

PSAC Ontario Council Meeting Minutes

February 25-26, 2006

PSAC Boardroom, Toronto

The meeting convened at 9:15 a.m. on Saturday, February 25, 2006 with the REVP-Ontario, Gerry Halabecki in the chair and the following members in attendance:

Gerry Halabecki, Regional Executive Vice-President, Ontario
Ken Boone, Alternate to the REVP, Ontario
Kevin Lundstrom, Region 1 (Northwestern)
Barb Wardlaw, Region 2 (Northeastern)
Steve Gauthier, Region 2 (Northeastern)
Hélène Brochu, Region 3 (Southeastern)
Dennis Miluck, Region 3 (Southeastern)
Romeo Jackson, Region 4 (Southwestern)
Glenn Miller, Region 4 (Southwestern)
Nicole Ma, Region 5 (GTA)
Penny Kreamer, Region 6 (Hamilton/Niagara)
Val Fargey, Regional Women's Committees
Kevin Nadjiwon, Aboriginal Members
Aileen Duncan, Members with Disabilities
Sharon DeSousa, Racially Visible Members
Karen Church, Alternate, Gay, Lesbian, Bisexual, Transgendered Members
Debbie Willett, Area Councils
Elana Geller, Directly Chartered Locals
Steve Tuffin, Regionally Based Separate Employer Local
Tara Humphrey, Youth

Regrets: Douglas Turner, Region 5 (GTA)
John Ross, Gay, Lesbian, Bisexual, Transgendered Members

Staff: Jim Chorostecki
Rita Cantalini

Observers: Paul Shortt, NAIM
Joyce Maracle-McIntee, NAIM
Fran Pieper, USGE, Kitchener/Waterloo Area Council & Regional Women's
Committee
Heather Brooker, President, National Component
Christopher Flower, Alternate, Youth

AGENDA:

1. Adoption of Agenda

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2. Adoption of previous meeting minutes (November 5-6, 2005)
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. NAIM Presentation (NAIM Representatives)
9. Social Justice Fund Anti-Poverty Projects (Update)
10. PSAC National Convention
11. Federal Election De-briefing
12. JCTC Update
13. Component Representation
14. LMDA – Nicole Ma
15. Education in Petawawa Area – Steve Gauthier
16. Electronic Reports – Barb Wardlaw

The Chair welcomed all Ontario Council members and observers to the meeting. As a result of a recent by-election to Council the Chair welcomed the newest member Kevin Nadjiwon. The Chair also welcomed Karen Church as the Alternate to the GLBT Members.

Point of Privilege – Penny Kreamer

Laptops placed on the table are very distracting and block the view for others around the table.

The REVP asked why they were being used, and the participants agreed to put them away.

The Chair asked Aileen Duncan to read the PSAC Harassment Policy. Sister Duncan will be the Harassment Co-ordinator.

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

Item 1. Adoption of Agenda

That the Agenda be adopted as amended above.

m/s/c Ken Boone and Penny Kreamer

Item 2. Approval of Previous Meeting Minutes (November 5-6, 2005)

The REVP reminded that these minutes are only in draft until they are passed at this meeting. These minutes will be posted on the website later next week, however if a hard copy is required it will be provided.

That the November 5-6, 2005 Minutes be adopted as amended.

m/s/c Debbie Willett and Glenn Miller

Recorded Against: Barb Wardlaw

The REVP asked that if minor changes need to be made to the minutes that Ontario Council contact Rita as soon as the minutes are received.

Item 3. Business Arising from Previous Minutes

Jim has sent out the by-election packages for both the Aboriginal Representative/Alternate and the REVP will discuss all the by-elections in his report.

The electronic email and contact information for members should have been received by all Ontario Council Members from their respective Regional Office. Bear in mind that these lists may not include each constituency group on Council. It is the responsibility of each Council member to request this information from their respective Regional Office.

The REVP has requested that each Ontario Council member who sits on Area Councils provide the email address of their secretary to his office so that we can add it to the electronic lists.

Rita will send out the Ontario Logo to Ontario Council Members in a word format rather than the jpeg format which was initially sent out.

The REVP was aware of orientation kits that were being prepared by Ottawa however they are not the same kit that the Education Committee has been working on. Barb Wardlaw advised that the work that Debbie Willett and Cheryl Lucier did on the Orientation kits was not being continued. Barb advised that it was not practical nor were the resources available to continue with this objective.

Since the last minutes, the Social Justice Fund Project now has an initiative in Toronto called "Hands Off" in which the Toronto Regional Women's Committee has taken an active role.

Sharon DeSousa was hopeful in obtaining an electronic copy of the survey sent out by Service Canada however was unable to provide this medium. She has however provided a hard copy to her Component, NHWU. The REVP was satisfied that NHWU would forward on to PSAC, in particular Howie West who is looking after the restructuring.

The Committee that was struck at the last meeting to address the Northern Ontario Council Meeting was unable to meet to discuss possible locations in the North. However the Committee plans on meeting today and will provide some feedback to Council.

Item 4. REVP Report

The REVP handed out his schedule for the past few months as well as his NBoD Report for January 26-27, 2006.

The REVP began his report by advising Council on the status of the by-election process. The Aboriginal position has been filled with Kevin Nadjiwon. The alternate position is currently going to 3rd ballot. The GTA 1st alternate position is still underway and unfortunately we were not able to run both the 1st and 2nd alternate position simultaneously due to candidates running for both vacancies. The by-election for the position for 2nd alternate will run once the 1st alternate position has been successful.

At the last meeting the REVP advised that 2 Council members were impacted with lay-offs. Tara has asked Nycole Turmel for an extension to her membership and was unsuccessful. The article speaks to indeterminate lay-off. According to Nycole's letter her membership will cease at the end of March. Tara will follow-up with Nycole and ask that her decision be reversed. If Tara is unsuccessful with her attempt for extension then Christopher Flower will move into the position.

Douglas did not come to training and has not been coming out to meetings, the REVP has asked him his intentions but has not received a response via email. The REVP will write him a letter asking him his intentions on Council. Nycole Turmel has not made a ruling on Douglas's membership status. The REVP will provide a copy of the letter to Council once it has been written to Douglas.

A question was raised regarding the 2nd alternate position for Region 3, Southeastern Region. The REVP advised that because there currently is a 1st alternate for that position, running a by-election as this time is not urgent.

The REVP reported on the \$3,000 donation line item which the Ontario Council has allowed him to select because his office is the recipient of most letters seeking donations. The REVP advised that these are not national organizations but are regional. The REVP also seeks input from the Ontario Council. When they are aware of a need he would like to be informed. The REVP has always reported where the money for the line goes, for 2005 here is the breakdown.

- \$500 Lise Boucher, shaved head for the Cancer Society
- \$280 For Deceased, Al Worrall
- \$300 Ontario Health Coalition
- \$250 Canadian Centre for Policy Alternatives
- \$500 Ontario Coalition for Better Child Care
- \$300 Yorktown Family Services
- \$350 Daily Bread Food Bank
- \$500 Workers Arts & Heritage Centre (Because of their dire financial situation, the REVP brought this to the AEC and they were able to fund an additional \$5,000 nationally)

Thank you notes have been coming in from those who have received donations.

CUPE members almost went on strike because of their pension, OMERS. About 2 weeks ago we learned that 3 locals in our Region are on the OMERS plan, then with some further digging we found out that there were more.

North Bay Airport – UCTE
Timmins Airport – UCTE
Port of Prescott – UCTE
Town of Moosonee
Nishnawbe-Aski Police Service Board (NAPS)

UCTE did some preliminary work speaking to their locals. The REVP wrote letters to all of them except NAPS, advising that he spoke to Sid Ryan regarding his expectations with our members. PSAC has offered our support, but it is not expected to have our members go out on strike. The letter was to calm their fears as there is a vested interest in their fight. This issue was resolved at Queen's Park this week.

The REVP advised that more funds have been released for 2006 for further PSMA training. Initially there was \$40,000 for 2005, and now an additional \$30,000 for 2006. Each Regional Office did things differently on how to roll out this training. Jim advised that Kingston did try to do one PSMA course, however if there is a need he asked that Council Members consult with their Regional Office. There is a possibility to do one in your region.

The REVP stated that there was a resolution to strike up a "National Zone Committee". This originally was started in the Prairies with USGE and UNDE. A Committee has been struck prior to Convention. Robyn Benson and the REVP are responsible for this committee. There was some literature leading up to the federal election. The selection process for this committee was through the Components. Treasury Board will be the target on this issue and it is hopeful that Parks, CRA and CFIA will follow through. Glenn Miller sits on this Committee.

Glenn provided the following information to Council:

- one conference call had taken place
- there are quite a few of Ontario members on this Committee
- action with the federal election with MP's
- put pressure before the next TB negotiations
- a lot of work to be done
- the issue of educating them on the zones
- some inroads have been made also with Table 2 and separate Employers

The REVP advised that the focus with this Committee is on Table 2. We tried to challenge it legally in the past but were not successful. This is why it has to be done politically. There are about 7 or 8 Committee members.

Point of Privilege – Aileen Duncan

Sister Duncan wanted to recognize Gerry Halabecki's birthday today, all sang "Happy Birthday" to him. Aileen and her mom baked an upside down cake which was shared by all.

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The REVP provided an update on the Ontario Federation of Labour Committees which is shared with the NCR:

Aboriginal – Joyce Maracle McIntee

Alt: - Tony Nicolas

Education – Shirley Riva

Alt. – Marie Mullally

Human Rights – Ed Cashman

Alt – Nicole Ma

Labour Relations – Ken Boone

Alt – Tony Nicolas

Health & Safety – Penny Kreamer

Alt – Mark Scott

Disability – Aileen Duncan (Congratulations to Sister Duncan who was elected as the Alternate Vice-President, Person's with Disabilities at the OFL Convention)

Alt – Pat McGrath

Political Action – Nick Stein

Alt – Ed Cashman

Pride & Solidarity – Caroline Klug

Alt – John Ross

Visible Minority – Sharon DeSousa

Alt – Jeanne To-Thanh-Hien

Women's – Gloria Kelly

Alt – Val Fargey

Worker's Under 30 – Vacant

Worker's Compensation – Brenda Shillington

There is quite a selection of Ontario Council members on these Committees and the REVP welcomed them.

The REVP wants to form another Delegate Assistance Committee but will wait until PSAC National Convention is over.

Last week the Pre-Convention Committees met and the REVP, Ken Boone and Elena Geller will report tomorrow. There is an anticipated dues increase proposed for Convention, Ken will provide an update. There is also money for delegate assistance for Regional Conventions. However we cannot proceed as a Council until after convention. Jim and the REVP sat on the previous Delegate Assistance Committee and it is their intent to have discussions with the Ontario Council regarding the geographical anomalies that happened last time. The REVP is giving Ontario Council notice for the next meeting and would like Council to have conversations with their geographical constituents.

Kevin Lundstrom expressed his appreciation for the work done previously by the Delegate Assistance Committee.

The debate on the Hardship Fund did not end at the PSAC Ontario Convention. The REVP brought this resolution to the AEC, and the regions are to provide the National President's office one a year with a balance who in turn will post the information, nationally.

The Hardship Fund Balance is as follows:

Funds received in 2004	-	\$30,909.80
Paid out to members	-	\$17,560.60 (paid to 73 applicants)
Funds received in 2006	-	\$13,349.20
Carry-over	-	\$17,640.48
Amount – Balance	-	\$30,989.69

This money sits in a separate account and is for all members who are on strike and experience hardship. The Ontario Region will post this balance for Hardship on their website.

Handouts as follows were distributed to Council:

- XO/18/05 – National Board of Director's Committees, dated December 22, 2005

Point of Privilege – Sharon DeSousa

There is an odour or scent that is causing headaches, and difficulty breathing. Jim will bring in the air purifier to see if that alleviates the scent.

- News Release, January 20, 2006, Joint Career Transition Committees

This will be discussed under JCTC agenda item.

- Letter to Stephen Harper, dated January 24, 2006
- CLC Communiqué "Our issues were the leader issues": Georgetti says Canadian labour wants to meet Conservative to see what can get done, dated January 25, 2006
- PSAC Political Action News Release
- The Globe and Mail, February 22, 2006, "Well-paying jobs elude minorities born in Canada Racial bias is the reason, says CLC study, which offers French riots as a warning"
- CLC Communiqué "Racial Discrimination Holding Back Young Workers"
- Letter to Kitchener-Waterloo Area Council, re: AC – Budget \$1,000.00, dated January 9, 2006

- Letter to London Area Council, re: AC – Budget \$1,000.00, dated December 16, 2005
- Letter to Hamilton Area Council, re: AC – Budget \$1,000.00, dated January 9, 2006
- Letter to Kingston Area Council, re: AC – Budget \$1,000.00, dated January 9, 2006
- Letter to Kitchener-Waterloo RWC, re: replacement of start up fund, dated January 5, 2006
- Letter to Sault Ste. Marie Area Council, re: AC – Budget \$1,000.00, dated January 13 2006
- Letter to Greater Toronto Area Council, re: AC – Budget \$1,000.00, dated January 17, 2006
- Letter to Kitchener-Waterloo Area Council, re: AC – Budget \$1,000.00, dated January 9, 2006
- Letter to Area Councils, RWCs and Equity Committees, re: National Funding, dated February 10, 2006
- Events Calendar, Updated on February 3, 2006
- PSAC Ontario Council Committees
- PSAC Ontario Council and Alternates, Contact Sheet

The REVP reminded that all Ontario Council members must advise his Executive Assistant of any changes to their contact information. This information is only as good as it is up-to-date and current. Your usual co-operation would be greatly appreciated.

Motion to adopt the REVP's Report.

m/s/c Dennis Miluck and Steve Tuffin

Item 5. Regional Office - Updates (Jim Chorostecki)

Spring School:

The proposed courses for Spring School are as follows: Duty to Accommodate, Health & Safety Activism and Local Officers.

Consultation has taken place regarding RO courses and education schedules are up and posted on the website.

Organizing Drive:

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There is an organizing drive for the Nishnawbe-Aski Police Services Board police officers in Northern Ontario. We will be filing this week.

The Roger's Cable campaign is still ongoing. Unfair labour practices have been successful.

Collective Bargaining:

Town of Moosonee have a tentative agreement in which they have negotiated Social Justice Fund. Dave Doyle, negotiator will go out for the vote.

Staffing:

Tom Hamilton is still working in Iqualuit and Tara is filling in for him as a representative. Lynn Meston is on assignment in Ottawa. Glenn Miller, Romeo Jackson and Barb Pawlovich have been filling in as representatives in the London RO.

Barb asked about an opportunity to act in the North Bay office as it exists in the London office.

Jim advised that the assignment in London is under 3 months. They have to look at who is available for a short term acting assignment. When we look at short term acting assignments we try to use Ontario Council members. For longer terms a competition is run in which staff can apply over 3 months. As an example administrative staff can apply for developmental opportunity.

Item 6. Receipt of Reports of Council Members

The REVP reminded Council that expense claims will not be processed unless reports are completed. Whether you are in attendance or not, a written report by all Council members is required. Therefore reports must be provided electronically so that they can be appended to these minutes.

The EA is the check off source for expense claim purposes, therefore you must submit your report to her and she will then advise the Finance Committee of all outstanding reports.

The REVP opened up a round table which gave the Ontario Council members the opportunity to talk about their reports, to talk about what they have done in the region since the last meeting, or to talk about other issues.

Brother Ken Boone wanted to thank Gerry Halabecki for giving him the opportunity to participate on the Pre-Convention Committee and the OFL Committee. On the United Way Campaign, Ken wanted to give special thanks to Ryan Ward and Shellina Ladhani for their assistance.

The REVP mentioned that there are four Pre-Convention Committees. Nycole Turmel tried a new concept to include Area Council, EOC and DCL to the mix. The REVP's were tasked to PSAC Ontario Regional Council Meeting Minutes – February 25-26, 2006

provide 4 names that included gender parity and included AC, DCL and EOC. As a result of this exercise, Ken Boone and Elana Geller were chosen by Nycole Turmel from his list of 4 members.

Sister Elana Geller wanted to thank Gerry Halabecki for the opportunity on the Pre-Convention Committee in which she will be reporting on tomorrow. Sister Geller is assisting in the organizing of the Research Assistants at UWO.

Sister Tara Humphrey was recently laid off and continues to fight the grievance. She awaits to hear from Nycole Turmel regarding her membership extension. Sister Humphrey is working on a Youth course which will run over 4 parts on a Tuesday night.

Sister Aileen Duncan wanted to thank Gerry Halabecki for his support for the John C. Holland Awards.

Sister Karen Church wanted to thank Gerry Halabecki for giving her the opportunity to attend the CLC Pride conference. Thank you for John Ross for his absence. Thank you to Rita Cantalini for all her assistance. Thank you to Jim Chorostecki for the opportunity to fill as a Representative in the London RO.

Sister Barb Wardlaw will be looking for support to the Women's Committees for the Northern Jamboree. She will be costing chartered flights and accommodations and will have more to update as they go along.

Glenn Miller thanked Jim Chorostecki for taking the time to come to the London RO.

Steve Tuffin wanted to thank Gerry Halabecki for his quick action in meeting with Sid Ryan, his support and guidance on the OMERS issue.

The REVP wanted to advise that the May Works Festival takes place at the same time as our National Convention. The Ontario Region purchased an ad however we have not received a copy of it as yet.

Item 7. Committee Reports

Finance Committee Report (Appendix A):

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

Ken Boone, Chair of the Finance presented the Audited Statement for 2005.

Motion to adopt the Audited 2005 Financial Statements.

Three members from Council have agreed to review the accountant's financial audited statement; Steve Gauthier, Nicole Ma and Dennis Miluck. The audited financial statement has been signed off by the three members and is now in compliance of the Ontario Bylaws.

m/s/c Ken Boone and Steve Tuffin

The REVP thanked Brother Gauthier, Sister Ma and Brother Miluck for reviewing the audited statement as per the Ontario bylaws.

The Chair of the Finance Committee presented the Proposed 2006 Budget.

Motion to adopt the Proposed 2006 Budget.

m/s/c Ken Boone and Steve Tuffin

The Chair of the Finance Committee made a recommendation to Council that effective after this meeting, PSAC Travel rates shall be used for Council members' business.

Motion to adopt the above recommendation to Council.

m/s/c Ken Boone and Steve Tuffin

That the Finance Committee Report be adopted as presented.

m/s/c Ken Boone and Steve Tuffin

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

Equity and Human Rights Committee Report (Appendix C):

Val Fargey, Co-Chair of the Equal Opportunity Committee presented a nil report.

m/s/c Val Fargey and Elana Geller

Point of Privilege - Tara Humphrey

That the use of Native not be used but rather aboriginal as the correct term.

Education Committee Report (Appendix D):

Barb Wardlaw, Chair of the Education Committee presented the Committee's report.

Four recommendations to Council were made as follows:

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- Funding allocation for promotional items advertising education to include website.

This item was moved to objectives as it required more follow-up by the Education Committee.

- Subsidies - \$15,000 over 3 years to top-up scholarships; and any surplus will be used to fully/partial subsidized seats using a set criteria to be established.

This item was also moved to objectives.

- Remote subsidy – 1 per cent per year of the budget over 3 years \$6,3000 implementing in 2007.

This item needs further criteria regarding remote and how to implement.

- Signing authority or body for no shows to in-residence courses be charged for incurred costs.

The REVP ruled it out of order as Ontario Council does not have the authority to deal with this item.

That the Education Committee Report to adopted as amended.

m/s/c Barb Wardlaw and Hélène Brochu

Item 8. NAIM Presentation (NAIM Representatives)

The REVP introduced Paul Shortt and Joyce Maracle-McIntee as the Ontario NAIM Representatives and welcomed them to the Ontario Council Meetings.

Paul Shortt and Joyce Maracle-McIntee provided a brief presentation which covered the NAIM creation, mandate, objectives, priorities, purpose, composition and membership. A booth will be set-up at the PSAC National Convention.

Paul will find out if there is a one-hour Aboriginal Awareness session and advise the Ontario Council.

- NAIM Circle Article – October 2006, “What is the NAIM Circle” written by Don Lavallee

The REVP thanked both Paul and Joyce for taking the time to be with us this weekend. It was a good opportunity for our NAIM Representatives to make contacts with the Ontario Council and to assist us in the good work that they do in the NAIM Circle.

Item 9. Social Justice Fund Anti-Poverty Projects

- Social Justice Fund, Projects undertaken in Ontario Region

The REVP provided a handout that provided a synopsis of what the Ontario Region has undertaken under the Social Justice Fund Antipoverty Projects. A weblink will be put on the website suggesting that if members are interested that they get in touch with their Regional Offices. Ontario Council members are always encouraged to participate and get involved in these projects. These are working projects, the funding has already been provided therefore no more funding will be made available, the focus now is on the projects. If a project is in an area near you the REVP suggests you get involved.

Item 10. PSAC National Convention

The REVP advised that Ken Boone and Elana Gellar will report back from their meetings last week in Ottawa for Pre-Convention meetings. The REVP wanted to give kudos to both Ken and Elana for their hard work last week. He wanted to share that he has heard back from his colleagues that both members provided positive feedback and participation to those committees. The REVP wanted to provide a brief synopsis to Council and asked Ken if he would start with his Committee.

Ken Boone participated on the Finance Committee. He advised what some of the highlights were including:

1. a dues increase on average \$5./member/month;
 - top-up of strike fund
 - because operating costs are escalating in the area of employee benefits
 - built in 25 additional staff
 - costs for Regional Conventions
 - increases to Programs, Activities, all Conferences & Campaigns.

Elana Geller reported on the Constitution Resolution Committee:

Highlights:

- membership cancellation
- Alternate for REVP to attend NBoD Committee
- Equity – separation of Racial Visible and Aboriginal with fully funded conferences
- NAIM change
- Regional H & S Committees getting recognition constitutionally
- 2nd Alternate for REVP
- Elimination of 24 (7) (CS94) collection of 25% from designates
- CS97 – Strike Breaking – PSAC responsibilities for administration and collection of fines
- Suspension of Group Benefits during fines/disciplinary periods
- CS126 – Discipline – listing of members who are suspended on the website – advertising those who are no longer members in good standing

The REVP advised that funding for Regional Conventions was a hot item. A Sub-Committee was struck to deal with this issue including the REVP. Regional Convention numbers could be based on the PSAC National formula, however no resolution to this issue was made. More work will need to be done with the committee.

CS-41A Composite Resolution

The REVP advised that at the last Ontario Convention there were 225 delegates from approximately 340 potential delegates. With this resolution there will be a cap of 195 in Ontario. A cap on Regional Council will be 20 and National officers will be capped at 10 per Region. No caps will be applied to the RWC, Area Council and Equity Committees. This will be a big item on the convention floor.

Ontario Convention put 14 resolutions forward and the following will be listed with our numbers and the new numbers.

B-1-A – NEG 23 – Composite 23A – concurrence – Regulation 15 voting system.

B-3 – CS 29 – Concurrence – Directly Chartered Local – Constitutional ability to have DCL's be allowed signatory status for Area Council start-up.

B-8 – CS 55 – Now part of Composite 41A – Concurrence – full funded, all delegates to their regional convention.

G-1 - CS 113 – Non-Concurrence – direct deduction of designated members

G-5 – NEG 62 – Composite 61A – Concurrence – Zone Committee

G-6-A – GEN 05 – Now GEN 10 – Concurrence – Separating Aboriginal and Racially Visible Conferences

G-7 - FIN 05 – Non-Concurrence – Funding 10 cents per member per month

G-8 – CS 128 – Non-Concurrence – Fall back position 50% cost of Regional Convention

G-9 – GEN 173 – Didn't deal with this – Nycole ruled it out of order - \$10,000 UWO Food Bank funded by Social Justice Fund

G-10 – GEN 141 – Concurrence – Universal Access to Post Secondary Education

G-12 - GEN 77 – Concurrence – Insurance provider “attendants”

G-14 – NEG 111 – sent back to submitting body – “drug card” resolution of record, paid direct drug card – expected to be implemented by April 2008

G-17 – GEN 80 – Concurrence – Privacy Act

G-23 – NEG 31 – Concurrence – Locals allowed access to information on backs of strike/ratification ballots.

Item 11. Federal Election De-briefing

Jim provided a post election briefing as follows:

Hamilton – was a big success. Three NDP candidates were elected. The RWC and AC pooled their resources. They were provided a list of PSAC members with their phone numbers and they were called regarding the election issues. The feedback that was received was that the members appreciated receiving a phone call from their union.

Aileen Duncan advised that the phone call script was too long and that was the feedback she was provided by members who received calls for the federal election.

Romeo Jackson provided feedback from the London area. It was a successful campaign, an NDP candidate was elected. Members did appreciate receiving a call from their union. Approximately 1,200 members were called in 1 week in London.

Thunder Bay – there were targeted ridings.

Toronto – was well organized with a lot of volunteers, however more were needed.

Kingston – had placed ads in the local paper.

Jim re-iterated that another election is down the road in the near future. It is critical that we learn from the successes and make changes where needed.

Point of Priviledge – Aileen Duncan

Aileen advised that her mom use to work at a banquet hall years ago, and every night she worked she would receive a party favour, she wanted to give back so she put a rose in each vase and wants to recognize all the women around the room for “International Women’s Day”. On behalf of Aileen and her mom she wanted to wish the sisters a Happy International Women’s Day.

Item 12. JCTC Update

- News Release dated January 20, 2006, JCTC

The REVP provided the above handout, attached is a model letter to be sent to MP’s. The REVP advised that PIPS withdrew from this process. This campaign was brought to Ontario Council’s attention so that they can get involved and include their constituency groups.

Item 13. Component Representation

The REVP advised that this issue is still ongoing however all affected Components were given letters as well as the AEC. Before he provides his quick summary, the REVP will attempt to provide some background information.

On November 29, 2006, Nycole Turmel provided a letter to all Components. In it she explains that she has attended most Component Conventions in which she has discussed this issue surrounding Component representation.

In Nycole’s second letter she outlines her reasons why the Component representations must take place.

The REVP provided a synopsis of the changes:

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All CBSA members will go to CEUDA (formerly CEUDA, CEIU, AGR)
All CRA members will go to UTE (formerly UTE, CEUDA, CEIU)
All Citizenship Members, in Sydney, Nova Scotia will go to CEIU (formerly National)
All Public Safety & Emergency Preparedness Members will go to USGE (formerly UNDE)

Service Canada which affects NHWU and CEIU is ongoing and no ruling has been made as yet.

The REVP advised that some of those transfers could involve a significant dues increase and if so, will be implemented over 3 years starting January 2007. Most transfers will occur on March 31, 2006 and some on June 30, 2006. If members are delegates to the PSAC Convention, they will attend Convention as their former Component not the new one transferred to.

Item 14. LMDA – Nicole Ma

Sister Nicole Ma wanted to bring this issue forward for information to Ontario Council. On November 23, 2005 the federal and provincial government announced the signing of a Canada-Ontario Labour Market Development Agreement (LMDA). As a result, CEIU members working in the programs delivery areas will be affected by this agreement. Most of them will be transferred as provincial employees as of January 1, 2007.

Several government programs that are currently being delivered by Federal will be delivered by Province as of January 1, 2007. No consultation had occurred with CEIU prior to the signing of the LMDA. The Employees Transfer Agreement (ETA) will be signed by 31 March 2006. An estimated 800 CEIU members will be affected; however, the numbers could increase or decrease based on the content of the Employees Transfer Agreement.

Nicole Ma informs council members to go to the following website if anyone wants to know more about the development of the Canada-Ontario LMDA: www.ceiu-seic.ca.

Item 15. Education in Petawawa Area – Steve Gauthier

Steve Gauthier as the Ontario Council Member in the Northeast Region has received a request from some members for servicing of Petawawa to be out of the North Bay Office. As a Council Member he finds it difficult to be in the Northeast Region yet he is serviced out of the Kingston Regional Office. This is particularly difficult for education courses.

Jim advised the rationale to have 2 Reps in the Kingston office was to service Petawawa. If a rep moves from the Kingston RO then the change could potentially happen.

Steve Gauthier wanted to know if a second rep was hired in the northeast can they then switch the service from that office?

This would mean a change in resources and to try to provide services is frustrating. When the RO's were put in place they were put in place with locations and allocation of funding provided at the same time. Since our structure has changed but allocations to the Regional Office has not, it has been extremely difficult on the resources. For example, currently Dave Doyle is negotiating in Toronto, and Judith Monteith-Farrell negotiating in Sault Ste. Marie. There is no such thing as a rep remaining in one geographic area to do one thing. As retirements will occur in the next 5 years or so we can at that time look at moving positions, however this could mean that offices with 2 reps could go down to 1 and 1 rep offices could be increased to 2.

The REVP wanted to add that he certainly appreciates Brother Gauthier's concerns on this issue as politically he represents one region but is serviced out of another.

Item 16. Electronic Reports – Barb Wardlaw

Barb expressed her need to have this reflected in the minutes. She has received a request from a member to ask that the agenda, reports and minutes of the Ontario Council be sent out electronically through the Regional Offices.

The REVP advised that the resolution at Convention clearly gives him the obligation with a timeline. That timeline is that he must post the agenda of the meeting 3 weeks prior to an Ontario Council meeting. This is being done through the website. In order to send out electronically to all email trees is difficult and will address that issue as will Jim Chorostecki. The website is the means or medium used to provide information to our members, it clearly states on the website that if a hardcopy is needed one will be provided to the member making that request. The REVP has some difficulty sending out information to all locals whether they want the information or not. The resolution speaks to a deadline and he finds it difficult when that information has to go to the other regional offices for dissemination because it now leaves this responsibility out of the REVP's control. There is no central email tree in one office therefore compliance with this resolution would be very difficult. The REVP also felt that he was not satisfied that there is a concern for this information to be provided to members. No request for any hard copies has been made to his office to date.

Jim Chorostecki also raised the issue that at Convention the issue of resources was addressed that is why it is being posted on the website as an electronic format. To put this out through the email tree would involve work of additional resources. Because of the lack of resource it has been the focus to update the website on a regular basis. Currently the office is dealing with information to be posted on behalf of the Area Councils and Regional Women's Committees, this information is being posted on the website as it involves less time. If members have access to email they have access to the website.

The REVP reiterated that funding was one of the main concerns, as well as resources, and conforming to the By-laws he is bound to comply with. If emails were to take place the responsibility to comply with the by-laws would no longer be in his control and he cannot in good conscience allow that to happen.

The REVP asked Ontario Council if any have received similar requests to have this information sent via the email. No one on Council was able to provide any input to this issue.

The REVP also wanted to be clear; it is not his intention to hide information. The REVP also advised that if any member is faced with any unique situations he will make every attempt to address them.

Other:

The REVP pointed out that in the Calendar of Events; BC has already picked their dates for the next Convention. A brief discussion took place amongst the Council regarding these dates. The REVP advised that traditionally we have picked the first week in May to hold our Convention and asked if anyone had any objection to those dates.

Motion to hold our next Regional Ontario Convention on May 2, 3, 4, 2008.

m/s/c Ken Boone and Dennis Miluck

Motion to adjourn at 3:00 p.m.

m/s/c Glenn Miller and Steve Tuffin

APPENDIX “A”

ONTARIO REGIONAL COUNCIL FINANCE COMMITTEE REPORT

Date: February 24, 2006

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

The Chair of the Committee updated the books. All the cheques were posted, and the files were reconciled with the bank statements up to the end of December 2005. The Auditor came into the office and completed the audit. We are attaching copies of the audited statements for your review.

As per our Bylaws, we are requesting three volunteers to review the Audited Statement.

The committee met and discussed our plans going forward into 2006. We decided to recommend that 2006 Portfolio Budgets be increased to \$1000.00, with an additional \$250.00 for Kevin Lundstrom and Debbie Willett. We also decided to recommend that committee budgets revert to 2004 levels, with the exception of the Finance Committee (reduced from \$5000.00 to \$4000.00, the same amount as other committees).

Recommendation to Council:

We are recommending that the Council adopt the PSAC travel rates for all expenses after this meeting, going forward.

We are presenting the proposed budget as a separate document for discussion and approval at this meeting.

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

Ontario Regional Council
Proposed Budget - 2006

	Budget 2005	Actual 2005	Budget 2006
Revenues			
Allocation	112361.00	112361	112361
Other income (Convention, Interest & Misc)	500.00	14384	1000
Total Revenues	112861.00	126745	113361
Expenses			
Bank Charges	.00	107	00
Professional Fees (Audit)	750.00	300	500
Special Initiatives	2000.00	1352	4000
Equity Committees (Note 1)	2000.00	1500	2000
Regional Women's Committees (Note 2)	2000.00	1500	3000
Affiliation Costs/Donations	3000.00	2980	3000
Committee Meetings Note 2 (Note 3)	19000.00	7253	18000
Council Portfolio Budget (Note 4)	16400.00	7974	20500
Area Council (Note 5)	10000.00	9000	10000
Council Meetings	45000.00	42984	50000
Ontario Convention (2005) (Note 6)	.00	113916	.00
	.00		.00
Convention Provisions	20000.00		20000
Convention Delegate Assistance (Note 7)	15000.00		20000
Total Expenses	135150.00	188866	151000
Revenues – Expenses	(22289.00)	(62121)	(37639)

Note 1: Equity Committees are funded nationally at \$1500.00. Our Regional amount is set at \$250.00 per accredited committee.

Note 2: Regional Women's Committees are funded nationally at \$1000.00. Our Regional amount is set at 300.00 per accredited committee.

Note 3: Committee Meetings: Equity and Human Rights, Health and Safety, Education and Finance Committees are allocated \$ 4000.00 each. We continue to allocate \$1000.00 each to the By-Law Committee and Political Action Committees.

Note 4: Portfolio Budget – We propose to allocate \$1000.00 per council member, plus an additional \$500.00 specifically for Kevin Lundstrom & Debbie Willett at \$250.00 each.

Note 5: Area Councils are funded Nationally at \$600.00. Our Regional amount is set at \$1000.00 for accredited Area Councils.

Note 6: These are the actual costs for convention to date. There are still some costs to come.

Note 7: Since we have a surplus from 2005, we have increased the allocation for 2006 by \$5000.00.

APPENDIX “B”

ONTARIO REGIONAL COUNCIL Health and Safety Committee Reporting Period: November 5, 2005 – February 24, 2006

Objectives for this period	Action	Who
Review July '03 Committee Terms of Reference		
Health & Safety Seminars	Obtain estimates on costs for 1 one-day session in each region Solicit membership re topic of Air Quality or if there is another topic they consider more pressing	All

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

Reviewed our Term of Reference in order to revive and draft as a Committee Mandate

Each Geographic rep obtained estimated costs and consulted members.

Objectives for the next period	Action	Who
Finalize via e-mail communication the Committee Mandate – then forward to REVP for review		All
Create Sub-regional H&S contact list	List Contact Local Presidents to obtain Local JOSH rep. Names & #'s	Geographic Reps.
Launch Campaign to ensure that HRSDC maintains H&S Inspectors in Northern Ontario	i)Conf. Call with REVP ii) Prepare Letters iii>Contact Locals iv)Supply template	i)BJS to arrange ii)Penny iii)All

	letter to MPs	iv)All
Promotion of Health & Safety Seminars Subject: Air Quality and area specific issues Regional H&S Conference budget \$34,694.	i)Discuss with Gerry during conference call as indicated in previous action item above. ii) Check booking dates for Sept 23, 30 or Oct 14 When calling H&S contacts in locals start promotion of seminars	All

- International standardization of WHMIS symbols
- Federal Hazard Prevention Regulations (guide being developed)
- RSI awareness day February 28
- OFL Violence in the Workplace Regulation Campaign (website)
- Hotel workers campaign (UNITE-HERE)

-
-
- **Proposals for consideration by Ontario Council;** (*where necessary; please note: these are not recommendations*)

N/A

Appendix “D”

ONTARIO REGIONAL COUNCIL EDUCATION COMMITTEE

Date: February 22 – June, 2006

Objectives for this period:

Objectives	Action	Who
- meet training goals	Recruitment strategy	All
- better internal working communications	- mid term conference calls for Ed committee between meetings – May 17/06 – 6:30 - chairs of EO, H&S to contact the Ed Chair regarding training requests 15 days prior to Council meetings	Co-Chairs Committee Chairs
- identify training needs	- provide historical data past education, equity membership info etc.	all
- consult with RO's	- spring school, UDP, fall schedule	RO reps, and regional council reps
- AF communication	- AFN Liaison bulletin	Melanee Jessup, thanks for all your hard work and contribution to the bulletin
- recognition for significant contribution in the field of union education	Certificate/plaque	Education Committee
-Funding for promotional items advertising education to include website	Amount and promotional item to be determined	Education Committee
- Subsidies - \$15,000 over 3 yrs to top-up scholarships	Criteria to be established	Education Committee
- Remote Subsidy: 1% of ed budget over 3 years starting in 2007	Criteria to be established	Education Committee
To address the issue of no shows at advance in-residence courses which incur costs (ie for transportation, accommodation, meals)	Form letter to be written and sent to RO and Council reps to advise them of the	Education Committee

Activities for this period:

- Conference calls, with Ed Committee members

PSAC Ontario Regional Council Meeting Minutes – February 25-26, 2006

Alternate to the Regional Executive Vice-President
Ken Boone
Report of Activities
For the Period December 2005 to February 2006

February 20, 2006

Sisters and Brothers

During the past three (3) months I have been involved in various and sundry tasks on your behalf. I have attended many meetings and spoke on behalf of my Brothers and Sisters at many Union functions. It has been my pleasure to do so.

One of the pleasant tasks has been my ongoing involvement in the United Way Campaigns. During the past year I served as the Labour Co-Chair of the 2005 Campaign. It must be said that this year's campaign raised over 1.25 million dollars! This achievement could not have been accomplished without the dedication of two very hard working PSAC members, Ryan Ward and Shellina Ladhani.

I have maintained my role as the Vice Chair of the Greater Toronto Area Council ('GTAC' - which meets the second Wednesday of each month at the PSAC office at 6:30 pm, if you would care to affiliate). I was elected by the members of GTAC to be their representative to the PSAC convention in May.

I have had the opportunity to attend, on behalf of REVP Gerry Halabecki a rally at the Royal York Hotel of Unite/HERE workers in the hotels of Toronto. They have maintained contact with me and through me they hope to engage our support, if required in their current round of negotiations. I will keep the PSAC members in Toronto aware of their activities.

The week prior to this meeting, I attended and participated in the PSAC Pre-Convention Finance Committee. It was a long and difficult task to review budgets, and Resolutions and to cost those resolutions for presentation at the PSAC Triennial Convention in May. I want to publicly thank REVP Gerry Halabecki for getting me the opportunity to serve on that very important committee. I must say it was both a rewarding and learning experience. I will prepare a separate report to present to Council with information regarding my participation on that committee.

As Chair of the Finance Committee, I am responsible for many aspects of the day-to-day financial dealings of the PSAC Ontario Council. Since I live relatively close to the PSAC office; I am probably the person most involved in those activities. For an idea of the activities involved in the operations of that committee, I recommend that you read the Finance Committee Report.

Ken Boone

PSAC Ontario Regional Council Meeting Minutes – February 25-26, 2006

Alternate to REVP

**Kevin Lundstrom – Area 1 Geographic Representative
Activities Report – November 5/05 – February 25/06**

Objectives for this period include attending or participating in scheduled/adhoc meetings or teleconferences or events related to Ontario Council, Area Council, District Labour Council, Alliance Facilitator Network, or Workers Health and Safety Centre (WHSC) Instructor network. Information solicited/received from members will be flowed up the chain through these structures and will be flowed down back to the members wherever possible. The email tree will be utilized to help spread information. Working towards the plan to look at holding an Ontario Council Meeting somewhere in Northern Ontario in 2007 is one main objective as well.

Activities Undertaken

- I attended the last Ontario Council Meeting held on November 5-6, 2005 at the Toronto PSAC Regional Office. The information from this meeting was shared and discussed with the Regional Office staff on November 7, 2006 on my way home.*
- An Alliance Facilitator (AF) teleconference call with the Area 1 PSAC Regional Office (RO) Representative and Area 1 AFs was taken on Nov. 7, 2005.*
- A WHSC Instructor Update Meeting in Dryden was attended on Nov. 9, 2005.*
- On Nov. 14, I traveled to Dryden to participate in the annual WHSC and Dryden and District Labour Council Annual Health and Safety Activist Recognition Dinner Meeting, which 3 other people from Sioux Lookout also attended.*
- I participated in the Nov. 16 Area Council Meeting in Thunder Bay from Sioux Lookout over the telephone.*
- A meeting was held with Safety Supply Company Representatives to get information on Worker Personal Protective Equipment availability and selection.*
- Teleconferences on possible Pandemic Flu implications for the public and for workers were taken.*
- Also in December, 3 N.W.O. MP Offices were contacted regarding the need for HRSDC Safety Officers in Northwestern Ontario.*
- As Ontario Council Members were just recently given approval by PSAC to utilize the RO union local contact lists in their capacity as elected representatives, I obtained a copy from the RO and spent 4 hours making a new comprehensive email tree with all the listings. A notice was sent out to the email tree asking for notification if the members would prefer me to send email to a different address or not to that specific email address.*
- On Jan. 12, 2006, I attended a presentation on the Public Service Employment Act legislation changes and how they impact on staffing.*
- I met with my Component RVP on 2 separate occasions to discuss union development topics.*
- On January 18, 2006, formal letters were sent to all 3 N.W.O. MP Offices regarding the fact that due to a recent retirement, Area 1 now had no Federal Safety Officers and support for restaffing in N.W.O. was requested. I am happy to note that there were some return calls.*
- I participated in the Jan. 18 Area Council Meeting in Thunder Bay in person at the PSAC RO.*
- Some work was done in my area on weekends promoting the PSAC endorsed Federal election candidate up to the Jan. 23 election date.*

-A second meeting was held with a Safety Supply Company Representatives to get information on new types of Indoor Air Quality Testing Equipment available and application purposes.

-Requested 2005 Year End paperwork was forwarded to REVP's Office as requested by January 31, 2006 cut-off date.

-In February, 4 web-based courses on Treasury Board policies and directives were taken to help improve background understanding of the standards and issues.

-A plaque was ordered to recognize a member who has contributed to PSAC initiatives in Northwestern Ontario.

-Preparations were made with the Northwestern Ontario WHSC Representative for me to instruct a 3 hour stress module on 2 occasions in March of 2006.

-An all day Ontario Council Education Committee Meeting was attended on February 22, 2006.

-I participated in the Feb. 22 evening Area Council Meeting in Thunder Bay by telephone (with the Ontario Council Area Council Representative Debbie Willett) from Toronto.

-Attendance at a Feb. 23-24, 2006 Ontario Council Leadership Training session occurred.

-Participation in an evening Ontario Council Education Committee Meeting happened on Feb. 24, 2006.

-Main activities undertaken and discussed at the Area Council Meetings included: Ontario Council Meeting and Education Committee Meeting high-lights; PSAC educational courses or opportunities available and registration deadlines; Area 1 Educational Plan; union bulletin board promotional project; Area 1 annual PSAC Recognition plaque; HRSDC Safety Officer vacancy issue; issues coming from Ontario Council specifically relating to Area Councils; possibility of an Ontario Council Meeting being held in Thunder Bay and the need for submission of ideas, correspondence, names of interested volunteers asap etc.

-Other issues I participated in included:

**background work and research was started in my role as a Committee Rep. to look at the plan to hold an Ontario Council Meeting somewhere in Northern Ontario in 2007.*

**review of correspondence received from RO relating to NAPs issues and a follow-up call to a newly organized Local Representative about setting up a meeting;*

**contact with the RO and PSAC Ontario Region Regional Education Officer about a subsidy issue for a member interested in traveling to a health and safety course.*

**2 lengthy phone meetings were held with the PSAC Ontario Regional Education Officer about follow-up to Area 1 Education issues raised with me such as how Area 1 fits into the overall Ontario education plan and how we fare with it. Prior to the Education Committee Meetings, I reviewed prior notes, the REO's prepared reports on the Fall School and AFTP Course, Area Educational plans/schedules/reports, and completed review of committee work.*

**work was ongoing to build links and liaisons between First Nation contacts and PSAC, NAIM etc.*

**the Area 1 Educational Plan was discussed with the PSAC RO Representative in the period and some contact/emails/discussions occurred on a variety of issues. I greatly appreciated the assistance and information received from the RO Staff.*

**The email tree was used to distribute some email correspondence and notifications from the PSAC REVP within Area 1 and to related contacts.*

**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; seek Ontario Council and Education Committee input from Area 1 members prior to meetings; review all papers and correspondence prior to Ontario Council 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 etc.

Barbara Wardlaw

North Eastern Representative – Region 2

DATE : February 22, 2006

Objectives for this period:

- Attend election debates
- Meet with the local MP with Area Council
- Phone contact with Local Presidents – Region 2
- Work with Regional Education Office on regional planning

Activities for this period:

- Attended Sault Ste. Marie Area Council Elections
- Attended 3 debates for SSM Candidates
- Attended SSM Area Council Meeting with MP
- Facilitated – Fall School
- Facilitated – New Ontario Alliance Facilitators
- UMC – FedNor
- Advisory Committee on Aboriginal People – Industry Canada
- Met with North Bay Regional office
- Contacted Regional Education Officer on planning and strategies

Future plans:

- Phone contact with Regional local Presidents
- Work with NBay regional office, counterpart, regional education office on education and planning priorities
- Continue to cost Ontario Meeting for Northern Ontario
- Plan education surrounding PSAC Northern Jamboree

Steve Gauthier
NE Representative Region 2
Nov 05-Feb 06

Objectives for this period:

- Continue to keep in contact with the locals and North Bay office.
- Doing the ground work with Barb and the North Bay office for the Jamboree in the north for 07.
- Setting up a one day conference on indoor air quality for the region.

Activities for this period:

- Several conference calls with North Bay office and Barb.
- Looked at setting up phone banks for political action for election, no time or money.
- Costed out one day conference for indoor air quality.
- Reviewed terms of reference for health and safety.
- Continue to update e-mail tree for the locals
- Continue to work on the jamboree for the north.
- Looking into changing the region for which Petawawa gets its education from.
- Sept05 We did have a labour day BBQ. It was our first one and was well supported. I failed to report this on my last report.

Future Plans:

- Keep the locals informed of the issues and concerns of PSAC.
- Look into the feasibility of changing to the North Bay Office for Education.
- Working on costing out the northern Jamboree.
- Continue to work on health and safety issues for this region.
- Pursue the option of getting area council for the Petawawa region.
- Continue to increase my own education

Hélène Brochu

POSITION ON COUNCIL: Region 3 (Southeastern) and Education Committee

REPORTING PERIOD: Nov 07, 2005 – Feb 20, 2006

HIGHLIGHTS:

- 1) During this reporting period, I attended the Cornwall Area Council meeting held in November, and February. A new Cornwall Area Council executive was elected at the last meeting. I will continue to assist the Council to remain viable. I attended the Kingston Area Council meeting in December. I will also be keeping USGE locals apprised of ongoing educational courses and would like ongoing input as to their education needs.
- 2) During this reporting period my goal was to provide whatever assistance necessary to ensure the sustainability of the Cornwall Area Council. In the future my objective is to help them define their role and set goals for the coming year.

**DENNIS MILUCK
EASTERN AREA REPORT
NOV.07/05 to FEB.26/06**

Objective for last period:

- To contact local presidents and ask for time date of their local meeting and ask for invite.
- To attend the Kingston Area Council meetings.
- To prepare a letter for distribution to locals asking for input on issues they have, education they would like; and
- Also ask for a contact person for their local.
- MOST of these objectives were not met as the Federal election came into play.

Activities for this period:

- I did attend a Council meeting, this meeting was for education planning.
- Attended staff meeting at R.O. office in Kingston.
- I have also done various appeals for my component.
- I did attend several all candidate meetings.
- I was also very involved in my riding campaign.

Future plans:

- I am planning on visiting some of my constituents by either email or face to face.
- I would like to establish on-going communications on a bi-monthly basis. These communications would consist of current campaigns; education needs.
- Set up a one day H&S conference.
- I would like to visit some of my locals.

I am and will continue to support table 2 Zone reduction campaign.

ROMEO JACKSON

REGION 4, SOUTHWEST REPRESENTATIVE

NOVEMBER 1, 2005 TO FEBRUARY 26, 2006

HIGHLIGHTS:

I completed an assignment as acting Regional Rep. In the London Regional Office. This assignment allowed me to have greater exposure with my constituency.

I now know many more of the local executives as I have had the opportunity to meet them as part of my assignment as acting regional rep. I also gain a great deal of knowledge in the day-to-day operation of the regional office. I was able to develop a working relationship with the regional office staff, which will be a definite asset to my portfolio.

I delivered PSMA training to 21 members of my constituency in November. One of my goals is to promote education in the region and thus every opportunity to facilitate training is an asset.

I completed my assignment as the PSAC rep on the London United way campaign in January. The London and region PSAC members exceeded the campaign goal for 2005. The United way commended PSAC members for a job very well done.

One of my goals during this period was to attend, as many AGM's as possible, to this end I have attended the AGM for the Agriculture Component local 17. I made a small presentation on my role as a council member and made myself available to them in any way that I can be of assistance to the local.

I met with my co-rep and the regional office staff to discuss the educational plans for the region; we also selected the members to participate in the AFN training.

I attended the Area Council for London and Kitchener. At these meetings I made representation on behalf of the Regional Council and gave opinions/ solutions /suggestions to issues raised at the meetings.

One of my goals during this period was to be actively involved in the federal election.

I had the opportunity along with my alternate to assist in coordinating the London Area Council election Campaign plans. This was very successful as the NDP candidate that we endorsed and worked for was elected in our region.

I attended the ODRT WSIB instructor-training course in January. I am now a qualified ODRT instructor where I will now be able to train members of my constituency on WSIB. I am now also able to be a resource for WSIB information in the area. I recently represented a member at WSIB tribunal hearing in January.

I am currently working on an organizing campaign drive at the University of Western Ontario. This campaign is to organize the Research Assistants. This campaign is expected to be ending in April of 2006.

GOALS:

I plan to be actively involved in the area councils.

I plan to continue to visit as many locals in my constituency as possible. My co-rep and myself is planning a tour of the locals that are not located in the immediate area, sometime during the spring and summer.

I want to continue to promote the regional and local education plans.

I want to continue to be involved in the greater labor movement.

I want to continue to encourage locals to get involved in the community through various community organizations such as the United Way.

Report of Glenn Miller
Region 4 - Southwestern Ontario
Reporting Period: November 2005 –February 2006

Objectives:

- To have contact with all the locals in Southwestern Ontario.
- To work with the Area Councils in the Southwestern Ontario area.
- To work on the Federal Election strategies.

Actions:

- I have had a chance to have contact with all of the locals in SW Ont. I have worked with a couple of them on some issues.
- I have also worked with the Area Councils in London, Kitchener and also Windsor.
- The Federal Election campaign was a challenge and had varying degrees of success
but was worthwhile.

Plans:

- To continue to develop a working relationship with all the locals and Area Councils in Southwestern Ontario.
- To lobby the MP's on issues raised by the PSAC and the members represented, especially Service Canada.

Nicole Ma
REGION 5 (GTA) REPRESENTATIVE

NOVEMBER 07 – FEBRUARY 22, 2006

Objectives for this period:

- To reach out to Local Presidents
- To introduce myself and meet my constituents
- To inform my constituents about my roles in the council
- To stay connected with community organizations
- To gather information from local offices regarding Health & Safety concerns

Activities for this period:

- Nov. 18-20, 2005
I attended the CEIU regional representative conference, and informed Local activists about my roles and my duties as a member of the PSAC Health & Safety committee
- Nov. 21-25, 2005
I attended the Ontario Federation of Labour Conference held in Toronto. Prepared and submitted an emergency resolution which was carried by delegates at the conference.
- Jan. 16, 2006
I attended a local union-management meeting in relation to Health & Safety concerns at that local, and reminded management of their responsibility with regards to employees Health & Safety.

Future plans:

- I plan to visit and meet as many constituents as possible
- I plan to work with PSAC staff representatives to create a survey questionnaire to be sent to local offices and request their input with regards to Health & Safety concerns at their locals, and education courses that their locals need.

Ontario Council Report
as of February 22, 2006

Region 6 Hamilton/ Niagara

Penny Kreamer

Nov 2005

Canvassed my area about Health & Safety sessions. Positive feedback regarding possible attendance and dealing with the issue of Air Quality. No other suggestions made nor did I receive any suggestions for a venue.

Dec 2005

Attended education meeting at the regional office. Recommended courses as requested by members in my region.

January 2006

Attended UTE regional meeting. Although this meeting was a UTE meeting discussions regrading re-alignment took place and also terms of reference for UMC's.

Attended Niagara Area Council meeting where we were provided with updates on current issues.

Feb 2006

Attended Health & Safety Conference sponsored by CRA. At this meeting was a representative from HRSDC whom we presented questions to. I raised the issue of Safety Officer for Northern Ontario region – We were advised that they are now looking to see if they can be served out of the Winnipeg office rather than London. No firm decisions have been made at this time. I asked about when there is a refusal is it their policy to handle by phone. He indicated that they may handle a situation by phone when it is basically the same issue that they inspected before at the worksite ie customs. This is not their general practice and they do not plan to make it so.

Canvassed my area re Dental Plan. Basically the input was the same as what was already being requested.

REGIONAL PSAC ONTARIO WOMEN'S REPRESENTATIVE REPORT
VAL FARGEY
FEBRUARY 2006

December is a busy time for women as we remember the women killed on December 6 on the campus of their Montreal University. The Toronto vigil is held at Philosophers Walk on the campus of University of Toronto to remember not only the women killed in this violent act but to remember all women in Ontario who have been killed in the last year because of violence. This vigil is attended by both women and men as violence affects us all. Similar vigils are held throughout the region. The Toronto RWC donate to and attend the December 6 fund raiser. Women in the Greater Toronto Area can access a loan from the December 6 fund in order to be able to leave an abusive situation. These loans are interest free and to date all the women who have accessed a loan has paid it back as they know other women can benefit.

The Toronto Area Council set up a phone bank to call members living in targeted areas for the elections. Members were contacted to encourage them to vote and to provide dates and locations of all candidates meetings in their area. The Toronto Women's Committee set up a team to distribute campaign literature for one of the NDP candidates.

During December and January much time was spent working with members and staff reps to reactivate or establish new Women's Committees. To date there has been a meeting in Peel/Halton and Barrie. There has been a commitment from members from three components in each of these areas to write letters to secure a charter for their Regional Women's Committees.

The London Regional Women's Committee meeting is scheduled for April 10 at 5:30 at the Regional Office and the term staff rep has sent the required letters to reactivate their charter. It is hoped that the Kingston RWC charter will be reactivated in the spring.

Since the last council meeting I have attended several Women's Meetings in Toronto and Hamilton. While in Sault Ste. Marie facilitating a Bullying Workshop I attended a recruitment lunch for their committee.

Over the next few months it is my goal to attend meetings in Windsor, Kitchener, Toronto and Hamilton.

March 8 marks International Women's Day. Unfortunately I am a little behind in my research but I am still hopeful that I will be able to complete a communication to be circulated on e-mail to our sisters with historic landmarks for women.

A conference call will be co-ordinated with the chairs of the active Regional Women's Committees. During the call issues will be discussed that affect the PSAC Ontario Regional Council Meeting Minutes – February 25-26, 2006

women in the region and how we can better address the concerns of the sisters as they emerge.

Aboriginal Report to the PSAC Ontario Council 2005-06

Aboriginal Representative – Kevin Nadjiwon

Attended Ontario Council meeting February 25-26, 2006

- Introduction to Ontario Council. Thanking the supporters and constituents and looking forward to Ontario Council for their future support.

Attended Ontario Council Leadership Training Phase 1 February 2006

2006 PSAC Triennial Convention Host Committee Member –

- co-ordinating Aboriginal Elder for Opening Prayer and to be present throughout convention
- co-ordinating Aboriginal Performers to Welcome Delegates and Guests, etc.

Toronto Unity Committee Member –

- Aboriginal awareness and support to the committee

Northern Jamboree Committee Member –

- Supporting the committee with contacts, pricing and quotes, Aboriginal content.

On-going Cultural Awareness and Education formally and informally with constituents, members and others.

Goals and Objectives:

- Introduce and establish contacts in the Ontario Region (email tree, etc.)
- Aboriginal Awareness and Education (-worth with NAIM on education and awareness)
- Attend Training and Educations relative to the Aboriginal Representative Role and the greater PSAC union
- Create on-going working contacts with fellow PSAC Ontario Council Members
- Aboriginal Recruitment-awareness, educations, encouragement and support
- Aboriginal constituents, members concerns and issues

AILEEN DUNCAN
Representative for Members with Disabilities
DATE November 4th, 2005 to February 23rd, 2006

Objectives for this period:

- Keep open communication line with Disability Community through email
- attend Hamilton and Toronto Members with Disabilities Access Committee meetings
- keep open communication line with Ontario Equity and 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:

- I attended the Ontario Council meetings in November.
- I attended the OFL Convention where I was elected as the alternate Vice-President for Members with Disabilities.
- I attended and chaired the Hamilton and Toronto MDAC meetings as well as the Hamilton Regional Women's Committee. In Hamilton, the MDAC met jointly with the Hamilton RWC to plan an event for March 29th, 2006.
- I attended the Hamilton Area Council meetings.
- I attended the Coalition for Black Trade Unionists Dinner.
- During the Federal Election Campaign, I spoke at a Town Hall meeting for Disability Issues. Along with a Sister from the Hamilton RWC, I called constituents in Hamilton Centre riding as well as our own PSAC Members. I am proud to say that Hamilton painted our three target ridings, Hamilton Centre, Hamilton Mountain and Hamilton East/Stoney Creek, NDP orange.
- To help celebrate Black History Month, I attended the John C. Holland Awards Dinner. The main organizer for this event is a PSAC Sister from the Status of Women, Evelyn Myrie. The Hamilton RWC also celebrated Black History Month with Sister Myrie and a Black Cuisine prepared by congregational members of the first Black Church in Hamilton, Stewart Memorial Church.
- I also participated in the Leadership Training for the Ontario Council.

Future plans:

- I plan to continue attending meetings in the different committees that I sit on.
- I plan to keep the communication line open to my constituents.
- I hope to be able to get one more MDAC committee up and running before the end of my final term.
- I plan on continuing my work within the Hamilton community and keep PSAC visible.

Date	Activity
November 4, 2005	Ontario Council Equity/Human Rights Committee Meeting
November 5 - 6, 2005	Ontario Council Meetings
November 14, 2005	Hamilton Area Council Meeting
November 20 - 25, 2005	OFL Convention
November 20, 2005	OFL Convention - PSAC Caucus
November 21, 2005	OFL Women's Forum
November 22, 2005	OFL Disability Caucus
November 22, 2005	OFL Human Rights Forum
November 23, 2005	OFL Visible Minority Caucus
December 1, 2005	Hamilton MDAC and RWC Think Tank Meeting
December 2, 2005	Hamilton Area Council Christmas Party
January 9, 2006	Hamilton RWC Meeting
January 11, 2006	Hamilton Area Council Meeting
January 17, 2006	Federal Election Town Hall Meeting on Disability Issues
January 18, 2006	Telephoned PSAC Members reminding them to get out and vote
January 23, 2006	Federal Election
February 4, 2006	John C. Holland Awards Dinner
February 8, 2006	Hamilton Area Council Meeting
February 20, 2006	Hamilton RWC Meeting - Black History Month Celebration
February 22, 2006	Toronto MDAC
February 23 - 24, 2006	Ontario Council Leadership Training

PSAC Ontario Racially Visible Representative Report By Sharon DeSousa

Date: November 5 2005 - February 24, 2006

Objectives for this time frame:

- To amend the questionnaire based on feedback
- To take the Alliance Facilitators course
- Research the creation of a Racially Visible Leadership Course Fall/Spring School course and Mini Lunch and Learn Union awareness sessions to be held in locals/ worksites

Activities for this period:

- Questionnaire amended and to be sent to the REVP
- Attended the Alliance Facilitators Course
- Spoke with Shirley Riva and Barb Wardlaw regarding Racially Visible Courses:
 1. Developed timeline
 2. How to develop a course
 3. Resources available
 4. Reference material and resource people identified
- Spoke with Angela Fairweather regarding:
 5. Course content
 6. Delivery of Lunch and Learn Sessions
- Facilitated 9 PSMA Sessions in the GTA
- Attended the OFL Workers of Colour Meeting. Discussed:
 7. The need to have Racially Visible people speaking for themselves
 8. Leadership that is reflected by Racially Visible people
 9. Education of Racially Visible people

Future plans:

- I plan to have the letter of introduction and questionnaire mailed out to all RVP's, Local Presidents, area Council Representatives
- I plan for an e-mail with the letter of introduction and questionnaire to be sent one month after the mail out to already self-identified racially visible members
- Develop a report based on the feedback received from the questionnaire
- Develop an action plan based on the needs of the membership I represent
- Work on developing the Racially Visible Members courses

PSAC Ontario Council Representative for Gay, Lesbian, Bisexual and Transgendered Members

The previous period was taken up with preparations for an unwanted but necessary federal election. I attended meetings and challenged the candidates to uphold the human rights of all Canadians including GLBT as guaranteed in the Charter.

Egale Canada, the largest GLBT political activist group has embarked on a program this year to protect the rights of children and adults in schools. Much bullying has happened in the past and strategies need to be developed to combat this.

Recently with much pressure from transgendered and transsexual people has more recently undertaken an awareness program to educate the public on issues these groups face. This is likely the least understood of the GLBT community and has undergone much discrimination.

The present Conservative government will need much monitoring to see what changes they will undertake. Egale and other human rights advocacy organizations are extremely concerned for the potential erosion of human rights that could result. Egale has suggested that all activists contact their new MP's to ensure they are aware that we will resist all efforts to erode hard fought rights.

Focus on the Family is an American religious right group which is very well funded. They have set up a permanent office for their lobbyists in Ottawa. Their voices will have to be countered as they bombard our MP's with homophobic ideas.

February 25, 2006
John Ross

Karen Church

Alternate, Gay, Lesbian, Bi-sexual & Transgendered Members Representative, Ontario Council

February 2006

HIGHLIGHTS:

- I attended the CLC Pride Conference in Quebec City in November 2005. Although the workshops were disappointing, I found the networking to make up in insurmountable ways.
- I also attended the Windsor Area Council and was asked to represent the GLBT group for this forum.
- I attended the Windsor Women's Committee and will provide assistance to the Committee for any ongoing GLBT issues that may arise.
- I have been asked to act as the PSAC Regional Representative for the London Regional Office and I have accepted to take on this role. I am looking forward to the experience this will bring and potentially expand on my skills as a union activist.
- On a personal level, I am a member of the Legacy Club in Windsor, which is a non-profit group of Women that organize events to raise money for needy causes. I am currently organizing a road rally to raise funds for the Essex County Humane Society.

GOALS:

- Continue to be active in the union.
- To encourage other GLBT members to get involved and take an active role in their union activism.
- To establish an email network for GLBT members so that some support system could be put into place as an outreach program for this community.
- To get the message across about the 1st World Out Games and the International Conference.

Respectfully Submitted,

Karen Church

**PSAC ONTARIO COUNCIL
Area Council Rep Report
Dec 2005- Feb 2006**

- Dec 2005 - Attended the Hamilton & Niagara Area Council Christmas Dinners
- Jan 25, 2006 - Chaired Niagara Area Council Meeting
- Feb 22, 2006 - Attended the Ontario Council - Education Planning Meeting
- Feb 22, 2006 - Attended Thunder Bay Area Council meeting via conference call
- Feb 23-24, 2006 - Ontario Council Training
- Feb 24, 2006 - Attended the Ontario Council - Education Meeting
- Feb 25-26, 2006 - Attended the Ontario Council Meeting

Send emails to area councils advising them of information received, upcoming meetings...etc.

In Solidarity,

Debbie Willett
PSAC Ontario Council
Area Council Representative

Ontario Regional Council Chartered Locals Rep Report

Elana Geller

Date: December-February 2006

Objectives for this period:

- Continue to build network with DCLs
- Work on NDP political campaign in London East

Activities:

- Worked on NDP political campaign for Irene Mathysen (town hall, local campaigning, information distribution, events, etc.).
- Continued communication with DCLs in region with specific attention to the national election, education and the upcoming National PSAC Convention.
- Made contacts with regional DCL reps from other regions while in Ottawa. We decided to keep in contact so as to foster ideas.
- Sat on the pre-convention constitutional committee in Ottawa February 12th-February 17th (will report on this separately).

Future plans:

- Continued work on the pre-convention committee if necessary.
- Continued discussions with other regional reps to get more ideas about what can be done in my capacity as regional DCL rep.
- Work on organizing another DCL at UWO.

Steve Tuffin
Regionally Based Separate Employer Locals

Since my last report in November 05, I have had the opportunity to personally visit with 7 of the 20 locals I represent.

Visits to these locals have ranged from a casual stop to meet the executive to assisting with contract negotiations, and providing grievance representation.

Recent events dealing with the OMERS pension plan has also prompted some attention from the some of the Separate Employer Locals, as there are members that belong to this plan. Consultation with members and the employers was undertaken to ensure members were not at risk should they decide to honour any picket lines that may be active at their work sites.

I have found that many of the Separate Employer Locals have different educational issues that what is currently offered by the PSAC. These items have been brought to the attention of the REO and I hope to work with her and the education committee to identify and develop suitable courses for these locals.

It is gearing up to be a busy and productive year. I am looking forward to the challenge of reaching out, making the Union visible and providing any assistance that may be necessary to ensure the members of this union are represented in a high standard of quality.

In Solidarity

Steve Tuffin

RBSEL

***Report for Tara Humphrey
Regional Council Member Representing Youth.***

The last few months have been very busy as I continue to fight a grievance regarding my fall layoff. I have since started working as a Term Regional Representative in the Toronto Regional Office and have enjoyed learning the ropes.

In November I joined the Alliance Facilitator's Network by completing the training at Kempenfelt. In addition to that I was in Quebec City for the CLC's Solidarity and Pride conference where I took part in a youth caucus and met other PSAC GLBT youth from Vancouver and the Yukon.

The Federal Elections was a busy period for many of us, I attended Jack Layton's rally at Exhibition place in Toronto and All-Candidates meetings at Ryerson University.

Finally, I have been working on a pilot course to run out of the Toronto Office called "Young Worker's Seminar". I facilitated the seminar along with Christopher Flower, my alternate on council. We have had one session so far and though the turn out was much lower than we had hoped and expected the overall response was very positive. As a direct result of that seminar we have had two rand members fill out applications to become PSAC members. We are now focusing on writing material and creative recruitment strategies for the next session to come in April.

In Solidarity

Tara Humphrey