

PSAC Ontario Council Meeting Minutes

October 20-21, 2007

PSAC Boardroom, Toronto

The meeting convened at 9:15 a.m. on Saturday, October 20-21, 2007 with the REVP-Ontario, Gerry Halabecki in the chair and the following members in attendance:

Gerry Halabecki, Regional Executive Vice-President, Ontario
Kevin Lundstrom, Region 1 (Northwestern)
Barb Wardlaw, Region 2 (Northeastern) (Sunday only)
Steve Gauthier, Region 2 (Northeastern)
Dennis Miluck, Region 3 (Southeastern)
Fred Jordan, Region 3 (Southeastern)
José Evangelho, Region 4 (Southwestern)
Glenn Miller, Region 4 (Southwestern)
Nicole Ma, Region 5 (GTA)
Bruce Flannigan, Region 5 (GTA)
Penny Kreamer, Region 6 (Hamilton/Niagara)
Val Fargey, Regional Women's Committees
Kevin Nadjiwon, Aboriginal Members (Saturday only)
Aileen Duncan, Members with Disabilities
Sharon DeSousa, Racially Visible Members
Karen Church, Gay, Lesbian, Bisexual, Transgendered Members
Debbie Willett, Area Councils
Steve Tuffin, Regionally Based Separate Employer Locals
Blair Chalk, Directly Chartered Locals
Ryan Ayres, Youth

Staff: Jim Chorostecki
Rita Cantalini

Observers: Anne Douville, President AGR 330
Stéphane DeAuer, Retired Member of AGR 330
Fran Pieper, Kitchener-Waterloo Area Council & RWC

AGENDA:

1. Adoption of Agenda
2. Adoption of previous meeting minutes (June 23-24, 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

9. Collective Bargaining
10. Political Action
11. Leadership Training, Phase II
12. AEC Resolution – Funding for National Women’s Groups
13. Local Development
14. New Provincial Holiday
15. Request for Funding OFL Conference
16. 2008 Meeting Dates
17. Ontario Federation of Labour

The REVP welcomed the newest member to Council, Ryan Ayres, representing our Youth in the region. As a result of Kara Colynuck relocating to Ottawa, she was no longer able to hold her position on Council. Ryan was the successful alternate and now assumes the position to Council. The REVP also received an email from Robert Spencer, Alternate Region 6 (Hamilton/Niagara), who has resigned from his position on Council because he was recently surplus with his employer. Brother Spencer was able to secure another job posting and will be relocating to the NCR. Brother Spencer will continue his role as the Bargaining Team Member sitting on the SV Table representing Ontario and will continue to hold that portfolio regardless of his relocation to the NCR. 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 REVP requested that Brother Ayres come up to the front of the room and be sworn in. Brother Ayres 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 Dennis Miluck and Aileen Duncan

Item 1. Adoption of Agenda

That the Agenda be adopted as amended above.

m/s/c Ken Boone and Bruce Flannigan

Item 2. Approval of Previous Meeting Minutes (June 23-24, 2007)

That the June 23-24, 2007 minutes be adopted as amended.

m/s/c Penny Kreamer and Aileen Duncan

Item 3. Business Arising from Previous Minutes

The PSAC Family Care Policy has been posted on our Ontario Website under “Education” and “Regional Council” however the REVP advised that it is his intent to have another link for this policy. As well he has also requested a link for APSAR directly on the front page of the Ontario website.

The Sub-committee that was struck in March had not had the opportunity to meet and report back to Council with their recommendations. However the REVP will work on the proposed 3 year budget and look at how to deal with establishing some guidelines or criteria for special cases brought to the Council’s attention.

The presentation Jim Chorostecki provided to Council at their June meeting regarding Collective Bargaining will be sent out electronically to Council members and alternates.

The Sault Ste. Marie Area Council and Sault Ste. Marie Regional Women’s Committee provided the name of the Algoma Residential Community Hospice to receive a financial donation as our thank you to both groups for their gracious hospitality at our last Ontario Council Meeting in the Soo. A cheque in the amount of \$250. was provided to this organization as per their request. This amount will be deducted from the 2007 donation line item.

A question arose regarding a Phase I training package made available to those who did not attend that training. Jim Chorostecki advised that such a package is not available. Jim advised that there were discussions regarding this issue, however it was felt that Phase II is a stand-alone training and there is no need or prerequisite to have Phase I training.

The issue regarding the JLP presentation provided at the Ontario Council Meeting in June has not been resolved. The REVP advised that 3 Ontario Council Members forwarded their names as interested parties to participate in the JLP. The REVP had proposed 2 names to Romeo Jackson approximately 3 weeks ago, however advised that he would have to speak to Management about two members rather than one. The REVP is still waiting to hear back from the JLP co-ordinators with their response/consideration.

At the last meeting, a proposal regarding a By-Law was put forth to Council. The REVP read the Convention Resolution B-7 at the June meeting and felt that the event would be a one time occurrence that has now been fulfilled. The REVP advised Brother John Gordon about the request to review the tapes. Brother Gordon advised that when NBoD makes a similar request, only a report is provided. The REVP will provide his report. He did in fact listen to the tapes of the Ontario Convention. For there to be a bylaw change, the By-Law Committee would provide the insertion to the Bylaw and request a 2/3rd majority. There were 6 resolutions including B-7, which were concurrence, however none of them were inserted into the Ontario By-laws. This is no different than that for changes to the PSAC Constitution. Anything that the Committee deals with is a majority vote, with the exception of insertion into the By-laws. The Chair of the By-Law Committee did not specify a section where the resolution would go into, if

this was done it would require a 2/3rd majority. Nothing from reviewing the tapes has changed the REVP's mind. The fact that we did hold the meeting we have now complied with the resolution. Ken has finalized the budget, and to be clear money was not an issue. Having the meeting was an eye opening experience, the region is vast and it was a great opportunity to see that territory. There was value in having our Ontario Council meeting in the Soo. We certainly do not need to be bound by our by-laws to have a meeting elsewhere. There is value having meetings outside of Toronto, however we should not be restricted to going to two areas when there are at least six locations to hold meetings. We should wait until Barb is present to continue further discussions.

Item 4. REVP Report

The REVP handed out his NBoD Report for October 2-5, 2007, which has been modified to include his activities up to and including the Ontario Council meeting. This report has different headings now, Our Voice in the Region, Collective Bargaining and Mobilization, Political & Social Action, Organizing, Education and National Portfolios. This is part of doing our reports differently. In the Prairies, the REVP is able to include her Committees Reports into her NBoD report. The REVP has included key things. Organizing new and more units, getting Aboriginal Police Forces, such as NAPS, Anishnabek, and Treaty Three Officers. This has intensified the workload for the NW Representative and now with hiring of a new Sudbury Representative she can now help in the NW Region. Negotiating contracts and developing the locals has been time consuming but with the additional resource and the help of Ontario Council members the region will run smoother. Newly organized locals receive a \$500 start-up fund to help financially.

The REVP advised that there is a disconnect with our DCL's, no one applied for our National Women's Conference and he is concerned. Five seats nationally were set aside for DCL's and they are usually filled. Not many regions have as many Directly Chartered Locals as in Ontario.

The REVP and Sharon DeSousa, Racially Visible Members representative on Council will be reviewing all the applicants for the Racially Visible Conference. A Call out for the Steering/Resolutions Committee and Facilitators was shared with Sharon. The REVP consults with the Council Representative responsible for all of the PSAC National Conferences. The six conferences are spaced out over a 3 year cycle, Health & Safety, Women's, Racially Visible, Aboriginal, Pride and Access.

Seventy (70) applications were received for the National Women's Conference from the Ontario Region. Conferences are advertised on the website and locals receive the callout letter/package. The REVP's office is responsible for picking one member to sit on one or two Committees. In the case of the NWC, Janice Hilton sits on the Resolution Committee and Val Fargey sits on the Steering Committee of the NWC. When picking these names, the REVP requested Val Fargey, the Regional Women's Committee Representative on Council to prioritize the 13 sisters' names to sit on one of the two committees.

The Racially Visible Conference is on the website, the call out letter will be going out to sit on the Resolutions/Steering Committee. For prioritizing and selecting of those members it has been the REVP's practice to ensure that the Ontario Council member with that portfolio, i.e. Karen Church – Pride Conference, Sharon DeSousa – Racially Visible Conference, Aileen Duncan – Access Conference, Val Fargey – Women's Conference, and Penny Kreamer – Health & Safety Conference are considered for those positions. The last few conferences have been posted on the website, however not everyone can sit on a conference committee. Feedback is sought from the applicant and the REVP then submits a ranked list. The REVP's number one choice is the person who sits on Ontario Council representing that portfolio. He feels that if you were elected for the 3 years then you should be the person to sit on conference committee. The Racially Visible Conference callout letter will be out before Christmas.

The REVP wanted to give kudos once again to the Equity & Human Rights Committee for the launch of their t-shirts. He wears his t-shirt and jacket to all conferences and he gets a lot of comments on the unique design.

The following handouts were provided to Council:

- Draft PSAC National Triennial Convention Agenda

The AEC were provided a draft cut of the PSAC National Triennial Convention Agenda. The Convention will be held in B.C. Suggestions were made to change the Disability Caucus from the morning to 12:00 noon. The time changes will be reflected in the final version. This copy is only a first cut and there will be changes.

The REVP provided an update on the \$3,000. 2007 Donations line item. Ontario Council gave the REVP the authority to provide funding to those that cross his desk throughout the year.

\$200 Mayworks – ¼ page ad
\$250 Algoma Hospice Sault Ste. Marie
\$400 Daily Break Food Bank
\$200 Kidney Foundation, in support of Brother Phil Trottier – get out of jail

The total amount spent to-date is \$1,050. and the remainder will be spent by the end of year. The REVP last year spoke to the Hamilton area and we were able to sponsor two organizations. This year, the REVP asked the Thunder Bay Regional Women's Committee for ideas. Every year we try to balance out the monies available and where the money is spent. The intent is to try to continue to do this every year. Normally we try to stretch out the \$3,000 to all, depending what passes the REVP's office.

- Land Claims Resolution, PSAC NBoD Meeting, October 2007

BE IT FURTHER RESOLVED THAT PSAC put out a bulletin outlining the importance of the issue and general information in the next Union Update and website as well solicit support from the membership to encourage people to communicate their support to Aboriginal people.

The REVP felt that this issue deserved debate on this resolution. The NBoD had a great debate and it got the attention it deserved. The REVP however felt that this resolution should have gone to Convention for an even greater debate. The NBoD were supportive of the Brothers & Sisters.

- XO/26/07, CLC Pension Conference, October 3, 2007
- XO/27/07, Majority Vote – Reinstatement of Member, October 5, 2007
- XO/28/07, UTE Local 70030 vs Birch and Luberti, October 18, 2007

The REVP only handed out the XO, the decision will be sent out electronically because it is 18 pages in length. Two hard copies were made for Ontario Council to view them.

Action: The EA to REVP will send out via email to OC Members the decision rendered by Justice Smith.

- OFL Over-Stressed & Under Fire: Social Services, a Union Issue, Thursday, November 8, 2007, Doubletree International Plaza Hotel, 655 Dixon Road, Toronto.

The REVP handed out the Over-Stressed & Under Fire document after a request from Duncan MacDonald of the OFL to solicit participation of PSAC Members. The REVP encouraged all Ontario Council Members to provide copies to their respective constituency groups.

- PSAC Ontario Council Committees
- PSAC Ontario Council Contact Information Sheet

The REVP asked if there were any changes to the contact sheet to contact his EA, Rita Cantalini with those changes.

The REVP reported that a By-election Letter for the Alternate GLBT has gone out with a 3rd ballot. He is hopeful that someone will be announced soon.

Dennis Miluck wanted to know about running the alternate to Region 3 position. The REVP advised that the Ontario By-Laws read: “occurring 6 months or more prior to Convention.....” The intent is that he will not fill Region 6 Alternate position; however he will look into running a by-election for alternate to Region 3.

The REVP advised that Ontario Council Members can look at Convention paraphernalia in the small boardroom. Members are asked to advise on the items they would like in the Convention Kit.

It’s Christmas in October. The REVP is providing 4 t-shirts to each Ontario Council member to assist in their work. As a result of t-shirts going to Edmonton in error, we have some surplus t-shirts.

The REVP receives emails from Social Justice News. If Ontario Council is interested in receiving these emails, mostly Toronto area events, please let Rita Cantalini know and we will send these emails to you in the future.

Motion to adopt the REVP's Report.

m/s/c Steve Tuffin and Debbie Willett

Item 5. Regional Office - Updates (Jim Chorostecki)

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

Political Action:

With the Provincial Elections, Jim noted a lack of response and not as much participation/involvement from the members.

The Federal Election throne speech may happen sooner rather than later. He is hopeful that that will stir up more interest.

Fifteen AF's were trained for the MMP Campaign to deliver special training. Positive feedback was received from those locals who received the training. We are currently rethinking our Political Action activity. Regional Offices are going to their Area Councils and Locals in support of the upcoming Federal Election. Collective Bargaining will see the establishment of Strike Committees and Strike Coordinators, with a tie in to those P.A. activities.

Brother Steve Tuffin gave an update on GTAA, UCTE Local 4. There was a ruling that came down regarding the consolidation of Terminal 1 and Terminal 3 members at LBPIA. CAW & PSAC have disagreed whether it was a sale of business. PSAC has the bulk of the members, and more than likely there may be a vote on who the bargaining agent will be, PSAC or CAW. The REVP advised that there is a 60 day period to appeal. Ontario Council members may be asked for assistance. The REVP also advised that a conference call will be held on Monday to discuss the next steps. Jim Chorostecki advised that Jawara Gairey will be hired and he starts on Monday to assist with this campaign. Jim felt that CAW would love to get these members as it is a foot in the door for them, it would give visibility as the largest airport in the country. Jim also reiterated that any assistance Ontario Council members could provide would be greatly appreciated. The local has set up an excellent website which can be accessed through the Ontario PSAC website.

DQPS Campaign:

The summer fans were out at all the Regional Offices, however Jim was disappointed that more were not distributed at events throughout the region. The fans were popular and well received; lots were handed out however we were having difficulties getting members out. This is an ongoing campaign and we will continue to push the DQPS. We are hoping that locals will have lunch time meetings to bring this issue forward. Packages can be delivered, if you know of any locals that need them, please contact your nearest Regional Office.

No-Zone Campaign:

T-shirts were delivered to all of the Regional Offices. Locals should be getting some, however the t-shirts are provided, with the condition that an activity is planned. Examples were given, i.e. pick one day a week everyone wears their t-shirts. Locals should plan activities around this campaign. A video can be provided to help explain the issue.

Fall School:

Fall School will be next week. We have more registration than space which is a positive sign. This is the first time the school is holding a one subject "Steward's Training". We hope to have 70-80 members fired up as stewards. It is important that we follow-up with that group. It's up to the RO's and Ontario Council as leaders to follow-up with members after training has been provided to give them things to do, to keep them motivated and interested.

Sudbury RO:

The Sudbury RO is now open and functioning. Jim was there for their first staff meeting. An Open House will be organized at a future date.

Dave Doyle is still in North Bay. He can be reached through the Sudbury Office.

A question regarding the Thunder Bay Administrative Assistant was raised. Jim advised that the Administrative Assistant in Thunder Bay, Judy Novak has retired. Jim is planning to staff the position within the next couple of months. North Bay, Sudbury and Thunder Bay are now working as a unit. It is not Jim's intent to close any office. Jim advised that we need to figure out ways to better utilize resources in the North. We now have 3 Regional Representatives.

A question was raised on how successful candidates are being announced within PSAC. In Treasury Board a list is published, however PSAC does not use the same process. Jim will look at how to announce staffing/"successful candidates".

Other:

A question was raised about the possibility of getting PSAC email accounts for elected officers. Jim advised that email accounts are issued internally for staff, and that it has not been practice to issue email account for elected officers. Having internet is an allowable expense that Ontario Council members can expend on their portfolio dollars. Ontario Council can also utilize the Ontario website to communicate to their constituency groups.

Item 6. Receipt of Reports of Council Members

The REVP wanted to use this time to do a round table as a debrief of our Sault Ste Marie meeting. The REVP spoke yesterday, and the Finance Committee Report provided an analysis based on other Ontario Council meetings. There was no surprise as to the increased cost of the meeting. The REVP also reviewed the tapes from the previous Convention and has determined that the resolution did not get entrenched in

our By-Laws. The REVP felt that it was worthwhile to see a different part of the region. A resolution is not necessary to move meetings to other geographical parts of the region. The REVP would like to hear people's thoughts and where they want to go next.

A round table discussion took place; Ontario Council members shared their positive experiences in the Soo. Kudos to the Regional Women's Committee and the Area Council for working together. The Council agreed that they would like to see meetings in other communities. Having a meeting once a year outside of Toronto may be financially prohibitive. Jim felt that if a meeting took place where there is a RO there would be an additional administrative assistant to help with logistics.

The REVP expressed his concerns about being bound with a resolution. A resolution is not necessary; we can decide to move around, with financial constraints. Perhaps only once every three years holding a meeting in another community. Do we reduce our three meetings per year to only two? There has been some suggestion about not meeting on Friday evening about the possibility of scheduling our meetings so that one day of the weekend is free. We need to review our priorities. We need to look at taking our meetings outside of the Toronto RO once a year, every three years. Do we work with one free day on the weekend? How do we design a balance with our budgetary needs? We need to live within a budget. Meeting with the membership is priceless; all comments can be sent to the REVP via email. The exercise will help us prepare the next budget.

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.

The education survey has been posted on the web, however not all Ontario Council Members received a copy.

Action: The Executive Assistant will send out the education survey electronically to all Ontario Council members and add to Appendix A.

Motion to refer back to the committee, to take into consideration the discussion taken today and come back tomorrow.

m/s/c

Penny Kreamer and Ken Boone

Health & Safety Committee Report (Appendix B):

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 C):

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 Valerie Fargey

Education Committee Report (Appendix A):

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

That the Remote Subsidy be adopted as presented.

m/s/c Debbie Willett and Kevin Lundstrom

That the Education Committee Report be adopted as presented.

m/s/c Debbie Willett and Kevin Lundstrom

Equity and Human Rights Committee Report (Appendix D):

Val Fargey, Chair of the Equity and Human Rights Committee presented the Committee's Report and Committee's Recommendation.

That Equity and Human Rights sensitivity session be mandatory at the beginning of each term of PSAC Ontario Council.

m/s/c Val Fargey and Sharon DeSousa

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

m/s/c Val Fargey and Sharon DeSousa

Item 8. PSAC Ontario Convention 2008

The REVP handed out the Ontario Convention Committees assignment. He did the best he could considering representation of equity. He put a lot of thought into this; if Council is not happy with his decision please speak to him directly.

- Convention Committees

The handout provided did not list the Nominations Committee, Credentials Committee or Staff Assignments to each Committee.

Delegate Assistance Committee Report (Appendix E):

The REVP wanted to thank Jim Chorostecki for preparing the report. There is not enough money to fully fund the delegates to Convention. However last Convention we distributed \$50,000 for delegate assistance, this time Council has \$200,000. This amount includes \$163,000 from the National budget and \$37,000 that we budgeted for top-up.

The first recommendation is that all sending bodies be divided into eight (8) groups.

m/s/c Ken Boone and Dennis Miluck

Viable Committees will be included in the formula, however must meet at least 4 times a year, and produce their minutes of meetings to the REVP within 30 days.

The deadline date will have to be earlier for Delegate Assistance. This is another task for the Delegate Assistance Committee to complete once the applications are received. Out of the 243 bodies that could have received delegate assistance the last time, 130 were utilized. All these numbers will be a minimum. Local Presidents will be responsible who they send from the local, the cheques will go directly to them, however if they do not send anyone from the local the funding must be sent back. The objective is to have more delegates attend Convention. The membership list from December will be used for the Convention.

Recommendation #2, that each eligible delegate who registers and attends the 2008 PSAC Ontario Convention, will receive amounts to offset the costs related to attending the Convention.

m/s/c Glenn Miller and Debbie Willett

That the Delegate Assistance Committee Report be adopted as presented.

m/s/c Barb Wardlaw and Sharon DeSousa

The call out letter will have to go out by late December, at least four months before the Convention. Need to start signing up RANDS and get that information out to the membership.

We need to establish dates, for Delegate Assistance, Registration and Resolutions. In the past, the National President reviewed all of the resolutions and that will not change. We also have to leave enough time for the Committees to produce their Committee Reports.

2008 Proposed:

February 15	Delegate Assistance
February 29	Resolutions (2 months)
March 14	Registration Date

The Kits will be distributed at the Convention. Resolutions will be posted on the website.

Council members adopted a \$100 registration fee for Convention.

The NBoD have looked at a themes for Convention, does Council want to do the same? We have never had a theme at one of our Conventions.

Item 9. Collective Bargaining

The following handouts were distributed to the Ontario Council Members:

- Bargaining Info, Canada Revenue Agency Bargaining Unit, “Your team is back for another intense two weeks of negotiations”, October 16, 2007
- Bargaining Info, Canada Revenue Agency Bargaining Unit, “Sub-committee work dominates second day back at the table”, October 17, 2007
- December Treasury Board Negotiation Dates Postponed, October 15, 2007
- Union Bargaining Team Tables Job Security Language In Context of Arming Initiative, October 16, 2007

CFIA has secured a one year agreement and has also sent out Notice to Bargain.

IMP Ontario, Atlantic, BC met with the negotiator Larry Gagnon.

Petawawa NFP have turned down agreement.

Windsor Airport has signed their collective agreement.

Treaty Three and NAPS are still in negotiations.

Blair Chalk advised that the Commissionaires in Sudbury’s contract expired in February. The Employer wants to roll back gains made at the bargaining table. The REVP wished them luck with their negotiations.

Sharon DeSousa met with PA Team. They had a JLP presentation with Mark Pecek. The presentation was about ½ an hour. The Employer had questions for Mark that lasted for an hour. This time the PA team discussed Leave With Pay and Leave

Without Pay for Union Business, Language Training, generic changes to the Modernization Act. The team asked the employer to respond to demands. The employer presented Vacation and Family Related Leave, Volunteer Leave. There is a formal demand on vacation leave. A presentation on classification was also presented. It was the same as the one 3 years ago, however everyone on the team is new.

Ken Boone also sits on the PA Team with Sharon. He advised that the JLP program commitment was made three years ago. This is an ongoing commitment. The team also discussed Severance Pay and Maternity Pay.

The REVP advised that two compensation studies have been commissioned by the PSLRB for the TC group, and the Enforcement Community in the FB of the PA groups. We are hopeful that we will have material in order to move the way we did for Table 2. Studies were expected in December however have been postponed until January or March. Unfortunately we have no control over the timing of these studies. The use of the studies is to substantiate our monetary demands. The ESA, the new designated system, came into effect over a year ago. A number of departments have not completed this process even though they are legally bound. It is a slow process. Some departments haven't even started terms of reference. Without Essential Services Agreements (ESA's), we can't go on strike, and strike votes are now only good for 60 days. Three sessions for bargaining have been set up for October, November and December, however the December date has been postponed and will resume in January or February. The process has now slowed down. In a normal bargaining round we would have already requested the strike vote by now, however with the 60 day window we need to get closer to the end of the process.

Ken Boone advised that he has a blog and will be bcc'ing everyone on council. Every time negotiations take place he will send an email update each round.

Sharon advised that PSMA has been signed off; they are changes based on legislation and is only a housekeeping article.

The REVP wished the teams' every-luck on the process and hopes that we can get a good collective agreement for all.

Glenn Miller who sits on the Zones Committee met with the bargaining teams in the spring. Glenn suggests you make a copy of the CD Zones to get the message out on this issue. As we get closer with negotiations the Zones Committee want to participate in days of action.

Aileen Duncan handed out the poster "Decent Jobs Lead to Decent Lives" to illustrate the disabilities issue. Sister Duncan is portrayed in this poster. The message is that they can do the job just as any other person. Posters were ordered, and more will be received next week.

Sister Duncan advised that the Hamilton MDAC, AC, and RWC had a joint meeting for duty to accommodate. Elisabeth Gillelan was the guest speaker as well as 16 participants on Saturday. Those who attended had a good response and they appreciated having these sessions. The subjects were assessments with Health Canada and brothers & sisters near retirement who are having problems with duty to PSAC Ontario Regional Council Meeting Minutes – October 20-21, 2007

accommodate. We are currently doing educationals as a response to members. After the educational survey was sent out, responses were received within an hour of sending it out.

Sister Duncan attended the 6th Access Conference in September. She has attended 5 of them, and is happy to report that this was the best one she has ever attended. Sister Duncan is proud of the 2 MDAC Committees, one in Hamilton and the other in Toronto. The sisters were instrumental in getting a resolution overturned. The committee liked the principle around the bus pass claim on income tax; taxi paid out of pocket. They were first time participants at the conference and it was great to see all the work the committees has put into fruition.

Sister Duncan gave a report on the Hamilton Take Back the Night. SACHA – Sexual Assault Committee in Hamilton Area submitted a proposal to the PSAC Social Just Fund for the TBTN. The main them was Women and Children in Poverty. This event was well attended by PSAC sisters and children.

Item 10. Political Action

The REVP advised that Bob Black sent an email requesting funding to the Political Action Committee for the CLC Autumn Campaign Organizer Training. The Committee agreed that this proposal falls into political action and has agreed to fund \$450 for Brother Black to attend the training. The Committee expects a report once the training has occurred.

Alliance Facilitator's were trained for the MMP, as well as other political action items. Reports from the AF's who delivered the MMP were good, and the turnouts were well received as well. The REVP brought the Area Councils together and he expects more from all committees for the Federal Election Campaign. It is probably easier to engage our members on the Federal Election. The REVP mentioned in his report that help is needed. How do we deliver political action without Components' support? We need to work together on a common goal. We have made some gains but are expecting bigger effort with the Federal Election.

Jim Chorostecki expects a link around mobilization and to bring the leadership together. If any movement is to happen on the zones campaign it has to be driven or lobbied politically. There is a link between Federal Government and Treasury Board members impacted on this provincially. Focus is on DQPS, driving the federal election has impact on all membership and this message has to get across. The leadership from the Region through various Committees is up and running now and we need to figure out logistics. Jim encourages all Ontario Council members go back to the region to see what we can do in order to have an impact. Some suggestions: phone banks, speak to MP's, one on one contact, leafleting, where is the best impact, locals, members. It's up to us to bring that home.

Someone needs to take the bull by the horn. Area Councils, Locals, Volunteers, need Ontario Council to do this work. Reality is that the current government is not in a strong position. They have to listen; all political parties are listening to our needs, such as Zones, DQPS, Better Working Conditions.

Ken Boone advised that GTAC established an Elections Committee. They will be putting forth a proposal for the upcoming election. Leave without Pay will be funded by GTAC. They will be contacting members shortly.

Aileen Duncan advised that Hamilton Area Council, MDAC and RWC members like hearing from PSAC. They have had positive experience through phone banks; they encouraged members to exercise their rights, by voting on the Federal Election.

The REVP will follow-up with the Area Councils as he hopes to reap some benefits from the previous training they obtained. He is hopeful that the Federal Election will engage the membership.

Item 11. Leadership Training, Phase II

Jim Chorostecki advised that there are 50 eligible participants and 30 were registered to attend the Leadership Phase II Training. This training is different from Phase I. All Ontario Council members have registered. Dinner will be provided for the first evening on Wednesday, and the course will start on Thursday through to Saturday.

The REVP raised the concern with the lower registration. He has reached out to the Components who had not picked up on the training opportunity. During this past week or so, John Gordon felt that the director's team should be part of this training. David Orfald and Mandy Rocks will be attending the Phase II training in Toronto. Shirley Riva, Jim Chorostecki and Chris Wilson along with one other person from Ottawa will be facilitating this course.

Barb requested that a Nishnawabe facilitator deliver the course.

The REVP advised that this is a national course, not a regional one.

Jim Chorostecki did not feel that he could pull an aboriginal staff to facilitate with such short notice.

The REVP advised that he will ask the question regarding aboriginal staff being able to facilitate this training.

Item 12. AEC Resolution – Funding for National Women's Groups

The following handouts were distributed to Ontario Council Members:

- Letter to Ken Georgetti, re: PSAC Resolution passed for funding the National Women's Organizations, dated October 5, 2007
- Resolution to AEC for Funding for National Women's Groups, approved October 1, 2007

The REVP is proud of this great initiative. He did not realize that there were so many women's organizations. Included in the plan is the Child Care Advocacy Group. There are a lot of worthy organizations out there, and the AEC is proud to provide funding to the following in the amount of \$25,000 each in 2007 with further contributions in 2008 and 2009 for consideration: National Association of Women and Law (NAWL), the Canadian Research Institute for Advancement of Women (CRIAOW), the Feminist Alliance for International Action (FAFIA) and the Child Care Advocacy Association of Canada (CCAAC).

Item 13. Local Development

The REVP, Gerry Halabecki and Ed Cashman, Co-chair the Local Development. The Committee developed new tools, "PSAC Locals at Work". This is a new checklist abbreviated version. Each Regional Office has a small quantity of supplies, more will be printed at a later date. There is sufficient supplies until another print run is produced. This is a tool to help executives to build their locals. The REVP brought the local development subject to the SSM meeting. The local development fund is to provide assistance with those locals that need the help in establishing a vibrant local. This new brochure replaces the old brochure "the Good Local".

Jim Chorostecki confirmed that each RO does have a supply of the new tool/checklist. Jim stated that the RO's will work with specific locals, and the RO's are looking at planning for next year. Jim encouraged the Ontario Council members to participate by talking to their respective Regional Offices. There is some Local Development money available, and some projects are underway. While most are local focused, Thunder Bay RO was able to do a session for all locals where there were gaps.

The REVP reminded that each local should sign up RANDES since it is a convention year. The REVP hasn't heard of any problems with the new cards. The OC Members did share stories of having their members sign cards 2-3 times.

Action: The REVP will bring the issue of membership cards at the next AEC. The REVP will ask for a membership report.

Item 14. New Provincial Holiday

The day after Dalton McGuinty was elected he announced granting everyone a family day in Ontario. Earlier in Manitoba they too declared the same family day.

- Information, TB, October 16, 2007, to: Compensation Managers, Directors/Chiefs Labour Relations, Subject: Manitoba, Saskatchewan and Ontario Family Day

This bulletin basically says that our collective agreements do not provide for a second provincial holiday. The day to be recognized will remain the Civic Holiday celebrated on the 1st Monday of August.

- The Ottawa Citizen, Wednesday, October 17, 2007, "PS angry to learn Family Day is just a work day"

The REVP would like the bargaining teams to add this into the proposals for our Collective Agreement; however this conversation has not taken place as yet. No legislation has been dropped yet. We hope to get this included in our bargaining demands, if we can. Once demands have been given, you normally can't add to them.

Item 15. Request for Funding – OFL Convention

Motion on the floor to assist Aileen Duncan to attend the OFL Convention in the amount of \$427.30 approximately to cover costs.

m/s/c Dennis Miluck and Ken Boone

The REVP advised that there will be an expectation that a report be provided back to this body. The funding will come out of Special Initiatives line item.

Item 16. 2008 Meeting Dates

The REVP stated that in 2008 all Components will have their Conventions. Because it will be a busy year, we will have a definite date for the first meeting and tentative dates for the next 2 meetings.

As a reminder all Ontario Council members must submit their expenses prior to the end of January. Once this is done we will have our audit completed.

February 29, morning will be designed to have the sensitivity training; Ontario Council Committees will meet in the afternoon. All travel will take place on Thursday. March 1-2; Ontario Council meetings. No conflict in calendar of events. The REVP is hopeful that the books can be reconciled, auditing of the books will take place, and prepare a budget.

Next tentative meeting dates, June 21-22. It has been our usual dates for Ontario Council meetings. June 23-25, should be left open for possible training dates, with June 20, as a travel day.

Next tentative meeting dates, October 25-26, Committees to meet on October 24.

May 2-3-4, Ontario Convention
May 1, O.C. Meeting to discuss Convention Business
April 30, Travel date

Item 17. OFL Convention

The Ontario Federation of Labour Convention will be held from November 25 – 30, 2007. Registration is on Grey Cup Sunday. PSAC members from the NCR and the Ontario Region will be attending. PSAC has approximately 50 – 70 members, including a number of Board members. A question was raised about funding for the attendance of the OFL Convention. The REVP advised that there is no funding available from PSAC Nationally; it is either locally based or Component based. PSAC pays for locals to affiliate with the OFL. Credentials are received by locals, the cut off date is October 26, and there is a \$250 registration fee.

The REVP thanked the observers and wished everyone a safe journey home.

Motion to adjourn at 2:45 p.m.

m/s/c Steve Tuffin and Sharon DeSousa

APPENDIX “A”

ONTARIO REGIONAL COUNCIL

Education COMMITTEE

Date: June 2007-Oct 2007

Objectives for this period:

Objectives	Action	Who
introductions		all
remote subsidy criteria	completed	all

Activities for this period:

- education survey
- contact regional office reps re next years education schedule
- promote education within region
- follow up - communication tree
- follow up - Alliance Facilitators network
- educating youth

Recommendations to Council:

REMOTE SUBSIDY (see attached)

Committee Members:

Chair: Debbie Willett
 Barb Wardlaw
 Fred Jordan
 Ryan Ayres
 José Evangelho
 Nicole Ma
 Kevin Lunstrom
 Staff: Shirley Riva

REMOTE SUBSIDY;

Concerns have been raised that some members, particularly those in Northern Ontario, who live in remote locations that limit access to PSAC Education Courses.

In response, the Ontario Regional Council established a portion of the Ontario Education budget as a remote subsidy.

The Regional Council Education Committee is proposing that the following criteria be established for accessing the remote subsidy:

Recommendation to Council:

- 1) Any member in good standing from Region 1 (North West Ontario) & Region 2 (North East Ontario) who wish to attend a PSAC Education course that is significant distance from where they work/live may apply for a remote subsidy
- 2) The member requesting the subsidy should not be from a location where PSAC Education Courses are reasonably and regularly provided within the three year cycle
- 3) Requests for a remote subsidy should be submitted to the PSAC Regional Office for recommendation. The Regional Office consult with the respective geographic regional council member(s) prior to making a recommendation
- 4) Once recommended, the request should be submitted to the Regional Education Officer (REO) for approval. The REO shall consult with the chair of the Regional Council Education Committee prior to approving the request.

SURVEY FOR ONTARIO REGION UNION EDUCATION FOR YEAR 2008
--

Please fill out this survey in order to let us know how to meet your Educational needs.

Please provide us with the following information so that we may contact you about Union Education Opportunities. Please visit our website for Course Descriptions at: <http://ontario.pvac.com/ontario/education/education.shtml>

Name _____ Component (if applicable) _____

Local: _____ Region: _____

Address: _____

Phone (H) _____ Work _____ Alternate number _____

Email addresses: _____

Advanced Training (3 or more days) for Ontario Region
Please check-off any of the courses or topics listed below:

Local Officers Training	
Stewards Training	
Human Rights Activism (Duty to Accommodate, Anti-Harassment and other rights)	
Political Activism	
Health & Safety: Please specify course here: Return to Work under WSIB, Workers Health & Safety Centre: Level 1 with PSAC H&S Activism	

Basic Training (1-2 days) Through Your Regional Office
Please check-off any of the courses or topics listed below:

Taking Union Basics	
Grievances Handling	
Understanding and Interpreting the Collective Agreement	
Organizing The Local and Mobilizing Members	
Collective Bargaining	
Communications With Media	
Organizing and Preparing Campaigns	
Workers Safety Insurance Board (WSIB): Levels 1&2	

Duty To Accommodate Including Return to Work under Human Rights	
Health & Safety: Please specify here the learning need:	

Check-Off which learning formats work best for you?

Web based tutorials (We are tracking this format for future use)	
Evenings	
Saturdays	
Speakers Seminars	

SELF IDENTIFICATION (OPTIONAL)

Aboriginal <input type="checkbox"/>	Racially Visible Member <input type="checkbox"/>	Member with Disability <input type="checkbox"/>
Inuit <input type="checkbox"/> Métis <input type="checkbox"/>		
Youth <input type="checkbox"/> (30 and under)	Gay/Lesbian/Bisexual/Transgender <input type="checkbox"/>	Gender _____

Do you hold a position within your Local? Yes No

If so please state position _____

Do you hold a position within your Component? Yes No

If so please state position _____

Do you hold a position on a Regional or National PSAC Structure? Yes No

If so please state position _____

Do you belong to any other Ontario Regional Committees or Area Councils?

Yes No

if so please state position(s) _____

Please return filled survey to:



Public Service Alliance of Canada
90 Eglinton Ave. E., Suite 608,
Toronto, ON M4P 2Y3
Ph: 416-485-3558 Fax : 416-485-8607

APPENDIX “B”

**ONTARIO REGIONAL COUNCIL
Health and Safety Committee
Reporting Period: June 23 – October 19, 2007**

Objectives for this period <i>(What we had hoped to accomplish)</i>	Action <i>(how we plan to accomplish)</i>	Who
Provide guidance to locals re local surveys	Obtain a link or contact name and number for survey info. Have this info added to our website	Dennis
Environmental issues in the workplace	Links for info to be placed on websites Links to forwarded to Brenda	All
Obtain copies of DND H&S pamphlets for committee members	Dennis	
Complete Summary		Brenda

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

1. Feed back has been reviewed. We will be using feed back to promote future conferences.
2. A link was added to the website for labor environment alliance. Researching links will be an ongoing task for all committee members
3. Dennis has obtained several pamphlets on Health and Safety issues. One set will remain in the R/O in Toronto. Steve Gauthier will be taking a set back with him.

Objectives for the next period <i>(What we hope/need to accomplish)</i>	Action	Who
We will be costing out a couple of options for H/S conferences before we present it to the REVP	Circulate new info by e-mail prior to next meeting	Brenda
We will be putting out a quarterly newsletter on H/S issues, which will be widely distributed.	Committee members will submit an article to Brenda by Feb 15 '08 .	All

Committee Members:

Penny Kreamer	Steve Gauthier
Dennis Miluck	Bruce Flannigan
Glenn Miller	Blair Chalk
Brenda Shillington (staff)	

APPENDIX “C”

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 to 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 “D”

ONTARIO REGIONAL COUNCIL Equity and Human Rights Committee Report October 2007

OBJECTIVES FOR THE NEXT PERIOD

Complete the outstanding items from previous meetings:

PSAC Equity and Human Rights Pamphlet, Profile of the Equity and Human Rights Committee members web-site Communication, Calendar of Days of Celebration, Political Campaigns (Pension Grab, Health Care, Child Care)

Finalize and deliver the Equity and Human Rights sensitivity session to PSAC Ontario Council.

To promote Equity and Human Rights Committees in Ontario.

RECOMMENDATION TO COUNCIL:

That Equity and Human Rights sensitivity session be mandatory at the beginning of each term of PSAC Ontario Council.

ACTION ITEMS:

Develop a proposal to forward to the Education Committee prior to the next Council meeting to have a Equity and Human Rights sensitivity module be part of each Fall/Spring School.

Develop a proposal to forward to the National Education Officer regarding Equity and Human Rights sensitivity module to be included in each UDP course.

Members of the Committee:

Karen Church (GLBT Members Rep)
Sharon DeSousa (Racially Visible Member Rep)
Aileen Duncan (Members with Disabilities Rep)
Valerie Fargey (Women’s Committee Rep)
Joan-Ann Gravesande (PSAC Regional Representative)
Kevin Nadjiwon (Aboriginal Member Rep)

Observer:
Suoad Soubra

APPENDIX “E”



Ontario Regional Council Delegate Assistance Committee Report

October 19th, 2007

Committee Members: Gerry Halabecki (chair)
Ken Boone
Debbie Willett
Sharon DeSousa
Glenn Miller
Dennis Miluck
Barb Wardlaw
Kevin Lundstrom
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.

Principles:

The Committee established the following principles:

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

Recommendations:

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

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

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

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

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

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

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

Group 7 – Thunder Bay area

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

2. That, for each eligible delegate who registers and attends the 2008 PSAC Ontario Convention, the sending body will receive the following amounts to offset the costs related to attending the Convention:

Group 1	\$400.00
Group 2	\$500.00
Group 3	\$600.00
Group 4	\$750.00
Group 5	\$850.00
Group 6	\$950.00
Group 7	\$1,250.00
Group 8	\$1,600.00

Based on this allocation and assuming that each sending body utilizes their maximum delegates entitlement there would be 299 delegates in attendance receiving delegate assistance monies. The total cost under these circumstances would be \$196,882.00.

The Committee recommends acceptance of these recommendations.

Ken Boone
Alternate Regional Executive Vice President (Ontario)

2007-10-19

Brothers and Sisters

I have been involved in the following activities on behalf of PSAC since our meeting in June. I have spent time working on the GCWCC campaign as the Labour Co-Chair of the campaign on the Steering Committee. As Co-Chair, we recruited 2 Sponsored Employees for the campaign. I attended monthly meetings for the 2006 United Way Campaign Cabinet (at 07:00 am in Downtown Toronto). Once again I have been asked to serve on the United Way Campaign Cabinet. The campaign is now off and running full steam with many events. I hope that all the members of council participate in their own campaigns.

I have attended a couple of local demonstrations on behalf of the REVP including a demonstration at 4900 Yonge Street, opposing the sale of Federal Government buildings. I attended a Union Leaders gathering at the OFL convened by John Cartwright developing strategies surrounding the recent provincial election. I also worked along with Brother Halabecki conducting an investigation into a situation that arose at the Fall School in 2006 and drafted the report that was accepted by all concerned.

I was also involved in the Defending Quality Public Services campaign. I researched and developed a list of various activities that were taking place in the GTA. I attempted to get volunteers to hand out the 'DQPS Fans. I personally distributed 1000 fans at the Taste of the Danforth Event in August.

Our Area Council (Greater Toronto Area Council) organized the Labour Day Parade. The turn-out to the parade was about the same as previous years, and a bit disappointing. Approximately 3000 DQPS Fans were handed out during the parade. I was elected President of GTAC at the Annual General Meeting in September. We are hoping to achieve great things this 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.

As a member of the Collective Bargaining Team for the PA Group (former Table 1) I have been attending bargaining sessions in Ottawa. Things have been moving slowly, but at least they are going forward. It certainly appears at though this process will take time.

In Solidarity

Ken Boone
Alternate to the Regional Executive Vice President

Kevin Lundstrom – Ontario Council Area 1 (Northwestern Ontario) Geographic Representative – Activities Report – from June 24, 2007 – October 19, 2007

Objectives for this period include: election issues promotion/education; participation in the Thunder Bay Labour Council picnic/gathering; liaise with the Thunder Bay PSAC Regional Office (RO) Representative on the 2007 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 WHSC Instructor network; 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

-I was unable to directly attend the June 24-25, 2007 Sault Ste. Marie OC Meeting due to a death in the family but I was able to communicate with Cathy Harasym (Alternate Area 1 Representative on the Ontario Council) and she was able go in my place and represent Northwestern Ontario.

-I traveled to Thunder Bay and attended the September 3rd Lakehead Labour Centre Labour Day Picnic with family and provided some assistance with the PSAC activities.

-I participated in the September 18, 2007, Area Council Meeting and shared relevant PSAC information that I had.

-Attendance in person at the Thunder Bay PSAC RO (400 km away) to touch base on issues occurred 6 times between July and October of 2007.

-One in-person meeting occurred with my Component RVP.

-Some work was done in follow-up to the Component restructuring which has created some short-term challenges for NHWU members. Calls were made with the Component Head Office at the Alliance Centre.

-Some promotional work occurred relating to the Area Provincial NDP Candidate prior to the October election.

-Some promotional/educational information was reviewed/shared relating to the mixed member proportional voting campaign.

-Input for October Ontario Council Meeting was solicited and possible agenda items compiled.

-Some Health & Safety professional development sessions were attended in order to increase my background knowledge on worksite and public safety issues.

-Promotion of the fall Forum North 2007 Health and Safety educational conference was promoted as it is the biggest health and safety training event run annual in Northern Ontario and a potential source of health and safety information for members.

-There was involvement in addressing several worksite health and safety issues, including offering advice as requested.

-The October 26-30 Fall School was promoted in advance.

-Required paperwork was completed for Ontario Council meetings.

-Promotion of fall 2007 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 2007 PSAC Northwestern Ontario educational course proposals/plans as they evolved.

PSAC Ontario Regional Council Meeting Minutes – October 20-21, 2007

- A daytime meeting of the Ontario Council Delegate Assistance Committee was attended on October 19, 2007.
- An evening OC Education Committee Meeting were attended on October 19, 2007, and input was shared from N.W.O.
- Research done on updated staff tele-work policies in response to a member request.
- Research was done to obtain the newest Treasury Board harassment policies.
- Information was provided to a coordinator of Joint Learning Program (JLP) courses to help facilitate the fall delivery of JLP courses in N.W.O.
- Some worksite health and safety committee inspection reports reviewed with some follow-up.
- Contact established with a union local and Component Representative over a grievance submission and meetings held/attended.
- Correspondence, letters and previous meeting minutes were reviewed prior to the scheduled October 20-21, 2007 Ontario Council Meeting in Toronto.
- 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; etc.
- I greatly appreciated the assistance and information received from the RO Staff (Judy Monteith-Farrell and Judy Novak) and REVP's Office (Gerry and Rita). I had met with Judy Novak (Thunder Bay PSAC Office Administrative Assistant) in Thunder Bay at the PSAC Office as she was retiring from the Thunder Bay PSAC Office after an entire career with PSAC. I wish her well on behalf of all of our members in Area 1.
- 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; union related correspondence and notifications received; OFL Conferences; Public Service Staffing Tribunal Notices; PSAC term employee discussion document; employment equity course available; etc.
- I would like to acknowledge the great work by Sister Sara Williamson in Thunder Bay. She was the recipient of this year's recognition award plaque from PSAC brothers and sisters in N.W.O., and also received a recognition award/plaque from the Thunder Bay and District Labour Council for her outstanding contributions, and her help with the annual Labour Day picnics.

Future Activities: will be determined by PSAC priority setting but may include: 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; a mail-out to area PSAC Locals through the Thunder Bay RO; 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 PSAC Ontario Regional Council Meeting Minutes – October 20-21, 2007

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: October 19, 2007

Objectives for this period:

Continue to Work with Sudbury staff to identify regional training needs

Activities for this period (Jun 07- Oct 07):

- Elected to NAIM Circle, Alternate for Ontario
- Appointed to Industry Canada's National EE Committee
- Working group on the Delegate Assistance sub-committee and the Education sub-committee
- LMC and EE Committee work – Industry Canada FedNor

Activities, next cycle:

- Complete work on the Delegate Assistance Committee for Convention
- Promote education and training for members within the region
- Conference with Steve Gauthier

**Steve Gauthier
NE Representative Region #2
June 06-Oct 06**

Objectives for this period:

- Keep the members and locals informed
- Keep in contact with Sudbury office
- Have a Labor Day BBQ
- Enjoyed the SSM jamboree

Activities for this period:

- Kept in contact with the locals
- Had a very successful Labor day event
- Kept in contact with regional office in Sudbury
- Arranged courses for our local from the Kingston office
- Very busy with in our local
- Negotiated our essential services agreement
- Working on a Return to Work policy

Future Plans:

- Keeping the members informed
- Attending the opening of the Sudbury office
- Attending the OFL conference in Nov.07
- Attending the leadership training Nov.07
- Attending the UNDE President conference in Dec.07
- Meeting with the CFFM with regards to Fire Fighter issues
- Working on the PSAC convention
- Enjoying the winter

**In Solidarity,
Steve Gauthier**

DENNIS MILUCK
Southeastern Area {Region 3} Report
June 25/07 -Oct21/07

Objective for the period

- 1 Attend all Area Council meetings
- 2 Be prepared to work on elections Fed or Prov
- 3 Assist Regional Office when asked

Activities for this period

- 1 Attended two area council meetings
- 2 Did Labour Day BBQ at Base
- 3 Sent letter to local MP ref Zones
- 4 Attended WHSC Instructor up-date course
- 5 Worked on Provincial Election
- 6 Participated in Teleconference call Ref Labour Day Activities

Future Plans

- 1 Assist Regional Office
- 2 Host Area Council meeting in my area
- 3 Try to contact Locals
- 4 Attend Leadership Training

José Evangelho

Region 4 (Southwestern) Council member

June 20 to October 19 2007

Objectives for this period:

- *to familiarize myself with the structure of PSAC Ontario Council*
- *to attend the PSAC meetings London Area Council*
- *to promote PSAC London Area Council to PSAC components in London*

Activities for this period:

- *I attended the London Area Council*
- *Participated in London Area Council's labour day BBQ*
- *Marched in Toronto's Labour Day parade*
- *Contacted PSAC components in London*

Future plans:

- *I plan to continue to make contact with locals in my region to promote participation in London and Kitchener Area Councils*
- *Promote participation in PSAC education courses and access educational needs*
- *Continue to attend PSAC London Area Council meetings*
- *Attend Kitchener Area Council*

In Solidarity,

José Evangelho

Report of Glenn Miller Region 4- SW Ontario June 2007- October 2007

Objectives:

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

Actions:

- Attended meetings in London RO to discuss selection of members to attend Fall School.
- Met with a couple of the area MP's over the summer to discuss issues, such as sale of Gov't Bldgs, Pay Zone Elimination and Service Canada issues
- Helped where I was able to when contacted by members in various locals, referred them to their local executives and the London RO for more information.

Plans:

- To continue to work with the locals, members, Area Councils and RO in SW Ontario.
- To continually lobby the MP's on issues raised by the PSAC and the members represented.
- To enhance the visibility of the Ontario Council and the work we can do.

A huge thank you to the organizers of our meeting in Sault St. Marie! It was great to get out into the region and meet the membership and to increase the visibility of the councils work. Thank You !!

In Solidarity
Glenn Miller

Nicole Ma
REGION 5 (GTA) REPRESENTATIVE
July 2007 ---- October 2007

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:

- July, 2007
I attended the Diversity conference at the Toronto City Hall and the Toronto/York Labour Council general meeting. The President of the Labour Council wishes that more PSAC locals become affiliated with the labour council and attend their meetings.
- September, 2007
I attended the annual Labour Day parade. Accompanied by the drummers from the First Nations group, PSAC members and their families celebrated this Labour Day with pride and joy. We handed out the PSAC Defending Quality Public Service fans to the public to kick start our DQPS campaign.
- October, 2007
Meeting with regional PSAC staff and locals activists to promote the MMP and distributed MMP pamphlets to my neighborhood and my constituents.

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: June 21 – October 19, 2007

Objectives for this period:

- Connect with Local Leaders
- Promote PSAC education courses
- Support PSAC Campaigns
- Attended GTAC meetings
- Actively be involved in planning for Labour Day Parade

Activities for this period:

- Promoted Fall School to Local Presidents
- Organized and participated in the Save Our Buildings Rally at 4900 Yonge St
- Assisted in organizing our entry in the Toronto Labour Day Parade
- Attended AF Clinic and organized a plant gate of an All Candidates Meeting near the hotel
- Organized and facilitated 3 meetings focusing on MMP
- Facilitated a Grievance Handling Workshop

Future plans:

- To co-host a meet and greet for GTA Leaders and Activists on November 21, 2006.
- 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

ONTARIO COUNCIL REPORT

Penny Kreamer

Hamilton/Niagara Region 6

June 21, 2007 – October 16, 2007

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

- June 22 PSAC Ontario Health & Safety Meeting
- June 23/24 PSAC Ontario Council meeting
- June 26 meeting re membership issues
- June 27 Term & preferred status meeting
- June 27 Local OSH meeting
- Jul 25 Co-facilitated CRA Harassment policy session
- Jul 25 Local OSH meeting
- July 26 PSAC/UTE New Employee orientation presentation
- July 31 Pandemic planning meeting
- Aug 20 PSAC/UTE New Employee orientation presentation
- Aug 21 meeting with manager re various issues
- Aug 22 Co-facilitated CRA Harassment policy session
- Sept 3 participated in Hamilton Labour Day Parade
- Sept 12 Co-facilitated CRA Harassment policy session
- Sept 17 Attended discipline meeting with member
- Sept 18 Niagara Area Council meeting
- Sept 19 Travel to Ottawa for UTE Presidents' Conference
- Sept 20-22 UTE Presidents' Conference
- Sept 27 meeting with manager re various issues
- Sept 27 teleconference re Human Resources
- Oct 4 Local Executive meeting
- Oct 9 PSAC/UTE New Employee orientation presentation

Future Plans

- Take care of issues as they arise
- Attend at least 1 Area Council, Women's Committee or MDAC in Hamilton before next meeting
- Promote ongoing campaigns

PSAC ONTARIO WOMEN'S REP REPORT OCTOBER 2007

Valerie Fargey

This has been a relatively slow period since the last women's report for activities with Women's Committees as the summer months find families busy and enjoying the good weather.

The National Women's Conference will be held on November 23-25 in Toronto and as part of the Steering Committee have been in correspondence with the committee members, on conference calls and at a face to face meeting to discuss issues regarding the conference. It has been a tight time frame for the committee but we have all rallied to the challenge. This years conference should be one where women from across Canada will participate in various workshops, debate resolutions and have fun while networking with old friends and making new friends.

As part of my responsibilities as the Women's Rep I have attended several Women's Committee Meetings in the Ontario Region. I continue to try to encourage women in various areas in Ontario to charter a committee and will continue to do this.

Aboriginal Members
Representative Report
June 24th - Oct. 19th 2007

Kevin Nadjiwon

Communicate and Correspond with the Ontario Regional Office on ongoing matters relevant to Aboriginal, Inuit and Metis members.

Establish a GTA Aboriginal Committee

Create and establish active communications and networks with Aboriginal Members and Non-Aboriginal Members in the Ontario Region

Create and establish active communications and networks with the NAIM Network Ontario and the National NAIM Network

Working with Aboriginal Cultural Lodge- Dodem Kanonhsa on having cultural awareness information sessions with Local 00137 and expand it to other locals and members

Support United Way Campaign at the local level with Aboriginal Cultural support, information and to seek being a Sponsor for 2008 Campaign.

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

Attend Equal Opportunities and Human Rights Regional Committee Meetings

Meet with Aboriginal Elders and Educators to help establish education and awareness for aboriginal and non-aboriginal PSAC members. Researching resources and contacts for on-going- awareness, educations, traditional cultural supports.

Support conventions and conferences when asked to bring Aboriginal Cultural Support- Awareness, Education and Elder/Traditional, etc.

AILEEN DUNCAN
Representative for Members with Disabilities
June 25th, 2007 to October 21, 2007

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.
- I attended the Ontario Council meetings in the Soo.
- I attended the OFL Persons with Disabilities Committee meetings.
- 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 the Hamilton Take Back the Night Committee meetings.
- I attended and participated in the Hamilton Take Back the Night
- I participated in the conference call for ACCESS 2007 Steering Committee
- I attended and participated in the ACCESS 2007 Conference in Ottawa

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.

As my final term is near completion, I am going to take this opportunity to say how proud I am of my MDAC members, especially those who attended the ACCESS 2007 Conference. I have been in this position since 1999. Over these years I have concentrated mainly on the Toronto and Hamilton MDAC's, whose main focus at meetings was to discuss issues that affect us daily, especially within our workplace. We were asked to submit resolutions to the ACCESS 2007 Conference. Four were submitted by the Hamilton MDAC on behalf of both MDAC's. Members looked carefully at the resolutions, fine tuned them, submitted them, and talked on the Conference floor with compassion regarding issues that affect them. I can say thank you to these members. My hard work over these years have shown me that yes, we may be silent regarding our issues, but are not afraid to speak out when it counts.

Date	Activity
July 12, 2007	Call with member long distance re disability issue
July 16, 2007	Hamilton Regional Women's Committee meeting
July 19, 2007	OFL Members with Disabilities Committee Conference Call
July 25, 2007	Hamilton Take Back the Night Committee Meeting
August 15, 2007	Hamilton Take Back the Night Committee Meeting
August 16, 2007	Access Conference Steering Committee Conference Call
August 18, 2007	OFL - Janice Garey's Birthday
August 21, 2007	Joint meeting Hamilton Area Council, RWC and MDAC
September 6 to 9, 2007	PSAC National ACCESS Conference in Ottawa
September 13, 2007	Hamilton MDAC
September 17, 2007	OFL Members with Disabilities Committee meeting
September 20, 2007	Hamilton's Take Back the Night
September 27, 2007	Toronto MDAC
October 1, 2007	Hamilton RWC
October 11, 2007	Hamilton Take Back the Night Committee Wrap-up
October 13, 2007	DTA - Knowing Your Rights and Workplace Stress Awareness presented by Hamilton MDAC, RWC and Area Council
October 19, 2007	Ontario Council Equity/Human Rights Committee Meeting
October 20 and 21, 2007	Ontario Council Meetings

PSAC Ontario Racially Visible Representative Report By Sharon DeSousa

Date: June 22, 2007- October 19, 2007

Objectives for this time frame:

- To Liaise with the EOC National Racially Visible Representatives
- Work on the development of the Racially Visible Committees in the region
- Connect with the PSAC Regional Racially Visible Representatives

Activities for this period:

- Collective Bargaining: PA Group member
- NHWU President's conference June 2007
- September 11-13, 2007, National Council for Visible Minorities[NCVM] 6th National Symposium in Ottawa
 1. PSAC Caucus chaired by Robin Benson and Ed Cashman
 2. Ontario Caucus~ linking PSAC Ontario with NCVM Ontario region and advocating members to attend the Toronto Racially Visible Committee
 3. liaised with other PSAC activists from other regions
 4. attended workshops Employment Equity and Changing Cultural Identity
- When in Toronto attended GTAC, RWC and RV meetings
- Facilitation of Grievance Handling Course October 13, 2007

Future plans:

- Continue to build links between the PSAC National and PSAC Regional Representatives
- Work with the PSAC Toronto Racially Visible Committee and liaise with the PSAC NCR RVAC and NCVM
- Work on developing Racially Visible Committees
- Keep a visible presence in the community and at PSAC events to network with other Racially Visible members

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

I have been very busy since last Council Meeting. June 28th I attended the Windsor Area Council Meeting, the last one before breaking for the summer.

As I reported at our last Council meeting, Windsor has been supporting “The Inn” as a Social Justice Project and I’m happy to report it is doing well.

The week of July 23rd to the 29th was Pride Week in Windsor. I attended the flag raising ceremony at City Hall Square on the 23rd. On July 25th, CRA did their part in celebrating Pride by inviting a Guest Speaker in and I was invited and attended this session. Nicole Nussbaum is a transgender woman and is a practicing lawyer in the area of Employment Law. She spoke of growing up in an Orthodox Jewish Community and of the struggles she went through. Nicole has discussed “trans” issues at a number of places including the University of Guelph Sexuality Conference and the Law Society of Upper Canada’s Pride Week panel. On Sunday, July 29th, I attended the Pride Parade. The Windsor Star had a float in the Parade with the theme of Family. My son enjoyed riding the float.

The 9th of August, I attend the London Regional Office to discuss with Todd the issue of mobilizing members. We have come up with some ideas on how to accomplish this.

The last couple of months my focus and energy has been on my Component as I have become the President of CEUDA 18. Since this new added role I have been very busy trying to settle into this position.

In Solidarity,

Karen Church
GLBT Rep
PSAC Ontario Regional Council

**PSAC Ontario Council Report
Area Council Representative
June 22/07 – Oct. 21/07**

Objectives for this period:

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

Activities:

June 28 – PSAC Ontario Council Education Meeting – Toronto

July 5,6 – attended Kingston Area Council Meeting – Trenton

Sept 3 – attended Hamilton Labour Day Parade

Sept 18 – chaired Niagara Area Council Meeting

Sept 19 – UTE Presidents Conference – Ottawa

Future Plans:

Promote ongoing campaigns

Attend other area council meetings

Presentations for 2 Niagara CEUDA members

In Solidarity,

Debbie Willett

Area Council Representative

Steve Tuffin
Regionally Based Separate Employer Locals

October 2007

Over the past 3 months I have participated in a wide variety of activities through out the region.

In my last report I was dealing with a contract employer opting out of a contract and possibly leaving our members in limbo. I am happy to report that all members were maintained and protected under their collective agreement and a MOU was signed with acceptance of the PSAC recognized as the bargaining agent by the new employer.

We are now waiting for the CIRB's approval, we will then be serving Notice to Bargain.

October 18 has been set aside for negotiations training for members of the Bargaining team at London Airport. The London RO has organized this and we will serve notice to Bargain shortly after the training is completed.

I attended the Aboriginal day celebrations in the Windsor area on June 29th

I met with MP Joe Comartin, to discuss the issue of Public Corporation to operate the Windsor Airport, August 8 2007

I was in attendance at the Labour Day parade in Windsor September 3 2007.

In addition to time spent in Windsor, I have visited, Thunder Bay Airport Local, North Bay Airport Local, Timmins Airport Local, and the London Airport Local

Hoping everyone had a safe and enjoyable summer

Respectfully submitted

Steve Tuffin
RBSEL