



# PSAC Ontario Council Meeting Minutes June 25-26, 2010 PSAC Boardroom

The meeting convened at 9:20 a.m. on Friday, June 25, 2010 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)  
Fran Pieper, Alternate, Region 4 (Southwestern)  
Melanee Jessup, Region 4 (Southwestern)  
Ken Boone, Region 5 (GTA)  
Bruce Flannigan, Region 5 (GTA)  
Bob Black, Region 6 (Hamilton/Niagara)  
Colleen Wice, Regional Women's Committees  
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  
Hassan Hussein, Political Communications Officer

Absent: Kevin Nadjiwon, Aboriginal Members  
Glenn Miller, Region 4 (Southwestern)

Observers:  
Ralf Bucherer, Local President UCTE 56, AC Kingston President  
Janet Lisk, Local VP UCTE 56, AC Kingston Secretary

Bertand Lavoie, Regional Co-ordinator, Quebec Region  
Claudia Espinoza, USGE Local, PSAC Staff for G8-G20  
Mojdeh Rahbari Cox, CEIU 518, London, Alt. RV OC  
Ben Mills, DCL Commissionaires 802

## **AGENDA:**

1. Adoption of Agenda
2. Adoption of previous meeting minutes (February 27-28, 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. PSAC Ontario Convention 2011
9. Delegate Assistance Committee
10. Fight Back Campaign
11. Ontario Regional Women's Conference
12. G8/G20 Rally
13. Collective Bargaining

The REVP welcomed the observers as well as the Ontario Council members. He advised that Brother Kevin Nadjiwon is absent as he was unable to get leave without pay and his alternate was also unable to attend because of a previous commitment. The REVP hopes that Brother Nadjiwon will make the evening session. The REVP also advised that Brother Glenn Miller is still suffering from back problems and in his place Sister Fran Pieper has joined us once again.

Sister Sharon DeSousa read the PSAC Harassment Policy. Sister DeSousa will be the Harassment Co-ordinator during this meeting. The REVP reminded Council that the only two members who have been alternating this role is Sister DeSousa and Sister Wice, if anyone else would like to take on this role at a future meeting, please advise his office.

The hours of sitting will be Friday, 9-5, lunch from 12:00 – 1:30, the Shout Out at Massey Hall at 7:00 p.m. tickets and tokens will be handed out and Saturday, 9-10:30, leave for the Rally at noon at Queen's Park.

*That the hours of sitting be adopted.*

m/s/c      Melanee Jessup and Debbie Willett

**Item 1. Adoption of Agenda**

*That the Agenda be adopted as presented.*

m/s/c Dennis Miluck and Réjean Amoyette

**Item 2. Approval of Previous Meeting Minutes (February 27-28, 2010)**

*That the February 27-28, 2010 minutes be adopted as presented.*

m/s/c Steve Tuffin and Ryan Ayres

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

Page 4 - The REVP will present the list of Ontario Council Members to their respective Convention Committees later.

Page 17- A question was raised on how much money was expended on the AF Budget, the REVP deferred to Sister Debbie Willett to provide an answer. Sister Willett advised that the Education Report outlines this line item, \$61,273.87 over the 3 years period.

Page 19 – The REVP will send out an email to locals regarding Convention date, venue, availability of Delegate Assistance, and ask them to think about their resolutions. This item remains outstanding.

**Action: The REVP will send out an email to locals advising them of Convention date, venue, availability of Delegate Assistance and ask them to think about their resolutions.**

Page 20 – The EA has sent out the myths electronically to OC Members.

Page 21 – The EA sent out the OFL/CLC Pension Summit electronically.

The REVP advised that we had a large delegation at the OFL/CLC Pension Summit, it was a really good representation, it took place at the same time as the Pride Conference on March 27. A number of pictures have been posted on the website. The REVP was only able to attend the morning portion as he also attended the Pride Conference. Funding was provided to all participants who

applied on behalf of Area Councils. There were approximately 10-12 members who had their registration fees covered by the REVP's office.

#### **Item 4. REVP Report**

The REVP handed out his NBOD Report for June 1-4, 2010 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.

Two bi-elections were held and both have now been filled. Brenda Walsh is now the Alternate for Members with Disabilities and Mojdeh Rahbari Cox is the Alternate for Racially Visible Members.

Regional Ontario Committees:

10 AC + new: Petawawa-Pembroke, NE Ontario, Sudbury, Barrie = 14 AC  
8 RWC – London & Hamilton did not meet only 6 RWC + new: Kingston, Barrie, North Bay – understands Hamilton and London have been meeting = 11 RWC  
4 Equity Committee + new: SSM Aboriginal Committee = 5 Equity Committee

The REVP's office is in receipt of start up fund for Petawawa-Pembroke Area Council, Northeastern Ontario Area Council, Sudbury Area Council, Barrie Area Council and Barrie Regional Women's Committee. The REVP is willing to provide an option to give the money to the originator of those Committees if they come forward to open up a bank account on behalf of that Committee. These cheques become stale-dated 6 months after they are issued. The REVP asked Ontario Council members to advise his office when those committees will be having a meeting.

Handout - PSAC Ontario By-Laws amended at the PSAC Ontario Convention, May 2008.

The REVP felt that these By-Laws are a good tool for Ontario Council members in preparation for our upcoming Convention. Members may ask who is eligible to attend and about delegate entitlement. The By-Laws have also been posted on the PSAC Ontario website. This document now reflects all the changes made at our last Convention. The REVP advised that one of the changes is that it allows locals to choose their month with the most full members which could potentially allow more delegates to our convention. The onus will lie on the locals to provide us with a recent copy of their membership lists indicating the number of full members in

that particular month - rands or suspended members do not count. The membership list must be within the previous 12 month cycle.

For Delegate Entitlement:

Each local from 1 up to 200 members would be entitled to 1 delegate

Each local with 201 - 399 members or part there of would be entitled to 2 delegates, etc.

Handout - XO-18-10 – Feedback on NBoD Priorities – June 17, 2010

The REVP advised that the two priorities are: Political Action and Building the Union from the Base.

The REVP stated that a discussion took place about PSAC email addresses for Ontario Council members. As an organization we have been looking into this however it is not clear how long it will take. Some of the logistics to work out is the licensing, rules of engagement, what documents can be shared, etc. The REVP expects to hear more on this issue at the next AEC meeting. Human Resources and IT are looking at arranging this while a few more things have to be done, the REVP is hopeful that the Ontario Council members will have a PSAC email address by our next Convention.

Handout – XO-20-10 – Review of the Equal Opportunities Committee (EOC)

The REVP provided the background for the review of this Committee. Winnie Ng and the LEC (Labour Education Centre) put a slide presentation that was presented to the NBoD. The REVP explained that this was the first time the Board saw the report and major changes were proposed, however it appears that there was no buy-in from Components. The 8 Equity Representatives would remain however the Component Representatives would be replaced by Regional Council Equity Representatives. In the new proposal Women would be included as an Equity group. The REVP believed that there is no guarantee this would happen, as this is the first draft of a proposal brought to the NBoD. The REVP felt it was important to tell Ontario Council members and in particular the Equity Representatives, as these positions would become more politica with a seat at a National table.

Handout – Policy Grievance pursuant to Section 220 of the Public Service Labour Relations Act (PSLRA) regarding the Use of the Employer Facilities and No Discrimination provisions contained in Collective Agreements between the Treasury Board and the Public Service Alliance of Canada – May 31, 2010

The PSAC National Access Conference was held in Ottawa a few weeks ago. A picture of the group is on our Ontario website. The REVP advised that Souad Soubra added her name for nomination to run for the woman's position. Congratulations to Sister Soubra who won the 2<sup>nd</sup> Alternate to the position.

XO-13/10 – Parking Policy went out in early May – Mark Brunelle, GSU National President, was able to tell the Access Conference participants that progress was made on the parking policy issue. Treasury Board decided to hold back on implementing this policy for a year. The REVP asked that all Equity Committees continue to put pressure by writing to their MP, their departments, etc. This is not a dead issue, it has only been delayed, as they look at the facts and will act on their findings. The REVP gave kudos to those who assisted in making this issue put on the back burner for now. The REVP sent out the document electronically to all Ontario Council members and Committee Chairs.

Sister Colleen Wice provided some clarification, it is not a year, it is only delayed until the end of this year - December 31, 2010.

On the Local Presidents Conference Call a recent announcement was made about SSO Local 58 affecting 140 interviewers who will lose their jobs. PSAC quickly put something out on our website making this announcement.

Brother Rejean Amyotte, Statistical Survey Officer, spoke and gave a brief overview of what the group is fighting for – severance packages, transferable skills, and he asked if anyone is aware of any position available in their workplace around the Toronto area to please contact him for further follow-up.

The REVP advised that it has been his past practice to give Ontario Council members a year's notice and was happy to share that after consideration he will be reoffering his name and seeking re-election as REVP, Ontario at the upcoming Convention in May 2011.

The Ontario Council members were given the opportunity to talk about their work on the fight-back campaign as well as their intentions for our upcoming Convention.

*Motion to adopt the REVP's Report.*

m/s/c Sharon DeSousa and Steve Tuffin

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

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

This report reflects the growing dynamism within our Region and is a report that Chris was extremely proud to present.

**Staffing Actions**

**Regional Negotiator (Toronto)**

Chris was pleased to report that the competition for the Regional Negotiator position is now concluded and the successful candidate is scheduled to start work on September 7, 2010. The candidate's name will be announced on September 4, 2010 to respect the confidentiality of the hiring process. In the interim PSAC has contracted an experienced negotiator Maggie Armstrong (who retired from PSAC as a Regional Representative in the Winnipeg office) for the summer to support negotiations at the Slots at Woodbine and Georgian Downs Racetrack. A Regional Negotiator is a new position within our Region that resulted from a decision at the last PSAC Triennial Convention. Our Region can take pride in the creation of this new position.

**Regional Representative – (Toronto)**

PSAC (Ontario) has posted an expression of interest for a Term Regional Representative commencing July 5, 2010 until August 31, 2010. The closing date for applications was June 28, 2010.

**Term Regional Representative - Sudbury**

Debbie St. Germain was the successful candidate for the term position as Regional Representative – Sudbury to backfill Jawara Gairey until August 31, 2010. After August 31, 2010 Debbie will continue her position as a developmental Regional Representative until the end of October.

**Regional Representative (Bilingual) – Sudbury**

The competition for this vacancy is now closed. Interviews have concluded at an internal level and there were no qualified candidates; consequently, the competition will continue at a membership level. The position was posted with a bilingual requirement because the incumbent David Doyle was hired with a bilingual requirement.

## **Regional Representative – (Sudbury)**

PSAC (Ontario) has posted an expression of interest for a Term Regional Representative commencing July 5, 2010 until August 31, 2010 to replace David Doyle during the competition for the permanent position. The closing date for applications is June 28, 2010.

## **Administrative Assistant (Kingston)**

Kellie Loshak has returned to her substantive position as Administrative Assistant following the conclusion of her term Career Enhancement position. Kellie returns to her substantive position having gained significant experience during her Career Enhanced Position (CEP) position including working on organizing campaigns, education, negotiations training among other important learning opportunities.

## **Administrative Assistant (Thunder Bay)**

Chris was pleased to report that Sandra Goodick is the successful candidate for this position and will be starting on September 15, 2010. Sandra Goodick has been in the term developmental Regional Representative position, is a UDP graduate and is a member of PSAC DCL Local 00400 (Nishnawbe-Aski Police Service Board Civilians) and member of 3 consecutive, successful bargaining teams, including the ratification of the first-time collective agreement. Sandra was also a member of the Thunder Bay Regional Women's Committee. An expression of interest for a term secretary will be posted to backfill Sandra's position until September 15, 2010.

Ian Edwards is working in the Thunder Bay RO as a term Rep until Judith returns in September.

## **Regional Representative – Kingston**

Phil Trottier announced his retirement at the end of April, 2010. Lorraine Diaper was the successful candidate for the term position until August 31, 2010 to replace Phil Trottier until the competition for the permanent position is decided. Interviews for the permanent position will be held on July 2<sup>nd</sup>, July 5<sup>th</sup> and July 6<sup>th</sup>.

## **CEP – CULE Vote**

As you are aware, staff within the Ontario Region are unionized. The Communications, Energy and Paperworkers Union (CEP) recently filed a displacement certification application to represent PSAC employees in the province of Ontario who are currently represented by the Canadian Union of Labour PSAC Ontario Regional Council Meeting Minutes – June 25-26, 2010

Employees (CULE). The vote was conducted and the results of the vote were 16 votes in favour of CULE and 15 votes in favour of CEP with 3 segregated ballots; as a result the outcome of the vote remains undetermined. The Ontario Labour Relations Board has scheduled hearing in August to determine the status of the 3 segregated ballots.

CEP also filed a certification application to displace employees represented by the Alliance Employees Union (such as the Regional Education Officer and Grievance & Adjudication Officers) which has been decided and CEP is now certified to represent Officers formerly represented by AEU including those in the Ontario Region.

### **Organizing**

Chris was pleased to report that since our last meeting PSAC has organized 2,000 new members into our Region including: 1,400 Graduate Teaching Assistants and Teaching Fellows at Queen's University, 500 Slot Attendants, Cage & Coin Operators and housekeeping employees at the Slots at Woodbine and 100 security officers (Commissionaires) at Canadian Forces Base – Kingston.

PSAC (Ontario) recently joined the Ontario University Coalition which is an informal coalition of Unions representing workers in the University Sector in Ontario. The fact that PSAC received an invitation to join this coalition reflects the growing presence of PSAC within the University sector both within Ontario and across the Country.

Shell Sweeney, Regional Organizer for the Ontario Region has now submitted an Organizing Plan for the remainder of the year which is now being circulated for review and comments.

### **Negotiations**

The UWO Post Doctoral Associates are currently working on achieving their first collective agreement; they are looking at a number of issues and how to define the group into a category. These negotiations have been slow and PSAC has decided to return to the Labour Board to seek a definition of the scope of the bargaining unit.

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. Gaby Levesque is the assigned Negotiator.

PSAC started bargaining a first collective agreement at the Slots at Woodbine following the successful certification vote covering 400 workers including Slot Attendants, Cage & Coin operators and Housekeeping staff. Jawara Gairey has started to prepare bargaining demands in consultation with Maggie Armstrong.

PSAC has started bargaining for a first collective agreement for Commissionaires at CFB – Kingston. David Sauve is the assigned negotiator.

PSAC reached a tentative agreement at NPF – Kingston. The 3 year Collective Agreement highlights include additional increment in the 2nd and 3rd year, highest increase at 3 year is 16%.

PSAC reached an agreement for OMNI Cleaners at CFB Petawawa following our recent successful re-certification campaign.

Teaching Assistants (TAs) & Research Assistants (RAs) at University of Ontario Institute of Technology (UOIT) in Oshawa reached a tentative first Collective Agreement today. The wage gains ranged up to \$5 dollars an hour to bring TAs and RAs at UOIT more in line with TAs and RAs at other universities in Ontario.

## **Education**

We held a successful Leadership II training from April 15 – April 17, 2010. The feedback from participants was that the course curriculum was much more engaging than the first Leadership II training that was previously held.

## **Campaigns**

### **Pensions (Fight-Back)**

The Ontario Region continues to take a leadership role within the National Pension Fight-back campaign. A Fight-back proposal from our Region was approved by John Gordon, National President which included provisions for an all-Presidents meeting in Toronto to highlight our fight-back kit which was recently held, an all-Presidents conference call for Locals outside the Toronto RO service area which was recently held and funding for the upcoming G8/G20 Rally on June 26, 2010. The Fight-back plan also contemplates an AF clinic in the fall which will be discussed further in consultation with the REO and the Education Committee of Regional Council.

### **Federal Election**

John Gordon has approved our Region's Federal Election Plan which was previously reviewed by Regional Council. Looking at members who can get leave without pay to work on campaigns in a very short notice is highlighted as a staff concern.

The REVP advised that Peter Milliken, Kingston, is an area we may be looking at doing some work in. This is for the Kingston Area Council members who are attending at this meeting.

The REVP re-iterated that releasing our members to work on the election is difficult, we are hoping to have members on the ground in the Sudbury area, Toronto, Oshawa (depending on candidate), Kingston, with a total of 8 ridings. The REVP is hopeful to have 3-4 members getting multiple leave.

## **G8/G20**

PSAC has been actively mobilizing for the upcoming rally on June 26, 2010. It is great that Regional Council members will be participating in the rally. Linda Cross was recently quoted in the Whig newspaper in Kingston making a link between our Pension Fight-back and our G8/G20 Rally! Questions were raised with the Regional Co-ordinator and answers were provided.

## **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 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.

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

## **Item 7. Committee Reports**

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

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

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

m/s/c Dennis Miluck and Cathy Harasym

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

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

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

m/s/c Debbie Willett and Steve Gauthier

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

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

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

m/s/c Sharon DeSousa and Colleen Wice

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

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

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

m/s/c Ken Boone and Steve Tuffin

**Item 8. PSAC Ontario Convention 2011**

The REVP handed out the list of Committees for Convention to the Ontario Council members. The REVP tried to accommodate those who selected their first choice or second choices. If anyone has any issues with the selection the REVP asked that they speak to him directly. Convention Committees as follows:

Finance Committee – Ken Boone (Chair), Steve Tuffin, Souad Soubra, Dennis Miluck and Bob Black

By-Laws Committee – Debbie Willett (Chair), Ryan Ayres, Melanee Jessup, Réjean Amyotte and Kevin McNama

General Committee – Sharon DeSousa (Chair), Colleen Wice, Cathy Harasym, Bruce Flannigan and Steve Gauthier

Organizing/Host Committee – Karen Church, Kevin Nadjiwon, Veronica Eastman, Blair Chalk and Glenn Miller

The EA to the REVP will get in touch with the Organizing Committee to look at potential items to put into the kits.

**Action: EA to contact Organizing Committee for Convention preparation.**

All Ontario Council members are expected to assist with the work of the Host Committee.

All voting for the Equity Seats will be done on the evening of Saturday night. There will be a total of 21 elections over the weekend. The REVP explained that in the past we did not offer any liquor in the hospitality suite until the last caucus was done with their election. The REVP expects the same process. The process is hard to time and has taken a bit longer than most. Each election is run separately for those members who can participate in more than one equity group. Similarly to the last two conventions, one election will be conducted during the lunch period and three elections will be conducted in the evening.

The convention will start on Friday, May 13 at 9: a.m. and end on Sunday, May 15, 2011. For Ontario Council members, Wednesday will be a travel day and Thursday will be the Ontario Council meeting.

The REVP asked all OC members should plan to arrive Wednesday night.

\$100 registration fee will remain the same as it was the last convention.

The REVP reminded Ontario Council about submitting resolutions to the Convention, as this body has the ability to put them forward.

**Item 9. Delegate Assistance Committee**

The REVP provided the Delegate Assistance Committee's report (Appendix E).

The REVP will follow up with the Components to ensure those who have only one member in their local are legitimate. Locals will pick their best month, and have the potential to add numbers later on. There are 208 locals with a potential of 321 delegates receiving delegate assistance, at our last convention there were a potential of 299. The total of potential delegates can be 371 which includes 20 Ontario Council members and RVP's/National Officers.

#### Recommendation #1

That all sending bodies be divided into eight (8) groups that are approximately described as:

Group 1 – (approx. 40 km radius) – E to Scarborough, NE to Newmarket, NW to Orangeville, W to Bronte.

Group 2 – (approx. 90 km. radius) – E to Newcastle, NE to Beaverton, N to Barrie, SW to Drumbo, W to Kitchener/Waterloo, SE to Beamsville.

Group 3 – (approx. 150 km. radius) – E to Colborne, N to Bracebridge, NW to Owen Sound, W to London, remainder of Niagara Peninsula.

Group 4 – (approx. 300 km. radius) – E to Mallorytown, N to North Bay, NW to French River, rest of SW Ontario.

Group 5 – E to Quebec border, NE to Pembroke and Petawawa, N to Sudbury.

Group 6 – W to SSM, N to Timmins/Kirkland Lake, rest of NE Ontario excluding James Bay.

Group 7 – Thunder Bay area.

Group 8 – rest of NW Ontario (including Sioux Lookout, Kenora, Fort Frances, Marathon Area), James Bay area.

#### Recommendation #2

That, for each eligible delegate who registers and attends the 2011 PSAC Convention, the sending body will receive the following amounts to offset the costs related to attending the Convention:

Group 1	\$350
Group 2	\$450
Group 3	\$550
Group 4	\$675
Group 5	\$775
Group 6	\$850
Group 7	\$1,100
Group 8	\$1,400

Based on this allocation and assuming that each sending body utilizes their maximum delegate entitlement there would be 321 delegates in attendance receiving delegate assistance monies. Based on those numbers the total delegate assistance would come to approximately \$190,000, however the total budget allotted to delegate assistance is \$183,109.12. As a result we are projecting a deficit of \$7,000 which we are confident will be eliminated once the committee does the final allocations.

*Motion to move recommendation #1.*

m/s/c Ken Boone and Debbie Willett

*Motion to move recommendation #2.*

m/s/c Ken Boone and Debbie Willett

#### **Item 10. Fight Back Campaign**

The REVP handed out “Workplace Fightback Campaign Kits” to those Ontario Council members who did not receive them.

Hassan Hussein went through the kit to explain its intention, communication piece, action booklet, etc. The entire kit is available electronically on our website.

The REVP advised that the fight-back campaign is ongoing, it started before Convention with Defending Public Services, then Pensions, now Fight-back against the impact of the budget and cuts. The SSO issue came out of the blue but it is clearly a direct result of what they want to cut – jobs are probably the easiest spending cut this government is able to manipulate.

John Gordon is taking a firm hand on bargaining with no concessions. Brother Gordon is quite clear that both the Employer and PSAC have a legislative duty to bargain in good faith, so be prepared for a struggle. It would surprise no one if the Treasury Board package is full of concessions. Pensions is everyone's issue and right to free collective bargaining. As the campaign morphs be prepared to be engaged.

If you are looking for more kits, look at getting them from your respective RO's.

We have a budget for the President's Meeting and teleconference call. We are hoping to include AF's – additions and continuation. As the REVP gets more info he will share with Ontario Council.

Our purpose is to engage all of our Ontario Council members, Local Presidents who attended meetings, to go back to their locals and hold lunch time sessions and meetings – this will be an ongoing exercise during our Fight-back Campaign.

#### **Item 11. Ontario Regional Women's Conference**

The REVP asked Colleen Wice to provide Ontario Council with an update on the Ontario Regional Women's Conference.

Sister Wice advised that there will be approximately 76 possible delegates. The Committee is working on workshops. The Conference will begin on Friday, September 10<sup>th</sup> and will end on Sunday, September 12<sup>th</sup> in the afternoon. The Committee is working hard on putting swag bags together. Letters will go out over the next two weeks for the Regional Women's Conference.

The National Women's Conference delegates' selection is in the hands of the Components. July 5<sup>th</sup> is the deadline. Letters should be going out for delegate selection in late July.

The Regional Women's Conference will open with the Mayor of Mississauga, Hazel MacCallion. Andrea Horvath is to be confirmed. A meet and greet on Friday night will be entertained with belly dancing. Pension and child care is the focus for this conference.

Sister Wice advised that Lynn Meston has been very doing a fantastic job in putting this conference together.

#### **Item 12. G8/G20 Rally**

Hassan Hussein reported on the G8/G20 Rally. Many of us participated in the Shout Out, organized by the Council of Canadians, and PSAC was a trade union sponsor. The Fight-back campaign message is our message during the G8-G20 actions. It represents what we are facing in our workplaces, what may come down the pipeline or what has been coming down. Our primary concern to connect these issues, G8-G20 participation, the people summit events, we need to expose Harper by connecting the austerity measurer to the wider globalization agenda and the impact on public services and the work the members do day in and day out.

A big rally is expected of about 20,000 people today from both the community and labour. All affiliates of the CLC will be participating. PSAC has booked buses for today's events and there are other events taking place tomorrow.

The REVP wanted to reiterate a message of safety first, he is not sure how close we are going to be to the fence. The plan is to stay as much together as possible to avoid getting thrown in jail or tazzered.

Brother Hussein advised that the Rally will take place at noon at Queen's Park just behind the legislative building, there will be PSAC banners and flags, speakers, a pre-rally, and a luncheon will be provided. A number will be given out for a PSAC lawyer just in case one is needed.

### **Item 13. Collective Bargaining**

The REVP advised that the Parks Canada Program of Demands are going out shortly, the Treasury Board Program of Demands have gone out already. The TB document has been around and should be in your locals now so that members should be able to input their demands. We will be ready to proceed with Parks shortly, have not heard yet about their bargaining conference.

Jawara Gairey has moved from Sudbury to Toronto to help with negotiations with Woodbine Racetrack as only a few of us are cleared to work with the OLG. Doug Kosakowski is on leave and Jawara has been cleared. Chris Wilson and Gerry Halabecki are the only other ones who have documentation to assist that group.

UWO is proceeding with negotiations over the summer months. Gaby Leveque is working with Queens University. Members from Queen's University will be arriving tonight to participate in the G8/G20.

Ken Boone reported that USGE already had a few regional conferences earlier in March of this year.

The REVP explained that some Components are gearing up for bargaining already.

#### **Item 14. Labour Day Proposals**

The Political Action Committee consists of the REVP, Chris Wilson, Sharon DeSousa, Dennis Miluck and Bruce Flannigan.

The REVP advised that the deadline for Labour Day proposals was on Wednesday and we are still getting proposals in.

The REVP encourages participation around the region for Labour Day, other places that have long established events will try to do something on that day. Area Councils in your area should be planning events in co-operation with the district labour councils, the REVP's expectation of our members in that Area Council hold events on Labour day. The REVP does not want to promote a local event when there is a big event happening on Labour Day. We allocate resources for Labour day to the tune of \$20,000. There are approximately 16 different communities participating in this event.

The Ontario Council members agreed that this year's T-shirts for labour day be red, with the think public logo.

The REVP asked that when you request t-shirts to be as realistic as possible with the numbers rather than exaggerated numbers.

The Political Action Committee will meet on Friday to review all the proposals submitted.

#### **Action – The EA will request red t-shirts from Cavan Advertising.**

Brother Réjean Amoyette advised that USW have been on strike for a year. There was a fundraising drive for that group, and National Component put a call out.

Brother Amoyette presented the local with a cheque of \$1,400.00.

The REVP advised that Rabble media is an organization we support. They participated at the Shout Out event. Rabble was taping the event last night and sought donations from the public. Doesn't often get advertised, but PSAC supports Rabble financially.

The REVP thanked the observers for coming out and attending this meeting. The REVP wished everyone a safe journey home and reminded everyone to get your petitions signed.

*Motion to adjourn @ 10:00 am*

m/s/c Ryan Ayres and Sharon DeSousa

**APPENDIX “A”****ONTARIO REGIONAL COUNCIL  
HEALTH AND SAFETY COMMITTEE****Date: MARCH to JUNE 2010****Objectives for this period:**

Objectives:	Action:	Who:
Enhance the appearance of the Health and Safety Website	To include the following: funding availability, employer training, and available education	Bob will write up the information before next meeting and those at leadership II training can meet and discuss. Completed up
Update all locals and regions of changes to Legislation regarding Health and Safety	Develop a series of conference calls with all areas with a preview to help develop questions	All Ongoing
Fill the seats at ODRT and WHSC Training	Provide names and input to REVP for consideration.	All. Completed, Bob took ODRT Training, Jayne Quinn and Rejean Amyotte took the WHSC training along with Angela Fairweather
Request Health and Safety and Safety Course for Fall School	Submit our choice for Fall School course to be included in Fall School Schedule	Health and Safety Chair to discuss with Chair of Education Committee. Done
Check Education Policy for Health & Safety training monies.	Contact Education Committee	Chair of the Education Committee
Encourage membership to register for	Contact members in	All

Fall School	the regions via RO.'s	
Conference call	Canvas participants at Fall School Develop questionnaire	All Questionnaire completed
Develop interactive e-train box for Health and Safety information. Investigate the possibility of a data base for us to work from	Use email addresses already collected at the last Health and Safety Conference and add additional names as they come in. Information to be sent by Toronto R.O. and will contain contact information of all committee members	Toronto RO already has a list
<p>Questionnaire to read as follows:</p> <p><b><u>QUESTIONNAIRE</u></b></p> <p>How would you like to see us communication? email? snail mail? twitter? or other (please specify)</p> <p>Would you subscribe to a Health &amp; Safety e-list?</p> <p>Are you a member of your local Committee?</p> <p>Do you fall under Provincial or Federal jurisdiction?</p> <p>Have you had any formal training for Health &amp; Safety?</p> <p>What courses would you like to see put forward?</p> <p>Would lunch and learns be of any use to your local?</p> <p>What training would you like to see at the next Regional Health &amp; Safety Conference?</p> <p>Name, Address, Email, etc.</p>		

Present:

Dennis Miluck, Chair

Members: Bob Black, Cathy Harasym, Fran Pieper, Kevin McNama

Staff Representative: Angela Fairweather

Regrets: Glenn Miller

m/s/ Miluck and Harasym

**APPENDIX “B”****Ontario Regional Council  
Education Committee****Date: February 26, 2010 – June 26, 2010****Objectives for this period:**

Objectives:	Action:	Who:
Ongoing Recruitment	<ul style="list-style-type: none"> <li>Proactive recruitment for Education Courses</li> </ul>	All Council Members and Regional Offices
2010 Regional Courses	<ul style="list-style-type: none"> <li>Advise Constituents of training</li> </ul>	<b>All Council Members and Regional Offices</b>
2010 Fall Advanced School	<ul style="list-style-type: none"> <li>Promote to Constituents Fall Advance School</li> </ul>	<b>All Council Members and Regional Offices</b>
Clarify AF Roles and Responsibility	<ul style="list-style-type: none"> <li>Provide clear language of the function of the AF</li> </ul>	Sub Committee

**Activities for this period:**

Communicated with the Regions about Union Education Happening.

**Recommendations to Council:**

Nil.

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

**APPENDIX “C”**

**ONTARIO REGIONAL COUNCIL  
EQUITY & HUMAN RIGHTS COMMITTEE REPORT  
Reporting Period: February 26, 2010 - June 24, 2010**

<b>Objectives for this period:</b>	<b>Action:</b>	<b>Who:</b>
To Provide an Equity and Human Rights educational resource (fact sheets) for PSAC Ontario Council and all members electronically via the PSAC Ontario website	Breakdown of tasks has been done	All
Pride Parade planning	Break down tasks had been done	All

**Activities for this period:**

<b>Objectives for the next period:</b>	<b>Action:</b>	<b>Who:</b>
To Provide an Equity and Human Rights educational resource (fact sheets) for PSAC Ontario Council and all members electronically via the PSAC Ontario website	Committee continues to work on package	On-going
Pride Parade planning	Break down tasks had been done	All
Calendar of Events	Reviewed and poster to be developed	All

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

Guest: Shell Sweeny

Regrets: Kevin Nadjiwon

**APPENDIX “D”****PSAC ONTARIO COUNCIL  
FINANCE COMMITTEE REPORT****Date: June 24, 2010**

**Committee Chair:** Ken Boone  
**Committee Members:** Steve Tuffin  
Debbie Willett  
Dennis Miluck  
Gerry Halabecki

The Chair of the Committee spent a couple of days posting cheques. We discussed during our committee meeting the issue of a potential deficit in the Delegate Assistance portfolio of approximately \$7,000.00. That number could result if EVERY possible delegate attended and requested Delegate Assistance. This amount is a projected amount based on the amounts recommended for each of the 8 regions as identified by the Delegate Assistance Committee. We will be receiving approximately \$182,000.00 from PSAC National Office towards our convention costs. Our Region has chosen to distribute that full amount as part of the Delegate Assistance funds. The Chair of the Finance Committee was part of the Delegate Assistance Committee and shared the proposed distribution of funds with the members of the Finance Committee. In conclusion we do not expect that the Delegate Assistance funds will exceed the amount from the National Office, however we believe that Council members should be aware of the possibility. We will be distributing the Portfolio account expenditures as posted prior to this meeting to each member. The Finance Committee is in agreement with the possible deficit.

Committee Balances are available upon request to the Committee Chairs.

**Recommendations to Council:**

The members of the Finance Committee are not making any recommendations in this report.

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

Seconded by Steve Tuffin

## **APPENDIX “E”**

### **Ontario Regional Council Delegate Assistance Committee Report June 24, 2010**

**Committee Members:** Gerry Halabecki (Chair)  
Ken Boone  
Debbie Willett  
Cathy Harasym  
Rejean Amyotte  
Dennis Miluck  
Melanee Jessup  
Karen Church  
Hassan Hussein (staff)

Guided by the process developed for the 2008 PSAC Ontario Regional Convention, this committee makes the following recommendations to the Ontario Council. These recommendations will streamline the process for distributing delegate assistance monies to support the cost of sending delegates to the 2011 PSAC Ontario Regional Convention.

#### **Principles:**

The Committee established the following principles:

1. It is understood that there are insufficient funds to fully fund the costs for sending a delegate to Convention. Therefore, the Committee recognizes that the process and amounts that are determined will only cover a portion of the costs;
2. That the sending bodies (i.e. - Locals, Committees, etc.) should receive funding based on each delegate who attends Convention. In other words, Locals can receive funding for each delegate that registers and attends. Entitlement funds cannot be pooled;

#### **Recommendations:**

1. That all sending bodies be divided into eight (8) groups that are approximately described as:

Group 1 – (approx. 40 km radius) – E to Scarborough, NE to Newmarket, NW to Orangeville, W to Bronte.

Group 2 – (approx. 90 km. radius) – E to Newcastle, NE to Beaverton, N to Barrie, SW to Drumbo, W to Kitchener/Waterloo, SE to Beamsville.

Group 3 – (approx. 150 km. radius) – E to Colborne, N to Bracebridge, NW to Owen Sound, W to London, remainder of Niagara Penninsula.

Group 4 – (approx. 300 km. radius) – E to Mallorytown, N to North Bay, NW to French River, rest of SW Ontario.

Group 5 – E to Quebec border, NE to Pembroke and Petawawa, N to Sudbury.

Group 6 – W to SSM, N to Timmins/Kirkland Lake, rest of NE Ontario excluding James Bay.

Group 7 – Thunder Bay area.

Group 8 – rest of NW Ontario (including Sioux Lookout, Kenora, Fort Frances, Marathon Area), James Bay area.

2. That, for each eligible delegate who registers and attends the 2011 PSAC Ontario Convention, the sending body will receive the following amounts to offset the costs related to attending the Convention:

<b>Group 1</b>	\$350.00
<b>Group 2</b>	\$450.00
<b>Group 3</b>	\$550.00
<b>Group 4</b>	\$675.00
<b>Group 5</b>	\$775.00
<b>Group 6</b>	\$850.00
<b>Group 7</b>	\$1,100.00
<b>Group 8</b>	\$1,400.00

Based on this allocation and assuming that each sending body utilizes their maximum delegate entitlement there would be 321 delegates in attendance receiving delegate assistance monies. Based on those numbers the total delegate assistance would come to approximately \$190,000, however the total budget

allotted to delegate assistance is \$183,109.12. As a result we are projecting a deficit of \$7,000 which we are confident will be eliminated once the committee does the final allocations.

The Committee recommends acceptance of these recommendations.

**Sharon DeSousa**  
**PSAC Ontario Council Report**  
**Alternate Regional Executive Vice-President**  
**Date: February 28, 2010 – June 26, 2010**

**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:**

- April 15, 2010 to April 17, 2010 Leadership 2 Training
- April 26, 2010 Toronto/ York Labour Council Heads of Union Meeting
- May 31, 2010 Toronto/ York Labour Council Heads of Union Meeting
- June 1, 2010 PSAC Toronto Regional Women's Committee
- Pride Parade planning

**Future plans:**

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

**Cathy Harasym**  
**PSAC Ontario Council Report**  
**Area 1, Northwestern Representative**  
**March 1, 2010 – June 26, 2010**

**Activities for the reporting period:**

- March 8, 2010 - International Women's Day Celebrations
- March 25, 2010 - Thunder Bay and District Labour Council
- April 7, 2010 - Telephone meeting with Treaty 3 Officers Fort Frances/  
Rainy River
- April 9, 2010 - In person visit with CIU members Rainy River
- April 9, 2010 - In person visit with CEIU members, Fort Frances
- April 11, 2010 - In person visit with CIU members, Fort Frances
- April 12, 2010 - PSAC Thunder Bay Women's Committee
- April 15 - 17, 2010 - PSAC Leadership II Training, Mississauga
- April 22, 2010 - Thunder Bay and District Labour Council
- April 30 - May 2, 2010 - CEIU Ontario Northern Conference Sault Ste. Marie
- May 10, 2010 - PSAC Thunder Bay Women's Committee
- May 11, 2010 - Thunder Bay and Northwestern Ontario Area Council
- May 27, 2010 - Thunder Bay and District Labour Council
- June 1, 2010 - PSAC Thunder Bay Women's Committee
- June 10 - 13, 2010 - CEIU Ontario Women's Conference
- June 15, 2010 - PSAC Fight Back Campaign Conference Call
- June 23, 2010 - Information picket Service Canada, Thunder Bay
- June 24 - 26, 2010 - PSAC Ontario Council Meeting, Toronto
- June 26, 2010 - G8/G20 Demo, Toronto

In April I was able to visit the Fort Frances area and meet with members of CIU and CEIU. It was an interesting time and I was able to make contacts as well as discover some on these issues that; especially the CIU, members are facing. As well as opening dialogue with these members I was able to assist them with some of their problems and provide guidance to them. While I was unable to meet in-person with the DCLs or the Agriculture member in Fort Frances. I had an opportunity to speak with two Treaty 3 members on the telephone.

I hope to meet with members in both the eastern and western sector of the region in the coming months and establish a communication network with them.

I organized an information picket at the Service Canada Centre on June 23 to PSAC Ontario Regional Council Meeting Minutes – June 25-26, 2010

spread the word to the public about the removal of EI processing from all but 6 hubs in the province. The picket was attended by union activists in Thunder Bay.

In Solidarity,

Cathy Harasym

**Réjean Amyotte  
Region 2, Northeastern  
Council Representative  
March 1,2010 to June 23,2010  
Activity Report**

**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. Continue to encourage participation in North RWC.

**Activities**

March

- 1 to 7 -UDP III London
- 7 to 10 -CCOHS National Health & Safety Forum Ottawa
- 15 -North Bay District Labour Council meeting
- 22 -Travel to Sudbury visit Service Canada CEIU Local with Laura St Jean and attend USW Solidarity Rally
- 24 – Travel to Sudbury to speak at Pension Fightback Townhall

April

- 11 – Travel to Sudbury to speak to TUB participants
- 15 to 18 -National Component All Presidents Conference Ottawa
- 19 – Campaign 2000 Rally at MPP Monique Smith's constituency office and North Bay District Labour Council meeting
- 28 – Travel to Sudbury to speak at Day of Mourning ceremony

May

- 1 to 14 -WHSC trainer training Toronto attended GTAC meeting while in Toronto
- 17 to 19 -SSO NLMCC Ottawa
- 25 -Attended National Component Local 221 AGM in Hamilton

- 25 to 27 -SSO RLMCC and JLP participant Toronto

#### June

- 14 to 17 Leadership II –Ottawa
- 15 Regional Fightback Campaign Conference Call
- 19 Inaugural meeting of North Bay Regional Women's Committee

#### **Goals**

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. Participate on the Labour Day Picnic Committee
2. Actively recruit for the PSAC Fall School
3. Travel to various parts of the Region to make the connection with as many Locals as possible
4. Liaise with Sudbury to set up and deliver Fightback even

**Kevin McNama**  
**PSAC Ontario Council Report**  
**Region 2, Northeastern Representative**  
**March 10 – June 10, 2010**

**Objectives for this Period**

- Continue to promote Union Issues within the Region
- Attend Leadership II training
- Work with the RO staff in Sudbury
- Work with Sault Ste. Marie Labour Council

**Activities for this Period**

- Attended Leadership II Training
- Attend the Final Session of UDP
- Participated in Public Service Day
- Work on the fight back campaign in Sault Ste. Marie
- Work with Labour Council
- Attended Ontario Council Meeting

I would like to thank Laura St. Jean for all her work on the fight back campaign in Sault Ste. Marie. I would also like to thank all the PSAC members that took time to travel from outside the area to Sault Ste. Marie to and support the Rally. (Leslie Seral, Ralf Bucherer, Janet Lisk, Ben Mills, Travis Lahanalampi). I would particularly like to thank the REVP, Ontario, Gerry Halabecki for attending, participating and willing to MC the event. I would also like to thank him for his continued support and providing some financial assistance to ensure the event was a success!

**Goals for the Future**

- Help in planning Labour Day Celebration in Sault Ste Marie
- Get out and visit members in the Area
- Attend Labour Council Meeting

In Solidarity,

Kevin McNama

**Dennis Miluck**  
**PSAC Ontario Council Report**  
**Region 3, Eastern Ontario Representative**  
**March 1, 2010 – June 26, 2010**

**Highlights:**

- 1) This month started off with two OFL meetings on March 11 and March 22, 2010. The purpose of these meetings was to prepare for the Expert Panel review. The panel is set up to review Health and Safety in the province after the tragic deaths occurred just before Christmas last year.
- 2) On March 23, 2010, I worked on the Queens vote as a driver to pull in the votes. They ran a successful campaign and they are now welcomed into the PSAC family.
- 3) On April 13, 2010, I attended another OFL meeting in Toronto, this was a regular meeting.
- 4) On April 14-17, 2010, I attended the Leadership Phase II training in Toronto. This course was much better than the first course, well worth taking.
- 5) On April 20, 2010, I attended the Cornwall Area Council meeting in Cornwall.
- 6) On April 21, 2010, I attended one day of the USGE's Presidents' Conference in Kingston. I met a lot of members and participated in some of their training.
- 7) On April 29, 2010, I was at the Kingston Area Council meeting, it was held in my home town.
- 8) On May 7, 2010, we said good-bye to Phil Trottier, one of the Kingston Regional Office Reps, who just retired.
- 9) On May 10, 2010, I attended another OFL Meeting back in Toronto. It was the only meeting this month.
- 10) On June 17, 2010, I attended the Kingston Area Council meeting.

- 11) On June 23 -26, 2010, I attended the PSAC Ontario Regional Council meeting in Toronto. On June 24, I sat on the Delegate Assistance Committee representing Region 3, in preparation for the next PSAC Ontario Triennial Convention. On June 25-26, the Council convened their meetings, and on the 26<sup>th</sup>, Council attended the G8-G20 Summit Rally.

Over the summer months I am hoping to get out and visit some of my members in Eastern Ontario. If you wish to see me or talk to me, I will do my best to make it happen. I know that some of you will get involved in the Fight Back Campaigns in your area. I hope to hear from you maybe I can be of some assistance. One important message I want to relay "Have a Safe and Happy summer"!

In Solidarity,

Dennis Miluck  
613-392- 5543 home number  
[dennismiluck@sympatico.ca](mailto:dennismiluck@sympatico.ca)

**Steve Gauthier**  
**PSAC Ontario Council Report**  
**Region 3, Eastern Ontario Representative**  
**March 10 – June 10, 2010**

**Objectives for this period:**

- Working on the establishment of area council
- Working with Regional Office Staff on Union issues
- Continue to promote Union Issues with in the region
- Attended Leadership Two training

**Actives for this period:**

- Attended Leadership Two Training
- Attended Retirement Luncheon for Phillip Trottier
- Facilitated several JLP workshops
- Attended bargaining demands writing workshop
- Participated in Public Service Day
- Kept in touch with Regional Office
- Participated in Conf Call ref Fight back Campaign

**Goals for the Future:**

- Ensure local Area Council gets up and running
- Get involved with the fight back Campaign in Area
- Staying connected with the members in Region
- Attend BBQ for commissionaires in Kingston
- Plan for Labour Day celebration in Petawawa

In Solidarity,

Steve Gauthier  
PSAC Ontario Council Member

**Glenn Miller**  
**PSAC Ontario Council Report**  
**Region 4, SW Ontario Representative**  
**February – June 2010**

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

**Fran Pieper**  
**PSAC Ontario Council Report**  
**Region 4, SW Alternate Ontario Representative**  
**February – June 2010**

A nil report has been submitted during this reporting period. As Alternate Region 4 representative on Ontario Council a report is not required to be submitted.

In Solidarity,

Fran Pieper

**Melanee Jessup**  
**PSAC Ontario Council Report**  
**Region 4, Southwestern Ontario Representative**  
**March to June, 2010**

Objectives for this period:

- Organize a clothing drive for the Sexual Assault Support Centre of Waterloo Region's Open Closet.
- Participate actively in Hands Off! activities and encourage members to do likewise
- Organize a Hands Off! town hall meeting in March as part of the Kitchener-Waterloo Area Council
- Attend the Pride Conference next month as a delegate
- Assist Sister Church to encourage PSAC GLBT members and friends to enter a float in the Toronto Pride parade

Activities for this period:

- Conducted a very successful clothing drive for the Sexual Assault Support Centre of Waterloo Region's Open Closet
- Attended Kitchener-Waterloo Area Council Meetings
- Attended Kitchener-Waterloo Regional Women's Committee Meetings
- Attended the "Kiss In" rally in Waterloo, protesting discrimination against the GLBT community
- Contacted Waterloo Region Labour Council about co-sponsoring a pension town hall meeting
- Attended the PSAC National Pride Conference and co-facilitated two of the workshops
- Attended OSH Workplace Committee Training
- Organized the Kitchener-Waterloo Area Council booth at the tri-Pride Live Music Festival
- Participated as a member of the organizing committee for the Ontario Regional Women's Conference.
- Participated in the Fight Back campaign conference call
- Attended dinner for Andrea Horwath, Leader of the Ontario NDP
- Helped Sister Karen Church organize the PSAC float for the Pride parade
- Contacted London and Windsor Area Council Presidents and requested a meeting of London, Windsor and Kitchener-Waterloo Area Council Executives

- Attended the UTE National Equal Opportunity Conference
- Attended “Shout Out for Global Justice.”
- Attended the G20 Summit Rally
- Attended the Delegate Assistance Committee Meeting
- Attended the Education Committee Meeting
- Attended Ontario Council Meeting

Future plans:

- Labour Day picnic with the Waterloo Region Labour Council
- Fight Back activities
- Meeting of London, Windsor and Kitchener-Waterloo Area Council Executives
- Assist members to rejuvenate the London Regional Women’s Committee
- Attend Ontario Regional Women’s Conference
- Attend National Women’s Conference

Respectfully submitted by

Melanee D. Jessup ACG, CL

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

2009-10-09

Brothers and Sisters

I have been involved in the following activities on behalf of PSAC since our last meeting in February 2010. I attended the Leadership II training. I have also been attending the Greater Toronto Area Council and the Members with Disability Access Committee meetings. I also attended a couple of town hall meetings about the Fight-back Campaign.

Finance Committee tasks continue to take up time. As has my efforts to do representation on Staffing Complaints. The United Way Campaign is fast approaching as well. If anyone from Toronto knows of possible Sponsored Employee Candidates please ask them to send me an e-mail application.

I also had an opportunity to attend my First PSAC National Conference at the beginning of June. It was a real eye opener. It was informative, and I learned a great deal from other members who are dealing with ability issues in their work places. I had the honour of nominating Sister Souad Soubra for a position on the National Equity Committee. She was elected as the Second Alternate this time, but I am confident that she will become the primary delegate next time around, if she chooses to run.

I am looking forward to fighting for our members and the public at large. We need to mobilize around the 'Hands off our Pensions' campaigns and also to try to get our message across when the G-8 and G-20 meetings take place.

In Solidarity

Ken Boone  
Area 5 Toronto Regional Representative

**Bruce Flannigan**  
**PSAC Ontario Council Report**  
**Region 5, Greater Toronto Area (GTA) Representative**  
**February 26, 2010 – June 24, 2010**

**Objectives for this period:**

- Promote PSAC Hands Off our Pensions Campaign
- Mobilize and organize for G20 in Toronto

**Activities for this period:**

- Promoted and attended Pension Campaign Town Hall Meetings
- Attended GTA Aboriginal Committee Members meeting
- Attended Toronto and York District Labour Council meetings
- Attended Toronto Members with Disabilities Action Committee

**Future plans:**

- Assist in organizing Fight-Back Campaigns
- Network with Local Activists

In Solidarity,

Bruce Flannigan

**Bob Black**  
**PSAC Ontario Council Report**  
**Region 6, Hamilton-Niagara Representative**  
**March 1, 2010 – June 23, 2010**

**March**

- 2 Attended Niagara Area Council
- 3 Participated in a 3 hour rally with Labour Council
- 4 Meeting with member re: WSIB
- 5 Met with member again re: WSIB  
Began planning for Town Hall
- 10 Met with members re: Grievance Handling Course
- 11 Plant gating at 55 Bay Street
- 14 Attended Steelworkers Rally in Nanticoke with PSAC flag
- 15 Covered for Don Dudar, Regional Rep for Hamilton/Niagara area for 5 weeks
- 23 Drove Teaching Assistants to Kingston for vote at Queens University
- 25 Hamilton Fight Back Town Hall
- 26 Attended Service Canada for Health & Safety dispute

**April**

- 7 Attended Niagara Area Council
- 12 Attended the I.A.C. Meeting in Hamilton (Labour Advisory Committee)
- 13 Attended Hamilton Area Council AGM, re-elected as President
- 15 – 18 Participated in Phase II Leadership training
- 19 Attended Hamilton MDAC meeting
- 20 Delivered laptop to Niagara Area Council President

**May**

- 3 Attended Niagara Area Council
- 10 Attended I.A.C.
- 25 Attended National Local 221 AGM

**May 30 –**

- June 9** Participated in OFL/ORDT facilitator training in Port Stanton (Ontario Federation of Labour/Occupational Disability Response Team)
- 14 Attended all Presidents meeting in Toronto
- 16 Participated in plant gating fans for Public Service BBQ

**June**

- 21 Attended the Hamilton MDAC
- 22 Attended the Hamilton Area Council

**In Solidarity,**

**Bob Black**

**Colleen Wice**  
**Regional Women's Representative**  
**Equity and Human Right's Committee Member**  
**March 2010 - June 2010**

**Activities for this period:**

<b>March 7-10</b>	<b>In Sudbury for planning committee of Regional Women's Conference</b>
<b>March 25</b>	<b>Barrie meeting for RWC and AC</b>
<b>March 26</b>	<b>Conference call with planning committee to pick organizing committee for Regional Women's conference</b>
<b>April 14-17</b>	<b>Leadership training Phase 2</b>
<b>April 18- 21</b>	<b>In Ottawa for Steering Committee for National Women's Conference</b>
<b>April 22-25</b>	<b>In Toronto for Organizing Committee's first meeting for the Regional Women's conference</b>
<b>June 1</b>	<b>Attended Toronto Regional Womens Committee meeting to discuss conference and resolutions</b>
<b>June 14</b>	<b>Attended Presidents meeting in Toronto for Fight Back Campaign</b>
<b>June 16</b>	<b>Attended Kingston Regional Women's Committee – first one-to help with elections and discuss conference and resolutions</b>
<b>June 24-26</b>	<b>Ontario Council</b>

**Objectives for next period:**

- **Keep in touch with regional PSAC office**
- **Support and promote any and all campaigns**
- **Increase awareness of PSAC Women's issues including Human Rights and Equity**
- **Work with PSAC regional office in regards to the upcoming Regional and National Women's Conference**
- **make contact and attend as many women's committees as possible.**

**In Solidarity,**

**Colleen Wice**

**Kevin Nadjiwon**  
**PSAC Ontario Council Report**  
**Aboriginal Members Representative Report**  
**February – June 2010**

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,

Kevin Nadjiwon

**Souad (Sue) Soubra**  
**PSAC Ontario Council Report**  
**Members with Disabilities Representative**  
**March 8, 2010 – June 26, 2010**

**Activities for this period:**

- March 9, 2010 - Attended the Town Hall meeting (Pension)
- April 14, 2010 - Attended Equity Committee Meeting
- April 15-17, 2010 - Attended the Leadership Training II
- April 9, 21, 2010 - Attended two teleconferences to discussion the Access Conf.Resolutions
- April 21, 2010 - Attended MDAC meetings
- April 23-25 - Attended the Organizing Regional Women's Conference
- April 29, May 6,13, 20, 27, 2010 - Attended the Organizing Regional Women's tele-conferences
- March 10, May 12, 2010 - Attended the Area Council meetings
- June 4- 6, 2010 - Attended the Access Conference (Ottawa)
- June 7- 8, 2010 - Attended the GSU National Employment Equity Meeting (Ottawa)
- June 24-26, 2010 - Attended Ontario Council Meeting

Attended the Toronto Regional Women's Committee meetings  
Attended the Racial Visible Member meetings

**Actions:**

- Contact and network with the new Members with Disabilities from the Access
- Send an open invitation to all PSAC members to attend MDAC Open House
- MDAC, Open House, and Wellness Events – Saturday, October 2nd, 2010
- Ontario Members with Disabilities Access Committee (OMDAC) Logo
- To finalize OMDAC Mandate, Goals and Objectives

**Future Plans:**

- Keep in touch with Regional PSAC office
- To meet with as many members as I can and explain to them the need to be active, and to get educated
- Meet/contact/communicate with all new members
- MDAC News Letter - October, 2010
- Participate in the Labour Day Parade – September 2010

**In Solidarity**

**Souad Soubra (Sue)**

PSAC Ontario Council

Members with Disabilities Representative

**Veronica Eastman**  
**PSAC Ontario Council Report**  
**Racially Visible Member Representative**  
**February 2010 – June 2010**

**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:**

March 2010

- Attended UDP III (Union Development Program & Graduation)
- Attended GTAC meeting
- Attended CLC/OFL Pension Summit
- Attended the Pensions Town Hall in North York

April 2010

- Attended Leadership II Training

June 2010

- Attended PSAC Access Conference – Ottawa
- Attended the UTE Equal Opportunity Conference – Ottawa
- Attended the meeting of Local Presidents re; “Fight Back Campaign”
- Attended MDAC meeting
- Attended Racially Visible Committee
- Shout out for Justice at Massey Hall
- G8 / G20 Summit Rally

**Future Plans:**

- Meet with the newly elected alternate to the Racially Visible position on the Ontario Council to discuss plans on how to mobilize our Racially Visible Members

- Promote the Fight Back Campaign
- Promote the Pension Campaign
- I will be attending the Pride Parade

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

**Greetings Sisters & Brothers,**

I have been very busy since last Council Meeting. I attend the PSAC National Pride Conference from March 26-28, 2010. The theme of the Conference was "Equality: Are we there yet". Key issues discussed were dealing with homophobia and transphobia in the workplace, Transgender human rights, and the needs of older GLBT persons. I co-chaired a Regional session with the REVP, Brother Halabecki. In attendance were 20 Delegates and 2 Observers. I am thankful to Gerry Halabecki for his continuing support. On April 15-17, 2010, I attended the PSAC Leadership II Training. On April 20-24, 2010, I attended the CIU NBoD Meeting where I addressed the Board on key issues facing Transgendered Persons. On May 12, 2010, I facilitated a JLP Respecting Differences/Anti-Harassment workshop in Niagara Falls. I was able to reach out to GLBT Members at this workshop. On May 18-20, 2010, I attended the PSAC EOC Meeting. On June 4-6, 2010, I attended the PSAC National Access Conference. By far, the biggest achievement this year has been the organizing PSAC's participation in the Toronto Pride Parade. Thank you to Gerry Halabecki, the Ontario Council Members, Chris Wilson and the RO Staff for their support. Thank you to Melanie Jessup, Sharon DeSousa, Rita Cantalini and Shell Sweeney for putting up with my madness, and Ken Boone for finding me a flatbed truck. To the Council Members who have offered to help decorate the float and participate, I couldn't have done it without you. I would ask that you continue your support by inviting Members, Family, and Friends to attend this event and help make it the best celebration ever! The call-out poster, thanks to artist Melanie is up on the PSAC Ontario website.

In Solidarity and Pride,

Karen Church  
GLBT Representative, PSAC Ontario Council

**Debbie Willett**  
**PSAC Ontario Council Report**  
**Area Council Representative**  
**February 26, 2010 – June 27, 2010**

**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.

- Feb 26 Ontario Council Finance Committee Meeting and Ontario Council Education Meeting
- Feb 27-28 Ontario Council Meeting
- Mar 22-25 Leadership II Training (pilot) – Ottawa
- April 7 Chaired Niagara Area Council Meeting
- April 13-16 Union of Taxation Employees Equal Opportunities Meeting – Ottawa
- May 3 Chaired Niagara Area Council Meeting
- May 4 UTE – Annual General Meeting – St Catharines
- May 17 PSAC FightBack Campaign – web conference
- May 31 UTE Local Executive Meeting – St Catharines
- June 1 Chaired Niagara Area Council Meeting
- June 3-7 PSAC National Access Conference – Ottawa
- June 14 PSAC Presidents' Meeting re fightback
- June 16-20 UTE EO Conference – Facilitating
- June 24 PSAC Ontario Delegate Assistance Meeting and PSAC Ontario Council Education Meeting
- June 25 Shout Out Event for Global Justice
- June 25-26 Ontario Council Meeting
- June 26 Rally G-20 at Queens Park

**Future Plans:**

- Continue to address issues
- Promote PSAC
- Promote ongoing campaigns
- Try to attend other area council meetings

In Solidarity,

Debbie Willett  
PSAC Ontario Council Member Representing Area Councils

**Blair Chalk  
PSAC Ontario Council Report  
Directly Chartered Locals Representative  
June 2010**

**Greetings Sisters & Brothers:**

**There is not much to report during this reporting period. I had the opportunity to attend the Leadership course which was very beneficial to me and gave me more insight into how and why the union is there for all of us that work for a living being federal or private.**

**I would like to welcome the new locals into PSAC. They made a wise choice to unionize with PSAC.**

**In my own local, commissionaires and all security guards in Ontario have to pay \$63 to write a test. This is just a money grab by the Ontario government. The test is a one time thing, plus Security Guards in Ontario pay \$80 a year for a license. The Ontario government is making a fortune on one of the lowest paying jobs.**

**What I would like to see is PSAC start a coalition with all unions and have security guards lobby the Ontario government to level the playing field and have legislation similar to Quebec.**

**In Solidarity,**

**Blair Chalk  
Directly Chartered Local Representative  
PSAC Ontario Council**

**Steve Tuffin**  
**PSAC Ontario Council Report**  
**Regionally Based Separate Employer Locals**  
**Reporting Period from Feb. 2010 to June 2010**

Greetings Sisters & Brothers:

In April I attended the Leadership II training in Toronto.

Due to workplace shortages and family commitments, I have been unable to commit any of my time to Union activities for this period.

In Solidarity,

Steve Tuffin  
RBSEL Representative

**Ryan Ayres**  
**PSAC Ontario Council Report**  
**Young Workers Representative**  
**February 2010 – June 2010**

**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
- Attended Second portion of Labour College
- Attended UDP Level 3 Presentation on Young Workers
- Attended UNDE Young Workers Initiative Committee meeting
- Attended Leadership 2 Training in NCR Region
- Updating Facebook Group for Ontario Young Workers

**Plans:**

- Work with PSAC Ontario Council Representatives to connect with Young Workers
- Lobbying MP's/Senators on issue that are relevant to Young Workers
- 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
- Further discussion with Regional Office about setting up some type of web link or page site for Young Workers
- Attend OFL Worker Under 30 Committee
- Attend Labour college Meeting/Presentation to NBoD

In Solidarity,

Ryan Ayres