

PSAC Ontario Council Meeting Minutes

June 17-18, 2006

PSAC Boardroom, Toronto

The meeting convened at 9:10 a.m. on Saturday, June 17, 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)
Bruce Flannigan, 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
Blair Chalk, Alternate, Directly Chartered Locals
Steve Tuffin, Regionally Based Separate Employer Locals
Christopher Flower, Youth

Regrets: Elana Geller, Directly Chartered Locals
John Ross, Gay, Lesbian, Bisexual, Transgendered Members

Staff: Jim Chorostecki
Rita Cantalini

Observers: Fran Pieper, K-W Regional Women's Committee and K-W Area Council

AGENDA:

1. Adoption of Agenda
2. Adoption of previous meeting minutes (February 25-26, 2006)
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 National Convention
9. PSAC Ontario Convention 2008
10. Collective Bargaining
11. JCTC- Bill Dennis
12. Local Officers - Nicole Ma
13. JLP Training – Barb Wardlaw

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 11:45-1:45 and Sunday, 9-3 lunch 11:30 –12:30. Because of the rally today at lunch, Council members were asked to grab a quick sandwich. The rally is for the Ekati diamond workers, more details in minutes.

Item 1. Adoption of Agenda

The REVP requested that Council Members provide agenda items prior to the meeting, so that if any background or research is required it can be done in time before the meeting.

That the Agenda be adopted as amended above.

m/s/c Ken Boone and Aileen Duncan

Item 2. Approval of Previous Meeting Minutes (February 26-27, 2006)

The REVP reminded that these minutes are only in draft until they are passed at this meeting. These minutes also reflect the conversation had at the time of the minutes. If something changes from that time, it should be reflected in the business arising section of our minutes. Rita takes very good minutes, therefore if there are any changes please bring those to our attention before the next meeting. The document is not complete until adopted at the following meeting.

That the February 25 – 26, 2006 Minutes be adopted as amended.

m/s/c Steve Tuffin and Steve Gauthier

Item 3. Business Arising from Previous Minutes

There was no business arising from the previous minutes for this meeting.

Item 4. REVP Report

The REVP handed out his schedule for the past few months as well as his NBoD Report for June 6-9, 2006.

The REVP began his report by advising Council on the status of the by-election process since the last meeting. Paul Shortt is now the alternate, Aboriginal Member. Because of Tara Humphrey and Douglas Turner leaving the PSAC, Bruce Flannigan moves to GTA Representative, and Christopher Flower to Youth Representative. Joining us this meeting are alternates Karen Church, representing GLBT and Blair Chair representing DCL's

The following handouts were provided to Council:

- Email from John Gordon, "Support the strikers at the Ekati diamond mine – send an email now" also on our Ontario website
- Press Release, June 15, 2006, "Striking Ekati diamond mine workers leaflet jewel stores – Diamond customers asked to boycott dirty diamond produced by BHP Billiton"

This news release is happening across the country. Stores have been targeted and leafleting is occurring at various locations. BHP Billiton has some scab activity and it has been a difficult strike. They have been on strike since April 7. It is a remote location and they have to fly in. They are considering picketing at the Edmonton airport launching pad to get attention. BHP Billiton is a big national corporation and is trying to break the union. At the Convention last, a huge amount of money was raised to show support and to establish a hardship fund. Send a message to the Minister and let's participate at the rally today.

- CLC Ranking Officers and Heads of Unions, May 18, 2006
- Communique, CLC "If it's good for BC and Quebec, it's good for Canada", June 8, 2006

The information from the CLC speaks to the anti-scab campaign. The PSAC will be actively involved as well as all of its committee bodies. The last bill lost by only 12 votes, therefore it is critical that we actively participate and engage our MP's. Patty Ducharme will be liaising with the CLC on this initiative and once we know more about it, we will pass this info along to Council to help mount an effective campaign. During the summer the MP's are usually participating at barbecue events, this is a good time to speak to them on the anti-scab legislation. This is a good starting point for us to do our part for Ontario.

- Press Release, Bloc Quebecois anti-strikebreaker bill "Carole Lavallee calls upon the Minister to face Reality"
- Anti-strikebreaker Bill: clarifications are needed

- PSAC asking Court to ensure health and safety protection for Parliament Hill workers

The REVP advised that this BillC-45, providing Health & Safety protection for our members on the hill, was never proclaimed. This should be another issue to raise with the MP's over the summer

- XO/06/06, Friends of the Conservative Government, April 4, 2006
- XO/11/06 – NBoD Committees, June 6, 2006
- Regional Hardship Fund Balance – Ontario

A resolution from the Ontario PSAC Convention which did not get finished on the floor regarding hardship was brought to the AEC's attention by the REVP. Nycole Turmel promised that if each Region provided this information on an annual basis it can be posted on the web. As a region, Ontario has already posted this information on its Ontario website.

- Letter to Toronto MDAC, re: Start-up Fund \$500, dated June 1, 2006
- Letter to London Regional Women's Committee, re: Start-up Fund \$500, May 16, 2006

The REVP advised that from here on the copying of letters of funding for Area Councils, RWC's, and Equity Committees will be forwarded electronically to avoid all the paper we send out. The REVP requested that the Ontario Council spread the message to all regarding the Regional and National funding criteria to provide financial statements to the REVP's office as soon as possible. The RWC's, after consultation with Sister Val Fargey, must submit their plan/proposed budget for the current year along with their previous year's financial statement prior to requesting their 2006 funding. The REVP expressed his disappointment with what his office has received to date for 2006 requests for funding. Less than half of the Area Councils/RWC's/Equity Committees have requested their 2006 funding. The REVP is always fighting for this region to receive its fair share and it is disappointing for him to see that so many have not requested this money to do their work. The REVP's office is ready to issue cheques so please get out to your respective areas and pass this message along to them, also advise they must submit their 2005 financial statements.

- Events Calendar, Updated on May 15, 2006
- PSAC Ontario Council and Alternates, Contact Sheet

The REVP wants to remind all Ontario Council members and Alternates to advise his Executive Assistant of any changes to their contact information.

The NBoD was given their new membership cards and members' care should be rolling out in the mail shortly.

If you know of any new committees wanting to be formed in your area they should contact the Ontario Council member representing those Committees. The Regional Women's Committees should speak to Val and the Area Councils to Debbie Willett. As well, they can contact the REVP's office.

The REVP wanted to advise that UCTE Local 4 at the GTAA has been in negotiations and Brother Steve Tuffin is part of the negotiating team in his role of RVP, UCTE. Steve advised that they met this week for 6 days, and all non-monetary stuff has been dealt with. Both sides have exchanged freely and they will be preparing to provide their monetary package in the next 2 weeks.

At the Spring School a complaint was filed regarding accommodation. There were some allegations made, however the REVP has been out of the office for the past 2 weeks. The REVP will provide a report to Sister Aileen Duncan by the October Ontario Council meeting. Sister Duncan was facilitating the Duty to Accommodate course at the Spring School. She will follow up with the written report and forward on. Aileen had the opportunity to meet with Shirley Riva on how to improve the registration form for the school or any PSAC courses. PSAC staff are already looking at ways to make improvements. The REVP took full responsibility at the school as leader. We need to be careful when we put the equity filter lens on things not to overlook anything or anyone. A letter will be forthcoming to all participants of the school from the REVP's office regarding the accommodation situation.

Brother Glenn Miller advised that he has received a lot of complaints about the school. He has also received about ½ dozen calls or emails. Some of the complaints were around the funding of the per diem as well as the issue of night classes.

The REVP advised that there was an issue regarding expense claims and concerns about the travel policy. The new PSAC travel policy is in draft stage but once this policy is out it will address some of these issues. The REVP also heard that the Bayview Building was warm and muggy and emitting an odour. Having a hot tub in the building also adds moisture. These are all unfortunate events however what he has heard is that members are happy with what they are learning.

Jim Chorostecki advised that the majority of participants did hand in their evaluations. Of those, the area of concern is the option to have evening sessions or to make them social sessions. In terms of the courses and their content, all feedback received was positive. With regards to what is reimbursed at the school, Lynn Eaton put everything in writing to what the entitlements are. If you do not bring your document or your documents are missing you will not be reimbursed. The new PSAC Travel Policy will outline or clarify these points and address all areas on concern. It is much cheaper to use the facility with a meal plan versus those without a plan.

Sister Sharon DeSousa stated that PSAC has used Kempenfelt in the past, however the air quality and mold are getting progressively worse. Has PSAC looked at other facilities.

Jim advised that because the weather has been warmer that the mold with the older building was more evident this time of year rather than when we would normally use the facility in the fall. As a result, PSAC will reconsider Kempenfelt but will have to find a unionized facility. The Port Elgin facility is not an easy facility to get to. They also have shared accommodations and PSAC has a policy on no shared accommodations.

The REVP advised that Nicole Ma has been reassigned to the Education Committee and Bruce Flannigan is on the Health & Safety Committee. There are other Committees as well, the By-Laws and the Political Action. Val Fargey will now join Debbie Willett on the By-Laws Committee. The REVP thanked Val for her willingness to join that committee.

The Political Action Committee will be doing some work around Labour Day. The REVP will draft a letter to Area Councils and those areas where there is no Area Council to submit their Labour Day proposals to his office.

Motion to adopt the REVP's Report.

m/s/c Glenn Miller and Penny Kreamer

Item 5. Regional Office - Updates (Jim Chorostecki)

Demo:

Jim wanted to bring the Ontario Council up to speed on the demo that will be taking place later today. As a background, at Convention momentum for the striking workers at the Ekati mine received support. All across Canada PSAC members will be leafleting at jewellery stores where they sell their brand name diamonds. Today we are going to Shelley Purdy's Store which is located near Much Music on Queen and Richmond Street. It is a five story office building and the jewellery store is located on the 5th floor.

All Ontario Council members proceeded to the subway for the Ekati Diamond Mine protest @ 11:45. Upon return @ 1:45 the REVP wanted to thank everyone for participating in the demo today. He is no longer a subway rookie.

Negotiations:

Two groups are in advance stages of negotiations.

CCC – Toronto Airport Commissionaires, have a final offer vote to membership, the bargaining team is recommending rejection of this final offer. The Employer has clawbacks and very little advances were made at the bargaining table. The contract expired in 2005 and the employer is proposing no retroactivity.

Georgian Downs Racetrack is going back to the table for their first contract.

Spring School:

Spring School took place 2 weeks ago and it was very successful. The courses offered were: Duty to Accommodate and 2 Local Officers. This year more than half of the participants were first timers to the school. In the Local Officers ½ of the participants were from the TB locals and the other ½ were from separate employer locals. The fall education schedule has been posted on the web or will be up shortly.

Funding for Collective Bargaining training will be delivered to educate members who are going to get involved in the bargaining process. They must show an interest in getting directly involved including becoming regional co-ordinators.

The budget was passed at Convention and the Leadership Training, part two is targeted to be delivered in 2007.

Romeo inquired about PSMA training for staffing. Jim advised that more monies have been designated for PSMA however this money was not ear-marked for staffing.

Organizing Drive:

Sunlite Cleaners in Trenton was certified. Jim wanted to thank the UNDE Local in Trenton for all their support.

A request for certification for the NAPS (Nishnawbe-Aski Police Services Board police officers in Northern Ontario). We already represent the administrative members at NAPS.

A vote of 900 Research Assistants took place. We are confident that we won the vote however the Employer has filed a technical objection. We will be going before the board which we feel confident we will succeed. We are hopeful we will have this unit in addition to our Teaching Assistant's at the University of Western Ontario (UWO).

Staffing:

A competition took place for the Northern Ontario Administrative Assistant. Lise Boucher was the successful candidate.

A poster went out for a term rep position for a 1 year term as anticipatory staffing. Jim believes that perhaps Tom Hamilton may continue to work in the North for NEU. Jim will have to review transfer requests, internal staff, then PSAC members.

The Convention has approved an additional 20 positions. Two positions for Ontario have been approved, a Rep's position in Northern Ontario and a ½ position administrative assistant for G & A in the Toronto office. Lynn Meston is on assignment in Ottawa and will return at the end of the summer.

We are planning to relocate the Regional office out of North Bay. The new position will be posted wherever the office will be relocated to. Discussions will take place for input to where the office may go. Having Pat Starratt in the North East/North West was very positive, the feedback received was she did positive work.

This will be a busy fall as we will have a Health & Safety conference, as well as a Regional Women's conference and a National Women's conference to be organized. Meetings will be taking place and collective bargaining sessions. We want to encourage all Ontario Council to talk to your respective RO's and get involved.

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. Reports must be provided electronically so that they can be appended to these minutes.

The Executive Assistant 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 Christopher Flower advised that he will be moving to the NCR in September or October. He also felt that calling themselves "youth" has been difficult because most members under 30 do not consider themselves "youth". The REVP didn't realize that the terminology "youth" was viewed as an impediment, perhaps this is something PSAC should revisit.

Brother Kevin Nadjiwon has his hands full as his wife gave birth to their baby girl on May 10th.

Sister Karen Church wanted to express her thanks to Jim for having the opportunity of being a Regional Rep in March in the London RO. She also wanted to thank Gerry Halabecki for the opportunity to participate in the "Out Games" Conference taking place in Montreal. It is a 3 day Convention sanctioned/promoted by the CLC.

The REVP wanted to advise Council that he consulted with John Ross, Karen Church, Tara Humphrey and Christopher Flower regarding the "Out Games". As a result, three names were submitted and Karen was successful.

Sister Aileen Duncan read the complaint from the Duty to Accommodate Participants at Spring School. The REVP advised that he will respond by the next Ontario Council meeting in October.

Sister Val Fargey with the Toronto RWC was able to raise \$520 at Convention for the "Hands Off Campaign". The REVP wanted to thank the Regional Women's Committee for their efforts. The Hands Off Campaign was a Social Justice Anti-poverty Campaign. A picture is on the website and the REVP is grateful for the Committee's work on this initiative.

Brother Blair Chalk provided a nil report however he wanted to thank the REVP for the opportunity to be able to participate at his first Ontario Council meeting as an alternate.

Brother Bruce Flannigan wanted to advise that this is his first meeting as an Ontario Council member and has nothing to report at this time. However he was impressed with the H & S Committee's knowledge. He will send out communications out to the GTA area and will keep in contact with the Regional Office.

Brother Ken Boone advised that he has been on the Federal Cabinet of the United Way for the past two years. He presented the REVP with a "Thanks a Million Award" which PSAC obtained this year for generating 20% more in the money that was raised. This is a great accomplishment that Brother Boone has attributed to all of our PSAC members.

The REVP wanted to thank the Ontario Council for their good work. Providing input generates ideas and is a great way to share information with one another.

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.

Health & Safety Committee Report (Appendix A):

Dennis Miluck, Co-Chair of the Health & Safety Committee presented the Committee's Report and new Terms of Reference/Mandate.

That the Health & Safety Committee Terms of Reference/Mandate be adopted as presented.

m/s/c Dennis Miluck and Glenn Miller

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

m/s/c Dennis Miluck and Steve Gauthier

Action: That the new H & S Mandate/Terms of Reference are amended on the PSAC Ontario Website.

Equity and Human Rights Committee Report (Appendix B):

Aileen Duncan, Chair of the Equity and Human Rights Committee presented the Committee's Report and new Terms of Reference.

That the Equity and Human Rights Committee Terms of Reference be adopted as presented.

m/s/c Aileen Duncan and Val Fargey

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

m/s/c Aileen Duncan and Val Fargey

The REVP wanted to acknowledge that today is Father's Day and wished all the father's a Happy Father's Day. He is hopeful that we can finish early to allow father's to enjoy their special day today.

Sister Nicole Ma serving notice to Motion.

Finance Committee Report (Appendix C):

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

A question was raised on how much money each Ontario Council member had from May 2005 – December 2006 for their portfolio spending.

The Chair explained that from May 2005 – December 2005 - \$545 was remaining except for Region 1 and Area Council Representatives who have \$665. From January – December 2006 all Council members have a portfolio amount of \$1,000 except for Region 1 and Area Council Representatives who have \$1,200. Therefore the running balances are \$1,545.00 and \$1,915 respectively.

The rule, or motion of record states that no one can spend more than 50% of their annual budget portfolio on any one event.

That the Finance Committee Report be adopted as presented.

m/s/c Ken Boone and Steve Tuffin

Education Committee Report (Appendix D):

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

The Chair presented the “Criteria for Subsidies” document. Jim Chorostecki wanted this document to go to RO’s for input and consultation. The Chair agreed to work on the document before the next meeting. Jim will provide a blurb to the RO’s and the Chair of the Education Committee will provide a clean copy to Rita for distribution to Ontario Council. Due date will be mid July.

Action: Barb Wardlaw to provide electronic copy of “Criteria for Subsidies” to Rita to ensure distribution for input due back by mid July.

Action: Jim Chorostecki will share with RO’s to seek their input.

The Chair presented the Criteria for a Recognition Plaque.

That the Criteria for a Recognition Plaque be adopted as presented.

m/s/c Barb Wardlaw and H  l  ne Brochu

That the Education Committee Report to adopted as presented.

m/s/c Barb Wardlaw and H  l  ne Brochu

Item 8. PSAC National Convention

The budget going in to convention included a large dues increase however the convention floor had something else in mind. Three resolutions passed at Convention which had money associated with it aside from the levy. Effective January 1st, an additional 29 cents/per member/month will encompass all three resolutions Gen 153, NEG 48 and NEG 83.

- Cost of Resolutions per Member
- Policy “Defending Quality Public Services”

Action: The EA will send out the above document electronically to all Ontario Council Members.

- PSAC Strike Fund Special Levyl

The levy will become effective July 1st, 2006. Those members whose salary is over \$30,000 will pay \$5/member/month until December 2006 and \$2.75/member/month from January 2007 until the strike balance reaches 25 million. Members whose salary is under \$30,000 will pay \$2.00/member/month. Currently the strike fund is costing member 35 cent/member/month and once the strike balance reaches \$25 million that cost will be \$1.00 /member/month.

The REVP advised that a request was made regarding seasonal employees be exempt from this. However seasonals do not pay dues when they are not working. The National President made the ruling and there will be no exemptions from this.

Resolution 41A for fully funded regional convention was defeated. The REVP acknowledged that passing that resolution would have helped fund delegates to our Regional Convention. However it would also have limited the delegates to our convention.

The REVP welcomed Fran Pieper to our meetings.

All outstanding resolutions from Convention were dealt with at the Board 2 weeks ago. The NBoD cannot deal with items of costing or constitution, they die.

Sister Nicole Ma wanted to express her compliments to the NBoD for voting concurrence to GEN 126 Resolution.

Establishing a separate bargaining unit for Ships Crews at Table 2 passed with an increase of 6 cents/member/month. It is doubtful that this will occur in time for this round of bargaining.

The Unity Conference has now been split and the Racially Visible Members and Aboriginal Peoples will have separate Conferences.

Item 8-A. AEC Strategy Meeting

The AEC Strategy Meeting took place last week. The REVP provided a handout which outlines his portfolio obligations.

- AEC Portfolio Description Working Document, June 15, 2006

Collective Bargaining with Patty Ducharme
Federal Sector Reorganization and Modernization with Robyn Benson
Classification Reform and Pay Equity with Robyn Benson
Local Development with Ed Cashman
Bargaining Teams – Nav Canada and Canada Post
National Conferences – Racially Visible, Co-Chair To Be Determined
NBOD Committees – Collective Bargaining Committee Co-Chair with Patty Ducharme
- Local Development Committee Co-Chair with Ed Cashman

One of the driving forces of our union is reflected in the Convention document “Defending Quality Public Services”. It encompasses education, collective bargaining and organizing and will be our number one priority. It is in line with the OFL’s anti-privatization and the REVP plans to meet with Wayne Samuelson to discuss this document further with him. Our National President, John Gordon, wants all Committees, RWC, AC, Equity to get involved with protecting public services. In light of this tory government it is important to get this message across to all members. While the AEC does not set the priorities, it is a

tool to discuss important issues at bargaining conferences, schools and committees. The NBoD will meet in the fall to discuss priorities for the mandate over the next 3 years. Political action at all levels of the PSAC needs to be more emphasized particularly with the upcoming elections. Members need to lobby their MP's regarding the zone issue, anti-scab legislation and Service Canada. The municipal elections will be coming up this November and PSAC needs to be more involved in all upcoming elections, federally, provincially and municipally.

John Gordon's priorities in a nutshell are: defending public quality services, political action and bargaining differently. The bargaining differently has not been flushed out yet. It is intended that a Committee would be struck consisting of AEC Officers, NBoD Components with TB; NBoD Components with Separate Employer, NBoD Components with Smaller Employers and 2 Staff Resources. This will happen down the road perhaps at the Board meeting in the fall. There are 240 Bargaining units and you can't compare Table 1 with Commissionaires. The same cannot apply. It is John Gordon's own priority to look at something earlier and more effective and he wants this done in 6 months.

Separate Employers is an emerging issue that was raised. How we serve and educate. How we bargain and mobilize.

There was talk about changing the name of our union in that it does not reflect all of our members as not all members are federal sector workers.

Environmental portfolio is another emerging issue.

Staffing has not been finished. At Convention a proposal of 25 new staff was suggested, however only 20 were approved. The AEC gave clearance to staff 15 positions. This includes the Northern Ontario Rep's position and the ½ administration position for the G & A Officers in Toronto. The AEC are looking at the positions that are left because it does not have enough Political Assistants/Communication for all Regions. Discussion is still to take place, they are looking at a shared system.

The REVP was happy to have our new National President, John Gordon at the Fall School and at the Georgian Downs Rally.

It was also good to see where he wants the union to go. The National President sees Area Council, Regional Councils, RWC and Equity taking on more political actions with campaigns at all levels of this organization.

The REVP is hoping to have a meeting of Area Councils in September 2006. This has to be mapped out and further discussions need to occur with Debbie Willett. The composition will be 2 people from each active Area Council. We need to develop a plan to get more locals participating in Area Councils. Help to get those bodies more participation so that they are more viable and politically active. Mini conference will be in September. Once the REVP and Sister Willett flesh out more details will be provided.

Point of Privilege – Debbie Willett

It is Penny Kreamer's Birthday and Sister Willett provided a tray of cakes to Ontario Council. Ontario Council sang "Happy Birthday to Sister Kreamer".

Sister Nicole Ma read her motion for funding, as follows:

A single mother, Nancy Quick, with two small children was murdered right in front of her workplace. To this date, no one has come forward to help identify the perpetrator.

This is another case of Violence Against Women which continues to occur in our society.

I move that PSAC Ontario Council donates \$300 to the children's trust fund for their future well-being.

m/s/c Nicole Ma and Karen Church

Point of Privilege – Ken Boone

Sister Barb Wardlaw recently lost her mother, Brother Boone wanted to know what the family wishes were. Sister Wardlaw preferred that rather than a monetary donation that a random act of kindness be in honour of her mother's memory.

Item 9. PSAC Ontario Convention 2008

The REVP wanted to discuss the location of the PSAC Ontario Convention for 2008. It has traditionally been in Toronto because it not only is cheaper it is also cost effective for transportation costs, as Toronto is the hub.

After discussions with the Ontario Council the following will look at costs for having the next PSAC Convention at the following locations.

- S. E. – Cornwall, Hélène Brochu
- S.W. – London, Romeo Jackson and Karen Church
- Niagara Falls – Nicole Ma, Val Fargey and Aileen Duncan
- Toronto – Sharon DeSousa and Rita Cantalini

The REVP instructed all Ontario Council to talk to their locals, respective constituency groups and Components to narrow down where to hold the next PSAC Ontario Convention, Toronto, Niagara Falls, London, or Cornwall. Ontario Council members must advise members, and Components RVP's/Presidents that this Convention is not fully funded, and all information you obtain should be tracked. Survey your membership/constituency groups for their input.

The REVP is proposing that we have a teleconference to discuss all the feedback received. The conference call will take place July 11th at 6:00 p.m. Costs should also be available on what it would cost to host the Convention at another site. The purpose of the conference call will be to make a decision which community will host the 2008 PSAC Ontario Convention. Please reach out to as many members as you can prior to this date.

Also RSVP your attendance to the REVP's office. If Ontario Council members are on holidays during the conference call please ensure the REVP's office has your polling information.

Delegate Assistance Committee:

Region 1	-	Kevin Lundstrom
Region 2	-	Barb Wardlaw
Region 3	-	Dennis Miluck
Region 4	-	Romeo Jackson
Region 5	-	Ken Boone
Region 6	-	Debbie Willett
Equity	-	TBD

Jim Chorostecki
Gerry Halabecki

Item 10. Collective Bargaining

The REVP advised that one of his portfolios is co-chair of collective bargaining. He will report on the timelines and the Bargaining Committee concept. Dates have been established for bargaining conferences. CFIA will expire at the end of this year with a National Bargaining Conference in October 2006 in Ottawa. Treasury Board, including Table 1, 2, 3, 5 and a new table for the FB group – Frontier Borders. At Convention it was announced that the government has finally agreed that border officers can now have firearms for protection. Another win is where there is a one woman/man post they will now have more than one person at that post. Parks will be brought into these Conferences as well. TB & Parks Eastern Bargaining Conference will be held on November 24-26, 2006 in Montreal. The Western Bargaining Conference will be held on December 1-3, 2006. The National Bargaining Conference will be on February 1-4, 2007. The CRA will be done at a later date.

After the post evaluation on Bargaining and the input from the membership it was realized that more education was needed for the team members. We have adopted that and a new Bargaining course is being piloted this month. Money in the amount of \$15,000 has been set aside to deliver training in the Region. This training is specific for those who are interested in participating as a Bargaining team member or others interested in this process. This education is intended to be delivered prior to the bargaining process.

A firm called "Environics" was hired to conduct a poll of the members in each group to give us a good idea of the priorities of the membership. What's important is that we have a better connection with the membership so that team members can make sound decisions. This poll should take place early fall or late summer. The results will be known at the National Bargaining Conference. The program of demands will also be done differently. It has not been determined yet how many or how few. They were looking into breaking this document into 3 groups. The 1st will be break through demands like child care. The 2nd will be catch-up demands, like the term workers at the CRA, or the JLP at Treasury Board but not Agency. The 3rd will be table specific to that bargaining unit.

Bargaining will be done a little differently this time. The REVP asked that Ontario Council attend meetings in their respective areas and to get the message out regarding bargaining. This is your opportunity to attend those meetings in your area and connect with your constituency groups.

The Union of Environmental Workers has put out a dispute route petition for Table 3 and they have secured the necessary numbers to trigger a vote.

An amendment to Regulation 15 was passed at the Board. The deadline to receive petitions must be done ahead of time and the petition must be announced by that date.

Glenn Miller who sat as a team member at the negotiating table for Table 2, wanted to relay the message that if in signing the petition members think they will get the zones reduced they are sadly mistaken.

Robyn Benson chairs the Zone Committee and has sole responsibility. This committee will be meeting very quickly. If zones is an issue, not in BC, then the rest should catch up to BC. This cannot be reached through the arbitration process. So get that message out to those members who want to provide us with a dispute resolutions petition.

Currently negotiations for the following are or will be taking place, Georgian Downs, GTAA (Greater Toronto Airport Authority), UWO (University of Western Ontario), AECL (Atomic Energy Canada Limited), and NPF Trenton (Non-Public Funds).

The REVP advised that we have not had a strike in any of our regional bargaining units since he became REVP. The new Collective Bargaining kit has just been put out and the pilot course has taken place at the Atlantic School. There is more education needed for members and the bargaining team, hopefully this course will address this need.

Item 11. JCTC – Bill Dennis

Bill Dennis was not able to provide his update in person, therefore it was provided via teleconference for this part of the meeting.

Bill wanted to advise that JCTC is over. It didn't come as a surprise as funding was becoming more difficult.

There have been some discussions in starting it up again in a different form. All equipment has been turned over to JLP. Susan Giampietri has gone back to working in Immigration.

Bill wanted to express his thanks and appreciation to all of those individuals who have worked on behalf of the JCTC.

Ellen Howard, as the first chair
Kent MacDonald
Elizabeth Gillelan

Barb Wardlaw
Debbie Willett
Kurt Wingert
Joyce Hendy
Barry Turner
Diane Web
Grace Stephens
Arlene Preston
Susan Giampietri
Gerry Halabecki
Lynn Meston
Darlene Aiken
Nick Stein
Dave Comba
Dave Lake
Diane Cleary
Dan Barrett
Shannon Singh
Chuck Davis
Andrew Budden
Bill Dennis
Jim Chorostecki (PSAC Staff)
Mark Krakowski (PSAC Staff)
Brenda Shillington (PSAC Staff)

Action: Bill Dennis will provide the names of all the members who were on the JCTC over the years to the EA.

This group did a lot of great work over the years and faced many obstacles. Bill expressed how there were no Component or Local barriers, they were all there for all PSAC members. Even Management agreed that JCTC was a great thing. A post-mortem will be conducted with all the union people in the near future.

Bill wanted to thank everyone for the great ride, especially those people he mentioned above.

Point of Privilege – Ken Boone

Wanted to commend Bill Dennis for the great work and felt that he deserved a round of applause.

Barb Wardlaw wanted to inquire on how many people were trained in Career Pathways. Bill advised that there were approximately 5 or 6,000 trained and that could be a conservative number. He will provide Rita with the exact amount. Bill believes that this has been turned over to the School of Public Services.

Barb also wanted to know about the Myers-Briggs Type Indicator training. Bill advised that those decisions are still being discussed.

The REVP wanted to express his appreciation for all Bill's hard work and dedication over his tenure. Bill chaired the JCTC which freed up the REVP's time. On behalf of the Ontario Council and all the members of Ontario Region, the REVP presented Bill with a black leather melton jacket.

Item 12. Local Officers – Nicole Ma

Nicole Ma has postponed this item to the next meeting due to the lack of time.

Item 13. JLP Training

Barb Wardlaw reported on the JLP Training that took place last week. Posters went out for 12 co-ordinators as AS-05's, 2 per Region. JLP Clinics took place in Atlantic with 14 participants. In Ontario a retraining clinic trained 18 participants. Barb along with Val Fargey and Helene Brochu were in attendance. On the JLP site they are currently looking for new facilitators. Training will take place in September. There is approximately \$8 Million in the fund. Mark Pecek is the PSAC Co-ordinator for the JLP Program. Anne Betts has updated the following courses, "Understanding your Collective Agreement", "Labour Management", "Anti-harassment", and "Anti-discrimination".

Steve Gauthier wanted consideration for the Leadership Training Phase 2 to be held considered when Ontario Council meets in the North.

The REVP advised that Phase 2 has not been developed as yet and the roll out will be integrated with Components and Equity Groups.

Motion to adjourn at 2:20 p.m.

m/s/c Ken Boone and Steve Tuffin

APPENDIX “A”

ONTARIO REGIONAL COUNCIL Health and Safety Committee Reporting Period: February 25, 2006 – June 16 2006

Objectives for this period <i>(What we had hoped to accomplish)</i>	Action <i>(how we plan to accomplish)</i>	Who
Finalize via e-mail communication the Committee Mandate – then forward to REVP for review	Completed	All
Create Sub-regional H&S contact list	Work in progress	All
Launch Campaign to ensure that HRSDC maintains H&S inspectors (Labour Affairs Officer) in Northern Ontario	Letter has been drafted for REVP signature National PSAC H&S Officer to raise with CLC Committee and at HRSDC Operations meeting.	BJS

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

Finalized Term of Reference

Completed research for the 6 Regional H&S Conferences

Raised the issue of HRSDC Inspectors in Northern Ontario with REVP and PSAC National H&S Officer

Objectives for the next period <i>(What we hope/need to accomplish)</i>	Action	Who
To finalize conference admin details	To contact respective ROs June 23, 2006	All
Regional Health & Safety Conferences	Complete 3 of the 6 Regional Conferences	Thunder Bay Kingston Hamilton/Niagara

Proposals for consideration by Ontario Council; *(where necessary)*

Recommend acceptance of the Health & Safety committee mandate.

PSAC Ontario Council Health & Safety Committee Mandate

To assist the PSAC Ontario Regional Executive Vice-President and the PSAC Ontario Council in their support of the promotion of Health and Safety activism at all levels of the union, the committee will undertake the following;

Establish relationships with local Health and Safety Representatives and members who sit on joint workplace committees;

Establish links with regional Health & Safety activists;

Provide information for the Council on all regional matters relating to occupational health and safety; i.e. issues, campaigns, gains

Provide input to the REVP on the delivery of the H&S Activities budget

Provide input to the REVP on the organization of the triennial Regional Health & Safety conference;

Once links have been established with locals and Health and Safety activists, the committee would then assist the council in -

Promoting a proactive approach to Health and Safety;

Promoting a greater emphasis on worker rights in safety and health legislation

Promoting where possible, the establishment and support for worker controlled health and safety clinic, i.e. the Occupational Health Clinics for Ontario Workers (OHCOW);

Promoting proper enforcement of health and safety laws to ensure a healthy, safe and stress free workplace;

Promoting the training of health and safety activists so that they remain effective in all aspects of health and safety activities, in both the union and the workplace;

Promoting annually, the National Day of mourning, April 28th;

Promoting the existence and expanded use of the Workers Health and Safety Centre (WHSC) and their programs;

Providing resources to members on Health and Safety issues;

Providing support to workplace committees to assist them as needed

Promoting the elimination of hazards in the workplace

APPENDIX “B”

ONTARIO REGIONAL COUNCIL PSAC Ontario Equity and Human Rights Committee Reporting Period: April to June 2006

Objectives for this period <i>(What we had hoped to accomplish)</i>	Action <i>(how we plan to accomplish)</i>	Who
Finalized the E & HRC Terms of Reference	Present to PSAC Ontario Council for approval	All

Objectives for the next period <i>(What we hope/need to accomplish)</i>	Action	Who
To support current campaigns; Child Care, changes to the Ontario Human Rights Act, Privatization of the Health Care system,	Promote MP visits, Email MPs and Promote Hands Off Campaigns in all areas of PSAC in Ontario Support OFL activities	All
To support and recognize National Aboriginal Day Wednesday June 21, 2006	To place an acknowledgement on the PSAC Ontario Regional Website	Kevin will draft the statement to be placed on the website
Encourage PSAC members to support Aboriginal Day celebrations and activities within their communities and workplaces	Email to Local Presidents and posting a flyer on the website.	Kevin will draft the flyer
To promote Mental Health Awareness Month	To support the work of the PSAC Toronto MDAC and Regional Women's Committee in Organizing a Forum on Mental Health on October 26, 2006 in the PSAC Toronto Office	All

Amended June 16, 2006

**Terms of Reference
PSAC Ontario Equity and Human Rights Committee**

TITLE:

This committee shall be called the "PSAC Ontario Equity and Human Rights Committee" (E&HRC).

COMPOSITION:

The E&HRC shall be comprised of one (1) representative for Racially Visible Members; Aboriginal Members; Members with Disabilities; Gay, Lesbian, Bisexual and Transgendered Members; Regional Women's Committees, as well as any council member assigned by the REVP.

TERM OF OFFICE:

The term of office shall be for a period of three (3) years from Triennial Convention to Triennial Convention.

CHAIR:

The Chair and Co-Chair, will be assigned by the REVP.

MANDATE:

The mandate of the Human Rights Committee is to identify, promote and assist union actions around equity and human rights issues by:

- a) Responding to the needs of the Ontario equity seeking members;
- b) Being responsive to the human rights of Ontario members;
- c) Educating, Informing and Mobilizing PSAC Members on National and Provincial Equity and Human Rights Issues;
- d) Working with the membership to educate, inform and organize around equity and human rights issues;
- e) Promoting and participating in conferences, educational and training programs concerning equity and human rights issues;

- f) Reviewing and analyzing, discussing and making recommendations concerning issues, policies, strategies and initiatives on equity and human rights issues to the PSAC Ontario Council; and
- g) Encouraging the development of the networking and open communication among the PSAC Ontario Equity Human Rights Committee, PSAC National Equal Opportunities Committee, National Aboriginal Inuit and Metis (NAIM) Network and any other PSAC Regional bodies.

MINUTES AND PSAC COUNCIL REPORTS:

The Equity and Human Rights Committee minutes and reports shall be recorded and prepared by members of the committee on a rotational basis.

LOCATION AND FREQUENCY OF MEETINGS:

The Equity and Human Rights Committee shall convene by meeting or conference calls at the Toronto Regional Office or wherever convenient, a minimum of three (3) times a year. Additional meetings shall be scheduled as required.

AMENDMENTS:

This document shall be reviewed on a regular basis as equity and human rights issues constantly evolve.

ROLES AND RESPONSIBILITIES

ROLE OF CHAIR:

- a) To liaison between Equity and Human Rights Committee and the REVP;
- b) To co-ordinate and maintain communication with members of the equity and human rights committee between meetings;
- c) To attend meetings called by the REVP and report back to the equity and human rights committee;
- d) Be responsible for call-out for agenda items for meetings and finalize agenda;
- e) To facilitate committee meetings;
- f) To call meetings as required;
- g) To delegate responsibilities to the Co-chair; and

- h) To inform co-chair if unable to attend meetings;

ROLE OF CO-CHAIR

- a) To support the Chair;
- b) To assume delegated responsibilities given by the Chair;
- c) To attend meetings that the Chair is unavailable to attend; and
- d) To assume the role of the Chair when the Chair is unavailable;

The role of the Equity and Human Rights Committee

- a) Communicate effectively between Committee meetings;
- b) communicate with the PSAC Ontario equity seeking groups, and PSAC regional committees;
- c) attend the PSAC Ontario Council meetings and be a representative for the PSAC Ontario equity and human rights issues;
- d) submit to each Ontario Council meeting a written report and minutes to the REVP;
- e) uphold and promote the mandate and objectives of the PSAC Ontario Council;
- f) perform other duties and responsibilities regarding equity and human rights as determined by the PSAC Ontario Council;
- g) representatives from the equity and human rights committee shall liaise with their alternates on a regular basis;
- h) submit resolutions to the PSAC Ontario Convention Committee that relate to equity and human rights issues;
- i) identify legislation, provisions or practices that are discriminatory on the basis of sex, race, age, color, marital status, family status, religion, national or ethnic origin, disability, sexual orientation, language, political belief, union activity or criminal record, and to recommend union policies, programs or actions that will end and redress the discrimination and racism;
- j) ensure that training programs are fully accessible to all and that they are designed in such a way as to equalize opportunities for advancement by disadvantaged groups;

- k) identify policies, programs, collective agreement language or practices that may act as barriers to the full participation of members within the union and to recommend changes that would end and redress the problem;
- l) encourage participation of Gays, Lesbians, Bisexuals and Persons Transgendered , Women, Racially Visible Members, Aboriginal, Inuit and Metis Peoples and Members with Disabilities who are still under-represented within all levels of the Union structure by actively recruiting members and informing and providing them with the appropriate training, including Union Leadership skills;
- m) work with and encouraging input from other Regional Equity and Human Rights Committees to share experience, knowledge and best practices on equity and human rights issues;
- n) work with PSAC members, locals, committees; Labour Organizations (i.e CLC, OFL, district labour councils); employers of PSAC members; and community organizations; to identify emerging equity and human rights issues of concern to Union members and to recommend action and support campaigns; and
- o) liaise with, and assist the PSAC National Equal Opportunities Committee and NAIM Network.

APPENDIX “C”

ONTARIO REGIONAL COUNCIL FINANCE COMMITTEE REPORT

Date: June 16, 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 April 2006.

The committee met and discussed our plans going forward into 2006. We updated Portfolio expense claims to May 31st, and printed off a statement showing expenditures to date. We also completed a report showing committee expenditures to May 31st as well. Each committee has \$4000.00 allocated for expenses this year.

Recommendation to Council:

No recommendations at this time.

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

APPENDIX “D”

ONTARIO REGIONAL COUNCIL EDUCATION COMMITTEE

Date: June 16-Sept. 2006

Objectives for last period:

Objectives	Action	Who
1- meet training goals	Recruitment strategy	All
2- 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	Committee Chairs Co-Chairs
3- identify training needs	- provide historical data past education, equity membership info etc.	all
4- consult with RO's	- spring school, UDP, fall schedule	RO reps, and regional council reps
5- AF communication	- AFN Liaison bulletin	Melanee Jessup, thanks for all your hard work and contribution to the bulletin
6- recognition for significant contribution in the field of union education	Certificate/plaque	Education Committee
7-Funding for promotional items advertising education to include website	Amount and promotional item to be determined	Education Committee
8- Subsidies - \$15,000 over 3 yrs to top-up scholarships	Criteria to be established	Education Committee
9- Remote Subsidy: 1% of ed budget over 3 years starting in 2007	Criteria to be established	Education Committee
10-To address the issue of no shows at advance in-residence courses which incur costs (ie for transportation,	Form letter to be written and sent to RO and Council reps to advise them	Education Committee

accommodation, meals)		
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Activities for this period:**Results**

1. **Meet training goals**-this is an ongoing responsibility of the Committee and will continue to be addressed.
2. **Better internal communication**- midterm conference call did not take place but will be an objective carried forward.
 - chairs of EO & HS was consulted and will contact Ed Committee chair when making requests for training.
3. **Identify training needs**- this is the responsibility of the REO and not the Education Committee. The Committee will continue to make recommendations as required.
4. **Consult with RO**- REO's responsibility. Input will be given as required.
5. **AF communication**- a thank you letter was sent to Melanee Jessup.
6. **recognition for significant contribution in the field of union education**- document prepared to present to Council.
7. **Funding for promotional items advertising education to include website**- the Education Committee has withdrawn this objective.
8. **Subsidies - \$15,000 over 3 yrs to top-up scholarships**- Criteria prepared and will be presented to Council.
9. **Remote Subsidy: 1% of ed budget over 3 years starting in 2007**- ongoing objective.
10. **To address the issue of no shows at advance in-residence courses which incur costs (ie for transportation, accommodation, meals)**- item removed from objectives.

Objectives for next reporting period

1. **Remote Subsidy: 1% of ed budget over 3 years starting in 2007**
2. **Review Committee Mandate.**

**Criteria For Annual PSAC Ontario Recognition Plaque For Significant Member
Contribution To The Ontario PSAC Education Program**

June 2006

A. Nomination Criteria

The Recipient has:

1. to be a member in good standing of PSAC in Ontario;
2. to have contributed a commendable effort to advance the goals/objectives of the PSAC Ontario Education Program over the last year. This includes:
 - i) actual teaching/facilitation of relevant courses; and/or
 - ii) actual education course development or updates; and/or
 - iii) actual efforts made to coordinate or organize educational items of benefit to the Regional Education program or groups of Recognized trainers in Ontario Region (eg. Fall School Work, AF Program Coordination etc.); and/or
 - iv) actual attendance at and participation in recognized educational programs with the view to improve skills to apply towards future member training and facilitation.
1. to be nominated by a constitutionally recognized body or structure or elected official of the PSAC in Ontario within the stated timeline of an advertised selection process (referencing these criteria). For example: Local Executive member, Branch Executive member; Ontario Council member; Area Council Executive member; Womens' Committee Executive member; Equity Committee Executive Member; etc.

B. The PSAC Ontario Council Education Committee will review the nominations and submitted rationale for the nomination and make a recommendation to the REVP and Ontario Council.

Cost \$75.00

2006-06-16

Alternate to the Regional Executive Vice President
Ken Boone

Brothers and Sisters

No person ever injured their eyesight by looking on the bright side of things.

I have been involved in the following activities on behalf of PSAC since our meeting in February. I have spent time working on the GCWCC campaign as the Labour Co-Chair of the campaign on the Steering Committee. I was invited and agreed to be one of two Labour Representatives on this year's United Way Campaign Cabinet. By the way PSAC earned a 'Thanks a Million award from United Way for gathering in over a million dollars n or campaign last year. We are presently recruiting this year's Sponsored Employees. If you get an opportunity to promote the Government of Canada Workplace Charitable Campaign at your workplace please don't hesitate to do so.

I participated in training with the OFL to offer P-3 Training to other union activists. There were many sessions presented around southern Ontario. I did presentations in Oshawa and North Bay. Unfortunately I could not attend the P-3 demonstration at Queen's Park on June 3rd. Gerry Halabecki and Janina Lebon were the only two participants from PSAC at that event.

As usual, since our last meeting, I have done a fair amount of work as a member of the Finance Committee including updating the Books and getting ready for this meeting.

I continue to attend Greater Toronto Area Council meetings. I attended the PSAC Convention as the Area Council Delegate. I also was selected to be part of the pre-convention Finance Committee.

Finally I accepted the position of PSAC delegate to the OFL Labour Relations Committee. I attended one meeting. The next meeting is scheduled for September.

In Solidarity,

Ken Boone
Alternate to the Regional Executive Vice-President, Ontario

**Kevin Lundstrom – Area 1 Geographic Representative
Activities Report – February 26, 2006 – June 16, 2006**

Objectives for this period include: working with PSAC Regional Office (RO) Representative in Thunder Bay to get the Fall 1 day N.W.O. Health and Safety Conference set-up; finalize pricing quotes and possible resources for Thunder Bay as a possible site for holding an Ontario Council Meeting somewhere in Northern Ontario in 2007; attending or participating in scheduled/adhoc meetings or teleconferences or events related to Ontario Council, Area Council, District Labour Council, Alliance Facilitator (AF) Network, or Workers Health and Safety Centre (WHSC) Instructor network; and taking information solicited/received from members directly to the Ontario Council and REVP (Gerry Halabecki) level for consideration.

Activities Undertaken

-I attended the last Ontario Council Meeting held on February 25-26, 2006 at the Toronto PSAC Regional Office. The key information from this meeting was shared and discussed with the Area Council on March 22.

-4 Alliance Facilitator (AF) activities were done in which PSAC members were in attendance – 2 in March, 1 in April and 1 in May of 2006. Two of the AF activities involved WHSC stress modules. The related AF forms were submitted to Shirley Riva (Regional Education Officer) for her records.

-I participated in March 22 and April 26, 2006 Area Council Meetings in Thunder Bay over the telephone from Sioux Lookout.

-Discussions were held with RO Representative over applications received and reviewed pertaining to Area 1 Spring School and UDP course applications from locals/members.

-Participated in discussions with Regional Education Officer over plans to change course selections at spring school to make them more reflective of membership registration requests.

-Discussions/input held with RO Representative over expansion of N.W.O. Grievance Handling Courses from one session in Thunder Bay to 2 sessions (with an extra one being held in Sioux Lookout) to reflect member interest and registrations.

-Attend Union Local meeting in March in Sioux Lookout and provide relevant information.

-Solicit ordering/contact information from the REVP's Office on ordering PSAC labeled denim shirts from a unionized supplier

and forward this information to the Area Council and one Union Local for consideration for their Executive members in follow-up to meeting agenda items.

-The lengthy 2005 PSAC Ontario Region Education Report and Budget report documents were reviewed.

-A discussion was held with the RO Representative on issues pertaining to education topics within the Ontario region and agenda items were submitted subsequently to the following Ontario Council Education Meeting for discussion and review.

-I attended a WHSC Instructor Information Update Meeting in Toronto to familiarize myself with newly updated programs and processes. I was one of 3 PSAC members in attendance. All 3 of us met with the Regional Health and Safety Representative before leaving to discuss a current business item.

-I spoke with 2 different members of a new PSAC NAPs Local to offer the opportunity to meet/liaise. W.H.M.I.S. training was also offered and I forwarded a training availability schedule to the PSAC RO Representative on this topic.

-Several calls/emails occurred over a period of time with the PSAC RO Representative, PSAC Regional Health and Safety Officer, and N.W.O. WHSC Representative to get the Fall 1 day N.W.O. Health and Safety Conference set-up to run on September 23, 2006. Thanks to Judy Monteith-Farrell at the RO for all her work on this issue.

- With respect to consideration of Thunder Bay as a possible site for holding an Ontario Council Meeting somewhere in Northern Ontario in 2007, information brought to the Ontario Council meeting included: price quotes that were received from all unionized Thunder Bay hotels; and all member input received to date from my inquiries, emails, Area Council discussions etc.

-contact with other WHSC contacts were held to help facilitate a health and safety committee training session in one union local worksite earlier this month.

-I assisted one PSAC member in a work-related grievance filing issue as requested.

-2 teleconferences on possible Pandemic Flu implications for the public and for workers were taken.

-An all day Ontario Council Health and Safety Committee Meeting and an evening Ontario Council Education Committee Meeting were attended on June 16, 2006 in Toronto at the PSAC RO and input was shared from N.W.O. I submitted written criteria for consideration as a basis for starting an annual PSAC Ontario Region recognition plaque for member activities contributing greatly to the advancement of the PSAC Ontario Education Program.

-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; 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. Written reports were submitted to Area Council Executive to add into meeting minutes to help share relevant information.

-Other issues I participated in included:

**bringing the significance and breadth of health and safety hazards experienced by our new NAPs members to the Ontario Council Health and Safety committee and Area Council for their information, support, and assistance as possible;*

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

**the Area 1 Fall Educational Plan was discussed with the PSAC RO Representative in the period and some contact/emails/discussions occurred on a variety of issues;*

**The email tree was used to distribute some email correspondence and notifications from the PSAC REVP within Area 1 and to related contacts. A lot of this information is being alternately distributed by the Area Council President (Gary Farrell) and Regional Office as well as we all get a lot of the same email information and this is great for information sharing; and*

**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.

**I greatly appreciated the assistance and information received from the RO Staff and REVP's Office (Gerry and Rita).*

Future Activities: *I will try to find ways to improve/action information sharing over the next quarter within N.W.O.*

Barbara Wardlaw

Northeastern Representative – Region 2

Date : June 16, 2006

Objectives for this period:

- Phone contact with Local Presidents – Region 2 – Outstanding/Carried
- Work with Regional Education Office on regional planning
- Conference with North Bay regional office and Steve on education, planning
- Begin planning costing Council meeting in the north

Activities for this period:

- Worked with both Ontario Region Education Officer and Staff reps in North Bay regional office via e-mail on PSAC scheduled workshops
- Three conference calls with North Bay rep and Steve Gauthier on activities/training upcoming meetings, H&S
- Began making calls – costing for Northern Council meeting, worked with Region1
- Attended EE meetings with Industry Canada
- Attended meeting with Sault Ste. Marie Area Council and organizers fighting privatization of hospital
- Attended meetings in Ottawa in May hosted by Elections Canada for the federal political parties (FNP)
- Attended SSM Area Council Meeting with MP
- Facilitated – Fall School
- Attended JLP facilitator update clinic – Toronto in June

Future plans:

- Phone contact with Regional local Presidents
- Work with North Bay 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
- Work with JLP

Steve Gauthier
NE Representative Region 2
Feb 06-June 06

Objectives for this period:

- **Keep the locals informed of union issues**
- **Work on the meeting in the north.**
- **To set up the one day H&S conference in Sudbury.**
- **To keep informed of the issues that affect our unions.**

Activities for this period:

- **Updated my E-Mail tree with the new people in the union.**
- **Worked on the northern Jamboree.**
- **Was in contact with North Bay office on different issues**
- **Met with the Fire marshal's office to discuss wellness issues for the firefighters.**
- **Working on a party to celebrate 40 years of UNDE**
- **Health and Safety at the work place.**
- **Attended LMCC and LMRC meetings on our Base**
- **Attended a JLP from the dispute resolution centre. It was a three-day course on train the trainer.**
- **Attended a five-day course on Supervisor skills.**

Future Plans and Activities:

- **Attend the H&S conference in Sudbury and meet with some members.**
- **Keep in touch with the locals in my region.**
- **Continue to work on the Northern Jamboree.**
- **Plan and attend the party for UNDE.**
- **Continue to keep in touch with the locals in my region**
- **Will co-facilitate four JLP courses in the next year for alternative dispute resolution centre. It will be from the union perspective.**

In Solidarity,

Steve Gauthier

Hélène Brochu

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

REPORTING PERIOD: Feb 21 – June 16, 2006

HIGHLIGHTS:

- 1) During this reporting period I attended Leadership Training provided to all Ontario Council members on Feb 23-24 in Toronto.
- 2) During this reporting period, I also attended the Joint Learning Program Facilitator Refresher training in Toronto on June 6-8. I received refresher training in all 4 courses covered by the program. Delivery of courses is set to begin sometime in September 2006. I'm anticipating being able to deliver several sessions this calendar year.
- 3) Due to family obligations I was unable to attend the last Cornwall Area Council or the Kingston Area Council meetings held prior to the summer break.

DENNIS MILUCK
SOUTHEASTERN AREA (REGION 3) REPORT
February 27 – June 18, 2006

Objective for this 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.
- also ask for a contact person for their local.

Activities for this period:

- I attended 3 Council meetings.
- Went to a WHSC up-date course in Toronto.
- I have also done various appeals in the province for my component.
- I have also talked with the new Sunlite cleaners president in Trenton

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,
- I will assist with the political action campaign in my local.
- I will be running our one day H&S conference in Kingston 14 October.

ROMEO JACKSON

SOUTHWEST REP.

February 26, 2006 TO June 15, 2006.

HIGHLIGHTS:

A great deal of time during this period was spent on the organizing campaign for the Research Assistants at the University of Western Ontario (UWO). PSAC now represents the Graduate Teaching Assistants (GTA) at UWO. The Graduate Teaching Assistants are a Directly Chartered local located in London. This local is serviced by the London regional office. This drive began in early February and the vote was held on May 18th. As a member of the organizing committee, I had the opportunity to develop a very good working relationship with the executive.

The result of the vote is not finalized to date as a result of a dispute by the employer. We are confident that the labor board will rule in our favor.

I attended the opening ceremonies for the University of Western Ontario GTA new union office in March. The keynote speaker was Sister Nycole Turmel.

I was appointed to the position of Labor representative for the federal government 2006 United Way campaign. My responsibility is to co-chair the federal government workplace campaign. I have attended several cabinet and other planning meetings and events in this regard over the past two months.

One of my goals during this period was to attend as many AGM's as possible. To this end I attended the AGM's for London Area Council and the University of Western Ontario Teaching Assistants during which I made a small presentation on my role as a council member and offered my assistance.

I met with my co-rep and the regional office staff to discuss the educational plans for the region; we selected the members to participate in the Spring School held in Kempenfelt (May 30th to June 4th).

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

The federal election campaign was very successful for the targeted ridings in the London area. As a follow-up I was invited and attended the open house for the new constituency office for newly elected NDP MP Irene Mathysen.

I attended Labour Appreciation Night in Windsor. The Windsor Area Council and the Women's Committee sponsored this event. There were approximately 80 members who participated in this event. The event attracted members from most of the federal government departments. This was a very successful event and I plan to encourage other locations to plan similar events.

I attended the spring school in Kempenfelt where I assisted in facilitating. The Spring School was a success and as a member of the education committee I commend the team that made it happen.

I attended the PSAC 2006 convention as a delegate for CEUDA.

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 I are 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: February 2006-June 2006

Objectives:

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

Actions:

- I continue to work with the locals and area councils wherever and whenever possible.
- Although I have not been able to have any "official" face to face meetings with the MP's, I have talked to a number of them and also written a couple of letters and faxes to them on various issues.

Plans:

- To continue working with the locals and Area Councils in SW Ontario.
- To continue lobbying 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 Ontario Council.

Nicole Ma
REGION 5 (GTA) REPRESENTATIVE
FEBRUARY -- JUNE, 2006

Objectives for this period:

- To reach out to Local Representatives
- 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 and their training needs

Activities for this period:

- February, 2006
I participated at the War Resisters Rally to march to downtown Toronto where Brother Wayne Samuelson of OFL and NDP MP Peggy Nash were the guest speakers.
- March, 2006
Mr. Dudley Laws, a prominent Toronto Human Rights Activist was invited to be a speaker at the PSAC Toronto Unity Committee meeting to commemorate the International Day for the Elimination of Racial Discrimination. I also attended the Ontario NCVM to network and commemorate this important day, March 21.
- April, 2006
I attended the OFL Human Rights Committee for the first time. Sister Mary Woo-Sims, the former Director of the B.C. Human Rights Commission, and Sister Terry Downey of OFL joined our committee meeting. We discussed the Human Rights Act changes that have been proposed by the McGuinty government. The OFL has been working tirelessly to prevent this proposal from being passed at the Provincial legislature. I was also invited to attend the OPSEU annual convention where Doctor David Suzuki was presented with the Stanley H. Knowles Humanitarian Award and spoke about the importance of the natural world.
- May, 2006

I attended CEIU regional Health & Safety committee meetings where local representatives expressed concerns for members' lack of workplace Health & Safety awareness and trainings. Members at the Service Canada Centre continue to raise concerns about lack of health and safety protections at their workplace.

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 officers and request their input with regards to concerns at their locals, and education courses that their locals need.
- I hope to increase members' awareness and participation in PSAC educations and union involvement.

Report as of June 15, 2006

Penny Kreamer

Hamilton Niagara Region 6

- Feb 24-26, 2006 - Attended PSAC Ontario Health & Safety Meeting
- Attended PSAC Ontario Council meeting

- Mar 1, 2006 - Gave an orientation session to new employees including OSH
for UTE
- Local 00016
- Attended Niagara Area Council meeting

- Mar 2, 2006 - CPR recertification

- Mar 8-9, 2006 - Attended CRA EAP conference

- March 28, 2006 - Grievance hearing

- March 29 – Apr 2, 2006 - Attended UTE Presidents' conference

- April 12, 2006 - Grievance hearing

- April 28-29, 2006 - Attended UTE Interregional conference in Barrie

- April 30, 2006 - Attended UTE and PSAC Ontario caucuses re PSAC
convention

- May 1-5, 2006 - Attended PSAC convention as an observer
Highlights: Dues increase, special levy for strike fund,
separation of unity groups and conferences, new president

- May 8, 2006 - Replied to members query regarding duties of stewards

- May 10, 2006 - New employees orientation including OSH UTE Local 00016

- May 16, 2006 - Attended meetings re changes in office affecting members

- May 17, 2006 - Contacted places re Health & Safety conference for Oct 8.
Settled on
- Kittling Ridge however later was advised that this place is not
unionized.

- May 18, 2006 - Attended Niagara Area Council meeting
- Met with member re grievance

There were other meetings, grievance & harassment complaints, and contact with members, however dates and times were not entered in my records.

REPORT FROM VAL FARGEY, WOMEN'S COMMITTEES REPRESENTATIVE

Since the last council meeting I have been working on several activities within the women's portfolio. One of these is the Hands Off campaign, which is a post card campaign organized by Income Security Advocacy Centre (ISAC), an organization which was a recipient of funding from PSAC through the Social Justice Fund. This particular campaign is a fight against Premier Dalton McGuinty who is trying to claw back \$120 from the National Child Benefit Supplement from families on Social Assistance. If you have not already signed a post card you can go on line and register your objection (www.handsoffnow.ca). If you wish to receive postcards for your local do not hesitate to contact me so I can arrange delivery of these. At convention the Toronto Regional Women's Committee had a draw for a gift basket and we were able to raise \$520 in support of the Hands Off campaign.

Two additional Women's Committees have received confirmation of the acceptance by the AEC of their charters, London and Thunder Bay. It had been hoped that the Barrie and the Halton Women's Committees would have been able to request their charters at the last AEC meeting but due to various obstacles we are still securing the required signatures from the Component Presidents. It is hoped that by the next council meetings these committees will have received their charters in addition to the Kingston Women's Committee who have shown an interest in reactivating their charter.

At the recent CLC Women's Conference we had workshops on empowering ourselves as union women. The major focus of the conference was the Conservative Agenda and the issue of inadequate, professional childcare. We had a session on how to lobby your MP and then approximately 323 union women went to The Hill to meet with their MP to discuss childcare and where they stand on the issue.

In September a conference call for the Women's Committees will be organized to discuss the campaigns they are working on in their communities in addition to discuss Campaigns such as the Hands Off, Code Blue and Privatization of Health Care.

Organizing for the PSAC Ontario Women's Conference will start soon. The National Women's Conference is being scheduled for the Fall of 2007 which means that the regional Women's Conferences need to be held by the Spring of 2007.

Aboriginal Members Representative Report **for February 27th to June 18th, 2006**

Kevin Nadjiwon

2006 PSAC Triennial Convention Host Committee Member

- Assist and help organize the Host Committee workloads and objectives in making the "Face of Diversity" theme convention a success.
- Organized Aboriginal Drummers and Dancers the "Tall Pines Dance Troupe" to welcome the Convention.
- Helped organize and assist Elder Pauline Shirt as she was welcomed by PSAC to be present throughout the Convention with Open Cultural Awareness and Traditional Teachings and one on one sessions.
- Made contacts with Aboriginal Inuit and Metis members and National Aboriginal Metis Network Representatives throughout the convention.
- Organized a donation draw to support the Traditional Anishnabe Womens Healing Waters Walk for the Largest Fresh Water Bodies on Earth which are the Great Lakes

Attended Toronto Demonstration Rally to support the Striking UNW (EKATI) Diamond Mine Workers Local X3050

- Met with the aboriginal members that were there with regards to their issues and concerns about the strike.

Attended the Toronto Unity Committee Meeting- March

- Help organize the meeting and encourage attendance.
- Work on developing educational and awareness to our diverse concerns and issues

PSAC Ontario Equity and Human Rights Committee

- support and attend meetings and email discussions
- promote National Aboriginal Day on the PSAC Ontario Website and send emails of the same to Ontario PSAC members

Attended the Regional Council Meeting June 16th - 18th 2006

Goals and Objectives

- Continue to develop network communications with aboriginal membership and the NAIM Network within the Ontario Region and with the Ontario Regional Council Members.
- Support the PSAC Northern Jamboree Committee
- Develop an Aboriginal Education and Awareness Workshop
- Keep informed and updated of PSAC news and information that will affect constituents
- Attend PSAC training and workshops

AILEEN DUNCAN
Representative for Members with Disabilities
DATE February 24th to June 14th, 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 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 February
- I attended the OFL Persons with Disabilities Committee Meeting
- I attended and chaired the Hamilton and Toronto MDAC meetings as well as the Hamilton Regional Women's Committee. Both Hamilton committees sponsored a Mental Health in the Workplace. Toronto will be sponsoring a session in October with the Toronto RWC
- I attended the Toronto RWC meeting to discuss their part in the Toronto Mental Health in the Workplace that is scheduled for Thursday, October 26, 2006
- I attended the Hamilton Area Council meetings.
- I attended the initial kick off for the CLC Campaign for the Fall 2006 Municipal Election
- I attended my local Annual General Meeting as well as Steward meetings
- I co-facilitated the Duty to Accommodate Course at the Spring School

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 and add new members to my communication tree from the DTA Course.
- 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
February 24, 2006	Ontario Council Equity/Human Rights Committee Meeting
February 25-26, 2006	Ontario Council Meeting
February 28, 2006	UTE 00014 Annual General Meeting
March 8, 2006	Hamilton Area Council
March 15, 2006	UTE 00014 Stewards Meeting
April 12, 2006	Hamilton Area Council
April 18, 2006	OFL Disabilities Committee
April 26, 2006	Spring School Duty to Accommodate Conference Call
May 10, 2006	CLC Meeting of Fall 2006 Municipal Elections
May 15-16, 2006	Adjudication Hearing on 6-year grievance
May 15, 2006	Hamilton RWC
May 18, 2006	Hamilton MDAC
May 25, 2006	Toronto MDAC
May 27, 2006	Call with co-facilitator for spring school
May 29, 2006	Ontario Council Human Rights Committee - Equity & Human Rights Training
May 30-June 4, 2006	Spring School
June 7, 2006	Toronto RWC
June 14, 2006	Hamilton Area Council

PSAC Ontario Racially Visible Representative Report

By Sharon DeSousa

Date: February 25, 2005 – June 16, 2006

Objectives for this time frame:

- To have the letter of introduction and questionnaire mailed out to all RVP's, Local Presidents, area Council Representatives
- To send 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 course

Activities for this period:

- Letter of Introduction and Questionnaire sent to all Local Presidents, RVP's Area Councils and Racially Visible Members via e-mail and mail
- Liaise with the PSAC Equal Opportunity Committee at the PSAC National Convention 2006- Terry Lee [Racially Visible Women's Representative]
Discussed:
 1. Development of a communicational network between the EOC and PSAC Regional Councils
 2. Racism
 3. Lack of representation
- Delivered the PSAC Ontario Spring School Local Officers Course
- Held a Racially Visible Caucus at PSAC Ontario Spring School. Discussed:
 4. Mobilizing Racially Visible Members in Geographic locations
 5. The need for Racially Visible Committees not Unity Committees
 6. Letter of Introduction and Questionnaire not received by Racially Visible Members
- Spoke with Joan-Ann and Shirley regarding a Racially Visible Course and the content to shift to "rights" based information such as the Charter of Freedom and Rights, Employment Equity and Oppression

Future plans:

- Re-send the Letter of Introduction and Questionnaire with instructions to the Regional Offices
- Develop a report based on the feedback received from the questionnaire
- Develop an action plan based on the needs of the membership I represent
- Follow-up with Terry Lee
- Work on developing the course

John Ross
PSAC Ontario Council Representative for Gay, Lesbian, Bisexual and Transgendered Members
February to June 2006

Date: June 16, 2006

Objectives for this period:

- To monitor federal government plans to introduce legislation whether to further debate civil marriage laws for same sex couples or legislation to end civil marriages for same sex couples.
- To lobby federal MP's through letter writing and office visits to vote against any re-opening of debate on civil marriage
- To contact Toronto area labour groups who plan to march in the Toronto Pride parade
- To organise and issue a callout for PSAC GLBT members and allies to march in the Toronto Pride parade

Activities for this period:

- Letters to federal MP's urging them to vote against and re-opening of debate on civil marriage for same sex couples. Since many federal MP's feel same sex marriage is no longer a voter issue it seems the federal government may not win a vote if legislation is introduced to re-open the debate.
- Contacted the Toronto and York Regional Labour Council who has reserved a place in the Toronto Pride parade for area labour groups.
- Callout invitation for all Ontario PSAC GLBT members and allies to march in the Toronto Pride parade on June 25, 2006. Callout through the National and Regional Human Rights email, through Toronto Regional distribution to Locals and Component email distribution.

Future plans:

- Re-issue letter of introduction as representative for GLBT membership through Regional and Local distribution
- Through the Regional Human Rights Committee to reach out and offer support to the Regional GLBT membership
- Attending the 9th International Conference on Bisexuality to be held in Toronto on June 16 to 18, 2006.
- Continue to monitor the federal government plans to introduce legislation on same sex marriage.

- Support efforts of national lobby groups such as CLC, CEM and EGALE.

**PSAC ONTARIO COUNCIL
AREA COUNCIL REP. REPORT
FEBRUARY 27 - JUNE 18, 2006**

March 1, 2006	Chaired Niagara Area Council meeting
March 2, 2006	Re-certification CPR - local
April 12, 2006 CANCELLED	Niagara Area Council Meeting -
April 19, 2006	UTE local 00016 Annual General Meeting
April 28-29, 2006	UTE resolutions meeting (Belleville)
April 30-May 5, 2006	PSAC Triennial Convention
May 18, 2006	Chaired Niagara Area Council Meeting
June 14, 2006	Attended Hamilton Area Council Meeting
June 16, 2006	Education Committee Meeting (PSAC Ontario Council)
June 17-18, 2006	PSAC Ontario Council Meeting

In Solidarity,

Debbie Willett
Area Council Representative, PSAC Ontario Council

Ontario Regional Council Chartered Locals Rep Report

Elana Geller

JUNE REPORT

Steve Tuffin
Regionally Based Separate Employer Locals

Since my last report in February 06, and without detail, I have had the opportunity to personally visit and work with a few of the locals I represent.

I am currently involved in the negotiation process for the GTAA local at Lester B. Pearson Airport, and getting ready to do the same for North Bay in the fall.

Like many other council members I attended the PSAC Triennial Convention. The results of the convention, namely the dues increase to replenish the strike fund has not gone over well with the small locals I represent, that's all I will say on that issue.

The other big item from convention that will affect members in a very positive way is the additional staff that will be hired. I look forward to the implementation of the hiring and working with as many of the staff as possible.

I don't expect too much work to be done in my area this summer as many of our members take well deserved vacations and breaks with their friends and families.

I wish all of you a happy and safe summer.

Steve Tuffin
RBSEL