

PSAC Ontario Council Meeting Minutes

Mar 3-4, 2007

PSAC Boardroom, Toronto

The meeting convened at 9:15 a.m. on Saturday, March 3, 2007 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
Barb Wardlaw, Region 2 (Northeastern)
Dennis Miluck, Region 3 (Southeastern)
Romeo Jackson, Region 4 (Southwestern)
Glenn Miller, Region 4 (Southwestern)
Jeane Hannigan, Alternate, Region 5 (GTA)
Bruce Flannigan, Region 5 (GTA)
Penny Kreamer, Region 6 (Hamilton/Niagara)
Val Fargey, Regional Women's Committees
Paul Shortt, Alternate, Aboriginal Members
Aileen Duncan, Members with Disabilities
Sharon DeSousa, Racially Visible Members
Karen Church, Gay, Lesbian, Bisexual, Transgendered Members
Debbie Willett, Area Councils
Steve Tuffin, Regionally Based Separate Employer Locals

Regrets: Kevin Lundstrom, Region 1 (Northwestern)
Steve Gauthier, Region 2 (Northeastern)
Nicole Ma, Region 5 (GTA)
Kevin Nadjiwon, Aboriginal Members
Elana Geller, Directly Chartered Locals
Fred Jordan, Region 3 (Southeastern)

Staff: Jim Chorostecki
Rita Cantalini

Observers: Fran Pieper, Kitchener-Waterloo Area Council & RWC

AGENDA:

1. Adoption of Agenda
2. Adoption of previous meeting minutes (October 28, 29, 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. Political Action
9. Collective Bargaining
10. JLP Presentation
11. PSAC Ontario Convention 2008
12. Lobbyist Registration Act
13. Funding for Conferences (Sharon DeSousa)
14. Status of Women Fight Back Campaign
15. June Ontario Council Meeting

The REVP wanted to congratulate the Human Right & Equity Committee for the unveiling of their new logo. The design is quite nice and representative of the committee. The REVP welcomed everyone and thanked those that had to battle the ice storm to get here.

The REVP provided a quick update on Council members who were unable to make it to the meeting. Brother Kevin Lundstrom traveled to Thunder Bay however his flight was cancelled and was told there would not be any flights out of Thunder Bay for 3 days. Brother Lundstrom sends his regrets. Brother Steve Gauthier was in a snowmobile accident and has 4 broken ribs and a broken collar bone. The REVP called Brother Claude Doire but he was not able to make the meeting. Sister Hélène Brochu has resigned, the REVP read her letter of resignation. The REVP responded to Sister Brochu via email thanking her for her contributions to Council and wished her well in her new position. Brother Fred Jordon is the 1st alternate and has accepted the position on Council, however due to the short notice and the new position he has accepted at DND just this week, Brother Jordon was unable to attend this meeting. Sister Nicole Ma also sends her regrets, as NVP for her Component, she had to chair a Human Rights Committee meeting in Ottawa. Sister Jeane Hannigan is with us once again. Brother Kevin Nadjiwon was in an accident and Brother Paul Shortt is here in his place. Sister Elana Geller advised us late this week that she is sick and unable to attend because of the short notice we were not able to contact her alternate.

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

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

Item 1. Adoption of Agenda

That the Agenda be adopted as amended above.

m/s/c Glenn Miller and Aileen Duncan

Item 2. Approval of Previous Meeting Minutes (October 28-29, 2006)

That the October 28-29, 2006 minutes be adopted as amended.

m/s/c Ken Boone and Dennis Miluck

Item 3. Business Arising from Previous Minutes

The REVP was asked if there was a tracking mechanism in place to record member's faxing MP's from the website. The REVP advised that PSAC is having problems with the website and has no knowledge of any tracking system that currently exists.

The REVP apologized to Romeo Jackson for not advising him of the change to the Delegate Assistance Committee. The REVP will allow Romeo to explain his specific circumstances of his new job under item #10.

The REVP advised that the Constitution is clear with regards to staffing action. There were no reasons provided in writing from the National President for his decision of ruling the resolutions out of order, however the REVP felt that the Constitution is clear with regards to the staffing actions and where this authority is placed.

Jim Chorostecki provided a map of Ontario in preparation for the Delegate Assistance Committee meeting on Friday. This map represents approximately 80-90% of where the membership is in Ontario. The REVP felt that this is a better indication of where the members are and thanked Jim for his efforts.

Action: The REVP has tasked Val Fargey in her capacity as NVP for CEIU to provide a list of those members devolved to the province.

The REVP provided a memo to all Ontario Council members regarding advances for loss of salary during meetings. He read his memo "Finally, further to our discussion at the last meeting about advances. We cannot perform this function regionally. It must be done through the finance section in Ottawa. Therefore, should anyone require an advance prior to our meetings, you **must** notify Rita at **least two weeks** in advance and indicate what you anticipate your expenses to be. Please be specific." Jim Chorostecki advised that this process has always been in place and that with a new director in Finance this process should be quicker with reasonable notice.

The REVP reminded all Committees of the Ontario Council to provide the names of members present and those absent/regrets on all Committee Reports. The REVP will also communicate this to other Regional Committees including Area Councils, Regional Women's Committees and Regional Equity Committees.

Jim Chorostecki was to research how LWOP affects activists service and if it delays their retirement date. Jim advised that with non-Treasury Board groups for leave with out pay, in some instances the employer will invoice PSAC for the days missed, therefore they do not lose and there is no impact at all. As for Treasury Board groups, it appears that as

long as you work 10 days per month, although this is the practice it is not always the rule. Jim advised that not all departments stick to the rule, bottom line is that there is no hardened rule and the practice is not being applied to the pensionable years of service. However, strike dates will and does impact on pensionable start date and when one can retire. As well as maternity leave and care and nurturing also affects when one can retire. This issue has been raised with the Board of Directors in the past.

The additional member to sit on the Committee to organize the meeting in SSM will be Connie Lento.

Jim Chorostecki did not have to hold a teleconference with the Committee to arrange the logistics of booking dates for June 2007 Northern O.C. meeting because the REVP sent his EA in early December to view some properties. More on this item under #15.

The EA has booked the boardrooms for the upcoming meetings.

Under item #19, Chairs in the Boardroom, the REVP stated that it is clear that Steve Gauthier carries a lot of weight in the Region. Steve Gauthier made the request for new ergonomically friendly chairs and behold we have new chairs. Too bad Steve couldn't be here to see for himself. Jim clarified that all RO's got new furniture. The REVP reiterated wherever Steve goes, he gets new chairs. Special thanks to Steve Gauthier.

Item 4. REVP Report

The REVP handed out his NBoD Report for February 6-9, 2007 which has been modified to include his activities up to and including the Ontario Council meeting. As a result of a resolution passed, the NBoD report will now also include the REVP's activities. This is in part of doing things differently.

The following handouts were provided to Council:

- 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 REVP was hopeful that the Youth position could be filled prior to this meeting of Council as well as the Alternate, GLBT position. In December by-election letters went out for the Youth, Youth Alternate, GLBT Alternate, and Region 1 Alternate. The REVP reported that Cathy Harasym was successful for the Region 1 Alternate position on Council. Sister Harasym was acclaimed to the position. She is active in the Area Council and is a Local President in Thunder Bay. In the Youth Caucus, we had 14 voting members, however many have left or have gotten older and no longer qualify as Youth members. Resumes were sent out with ballots and were asked if they were no longer a youth, to please not respond. Anyone can be nominated in that Constituency Group, however only those at the Caucus of that group can vote. Unfortunately only 2 ballots were received. The Administrative staff made calls and sent emails in an attempt to get more response. The REVP hopes more responses will be received and the position filled soon. The GLBT Alternate

position call out was sent with a lot of interest. Currently we are seeking bio's from these members and hope that they will be sent out within the week.

The Pride Conference will be held at the end of the month. Ontario Region has 20 members attending out of the possible 100 spots. This opportunity should be great for Karen Church and helpful in her role on Council.

By-elections will have to be run for the 1st and 2nd Alternate position for Region 3. Possibly for Region 4 as well, however will let Romeo Jackson speak to that later.

The REVP advised that there has been a huge turnover on the Ontario Council. In fact Sister Brochu will be the 12th person to change on Council. It has been difficult to keep the continuity. This is not a complaint, it is just reality and to look at what can be done about it. In the past by-elections have had to be run for perhaps 2 or 3 positions, however this has been the first time so many vacancies on council has taken place. By-elections are a long process. Getting the business done hasn't been easy. It was interesting to share this information with you.

- PSAC Family Care Policy

The PSAC Family Care Policy was just approved at the NBoD meeting in February. It has been a work in progress and hot off the press. The policy initially was for children under 17, now reads under 18. It also covers a person with a disability; and for an adult who is a dependant, requiring care. This new policy is now an extension to the original policy and the responsibility is paid by PSAC nationally.

Action: Post the PSAC Family Care Policy on our Ontario website.

- 2007-2009 Regional Budgets

The REVP handed out the 2007-2009 Regional Budgets for the Regional Convention Allocation, the 2007 Regional Activities Allocation, the 2007-2009 Regional Women's Conferences Allocations and the 2007-2009 Regional Health and Safety Activities Allocations. The Education Allocation is still outstanding, the AEC has not finalized this item yet.

The Ontario Convention Allocation is \$164,701. The REVP advised that all of these numbers are fairly similar across the other Regions. This amount is to assist regions with their conventions for delegates' participation. After the Bargaining Conference in Vancouver the AEC discussed the RWC Regional Allocation and the Regional Convention Allocation. BC has just a little over 100 delegates. Other Regions that are smaller like the budget. The REVP wrote a letter to John Gordon and Patty Ducharme advising his dismay about the Convention allocation. The REVP also shared the same letter with the AEC however still no change to budget. Some Regions will have better funding than our Region. The REVP is still not happy with this distribution. The \$164,701 will go a long way. The bad news is that our region will not get their fair share. Unfortunately the REVP does not have the support of the AEC. The REVP wanted to share this info with the Council. Perhaps the bills will be compared at other conventions

and as a body do something. It is the REVP's hope that some will realize it's not the fairest allocation amount to help delegates.

The Regional Women's Conference allocation is \$98,033 and will be held at the Renaissance on Dixon Road, on April 20-22, 2007.

- Donations for 2006

The REVP reported on the donations line item for 2006. A total of \$3,000. was spent. Thank you letters were received from CCPA, Interval House, Ontario Health Coalition Brenda Brunelle, Mayworks, Sexual Assault Centre Hamilton Area (SACHA), Nats'ejee K'eh Rehabilitation Centre Members. The REVP went to Sister Aileen Duncan who provided 2 names in which donations were provided to for 2006. It is the intention of the REVP to call other members on Council for other possible donations for 2007.

- Press Release "Pension Grab: Another Government Plunder!"

The rumour that the pension for the RCMP was resolved is not true. We are in court and have been there for the past 2 weeks. The REVP will keep Council apprised. A strategy around this is to lobby your MP for their position on this issue.

- XO/03/07 – Enforcement of Fines and Use of Collection Agencies
- OFL International Women's Day – March 8, 2007 Statement by Irene Harris, OFL Secretary-Treasurer "Putting Equality Back on Track"
- Draft Consultation Document - "PSAC (Ontario Regional) Organizing Further and Faster, 2007 Ontario Regional Organizing Plan"

The REVP requested that the 2007 Ontario Organizing Plan not be distributed or copies made. Jim provided some background information to Council members. This document lists key areas for organizing.

The REVP advised that the members belonging to CEIU and NHWU working for Service Canada will be taking their dispute to a vote. Some former GSU and National Component members are also affected. The vote will start mid-March and last for a 6 week period. There will be a different process for these votes. PSAC will solely be responsible for voting. Meetings will be held near worksites at strategic locations. Mail in ballots will also be done where there are a small amount of members such as St. Catharines. At the end of this vote, one Component will represent Service Canada members. This is unlike a strike ratification vote, in that there will be no opportunity for speakers at meetings. Rather videos by Component Presidents and John Gordon will be available at the meetings. Literature will be available, however no speaking or lobbying will be allowed.

The REVP wanted to discuss the Committee Reports of Ontario Council. There's a lot of information Ontario Council does not need to see. Committees can keep their own minutes however the REVP has asked that he be in receipt of both and that has not been occurring. The REVP must be in the loop and cannot be left out in the dark. He needs to

know what's happening in the Region before it happens. Committees can provide their minutes either by hard copy or electronically to the REVP. The REVP needs to be aware of what's going on, so he wanted to reiterate to the Committees to ensure that he is informed. He also wanted to confirm that if there is any pertinent information then that should be conveyed to Ontario Council.

Action: All Committee minutes of meetings must be submitted to the REVP.

Motion to adopt the REVP's Report.

m/s/c Steve Tuffin and Val Fargey

The REVP handed the Chair to Brother Boone as Alternate to the REVP.

Item 5. Regional Office - Updates (Jim Chorostecki)

Brother Boone, as Chair introduced Jim Chorostecki to provide his regional office updates.

Service Canada Vote:

The Service Canada vote is totally being conducted by PSAC Regional Offices. None of the locals are allowed to help with this vote. The vote will be conducted mid March to mid April. PSAC is scrambling to get the vote done. Ontario Council members may be asked to assist Regional Offices with work.

Staffing:

Tom Hamilton has returned back to Toronto after his long assignment in the North. He will be resuming his activities. Michelle Sweeney has accepted a position as Organizer in the Prairie Region. She has already begun some keen interests in organizing and we wish Michelle well.

Sister Aileen Duncan wanted to know which representative will be attending the meetings in Hamilton scheduled on March 8 – MDAC and on March 20, Hamilton Area Council.

Action: Jim will advise which representative will be attending those meetings.

Organizing:

We are trying to organize the Research Assistants at the University of Western Ontario. Blue Water Bridge are now members of PSAC. The GTAA has filed with the Canada Labour Board requesting an amalgamation of the bargaining units. There is some resistance from CAW and they will likely oppose. The Labour Board may order a vote.

Brother Boone returned the Chair back to the REVP.

Item 6. Receipt of Reports of Council Members

The Chair of the Finance Committee, Brother Ken Boone 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 REVP should get a pat on the back for implementing this process, other regions are having difficulty getting reports from their Council members.

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. For alternates a nil report will be accepted in order to process financial claims.

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.

Sister Debbie Willett advised that the First Ontario Credit Union is on strike. Sister Willett advised that the members are in good spirits. Debbie was able to participate in a fundraiser on their behalf.

Sister Penny Kreamer participated in an open educational in Niagara Falls on the Electoral Reform with Wayne Samuelson of the OFL. The report is due out on May 15, with the ballot to go out on October 10. The REVP advised that PSAC has provided funding nationally to Fair Vote Ontario. It is true that the population does not know about it and 60% is the passing bench mark. John Deverall of Fair Vote Ontario did come to speak to the Area Councils at our Conference in September. For more information check the Ontario website under links for Fair Vote Ontario.

Sister Val Fargey is working on the Regional Women's Conference in April and is working with a diverse group to get it underway.

Sister Aileen Duncan is working with City Hall to declare a proclamation on March 25 for the 200th Anniversary to memorialize and commemorate the Abolition of the Trans-Atlantic Slave Trade by Britain.

Brother Romeo Jackson has accepted a position with JLP and read the letter from John Gordon which impacts 6 JLP co-ordinators. John Gordon's letter dated January 23, 2007, asked that all JLP co-ordinators step down from their union activities. Romeo had a meeting via teleconference with Brother Gordon on Thursday, March 1, 2007. The REVP has not heard back from the National President regarding any decision made on that date. Romeo is hopeful that Council can have another position for him to participate as the JLP representative and that Jose Evangelho can sit as well as the political voice for his region. The REVP confirmed that we cannot hold another position on Council for JLP, these positions are as per the Ontario By-Laws. The REVP invited Romeo to come and speak to Council about JLP at this meeting, however it is not his intent to do so at every meeting. The concern is that these members remain impartial and are transparent. Jim

Chorostecki advised that the intent is also to avoid any potential conflict of interest. It is very common practice for PSAC to hire term staff and they must abandon any union positions they hold. Romeo wants to wait and see what the determination is, but in any event this may be his last Ontario Council meeting if he has to step down. He has enjoyed being on Council, over the past 1 ½ year he just learned his role and started to get more involved. Tomorrow he will discuss his JLP presentation.

Brother Paul Shortt wanted to thank Council for the CLC Conference funding, currently the CLC Workers of Colour & Aboriginal Conference is postponed.

A question was raised about the PSAC Committees for Unity. The REVP advised that the PSAC Regional Unity Committee in Toronto was dissolved and that a new Racially Visible Committee has been formed. The REVP knows that Kevin Nadjiwon is interested in having an Aboriginal Committee and wanting the opportunity to speak to him on this issue, however because of Kevin's accident this was not possible at this time.

Brother Paul Shortt is the NAIM Representative and provided an update to Council. Paul is the male representative for Ontario. Joyce Maracle-McIntee was the female representative for Ontario. Since Joyce was devolved to the province her replacement is Marina Kioke. She is from NHWU in Timmins. A conference is scheduled in September 2008 in Winnipeg. Currently the NAIM representatives are going back to their constituents to figure out which way is the best way to do elections. The Aboriginal course has been completed and it must be delivered before June 2007. The maximum members for the course is 15, but it is the hope to try to get as many as possible to attend.

The REVP is looking forward to the Conference and the selection process. This process is over 4 years due, and he was pleased to hear that the election process will come from that community.

Sister Karen Church advised that the Mayor of Windsor announced a proclamation for Windsor Pride to be held at the waterfront property by the river. It is celebrated July 23-29 and there will be a flag raising ceremony at City Hall.

Sister Barb Wardlaw has been waiting for information originally requested from Nycole Turmel and now has been passed along to John Gordon. Sister Wardlaw has been waiting to find out the status of Nishnawabe staff members in PSAC. Jim Chorostecki wanted some clarification to this request. There are equity stats available however they are all grouped as aboriginal, those stats are not broken down any further. Sister Wardlaw advised that Nishnawabe includes First Nations, Mohawk, Ojbiway and Cree. The term Aboriginal includes all people in territories, however the Métis want to be called Métis, First Nations called First Nations and so on. The government incorporated all indigenous people into one lump without consulting any of them.

Item 7. Committee Reports

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

Equity and Human Rights Committee Report (Appendix A):

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

The REVP wanted to applaud the Committee for getting involved with the CEIU Equity Conference to promote PSAC E & HR Committee.

Sister Sharon DeSousa suggested inviting Christopher Wilson to come and speak to Ontario Council regarding Organizing. The REVP felt that the Organizer could be invited to the October Meeting if it is Council's wish to have him speak to Council at that meeting.

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

m/s/c Val Fargey and Sharon DeSousa

Finance Committee Report (Appendix B):

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

The REVP wanted to reinforce that Regional Committees must submit their committee minutes and financial statements in order to get funding regionally and nationally. The REVP will allow those Committees to get their 2006 minutes and financial statements to his office as quickly as possible.

That the Audited Financial Statement be adopted as presented.

m/s/c Ken Boone and Steve Tuffin

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

That the proposed budget for 2007 be adopted as presented.

m/s/c Ken Boone and Steve Tuffin

That portfolio money that is not used during a calendar year is returned to the general account.

In order for Council to discuss this opening a motion was made to go into a Committee of the Whole.

m/s/c Ken Boone and Steve Tuffin

Recommendation – The Committee of the Whole Report:

The conversation clearly indicated that Ontario Council at this point in time are not interested in any change to their portfolio allocations.

Out of the Committee of the Whole.

That the Finance Committee Report be adopted as presented.

m/s/c Ken Boone and Steve Tuffin

Education Committee Report (Appendix C):

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

Action: Romeo Jackson will provide a current JLP graduates list to Shirley Riva.

Action: Ontario Council Members will review the AFN Directory and any anomalies will be reported to Shirley Riva via email so that the list can be updated accurately.

That the Ontario Region Education Budgets for 2007-2009 Budget Cycle be adopted as presented.

m/s/c Debbie Willett and Barb Wardlaw

That the Mandate of the Education Committee be adopted as presented with minor changes.

m/s/c Debbie Willett and Barb Wardlaw

That the Education Committee Report be adopted as presented.

m/s/c Debbie Willett and Barb Wardlaw

Health & Safety Committee Report (Appendix D):

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

The REVP asked particulars regarding the H & S Conferences held in the regions. The Chair of the H & S Committee reported that 138 members were trained, and to date

\$23,927.22 was spent out of the \$34,260 budget, however there maybe more invoices to be paid.

Item 8. Political Action

Stickers were handed out “\$10 min wage now”, these were just received from the OFL. The website http://www.canadianlabour.ca/index.php/10hr_federal_minimum. This is a CLC, OFL and Labour Council initiative. The REVP recommended that all Ontario Council members lobby their MPP’s on this issue. There is a Rally organized for Saturday, March 10, 255 Bloor Street West, on the \$10 minimum wage. Other websites: www.labourcouncil.ca or www.amillionreasons.ca .

Buttons were also handed out “Pension Grab Another Government Plunder”.

PSAC is actively participating in a national campaign led by the CLC to have changes made to retract the use of scabs in the event of a strike or lock-out. Our National President, John Gordon, sent an email to staff requesting that we call or fax our MP’s. The REVP will email this message to Ontario Council to ensure it is disseminated to their constituency groups to assist in getting their help. Patty Ducharme sent an email to the REVP advising the status of the Anti-scab Legislation. The speaker is ruling whether essential services are covered. The REVP reiterated how much there is a need to educate MP’s. The CLC website will be updated on Monday, as well as the PSAC’s website. The Liberals in particular need to be targeted. MP visits need to take place, many RO’s have been working on this campaign since Christmas. Jim Chorostecki confirmed that the bulk of Liberal MP’s are in Ontario and requested that Ontario Council get active in this campaign. Most committees are viable and have funding to assist in this campaign, however proposals can be submitted to the Political Action Committee with their specific needs.

Brother Glenn Miller sits on the Zones Committee. The Committee met last week. Robyn Benson met with her MP Vic Toews and he thinks that zones are a great idea. It is important to lobby MP’s on all campaigns, anti-scab legislation and zones. The Committee is trying to get started with Treasury Board negotiations so that we are all hitting the ground running. T-shirts are being designed with a slogan. More information should be on the website next week.

The REVP spoke on the Code Blue for Childcare Campaign. This is a campaign that the Regional Women’s Committees have been involved with for quite some time. The REVP reiterated that if you get an audience of your MP you should use this opportunity to discuss, Childcare, Zone, and the Anti-scab legislation.

Item 9. Collective Bargaining

The REVP wanted to congratulate those members elected to the bargaining team.

List of Bargaining Team representing Ontario:

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PA – Ken Boone
Sharon DeSousa

EB – Michael Freeman
Alternate: Bryon Duguay

SV - Robert Spencer
Serge Desbien

FB - Fred Milligan
Dave VanHelvert
Alternate: Jason McMichael

TC - Garry Larouche

Parks - Jack Norris (UCTE)
Alternate: Shiela Birtch (NAT)
Alternate: Rick Foster (UCTE)

Group	Notice to Bargain	Expiry Date
PA	Feb 21	June 20
EB	March 1	June 30
TC	February 22	June 21
SV	April 5	August 4
FB		
CFIA	Bargaining in Progress	December 31/06
Parks	April 5	August 4
CRA	July 1	October 31

We are now able to serve notice to bargain 4 months before the expiry date, it used to be 3 months before.

Brother Steve Tuffin is also currently involved in negotiations with North Bay Airport, TBI, Windsor and London Airports. Windsor and London airports have not served notice to bargain yet.

The REVP advised that bargaining dates are on track. With a spring election pending this will have an impact on how our negotiations will go. 2008 could be when we sign collective agreements.

Brother Ken Boone advised that they met last week and reviewed the list of demands and have prioritized them. Sister Sharon DeSousa also sits on the Strategy Committee.

The REVP advised that the Strategy Committee will issue reports to be shared with the RO's and the bargaining teams, however this report will not be posted on the web.

Jim Chorostecki advised that the visible part of mobilizing will happen in the fall. Regional Offices will be organizing strike committees and strike captains.

Item 10. JLP Presentation (Romeo Jackson)

Brother Romeo Jackson handed out a package on JLP. Brother Jackson is the JLP Union Field Co-ordinator and Wayne Shipley is the JLP Management Field Co-ordinator for

Ontario. Originally there was an MOU between TB and PSAC which expired in 2003. The JLP Program was renegotiated in 2007 for all 4 tables with bridge funding. The presentation information can be found on their website @ www.jlp-pam.ca . Brother Jackson requested that Ontario Council be ambassadors to help with this program. Let your employer know that this program exists. Having an idea of how the program works will make it more accessible. There are 4 core courses – Anti-Harassment, Respecting Differences Anti-Discrimination, Collective Agreement and Union-Management Consultation. Brother Jackson can be reached at his work # 519-645-5212, cell # 519-859-3451 or email @ jacksonr@psac.com.

The REVP thanked Brother Jackson for providing this JLP presentation to Ontario Council.

Item 11. PSAC Ontario Convention 2008

The Delegate Assistance Committee met all day on Friday. The REVP advised that there is extra money for delegates to participate at the 2008 Convention. At the last convention not all of the business was completed and elections took a long time, we need all day on Sunday to run elections. Since we have more money for Delegate Assistance, the REVP would like to add ½ day to the Convention. This would mean most delegates would travel in on Thursday night for those out of town. \$165,000 Nationally and \$35,000 Regionally with a total of \$200,000 for Delegate Assistance. This amount is 4 times the money for assistance than the last Convention.

The Delegate Assistance Committee who met on Friday were Ken Boone, Debbie Willett, Sharon DeSousa, Barb Wardlaw, Dennis Miluck and Glenn Miller. The REVP and Jim are also part of this Committee. Kevin Lundstrom sent his regrets.

The Committee agreed that the entire \$165,000 would go directly to delegate assistance rather than the Convention costs. Last time delegate assistance was 1 per each local/branch, Committees and National Officers. This time because there is four times the amount of money it was agreed that delegate assistance would be based on delegate entitlement. The Ontario By-Laws allow 1 delegate up to 200 members. Delegate assistance would be provided for every possible delegate that could attend. ie. 400 members would allow for 2 delegates, they would be allow 2 portions of delegate assistance. The piece of delegate assistance would be condition if that delegate attends the convention. The Committee worked with the map. Ontario is divided into 6 sub-regions and paid under that process. ie. Kitchener is covered under the London RO but no further than Barrie and got the SW delegate assistant portion, we hope to provide a fairer playing field. Other anomalies existed within the Region and we are now looking at actual distance from airport, perhaps a 50 km radium and a 100 km radius. More information is required in order to know where their locals are. Brother Ken Boone has an idea to use 40% of the money, approximately \$80,000 for costs to everyone for hotel and food and 60% approximately \$120,000 for transportation. This is something we need to look into further, however the idea that we must look at things differently. Last time there were 6 different amounts perhaps now we may have 12 or more amounts to be provided for delegate assistance. We can meet by conference call.

The contract has been signed and information already provided to Council. The hotel is the Renaissance, Dixon Road, airport location. According to our by-laws we could have up to 340 delegates, we are anticipating a larger convention in 2008. The last convention we had 220 delegates attend. The REVP felt that we can be less frugal with coffee breaks, snacking items could be provided this time.

The Organizing Committee will be utilized at the event.

The REVP advised that he will be running again for the position of REVP at the Convention and wanted Council to be the first to know.

The Equity Committee would like to hold an Equity Caucus. The REVP advised that perhaps this could be put on the agenda.

Brother Ken Boone will not be at the June meeting, however will be willing to be on the Organizing Committee. Brother Boone also wanted to let Council know that he will be seeking to run again for the position of Alternate to the REVP.

The REVP advised that normally the By-laws Committee (currently Debbie Willett and Val Fargey) and Finance Committee (Ken Boone and Steve Tuffin) would be busy, and the other two Committees, General Resolutions and Organizing Committee will be filled as we get closer to the event.

The callout letter is usually out before Christmas of 2007.

Brother Romeo Jackson wanted to know if he could have a JLP booth. All those requests will certainly be entertained.

Item 12. Lobbyist Registration Act

The REVP handed a memo from John Gordon, dated December 22, 2006, re: Lobbyists Registration Act. In order for registration to take place employment history with the federal government and its departments and agencies. The positions held and tenure for each job ever held with the government including student employment. MP's are not asking if you are registered, they usually ask if you are a member of the riding.

Jim Chorostecki went on line to try to register, but couldn't register online. He called them directly in Ottawa. They are only looking for full-time lobbyist. It is not clear who should or who shouldn't register. The published list includes paid lobbyists, lawyers and unions. Jim's initial reaction was that everyone had to register, however now it appears that the registry is trying to figure out who should be registering. Right now anyone can visit their own MP, you don't have to register to visit your own MP.

The REVP stated that John Gordon is responsible for PSAC therefore he will have to register. The REVP does not want to discourage members from lobbying their MP's because of this lobby registration act. From the REVP's point of view he is not too worried

about the membership lobbying efforts. The REVP will keep everyone apprised on any updates. This could potentially have implications down the road.

Item 13. Funding for Conferences (Sharon DeSousa)

Sister Sharon DeSousa put in a motion to the REVP which was seconded by Val Fargey to request money for a member. Sister DeSousa is looking for some guidance regarding funding and clarification to this process, perhaps as a screening tool if approached again for a conference. The member had requested to attend the CLC Workers of Colour/Aboriginal Conference. It has been postponed and the request has been withdrawn.

The REVP provided some background information. Occasionally motions from Ontario Council members to assist them for a non-PSAC event like the CLC or OFL have been approved. Initially the REVP shared this with Brother Ken Boone as Chair of the Finance Committee to find out if there were other cases he could recall on funding requests. If we provide full funding, the REVP's concern is that we will set a precedent. Most recently we had approved an amount of \$300 for a member but he went to his local and other bodies for funding and Council was able to approve expeditiously. In the past, we have used this as partial funding provided to Ontario Council members only, never full funding for any event, and those were the REVP's concerns about this particular issue. The question is how can I get funding, go through Local, Component, Regional Committees and region. Some Regional Women Committees have helped with funding for certain events. This request was unique as it was in excess of \$2,000. We can use first come first serve approach, strike up a committee, but ultimately the Ontario Council is the decision making body.

Brother Ken Boone is willing to sit down with Sharon and Val to develop some sort of criteria before the June meeting. There is a special initiatives line item for \$5,000.

Ontario Council suggested the following:

- A process with guidelines be developed,
- There be a cap to the amount allowed for any one member/event,
- A strick criteria be applied before considering any funding requests,
- It must be recommended by a Council Member,
- What is the benefit to PSAC?
- The member must be an active member,
- Must be coming to Council for funding only after seeking and receiving funding from other sources first
- Establish a sub-committee to provide recommendation to Ontario Council

The REVP wanted to be careful if we open the door. There are many PSAC conferences which are fully funded for delegates but not observers. There are many Regional conferences/conventions and many more non-PSAC events, like the OFL and CLC. We represent 28,000 members and these were concerns already shared with Sharon, Val and

Ken at the time of this request. The REVP likes the sub-committee format to report back at the June meeting. This debate isn't going to be easy. The REVP sees this scenario similar to the Education Committee struggling with a funding formula for top-up.

Action: Sub-Committee, Ken Boone, Sharon DeSousa and Val Fargey to prepare a report based on the above recommendations to be presented to Council at the June O.C. Meeting.

Item 14. Status of Women – Fight Back Campaign

The REVP handed out the Resolution to the PSAC NBoD Status of Women Cutbacks and PSAC Fightback, February 2007.

Sister Val Fargey advised that there is a letter writing campaign nationally. The website for Status of Women has 7 links. They advocate for stronger women rights in the workplace and ending violence against women. It will be a shame when they are gone because they are constantly publishing information on their website. These are our members. Postcards are not effective as some of them had been returned. Emails to MP's seem to work best because they must return emails. The Toronto Regional Women's Committee are looking at a cost-sharing venture to help with this campaign.

The REVP advised that there was an AEC Meeting on February 5, and at that time they were looking for proposals in the Region to be offset with funding from Regional bodies, ie. RWC or Regional Committees. The REVP was not sure if this had been communicated to Regional Women's Committee, however should proceed regardless of the funding. The REVP is hopeful that this campaign will extend beyond the Regional Women's Committees. He is hopeful that Area Councils and other Regional Equity Committees also support this campaign. There is an urgency as it is expected that the Status of Women will be closed by the end of March 2007.

The REVP will be writing to Regional Women's Committees regarding their 2007 funding. Minutes, financial statements, and proposals must be submitted prior to the issuance of cheques.

The REVP urged Council members to go on the PSAC or Status of Women website in order to reverse the decision to close the offices.

Item 15. June Council Meeting

The REVP took a look at the Air Canada website in order to find possible flight times to travel to Sault Ste. Marie. It appears that transportation could be an issue. We may have to charter a plane. Jim Chorostecki thought perhaps we could rough it and take a luxury bus. The dates for traveling would be June 21. June 22, would be either a ½ day or full day for Committees. The REVP would like to have a meet and greet on the Friday night with the community. Saturday and Sunday would be the normal Ontario Council meetings.

Jim Chorostecki advised that there is a draft proposal for Directly Chartered Locals for a two day conference, however funding seems to be an issue.

Sister Barb Wardlaw was confused because it appears that she had an expectation that Dave Doyle was working on a proposal to present to Council around Education at the same time during the OC Meeting in June. Also there was a request to have training changed from May to June and was advised it cannot be done. She also wanted to know why a conference call did not take place so that the Social Committee could brain storm

on ideas. Sister Wardlaw was also hoping to have additional training in conjunction with the June OC Meeting, as it was in the resolution to meet once in a three year cycle.

Jim Chorostecki advised that he had no proposal to move education and nothing had been submitted.

The REVP advised that he intends to have a meet and greet on the Friday night. In the resolution at the Ontario Convention the be it resolved read "to observe meetings and plan activities with them".

Sister Wardlaw has conflicting information and wanted to call Dave Doyle to clear things up. She is hoping that a conference call could be arranged so that it is clear.

Action: The REVP will follow-up with Jim Chorostecki on any potential proposal to be submitted.

Perhaps a conference call can be held to discuss transportation for Ontario Council for the June meeting.

Action: The EA to the REVP will enquire about chartering a flight to Sault Ste. Marie.

The EA advised that she visited Sault Ste. Marie in December and that Connie Lento assisted in viewing three properties in Sault Ste. Marie. Sister Wardlaw was invited to attend but was unable to. The REVP has signed a contract with the Holiday Inn in SSM to hold the meeting in June.

Motion to adjourn at 3:00 p.m.

m/s/c Ken Boone and Steve Tuffin

APPENDIX “A”

ONTARIO REGIONAL COUNCIL PSAC Equity and Human Rights Committee Reporting Period: November, 2006 to March, 2007

The Committee finalized its work plan for 2007 and began the process of implementing its plans and objectives from the previous period.

Objectives for this period	Action	Who
Finalize the order of Logo to promote equity and committee –order shirts in time for Pride conference and Regional Women’s Conference	Contact Wilson Dunn promotions	Sharon will take the lead
Have a presence at Regional Women’s Conference in April 2007 to promote work of the E & HR committee	Sisters from the committee will request to have a table	Sisters of the committee with Val taking the lead
Have a presence at the PSAC Pride Conference	Promote the Committee’s work at the Ontario Caucus	Karen will take the lead

Objectives for the next period	Action	Who
Attend CEIU Equity Conference; promote the PSAC E & HR committee and promote working with Ontario CEIU Equity committees	Invitation for PSAC E & HR committee to attend	Val
Continue to work on Political Campaigns.	Zones and Anti Scab campaigns- continue to lobby for Federal and Provincial Elections. Letter from E & HR committee encouraging members to continue to support Anti Scab Legislation	All
Launch Ontario Campaign re: Pension Grab	Design letter for MPs asking for their position re: pension grab as a tool for the Federal	Joan-Ann

	Elections Campaign	
Launch email campaign re Status of Women	<p>Invite Area Councils and other committees to join the fight against the Harper Government's slash of funding to the Status of Women.</p> <p>Launch a written campaign to MPs re loss of funding and its impacts on equity. Work on having this as a joint campaign with Area Councils in the region</p>	All with Val taking the lead
Develop a plan to make committee visible to newly organized groups	<p>Meeting with Organizer Chris Wilson to develop a plan that would promote the E & HR committee at the beginning of a campaign</p> <p>Discussion on barriers within PSAC for Organizing</p> <p>Discussion on organizing workers from the margins: young worker's, women and immigrants</p> <p>Pamphlet for newly organized PSAC members introducing the E & HR committee</p> <p>Pamphlet for workers who are in the process of being organized introducing the E & HR committee and successes within PSAC re: E & HR</p>	<p>All</p> <p>Sharon to design the pamphlets</p> <p>Members of the E & HR to provide short blurb for the constituency they represent</p> <p>Chris Wilson to have the pamphlets printed</p>

Attended by: Val Fargey, Chair, Sharon DeSousa, Aileen Duncan, Karen Church, Paul Shortt, Joan-Ann Gravesande

Absent: Kevin Nadjiwon and Elana Geller

APPENDIX “B”

ONTARIO REGIONAL COUNCIL FINANCE COMMITTEE REPORT

Date: March 3, 2007

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

The Committee has updated the books and the audit was completed. We spent a couple of days meeting to up-to-date the books and to develop the proposed budget for 2007. We are attaching copies of the audited statements, Committee Expenses and Portfolio Expenses for review and discussion.

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

We are, in this report, advising that the First Ontario Fund shares that were purchased in 2003 for \$277.80 were redeemed in 2006 for \$277.80. The original transaction had been ‘expensed’ and so when the money that was ‘returned’ was credited back against expenses and therefore does not show as ‘income’ for 2006. We are reporting this transaction for the information of council; however it does not show up in our current financial statements. This was discussed with the auditor and he agreed with this accounting method.

The Finance Committee would like to thank the council members for their promptness in submitting their expense claims to enable us to complete the necessary procedures to be able to have the audited statements available for review at this meeting.

We note that we are now carrying almost \$14000.00 in the portfolio line item. This money should not be tied up. The Finance Committee is presenting a proposal to Council that if Portfolio funds are not used by the member during the year they are allocated, that the funds will return to the council for reallocation in the following year. It is becoming almost impossible to budget year after year, showing an anticipated excess of expenses over allocation (knowing that almost \$14000.00 has not been used, but is not available for allocation towards other expenses). This becomes particularly troublesome as we approach the next triennial convention and have to explain why our actual expenses do not compare with budgeted amounts and why we are continually forecasting a deficit each year.

Recommendations to Council:

That the audited financial statement be reviewed and accepted by Council.

Moved by Chair Ken Boone

PSAC Ontario Regional Council Meeting Minutes – March 3-4, 2007

Seconded by Steve Tuffin

That the proposed budget be accepted and passed by Council

Moved by Chair Ken Boone

Seconded by Steve Tuffin

That portfolio money that is not used during a calendar year is returned to the general account.

Moved by Chair Ken Boone

Seconded by Steve Tuffin

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

Seconded by Steve Tuffin

Audited Statement**PSAC Ontario Council
Statement of Financial Position**

As of December 31, 2006

Accrual Basis**Dec 31, 2006**

ASSETS	
Current Assets	
Chequing/Savings	
Bank of Montreal	<u>38,266</u>
Total Chequing/Savings	<u>38,266</u>
Total Current Assets	38,266
Other Assets	
GIC – re Anticipated Convention	<u>100,000</u>
Total Other Assets	<u>100,000</u>
TOTAL ASSETS	<u>138,266</u>
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
Accounts Payable	<u>13,117</u>
Total Accounts Payable	<u>13,117</u>
Total Liabilities	<u>13,117</u>
Equity	
Retained Earnings	92,902
Net Income	<u>32,246</u>
Total Equity	<u>125,149</u>
TOTAL LIABILITIES & EQUITY	<u>138,266</u>

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Audited Statement

**PSAC Ontario Council
Statement of Operations**

For the Year Ended December 31, 2006

Accrual Basis

Jan – Dec 06

Ordinary Income/Expense	
Income	
Miscellaneous Income	570
PSAC Regional Funds	<u>112,361</u>
Total Income	<u>112,931</u>
Expense	
Void cheque	
Ontario Convention	
Professional Fees	500
Regional Equity Committees	750
Regional Women's Committees	1,500
Special Initiatives	2,114
Donations	3,000
Portfolio Expenses	7,734
Area Councils	9,000
Committee Expenses	11,656
Council Meetings	<u>44,576</u>
Total Expense	<u>80,830</u>
Net Ordinary Income	<u>32,101</u>
Other Income/Expense	
Other Income	
Interest Income	<u>145</u>
Total Other Income	<u>145</u>
Net Other Income	<u>145</u>

Net Income	<u>32,246</u>
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Ontario Regional Council Approved 2007 Budget

	Budget	Actual	Budget
	2006	2006	2007
Revenues			
Allocation	112361	112361	112361
Other income (Convention, Interest & Misc)	1000	570	500
Total Revenues	113361	112931	112861
Expenses			
Bank Charges	00	00	00
Professional Fees (Audit)	500	500	500
Special Initiatives	4000	2114	5000
Equity Committees (Note 1)	2000	750	1500
Regional Women's Committees (Note 2)	3000	1500	5000
Affiliation Costs/Donations	3000	3000	4000
Committee Meetings (Note 3)	18000	11656	22000
Council Portfolio Budget (Note 4)	20500	7734	20500
Area Council (Note 5)	10000	9000	12000
Council Meetings	50000	44576	60000
	.00		.00
Convention Provisions	20000	25000	25000
Convention Delegate Assistance	20000	15000	10000
Total Expenses	151000	120830	165500
Revenues - Expenses	(37639)	(7899)	(52139)

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 500.00 per accredited committee.

Note 3: Committee Meetings: Equity and Human Rights, Health and Safety, Education, Delegate Assistance 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 Region 1 Representative & Area Council Representative.

Note 5: Area Councils are funded Nationally at \$600.00. Our Regional amount is set at \$1200.00 for accredited Area Councils.

APPENDIX “C”

ONTARIO REGIONAL COUNCIL Education COMMITTEE Date: October 28 – Mar 3, 2007

ATTENDEES: **Barbara Wardlaw** **Debbie Willett**
 Romeo Jackson **Shirley Riva**
 Jeane Hannigan for Nicole Ma
 Kevin Lundstrom – regrets
 Fred Jordan – regrets

Objectives for this period:

Objectives	Action	Who	Results
Remote Subsidy	Criteria to be Established	Kevin & Romeo	Carried to next period
Review Committee Mandate	Reviewed	Education Committee	Submitted to Council
Updated list of available courses	Removed		Administrative responsibility

Activities for this period:

Review Education 3 Year Plan

Recommendations to Council;

1. Approval of the Education Plan 2007-2009
2. Mandate of the Education Committee

Objectives for Next Period:

Objectives	Action	Who	Results
Remote Subsidy	Criteria to be Established	Kevin & Romeo	
30 Hour Level 1 WHSC Course -North		Discussion with H&S Committee	

**Approved Education Committee Recommendation:
ONTARIO REGION EDUCATION BUDGETS FOR
2007-2009 BUDGET CYCLE**

BUDGET FOR ONTARIO REGIONAL PROGRAMS 2007-2009 (3 Years X \$211,750)	\$ 635,250
A) AFN BUDGET FOR ACTIVITIES, MEETINGS, SEMINAR, SKILLS DEVELOPMENT (10% OF \$635,250 = \$63,525 = \$21,175 PER YEAR X 3 YEARS)	\$ 63,525
B) REMAINING ONTARIO REGIONAL BUDGET AVAILABLE FOR RO SCHEDULES, SCHOOLS, SUBSIDIES, SUPPLIES, ADVANCED COURSES	\$571,725
TOTAL OF A + B = \$635,250	
BREAKDOWN OF A: ALLIANCE FACILITATORS' NETWORK BUDGET (AFN) FOR THE 3 YEAR CYCLE Of 2007-2009	
<i>i) Activities</i>	\$40,000
<i>ii) Seminars/Meetings</i>	\$3,525
<i>ii) Skills Development</i>	\$20,000
TOTAL OF AFN PROGRAMS	\$63,525
BREAKDOWN OF B: REGIONAL PROGRAM ALLOCATIONS FOR THE 3 YEAR CYCLE Of 2007-2009 (Does not include Alliance Facilitators' Network Budget)	
<i>i) PSAC Top-ups for WHSC/ODRT Scholarship Awards (Partnerships)</i>	\$6,000
<i>ii) PSAC Subsidies for WSIB/WHSC Training</i>	\$14,000
<i>iii) Other PSAC Subsidies (OFL, CLC)</i>	\$5,000
<i>iv) RO Schedules</i>	\$110,100
<i>v) Annual Themed Schools 2007-2009</i>	\$375,000

vi) WHSC Level I: Occupational Health & Safety Training	\$40,000
vii) Remote Subsidies (1% of \$571,725)	\$5,717
viii) New Council Training 2008	\$15,000
ix) Supplies	\$908
TOTAL OF ONTARIO REGIONAL PROGRAMS	\$571,725

Revised March 03, 2007

Prepared by Shirley A. Riva, Education Officer, Ontario Region

BUDGET NOTES FOR A:

- i) **\$40,000 for AF Activities** initiated by active AFs with workplans, Local Development Plans, Campaigns, Co-delivery, workplace based training
- ii) **\$3,525 for AF Meetings**
- iii) **\$20,000 for AF Skills Development** such as Orientation to the new Education Program H&S Kit

BUDGET NOTES FOR B:

i) **\$6,000 FOR TOP-UPS FOR SCHOLARSHIPS** awarded by our H&S Partners, namely The Workers Health & Centre (**WHSC**) (<http://www.whsc.on.ca/>) and Occupational Disability Response Team (**ODRT**) (<http://www.odrt.ca/>) for the following courses: WHSC Instructor Programs (offered to WHSC Level 1 Graduates only), WHSC Level II (for Level 1 Graduates only), WHSC Instructor Upgrades, and ODRT Instructor Programs (offered to Advanced WSIB Graduates only). We top-up the salary. These are offered Ontario wide and are generally delivered in one central location as Advanced Programs.

ii) **\$14,000 FOR SUBSIDIES FOR WSIB AND WHSC (H&S)**

WORKERS SAFETY INSURANCE BOARD TRAINING (WSIB) OFFERED BY ODRT

WSIB III: Appeals & Dispute Resolution and WSIB IV Return to Work

The Advanced Training (Level III and up) is mostly offered in a central location. We have a need for WSIB III Advocates in identified areas. WSIB I (Rights & Obligations) and WSIB II (Benefits and Representation) are Basic Training and should normally be taken as Community Training delivered by the ODRT or on applicable RO Schedules. All WSIB Programs should be supported by Employer/Local/Component (if applicable) where possible. Visit <http://www.odrt.ca/> for Training Schedules.

WORKERS HEALTH AND SAFETY CENTRE (WHSC)

LEVEL II: OCCUPATIONAL HEALTH AND SAFETY TRAINING OFFERED BY WHSC

Level II is comprised of four (4) separate 30 hour courses:

- Level II Committees (Provincial)
- Level II Committees (Federal)
- Level II Law (Provincial)

□ Level II Law (Federal)

The Federal courses are offered rarely in the community. They are offered through Labour Schools. E.G. CLC Winter or Summer Schools, Eastern Labour Councils Spring/Fall Schools. These are considered Advanced Programs.

Other WHSC offerings are available as Community Training. All WHSC Programs should be supported by Employer/Local/Component (if applicable) where possible. Visit <http://www.whsc.on.ca/> for Training Schedules.

iii) **\$5,000 FOR OTHER SUBSIDIES** such as the Canadian Labour Congress Winter School and Ontario Federation of Labour (OFL) courses where we do not offer the course as part of our Education Programming.

iv) BREAKDOWN OF ALLOCATIONS FOR 5 RO SCHEDULES ANNUALLY (As of 2006: Additional \$6,200 for RO Schedules annually = \$18,600 over 3 Years)	
Kingston (Southeast Region) \$6,700 annually X3 = \$20,100 plus \$750 to deliver week-end training on Lobbying/Political Action for the 2007 Federal Election	\$20,850
North Bay (Northeast) \$5,700 annually X 3 = \$ 17,100	\$17, 100
Thunder Bay (Northwest) \$6,700 annually X 3 = \$20, 100	\$20,100
London (Southwest) \$5,700 annually X 3 = \$17, 100	\$17,100
Toronto (Hamilton/Niagara and Greater Toronto Area) \$11,400 X3 = \$34, 200 plus \$750 to deliver week-end training on Lobbying/Political Action for the 2007 Federal Election	\$34,950
TOTAL ALLOCATIONS FOR THE 6 REGIONS	\$110, 100

v) **\$375,000,000 FOR ADVANCED PROGRAMMING (THEMED SCHOOLS)**

9 Classes in 3 Schools over the 3 Year Cycle = 212 seats

2007: Stewards School: 66 seats (\$125,000)

2008: Local Officers School: 66 seats (\$125,000)

2009: Human Rights Activism School: 66 seats (\$125,000)

vi) **\$40,000 FOR TWO OFFERINGS OF WORKERS HEALTH AND SAFETY CENTRE (WHSC) LEVEL I: OCCUPATIONAL HEALTH AND SAFETY TRAINING**

- **One offering in 2007 in the North in 2007 (20 Participants) on the Ontario Advanced Schedule**
- **One offering in Toronto in 2008 (20 Participants) on the Ontario Advanced Schedule**

Course Description: This course will provide participants with a basic level of occupational health and safety awareness including hazard recognition and the legal rights and responsibilities of all workplace parties. It's also designed to build participant confidence and encourage active involvement in workplace health and safety initiatives. The Level I program consists of seven (7) core modules

- Legislation (Provincial or Federal)

- ❑ Principle of Control
- ❑ Staying Alive while Earning a Living
- ❑ Toxic Substances
- ❑ Body and the workplace
- ❑ Cancer
- ❑ Myth of the Careless Worker
- ❑ And 3 additional elective modules.

This course provides participants with a basic level of occupational health and safety awareness including hazard recognition and the legal rights and responsibilities of all workplace parties. It's also designed to build participant confidence and encourage active involvement in workplace health and safety initiatives.

Open to: PSAC members who are either members of the Joint Health & Safety Committees or are workplace Health & Safety Representatives. The course is open to members from both the provincial and the federal labour jurisdiction.

Prerequisite: Completion of the *Talking Union Basics* (TUB) course is strongly recommended

Loss of Salary: You must request Salary Replacement from your Employer as H&S is an Employer Responsibility.

ADDITIONAL NOTES:

WHSC BASIC CERTIFICATION TRAINING

This training applies to workplaces governed by the *Ontario Occupational Health and Safety Act* (e.g. Sunlite Cleaners, Georgian Downs, University of Western Ontario, Commissionaires) and is mandated training that must be paid for by the Employer. In order to comply with the legislation, each workplace is required to have both a Certified Worker Rep and a Certified Management Rep on their joint committees. We should not be involved in conducting this training, nor should we be paying for members to attend. We should be helping Committees/Locals to convince the Employer to contract with the WHSC to provide the **Basic Certification Training** (as opposed to the employer using Industrial Accident Prevention Association (IAPA) or some other management consultant outlet offering the training. <http://www.whsc.on.ca/>

vii) **\$5,717 FOR REMOTE SUBSIDIES: BACK TO BASICS FUND**

1% of the Regional Budget allocated for Remote Subsidies for access to the Education Program. Special Funding for Regions to access for Basic Skills Development (E.G. Access to a Grievance Handling Course offered in another area). Remote Policy to be developed.

viii) **\$15,000 FOR NEW ONTARIO COUNCIL TRAINING**

For 2 days Leadership Training for newly elected Council after Convention 2008

ix) **\$908 FOR SUPPLIES:** Resources for Education Programs such as Education bags and pens.

Approved Education Committee Recommendation:

MANDATE OF THE EDUCATION COMMITTEE:

The PSAC Ontario Regional Council is committed to a dynamic, relevant and accessible education program for all PSAC members in Ontario. To this end the Education Committee of the Ontario Regional Council shall:

- actively promote the education program of the Alliance and the Alliance Facilitators' network (AFN);
- identify current educational needs, anticipate emerging issues and seek broad based input into the Regional Educational Plan;
- review and discuss issues related to PSAC education in Ontario and where applicable make recommendations for the consideration of the full Regional Council;
- develop creative strategies for the delivery of PSAC Union education and training within locals, work sites, the union and the community;
- on behalf of the Council work collaboratively with the REO and staff from the various Ontario Regional Offices in the development and implementation of the Regional Education Plan, including the appropriate program allocations from the Regional Education Budget;
- maintain an active liaison with the Ontario AFN (Alliance Facilitators' Network).

COMPOSITION OF THE COMMITTEE:

The Committee shall be comprised of one Regional Council member from each of the geographic areas of Ontario (as described in the Regional Council By-Laws). In addition the Regional Education Officer shall be a full member of the Committee and serve as the Committee's technical support person. The REVP shall appoint a Chairperson and Co-Chairperson from amongst its members. The Chairperson shall be responsible for the following:

- in conjunction with the REO and in consultation with the REVP call regular meetings of the Committee;

- **Chair all meetings of the full Education Committee and name any Chairperson(s) of any Education sub-committees;**
- **report on the Committee's progress to the Regional Council;**
- **maintain accurate records of the Education Committee's meetings and education recommendations that have been adopted by the Ontario Regional Council.**

Members of the Education Committee shall be responsible for the following:

- **representing the educational needs of their geographic area;**
- **working collaboratively with the Regional Representative(s) in their geographic area in order to determine the educational needs of the PSAC members in that area and the most feasible and cost effective way of delivering that training;**
- **attending all meetings of the Education Committee;**
- **liaising with and supporting the AFN in their geographic area**

MEETINGS OF THE COMMITTEE:

The Committee shall meet in conjunction with regular or special Ontario Regional Council meetings. In addition the Chairperson and/or a majority of members of the Committee may, in consultation with the REVP, request a special meeting(s) via conference call and/or in person.

APPENDIX “D”

ONTARIO REGIONAL COUNCIL Health and Safety Committee

Reporting Period: October 27, 2006 - March 2, 2007

Objectives for this period <i>(What we had hoped to accomplish)</i>	Action <i>(how we plan to accomplish)</i>	Status
Complete the remaining 3 Regional Health & Safety Conferences Hamilton – Nov. 4 London - Dec. 2 Toronto - Dec. 2	Finalize Agendas, resources, recruitment and hold the 3 conferences	Done
Obtain input for next regional conference cycle (2007-2009)	Letter to conf. participants - Hamilton Developed a hand-out evaluation for the London & Toronto conferences	Done

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

Continue building the H&S activist contact list

Planned, recruited for and held the Northeastern, Hamilton, Southwestern and the Toronto Regional H&S conferences (Oct. 21, Nov. 4, Dec. 2 respectively)

Four (4) committee members attended the PSAC National Health, Safety and Environment Conference – Ottawa, January 19-21, 2007. Hosted the Regional Caucus to develop the Regional Goals.

Objectives for the next period <i>(What we hope/need to accomplish)</i>	Action	Who
Summarize feedback from Conference participants	To facilitate the planning for the next Regional Conference(s)	Brenda
Review Caucus goals from National H,S & E Conf. From Jan. '07	Initiate the development of an Action Plan	All

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

N/A

Members of the Committee: Penny Kreamer, Chair
Dennis Miluck, Co-Chair
Glenn Miller
Bruce Flannigan
Steve Gauthier, regrets
Brenda Shillington – Staff

Ontario Region Caucus Goals

As established at January 2007 National H&S conference

- 1) Recruit new members, especially youth members, into H&S utilizing training, buddy system, rotation of positions/progression model, links between Joint Committees and local executives
- 2) Publish or provide links to Labour sponsored H&S resources, training and research such as Occupational Health Clinics for Ontario Workers (OHCOW) and Workers Health & Safety Centre (WHSC)
- 3) Work with locals to conduct local surveys to determine issues or trends such as workload, indoor air quality, mental health issues
- 4) Link environmental issues in the workplace with the community and vice versa
- 5) Education –
continual need for basic/technical training – to recognize roles, responsibilities, hazards, etc..
next stage – looking at how to move solutions forward, make changes & advances in Health & Safety i.e. Health & Safety Activism training.

2007-03-03

Alternate to the Regional Executive Vice President
Ken Boone

Brothers and Sisters

I have been involved in the following activities on behalf of PSAC since our meeting in October. I have spent time working on the GCWCC campaign as the Labour Co-Chair of the campaign on the Steering Committee. I attended monthly meetings for the 2006 United Way Campaign Cabinet (at 7:00 a.m. in Downtown Toronto). Once again I have been asked to serve on the United Way Campaign Cabinet. This year's Sponsored Employees, from CEIU component were able to break the record of donations collected from the previous year. The campaign generated over 1.3 million dollars. PSAC was nominated for a Labour Participation Award, but we did not win it this time.

Our Area Council (Greater Toronto Area Council) organized a Fortieth Anniversary event for the middle of December, and the turn out was minimal. We were very disappointed. As usual, since our last meeting, I have done a fair amount of work as a member of the Finance Committee including updated the Books and getting ready for this meeting.

I attended the Regional Collective Bargaining Conference and was elected to attend the National Bargaining Conference. At the NBC, I along with Sharon DeSousa were elected as members of the Bargaining Team for the PA Group (Former Table 1). During the last 4 days Sharon and I attended the next stage of negotiations. We spent time selecting and prioritizing the demands that we will take to the Bargaining Table. We expect to present the demands to the employer in April.

In Solidarity,

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

Kevin Lundstrom – Ontario Council Area 1 (Northwestern Ontario) Geographic Representative – Activities Report – from October 29, 2006 until March 2, 2007

Objectives for this period include: *instructing 2 Worker Health and Safety Centre (WHSC) indoor air quality sessions for PSAC Ontario in Toronto; liaise with the Thunder Bay PSAC Regional Office (RO) Representative on the 2007 education schedule; bring forward relevant portfolio PSAC business at Thunder Bay Area Council Meetings; meet or talk with RO staff as needed to work on Ontario Council (OC) priority issues; attending or participating in scheduled/adhoc meetings or teleconferences or events related to the OC, Area Council, District Labour Council, Alliance Facilitator (AF) Network, or WHSC Instructor network; and taking information solicited/received from Area 1 PSAC members directly to the OC and PSAC Regional Executive Vice President (REVP) level (Gerry Halabecki) for consideration.*

Activities Undertaken

-I attended the last OC Meeting held on October 27-28, 2006 at the Toronto PSAC Regional Office, and also the OC Education Committee Meeting on October 26, 2006. Information from this meeting was shared and discussed with the Area Council on subsequent meetings.

-I participated in the 2 scheduled Area Council Meetings during this period, namely on Dec. 4, 2006, and Feb. 13, 2007 via telephone, and shared relevant PSAC information that I had.

-Promotion to fill the vacant Alternate Area 1 Geographic Representative position on the Ontario Council occurred and congratulations conferred to the successful member Cathy Harasym.

-Attendance in person at the Thunder Bay PSAC RO (400 km away) to touch base on issues occurred on the following dates: Dec. 4, 2006, Jan. 26, 2007, and March 1, 2007.

-Outside the OC meetings, attendance occurred at the Toronto PSAC RO on January 16, 2006 for union business purposes.

-Travel to Toronto occurred in December of 2006 where I facilitated 2 WHSC Indoor Air Quality training sessions for PSAC members. At the request of attending members, I compiled the list of attending members' names into an Indoor Air Quality email tree and sent it out to all subscribing members for use and sent it to the PSAC Health and Safety Regional Representative and OC Health and Safety Committee Chairperson for sanctioning/use within Ontario Region.

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

-I met with my Component National President one time in person at the Ottawa Alliance Centre.

-One meeting occurred with an Area Federal NDP Candidate who will be running when the next Federal election is called.

-In February, the current term to indeterminate conversion staffing policy was forwarded to one requesting and affected PSAC member.

-I attended my Locals' AGM on the 28th of November, 2006 (NHWU Local 00023), and gave a brief issues update.

-Some Health & Safety professional development sessions were attended in order to increase my background knowledge on worksite and public safety issues, and I wrote one health and safety course certification test.

- There was involvement in addressing several worksite health and safety issues including asbestos testing and mould/air quality investigations.
- Training was received from the Public Service Staff Relations Board on some workplace alternate dispute resolution techniques.
- Five local members received merit awards at work from nominations I had sent in.
- I was able to attend one lunch meeting with the RO Representative, and a Representative of the NAPS local which occurred in Thunder Bay on Dec. 4, 2006.
- Year-end portfolio financial paperwork was completed and submitted at the end of Jan. 2007.
- I facilitated the attendance and local sponsorship of one member to attend the November 2006 Workers Health and Safety Centre & Dryden and District Labour Council annual Health and Safety Activists Recognition Dinner in Dryden, Ontario.
- I reviewed the 2007 PSAC Northwestern Ontario educational course proposals/plans from Judith Monteith-Farrell (PSAC RO Representative) and they looked excellent.
- Information was forwarded to one requesting PSAC member in another local on a specific Table 3 Collective Agreement clause.
- Some information was researched on a staff exposure risk assessment and possible protective measures available from their Department.
- Research done on staff tele-work policies in response to a member request, and policy provided.
- Some actions taken in response to a health and safety inquiry from a NAPs Officer building health and safety concern.
- Worksite health and safety committee inspection reports reviewed with some follow-up.
- One WHSC 1 day general core W.H.M.I.S. course was planned and ran for 2 newly hired office staff in the workplace in Sioux Lookout in February of 2007. Other worksite staff training was facilitated as well (TDG, mould, indoor housing air quality) and this involved some PSAC members.
- Plans were made to run one WHSC Personal Protective Equipment module in March.
- Correspondence, letters and previous meeting minutes were reviewed prior to the scheduled March 3-4, 2007 Ontario Council Meeting in Toronto.
- Ultimately, poor weather in Toronto resulted in cancelled flights and Toronto airport closure and as a result, I only got as far as Thunder Bay and in-person attendance at the OC Education Committee Meeting and OC Meeting on March 2-4, 2007 in Toronto at the PSAC RO was not possible. My alternate would not have been able to attend either due to the same poor weather system. Due to the backlog caused by the many canceled flights, there were no plane seats available on any of the airlines going east from Thunder Bay for the 2 following days and none available going west (i.e. trying to see if I could get to Toronto via Winnipeg alternatively).
- The Area 1 email tree was utilized to send out a few notices that hadn't already forwarded by other PSAC contacts who receive the same emails and forward emails to the same target group.
- As always, other ongoing activities included: reviewing the PSAC website to stay current on events occurring; review District Labour Council emails from the President and VP; contact and discussions held with area WHSC Representative Ron Boucher; answer union questions as received from members and refer to alternate sources of information as appropriate; do targeted sharing of OFL/CLC/OHC information as received; review all papers and correspondence prior to OC Meetings; research and schedule all relevant travel to meetings to ensure maximum cost savings; submit all requested/required

administrative forms as required; maintain activities log; maintain email correspondence with union contacts on a variety of issues; support OC partial sponsorship for NAIM member to go to CLC Aboriginal Conference, etc.

-I greatly appreciated the assistance and information received from the RO Staff (Judy Monteith-Farrell and Judy Novak) and REVP's Office (Gerry and Rita).

Future Activities: will be determined by PSAC priority setting but may include: some preparatory work with a new alternate Area 1 Representative on OC; some AF work in Sioux Lookout in March to run a WHSC Personal Protective Equipment training module in March of 2007; a mail-out to area PSAC Locals through the Thunder Bay RO; meetings or liaison with Thunder Bay RO staff as required; participation in all Area Council Meetings scheduled; perhaps some preparatory work for Ontario Council meeting to run in Sault Ste. Marie in June of 2007; PSAC Education Committee work as required; etc.

Barbara Wardlaw

North Eastern Representative - Region 2

DATE: February 28, 2007

Objectives for this period:

- Working group for Council, Region 1, North Bay office, Northern Council Meeting, membership training
- Continue to identify training needs for Region 2

Activities for this period (Oct 06-Feb 07):

- Represented the JLP - NCAFE conference, Oct, Quebec City
- Attended SSM Regional Women's Committee dinner-Dec – Acknowledge violence against Women
- AGM for Sault Ste. Marie Environment local
- Duty to Accommodate training – FedNor
- EE Committee – FedNor
- Conference calls/costing for Northern Ont Council meeting/training to be held in June

Activities, next cycle:

- Continue planning June meetings for Council, membership training, costing
- Participate International Women's Day activities
- Participate in Aboriginal Awareness Day activities

Steve Gauthier
NE Representative Region #2
Nov 06 –Mar 07

Objectives for this period

- Continue to keep members informed in my region.
- Work on setting up the Regional council meeting in the North
- Keep in contact with the North Bay Regional office
- Attend the H&S conference in Ottawa.

Activities for this period

- Elected President of Local 629 in Petawawa.
- Attended H&S conference in Ottawa in Jan 07.
- Kept in contact with the North Bay office on issues concerning our region.
- Continue to work with Barb on the Meeting in the north in June.
- Continue to address concerns the members have in the region.
- Attended a course in Jan on Essential Service Agreements.
- Attended Grievance Handling course in Kingston.

Future Plans

- Keep the members informed of the issues that arise for our region.
- Continue to work on and attend the Northern Jamboree in the North.
- Organizing the Labour Day celebrations for Sept.
- Continue to keep in contact with the North Bay regional office, the members and my co-rep Barb.
- Attend the Wellness committee meeting for Fire Fighters in May in Ottawa
- Attend the Local Executive Training course in April in Pembroke.
- Negotiate a new Essential Service Agreement with the Base.

DENNIS MILUCK
Southeastern Area {Region 3} Report
Oct. 30/06-Feb.29/07

Objective for this period

- 1 Attend Area Council meeting as Council Rep.
- 2 Attempt to set-up Local contact list
- 3 Start H&S contact list

Activities for this period

- 1 Attended Area Council meeting in Trenton
- 2 Attended O.D.R.T.(R.T.W.) update training in Oshawa
- 3 Attended Eastern Bargaining Conference in Montreal
- 4 Attended National P.S.A.C. H&S Conference in Ottawa
- 5 Ran for Chief Steward for my local and was acclaimed
- 6 Will be attending Ontario Council in Toronto

Future Plans

- 1 Continue to work on contact list, still waiting to hear from locals
- 2 Attend Area Council meetings
- 3 Act as a contact point for possible W.S.I.B. course in our area
- 4 Assist in political campaigns when and if requested

Personal Note: Have been and still in the process of doing my own kitchen renovation.

ROMEO JACKSON

SOUTHWEST REP.

October 28, 2006 TO March 4, 2007

HIGHLIGHTS:

A great deal of time was spent on the United Way of London and Middlesex United Way 2007 campaign. This year was another successful campaign year for our members. In most workplaces PSAC members met or exceeded the goals set by the cabinet. PSAC members can be proud that they are part of the great success of the 2007 United Way campaign. The United Way exceeded its goal again this year again thanks to the contribution of labor, which our members were proud to be a part of.

I attended the 10th anniversary celebration of the University Of western Ontario Teaching Assistant Union. I made representation on behalf of the PSAC both Nationally and Regionally. This was a good opportunity to meet our sisters and brothers from our largest Directly Chartered Locals.

I attended the London Area council meeting. This was the AGM for the council and a new executive was elected. The council has been very active over the past year and the membership has been consistent. There are 7 active locals participating in the council therefore this gives me an excellent venue to communicate with my Constituents.

I participated in an Education “Think Tank” at the Ontario Region Staff conference held in London January. This exercise was a discussion on the Regional Education Program. We discussed ways to assist the program delivery. The Regional Coordinator facilitated this.

During this reporting period I also completed the Union Development Program. This intense three-week training was very well presented and facilitated. I had the opportunity to meet a 19 other activists from the region. This training has allowed me to develop a very strong network of activist that will form the future leadership of our Union.

I was the successful candidate for the position of Regional field Coordinator (Union) for the PSAC-PSHRMAC Joint Learning Program. This is a very challenging and yet very exciting to be part of. This position is for a two-year secondment to PSHRMAC.

As a result of this appointment, it was ruled by the PSAC that my union activities should be limited. There is a request from all affected for a review of this decision. At the time of writing this report, a final decision has not been made. Should the decision remain the same, this will be my last meeting as the Regional council Representative for South West and I will need to submit my letter of resignation to the Regional Executive Vice President.

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.

Glenn Miller

Southwestern Rep. Report

October, 2006- March, 2007

Objectives:

- 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.

Actions:

- I attended Area Council and Local meetings when schedules permitted.
- Co-hosted the SW Regional H&S Seminar in London.
- Attended the PSAC H&S Conference and participated in the Regional discussions.
- Meetings and conversations with MP's on items and times as available.

Plans:

- Continue to meet with MP's as required and in a timely.
- Attend Local and Area Council meetings when schedules permit.

Nicole Ma
REGION 5 (GTA) REPRESENTATIVE
November 2006 ---- February 2007

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 their training needs and education concerns

Activities for this period:

◆ November, 2006

I attended a dinner and fund raising event organized by the Coalition of the Black Trade Association Union.

I attended the OFL Human Rights Committee meeting.

Brother Wayne Samuelson gave us an update on the status of Bill 107.

The group discussed the Save School Acts and the effect that this Act may cause if they were not administered properly by the school administrators.

◆ December, 2006

I visited several locals to seek input regarding Collective Bargaining demands.

I joined community activists in the celebration of International Human Rights Day. The new Commissioner of the Ontario Human Rights Commission, Barbara Hall, also attended this gathering to discuss the newly passed Bill 107.

The union activists proceeded to attend the commemoration of the International Human Rights Day at the Toronto OFL building.

I also attended the 2006 Human Rights Award ceremony at the Toronto City Hall. Mayor David Millar and the Toronto City

Councilors presented awards and recognition to Equity activists who have contributed a great deal in Access, Aboriginal issues, GLBT, Status of Women and Racially Visible discrimination issues.

- ◆ January, 2007
I attended local meetings.

- February, 2007
I attended the OFL Human Rights Committee meeting and developed Employment Equity action plans/strategy.

Future plans:

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

Bruce Flannigan

GTA Representative (Health & Safety Portfolio)

DATE October 28, 2006 - March 1, 2007

Objectives for this period:

- To contact all Local Presidents in GTA to promote the GTA's Health & Safety Conference.
- Assist in calling members from the Regional Office regarding the upcoming Municipal Elections.
- To continue attempts to get members feedback and add to email tree.

Activities for this period:

- Contacted GT A Presidents to promote the GT A's Health & Safety Conference.
- Assisted in calling members from the Regional Office regarding the upcoming Municipal Elections.
- Assisted in calling members from the Regional Office regarding the upcoming Second Reading of the Anti-Scab Bill.
- Met with staff reps at Toronto Regional Office to discuss education plan for 2007.
- Completed 2nd and 3rd Sessions of UDP
- Attended Racially Visible Committee meeting
- Attended TUB course to introduce myself to members
- Completed JLP Facilitator training
- Contacted MPs and arranged member visits to lobby in favour of the anti-scab Bill

Future plans:

- To promote political activity amongst members especially around the Pension issue.
- To attend future trainings in the GTA Region to introduce myself to members

Penny Kreamer
Hamilton/Niagara Region 6 Representative
November 1, 2006 – March 1, 2007

Objective for this period

- Increase my visibility
- See to the completion of the Hamilton/Niagara Health & Safety Conference
- Ensure members concerns are taken care of

Activities for this period

- I have spent considerable time during this period facilitating “Union Management Initiative” (UMI) training. This is a joint training program in CRA for all managers from the top down to teamleader level. This is basically training on communication, conflict management and interest based negotiations to resolve issues in the workplace. It is fully funded by the Employer. The management facilitators were chosen by CRA management and the union facilitators were chosen by UTE. Both management and union had the right of veto on any of the facilitators.

- Nov 2 Education Conference call with Toronto Regional Office
- Nov 4 Hamilton/Niagara Health & Safety Conference
- Nov 22 Niagara Area Council meeting
- Dec 4 Hamilton MDAC, Womens Committee, Area Council meeting
- Dec 14 Attended WFA (Workforce Adjustment) training by employer
- Dec 20 Niagara Area Council dinner
- Jan 19-21 PSAC National Health & Safety Conference
- Jan 31 OFL Health & Safety Committee meeting
- Jan 31 Niagara Area Council meeting
- Feb 2 COPE Local 343 Fundraiser sponsored by District Labour Council
- Feb 8 UTE Local Executive Meeting
- Feb 19 CRA Health & Safety Co-Chair conference
- Feb 22-23 UTE Regional conference in London
- Feb 22 London UTE Annual General Meeting
- Feb 28 OFL Educational on Electoral Reform
- Feb 28 Met with Lorraine Diaper re minister visits and SCAB legislation

Future Plans

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

PSAC ONTARIO COUNCIL WOMEN'S REPRESENTATIVE REPORT – VAL FARGEY, MARCH 2007

It has been an exciting time since the last report. This is the year that Regional Women's Conferences are conducted which has found me to be very busy with the planning of the Ontario conference. At the first Organizing Committee meeting in December the mandate and theme for the conference was determined – **SIS Sisters in Stride**. The conference is being held April 20, 21, 22 at the Renaissance Airport Hotel on Dixon road in Toronto. The facilitators will be selected in early March and the delegates will be notified of their status by mid March. All of the committee members and the sisters from the regional staff who volunteered to work on the conference have been very hard working and task oriented with the responsibilities they have taken on. As a result of the continued hard work the conference will be exciting and will provide the tools for the sisters attending to use in years to come on issues such as community campaigns, leadership, politics and women, social issues and campaigns, social justice fund, dispelling the beauty myth to name just a few of the topics we will be covering at the conference.

Other activities have included working on the Anti-scab campaign out of the Toronto area, continuing to work on the Hands off Campaign and the Code Blue Campaign. The announcement on the cuts to the Status of Women recently has seen the emergence of regional and national campaigns launched against these cuts.

December 6 was the remembrance of the Women who were killed at the University in Montreal for no reason other than being women. Women across the region participated in vigils in their area and I was in attendance at the one at the U of T with many women from the Toronto RWC. A communication that I had prepared was sent out to the members on the remembrance of this event and to support stopping the violence.

March 8 is International Women's Day, a day for all women to celebrate. There will be a short communication on the Web site with some history of this celebration and what it means to myself the Woman's Rep on council.

Aboriginal Members
Representative Report
October 29th to March 4th 2007

Kevin Nadjiwon

Since May 1st I've been on Parental Leave and haven't been able to be as active as I would like to have been.

- Continue to meet and network with Aboriginal Members and Non-Aboriginal Members in the Ontario Region
- Continue to keep abreast with NAIM- National Aboriginal Inuit and Metis Network activities and their recent NAIM Awareness Training Package to be eventually introduced to the PSAC education curriculum
- Continue to support the Northern Jamboree meetings scheduled for June 2007
- Met with Aboriginal Elders and Aboriginal educational instructors as to help bring education and awareness to PSAC Union Members Aboriginal and Non- Aboriginal
- Keeping informed to Union news and information that will affect Aboriginal members
- Met with Equal Opportunities and Human Rights Regional Committee members with regards to collective issues and action planning.

Yours in Solidarity !!

Kevin Nadjiwon

AILEEN DUNCAN
Representative for Members with Disabilities
DATE October 29th, 2006 to March 4th, 2007

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 October
- I continued communication with the OFL Persons with Disabilities Committee through emails
- 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. The Toronto MDAC sponsored a Duty to Accommodate mini-session in the Toronto R.O. in January 2007
- I attended the Hamilton Area Council meetings.
- Three Hamilton Committees, MDAC, RWC and Area Council met in December to review the 2006 and to plan activities for the 2007 year

Future plans:

- I plan to continue attending meetings with the different committees that I sit on.
- I plan to keep the communication line open to my constituents.
- I plan on participating with the OFL Equity Seminar and Mini Conference scheduled for May 31st, June 1st and 2nd
- 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.
- I plan on participating with the community in the 200-year celebration in the Abolition of Slavery in Britain and the 50-year celebration of independence for Ghana.

Date	Activity
October 28, 2006	Ontario Council Equity/Human Rights Committee Meeting
October 29, 2006	Ontario Council Meeting
November 8, 2006	Hamilton Area Council
November 16, 2006	Toronto MDAC Meeting
November 21 to 22, 2006	Retirement Seminar
November 23, 2006	Celebration Dinner for Thanksgiving
December 4, 2006	Joint meeting for Hamilton MDAC, RWC and Area Council
January 16, 2007	Hamilton Area Council Meeting
January 16 to 17, 2007	UMI - Union Management Initiative
January 18, 2007	Hamilton MDAC Meeting
January 20, 2007	Ontario Council Equity/Human Rights Committee Meeting
January 22, 2007	Hamilton RWC Meeting
January 24, 2007	UDP - Ontario Council Equity/Human Rights Committee
January 31, 2007	Toronto MDAC - Duty to Accommodate
February 1, 2007	Meeting with UTE CR3's regarding Short Work Descriptions
February 3, 2007	Black History Month - John C. Holland Awards Dinner
February 16, 2007	OFL Disability Rights Committee Meeting
February 19, 2007	Hamilton RWC Meeting
February 20, 2007	Hamilton Area Council Meeting
February 20 to 21, 2007	UMI - Union Management Initiative
February 21, 2007	Black History Committee Meeting re 200 th Anniversary
February 27, 2007	3rd Annual Black History Month Committee Community Potluck
February 28, 2007	UMI - Union Management Initiative
March 2, 2007	Ontario Council Equity/Human Rights Committee Meeting
March 3 to 4, 2007	Ontario Council Meeting

PSAC Ontario Racially Visible Representative Report By Sharon DeSousa

Date: October 29, 2006 – March 2, 2007

Objectives for this time frame:

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

- Attended the Coalition for Black Trade Unionist[CBTU] Annual Dinner; honoring June Veacock
- Developed an Educational Forum for Eliminating Racism with Guest Speakers Yvonne Bobb [OFL Visible Minority and CBTU representative and Nicole Wall
- Toronto Health and Safety Forum; spoke and advocated for PSAC political action campaigns
- Email sent with recommendations to Shirley Riva re: Racially Visible Members Educational Courses
- PSAC Regional and National Bargaining Conferences
- Facilitated an Equity Caucus at the National Bargaining Conference
- Public Service Employment Act Training in Ottawa
- Worked on the PSAC Anti Scab Campaign in the Toronto Regional Office
- Attended the Greater Toronto Area Council Meeting January 2007- requesting assistance for the Anti-Scab campaign and promoting the new Toronto Racially Visible Members Committee
- Held the first PSAC Toronto Racially Visible Members Committee Meeting January 30, 2007
- Attended CEIU Local 638 meeting February 2007; promoting the new Toronto Racially Visible Members Committee and Collective Bargaining
- Attended NHWU Local 00009 meeting February 2007; promoting the new Toronto Racially Visible Committee and Collective Bargaining
- Regional Women's Committee Meeting in February 2007
- Greater Toronto Area Council Meeting in February 2007
- OFL Visible Minority Committee Meeting

Future plans:

- Continue to liaise with the EOC and National Racially Visible Representatives Terry and Westney
- Work on the Racially Visible Committees

- Speaking at various Local meeting re: Collective Bargaining
- Attend the Toronto Racially Visible Member's Committee Meeting March 6, 2007~ Election of Committee members

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

I have attended two Windsor Area Council Meetings since our last Council meeting in October 2006. The first was on November 23rd and the second on January 25th. It was decided that the Area Council should petition MP's more with regard to the Anti-Scab Legislation. They also set the time and date for their annual Meeting which will be held on February 22nd, 2007. The bowling night for Members is scheduled for May 25th, 2007.

On the 25th of November, 2006 I went to the bargaining conference in Montreal.

December 9th and 10th, 2006 I was in Toronto at the first Meeting of the Ontario Women's Organizing Committee. The Ontario Women's Conference is set to start on April 20th, 2006 through the week-end. The theme is "Sisters In Stride". Call-outs have gone out for both Facilitators and Delegates.

January 20th, 2007 I was back in Toronto at an Equity Meeting which was very productive.

The week-end of March 30th, 2007, I will be flying to Vancouver to attend the PSAC National GBLT Convention. I am very excited about this Conference. It is the first time that I have been invited to sit on a Resolution Committee. A report will follow this Convention.

In Solidarity and Pride,

Karen Church
GBLT Rep
Ontario Regional Council

**PSAC ONTARIO COUNCIL
AREA COUNCIL REP REPORT
OCT 27, 2006 – MARCH 4, 2007**

Oct 27, 2006	Ontario Council Education Meeting (Toronto)
Oct 28-29	Ontario Council Meeting (Toronto)
Nov 1	Agency Classification Session (Toronto)
Nov 4	Facilitated Health & Safety – 1 Day Indoor Air Quality (Hamilton)
Nov 5	Delivered Flyers to campaign AGAINST re-electing City Council Person
Nov 22	Chaired Niagara Area Council Meeting
Nov 29	Conference Call re area education plan
Dec 4	Attended Hamilton Area Council, Regional Women’s Committee & MDAC Committee Christmas Dinner (Burlington)
Dec 20	Attended Niagara Area Council Christmas Dinner (St Catharines)
Jan 8-9	Attended PSAC Education Think Tank (London)
Jan 30-31	Certified in First Aid & CPR
Jan 31	Chaired Niagara Area Council Meeting
Feb 2	Attended Fund Raiser – C.O.P.E Local 343 (First Ontario Credit Union Workers)
Feb 22-23	UTE Presidents Meeting (London)
Feb 22	UTE London Annual General Meeting
Mar 1	UTE Hamilton Annual General Meeting

Future plans include visiting other Area Council Meetings... possibly Toronto, London, Kitchener, Hamilton. Need to review budget before deciding on visiting the Area Councils that are further away.

In Solidarity,

Debbie Willett
Area Council Representative, Ontario Council

Report for Elana Geller

Steve Tuffin
Regionally Based Separate Employer Locals

February, 2007

As per my report of October, 06, I have been and continue to be involved in the bargaining process for our members of the Separate employer locals.

There has been 2 meetings with the employer at North Bay Airport and most of the non-monetary items have been addressed. At our next meeting in March, I expect that we will have or be very close to having a contract to take to the membership for their vote.

Continuing on the bargaining front. Both Windsor and London Airports are gearing up for some interesting talks. On February 22, the bargaining teams for London and Windsor met in the London Regional office to go over article by article, picking out the best achievements from other agreements and looking to build on them. The London Airport Board of Directors has been known for holding a strong line when it comes to improving the wages and working conditions. We are anticipating a similar stand this round as well. In Windsor, we are faced with the possibility of having a new employer after 18 months, we are working on a strategy to address this situation, while making sure the members have complete protection should a new employer come on board.

I will be attending the Thunder Bay Airport UMC and also helping the local prepare for bargaining in March. Their contract expires December 31st this year.

Representation to the membership continues to be an ongoing battle. Since October, I have handled 16 grievances for the Separate employer locals at first and second level, many have been resolved, the remainder have been forwarded to the PSAC for referral to arbitration.

I look forward to a busy summer schedule, and continuing representation to our separate employer members.

Respectfully submitted,

Steve Tuffin