

PSAC Ontario Council Meeting Minutes

October 25 - 26, 2008

PSAC Boardroom, Toronto

The meeting convened at 9:15 a.m. on Saturday, October 25, 2008 with the REVP-Ontario, Gerry Halabecki in the chair and the following members in attendance:

Gerry Halabecki, Regional Executive Vice-President, Ontario
Sharon DeSousa, Alternate to REVP, Ontario
Cathy Harasym, Region 1 (Northwestern)
Réjean Amyotte, Region 2 (Northeastern)
Kevin McNama, Region 2 (Northeastern)
Dennis Miluck, Region 3 (Eastern)
Steve Gauthier, Region 3 (Eastern)
Glenn Miller, Region 4 (Southwestern)
Melanee Jessup, Region 4 (Southwestern)
Ken Boone, Region 5 (GTA)
Bruce Flannigan, Region 5 (GTA)
Bob Black, Region 6 (Hamilton/Niagara)
Colleen Wice, Regional Women's Committees
Kevin Nadjiwon, Aboriginal Members
Celine Alexiuk, Members with Disabilities
Lionel Forde, Racially Visible Members
P.J. Finczak, Alternate, 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: Jim Chorostecki, Regional Co-ordinator
Rita Cantalini, Executive Assistant to the REVP

Absent: Karen Church, Gay, Lesbian, Bisexual, Transgendered Members

Observers: Darlene Brown, UCTE RVP, Ontario
Fran Pieper, Kitchener-Waterloo Regional Women's Committee & Area Council
Mary Ann Walker, National RVP, Ontario (Saturday only)
Lorraine Diaper, CEIU (Sunday A.M. only)

AGENDA:

1. Adoption of Agenda
2. Adoption of previous meeting minutes (June 23-24, 2008)
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. Education Delivery (Debbie Willett)
9. Collective Bargaining
10. Federal Election
11. PSAC Convention
12. Directly Chartered Locals (Blair Chalk)
13. C.B.T.U. Conference Report (Sharon DeSousa)
14. Justice for Janitors (Bruce Flannigan)
15. 2009 Ontario Council Meetings
16. Pay Equity Presentation (Mary Ann Walker)

The REVP welcomed Ontario Council to their second meeting of their term on Council.

Since the last meeting we lost a couple of members on Council. Jay Coley, Young Worker Representative, got a new job with a different employer outside of the PSAC. Because of his career change he had to step down from Ontario Council. The REVP welcomed back Ryan Ayres into his old position of Young Worker Representative. The REVP received the resignation of Cory Thornton. Brother Thornton resigned for personal reasons. He is replaced by his elected alternate, Celine Alexiuk. The REVP welcomed Sister Alexiuk to Ontario Council. Karen Church, the GLBT Ontario Council Representative is now back in the workplace and attending the CEUDA Convention this week. In her absence, P.J. Finczak, Alternate, GLBT Representative is here in her absence. The REVP welcomed Brother Finczak. The REVP also welcomed the observers: Sister Darlene Brown, RVP, UCTE Ontario Region, newly elected a few weeks ago at the UCTE Convention, Fran Pieper from the Kitchener-Waterloo RWC, and Area Council; Mary Ann Walker newly elected National Component RVP, Ontario and Lorraine Diaper, former PSAC activist, now Regional Rep for CEIU.

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

The REVP asked that P.J. Finczak come to the front of the room to be sworn in. Brother Finczak took the oath to uphold the union's principles.

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

That the hours of sitting be adopted.

m/s/c Ken Boone and Steve Tuffin

Item 1. Adoption of Agenda

That the Agenda be adopted.

m/s/c Bruce Flannigan and Debbie Willett

Item 2. Approval of Previous Meeting Minutes (June 23-24, 2008)

That the June 23-24, 2008 minutes be adopted as amended.

m/s/c Dennis Miluck and Melanee Jessup

The REVP advised that as the minutes have now been approved they will be sent out electronically to Ontario Council Members and Alternates. Ontario Council members can also share the approved minutes with their members' respective constituency groups. The June 2008 minutes will also be posted on the Ontario website.

Item 3. Business Arising from Previous Minutes

The Contact List for Ontario Council and Alternates changes frequently and it would be appreciated if members would please advise the REVP's office when this occurs. The information can only be kept current and accurate as long as it is funneled through this route.

Council Members can assist us in updating our lists by providing names of members/Local Presidents/Regional Vice-Presidents, to ensure we have accurate and current contact information. As a result of Component Conventions, changes have occurred. The REVP has reminded the Component Presidents at the NBoD, that any changes be forwarded to our office. Any changes that you are aware of would be appreciated.

The REVP met with the Chairs of Council's Committees yesterday and he advised them that at this time, no change will be made to name any alternate chairs. The REVP is happy to proceed as is for the time being. If we come across a chair who is not available, the REVP will address the issue at that time.

Item 4. REVP Report

The REVP handed out his NBoD report and attached his activities which have been modified to reflect his schedule from the last Ontario Council Meeting to the current meeting. The REVP handed out his October 7-10, 2008 NBoD Report including his activities.

The NBoD had a discussion on the Federal Election, Mobilization, and Days of Action. Component Presidents expressed a concern that they could probably do a better job if they

knew ahead of time or had better notice of events in terms of mobilizing their members. They would like to ensure that Components encourage their members to attend those specific events with sufficient notice. The REVP stated that a review of Regulation 15 is being implemented. The REVP is a co-chair of Collective Bargaining, along with Patty Ducharme. There is an undertaking to review and revamp Regulation 15, prior to the National PSAC Convention. The NBoD will review the amended version of Regulation 15 at their December meeting. The REVP reported that one major change is that it is more user friendly. Part A will address Treasury Board and major agencies such as CRA, Parks and CFIA. Part B will address Territorial and National bargaining units such as UPCE, CSIS, Northern Units, SSO. Part C will address Directly Chartered Locals and Regionally Based Separate Employer Locals. The REVP believes that we may see larger bargaining conferences in the future. As a result Components may get more representation, based on size of the membership. The plan is to have Regulation 15 completed before the National PSAC Convention. The REVP advised that a regulation can be passed by the NBoD, it does not have to be brought to the Convention floor. Hopefully by the next meeting, we can share the document with Ontario Council members.

The REVP handed out the latest version of contact information for Ontario Council Members and Alternates. He also handed out the current Ontario Council Committees. If there are any changes, Ontario Council members are encouraged to let Rita know. The EA to REVP will send out the contact information sheet electronically.

As a result of vacancies of a few alternate positions to council, a call out for by-elections for Members with Disabilities and Young Workers has to go out to all locals in Ontario. The nominator and seconder has to be someone from the contingency groups who attended convention. A call out letter for by-elections should be going out soon.

The REVP passed around a booklet for PSAC Clothing with some familiar faces in it. Chems Oka, who used to work in the office as the office secretary shows off the PSAC wears in the catalogue. The REVP is hopeful that one or two clothing items can be purchased for Ontario Council so that they would be more visible in the field. The REVP will cover the costs under his promotional line item.

The REVP stated that the CLC Disability Conference in Montreal next month has been cancelled due to lack of participation. It was just cancelled this week. This is the 2nd CLC Conference cancelled this year.

A future Leadership Training, Phase I, will be introduced before the PSAC National Convention. This new Phase I Leadership training will be for newly elected officers and DCL representatives. It will be a three-day in-residence course. There were 9 new Ontario Council members elected at our last Convention. The REVP will inquire whether those who attended Phase II, but not Phase I would be entitled to this training. (Ryan Ayres, Bruce Flannigan and Karen Church attended Phase II but not Phase I). The REVP advised that more details will follow once they are available.

Action: The REVP will inquire whether those Ontario Council members who did not receive Phase I, but received Phase II would be entitled to attend this new Leadership Phase I training.

It has been brought to the attention of the REVP that some members who have passed away had been denied their \$5,000 insurance. Some of those members may have been out of the work place and required to submit a letter to keep their membership active. There were a number of individuals who were affected. This issue was brought to the attention of the AEC in the last 6 months. The National President met with the insurance company. The REVP is happy to report that Coughlin paid 20 claims which were previously denied. If Ontario Council is aware of any other cases, the REVP suggested they bring them to the attention of the REVP or the National President.

The REVP reported that PSAC has stopped collecting the strike levy from members. We now have reached the 28 million for the strike fund.

The REVP reported Labour Day activities in 16 different communities in his NBoD report. Labour Day activities are budgeted from the political action budget. The Ontario region always promotes those events which are always well attended by our members who enjoy their PSAC Labour Day t-shirts. The REVP feels that this large expenditure is well worth it. He is proud of the large attendance for those events and brags to his counterparts in the other regions.

Ken Boone, advised that the PSAC Greater Toronto Area Council won the best decorated car at the Labour Day Parade. Brother Boone wanted to thank Sister Sharon DeSousa for her artistic talent.

The REVP handed out XO/13/08, Review of the Equal Opportunities Committee (EOC), October 23, 2008. The REVP read out the memo to the OC Members. A questionnaire should go out to the membership in the near future.

The AEC has been working on the PSAC Budget and a preliminary budget was reviewed at the last AEC Meeting. An NBoD meeting is scheduled in December to discuss and review the budget. Jerome Turq (Chair) and Robyn Benson will sit on the Finance Committee. The General Committee has Kay Sinclair (Chair) along with Maria Fitzpatrick. The Collective Bargaining Committee has Patty Ducharme (Chair) along with Jeannie Baldwin. The Constitution Committee has Gerry (Chair) along with Jean-Francois DesLauriers. The Committee Meetings are slated for February 2009. Monday, October 27 is the deadline for Area Councils to get the name of their delegate to the REVP's Office.

The REVP reported that Jaquie deAguayo made a presentation on the grievance backlog. This is a work in progress and they are making every attempt to get up to speed on all grievances.

The REVP provided a handout, "Good Jobs for All, Toronto & York District Labour Council", dated November 22nd. John Cartwright reached out to the REVP for funding. Penny Bertrand, Director of Regional Offices in Ottawa suggested that we look at this as an organizing opportunity. By doing so, the organizing budget was able to help fund some of the costs. Website: www.goodjobscoalition.ca, this event will take place in Toronto, registration fee is \$50. The REVP encouraged the Ontario Council members to forward to their respective constituency groups.

The REVP gave Ontario Council another handout, "CLC Response to the Economic Crisis Summary, October 21, 2008". This document was distributed for information purposes only; it is intended to help answer some questions the members may be asking on the economy from a union's perspective.

The Ontario Federation of Labour (OFL) is a shared responsibility between Ottawa (NCR) and the Ontario region. OFL Committees have members from both regions. Some are delegates other are alternates. Maria Fitzpatrick, NCR REVP and the Ontario REVP plan to discuss the representation on those committees and from which region would be the delegate and which would be the alternate. This discussion will be taking place in the near future. In the meantime, the REVP plans on discussing representation from Ontario Region with the various Ontario Council Members.

The First Aboriginal Conference was held in Winnipeg on September 27-28, 2008. Two NAIM Circle representatives were elected at that Conference. The Male NAIM Representative is James Marchard. The Female NAIM Representative is Barbara Wardlaw. The 1st Male Alternate is Paul Shortt, 2nd Male Alternate is Leland Jacob. The 1st Female Alternate is Terra Brown and the 2nd Female Alternate is Sheila Karasiewicz. The REVP was proud of the Ontario caucus at this conference.

The REVP advised that there will be a Local Officers Advanced Training (LOAT) for Police Officers and Civilians in the North next month. This will be a cost sharing venture utilizing Local Development along with DCL monies.

A Young Workers course will be planned some time next year. Funding for this course is available nationally. Ryan Ayres, as the Young Workers Representative on Council will be involved in the organizing/steering committee for that course.

At the Ontario Convention a resolution calling for a National DCL conference was passed. This resolution will be brought forward to the PSAC National Convention. The REVP was happy to announce that the Ontario Region will be holding a Regional DCL Conference next year. Blair Chalk, as the Directly Chartered Local Representative on Council will also be involved on the organizing committee.

The Ontario By-Laws have been amended as a result of the Ontario Convention. The REVP plans to review the drafted Ontario By-Laws.

The REVP will be reviewing the resolutions passed at the Ontario Convention and forwarding those that apply to the PSAC National Convention. Resolutions are due on Monday, October 27th, 2008. The REVP suggested that Area Councils and Directly Chartered Locals forward their resolutions electronically and hard copy by the deadline. Resolutions must be signed by the Local Presidents, AC Presidents, and submitted to Gaelle Felix.

Motion to adopt the REVP's Report.

m/s/c Rejean Amyotte and Steve Gauthier

Item 5. Regional Office - Updates (Jim Chorostecki)

The REVP introduced Jim Chorostecki, Regional Co-ordinator, Ontario, to provide his regional office updates.

Federal Election Campaign:

The federal election was a successful campaign as a lot of members were involved. PSAC members were proactive in getting involved and visible in this election. Jim wanted to share that success with everyone on council. The majority of targets were elected, to our credit, and that was great that it happened. The difficulty we had during this campaign was getting members to get time off work. Lionel Forde was commuting to London as we could not find members in London to do this work. In Thunder Bay, we ended up recruiting someone outside of the membership. Jim expressed his disappointment as this was an opportunity for member activists to get involved in the campaign and it was extremely difficult. There is a need for union leave in our collective agreements.

Think Public Campaign:

Jim Chorostecki reported that there were a number of Think Public events during the summer. It was very successful, a positive message was received, and members were able to interact with the public. This campaign continues to be visible with our membership and their respective communities.

Food Safety Campaign:

The launch of the Food Safety Campaign happened in Toronto. PSAC were able to take advantage of the listeriosis outbreak by launching this campaign. It is important for the public to understand the food safety inspection process. A website was also launched and we invite all PSAC members to log onto www.foodsafetyfirst.ca. This is the first time that members can log onto the website and it automatically emailed messages to all candidates. Now looking at changing it to all MP's. There is an advantage of this website as it encourages members to write messages, now we will know messages have been sent on this issue. This is the first positive tool for political action, it is hoped that the same process will be used for other political action activities within PSAC.

Treasury Board Mobilization:

PSAC continues to leaflet members on bargaining to put pressure on the government. In Toronto, the Local presidents and Area Co-ordinators held a meeting to discuss strategies around bargaining and communication. Another leaflet is being planned for next week with the Halloween theme. Jim noted that the level of participation has gone up significantly over the past few months and hopes that this will continue. He strongly encourages all OC

members to get involved, to call their respective regional office, and ensure they are included on their email tree. In order for mobilization to be effective communication must continue and it must be reciprocal.

Parks Canada:

There was an international Canal Conference held in the Kingston Area. PSAC and its' members were highly visible. Ontario Council members Dennis Miluck and Steve Gauthier also participated during this event. It was successful and received positive support from members all over the country. The message was also received by the employer.

Collective Bargaining:

UPCE is on the verge of a strike, talks are currently taking place this weekend.

The REVP advised that the employer has been put on notice. A press release issued on Friday, echoes the strong 88% strike mandate we received from our UPCE members. This employer is looking for concessions. The REVP advised that we received assistance from former CUPW National President Debra Burke and their members. There were strategy meetings held last week in Ottawa and negotiations resumed with the aid of a conciliator this week. This employer is going to U-tube in an effort to reach their workers. UPCE bargaining members were at the table until midnight last night. More information should be available by the end of the week, whether we have been able to reach a deal acceptable to the bargaining team or a strike.

Jim advised that should we be in a strike situation, all PSAC members including OC members get involved with the strike. Jim recommended that each OC member speaks to their respective RO's to ensure support and assistance is provided to our UPCE members.

Organizing:

PSAC was successful organizing the post doctoral fellows at the University of Western Ontario. This is significant as it is the first post doc fellows group for PSAC and will be useful for organizing others at universities. It took a couple of years thanks to the efforts of Chris Wilson and others who assisted in this drive.

Organizing has been quite active in TAFE at Queens University. In the next two weeks PSAC will be filing an application. Jim thanked those OC members who were involved in this campaign. This is another significant group in the university section for PSAC. The university sector is approximately 10% of the membership within PSAC. In Quebec and in Atlantic Canada they have been extremely successful and we in Ontario have a significant number of members in the university sector.

Education:

Jim advised that two of the four advanced courses have taken place. One Local Officers Advanced Training (LOAT) course in the north and one Duty to Accommodate course in Toronto. Two more courses are yet to be held. The concern seems to be the low numbers for both LOAT courses in London and Kingston. Even after attempts were made by the OC members to get recruitment for these courses the numbers are low. Jim explained that in order to have advanced courses of this nature it is important to have a number of members required to do the workshops. For an advance workshop, numbers are critical in order to do exercises.

The REVP advised that we will do everything we can to ensure these courses take place.

Steve Gauthier advised that the Education Committee talked about the timing of those courses, they seem to be right in the middle of hunting season which could have an impact on the enrolment.

Negotiations:

Jim reported that at Georgian Racetrack, PSAC was able to ratify an agreement. A settlement was also reached at the Thunder Bay Airport. In Ontario, we negotiate 37 different agreements and most are negotiated by Regional Reps. This ties up a lot of time of regional reps. We are going into several collective agreements right now in Ontario. Jim listed them: Great Lakes Pilotage, Askwesane Mohawk Board of Education, NPF Trenton, NPF Kingston, Windsor Airport, Sault Ste. Marie Airport, Commissionaires in Toronto, and James Bay. Jim encouraged the OC members to get involved in those negotiations and the mobilization of those locals. James Bay and Weenabayko are discussing the amalgamation of the two hospitals. A meeting in Timmins in November will involve all the bargaining agents and an amalgamation committee will be set up. It is likely a vote will take place to establish which union they want to belong to. PSAC is the largest union, however other unions will have the same opportunity.

The REVP advised that we lost our hospital in Sioux Lookout to the province. The REVP is hopeful that this will not repeat itself in this circumstance.

Regional Office:

The Kingston Regional Office held its official open house during the Parks celebrations.

The Thunder Bay Regional office is undergoing renovations and has received new furniture.

PSAC hired an Administrative Assistant, Collette Mann, in the Sudbury Regional Office. Collette worked for INAC and is a wonderful addition in that office.

A competition is currently being held for the Administrative Assistant position in the Toronto Regional office. Interviews are being held for this position. Jim advised that he is retiring and the position for the Regional Co-ordinator position is up for competition and has been extended to October 31st.

Workload in the RO:

Jim reported that between mobilization, bargaining units and newly organized units, work in the Regional Offices has gone up. The staff in the RO's are coping as best they can however some have had to postpone work. Staff may consult with OC members for their input and discussions. This has been a challenge and some negotiations had to go back to national negotiators however it is felt that it would be better if the same regional reps, continue a good working relationship with the locals. Jim advised that resources are at a crunch.

Steve Gauthier asked if an open house was held in the Sudbury Office. Jim advised that he hopes to revisit an official opening/open house in the Sudbury Regional Office.

Some questions were raised with the Strat Com group, and the process around the Federal Election. As a result of these concerns it is believed that perhaps some training around political action and the federal election for members should be forthcoming.

Item 6. Receipt of Reports of Council Members

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

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

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

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.

Education Committee Report (Appendix A):

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

Recommendation to Council:

To cancel the previously scheduled spring school for 2009, pending review of data from advanced education events held in 2008.

m/s/c Debbie Willett and Blair Chalk

That the Education Committee report be adopted as presented.

m/s/c Debbie Willett and Steve Gauthier

Health & Safety Committee Report (Appendix B):

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

Recommendations to Council:

1. *Have only 1 conference rather than 2 or 4.*
2. *That the Conference and Activities Budgets be rolled into one.*
3. *That a registration fee be charged*

m/s/c Dennis Miluck and Bob Black

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

m/s/c Dennis Miluck and Glenn Miller

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 Kevin Nadjiwon

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. Education Delivery (Debbie Willett)

Debbie Willett advised that at the last Tub course only 14 participants were enrolled and PSAC cancelled the course due to insufficient registrants. The Niagara Area Council were upset that the course was cancelled and asked that she raise it with Ontario Council at their next meeting. Shirley Riva explained that the minimum number of participants must be 15 for breakouts. Sister Willett advised the Area Council of this but they wanted her to raise the issue at this forum.

Jim Chorostecki stated that the course design for the Tub is best delivered when there is a larger group of people. The minimum for a 2-day TUB is 20 registrants, and a minimum of 15 in attendance. Brother Chorostecki advised that courses can be put together in a classroom setting for two people. Popular education needs an interactive process. The short answer is PSAC cannot do a 2-day TUB without a minimum of 15 people. Courses such as "Know your Collective Agreement" module can be done in less time and with less people.

Sister Willett asked if the Tub Course is required as a pre-requisite to do other advanced courses.

Brother Chorostecki advised that in order to have an advanced course there needs to be a minimum amount of training. There is a need to have this basic level of training to go on to advanced courses. If we can't obtain 15 people, let's look at other options.

The REVP believes that this issue may be resolved as another 2-day TUB has been rescheduled in November. When the REVP heard that the course was cancelled due to lack of participants registered to attend he expressed his concern on the decision made. November 7th is the deadline for this course and the REVP suggested that those Ontario Council members in the geographical area take some Leave without Pay to ensure this course is delivered. The REVP wants to make sure that we get all the members there, to learn by our mistakes and to move forward. The REVP believes that we need to approach things differently. We should begin by calling the local presidents in the Horseshoe area, and ensure those who are registered are confirmed participants.

Jim Chorostecki felt that with 1,200 members in the Niagara area, the number of required participants should be reached for this course. If members are not getting the information, then the message must get out. Brother Chorostecki felt that Ontario Council members need to meet with the members and help with this process.

Item 9. Collective Bargaining

The REVP stated that the next dates for bargaining for the following groups are as follows:

- PA – November 4-6
- FB – November 12-14
- EB – November 24-27
- SV – no dates selected yet
- TC – December 16-18

Canada Post – October 20-24 in mediation (will resume later in the week)

CFIA – December 1-5

Parks – December 11-14 in mediation

Canada Post voted 88% in favour to strike. They will resume with the assistance of a mediator later in the week. Canada Post is attempting to claw back their sick and family related leave, replacing it with a short term disability plan run by a large insurance company.

Another day of action is being held on October 31st for all groups. This event is being held to show support from the membership to their respective bargaining teams. Flyers/leafleting are being distributed to Area Co-ordinators for dissemination to the locals. The REVP advised that the AEC received a status report on the ESA's. Most departments have completed this task however there are some still outstanding. Ontario Council members were encouraged to reach out to their each respective RO to get involved in the mobilization structure.

The REVP asked each bargaining team member to speak on what has been happening at their respective bargaining tables.

Ken Boone and Sharon DeSousa provided Ontario Council an update on the PA negotiations.

Réjean Amyotte who sits at the SSO (Statistical Survey Operations) bargaining table provided their current status in the negotiations process.

The REVP and the Co-ordinator will look into the communication link and make every effort to improve leafleting and flyers that are being sent out from the Ontario Regional Offices.

Item 10. Federal Election

The REVP brought in the Star paper showing all the candidates who won in the federal election. The Greater Toronto Area (GTA) did not fair very well, losses with Peggy Nash and in the Beaches. In the region we did a great job with gains made in London Fanshawe, Algoma-Manitoulin-Kapuskasing, Hamilton Centre, Hamilton East-Stoney Creek, Hamilton Mountain, Nickel Belt, Thunder Bay-Rainy River, Thunder Bay-Superior North and Welland.

The REVP did not hear too many complaints about the Strat-Com telemarketers group, however the OC expressed some concerns during the round table which took place yesterday. The REVP felt that we require more members training on Political Action and to keep that in mind for our education needs of the membership.

Jim Chorostecki advised that the information collected used different lists of key activists, taking a look at who was active, and encouraged participation. There was the odd complaint or concern, however we shouldn't lose sight of the vast number of members who responded very positively that they were being contacted by the union.

Lionel Forde felt that early in the campaign the employer sent a strong message to employees. This brought on fear amongst our members about getting involved in the campaign. This was evident in Parkdale – there was a fear factor and members were hesitant

about getting involved in the federal election campaign. The other fear was that the employer was monitoring members' emails. The campaign was a success because members were mobilized.

Jim Chorostecki advised that in Toronto there was property damage, brake lines cut, graffiti, and a chill was put on the campaign. Information came back from members that their employer told them to be careful or caution about being involved with the federal election/campaign. .

The REVP advised that it is the employers right to ask their members not to use their work emails, it's their system. The PSAC encourages use of home emails. The REVP requested feedback about "Our Voice" latest issue on the Federal election. Ontario Council members felt that it was well-written. One member left it at his doctor's office. The REVP received a request by the bargaining team members to visit each and every MP before Christmas. In Ottawa there are between 10-12 MP's, in Ontario there are 90 MP's. The problem with post election is that some newly elected MP's may not even have an office. The REVP encouraged Ontario Council members to visit their MP.

Jim Chorostecki advised that in Atlantic Canada they produced a letter that was sent to their MP's. Jim will draft a copy of this letter for Ontario Council members to send to their MP's.

Action: The EA will email the electronic letter to MP's in Ontario to Ontario Council members.

Item 11. PSAC Convention

The PSAC National Convention Callout arrived in the REVP's office last week for distribution to the Area Councils (AC) and the Directly Chartered Locals (DCL) in Ontario. The REVP received a list of DCL's on October 10th and he was not happy with the numbers on that list. A July count for universities does not work as most TA's are off for the summer. The REVP sent 2 emails out quickly, one to the AC's and the other to the DCL's. The AC's were aware that they had to elect their delegate to convention and their minutes of meeting to his office before the deadline. Resolutions are due next Monday, October 27, 2008. The AC's credentials must be signed by the president and another member of the area council. Whether the AC is accredited or not must go through the REVP's office therefore the REVP is hopeful to hear from the National President on the process of signing the credentials for AC's shortly. The REVP will go through the resolutions from the Ontario Convention and submit them before the deadline. Those resolutions will be emailed and forwarded electronically to the Ontario Council members.

Item 12. Directly Chartered Locals (Blair Chalk)

Blair Chalk wanted to thank the REVP for the announced Regional DCL Conference and for the LOAT in Thunder Bay for the Police Officers.

Brother Chalk handed out a letter addressed to Ontario Council. He is looking for a dedicated staff person to assist the DCL's in Ontario. He shared his frustration that PSAC continues to organize green members and feels that they are left in the dark. He is frustrated that we continue to organize but are unable to provide service to these newly organized DCL's. Education is an area that must be dealt with for this group. He asked that Ontario Council members please support the DCL resolutions on the floor of the National Convention. He seeks fair representation for DCL's in Ontario.

The REVP stated that he does not have authority to staff a dedicated person, that lies solely at the PSAC National Convention floor. The REVP has two priorities for staffing, the first is to staff the Thunder Bay Administration position to a full time position and there is a need for a regional negotiator in the region. The only way to increase staff complement is on convention floor. At the last convention there were direct resolutions that spoke to specific positions. The REVP acknowledges the need for more staff, and advised that there is the recognition by the leaders that we need more staff.

Jim Chorostecki commented on a couple of issues. There is an assumption that it takes a year for a newly organized local to be up and running, however with some bargaining units it takes longer. As an example Georgian Downs has a high turnover of staff, the university sector is similar, we train stewards and in six weeks they are gone to other jobs. This is a challenge we face with DCL's. Geography also poses a challenge, such as remote work locations only accessible by plane and mail that only goes out once a week. If we assign a rep, for DCL's it would be another challenge because we have UWO teaching assistants, commissionaires, and police officers in northern communities, the servicing needs are all different. Brother Chorostecki is hopeful that once the LOAT is delivered, they will be in a better position to service themselves. Currently the London RO works with UWO, Toronto RO works with Georgian Racetrack, etc. We share the same concern about being able to adequately service the needs of all DCL's. The LOAT, the DCL conference will help the DCL's to work together. If Ontario Council members can help in getting DCL's up and running this would be helpful.

Blair Chalk wondered if someone could be hired on an interim basis to assist with the DCL's?

The REVP advised that even with part time staff the same issues apply. Collective agreements have to be adhered to, it is not as simple as assigning staff, travel would be in excess of their salary, these are some of the issues we face. Locals are organized, however locals have to take some of the responsibility by getting members involved. We have organized so well in Quebec, Atlantic and Ontario Regions – now we are dealing with the results of that, we are still learning, the REVP's have expressed their concerns to AEC/NBoD. The REVP will be speaking to the National President, about the letter. We have made some gains, start small, regional conference, and LOAT.

Item 13. C.B.T.U. Conference Report (Sharon DeSousa)

Sharon DeSousa passed around her report and advised how she really enjoyed the C.B.T.U. conference.

The REVP thanked Sharon for her report to Council.

Item 14. Justice for Janitors (Bruce Flannigan)

Bruce Flannigan handed out a flyer on Impact Cleaners, who is a sub-contract company that hires employees to avoid paying the EI, WSIB, and denying the basic protections of the Employment Standards Act.

There is an ongoing campaign for cleaners that work for Impact Cleaning workers. Brother Flannigan is hoping to send a letter to the landlord, asking them to address this issue with Impact and to make them full time employees of Impact Cleaners, so that they are protected and their rights are not denied.

Action: Bruce will draft a letter and forward to OC for their input

Item 15. 2009 Ontario Council Meetings

Ontario Council holds three meetings per year, the REVP tries to schedule them following the NBoD meetings so that items discussed can be brought forward to Ontario Council.

Proposed dates for 2009 OC Meetings:

March 6,7,8, 2009

June 26,27,28, 2009

October 16,17,18, 2009

The REVP asked that all Ontario Council members please ensure these meetings dates for 2009 are free.

The REVP added the following members to Committees:

Debbie Willett, to the Finance Committee

Sharon DeSousa, Political Action

The Political Action (PA) Committee receives a total of \$30,000 annually, in two installments of \$15,000. We have some money left-over from last year. The Ontario Federation of Labour has a strategic priority plan. The goal is to reach out to union people. OFL dues if you are affiliated go directly from PSAC. Wayne Samuelson asked if the affiliates would be willing to pay a levy of \$1 per member. PSAC has 54,000 members of the OFL which is shared between NCR and Ontario Regions. The REVP felt that we could afford \$12- 13,000. The PA committee met and reported back that \$10,000 will be committed to the OFL for their strategic priority plan. The REVP advised that we also committed to \$10,000 for the Federal Election however bills have not come through as yet. We spent \$15,000 for Labour Day activities, with 16 communities participating. The REVP is proud of the Labour Day activities in the Ontario region. The PA Committee wanted to report back to OC on the Political Action budget to date. The OFL strategic priority plan maybe a cost sharing venture, however at this point \$10,000 is what will be committed if needed.

Item 16. Pay Equity Presentation (Mary Ann Walker)

The REVP introduced Mary Ann Walker, RVP, Ontario with the National Component. Sister Walker played the Pay Equity video for the Ontario Council members. Sister Walker thanked the REVP for giving her a few minutes to report on the Pay Equity issue.

The REVP would like to purchase copies for all Regional Women's Committees in Ontario and would like to share with the other REVP's. The REVP thanked Sister Walker for the presentation. The REVP acknowledged that more women than men were in attendance at our Convention. He believes that gains have been made in our union.

The REVP wished everyone a safe trip home and wanted to thank Ontario Council members and observers for their participation.

Motion to adjourn @ 3:00 p.m

m/s/c Steve Gauthier and Bruce Flannigan

APPENDIX 'A'**ONTARIO REGIONAL COUNCIL
EDUCATION COMMITTEE****Date: June 23, 2008 – October 24, 2008****Objectives for this period:**

Objectives	Action	Who
To introduce ourselves to each other as well as to the members of each respective region.		All
Liaison with the regional offices & the members of the regions.		All
Review the education committee mandate. Come to the first meeting prepared to work.		All

Activities for this period:

- Collect data from the regionally based educational that were held in 2008. Review & report the information and report back to council.
- Contact the members in the regions to determine their educational needs/requirements for advanced courses as well as for the spring/fall schedules.
- Consult with the regional offices for final input.

Recommendation to Council:

To cancel the previously scheduled spring school for 2009, pending review of data from advanced education events held in 2008.

Attending members:

Debbie Willett (chair)

Shirley Riva (staff advisor)

Steve Gauthier

Blair Chalk

Colleen Wice (special guest)

Rejean Amyotte

Ryan Ayres

Melanee Jessup

Bruce Flannigan

APPENDIX 'B'

**ONTARIO REGIONAL COUNCIL
Health and Safety Committee**

Reporting Period: February 29, 2008 – October 24, 2008

Objectives for this period <i>(What we had hoped to accomplish)</i>	Action <i>(how we plan to accomplish)</i>	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. Penny to arrange conference call with Gerry in early April to put forward proposal from committee.	All/Penny
Duty to Accommodate	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.	All

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

See above.

- 1) Reviewed H+S mandate corrections to spelling and typos corrected
- 2) Mandate still relevant

Objectives for the next period <i>(What we hope/need to accomplish)</i>	Action	Who
Plan the Regional Health and Safety Conference for spring 2009	Determine date to be and workshops to be considered. Advise National of confirmed date and workshops	Brenda
Review list of candidates	Council reps to review with regional offices	All Council Reps

Recommendations to Council:

1. Have only 1 conference rather than 2 or 4
2. That the Conference and Activities Budgets be rolled into one
3. That a registration fee be charged

Committee Members: Dennis Miluck (chair), Glenn Miller, Bob Black, Cathy Harasym, Kevin McNama, Brenda Shillington (staff)

APPENDIX 'C'

ONTARIO REGIONAL COUNCIL Equity and Human Rights Committee October 24, 2008

Attendees: Sharon DeSousa, Lionel Forde , Celin Alexiuk, Kevin Nadjiwon, Colleen Wice, Angela Fairweather [PSAC Staff]

Regrets: Karen Church and Joan Ann Gravesande

Agenda

1. Welcome
2. Terms of Reference
3. Biographies
4. Training
5. Other Business

Terms of Reference

- reviewed

Biographies & Picture of Committee

- Place biography on website with picture of committee~ next Council Meeting. Request Jim to take it.
- Develop a biography template to send to members of committee so format will be the same~ Sharon will send it out by Dec 1, 2008
- Committee members to send their biography by Jan 15, 2009 to Joan Ann

Training

To be done two days prior to the next PSAC Council Meeting and developed by PSAC Ontario staff ~ Joan Ann to take the lead

- Day One~ Team Building
 - Union Principles re: E & HR vs Personal/ Cultural Principles
 - PSAC and Labour Movement
 - Current and Historical Activism
 - Bread & Butter issues via Equity Lens
- Day Two~ Action Planning ~ Where do we go from now?
 - National Campaigns
 - Regional Campaigns
 - Affiliates Campaigns
 - Personal Portfolios

- Power Tools ~ Allies, Structures and Resolutions

APPENDIX 'D'

ONTARIO REGIONAL COUNCIL Finance Committee

Date: October 24, 2008

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

The Committee spent today up-dating the books. We are attaching copies of the Committee Expenses and Portfolio Expenses for review. We also after reviewing the by-laws with regard to travel and want to point out the requirement to use the lowest cost for travel to our Council meetings between the cost of a flight to the meeting and the cost of travel by car. Rita kindly checked and if your travel by automobile results in a higher amount than the air travel cost from your centre, your claim will be adjusted. The airfares costs will be adjusted to include the amount for travel to/from the airport as per the PSAC Travel Policy.

from SSM	Flight: \$589.40
from Windsor	Flight: \$375.20
from Sudbury	Flight: \$468.65
from Ottawa	Flight: \$342.65

Keep these numbers in mind when mode of transportation is your own vehicles thus claiming mileage.

As usual we want to remind everyone to get your expenses for 2008 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 next meeting. All of this information is required for this committee to prepare the Budget for 2009 to present to council at our first meeting in 2009.

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

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

Date: June 23, 2008 - October 24, 2008

Objectives for this time frame:

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

Activities for this period:

- July 15, 2008 UEW Downsview local Collective Bargaining Update
- July 17-20, 2008 CBTU Region 1 Conference
- July 21-22, 2008 Hamilton and GTA Collective Bargaining Updates with Morgan Gay
- August 26-27, 2008 Hamilton and GTA Collective Bargaining Updates with Gaby Levesque
- September 1, 2008 Labour Day Parade
- September 10, 2008 GTA Area Council AGM
- September 11-16, 2008 CEIU National Triennial Convention
- September 24, 2008 GTA Local Presidents and Area Coordinators Meeting
- October 6-9, 2008 PA & TB Bargaining
- October 17, 2008 OFL Visible Minority Committee and Terminology sub-committee
- October 22, 2008 CEIU Peterborough Local Collective Bargaining Update
- October 23, 2008 Area Council Meeting

Future plans:

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

Cathy Harasym
Region 1, Northwestern Ontario
June 23 – October 24, 2008

Activity Report:

June 26	Thunder Bay and District Labour Council Meeting
July 4 - 6	Thunder Bay Blues Festival
July 12	Thunderfest DaVinci Centre
July 17	Letter to MP Ken Boshcoff re Air Canada lay offs
August 2	Festa Italia Port Arthur Italian Cultural Centre
August 13	Vigil Walk 4 Justice
August 16	Kakabeka Falls Street Fair
August 23	Westfort Street Fair
September 1	Labour Day Picnic
September 9	Townhall Meeting with Jack Layton
September 11-16	CEIU Triennial Convention
September 23	Thunder Bay and Northwestern Ontario Area Council Meeting
September 25	Thunder Bay and District Labour Council Meeting
September 30	Led Local Action in support of the Bargaining team - Wear Black and wear PSAC wrist bands
September 30	Conference call with CEIU Ontario Collective Bargaining Committee re: actions to support Bargaining Team week of October 6 2008
October 3	All Candidates Meeting
October 5	Rally Jack Layton and the NDP
October 8	Bar-b-que CEIU Local 623 to promote voting in the election
October 8	Led Local Actions to support the Bargaining Team - dress in black, wear PSAC wrist bands, send e-mails to encourage the Bargaining team
October 8	Participate in Food Safety First "Take Action" campaign
October 14	Federal election
October 16	Thunder Bay PSAC Women's Committee meeting
October 20	Thunder Bay and Northwestern Ontario Area Council meeting

Objectives:

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

Future Goals:

- to keep the visibility of PSAC in the forefront of the labour movement in the Northwest
- to continue to interact with members in the region
- to prepare members of the PA Table for possible strike

- to increase political awareness of members of PSAC

Réjean Amyotte
Region 2, Northeastern Ontario
Council Representative
For the period June 23 - October 24, 2008
Activity report

Objectives:

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

Activities:

June 25 – 27	SSO NUMCC Ottawa
July 2 - 4	SSO Negotiations Ottawa
July 14 - Aug 1	Think Public assignment in Sudbury RO to co-ordinate activities with Regional Office Coordinators.
July 21	CUPE Rocks for Public Services(Sturgeon Falls ON). Attended outdoor Trooper concert sponsored by CUPE. PSAC volunteers distributed Think Public literature and “swag” to those in attendance. Met Sid Ryan, CUPE Ontario President, and he thanked the PSAC for partnering with CUPE to spread the message that Public Services need to remain public.
Aug 15	CUPE Sturgeon Falls Garbage Collectors Information Picket. Myself and Local 00383 Treasurer Michelle Rivet joined CUPE members and distributed information flyers to local residents.
Aug 17 - Aug 24	National Component Convention Toronto
Aug 21	LOAT Sudbury participant selection conference call (from Toronto)
Sept 1	North Bay Labour Day Parade and Picnic. Attended this event with a number of PSAC from North Bay and Area. The Ontario PSAC Political Activity Committee contributed \$150.00 and provided Think Public t-shirts for this event. 1500 hot- dogs, 1500 hamburgers and 2500 beverages were distributed. I met Paul Moist, CUPE National President, and discussed various issues including Think Public and Social Justice.
Sept 16 – 17	LOAT Sudbury preparation with Judith Monteith-Farrell and Linda Cross
Sept 18	Take Back the Night Rally and Parade (Sudbury). Attended this event with RO Representative Shell Sweeny, Ontario Council alternate Tanya Faye Garrett and a number of sisters from the UTE Local.
Sept 18-21	Co-facilitate LOAT with Judith Monteith-Farrell and Linda Cross. Liberal Forum and discussion on arts and culture Hosted by Anthony Rota

Nipissing Timiskaming Liberal Candidate and MP. Guest Mauril Bélanger Liberal MP Ottawa-Vanier and Vice-chair of the standing committee on Heritage and Culture.

- Sept 11 & Oct 23** Local 00383 Health & Safety Meetings. September Mobilization for Treasury Board Negotiations
- Sept 24** (North Bay) Meet with Shell Sweeney and Kevin McNama regarding future plans for the Northeastern Ontario Region. Discussed upcoming education needs within the region, as well as future plans for a Women's Committee in North Bay and the establishment of Area Labour Council's in parts of the Region where they do not currently exist.
- July 21** CUPE Rocks for Public Services (Sturgeon Falls ON). RUMCC meeting Sturgeon Falls
- Oct 17** North Bay Make Poverty History Parade and Rally: various anti-poverty, social justice groups and trade unions marched through downtown North Bay to the constituency offices of Liberal MP Anthony Rota, who addressed the group, Liberal MPP Monique Smith, and on to North Bay City Hall where Mayor Vic Fedeli was one of the speakers. We also heard various speakers from the various community groups.
- Oct 19** Local 00383 Membership Meeting
- Oct 19 - 22** SSO Negotiations – Ottawa
- Oct 24 - 26** Ontario Council Meetings (Toronto)

Goals:

1. Revitalize the North Bay Area Women's Committee
2. Become an active member of the North Bay and District Labour Council and encourage PSAC Locals to affiliate with this important organization.
3. Meet with area Locals in North Bay and Sudbury to determine the feasibility of establishing an area council

Kevin McNama
Region 2, Northeastern Ontario
June 23 – October 24, 2008

During this period I, along with the Area Council, had an opportunity to talk to the Local MP, Tony Martin prior to the election. We discussed a number of different issues. Before we ended the 1 ½ hour meeting we gave him a “Think Public” t-shirt and some flyers for his office and a PSAC Ontario pin.

The other item I succeeded in doing, was personally meeting with the local executive members of the PSAC Locals in Sault Ste Marie.

I had an opportunity to sit down and do some strategy work with the Sudbury Regional Representative and my counter part Réjean Amyotte at a face to face meeting in North Bay.

Other Items are as follows:

- Attended Labour Day Picnic
- Made contact with Sault Ste Marie District Labour Council
- Attended Area Council Meeting
- Met with the Member of Parliament as a group from Area Council gave the MP
- Attended the All Candidates Debate put on by the Labour Council
- Attended a barbeque for the Health Coalition
- Distributed flyers and bracelets for 30 Sept for getting back to negotiating team
- Attended the Sault Ste Marie’s District Labour Council Meeting for October

Future Goals:

- My plan is to send out a introductory letter;
- Partake in the planning of the 50th Anniversary of the Sault Ste Marie District Labour council events;
- To keep the locals up to date and informed of issues that arise from Regional Council;
- To get the local Presidents to bring a total of 10% of their members to the Sault Ste. Marie Districts Labour Council sometime over the next year.

In Solidarity,

Kevin McNama

Dennis Miluck
Region 3, Northeastern Ontario
June 23, 2008 - October 24, 2008

Highlights:

1. For this period I started out visiting some Parks members on June 6 at the Murray Canal which was under repair to see if they had any concerns. During the conversations we realized that we had met before during the last round of contracts.
2. During my visit to Kinston on July 7th, I did two things: I took a boat ride to Kingston Mills Lock with Phil Trottier from the Regional Office and meet with some Parks members. That evening I attended a kick-off BBQ for the Queens University Organizing campaign "TAFE".
3. On Aug 5 my wife and I had the opportunity to take a Boat cruise on the Trent River in Peterborough, this cruise was to commemorate 1 year without a contract, Regional and National Officers were also in attendance during this trip. We met with members and had a BBQ with them.
4. During the 15th & 16th of Sept I participated with Parks Canada in Kingston in their protest to bring the issues to the press and to the delegates of the Canal Symposium, which was held on the Rideau. These delegates were from around the world. During the evening I attended the opening of the new office and attended the Area Council meeting.
5. Again back to Kingston on the 17th I had the opportunity to help out a second BBQ for TAFE . During that my wife flipped burgers and I worked the crowd to explain what this Union can do for them. Also we helped with the tear down at the end.
6. I am planning to attend the next Area Council meeting in Trenton on Oct. 22nd.
7. I will be at the Ontario Council meeting in Toronto Oct. 24th -26th, 2008.

Goals:

I am hoping to hear from other members, from within the ranks as my computer is always on, or my phone is available. I am also planning on attending the next Area Council meeting in Cornwall, as they are also in my region. I know that bargaining will be at the forefront for a lot of members especially for members in Treasury Board and Parks.

In Solidarity,

Dennis Miluck

PSAC Ontario Regional Council Meeting Minutes – October 25 – 26, 2008

Steve Gauthier
Region 3, Northeastern Ontario
June 23 – October 24, 2008

Objectives for this period:

- To contact the members I represent in this region.
- To keep in touch with regional office and issues that affects our members.
- To send out a intro letter to the various locals

Activities for this period:

- July 7&8 attended the TAFE rally at Queen's University
- Sent out an introduction letter to the local's I represent
- Met with the regional office staff to discuss the issues that are affecting our members.
- August 16 to 23 attended the UNDE National convention in Niagara Falls.
- Met with our Member of Parliament (Cheryl Gallant) to discuss issues within our region.
- Sept 11 Had a General Membership meeting with local 629 in which our MP attended and addressed the members.
- Sept. 15 -16: Attended Regional Council meetings in Kingston.
- Attended the grand opening of the Regional office.
- Took part in the mobilization with Parks Canada at the locks on the canal and at Fort Henry.
- Sept 25: Met with Col. McQuallon, the new ASU Commander for Ontario.

Goals for the next period:

- Attend the local officers advanced training course in Kingston in Nov.
- To run for re-election of President with my local.
- To keep in touch with the Regional office staff and the members who elected me.
- To continue to educate myself and members on issues that affects our membership.

In Solidarity,

**Report of Glenn Miller
Region 4, Southwestern Ontario
June 24 – October 26, 2008**

Goals:

- Attend Area Council meetings, Woman's Committee meetings and Local meetings when available.
- Further the issues of importance to our members through various forums.

Actions:

- Attended as many meeting as my schedule allowed.
- Visited the local candidates running in the last election and informed them of our issues and attempting to secure their support.

Goals for next period:

- Visit local MP's and remind them of issues and to renew support.
- Attend meetings and clarify issues with members.
- Assist with delivering education to the area.

In Solidarity,

Glenn Miller

Melanee Jessup
Region 4 - Southwestern Ontario
June 23 to October 24, 2008

Activities for this period:

- Worked in the PSAC London Regional Office as a term rep from July 21 to October 3rd.
- Took the opportunity in the Regional Office to contact many of the Presidents in the Region.
- With Pamela Jamieson, completed Local Surveys for entire Region.
- Followed up on PA Bargaining Team members visits to Corrections Services Canada locations and arranged for him to meet with the Kitchener-Waterloo Area Council on July 29th.
- Attended the K-W Area Council meetings July 29th and October 23rd.
- Participated in TB and UPCE mobilization conference calls July to October.
- Provided "Introduction to the PSAC" workshop to the Executive of NHU 32, a new local in Guelph.
- Attended Blue Water Bridge Executive meeting.
- Attended UWO 610 Executive meetings.
- Attended the London Area Council meeting July 31st.
- Attended the Canadian Coalition of Graduate Students conference August 7th.
- Attended the Kitchener-Waterloo Labour Day picnic.
- Assisted the London Area Council with the "Think Public" campaign at the Western Fair.
- Attended the Kitchener-Waterloo Regional Women's Committee meeting September 18th.
- Participated in "Take Back the Night" in Kitchener on September 18th.
- Assisted Lionel Forde as a volunteer envelope stuffer for the London Fanshawe riding.
- Participated with Debbie Willet in the Canadian Federation of Students for Sustainability Tour on October 17th.
- Teleconference with Glenn Miller and Lynn Meston on October 24th to select and prioritize attendees to the Local Officers Advanced Training to be held in London November 27th to 30th.
- Attended the Education Committee meeting on October 24th.
- Attended the Ontario Council meeting October 25th and 26th.

Future Plans:

- Meet with NHU 32, which has recently lost two of their Executive members.
- Make contact with new President of the Windsor Area Council.
- Plan a face-to-face meeting with the three Area Council Presidents in the Region to share best practices and create a coalition to better serve all members in SW Ontario.
- Co-facilitate the LOAT course in London, November 27th to 30th.
- Attend the London Area Council meeting on October 30th.
- Meet with Glenn Miller and the London Regional Office staff to set the educational plan for the RO.
- Assist UPCE 121 with their potential strike action.

- Be involved with the Strike Coordination meeting in K-W and keep in touch with the Committees in the other areas of the Region.
- Liaise with Glenn Miller to ensure that we have maximum coverage for the Region.

In Solidarity,

Melanee Jessup

Ken Boone
Region 5, Greater Toronto Area (GTA)
June 23 – October 24, 2008

Brothers and Sisters

I have been involved in the following activities on behalf of PSAC since our last meeting in June. I have spent time working on the GCWCC campaign as the Labour Co-Chair of the campaign on the Steering Committee. We selected and trained the two Sponsored Employees for this year's campaign. One person is from Environment Canada and the second person is from Canadian Boarder Services. The campaign is up and running and from the reports it is doing quite well despite the financial climate (or maybe because people recognize the need in these uncertain times).

Greater Toronto Area Council (GTAC) coordinated the activities for the Labour Day Parade. Our group won a prize for the Best Decorated Car. At the AGM for GTAC, I was elected as the delegate for our Area Council to the PSAC National Convention next year.

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.

I continue to attend 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 attended a plant gate demonstration in support of Negotiations at 4900 Yonge Street.

In Solidarity,

Ken Boone
Area 5 Toronto Regional Representative

Bruce Flannigan
Region 5, Greater Toronto Area (GTA)
June 23rd – October 24th, 2008

Objectives for this period:

- To host or co-host a meet your Reps meeting just prior to next Council meeting in October
- To host a workshop on transgender issues
- To assist in planning and participating in Labour Day Parade
- To mobilize members in support of our Bargaining Teams
- To continue attempts to get members feedback and add to e-mail tree.
- Connect with Local Leaders

Activities for this period:

- Attended CEIU Local 546 General Meeting and did a presentation on the Think Public Campaign
- Distributed Think Public materials at this years Pride Parade
- Assisted in planning this years Labour Day Parade
- Attended several Greater Toronto Area Council meetings, including AGM and bylaws meeting
- Visited TUB course and introduced myself and established contacts with activists
- Visited the Duty to Accommodate Advance Course and introduced myself and established contacts with activists
- Visited National Components Convention
- Worked at the Think Public table at Union of Transportation Employees Convention

Future plans:

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

Bob Black
Region 6, Niagara Region
June 23 – October 24, 2008

Objectives for this period:

- Send out an introductory letter to the Local Component Presidents in Region 6
- Make myself available where ever possible to the members

Activities for this period:

- Met with the Hamilton MDAC for intro to DTA
- Met with the Hamilton MDAC for regular meetings
- Voted in as Chair of the Hamilton MDAC upon Aileen Duncan's retirement
- Met with the Hamilton Area Council
- Assisted in the organizing of the Hamilton Area Council's position in the Labour Day Parade to represent PSAC and fly the new Area Council/RWC/MDAC flag
- Participated in many "THINK PUBLIC" campaigns handing out flyers at several festivals and events in the Hamilton area
- Participated in the "THINK PUBLIC" campaign which took place at the Component convention in Niagara Falls
- Attended the Hamilton District Labour Council for the final meeting prior to Labour Day Parade representing PSAC
- Attended the TB update info session with Gaby , Sharon DeSousa and Regional Rep Jawara Gairey
- Attended the Education meeting in Regional office
- Participated in Plant gating in support of "THINK PUBLIC" and Election information
- Participated in NDP campaign for David Christopherson and a small bit for Wayne Marston
- Attended a rally with Jack Layton and the NDP candidates for the Federal election
- Met briefly with Ken Georgetti, and Don Fraser about scholarships

Future plans:

- In December I will be attending the Hamilton Area Council, Hamilton Regional Women's Committee and the Hamilton Members with Disabilities

Access Committee Christmas dinner where I will have the opportunity to meet with all three groups' representatives.

- I plan to attend the Niagara Area Council meeting in order that I might meet all the representatives who associate there in an attempt to meet as many component representatives as possible.
- I plan to send a letter to all the local component Presidents introducing myself and offering any assistance I might be able to afford them.
- Attend any meetings where an invitation was extended.
- Attend Regional Council Training.

Activities for the period:

- Attended Area Council meeting May and June.
- Attended training through Hamilton District Labour Council for Web Page Design.
- Attended 2 day Instructor Upgrade training for Workers Health and Safety Centre.
- Attended UTE Union Management Initiative meeting.
- Attended 3 day Regional Council Representative training in Toronto.
- Attended my 1st Ontario Regional Council.

Future plans:

Write a letter of introduction to all Local Presidents in the Hamilton Niagara Region to introduce myself as the new Regional representative and ask for contact information in order that I may, in future send any information I may from time to time acquire. As well I would like to have a contact and the okay from the Local President to contact a member of the Health and Safety Committee for any concerns or issues that may need to be brought to Council.

In Solidarity,

Bob Black

Colleen Wice
Regional Women's Representative
June 23 – October 24, 2008

- Attended women's regional meeting to make banner for labour day parade
- Had PSAC meet and greet at my office to promote think public campaign
- Attended my own component inter-regional conference and triennial national convention
- Completed introductory letter
- Participated in women taking back the night walk and rally in Barrie
- Corresponding with UNDE member regarding an issue
- Attended all candidate meeting to bring forth issues affecting women
- Working closely with a woman in my town of Angus with an issue
- I have made contact with other regional offices to talk about women's committees in their area
- Continue to promote PSAC education and awareness of women's issues
- Will continue to contact and expand networks with other regional women's committee's in Ontario
- Continue to connect with local components to discuss forming an Area Council
- Continue to promote and support ongoing campaigns
- Attended first Equity and Human Rights committee meeting
- Attended PSAC Council meeting

In Solidarity

Colleen Wice

Kevin Nadjiwon
Aboriginal Members Representative Report
June 23 – October 24, 2008

- Continue to meet and expand networks with PSAC Aboriginal Members and Non-Aboriginal Members in the Ontario Region and Nationally.
- Continue to meet with Aboriginal Elders and Traditionalists to help bring traditional and cultural education and awareness supports and resources to PSAC Union.
- Continue to work with and develop on-going actions and goals for Aboriginal, Inuit and Metis PSAC Union members, issues and concerns.
- Continue to help bring PSAC Union educations, awareness, issues, news and updates to our Ontario Region Aboriginal, Inuit and Metis Members.
- Continue to promote PSAC and Labour Relations to Aboriginal, Inuit and Metis members and communities.
- Continue to network with Equal Opportunities and Human Rights Regional, Local reps with regards to supporting collective issues and action planning.
- Attended The NAIM Conference, Winnipeg- As a delegate and a member of the resolutions committee. Helped facilitate Ontario NAIM Circle. Developed new regional and national NAIM contacts to expand Networks. Handed out Anishnabek Unity Buttons to bring awareness of our greater connectedness.
- Attended the 2008 National Component National Triennial Convention as Host Committee Member and Human Rights Ontario Delegate. Handed out Anishnabek Unity Buttons to bring awareness of our greater connectedness.
- Support and bring awareness of on-going National and Regional Aboriginal Demonstrations and Activities- KI 6, Walk4Justice, National Residential School Apology, Common Experience Program(CEP), Truth and Reconciliation Commission, Treaties and Land Claim Issues, etc..
- Attending National Council of Federal Employees - NCAFE General Meetings in Edmonton- Oct. 27th-30th, 2008.
- Develop and expand the GTA Aboriginal Members Committee and network with Regional and National Aboriginal, Inuit, Metis committees.

In Solidarity,

Kevin Nadjiwon

**Celine Alexiuk
Members with Disabilities Representative
October 2008**

A nil report has been submitted during this reporting period.

In Solidarity,

Celine Alexiuk

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

A nil report has been submitted during this reporting period.

In Solidarity and Pride,

Karen Church
GLBT Representative
PSAC Ontario Regional Council

Debbie Willett
PSAC Ontario Council Report
Area Council Representative
June 23 – October 24, 2008

Objectives:

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

June 20 - 22	PSAC National Officers Course (Toronto)
June 22	Education Meeting
June 23 - 24	Ontario Council Meeting
June 24	Niagara Area Council Meeting (no quorum)
July 15 - 20	UTE National Convention (Vancouver)
August 19	UNDE Convention (Niagara Falls) - Think Public Booth
September 1	Labour Day Parade (Hamilton)
September 3	Chaired Niagara Area Council Meeting
September 10	Toronto Area Council Meeting
September 24	Participant selection for Duty to Accommodate Course (Toronto)
October 9	Chaired Niagara Area Council
October 17	Think Public (Guelph University - National Federation of Students for Sustainability)

Future Plans:

- Promote PSAC
- Address issues as they arise
- Promote ongoing campaigns
- Attend other Area Council Meetings

In Solidarity,

Debbie Willett

Steve Tuffin
Regionally Based Separate Employer Locals

Reporting Period from June 2008 to October 2008

This past summer was a very busy one, with many of the Separate Employer Locals.

Thunder Bay Airport had very difficult negotiations happening that resulted in a tentative agreement being strongly rejected by the membership. A second try at the table with a Conciliator resulted in a better deal, however, it is a much longer deal than the Union wanted to consider. The membership ratified the second attempt.

I negotiated a MOU for the provision of paid sick leave for members at the North Bay Airport. Further I was successful in negotiating changes to several job descriptions along with a significant pay increase for our members affected by the changes. I wish to thank Shell Sweeney for her assistance with both matters.

Preliminary meetings have been held at the Timmins and Windsor Airports and both places are prepared to bargain.

I participated in a number of other activities this summer, including

- Canada Day parade
- Labor Day Parade and picnic
- Joined striking OPSEU members on the line in Windsor
- Save our Public Services Rally's at several locals
- Visit with MP's prior to election (support Public Services)

I wish to personally welcome the newcomers to Council and look forward to working with you.

Respectfully Submitted
In Solidarity,

Steve Tuffin

Ryan Ayres
Young Workers Representative
September – October 2008

Objectives:

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

Actions:

- Continued creating contact list
- Started contacting Young Workers in Ontario Region

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 Young Workers
- Increase Young Workers knowledge of courses that are happening in PSAC Regional offices
- Educate the Young Workers about PSAC Ontario Council
- Further discussion with Regional Office about setting up some type of web link or page site for Young Workers

In Solidarity,

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