

PSAC Ontario Council Meeting Minutes

March 1-2, 2008

PSAC Boardroom, Toronto

The meeting convened at 9:15 a.m. on Saturday, March 1-2, 2008 with the REVP-Ontario, Gerry Halabecki in the chair and the following members in attendance:

Gerry Halabecki, Regional Executive Vice-President, Ontario
Ken Boone, Alternate to REVP, Ontario
Kevin Lundstrom, Region 1 (Northwestern)
Barb Wardlaw, Region 2 (Northeastern)
Steve Gauthier, Region 2 (Northeastern)
Dennis Miluck, Region 3 (Southeastern)
José Evangelho, Region 4 (Southwestern)
Glenn Miller, Region 4 (Southwestern)
Nicole Ma, Region 5 (GTA) (Sunday only)
Bruce Flannigan, Region 5 (GTA)
Penny Kreamer, Region 6 (Hamilton/Niagara)
Val Fargey, Regional Women's Committees
Aileen Duncan, Members with Disabilities
Sharon DeSousa, Racially Visible Members (Saturday only)
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, Youth

Staff: Jim Chorostecki, Regional Co-ordinator
Rita Cantalini, Executive Assistant to the REVP

Absent: Fred Jordan, Region 3 (Southeastern)
Kevin Nadjiwon, Aboriginal Members

Observers: Fran Pieper, Kitchener-Waterloo Area Council & K-W RWC
Sue Soubra, Chair Toronto RWC, Chair Toronto MDAC
Bob Black, President Hamilton Area Council
Romeo Jackson, Union Co-ordinator JLP

AGENDA:

1. Adoption of Agenda
2. Adoption of previous meeting minutes (October 20-21, 2007)
3. Business arising from previous meeting
4. REVP Report
5. Regional Office - Updates (Jim Chorostecki)
6. Receipt of Reports of Council Members

7. Committee Reports
8. PSAC Ontario Convention 2008
 - a. Budget
 - b. Resolutions
 - c. Delegate Assistance
 - d. General Information
9. Collective Bargaining
10. Federal Election Plans
11. DQPS – Defending Quality Public Services
12. Political Action Campaigns
 - a. Agriculture – Bill C-39 Canada Grain Act
 - b. UEW – Fish Campaign
13. Women’s Economic Equality Campaign
14. PSHCP Drug Cards
15. JLP Presentation – Romeo Jackson
16. PSAC Travel Policy – Steve Gauthier
17. APSAR

The REVP also welcomed the Observers.

The Chair asked Aileen Duncan to read the PSAC Harassment Policy. Sister Duncan will be the Harassment Co-ordinator for this weekend’s session.

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

That the hours of sitting be adopted.

m/s/c Steve Tuffin and Dennis Miluck

Item 1. Adoption of Agenda

That the Agenda be adopted as amended above.

m/s/c Ken Boone and Aileen Duncan

Item 2. Approval of Previous Meeting Minutes (October 20-21, 2007)

That the October 20-21, 2007 minutes be adopted as amended.

m/s/c Debbie Willett and Blair Chalk

Item 3. Business Arising from Previous Minutes

The EA sent the XO/28/07, UTE Local 70030 vs Birch and Luberti, October 18, 2007 and the decision rendered by Justice Smith electronically to all Ontario Council members.

The EA sent out the education survey electronically to all Ontario Council members.

Action: The REVP will ask for a report from Membership Services regarding membership cards.

Action: The EA will send out the OFL Report submitted by Aileen Duncan and Bob Black to Ontario Council electronically.

Item 4. REVP Report

The REVP opened by saying that this is a busy time with Convention just a few months away and many Campaigns taking place. The REVP wanted to talk about how the Ontario Council conducts business. We pass items however we do not conduct recorded votes for minute taking purposes. The norm has been a show of hands whether Ontario Council is in favour of a decision being made. The REVP is not asking that we change this process, but rather that all of Council support that decision even if they are not in favour of it. He wants to remind Council of their responsibility when we make decisions to back up those decisions made by the entire Council body.

The REVP handed out his NBoD Report for February 5-8, 2008 including his activities up to and including the Ontario Council meeting.

National Board of Directors meets in February, 2008 document was handed out. It has some new initiatives in it.

Donations Line Item 2007 was handed out. Last year for the donation line initiative, the REVP reached out to the Hamilton Region in making our yearly contributions. This year, the REVP reached out to another community to ensure this was spread out throughout Ontario. He contacted the Thunder Bay RWC and AC and this is reflected in the line item as two organizations were financially assisted.

The REVP read the report of the Committee of the Whole to the National Board of Directors, February 7, 2008.

“A majority of the members of the NBoD support the removal of the requirement to collect 25% from designates during a strike from the PSAC Constitution ((Section 24, Sub-Section (7)). A resolution to this effect will be drafted and presented to the NBoD at the June 2008 meeting.

Members of the NBoD put forward a number of options to restructure the National Hardship Fund. The National President will consult with members of the NBoD on options and will report back to the NBoD at the June 2008 meeting.”

The balance of Hardship Fund for Ontario is around \$30,000. This amount varied from Region to Region. Collecting monies is one issue, but removing obligation from collecting is another. The REVP felt that this should be a good debate at the next NBoD meeting.

This will be raised at the next PSAC National Convention. The NBoD spent ½ a day debating this issue.

The following handouts were provided to Council:

- Asbestos Resolution

The REVP advised that the NBoD viewed a slide presentation on asbestos outside of Canada. It was shocking.

- PSAC Legal Action re: Freedom of Association

This is a charter challenge to defend rights of workers in Canada. The REVP advised that this is an issue at the FB and Parks Table.

The REVP is responsible for the UPCE Bargaining Unit. A bad decision was published a week ago regarding Canada Post's Pay Equity complaint. We have been fighting this case for the past 25 years. PSAC will be appealing the decision. There are approximately 6,000 current and past employees waiting for their pay equity.

Flowing from budgetary staffing decisions at the last PSAC National Convention, a decision was made by the AEC to create six ½ time positions for a Political & Communications Officer. A staffing action was done before Christmas for six ½ time positions across the country, excluding NCR. It was agreed NCR would use 233 Gilmour's expertise therefore was not included in this staffing action. Ontario's competition received 48 applications. Catherine Gilbert and Steve Jelly will conduct telephone interviews, those successful applicants will proceed with formal interviews. Two of these positions were designated as equity groups. There is an overall approach to the competition being taken by all REVP's.

The REVP advised that Silvia Hrubá who was the receptionist since December, has been hired to assist with Convention. Silvia replaced Marion Agadzi who has returned to work. The REVP is happy to have Silvia assist us with the many tasks needed in preparation for convention.

The National President has called for a round table for Equity Groups. The Equity round table took place a couple of days ago, and Sue Soubra participated. Sister Soubra advised that approximately 20 people participated last Thursday. Questions posed were what we expect from our local and our union. What is missing and how can we improve our Union. Sue was asked to keep quiet about the outcome and wants to respect Brother Gordon's wish. The REVP advised that this is a new initiative and members from all equity groups and staff participated. More on the results in the near future.

Motion to adopt the REVP's Report.

m/s/c José Evangelho and Sharon DeSousa

Item 5. Regional Office - Updates (Jim Chorostecki)

The REVP introduced Jim Chorostecki to provide his regional office updates.

Jim Chorostecki wanted to remind Ontario Council to get in touch with their respective Regional Offices to get involved with regional activities. Council members involvement has proven to make a difference on our current campaigns.

Bargaining:

Nishnawbe-Aski Police Service Officers reached their first collective agreement. This is the second NAPS unit PSAC has added to its membership.

Sunlite Cleaners, Petawawa who had earlier rejected a tentative offer settled their collective agreement. Steve Gauthier played a positive role in helping to achieve this collective agreement.

London Airport has also reached their collective agreement.

A representation vote is underway at the Toronto Airport involving PSAC members from UCTE Locals 004 and 005. Over the past two years the Toronto RO has been actively involved in helping to train the new Local executive and stewards. Jim recognized that in addition to Steve Tuffin, in his capacity as Council Representative for Separate Employers, Council members Bruce Flannigan and Sharon DeSousa have assisted these Locals. The ballots will be counted this Monday.

Organizing:

A new bargaining unit for an aboriginal police unit is currently being organized. This unit was a staff association however talks have broken down with the association. NAPS is the biggest unit, and we are now organizing more policing groups in Ontario. This has opened a lot of questions and issues about Bands in Ontario. The living conditions are identical to the NAPS Officers. PSAC website has a video on the working conditions and the community conditions of Ontario. Jim encourages all Ontario Council members to view the website.

Staffing:

Jim advised that there were 100 applications received for the Administrative position in Thunder Bay. Ten were interviewed and there is a successful candidate.

Tom Hamilton has gone back to the North and will return in June. Marion Agadzi is back as the secretary in the RO. Brenda Shillington is on a special project developing the Federal Election Campaign. Sherrill Robinson-Wilson is backfilling the Health & Safety Representative position. Jason McMichael is replacing Lynn Meston who should be returning to work in two weeks.

Item 6. Receipt of Reports of Council Members

The REVP wanted to use this time to do a round table regarding positions on Ontario Council. Ontario Council members were able to share their intent for re-election, retirement or change to their position on Council.

Item 7. Committee Reports

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

Equity and Human Rights Committee Report (Appendix A):

Valerie Fargey, 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 Valerie Fargey and Sharon DeSousa

The REVP wanted to thank the Committee for providing the training yesterday. He felt there was value in the training and congratulated the Committee and facilitators. The Ontario Council is reminded to hand in evaluation forms to Val Fargey.

Education Committee Report (Appendix B):

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

To reallocate the 2008 advanced education program funding of \$125,000.00, for the identified Local Officers Advanced Training Program, which will now be geographically delivered. Consultation between regional offices, education committee members, geographic representatives & equity representatives to identify the training needs.

m/s/c Debbie Willett and Barb Wardlaw

on record as: opposed: Penny Kreamer, Dennis Miluck
 abstained: Valerie Fargey

That the Education Committee Report be adopted as presented.

m/s/c Debbie Willett and Barb Wardlaw

The REVP wanted to remind Ontario Council to consult with the Regional Offices to re-evaluate the education needs of the Region.

Health & Safety Committee Report (Appendix C):

Penny Kreamer, Chair of the Health & Safety Committee presented the Committee's Report.

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

m/s/c Penny Kreamer and Dennis Miluck

Finance Committee Report (Appendix D):

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

That the 2007 audited financial statements be adopted as presented.

m/s/c Ken Boone and Steve Tuffin

That the 2008 budget 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 Valerie Fargey

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

Dennis Miluck, Nicole Ma and Kevin Lundstrom 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.

Item 8. PSAC Ontario Convention 2008

a. Budget

Ken Boone, Chair of the Finance Committee presented the 3 year budget to be presented to the Ontario Convention.

That the 3 year budget be adopted as presented.

m/s/c Ken Boone and Steve Tuffin

b. Resolutions

The REVP advised that all resolutions will be referred to John Gordon. They will then be sorted into General, By-Laws, and Finance Committees. A Conference Call with each Committee will take place to review them and provide a report. Resolutions were handed out and reviewed by Ontario Council. They will be submitted and put forward to Convention from Ontario Council.

Debbie Willett, Chair of the By-Laws Committee:

Presented the first draft resolution numbered 1. The By-Laws Committee recommends concurrence to this resolution. This resolution allows the election of the REVP and Alternate, REVP to be conducted by an AEC Officer.

m/s/c Debbie Willett and Dennis Miluck

Presented second resolution numbered 2. The By-Laws Committee recommends concurrence to this resolution.

This resolution addresses the 8 EOC Equity Representatives and Regional NAIM Circle Representatives gaining delegate status for Regional Conventions. For Ontario it will allow the two NAIM Circle representative to become delegates if this resolution is passed. They will be allowed to walk on the floor from observers to sit as delegates if passed at Convention.

m/s/c Debbie Willett and Dennis Miluck

Presented third resolution numbered 3. The By-Laws Committee recommends concurrence to this resolution.

This resolution addresses delegate entitlement. It will give flexibility to locals to choose their best month for delegate entitlement.

m/s/c Debbie Willett and Dennis Miluck

Presented fourth resolution numbered 4. The By-Laws Committee recommends concurrence to this resolution.

This resolution is an amendment to regional delegates to PSAC Convention.

m/s/c Debbie Willett and Dennis Miluck

Presented fifth resolution numbered 5. The By-Laws Committee recommends concurrence to this resolution.

This resolution is an amendment to the term Youth to Young Workers.

m/s/c Debbie Willett and Dennis Miluck

This resolution was presented via email numbered 6. The By-Laws Committee recommends concurrence to this resolution.

This resolution addresses the funding issue for Regional Convention.

m/s/c Debbie Willett and Dennis Miluck

A resolution will be drafted to remove Petawawa and Pembroke from Region 2 and move into Region 3. If this is passed it will happen immediately.

The By-Laws Committee recommends concurrence to this resolution.

m/s/c Debbie Willett and Dennis Miluck

A resolution will be drafted to rename Region 3 to Eastern Ontario.

The By-Laws Committee recommends concurrence to this resolution.

m/s/c Debbie Willett and Dennis Miluck

Other city changes, Brantford moved to London RO, Region 6 to Region 4. Also, Orillia from Region 2 to Region 5.

Carleton Place may belong to NCR, further investigation will take place, both the REVP and Jim Chorostecki will research on the 3 cities.

Action: The REVP and the Regional Co-Ordinator will research the three cities to ensure they are adequately placed in our by-laws (Brantford, Orillia and Carleton Place).

c. Delegate Assistance

Delegate Assistance Committee Report (Appendix E):

The REVP Chair of the Delegate Assistance Committee presented the Committee's Report.

That \$35,000.00 of the unspent delegate assistance monies be returned to the Regional Council budget. The rationale is that the Regional Council is facing a deficit of funding for their budget and these monies should be re-allocated for Council expenditures.

m/s/c Ken Boone and Debbie Willett

That the remaining unspent funds be distributed so as to increase the amount for each delegate who has reached assistance. That increase will be an additional: \$100 for Group 1; \$200 for Groups 2,3 and 4; \$300 for Groups 5,6, and 7; and, \$400 for Group 8. The resulting increase is reflected as follows:

Original Proposed

Group 1	\$400.00	\$500.00
Group 2	\$500.00	\$700.00
Group 3	\$600.00	\$800.00
Group 4	\$750.00	\$950.00
Group 5	\$850.00	\$1150.00
Group 6	\$950.00	\$1250.00
Group 7	\$1,250.00	\$1550.00
Group 8	\$1,600.00	\$2000.00

m/s/c Ken Boone and Debbie Willett

That the Delegate Assistance Committee Report be adopted as presented.

m/s/c Ken Boone and Debbie Willett

The REVP stated that the delegate assistance money will go directly to locals not individuals. The REVP will ensure that the new amounts for delegate assistance be posted on the website immediately.

Action: The REVP will ensure posting of the new rates for delegate assistance on the PSAC Ontario website.

d. General Information

The REVP handed out the Rules of Order booklet and wheel. A regionalized rules of order will be inserted into the binder for Convention.

The Organizing Committee met over lunch time. Ryan Ayres provided a detailed report of the deliberations. In attendance: Ryan Ayres, Blair Chalk, Karen Church, Sharon DeSousa, Ken Boone, Rita Cantalini (Resource), absent: Kevin Nadjiwon.

The REVP advised that this was an opportunity for our Region to be showcased. He had no issue with spending the entire \$100 registration fee for the kits and back to each delegate/observer/guest.

The Committee agreed to the following items:

Convention bag to have dual function, bag or nap sack.

Memory stick, 2 GB

Bandana's for the Equity and Human Rights Committee to display their unique logo

Lanyards

Other ideas for the Equity and Human Rights Committee:

luggage tags

fridge magnets

Coughlin Insurance will provide four \$100 gift certificates for a raffle to those in attendance at Convention.

Communications will also set up an exhibit at Convention and provide travel mugs with the Think Public Campaign.

Speakers for the Convention are:

John Cartwright to provide the opening welcome,
John Gordon, National President's address,
Wayne Samuelson, OFL President's greetings

Committees will have at least one conference call to discuss resolutions. Once a date is established we will communicate that to all Convention Committees.

Point of Privilege, Ken Boone

PSAC was nominated for a spirit award for the United Way Campaign. It is a recognition of all the hard work of the campaign. The plaque was presented to the REVP, for PSAC's contribution to United Way. The REVP graciously accepted the award.

Item 9. Collective Bargaining

The REVP handed out the "10 things I hate about negotiating with Treasury Board" – "A message from our bargaining teams".

The REVP provided the following update on collective bargaining. Parks has reached an impasse. Brother John Gordon spoke to an all teams meeting. The process is being dragged out. With the type of work with Parks to be effective the threat of a strike has to be during the summer months. Parks tabled their wage package.

TC and Enforcement groups are doing a joint pay study, the results will be in late March or early April. Future meeting dates will be posted on the website. An election has not been called therefore it should be good for our collective bargaining process as it will not be interrupted. The results of the pay study will guide the wage demand. The ESA's (Essential Services Agreement) are slow. The Board will intervene with mediation. ESA's must be in order. With TB something should be happening by Fall, and with Parks summer seems to be the prediction. Ontario Council members are requested to participate in anyway that they can during this process. From speaking at AGM's, hopefully receiving feedback from members on the readiness for strike and/or mobilization. The REVP would appreciate receiving this feedback.

Sharon DeSousa, PA, bargaining team member advised the issues at the last round of bargaining. The Employer appeared to be talking to the table members at the last round. Service Canada, 24 hour around the clock service, WP's are behavioural therapists and are excluded as shift workers, IA's media releases start between 5: - 6: a.m. however their employer want to make them shift workers. All information was provided on our demands with the exception for leave and pay notes. John Edmunds, Component President, USGE made a presentation on allowances.

Ken Boone, PA, bargaining team member felt that John Edmunds was able to prove his point by speaking very slow, the issue was so simple and basic. The concept was that half way house offenders are no different that federal half way houses with minimum security. The issue is the same, but difference when dealing with allowances. Ken advised that when out at meetings most members are happy to settle for what CRA settled for 2.5, 2.5, 2.5. This is not true as some CRA members received much more than that. The REVP explained in some circumstances CRA members received larger wage increases because of their reclassification.

Sharon and Ken provided the input they had received from various local meetings in the Region.

Item 10. Federal Election Plans

Jim Chorostecki provided a slide presentation entitled "Election 2008-09" Thre presentation provided supportive information regarding our Federal Election Campaign.

All Regions have chipped in for Political Action for the Federal Elections, Ontario's portion is up to \$15,000. The funding is currently on hold for the moment. A plan has been prepared for targeted ridings.

The REVP advised that some ridings will be paired up, like in Thunder Bay it is easy to do because of proximity. It is intended that a member on extended leave without pay will provide the work to be done. Campaign is all about quality public services. The purpose is once an election is called to be ahead of the game. A list of targetted ridings is prepared but the REVP is not prepared to share the list. The CLC has a list of who the CLC thinks needs support. The REVP is not sure how many ridings will be approved, his guess is probably only ½ dozen, with 4-6 weeks of loss of salary. We will need people to work on this with political experience and background. Once the targeted 6-7 ridings have been selected, the REVP expects that all Committees to fully participate in that campaign.

Jim advised that the criteria is based on a strategic intent. While we cannot cover everything, being strategic will get the impact. We looked at those candidates who won by ½ percentage point, or where the incumbent narrowly got elected and where we have a significant amount of members in that riding. We determined that it would be advantage to target those ridings and not support the tories or their agenda. The objective is to make a difference where we can have an impact on the outcome of mass members being mobilized. Generic material is being prepared and will be provided for all candidates meetings.

Item 11. DQPS – Defending Quality Public Services

The REVP advised that XO/36 was emailed to Ontario Council a few months back. The XO refers to the cost sharing arrangement for DQPS. It provides approximately \$2,500 and goes beyond having a guest speaker. Michelle Sweeney is the representative assigned to DQPS.

Jim confirms that Michelle Sweeney, Sudbury staff is coordinating DQPS for Ontario. How do we get members involved? This campaign goes hand in-hand with the federal election and this is one aspect for Ontario Council members to get involved. Money is available and will be undertaken at Convention. Staff are currently brainstorming, however would like input from Ontario Council members. Some ideas are to set time aside for a tax module, to illustrate the value of taxes. The other is to put a challenge to the membership for the production of a video. This one minute video will be showcased to show the value of Public Services. If any Council members has any ideas they wish to share, please get them to Michelle at the Sudbury RO. She would like to hear your ideas so that she can bring them to the REVP.

The REVP advised that "Think Public" is the new branding and will be put on Convention logo and on literature.

Item 12. Political Action Campaigns

a. Agriculture – Bill C-39 Canada Grain Act

The Act was introduced over 100 years ago to help producers. Over the past 20 years there has been a fight going on. Grain workers in Vancouver and Thunder Bay will be most affected. Bill C-39 takes away inspectors employed by the Canadian Grain Commission and will have powerful companies control/inspect their own grain. Farmers best interest are not at the heart of the grain companies agenda. There was a session with the AEC regarding this joint campaign. Lobbying MP's is important, this isn't just about agriculture, it has potential to reach out to other services.

Glenn Miller, provided further details. The Grain Commission hired Compass Inc. to do a study. The study results would limit resources by the government and put the inspection in the hands of companies. This would hurt every farming community in Canada. The government wants to get this out of their hands and privatize these services. Thunder Bay and Chatham would be affected in Ontario. It also affects us as consumers.

The REVP confirmed that 200 PSAC members would lose their jobs as a result of this Bill. The REVP requested that all Ontario Council Members follow-up with sending the postcards to MP's

b. UEW – Fish Campaign

The package is very comprehensive, it has literature, postcards, standard letters to write to MPs' asking what they are doing about it. UEW wants everyone to address these issues with their politicians. Dave Comba has now retired, Chuck Davis is the new RVP for Ontario. The REVP invited Chuck to attend this Ontario Council, however his job has him out on the road and in the bush. However, Chuck thanks Council for their support with this campaign.

The REVP stressed the importance of both campaigns and urged Council to assist by getting the message out to their constituency groups. For more information both websites for UEW and AGR have downloads available.

Item 13. Women's Economic Equality Campaign

Val provided an update on the Women's Economic Equality Campaign.

Website: http://canadianlabour.ca/index.php/womens_economic_equa

The REVP advised that the Put Equality Back on Track is well mapped out with a lot of goals in mind. The Regional Women's Committees are getting involved with the activities planned.

Item 14. PSHCP Drug Cards

The REVP handed out the Resolution adopted by the NBoD, February 6, 2008.

BE IT RESOLVED that the PSAC take whatever action necessary to obtain as soon as possible a Drug Card for the membership; and

BE IT FURTHER RESOLVED that PSAC enlist the aid of the membership as soon as possible to exert pressure on the appropriate person(s) or body to obtain a Drug Card; and

BE IT FURTHER RESOLVED that the PSAC push the PSHCP to ensure that proactive measures are taken so that members with high drug costs will have priority access to the drug card.

The REVP handed out the Public Service Health Care Plan, Bulletin, "Pay-Direct drug card update" Number 21, January 2008.

Members are currently upset with this document and the new fee of \$1.00 per DIN or prescription that would occur with the card.

Jim advised that pharmacies charge \$1.00 fee for processing. Some plans absorb the \$1.00 fee, however this plan is downloading this fee to the user. The alternative is to pay bill and then submit to company for reimbursement.

The Board has passed this resolution this month, the campaign will follow.

Item 15. JLP Presentation – Romeo Jackson

Romeo Jackson, provided a handout to Ontario Council outlining the courses delivered in Ontario including NCR. This was a snap shot of how JLP is doing in Ontario. Bruce Flannigan and Ken Boone are part of the Committee working jointly with two members of the Federal Council along with Romeo Jackson and Wayne Shipley. Two workshops are being planned for Sudbury and Sault Ste. Marie. The JLP program is getting attention, and Romeo wanted to thank Ontario Council for their support. The JLP ends in March and goes into bridge funding.

The REVP thanked Romeo for providing Ontario Council with the JLP update.

Item 16. PSAC Travel Policy – Steve Gauthier

Steve Gauthier was recently at the Phase II Leadership Course, and it ran from Wednesday to Saturday. The course finished @ 4:00 on Saturday and he was expected to drive home. Steve approached Shirley Riva about his safety concerns and he was told to drive to Kingston and obtain a room overnight there. Steve read the travel policy and believed that his request regarding safety was not addressed nor applied.

Jim Chorostecki advised that the expectation is that public transportation would be utilized and when a member decides to drive you are then asking to go outside of the policy. Shirley was trying to give an option.

The REVP stated that the travel policy does not cover his specific circumstances and the same travel guidelines get sent out for all education courses. Special approval is requested when it is not safe enough to drive, this is why the REVP has provided accommodations when Ontario Council members attending O.C. meetings have requested it. When it is a safety issue, it is not a problem for the REVP to make special accommodations as he has in the past for Steve and any other members of Council.

Item 17. APSAR

APSAR presented two resolutions for consideration. They were handed out for Ontario Council's attention.

APSAR also requested time to speak to the delegates at Convention, however the REVP advised that this would not happen because of the time allotted for convention business.

Approximately 65 locals joined affiliation. The REVP asked the Ontario Council if they wanted to sign on as a show of support. The cost is \$20 per year. We could use the donation line item or special initiative. Council decided to affiliate with APSAR one year at a time.

The REVP wished Council a happy International Women's Day on March 8th. He also thanked the observers and hoped that they enjoyed the deliberations. The REVP wished everyone a safe journey home.

Motion to adjourn at 2:45 p.m.

m/s/c Steve Tuffin and Sharon DeSousa

APPENDIX “A”

PSAC ONTARIO EQUITY AND HUMAN RIGHTS COMMITTEE REPORT February 2008

Objectives for this period; February to April 2008

Complete the PSAC Equity and Human Rights Pamphlet, Profile of the Equity and Human Rights Committee members and Calendar of Equity and Human Rights of Celebration to be handed out at the PSAC Ontario Triennial Convention.

Develop a one page flyer on Equity and Human Rights.

Political Campaigns (Pension Grab, Health Care, Child Care)

To promote Equity and Human Rights Committees in Ontario.

Action Item:

That the Equity and Human Rights sensitivity session be delivered at each in house training will be proposed to the Education Committee.

Members present at the meeting:

Karen Church, Sharon DeSousa, Aileen Duncan, Valerie Fargey,
Joan-Ann Gravesande, Kevin Nadjiwon

APPENDIX “B”

ONTARIO REGIONAL COUNCIL

Education COMMITTEE

Date: October 2007 – March 2008
--

Objectives for this period:

Objectives	Action	Who
Education survey	completed	
Contact regional office reps re next years education schedule	completed	
Promote education within regions	ongoing	
Educating youth	ongoing	
Follow up – communication tree - Alliance Facilitators Network	completed	

Activities for this period:

- promote education within the region
- review request from H&S committee to provide Duty to Accommodate training for directly chartered locals (new Committee)

Recommendations to Council;

To reallocate the 2008 advanced education program funding of \$125,000.00, for the identified Local Officers Advanced Training Program, which will now be geographically delivered. Consultation between regional offices, education committee members, geographic representatives & equity representatives to identify the training needs.

Committee Members:

Chair: Debbie Willett
 Barb Wardlaw
 Ryan Ayres
 José Evangelho
 Kevin Lundstrom

Staff: Shirley Riva

APPENDIX “C”

ONTARIO REGIONAL COUNCIL Health and Safety Committee

Reporting Period: October 20, 2007 – February 29, 2008

Objectives for this period <i>(What we had hoped to accomplish)</i>	Action <i>(how we plan to accomplish)</i>	Who
Costing out a couple of options for H/S conferences before we present it to the REVP	Costing was provided. Committee discussed and made changes.	Brenda Committee
Commence work on quarterly newsletter for H/S issues	1 article received. Time constraints. Deferred to next committee after convention.	All

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

See above.

1) The suggested conference makeup which is to go to the new committee is after brainstorming at last committee meeting and working on costs at this meeting.

2) Costing adjustments done based on additional H&S funds received that can be used to top up conference costs and used for other costs for supplies and activities for Ontario Health & Safety initiatives. Conference funding is at \$52,894.64 and the additional funds are \$17,875.90.

Objectives for the next period <i>(What we hope/need to accomplish)</i>	Action	Who
Health & Safety Conference	Costing with changes to be typed and sent out to all committee members.	Sherrill
Health & Safety Conference	Committee to review costing by end of March for any changes. Copy of adjusted costing will be forwarded to the incoming committee as	All

	<p>a starting point for them when considering how they wish to handle the conference budget. Based on the experience of our committee we will also recommend for their consideration having the conferences earlier in their mandate so as not to be in a rush situation.</p>	
<p>Duty to Accommodate</p>	<p>Advise members to consult with their components and put through to their own policy committees. Request basic training through their respective regional office. Penny to ask education committee to possibly consider having something put together for Directly Chartered Locals.</p>	<p>All</p>

- Committee Members:
- Penny Kreamer
 - Dennis Miluck
 - Glenn Miller
 - Sherrill Robinson-Wilson (staff)
 - Steve Gauthier
 - Bruce Flannigan
 - Blair Chalk

APPENDIX “D”

ONTARIO REGIONAL COUNCIL FINANCE COMMITTEE REPORT

Date: October 20, 2007

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

The Committee spent a couple of days up-dating the books. We are attaching copies of the Committee Expenses and Portfolio Expenses for review and discussion. We also compiled the cost of the northern meeting and compared that cost with three other meetings immediately prior to that meeting. These numbers may be helpful in discussions about future meetings held away from Toronto.

June 2006	\$14,840.00
October 2006	\$15,820.00
March 2007	\$11,880.00 *
June 2007	\$35,500.00

The Finance Committee would bring to your attention the balance in the portfolio line item. As you can see from the report shared with you, there is over \$25,000.00 in that line item at this time. This is money that could have been re-allocated for other uses if it was available.

We are going into a convention year, so we want to remind everyone to get your expenses for 2007 into the Office by the end of January at the latest. This is necessary in order to be able to process all the expenses, update the books, prepare financial statements and have them audited prior to our Convention. All of this information is required for this committee to prepare the Convention Budget to present to council at our first meeting in 2008.

*Note: Kevin Lundstrom and couple of other members did not attend this meeting.

Recommendations to Council:

There are no recommendations contained in this report.

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

Seconded by Steve Tuffin

APPENDIX “E”

Ontario Regional Council



Delegate Assistance Committee Report

February 29th, 2008

Committee Members: Gerry Halabecki (chair)
Ken Boone
Debbie Willett
Sharon DeSousa
Glenn Miller
Dennis Miluck
Barb Wardlaw
Kevin Lundstrom (joined in progress)
Jim Chorostecki (staff)

The committee's responsibility is to recommend to the Ontario Council a process for distributing delegate assistance monies to support the cost of sending delegates to the 2008 PSAC Ontario Regional Convention.

The Committee met to review the status of delegate assistance requests and make further recommendations as appropriate.

As of the deadline for making delegate assistance requests, there were 195 requests for delegate assistance totaling \$126,400.00.

The Council will recall that it had set aside up to \$200,000.00 for delegate assistance (\$165,000.00 from the PSAC Convention decision and up to \$35,000.00 from Regional Council monies. Therefore, there are \$73,600.00 unspent funds that had been set aside for delegate assistance.

Recommendations:

1. That \$35,000.00 of the unspent delegate assistance monies be returned to the Regional Council budget. The rationale is that the

Regional Council is facing a deficit of funding for their budget and these monies should be re-allocated for Council expenditures.

2. That the remaining unspent funds be distributed so as to increase the amount for each delegate who has requested assistance. That increase will be an additional: \$100 for Group 1; \$200 for Groups 2,3, and 4; \$300 for Groups 5, 6, and 7; and, \$400 for Group 8. The resulting increase is reflected as follows:

	Original	Proposed
Group 1	\$400.00	\$500.00
Group 2	\$500.00	\$700.00
Group 3	\$600.00	\$800.00
Group 4	\$750.00	\$950.00
Group 5	\$850.00	\$1150.00
Group 6	\$950.00	\$1250.00
Group 7	\$1,250.00	\$1550.00
Group 8	\$1,600.00	\$2000.00

The Committee recommends acceptance of these recommendations.

Ken Boone
Alternate Regional Executive Vice President (Ontario)

2007-02-29

Alternate to the Regional Executive Vice President
Ken Boone

Brothers and Sisters

I have been involved in the following activities on behalf of PSAC since our meeting in October. Once again I have been asked to serve on the United Way Campaign Cabinet. I attended monthly meetings for the 2007 United Way Campaign Cabinet (at 07:00 am in Downtown Toronto). I have spent time working on the GCWCC campaign as the Labour Co-Chair of the campaign on the Steering Committee. This year's Sponsored Employees, from one from CEIU component and the second from GSU were able to break the record of donations collected from the previous year. The campaign generated over 1.4 million dollars. PSAC was nominated for a Labour Participation Award, but we did not win it this time. We did receive a spirit award.

Our Area Council (Greater Toronto Area Council) hosted a holiday event for the RWC, RVC and MDAC. We were disappointed with the turnout, but a good time was had by all. As usual, since our last meeting, I have done a fair amount of work as a member of the Finance Committee including updating the Books and getting ready for this meeting. The main part of the Finance Committee met in February to work on the budget for 2008 and the three year budget for convention.

I have been attending Collective Bargaining sessions as a member of the PA Team. I have been attending AGM's and Local union meetings and speaking out about Collective Bargaining. I continue to make myself available whenever I can to attend meetings to inform the members about the progress (or lack of progress) at the bargaining table.

I have also attended various functions for the REVP. I am his representative at some meetings with the OFL. I also opened a JLP session on his behalf. I have enjoyed my term as the Alternate to the Regional Executive Vice President, and I am looking forward to a second term. I enjoy working with Gerry and I feel confident that I enjoy his support. He most certainly has mine!

In Solidarity

Ken Boone
Alternate to the Regional Executive Vice President

Kevin Lundstrom – Ontario Council Area 1 (Northwestern Ontario) Geographic Representative – Activities Report – from October 22, 2007 – March 1, 2008

Objectives for this period include: liaison with the Thunder Bay PSAC Regional Office (RO) Representative on the 2007/2008 education schedule; bring forward relevant portfolio PSAC business at Thunder Bay Area Council Meetings; meet or talk with RO staff as needed to work on Ontario Council (OC) priority issues; attending or participating in scheduled/adhoc meetings or teleconferences or events related to the OC, Area Council, District Labour Council, Alliance Facilitator (AF) Network, or Workers Health and Safety Centre (WHSC) Instructor network; attend Remembrance Day event to observe PSAC wreath laying; and taking information solicited/received from Area 1 PSAC members directly to the OC and PSAC Regional Executive Vice President (REVP) level (Gerry Halabecki) for consideration.

Activities Undertaken

- This report outlines activities undertaken since my participation in the October 19-21, 2008 Ontario Council meeting.
- I attended the November 11, 2008 remembrance day event as PSAC was laying a wreath...
- I participated in the December 11, 2007, January 22, 2008 and February 26, 2008 Area Council Meetings and shared relevant PSAC information that I had.
- Attendance in person at the Thunder Bay PSAC RO (400 km away from Sioux Lookout) to touch base on issues occurred approximately 7 times between October 2007 and March of 2008.
- A daytime meeting of the Ontario Council Delegate Assistance Committee was attended on February 29, 2008 (arrived after start due to airplane winter weather delay).
- An evening OC Education Committee Meeting was attended on February 29, 2008, and input was shared from N.W.O. membership.
- Input for March Ontario Council Meeting was solicited and possible agenda or speaking items noted.
- Documents from the PSAC Regional Education Officer were reviewed prior to meetings.
- A PSAC N.W.O. member recognition plaque was ordered for this year's intended recipient after solicited input was received from Area Council delegates.
- The issue of the lack of a fulltime Administrative Assistant in the Thunder Bay PSAC Office and the program difficulties this causes were discussed on several occasions as it is a hot topic in the area right now.
- At the December 11, 2007 Area Council Meeting, a retirement social for Judy Novak was attended. Good luck to Judy in her much deserved retirement.
- Promotion of seats available on election at the upcoming PSAC Ontario Triennial Convention was discussed on several occasions in hopes of Area 1 people running for them. Discussions held as appropriate. Succession planning for my current elected seat was promoted. Some minor convention preparation occurred.
- A few discussions with PSAC members were held when I was in the RO. The Ontario Council and structure were promoted/explained as appropriate.
- Some Health & Safety professional development sessions were attended in order to increase my background knowledge on worksite and public safety issues.
- Promotion of the November 2007 Forum North 2007 Health and Safety educational conference was promoted as it is the biggest health and safety training event run annually in Northern Ontario and a potential source of health and safety information for members.
- Required paperwork was completed for Ontario Council meetings, including year end paperwork due Jan. 31.

- Some WHSC educational courses (Occupational Health and Safety for Community Care Givers, Lighting Hazards) were run for a small group of people in late December of 2007.
- Promotion of Dec. 2007-Jan. 2008 Workers Health and Safety Centre & District Labour Council annual Health and Safety Activists Recognition Dinners started to help encourage locals to sponsor their members with health and safety portfolios as a thank-you or source of recognition.
- Judith Monteith-Farrell (PSAC RO Representative) and I discussed the ongoing PSAC Northwestern Ontario educational course proposals/plans as they evolved.
- Correspondence, letters and previous meeting minutes were reviewed prior to the scheduled March 1-2, 2008 Ontario Council Meeting in Toronto.
- Some contact occurred with the Component Office over restructuring and representation issues.
- Several meetings attended and paperwork prepared related to grievance situation. Related advice given in 4 other circumstances with members
- Some comments given on worksite health and safety issues as raised.
- Ongoing information compilation regarding Treasury Board tele-work policies, and Treasury Board harassment policies.
- .-As always, other ongoing activities included: reviewing the PSAC website to stay current on events occurring; review District Labour Council emails from the President and VP; contact and discussions held with area WHSC Representative Ron Boucher; answer union questions as received from members and refer to alternate sources of information as appropriate; do targeted sharing of OFL/CLC/OHC information as received; review all papers and correspondence prior to OC Meetings; research and schedule all relevant travel to meetings to ensure maximum cost savings; submit all requested/required administrative forms as required; maintain activities log; maintain email correspondence with union contacts on a variety of issues; promote union involvement with Aboriginal members, etc.
- I greatly appreciated the assistance and information received from the RO Staff (Judy Monteith-Farrell and A/Admin. Staff) and REVP's Office (Gerry and Rita). It is acknowledged that member Sandra Goodick worked in the PSAC Thunder Bay RO for several months after Judy Novak retired and she did an excellent job for the office and our members!
- PSAC member worksite staff training was promoted as possible, and when I became aware of opportunities for members.
- Main activities undertaken and discussed at the Area Council Meetings included: OC Meeting and Education Committee Meeting high-lights; PSAC educational courses or opportunities available and registration deadlines; any updates to the Area 1 Educational Plan (supplemental to the PSAC RO Representative's report); issues coming from OC specifically relating to Area Councils that I am aware of; updates of information and NBOD memos forwarded from Gerry and Rita; union related correspondence and notifications received; NBOD Committees update; OFL Conferences; PSAC campaigns, etc.

Future Activities: will be determined by PSAC priority setting but may include: assistance/facilitation with health and safety training soon for new NAPs local; attend Day of Mourning Activities; some succession planning or work for the next Area 1 Representative on the Ontario Council in May of 2008; discussions with the Regional Education Officer on AF issues; meetings or liaison with Thunder Bay RO staff as required; participation in all Area Council Meetings scheduled; PSAC Education Committee work as required; promotion of additional members in Area 1 becoming WHSC Instructors due to the present shortage; possible PSAC Ontario triennial convention preplanning work, etc.

Barbara Wardlaw

North Eastern Representative - Region 2

DATE: *February 28, 2008*

Objectives for this period:

Continue to Work with Sudbury staff to identify regional training needs
Work towards strike activities with Sudbury RO and region – Coordinator for SSM

Activities for this period (Oct 07 - Feb 08):

- Completed work on the Delegate Assistance Committee for Convention
- Meetings with Industry Canada's National EE Committee , Ottawa
- Education meeting with Council Sub – Committee and regions, Toronto RO
- LMC and EE Committee work – Industry Canada FedNor

Activities, next cycle:

- Promote education and training for members within the region
- Attend Day of Mourning, Kirkland Lake as requested
- Work with by-laws sub-committee for convention
- Coordinate strike with Area Council in SSM

Steve Gauthier
Northeastern Ontario Representative
Region # 2
Oct 07 –Feb 08

Objectives for this period:

- Continue to keep in touch with the regional office in Sudbury.
- Continue to bring the members concerns to council.

Activities for this period:

- Attended the leadership training in Nov 07 (Toronto)
- Attended the OFL conference in Nov 07 (Toronto)
- Attended the president's conference UNDE Dec 07 (Ottawa)
- Meet with the CFFM with regards to firefighting issues in Jan 07 (Ottawa)
- Facilitated two meetings with Sunlight cleaner's workers in Petawawa ref their negotiating a new contract.
- Kept very busy with local union issues, Such as eliminating Pay zones campaign, Bargaining updates, etc.

Future Plans:

- To attend the PSAC regional convention in May 07
- To discuss Petawawa's representation at the regional level
- I have been assigned to sit on the bylaws and resolution committee for the Regional conference.
- I want to THANK all the members who have supported me in the past three years. It has been learning curve for me as well as a privilege to represent all the members of the NORTH.

In Solidarity,

Steve Gauthier

DENNIS MILUCK
KINGSTON REGION COUNCIL REP
DATE (22 OCT.2007 - 2 MARCH 2008)

HIGHLIGHTS:

- 1) During this cycle period I attended 3 Area Council meetings 2 for the Kingston Region and 1 for the Cornwall area, this one I attended with Debbie Willet It was well run and I found it informative enjoyed meeting some new members and hope to see them again.
- 2) All so during this cycle period I had the opportunity to attend the Leadership level 2 I was disappointed that most leaders did not attend .I fell it gave me some insight into what members should expect of it's leadership.

GOALS:

- 1) During this next period I hope to continue to attend as many Area council meetings as possible as I believe these should and will have a role to play during this round of bargaining and if an election should be called they will have a role to play during that. I would like to visit some of the locals in the area if they let me know and they fit into my schedule. If during this round they have any job action ideas I would like to hear them and even take part if possible
- 2) I plan to assist in the next Federal Election by working with the Regional Office by making phone calls to our members in the evenings. Participate at any or all candidates meeting and ask questions.
- 3) I am planning to attend Ontario Council Feb 29 till March 2 I know this meeting will be busy as this is the last before the Convention. I know we need to do a lot of committee work.

José Evangelho

Region 4 (Southwestern) Council member

October 22 to Feb 28, 2008

Objectives for this period:

- *to familiarize myself with the structure of PSAC Ontario Council*
- *to attend the London Area Council meeting*

Activities for this period:

- *Promoted and distributed information to area promoting PSAC education*
- *Promote PSAC Ontario Council*
- *Promote London PSAC area council*
- *Attended Leadership Training, Phase II in Toronto*
- *Continue to make contact in SW*

Future plans:

- *I plan to make contact with locals in my region to promote participation in London Area council, promote participation in PSAC education courses and access educational needs*
- *I plan to attend London Labour council meetings*

In solidarity

José Evangelho

Report of Glenn Miller Region 4- SW

Greetings Sisters & Brothers,

At this time, I am submitting a nil report due to being off with back injury. The only work that has taken place is communications via email and by telephone.

In Solidarity,

Glenn Miller
Region 4, Southwestern Ontario
Council Member

Nicole Ma
REGION 5 (GTA) REPRESENTATIVE
November 2007 ---- March 2008

Objectives for this period:

- To reach out to Local Representatives
- To inform my constituents about my roles in the council
- To stay connected with community organizations
- To gather information from local officers regarding their training needs and education concerns

Activities for this period:

- November, 2007
I attended the PSAC National Officers Phase II Leadership training. I also attended the OFL convention and the fundraising event for the CBTU (Canadian Black Trade Union).
The GTA Representatives held an open house meeting to discuss our collective bargaining and local issues. Bruce and I had an open house for the GTA members.
- December, 2007
I attended the YWCA December 6 event to commemorate the women that lost their young lives due to violence against women. I also attended local election and local meeting.
- February, 2008
The GTA Representative held another Meet and Greet meeting. We talked about DQPS, Collective Bargaining and other issues. Quite a numbers of Local Presidents and Local Executives attended this meeting.

Future plans:

- Increase local visit and meet as many constituents as possible.
- Continue to work with PSAC staff representatives with regards to members' education need.
- I hope to increase members' awareness and participation in PSAC educations and union involvement.

Bruce Flannigan

GTA Representative (Health & Safety Portfolio)

DATE: October 20, 2007 – February 29, 2008

Objectives for this period:

- To co-host a meet and greet for GTA Leaders and Activists on November 21, 2007.
- To continue attempts to get members feedback and add to e-mail tree.
- Connect with Local Leaders
- Attend future GTAC meetings
- To promote political action

Activities for this period:

- Attended PSAC Leadership Training
- Co-hosted meet and greet for GTA Leaders and Activists on November 21, 2007.
- Assisted UCTE Locals 4 & 5 in the Greater Toronto Airport Authority (GTAA) in their campaign to prevent Canadian Auto Workers (CAW) from becoming their union and to bring current GTAA employees represented by CAW into the PSAC fold.
- Co-hosted meet and greet for GTA Leaders and Activists on February 21, 2008.
- Facilitated a Think Public workshop at the meet and on February 21, 2008.

Future plans:

- To have a movie night with a title that has some political/social message
- To host a workshop on transgender issues

ONTARIO COUNCIL REPORT

Penny Kreamer

Hamilton/Niagara Region 6

October 17, 2008 – Feb 28, 2008

Objective for this period

Continue to attend events when able in order to maintain visibility and obtain information from and for members.

Activities for this period

- Oct 19 PSAC Ontario Health & Safety Meeting
- Oct 20/21 PSAC Ontario Council meeting
- Oct 23 Niagara Area Council – meeting called/no quorum
- Oct 25-28 UTE Employment Equity Conference
- Oct 29 meetings with members
- Oct 31 PSAC/UTE new employees orientation
- Nov 14-17 PSAC Phase II Leadership Training
- Nov 20 Hamilton Area Council meeting
- Nov 21 OFL Health & Safety Committee meeting
- Nov 22 Niagara Area Council
- Nov 28 Local office Health & Safety meeting
- Dec 6 Hamilton Joint Committee meeting/dinner
- Dec 11 meeting with manager re union issues
- Dec 17 PSAC/UTE new employees orientation
- Dec 18 facilitated Union/Management Initiative meeting
- Dec 20 Local office Health & Safety meeting
- Dec 21 Niagara Area Council dinner
- Dec 21-24 several meeting re duty to accommodate issue
- Jan 15 meeting with members re issues
- Jan 16 met with management re member issues
- Jan 30/31 Regional UTE meeting
- Feb 4 Local Executive meeting
- Feb 7 meetings re duty to accommodate
- Feb 13 Niagara Area Council meeting
- Feb 14 PSAC Ontario Finance committee meeting
- Feb 25 UTE Local 00014 Annual General Meeting

Education needs

My region has put in requests for TUB, Grievance Handling, and Duty to Accommodate training. The last duty to accommodate information offered through the Hamilton Area Council was well attended. A strong request is coming from Hamilton to have the Duty to Accommodate course offered in their area. It is felt that should this be done there should not be any problem with having enough attend.

Future Plans

- Continue to address issues as they arise
- Promote PSAC Ontario convention

- Attend at least 1 Area Council, Women's Committee or MDAC in Hamilton before next meeting
- Promote ongoing campaigns

WOMEN'S REPRESENTATIVE REPORT
October 2007 – March 2008
Valerie Fargey

The National Women's Conference was held in November in Toronto. As a member of the Steering Committee had input into the theme of the conference and the workshops to be presented. As the facilitator for the Ontario caucus lead the sisters in discussion and a workshop to develop a plan of action for Ontario.

Continue to try to establish Women's committees in the region.

Have attended Women's Committee meetings and functions in the region.

Have attended local AGMs in the Ontario region.

Have written a communication for posting on the Web site in celebration of International Women's Day.

In Solidarity,

Valerie Fargey

Aboriginal Members
Representative Report
Oct. 21st 2007- March 1st, 2008

Kevin Nadjiwon

Communicate and correspond with the Ontario Regional Office on ongoing matters relevant to Aboriginal, Inuit and Métis members.- On going

Working towards establishing a GTA Aboriginal Committee- On going

Create and establish active communications and networks with Aboriginal members and non-Aboriginal members in the PSAC-Ontario Region -inquiries with regards to Human Resources Canada- CEP- Common Experience Program(Indian Residential School Survivors)

Create and establish active communications and networks with the NAIM Network Ontario and the National NAIM Network, bring awareness of Health and Safety Issues- NAPS Nishnabe-Aski Police Services

Work with Aboriginal Cultural Lodge- Dodem Kanonhsa on having cultural awareness information sessions with Local 00137 and expand it to other union activities, locals and other members-On Going

Continue to keep informed and updated to PSAC Union News and activities with regards to Aboriginal members and the overall PSAC Union membership.

Attend and Support Equal Opportunities Regional Committee Meetings. Help develop and facilitate an E.O Sensitivity Module to be given to Ontario Regional Council Members.

Researching resources and contacts for on-going- awareness, educations, traditional cultural supports. (Elders/Traditionalists/Educators)

Support PSAC Conventions and Conferences with regards to Aboriginal Cultural Support- Awareness, Education, Guidance, etc.

AILEEN DUNCAN
Representative for Members with Disabilities
October 22nd, 2007 to March 2nd, 2008

Objectives for this period:

- Keep open communication line with Disability Community through email
- Attend Hamilton and Toronto MDAC meetings
- Keep open communication line with Ontario Human Rights Committee
- To attend meetings for the committees that I sit on
- To make PSAC more visible in the Hamilton area

Activities for this period:

- Communications between all committees were kept opened via email.
- Have dealt with individual issues for constituents within Ontario via email and telephone and provided advise.
- I attended and chaired the Hamilton and Toronto MDAC meetings as well as the Hamilton Regional Women's Committee meetings.
- I attended the Hamilton Area Council meetings.
- I attended our 2nd Annual Christmas Dinner meeting with the three Hamilton PSAC committees.
- I attended the OFL Employment Equity Forum in Toronto.
- I attended the 2nd Phase of the Leadership Training.
- I attended the PSAC National Women's Conference.
- I attended the OFL 50th Convention in Toronto.
- I attended the OFL Persons with Disabilities Committee meetings.
- Have communications with Windsor members in starting up a disability committee.

Future plans:

- I plan to continue attending meetings with the different committees that I sit on.
- I plan to keep the communication line open to my constituents.
- I plan on continuing my work within the Hamilton community and keep PSAC visible.
- I will keep communications open with Windsor regarding the start up of a disability committee.

Date	Activity
November 9, 2007	OFL Members with Disabilities Committee meeting
November 9 to 10, 2007	OFL Employment Equity Forum
November 14 to 17, 2007	Phase II of Leadership Training
November 20, 2007	Hamilton Area Council
November 22 to 25, 2007	National Women's Conference
November 25 to 30, 2007	50 th OFL Convention
December 6, 2007	2 nd Annual PSAC Hamilton Committees Dinner Meeting Celebration of Montreal Massacre
January 15, 2008	Toronto Members with Disabilities Access Committee meeting
January 17, 2008	Hamilton Members with Disabilities Access Committee meeting
January 22, 2008	Hamilton Area Council
February 6, 2008	OFL Members with Disabilities Committee meeting
February 19, 2008	Hamilton Area Council
February 28, 2008	OFL Members with Disabilities Committee Teleconference
February 29, 2008	Equity & Human Rights Training for Ontario Council Committee Meetings
March 1 to 2, 2008	Ontario Council Meetings

**PSAC Ontario Racially Visible Representative Report
By Sharon DeSousa**

Report for Karen Church Gay, Lesbian, Bi-Sexual & Transgendered Members

It has been a busy time for me since last Council Meeting. November 15-18, I attended the PSAC Leadership Training with the rest of Council. I found this Training to be very informative. The following week, I attended the PSAC National Women's Conference in Toronto from the 22-25. While there, I attended a GLBT Caucus, two Work Shops, had the opportunity to network with other Women and the Key Note Speakers were reason enough to attend. November 29, I attended a Women's Committee Meeting in Windsor. Most of this Meeting was on Sisters reporting on Events they had been to or were planning to attend. For example, December 6 is Preventing Violence against Women. The Chatham Sisters are setting up Information Tables. On December 8, I attended the Area Council Christmas Dinner at Spago's. There was a good turnout and everyone enjoyed the evening. January 24, I attended the Women's Committee where an election took place for the Delegate to attend the Ontario PSAC Convention. Sister Brenda MacKinnon was chosen to represent the Women's Committee. February 15 I will be traveling to Toronto to sit with the PSAC Ontario HR&E Committee to finalize our Sensitivity Training Package which will be delivering to Council on the 29th of February.

In Solidarity and Pride,

Karen Church
GLBT Rep.
PSAC Ontario Regional Council

PSAC Ontario Council Report Area Council Representative October 19, 2007 – Mar 2, 2008

Objective for this period

Continue to attend events when able in order to maintain visibility and obtain information from and for members.

Activities for this period

- Oct 19 PSAC Ontario Education Committee Meeting
- Oct 20/21 PSAC Ontario Council meeting
- Oct 23 Niagara Area Council – meeting called/no quorum
- Oct 25-28 UTE Employment Equity Conference
- Oct 29 meetings with members
- Nov 14-17 PSAC Phase II Leadership Training
- Nov 20 attended Cornwall Area Council Meeting
- Nov 22 Niagara Area Council, gave bravery award to 2 CEUDA members
- Nov 28 Local office Health & Safety meeting
- Dec 6 Hamilton Joint Committee meeting/dinner
- Dec 13 meeting with manager re union issues
- Dec 18 attended local Union/Management Initiative meeting
- Dec 20 Local office Health & Safety meeting
- Dec 21 Niagara Area Council dinner
- Jan 8 meeting with members re issues
- Jan 30/31 Regional UTE meeting
- Feb 4 Local Executive meeting
- Feb 13 Niagara Area Council meeting
- Feb 19 travel to Toronto
- Feb 20 PSAC Ontario Education Meeting with RO staff (Toronto)
- Feb 28 travel to Toronto
- Feb 29 – Mar 2/08 PSAC Ontario Council Meetings (Toronto)

Future Plans

- Continue to address issues as they arise
- Promote PSAC Ontario convention
- Attend at least 1 Area Council, Women's Committee or MDAC in Hamilton before next meeting
- Promote ongoing campaigns

In Solidarity,

Debbie Willett
Area Council Representative, Ontario Council

Steve Tuffin
Regionally Based Separate Employer Locals

REPORT OF RYAN AYRES
YOUTH REPRESENTATIVE
REPORTING PERIOD: OCT 2007 – MAR 2008

Objectives:

- Get as many Youth educated through the PSAC regional offices
- Look at creating Youth email/Contact list
- Keep the Youth informed what PSAC has done for us
- Send out regular correspondence to the Youth members
- Represent Youth at functions where required

Actions:

- Increased knowledge of PSAC course's happening in the region
- Started Creating Contact list
- Held Caucus meeting at Fall School 2007
- Made contact with executive members at University of Western
- Attended Leadership 2 Training Toronto

Plans:

- Continue and increase my contact within Ontario Region
- Make further contact with DCL at University of Western
- Lobbying MP's on issue that are relevant to Youth in Ontario Region
- Increase Youth knowledge of courses that is happening in PSAC Regional offices
- Educate the Youth about PSAC Ontario Council
- Further discussion with Regional Office about setting up some type of web link or page site for Youth

In Solidarity

Ryan Ayres
YOUTH REPRESENTATIVE PSAC ONTARIO REGIONAL COUNCIL
CELL: (613) 847-5186
Email: rayres1@cogeco.ca