with as many Locals as possible
3. Attend Area Council and Regional Women's Committee meetings when possible
4. Plan for the National Day of Mourning event in North Bay

Activities

North Bay and District Labour Council:

- Participate in regular council meetings
- Elected Sergeant at Arms
- Appointed as a labour representative to the North Bay United Way Citizen's Advisory Panel
- Attended WHSC Annual Awards Dinner where I presented a WHSC award to Local 00383 H&S JOSH Committee Co-Chair David McRae with an award for dedication to Health and Safety

Activities within my own Local

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

Various other activities

- Travelled to Timmins for the inaugural meeting of the Northeastern Ontario Area Council
- Attended WHSC Instructor Update Sessions in November and February
- Participated in Regional and National LMCs for SSO

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. Promote and recruit for PSAC education events

In Solidarity,

Réjean Amyotte
Region 2 Representative,
PSAC Ontario Council

Kevin McNama
PSAC Ontario Council Report
Region 2 North-Eastern Ontario
October 2010 – March 2011

Objective for this period:

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

Activities:

- Attended the Sault Ste Marie District Labour Council Meeting
- UNDE 635 Local Management Regional Committee Meeting in North Bay
- Participated in a live town hall telephone conference call with NDP Leader, Jack Layton, MP, Tony Martin and others across the North in reference to concerns in Northern Ontario
- Communicated to many workers in reference to the Treasury Board ratification votes
- Attended the PA, SV, and EB ratification votes

Future Plans:

Continue to address issues
Promote PSAC
Promote ongoing campaigns
Attend area council Meeting

In Solidarity,

Kevin McNama
Region 2 Representative
PSAC Ontario Council

Dennis Miluck
PSAC Ontario Council Report
Region 3, Eastern Representative
October 17, 2010 - March 5, 2011

Highlights:

- 1) I started this period off with 2 meetings of the OFL, one on November 2 and another meeting on November 4, 2010.
- 2) I attended the SV vote in Trenton on November 16, 2010.
- 3) On November 17, 2010 I was back in Toronto for another OFL meeting. These meetings are regarding the expert panel and regular meetings of the OFL Health & Safety Committee.
- 4) November 25 – 27, 2010 I was in attendance at the OFL Health & Safety Conference in Toronto. It was well attended and I found it somewhat informative. I was hoping for more of an educational content. I took two sessions; one on “How to Deal with an Inspector during an Onsite Visit”, the other was “Workplace Violence and Harassment”. These are Workers Health & Safety Center courses. I would suggest that Stewards take this type of training.
- 5) December was quiet, I attended only one meeting - Area Council meeting in Cornwall on December 7, 2010. They elected their new executive at that meeting.
- 6) I attended an OFL meeting on January 17, 2011.
- 7) On February 22, 2011 I attended a meeting of the OFL Health & Safety Committee. It was about what we would expect to see from the New Safety Prevention Organization. We are looking at names to put forward for a Chair.
- 8) On March 2 – 5, 2011 I will be in Toronto attending Ontario Council meetings. This is the last full meeting before our Convention in the spring. I would expect this meeting to be very hectic.

As you will notice I was not in attendance of either Kingston Area Council meeting as I was sick for one and I was not available for the other, this was a

first for me. As I sit on a couple of different committees I would think that I will be very busy over the next couple of months. As always I can be reached at home at dennismiluck@sympatico.ca.

Hope to see you at Convention.

In Solidarity,

Dennis Miluck
Region 3 Representative
PSAC Ontario Council

Steve Gauthier
PSAC Ontario Council Report
Region 3, Eastern Ontario Representative
October 2010 to March 2011

Objectives for this period

- Get the Area Council in Petawawa/Pembroke up and running
- Help organize Ratification Votes
- Make contact and attend the Renfrew and District Labour Council
- Continue to contact members within the region

Activities for this period

- Helped organize the Ratification Votes in Petawawa
- Attended the Renfrew and District Labour Council meeting
- Stayed in contact with members to address their concerns
- Attempted to hold several meetings for the Area Council however unable to hold because of bad weather
- Attended Wellness Committee Meeting in Ottawa as the Representative for Ontario DND Fire Fighters
- Active JLP Facilitator
- Assist in organizing the Labour day event for September 2011

Goals for the Future

- To attend the PSAC Ontario Regional Convention and get re-elected to the Ontario Council as the Region 3 Representative
- To continue to bring the concerns of the membership to the Ontario Council and the National Board of Directors (NBoD)
- To represent the members and to address their concerns to the best of my ability

In Solidarity,

Steve Gauthier
Region 3 Representative
PSAC Ontario Council

Glenn Miller
PSAC Ontario Council Report
Region 4, SW Ontario Representative
October 2010 – March 2011

Greetings Sisters & Brothers,

At this time, I have not been able to do much work in my region, I am therefore submitting a nil report.

In Solidarity,

Glenn Miller
Region 4 Representative
PSAC Ontario Council

Melanee Jessup
PSAC Ontario Council Report
Region 4, Southwestern Ontario Representative
October 2010 - March 2011

Objectives for this period:

- Participate in a disciplinary investigation for UPCE
- Attend the PSAC National Women's Conference as a delegate
- Co-facilitate at the National Women's Conference
- Attend the UTE National EAP Conference
- Encourage members in my area to take advantage of the educational opportunities that exist in the PSAC
- Continue to work with K-W Area Council and Regional Women's Committee to increase participation
- Facilitate a face-to-face meeting between the Executives of the Area Councils in Southwestern Ontario to forge a communication conduit.

Activities for this period:

- Participated in the UPCE disciplinary investigation
- Attended the National Women's Conference
- Co-facilitated, with Judith Monteith-Farrell all the workshops presented at the National Women's Conference
- Attended the UTE National EAP Conference as a delegate
- Attended the PA, SV and EB ratification vote held in Kitchener
- Assumed the position of UTE Local 00015 President upon the retirement of the previous President
- Continued to connect with the Waterloo Region Labour Council
- Continued to network with and provide information to members in Southwestern Ontario
- Attended Kitchener-Waterloo Area Council meetings
- Reelected President of Kitchener-Waterloo Area Council
- Attended Kitchener-Waterloo Regional Women's Committee meeting
- Attended UTE Regional Presidents' Conference
- Attended CRA-Union "Managing Change" workshop
- Attended Ontario Council Committee Meetings
- Attended Ontario Council Meeting

Future plans:

- Participate in “Open Closet” event for International Women’s Day
- Finalize plans for the Southwestern Ontario Area Councils face-to-face meeting – tentatively March or April
- Contact members in the Kitchener-Waterloo area to see if there is interest in forming a Regional Pride or Equity Committee
- Attend PSAC Ontario Conference
- Run for Ontario Council—Region 4 Representative

Respectfully submitted by,

Melanee D. Jessup ACG, ALB
Region 4 Representative
PSAC Ontario Council

Fran Pieper
PSAC Ontario Council Report
Region 4, Alternate to Southwestern Ontario Representative
October 2010 to March 2011

Objectives for this period:

- Encourage local members to become active in their local and educate themselves about their Component and the PSAC
- Continue to support and participate in the Kitchener-Waterloo Area Council and Regional Women Committee's

Activities for this period:

- Attended Kitchener-Waterloo Area Council and Regional Women's Committee Meetings
- Encouraged local members to support their Collective Bargaining Teams, and to educate themselves on the Collective Bargaining Offers; as well, to participate the Ratification Vote
- Attended the National PSAC Women's Conference
- Attended as an Alternate PSAC Ontario Council Representative for Region 4, Southwestern Ontario
- Attended work-site Employment Equity and Diversity Committee Meetings

Goals for the Future:

- To support local union members in their endeavour to participate in union education and activities
- Continue to participate in Kitchener-Waterloo Area Council and Regional Women's Committee Meetings
- To attend the PSAC Ontario Convention 2011

In Solidarity,

Fran Pieper
Alternate, Region 4 Representative
PSAC Ontario Council

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

2011-03-03

Brothers and Sisters

I have been involved in the following activities on behalf of PSAC since our last meeting in October 2010. It has been a hectic few months. Most of November was spent travelling to various ratification meetings regarding the new contract for the Program and Administration Table.

The United Way Campaign was great this year. Souad Soubra filled in for the writer on numerous occasions during the campaign. In addition to collecting more money than we did during the previous year; this year our campaign won a Spirit Award from United Way for the best Joint Union/Management Campaign. I will present the Award to Gerry Halabecki, which I received on behalf of PSAC at the United Way Celebration Dinner at this Council Meeting. This Award is mainly due to the work done by our two Sponsored Employees: Cleo Lane and Karen They did a magnificent job on our behalf. It is due to the hard work and diligence of our members who care that we are able to achieve much good.

Since the New Year I have been working closely with Souad Soubra within the Members with Disabilities Committee developing plans and goals for that group. I also spent a great deal of time preparing the Council Financial Statements for review by the Auditor. All that is done now and we were able to develop a three year budget for the convention and the budget for the current year too.

I want to take this time to thank Rita Cantalini and Gerry Halabecki for their support and assistance in achieving a good year of council activities. I am not sure where any of us would be without their support.

In Solidarity

Ken Boone
Greater Toronto Area (GTA) Representative
PSAC Ontario Council

**Bruce Flannigan
PSAC Ontario Council Report
Region 5, Greater Toronto Area (GTA) Representative
October 25, 2010 – March 4, 2011**

Objectives for this period:

- Promote Toronto and York District Labour Council
- Network with Local Activists

Activities for this period:

- Joined Fall School participants on USW 9537 picket line
- Attended Toronto and York District Labour Council meetings
- Marched in support of USW 1005 at the People vs US Steel rally in Hamilton
- Solicited educational needs from participants

Future plans:

- Promote Toronto and York District Labour Council
- Network with Local Activists

In Solidarity,

Bruce Flannigan
Region 5 Representative
PSAC Ontario Council

Bob Black
PSAC Ontario Council Report
Region 6 Representative
October 19, 2010 - March 5, 2011

Activities for this period:

- October 19 - Attended Hamilton Area Council meeting
- October 28-31 - Prepared and presented ODRT WSIB LEVEL 1 training with Angela Fairweather
- November 2 - Met with a member re: to grieve or not to grieve, then attended a meeting with Mary Long of the Hamilton District Labour Council
- November 7 - Participated in the United Steelworkers Local 1005 lockout Rally
- November 8 - Attended a Remembrance Day Commemoration in the community
- November 9 - Chaired a joint meeting of the Hamilton Area Council and Hamilton MDAC
- November 20 - Attended the Hamilton Ratification Vote in Hamilton
- November 26 - Participated in the Hamilton District Labour Council Disability March at City Hall
- December 1 - Education consultation at Regional Office
- December 2 - Met with the Elementary Teachers Federation of Ontario
- December 6 - Participated in Women's Day Activities while attending the annual HMDAC Area Council Christmas dinner meeting, Regional Women's Committee members were invited as our guests. Raised \$500 for City Kidz as a donation towards Christmas
- January 11 - Hamilton Area Council
- January 27 - Labour Appreciation Night via Labour
- January 29 - Marshalled at the Hamilton Day of Action (estimated attendance 15,000)
- February 9-10 - Met with a member re: Return to Work and Work Hardening in Grimsby
- February 11 - Happy Birthday to me
- February 12 - Attended the Regional Office but there was nobody home

- February 14 - Attempted to attend the Steelworkers local 1005 Rally at Bay and King in Toronto not Hamilton, then to the Regional Office
- February 15 - Attended the Hamilton Labour Advisory Committee meeting with the Hamilton District Labour Council and OHCOW
- February 23 - Attended the U.T.E. 00014 AGM
- March 2 - Attended the Finance Committee Budget meeting at the Regional Office
- March 3 - Attended the Health & Safety Committee of Ontario Council
- March 4-5 - Attended the Ontario Council meeting

In Solidarity,

Bob Black
Region 6 Representative
PSAC Ontario Council

Colleen Wice
PSAC Ontario Council Report
Regional Women's Committees Representative
October 17, 2010 - March 5, 2011

Activities for this period:

- October 20-24 - Attended National Women's Conference in Ottawa
- October 25 - Attended Barrie Regional Women's Committee meeting
- November 8 - Attended Barrie Regional Women's Committee meeting
- November 29 - Attended Barrie RWC Christmas Dinner meeting
- December 8-12 - Attended CLC Human Rights Conference in Ottawa
- January 25 - Participated in National Conference Call for all RWC Representatives
- January 25 - Attended Hamilton RWC meeting
- February 9 - Attended Hamilton RWC AGM
- February 22 - Attended Toronto RWC meeting
- March 3-5 - Attended PSAC Ontario Regional Council meeting

Objectives for next period:

- Keep in touch with Regional PSAC offices
- Support and promote all and any campaigns
- Make contact and attend as many Regional Women's Committees as possible
- Attend PSAC Ontario Regional Convention (and re-offer as RWC Representative on Ontario Council)

In Solidarity,

Colleen Wice
Regional Women's Committees Representative
PSAC Ontario Council

**Sheila Karasiewicz
PSAC Ontario Council Report
Aboriginal Members Representative Report
October 2010 to March 2011**

Objectives for this period:

To do an outreach to the PSAC Aboriginal membership announcing my new seat as the Aboriginal representative and to start up a new Human Rights Committee for the Thunder Bay area.

Activities for this period:

- **October 19, 2010** - sent email to my Thunder Bay CGC Aboriginal network, Local 30 and Thunder Bay Regional Office announcing my new seat as the Aboriginal Representative.
- **October 20, 2010** - Sent email to PSAC office requesting Aboriginal contact list.
- **November 2010** – emails and communications to start a Human Rights Committee for Thunder Bay area.
- **November 11, 2010** – As Aboriginal representative, laid the Remembrance Day wreath at Fort William First Nation on behalf of the PSAC Thunder Bay Regional Office.
- **December 3, 2010** - Attended the Ontario Council Human Rights Committee meeting in Toronto.
- **December 7, 2010** – Completed Aboriginal Fact sheets.
- **December 8 - 11, 2010** - Attended the CLC-Rise Up Conference in Ottawa.
- **January 28-29, 2011**- Seminar Agriculture Union Manitoba Northwestern Ontario & Nunavut

Future Plans:

Promoting and encouraging involvement with PSAC initiatives, training, and union activism within the Aboriginal membership. Finalizing Human Rights Committee for the Thunder Bay area.

In Solidarity,
Sheila Karasiewicz
Aboriginal Members Representative
PSAC Ontario Council

Souad Soubra (Sue)
PSAC Ontario Council Report
Members with Disabilities Representative
November 2010 – March 2011

Activities for this period:

- Communications between all committees were kept via email
- Have dealt with individual issues for constituents within Ontario via email and telephone and provided advice.
- I attended and chaired Toronto MDAC meetings.
- I attended and Hamilton MDAC meeting.
- I attended the Toronto Area Council meetings.
- I attended the Regional Women's Committee meetings
- I attended the Racially Visible Committee meeting
- I attended Toronto and Hamilton MDAC Annual Christmas Dinner meetings
- I attended the PSAC, GSU Local 00027 Election for the new executive
- I attended GCWCC meetings – and the Gala
- I attended the Ratification Vote for 4900 Yonge St. members
- I attended the Local Labor Management Consultation Committee meetings
- I attended the Equity Committee meeting
- I attended the CLC Conference in Ottawa
- I attended the Union Management meetings

Objective for this period:

- Keep open lines of communication with Disability Community through email tree
- To attend Committee meetings for which I belong to
- To make PSAC more visible in the Toronto area
- Contact and network with the new Members with Disabilities from the Access Conference.

Future Plans:

- Keep in touch with all PSAC Regional Offices
- To meet as many members as I can

- Communicate the need for activism and education for members with disabilities
- Meet/contact/communicate with all new members
- MDAC Newsletter

Date	Activity
November 4, 2010	PSAC, GSU Local 00027 meeting/election
November 16, 2010	Ratification Vote at 4900 Yonge St.
Nov. 17/10 - Feb 9,12/11	GTAC Meetings
Nov. 18, 2010 – Feb 8, 2011	Union Management Meetings
Nov. 30/10 – Jan 26, Feb 1/11	The RWC Meetings
November 24, 2010	Toronto MDAC holiday dinner
November 29, Dec, 2010	United Way Steering Committee meetings
Dec 2/10 – Jan 26/11	The Racially Visible Committee meetings
December 3, 2010	Equity & Human Rights Committee meeting for Ontario Council
December 6, 2010	Hamilton MDAC holiday dinner/meeting
December 8 - 11, 2010	CLC Conference
January 12, 2011	United Way - Wrap up and Luncheon
Jan 12, and Feb 9, 2011	GTAC Meeting
Jan 8, 19, 2011	MDAC Meetings
January 29-30, 2011	Attended Grievance Handling course
February 7, 2011	Attended Hamilton MDAC meeting
March 4 - 5, 2011	Ontario Council Meeting

In Solidarity,

Souad Soubra (Sue)
Members with Disabilities Representative
PSAC Ontario Council

**Veronica Eastman
PSAC Ontario Council
Racially Visible Member Representative
November 2010 to February 2011**

Objectives for this period:

- To assist in creating an inclusive union where racially visible members have a voice
- To unite all racially visible PSAC members in Ontario and ultimately in Canada
- To be a leader on issues that affect racially visible members
- To work with the membership to educate, inform and organize around Human Rights and Equity issues
- To be the link between racially visible members and Ontario Council

Activities for this period:

December 2010

- Attended Human Rights Committee Meeting
- Attended Women's vigil at U of T on December 6th
- Attended CLC Rise Up! Human Rights Conference

January 2011

- Attended Racially Visible Committee Meeting.
- Grievance Handling Course.

February 2011

- Attended G-TAC Meeting
- Racially Visible Resolutions Committee conference call (Ottawa)
- Council of Canadians national telephone Town Hall with Maude Barlow

Future Plans

- Meet with the alternate to the Racially Visible position on the Ontario Council to share ideas
- Meet with racially visible members and engage in discussions on what we want to achieve within the union and the community
- I will be attending the Racially Visible Conference in Vancouver
- I am also sitting on the Resolutions Committee for the conference

In Solidarity, Veronica Eastman, Racially Visible Member, PSAC Ontario Council

Karen Church
PSAC Ontario Council Report
Gay, Lesbian, Bi-Sexual & Transgendered Members
Representative
October 2010 – March 2011

Greetings Sisters & Brothers:

Since last PSAC Ontario Council meeting, I have been quite busy. I attended the National Women's Conference at the end of October, followed by attending Rigaud Customs College in mid November to sit on a panel to discuss Duty to Accommodate issues along with Equity related issues. I travelled to Ottawa the last week of November for the PSAC EOC meeting. It was here that I was introduced to the Honourable MP Bill Siksay, author of Bill C-389. This Act is to amend the Canadian Human Rights Act and Criminal Code. The amendment to the CHRA is to include gender identity and gender expression as prohibited grounds of discrimination. It would also amend the Criminal Code to include gender identity and gender expression as distinguishing characteristics protected under Section 318 and as aggravating factors to be taken into consideration under Section 718.2 at the time of sentencing. The second changes to the Criminal Code deal with hate crime and hate speech. MP Siksay indicated that there was good support from the NDP, Liberals, and Bloc. The Conservatives basically are saying that this Bill is redundant. The Bill passed 2nd reading and on February 7th, this Bill was debated at 3rd reading. February 9th, Bill C-389 was adopted by the House of Commons. The next step is to pass through the Senate. PSAC members should continue lobbying their MP's. PSAC should be very proud of their role in lobbying for this Bill. In December I attended the CLC Human Rights Conference along with other members of the PSAC Ontario Council. This was a very empowering conference where I was able to meet other equity activists. In late January, I attended the FB Bargaining Conference. I was elected to sit on the FB Bargaining Team and I hope to bring a strong equity lens to this round of bargaining. Spring is just around the corner and everyone is gearing up for the summer Pride celebrations. I have already been approached by Members who are hoping that we will once again march in the Toronto Pride Parade. I am hoping that we will participate, and even with the success of our presence last year, I would encourage all members to take part.

In Solidarity and Pride,

Karen Church GLBT Representative

Debbie Willett
PSAC Ontario Council Report
Area Council Representative
October 14, 2010 – March 5, 2011

Objectives for this period:

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

Activities:

- | | | |
|-------------------|---|---|
| October 14 | - | Ontario Council Education Committee Meeting |
| October 15-16 | - | Ontario Council Meeting |
| October 19 | - | Niagara Area Council Meeting (chaired) |
| October 21-24 | - | UTE National Health & Safety Conference – Ottawa |
| October 8 | - | Conference call - fall school participant selection |
| November 15 | - | CRA Harassment Train the Trainer – Toronto |
| December 1 | - | Education Planning 2011 – PSAC Office Toronto |
| December 1-2 | - | Assisting with Delegate Assistance – Toronto |
| December 8-11 | - | Attended CLC Human Rights Convention – Ottawa |
| December 16 | - | Niagara Area Council Christmas Dinner/Meeting |
| January 18-20 | - | UTE National EO Committee Meeting |
| January 26 | - | Niagara Area Council Meeting (chaired) |
| February 21 | - | Niagara Area Council Meeting (chaired) |
| February 23 | - | Attended UTE Hamilton Local AGM |
| February 24-25 | - | UTE Regional meeting - London |
| February 24 | - | Attended UTE London Local AGM |
| February 28-Mar 2 | - | Facilitated CRA Harassment Awareness Training |
| February 3 | - | PSAC Ontario Delegate Assistance Meeting |
| February 3 | - | Education Committee Meeting |

February 4-5 - PSAC 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
Area Council Representative
PSAC Ontario Council

Blair Chalk
PSAC Ontario Council Report
Directly Chartered Local Representative
October 19, 2010 – March 5, 2011

Greetings Sisters and Brothers,

The new Commissionaire local in Kingston are now in negotiations, and looking for their first collective agreement. The University locals are on board with PSAC, which is great and we welcome them.

There have been number of problems with my own local with in term presidents and executive quitting their involvement in the local. The goal was to start negotiations in January and get an agreement by the end of February - this is not happening. I have to pull the bargaining committee together and get a united front to get an agreement, which has not happened.

I spoke to Vicki Pine, my alternate, about DCL resolutions for the triennial convention. We are still working on this however distance and odd hours of work have made things difficult. What makes it more so is the CRA in Sudbury is attempting to cut every hour they can from the Commissionaires in the name of saving money. Being contract workers, we don't have much say if the smaller DCLs in PSAC are going to survive. PSAC is going to have to pull them together and invest in teaching them survival skills. We all know that there are employers who would rather not have a unionized workplace. I ask all union sisters and brothers to think and remember our members who are making \$11 per hour and not making enough to live on.

I hope that you have had a good winter and may the spring of 2011 be good to you all.

In Solidarity,

Blair Chalk
DCL Representative
PSAC Ontario Council

Steve Tuffin
PSAC Ontario Council Report
Regionally Based Separate Employer Locals

Reporting Period from October 2010 to February 2011

This has been a very busy winter season for me at work and my Union involvement has been minimal outside of my local.

I have been actively involved with the Labour Council in my area, gearing up for a possible election in the near future.

I have made contact with a few of the smaller locals I represent, encouraging them to get involved with Area Councils and get accurate information to disseminate to their membership prior to any election.

I am looking forward to the Ontario Regional Convention in May.

Respectfully submitted

Steve Tuffin
RBSEL Representative
PSAC Ontario Council

Ryan Ayres
PSAC Ontario Council Report
Young Workers Representative
October 2010 – March 2011

Objectives:

- Continue and build 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 Education

Actions:

- Contacted Young Workers in Ontario Region
- Attended Kingston Area Council meeting
- Updating Facebook Group for Ontario Young Workers
- Working on Organizing Campaign in Kingston
- Co-facilitate Intergenerational Course Fall school 2010
- Attended Workers Assembly Meeting.

Plans:

- Work with PSAC Ontario Council Representatives to connect with Young Workers
- Lobbying MP's/Senators on issue that are relevant to Young Workers
- Work On Fight Back Campaign
- Increase Young Workers knowledge of courses that are happening on PSAC Regional Offices
- Educate the Young Workers about PSAC Ontario Council
- Attend OFL Worker Under 30 Committee

In Solidarity,

Ryan Ayres
Young Worker
PSAC Ontario Council