

PSAC Ontario Council Meeting Minutes

October 28-29, 2006

PSAC Boardroom, Toronto

The meeting convened at 9:15 a.m. on Saturday, October 28, 2006 with the REVP-Ontario, Gerry Halabecki in the chair and the following members in attendance:

Gerry Halabecki, Regional Executive Vice-President, Ontario
Ken Boone, Alternate to the REVP, Ontario
Kevin Lundstrom, Region 1 (Northwestern)
Barb Wardlaw, Region 2 (Northeastern)
Steve Gauthier, Region 2 (Northeastern)
Hélène Brochu, Region 3 (Southeastern)
Dennis Miluck, Region 3 (Southeastern)
Jose Evangelho, Alternate, Region 4 (Southwestern)
Glenn Miller, Region 4 (Southwestern)
Jeane Hannigan, Alternate, Region 5 (GTA)
Bruce Flannigan, Region 5 (GTA)
Robert Spencer, Alternate, Region 6 (Hamilton/Niagara)
Val Fargey, Regional Women's Committees
Kevin Nadjiwon, Aboriginal Members
Aileen Duncan, Members with Disabilities
Sharon DeSousa, Racially Visible Members
Karen Church, Gay, Lesbian, Bisexual, Transgendered Members
Debbie Willett, Area Councils
Elana Geller, Directly Chartered Locals
Sandy Bello, Alternate, Regionally Based Separate Employer Locals

Regrets: Romeo Jackson, Region 4 (Southwestern)
Penny Kreamer, Region 6 (Hamilton/Niagara)
Nicole Ma, Region 5 (GTA)
Steve Tuffin, Regionally Based Separate Employer Locals

Staff: Jim Chorostecki
Rita Cantalini

Observers: Richard DesLauriers, National President, UPCE
Ruchi Bhalla, UWO Local 610
Greg Wanger, UWO Local 610
Fran Pieper, Kitchener-Waterloo Area Council & RWC

AGENDA:

1. Adoption of Agenda

2. Adoption of previous meeting minutes (June 17-18, 2006) (July 13, 2006)
3. Business arising from previous meeting
4. REVP Report
5. Regional Office - Updates (Jim Chorostecki)
6. Receipt of Reports of Council Members
7. North Bay Office Relocation (Barb Wardlaw)
8. Committee Reports
9. Area Council Conference
10. Collective Bargaining
11. Municipal Elections
12. Lobby Campaigns
13. Petawawa – Reporting vs. Servicing (Barb Wardlaw)
14. Anti-poverty video (Kevin Lundstrom)
15. Regional Office Media Equipment (Kevin Lundstrom)
16. Northern Jamboree (Barb Wardlaw & Steve Gauthier)
17. Ontario Council 2007 Meeting Dates

The Chair asked Aileen Duncan to read the PSAC Anti-Harassment Policy. Sister Duncan will not be able to attend the OC meetings on Sunday therefore the REVP asked Jim Chorostecki to be the Harassment Co-ordinator.

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

Item 1. Adoption of Agenda

That the Agenda be adopted as amended above.

m/s/c Ken Boone and Aileen Duncan

Item 2. Approval of Previous Meeting Minutes (June 17-18, 2006) (July 13, 2006)

The REVP wanted to apologize for the delay in getting the minutes and package to Ontario Council members. Because of timelines close to booking hotel rooms and airfares this was done electronically rather than hard copy. These minutes are only in draft until they are passed at this meeting.

That the June 17-18, 2006 minutes be adopted as amended.

m/s/c Steve Gauthier and Debbie Willett

That the July 13, 2006 minutes be adopted.

m/s/c Dennis Miluck and Glenn Miller

Item 3. Business Arising from Previous Minutes

The new H & S Mandate/Terms of Reference is posted on the PSAC Ontario website.

Barb Wardlaw provided the electronic copy of the “Criteria for Subsidies” and this item will be discussed under the Education Report.

The EA sent out the Policy “Defending Quality Public Services” electronically to all Ontario Council members.

Bill Dennis faxed the names of all the members who were on the JCTC to be listed in the June 17-18, 2006 minutes.

Item 4. REVP Report

The REVP handed out his schedule for the past few months as well as his NBoD Report for October 3-6, 2006.

The REVP advised that he attended a FUJE meeting. FUJE stands for “follow up to January eight”. Two bargaining rounds ago this committee was set up as a pre-planning meeting for bargaining, and to get others within PSAC departments together to discuss upcoming Collective Bargaining. Gerry is the Co-Chair along with Patty Ducharme. This Committee maps time frame for the collective bargaining process. This is to ensure that all departments do what they are suppose to do for Collective Bargaining. Communicate to the RO’s for mobilization, planning for Bargaining Conference, Table 3 votes, etc. This group has been planning for almost a year in advance of bargaining.

The following handouts were provided to Council:

- CLC Communique, October 25, 2006, “Anti-Scab Legislation: A Victory for Workers’ Rights” – Georgetti Urges MPs not to Delay Approval on Third Reading
- PSAC Press Release, October 25, 2006, “PSAC applauds the adoption of the anti-scab Bill

The anti-scab legislation passed its second reading and the vote was 167-101. The CLC co-ordinated this event and the REVP wanted to thank the members around the room who sent message to the MP’s, who assisted in phone banks. Hopefully it won’t be dragged out and passed at third reading without any further delays. Dennis Miluck wanted to know if there was a way to track who faxed their MP’s from our website.

Action: The REVP will inquire whether the faxing of MP’s is captured somewhere from our website.

We are hopeful that Area Councils will become more active politically and get results. Our National President wants us to get more politically involved, like in our municipal

elections. Staff has been assigned, and there have been phone banks from this office. Bruce Flannigan, Sharon DeSousa, Bob Black in the Toronto RO participated in phone banks and Dennis Miluck in the Kingston RO. The work has paid off in particular for the Anti-Scab legislation because it passed 2nd reading and the next step is to become law. The REVP sent kudos to those who participated in assisting with the anti-scab legislation vote and is looking for more of the same with the municipal and federal elections.

XO/22/06 was sent out to Ontario Council electronically, it dealt with the dispute with Service Canada and NHWU. External Committee has been formed with Bob White as the Chair. Once they begin interview they will try to get some resolutions. The time frame may go beyond the original deadline date. This is an important issue.

The REVP is on the adhoc committee, Roles, Responsibility, Structure Committee. This goes back to when UTE and CEUDA had members serviced by one Component. Service Canada has 15,000 members, CEIU has 12,000 and NHWU has 3,500. One of these components stands to win and one stands to lose. There was a decision to go to a vote of the membership. Section 21 Committee was formed, in which the REVP is the Chair along with Yves Ducharme and Bill Pynn. This committee must vet all literature from both components prior to publication/web posting. There were accusations by both parties on improprieties and now the AEC has appointed an external review committee. The vote for all Service Canada/NHWU members is on hold.

- XO/21/06 – Update on the NH&WU Legal Action against the PSAC, August 29, 2006
- XO/20/06 – Limo Jet, August 24, 2006

The vote was conducted and PSAC has cut their ties to Limo Jet. They are no longer members of the PSAC.

- XO/23/06 - Petitions, October 25, 2006

More on this topic under agenda item “Collective Bargaining”.

Table 3 Dispute Vote will be going out for mail in ballot.

The NBoD participated in an Anti-Oppression Training which will be offered to all staff of the PSAC. Carl Flecker facilitated this session. This training was recommended by the PSAC Joint Employment Committee. It is working its way through the PSAC. With 300 staff and not all are front line workers it was felt that not enough sensitivity training was offered to deal with equity issues.

The Strategy Committee for Treasury Board was elected at the NBoD. The 4 individuals are: John Edmunds, USGE; Jeanette Meunier-McKay, CEIU; Yvette Thauvette, UVAE; and Mark Brunelle, GSU. Heather Brooker, National will be the alternate. Patty Ducharme and the REVP Co-Chair this Committee.

The AEC voted on a carry over of budget line item for the NAIM network to set aside money to fund the upcoming NAIM training, a training package for Aboriginals. There was no time to deliver the training portion of their budget therefore it has been carried over to the next year. Jim advised that the training package was received through the NAIM Circle and RO's. The intention is for 1 or 2 staff to facilitate this training need. Barb Wardlaw wanted to know if facilitators will be indigenous people? Jim advised that yes that is his intent. The REVP advised that the training must be completed by June 2007.

- Events Calendar, Updated on October 16, 2006

Glenn Miller was the successful member to sit on the Organizing Steering Committee for the upcoming National Health & Safety Conference.

Karen Church was the successful member to sit on the Resolutions Committee for the upcoming Pride Conference.

The REVP has been busy submitting his list for the RWC for the upcoming Bargaining Conference. In consultation with Val Fargey, it appears that most Treasury Board groups will be filled with a RWC representative. The REVP was informed that there are some equity placement vacancies. REVP's were given until Tuesday, October 31, 2006, so see if they could fill any vacant spots for the RBC.

Romeo Jackson was successful in the JLP Union Field Co-ordinator position. This position is at the AS-5 level and will be for 2 years. He will still continue to be a PSAC member.

- XO/18/06 – NBoD Committees, September 11, 2006
- PSAC Strategic Plan, Public Service Modernization Act

The REVP shares this portfolio with Robyn Benson. Theresa Johnson is currently working on the PSMA.

- 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.

- Medicare Works! Keep it Public, Keep it Fair

This document gives locations across Canada on when and where town hall meetings will be taking place. This information will be posted on the Ontario web site and will ask RO's to send out to their email trees.

- Constitution and Regulations of the PSAC

There are vacancies on the Council, the Youth position as well as several alternate positions. The following Alternate positions are also vacant:

Region 1 Alternate
Region 3 2nd Alternate
Region 4 2nd Alternate
Region 5 2nd Alternate
GLBT, Alternate
Youth, Alternate

It is the intention of the REVP to run by-elections to fill the vacancies on Ontario Council. The most pressing will be the Youth position however this may take some time to fill. It will have to go out to all locals and only youth members can apply. Those who vote are those who continue to be youth and were in attendance in the Youth Caucus at the 3rd Triennial Convention. The 2nd alternate positions are not pressing to fill immediately, in fact that is why we created the 2nd alternate positions to give some breathing room when vacancies occur on Council.

Ruchi Bhalla attended the first piloted youth course in B.C. This course will eventually be offered to Youth members across the country.

The Executive Assistant (EA) distributed the Education Survey for those Ontario Council members who have not filled in. The EA will collect them at the end of Ontario Council meetings, or they can be faxed back to Shirley Riva, Regional Education Officer.

- Survey for Ontario Region Union Education

Delegate Assistance Committee will possibly meet via teleconference soon, and at least all day the day prior to the next Ontario Council meeting. Romeo Jackson will be replaced by Glenn Miller on that Committee.

Action: The REVP will advise Romeo Jackson of the change to the Delegate Assistance Committee.

An email was sent out to the Ontario Council advising that the Renaissance was the successful hotel to host the 2008 Triennial Convention. An email was sent out to some delegates regarding the selection of a non-smoking hotel for our next Ontario Convention. Some negative emails were received, and at this time we are looking at other alternatives to accommodate those concerns for our smoking delegates.

The REVP advised Sister Aileen Duncan that he was not able to meet the deadline of the complaint filed regarding the accommodation issue at the spring school. That is not to say that changes have been made and are currently being considered when courses are being offered by the PSAC. Because of the REVP's busy schedule he was not able to meet the deadline of completing his full investigation on the formal complaint. Participants will be informed.

The REVP advised that there were some equity vacancies for members to attend the Bargaining Conference. He asked Ontario Council to share any qualified members names who may be interested and who are in agreement to participate to bring their

names to his attention immediately. There is a quick turn around time to get these names in.

Motion to adopt the REVP's Report.

m/s/c Glenn Miller and Dennis Miluck

Item 5. Regional Office - Updates (Jim Chorostecki)

Negotiations:

CCC – Toronto Airport Commissionaires, now have a new collective agreement.

Georgian Downs Racetrack has also ratified it's first collective agreement. Kudo's to Doug and those who assisted in the negotiation of this collective agreement.

The Eastern Bargaining Conference will be held on November 24-26, 2006 in Montreal. Ontario Council members are encouraged to participate in the mobilizing role. Ontario Council members are asked to contact their RO's to advise what kind of role they wish to play for the upcoming collective bargaining round.

Education:

The Education Survey went out to all locals in the Ontario Region. Some RO's had a contest and prizes were awarded. This survey is the basis for the Education Plan for the next 3 year cycle. This is a good opportunity for members to have input into the decisions to be made on the kinds of education they want to see in Ontario. The RO's should initiate the consultation process for the education plan with the geographic council representatives. Put your input into the plan so that it is reflective of what you want to see in education. Jim encouraged all Ontario Council to participate and get their input in to the RO's. It is anticipated that more money will be available in the education program. Council members should use every opportunity to talk to members and focus on the delivery of education and achieving it.

Consultation should also be taking place for advance courses and schools. Decisions need to be made which will affect the next 3 years.

Local Development projects are underway. Council members should be speaking to RO's to participate.

Jeanne Hannigan wanted to know if there is a document with songs for the picket lines. Jim advised that there are not any printed documents in the ROs.

Organizing:

Organizing sent out a pamphlet to all members in Ontario. It was an Ontario initiative and has created a profile for organizing in Ontario. It is also noticed by other unions. Approximately 28,000 copies were sent out directly to members. The pamphlet describes where we have been in organizing showing the positive face of the union. Congratulations to Chris for a great job!

At the last report a request was being made for certification for the NAPS (Nishnawbe-Aski Police Services) police officers in Northern Ontario. We were successful, the stories

about the working conditions for this group is shocking. PSAC certainly has it's work cut out for us.

A vote of 900 Research Assistants at the University of Western Ontario took place. We have just started the 1st day of hearings with the employer and the Labour Board. Through this process the employer has provided us names with other people that we may try to organize at a later date. We are confident that we will win.

Staffing:

Tom Hamilton continues to work in the North for NEU and should be back early in the new year. Lorraine Diaper was successful in the term position and will back fill for Tom. Lynn Meston has returned to her position in London.

The Toronto Office will start some staffing actions for some administrative positions. The Administrative Assistant was on leave for relocation of spouse has rights to the position for a 1 year basis. This will be staffed with an indeterminate position. Marion Agadzi is currently on leave and it is Jim's intention to staff her position with another term position.

Item 6. Receipt of Reports of Council Members

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

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

The REVP served notice of motion.

Sharon DeSousa will sit on the Delegate Assistance Committee, Aileen Duncan will be the alternate.

Current Delegate Assistance Committee:

- Region 1 - Kevin Lundstrom
- Region 2 - Barb Wardlaw
- Region 3 - Dennis Miluck
- Region 4 - Glenn Miller
- Region 5 - Ken Boone

Region 6 - Debbie Willett
Equity - Sharon DeSousa
Jim Chorostecki
Gerry Halabecki

The REVP felt that Karen Church as the newest member of Council has the toughest challenge in reaching out to her constituency group. The REVP asked that if any Council members know of any GLBT members who have self-identified to please provide that person's email to Karen so that she can start an email tree.

Point of Priviledge – Ken Boone

Wanted to recognize all the work that Sister Aileen Duncan did in putting together all the materials and research in preparation for the Mental Health Session. Sister Aileen deserves recognition for all her dedication and hard work. Thank you.

The REVP advised that the point of privilege was well taken.

The REVP recognized a moment of silence for those members who have passed away including Tom Rogers, CEIU, our thoughts and prayers are with his family.

The REVP handed out the latest list for PSAC Ontario Council Committees which now includes Val Fargey on the Bylaws Committee and Bruce Flannigan on the Political Action Committee.

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

Item 7. North Bay Office Relocation (Barb Wardlaw)

The REVP handed out the letter he sent out regarding the relocation of the Regional Office servicing Northeastern Ontario to Council Members dated July 2006. Input was sought by the membership and feedback was requested by August 18, 2006. Concerns by the membership were expressed regarding an extension of that date, so the deadline had been extended.

Two resolutions were received on the topic and the National President has ruled both out of order. Sister Wardlaw wanted to know why they were ruled out of order. The REVP explained that staffing is privy of the AEC and is explained in our Constitution. The REVP will however ask the National President for his feedback on why these resolutions were ruled out of order.

Action: REVP will ask the PSAC National President for his reasons for ruling out of order the two resolutions.

Sister Wardlaw is disappointed with this decision and wants the decision to be referred back.

The REVP stated that the National President's interpretation will not be referred back nor before this body. The National President is in his right to rule resolutions out of order, it is not out of the ordinary and let's not second guess our National President. Let's show him some respect.

Jim Chorostecki is responsible for staffing in Ontario and for determining the need to relocate. The REVP allowed Jim to provide some background information to clarify the decision to relocate.

Jim brought some analysis and details to some of the questions about moving the office. This process started about 10 years ago when an assessment began of servicing the membership in Northern Ontario. A map for illustration was provided at the meeting. In 2006, Northern Ontario had a population of 808,759 this represents 6% of the population of Ontario. 65% of the population reside in urban areas as compared to 86% of the rest of Ontario. Of those that reside in urban areas, 86% live in the 5 largest cities: Sudbury (155,219); Thunder Bay (109,016); Sault Ste. Marie (74,566); North Bay (52,771); and, Timmins (43,686). 19% of the population is Francophone, representing 27% of Ontario's Francophone population. 10% of the population is Aboriginal, representing 43% of Ontario's Aboriginal population. 29% of employment is in the public sector (public administration, education, health care) 16% in trade, 10% in manufacturing, and 6% in primary industries (mining and forestry). The current unemployment rate is 7% as compared to 6.6% for all of Ontario. The rate of unionized workers is 40.5% as compared to 28.5% for all of Ontario. There are approximately 5,320 PSAC members in Northern Ontario, this represents 18% of the membership in Ontario. There are 49 PSAC Locals in Northern Ontario, 20% of the locals in Ontario. 77% of the PSAC Members in Northern Ontario work in the 5 largest cities: Sudbury (2,743); Thunder Bay (573); Sault Ste. Marie (463); Timmins (181); and North Bay (124). Many of the remaining 26% of the PSAC members in Northern Ontario work in locations that are extremely isolated, some are only accessible by small plane, some have limited seasonal road access. There are many instances where as few as one single PSAC member works in an isolated community.

There are two PSAC Regional Offices servicing Northern Ontario (North Bay and Thunder Bay). The current staff complement is two Regional Representatives and two Administrative Assistants; one additional new Regional Representative position is awaiting staffing action. When the two offices were established to service Northern Ontario the membership was split fairly evenly between the Thunder Bay RO (approximately 1400 members in 1984) and the North Bay RO (approx. 1600 members in 1984). Since 1984 there have been significant changes to the PSAC membership in Northern Ontario. Notably, federal government restructuring significantly reduced the PSAC membership in the area serviced by the Thunder Bay RO (now approximately 650) and has significantly increased the PSAC membership in the area serviced by the North Bay RO (now approximately 4500 members). In addition, the North Bay RO services and negotiates five separate employer bargaining units, the Thunder Bay RO services and negotiates three. An attempt was made to close the Thunder Bay RO and relocate positions to North Bay. For political reasons this decision was reversed and we remain with the current situation. What is needed to best serve the needs of the members in Northern Ontario is an integrated approach involving the Regional Offices. First a

Regional Office needs to be opened in Sudbury. This is the location with better than 50% of the PSAC members in Northern Ontario and reasonable travel distances for almost 75% of the membership. An office in Sudbury would allow RO staff to more easily work with a large portion of the membership, Locals, Area Councils, and Committees. The North Bay office needs to be scaled down. The purpose in maintaining the office would be to allow the current Regional Representative, David Doyle, to continue with his work in regional negotiations and to help mentor the newly hired Regional Representative. David's experience and knowledge will be invaluable in moving forward with a new model for servicing Northern Ontario. We will maintain a Regional Office in Thunder Bay. The work of the two Regional Offices needs to be integrated. The offices cannot continue to function in isolation; they must work as one team. Activities need to be coordinated as a team servicing Northern Ontario. A new regional rep will be hired to work in Sudbury, David Doyle will remain in North Bay. Jim has started looking for new office space and will be ordering new office furniture which had to be replaced. This move is within our budget and there will not be any dues increase as a result. The purpose/intent is to service the members and to deliver services to them. Emails that were received in opposition to the move were primarily in support for the staff in the North Bay RO and concerns for them, others were concerned about costs, while some were just opposed to change. We anticipate a positive response once the Sudbury office is established and introduce changes in our staff resources.

The REVP wanted to echo that servicing the members is not an easy task, however he believes that we can provide better service to Northern Ontario with this move. The Council has had many opportunities to discuss this issue and the information delivered has been done so in the right manner. Now it is up to Council to deliver this information back in their region. There hasn't been a better alternative other than Sudbury. Jim had responded to all of the emails that were received regarding the relocation of the North Bay Office. Dealing with the opposition has not been an easy task, however we have been transparent and open about this decision. The REVP appreciated the frank discussion on this topic and thanked Ontario Council for their participation.

The REVP has tasked Jim Chorostecki to provide a map of all of Ontario not just Northern Ontario as it is a good visual tool for Ontario Council and the REVP.

Action: Jim Chorostecki to provide a map of Ontario with the number of PSAC members, etc.

Barb Wardlaw wanted to thank the REVP for his patience and allowing the time to discuss this issue with Council.

The REVP wanted to thank all of the observers for their participation, as some of them may not be with us for the entire 2 days of meetings. Thanks to Richard DesLauriers, National President, UPCE; Ruchi Bhalla, UWO Local 610, Greg Wanger, UWO Local 610; and Fran Pieper, Kitchener-Waterloo Area Council & RWC.

Item 8. Committee Reports

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

Finance Committee Report (Appendix A):

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

That the Finance Committee Report be adopted as presented.

m/s/c Ken Boone and Val Fargey

A question was raised about LWOP and the process for getting advances to Ontario Council Members.

Action: The EA to the REVP will inquire about this process and advise the Finance Committee and Council Members.

Health & Safety Committee Report (Appendix B):

Glenn Miller, Member of the Health & Safety Committee presented the Committee's Report.

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

m/s/c Dennis Miluck and Robert Spencer

Education Committee Report (Appendix C):

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

The Chair also presented the revised "Criteria for Subsidies" document.

That the Criteria for Subsidies be adopted as presented.

m/s/c Barb Wardlaw and H el ene Brochu

That the Education Committee Report to adopted as presented.

m/s/c Barb Wardlaw and H el ene Brochu

Equity and Human Rights Committee Report (Appendix D):

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

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

m/s/c Val Fargey and Elana Geller

The REVP encouraged all Ontario Council members to participate at PSAC Regional Committees when or where ever possible in their regions.

The REVP requested that all Ontario Council Committees record the names of Committee members who are present and those who provided regrets on all Committee reports.

Action: All PSAC Ontario Council Committees to record names of members present and absent/regrets on all Committee Reports.

The REVP passed the Chair to Ken Boone, Alternate to the REVP.

The REVP read his motion as follows:

Whereas Portfolio funds are used for activities pertaining to the individual's portfolio, and the Alternate to the Regional Executive Vice-President's portfolio is the same as most of the Council members - \$1,000.00;

Whereas the costs associated with Co-Chairing the United Way Campaign are significantly more than \$1,000.00. dollars;

Be it resolved that we set up an additional line item within the Special Initiatives budget of up to \$1,500.00. to cover the expenses associated with this position.

m/s/c Gerry Halabecki and Dennis Miluck

Ken Boone returned the Chair to the REVP.

Item 9. Area Council Conference

Debbie Willett provided a breakdown of the details discussed at the Area Council Conference on September 28-29, 2006. Nine of the 10 Area Councils were represented. The following were guest speakers during the event:

Peggy Nash, MP, Parkdale-High Park

Adam Giambone, Councillor, City of Toronto, Davenport Ward

John Cartwright, President, Toronto & York Region District Labour Council

John Deverall, Chair, Labour Division, Fair Vote Ontario

Topics of discussions were Lobby Kits on Anti-scab Legislation, Childcare, Zones and Equal Marriage. The REVP provided an update on Bargaining and we talked about the

Municipal Elections. A round table was used to look at the number of meetings Area Councils were having, the dues structure ranged from zero to 5-10 cents per member per month. Area councils held special events, provide food at meetings, bowling events and have prizes to promote participation of members. Everyone shared ideas to promote more membership participation.

The REVP felt that it was timely to hold the first Area Council Conference just before the municipal elections. Ontario Region is not the best region for lobbying therefore by having the Area Councils to promote political action was the best possible plan to get our message across. Area Councils were encouraged to knock on doors of their MP's/MPP's on the anti-scab legislation vote before parliament. It is hopeful that this conference can be repeated for the next cycle as it was a worthwhile endeavour.

The REVP wanted to recognize the assistance of Ed Cashman, REVP, NCR. Ed did a great job with the panel and the map of Ontario. The REVP thanked him for his efforts, they were much appreciated.

Fair Vote Ontario is a group promoting proportional representation in the Ontario Legislature. PSAC was able to provide them with funding. Fair Vote Ontario was established in the fall of 2000 with the aim of building a nationwide campaign for a provincial voting system reform based on proportional representation. They called for an independent citizens' assembly to lead a public assessment of fair voting systems based on the principle of proportional representation, followed by a referendum on the adoption of the assembly's recommendation. No handouts were provided however there is a link on our PSAC Ontario website. We have approximately 10-11 months to work towards proportional representation in Ontario.

Item 10. Collective Bargaining

The Program for Demands for CFIA and Treasury Board were distributed. The Eastern Bargaining Conference will be held in Montreal on November 25-26, 2006. The Western Bargaining Conference will be held in B.C. on December 2-3, 2006 followed by the National Bargaining Conference in Ottawa on February 1-4, 2007. The Regional Women's Committees will have seats assigned by the REVP's for the Bargaining Conference, 1 member for each Bargaining Unit. The lists will be released on Wednesday and members will have to make hotel and travel arrangements to travel. Table 1 is now referred to as PA, Table 2 – SV, Table 3 – TC, Table 5 – EB and FB a new group which used to be at Table 1 for Border Services. The FB group has been gazetted and we are hopeful everything will be in place for bargaining for this new unit. There was a petition by the membership for Table 3 to go the arbitration route for bargaining. The NBoD decided that a mail in ballot would be used for this vote at Table 3. All documents should be ready and mailed in 4 weeks. The REVP wanted to advise that this mail in process will not be a precedent for strike or ratification votes, it is a one time only. Table 3 and Table 5, the Library Services and Language Teachers will to the arbitration route for this round only and will revert back to the conciliation route following this round of negotiations unless they petition the NBoD again. PSAC is gearing up for bargaining and on the path of doing things differently for this round.

Item 11. Municipal Elections (Jim Chorostecki)

Political mobilizing is underway and we are looking at re-energizing the political side of PSAC. Events are being planned to mobilize members around the anti-scab legislation. All members were encourage to write of visit their MP's. Phone banks were set up in the Toronto and Kingson RO's. Toronto and Kingston were the key ridings we focused on MP's who voted "NO" or were not part of the vote the last time. We are able to achieve a number of objectives by mobilization. We are undertaking action, we are participating in an activity, we are talking to members and they in turn feel connected to the Union. We plan to do a follow-up with the upcoming Municipal Elections only being a few weeks away. We are trying to mobilize members by sending them a mail out from the RO's. The mail out contains an OFL kit, on why elections are important, they focus issues such as transportation, education, health care and why we should get involved. There is Political Action money to phone members. It is always better when a member is calling a member rather than a staff person. Most Labour Councils have produced things and have endorsed candidates. Lists of members' address and phone numbers can be obtained according to ward. We should focus on 1 or 2 areas where there are many ridings. Labour Councils have identified ridings so you should contact your nearest Labour Council to find out more information. The municipal elections are only 2 weeks away and to follow-up on our National President's message to get more active and involved in political action. This is a good opportunity for us to do something, work with your Area Council or District Labour Council and do more and assist where you can.

Item 12. Lobby Campaigns

The RO's now have Equal Marriage and Child Care Lobby Kits.

Glenn Miller sits on the Zone Committee and wanted to advise that the focus will be at the Bargaining Conference. It is hopeful that members from the Committee will be in attendance. One of the top bargaining demands is to eliminate zones and it is not just a Table 2 issue. The pressure is on to get rid of the zones now. It is a necessary step to get it done now.

Jim advised that there are no Pay Zones Lobby kits however the information is on the web. The kits have not been put together yet however will be put in a kit format.

More Lobby Kits will go out in the future as lobbying MP's will be an ongoing process on key issues and is important to PSAC. The leadership is challenging us to mobilize and lobby on issues that are important to everyone such as day care and transportation.

Jeanne Hannigan inquired about the LWOP for activists and how that impacts our retiring period. The REVP heard Betty Bannon mention this but he believes it is only after 5 years of LWOP and it would take a long time to reach that.

Jim Chorostecki suggested that we put this item on the next Ontario Council agenda. In the interim, we can do the research to find out how LWOP affects service.

Action: Jim Chorostecki to research how LWOP affects activists service and if it delays their retirement date.

Item 13. Local Officers – Nicole Ma

This item was carried over from the last meeting, however in absence of Nicole Ma this item will be carried over to the next meeting in March 2007.

Item 14. Petawawa – Reporting vs. Servicing (Barb Wardlaw)

The REVP acknowledged that this is a difficult subject since the last 2 Council Members have been from the Petawawa local. The alternative solution could be to switch this area politically from the NE Region to the SE but then the bylaws would have to be changed. Bylaw changes can only be done at convention.

Steve Gauthier felt that if he was taken out of the Northeastern Ontario region then he would lose representation. The REVP corrected that statement as it is not an impediment for him to run out of another Geographical Region.

Item 15. Anti-poverty Video (Kevin Lundstrom)

The Anti-poverty video was viewed on Saturday at lunchtime to avoid not having enough time during the 2 day meetings. Kevin Lundstrom provided the handbook and distributed the order form in case anyone is interested in purchasing more videos for this not-for-profit organization.

Item 16. Regional Office Media Equipment (Kevin Lundstrom)

Kevin Lundstrom advised that the Area Council meets in the Thunder Bay Regional Office. There is a concern that the current audio-visual equipment is antiquated and needs to be updated. The Area Council has asked that Kevin L. bring this item to the Ontario Council.

Jim Chorostecki advised that most of the RO's have old equipment. There was a recommendation within the PSAC budget for Ontario RO's to receive new audio-visual equipment. However, the budget was reduced and therefore it is unsure when we can replace the equipment. Much of our current video material is in VHS, therefore we need to determine what type of new equipment is necessary. We are hopeful we can replace audio visual equipment sooner rather than later.

Item 17. Northern Jamboree (Northeastern Representatives)

Barb is looking into costing flights and rooms for Sault Ste. Marie. Possible venues are Holiday Inn or the Algoma University. Barb would like to propose a Northern School at the same time with a cost of only \$35/night. Barb asked if Phase II of the Leadership can be incorporated with the Northern Jamboree.

The REVP advised that the Leadership course has not been developed therefore it could not be given at the same time. The REVP also stated that Phase II would be incorporated with the Components and the political structure.

Steve Gauthier would like to have the Northern Jamboree going on at the same time as an educational event.

Barb felt that if a charter of flights was obtained it would be cheaper.

The REVP advised that the Committee can make recommendation to Council to have the Ontario Council meeting in June in Sault Ste Marie. The REVP is willing to pay some LWOP to search hotel and come back to Council. The resolution from Convention spoke about having an Ontario Council meeting in Northern Ontario it was not specific about location.

Motion to hold the Ontario Council June 2007 meeting in Sault Ste. Marie as the location after preliminary research by the Committee.

m/s/c Barb Wardlaw and Steve Gauthier

Jim Chorostecki will dedicate staff resources to assist the Committee with LWOP, getting a contract, and providing options where to hold the meeting. Jim suggested that Barb ask an Area Council or Regional Women's Committee member from SSM to assist the committee.

Action: Barb to provide a name from the SSM AC or SSM RWC to sit on the Committee.

Committee:

Barb Wardlaw
Kevin Lundstrom
Kevin Nadjiwon
Steve Gauthier
Ken Boone

Jim felt that dates should be booked shortly in order to get meeting space for June 2007. One more person should sit on the Committee. Jim will initiate a conference call to discuss logistics, who needs to do what and provide a checklist.

Action: Jim will initiate teleconference meeting of the Committee to arrange the logistics of booking dates for June 2007 Northern O.C. Meeting.

Item 18. Next Years Meeting Dates for Ontario Council Meetings 2007

The REVP advised that we hold 3 meetings per year. The Delegate Assistance Committee will have to meet the day before the next meeting.

These dates are tentative but all Ontario Council Members should put them into their daytimers.

March 2 – Delegate Assistance Committee – all day
March 2 - Finance Committee prepare budget – all day
March 3-4 – Ontario Council Meetings
June 21 – Travel to SSM
June 22 – All Committees to meet - all day
June 23-24 – Ontario Council Meetings
October 20-21st – Ontario Council Meetings

Action: EA to REVP to book boardrooms.

Item 19. Chairs in the Boardroom (Steve Gauthier)

Steve Gauthier felt that the chairs in the boardrooms should be replaced with new ones that are ergonomically friendly. Steve recommended that Jim Chorostecki get funding to purchase new chairs.

Item 20. Minutes from Ontario Council (Steve Gauthier)

Steve Gauthier would like to see the minutes of the Ontario Council sooner, he feels that 1 month before is not enough time. He is also requesting they be sent electronically.

The REVP advised that the minutes are done in draft and he often reviews and edits them and that can take some time. The EA is always preparing the minutes quickly however it is a two-step process. The REVP will make every effort to send them out at least 1 month in advance.

Motion to adjourn at 2:20 p.m.

m/s/c Glenn Miller and Elana Geller

APPENDIX “A”

ONTARIO REGIONAL COUNCIL FINANCE COMMITTEE REPORT

Date: October 28, 2006

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

The Chair of the Committee updated the books. All the cheques were posted. We discussed some relatively minor issues, and determined that there are no new issues to bring forward at this time. We note that Portfolio budgets continue to remain under utilized for the most part. Not a criticism, but an observation.

Finally a reminder that expenditures and claims for portfolio expenses for 2006 should be submitted before the end of January. The same would hold true for any committee claims too.

Recommendation to Council:

There are no recommendations from the Finance Committee at this time.

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

APPENDIX “B”

ONTARIO REGIONAL COUNCIL Health and Safety Committee

Reporting Period: June 19, 2006 – October 27, 2006

Objectives for this period <i>(What we had hoped to accomplish)</i>	Action <i>(how we plan to accomplish)</i>	Who
Finalize Term of Reference	Presented to Ontario Council June 06 - accepted	All
Create Sub-regional H&S contact list	Work in progress (i.e. contacting locals, conf. participant lists)	All
To finalize conference admin details	To contact respective ROs by June 23, 2006	All
Hold three of the six Regional Health & Safety Conferences	1 cancelled 2 completed	All

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

Continue building the H&S activist contact list

Completed administrative details and Conference Call-out for the Regional H&S conferences

Planned, recruited for and held the Southeastern H&S conference on Sept. 14 in Kingston

Planned, recruited for and held the Northeastern H&S Conference on September 21 in Sudbury

Objectives for the next period <i>(What we hope/need to accomplish)</i>	Action	Who
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	All
Obtain input for next regional conference cycle (2007-2009)	Letter to conf. participants	Dennis/All

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

N/A

PSAC Ontario Regional Council Meeting Minutes – October 28-29, 2006

APPENDIX “C”

ONTARIO REGIONAL COUNCIL EDUCATION COMMITTEE

Date: Oct 27, 2006

ATTENDEES:

Barbara Wardlaw
Kevin Lundstrom
Shirley Riva

Debbie Willett
Jose Evangelho Alt. For R. Jackson
Helene Brochu – Extreme regrets

Objectives for last period: June – October, 2006

Objectives	Action	Who	Results
Better internal working communications	- mid term conference calls for Ed committee between meetings as required	Ed committee	Ongoing
Alliance Facilitator Communications	AFN liaison bulletin	Ed Committee	Created-Ongoing
Recognition for significant contribution in the field of union education	Certificate/plaque/criteria	Education Committee	Completed
Subsidies - \$15,000 over 3 yrs to top-up scholarships	Criteria to be established	Education Committee	Completed
Remote Subsidy. 1% of ed budget over 3 yrs in 2007	Criteria to be established	Education Committee Kevin & Romeo	Carried to next Period
Ed Committee Mandate	Review – Update	Education Committee	Carried to next Period

Activities for this period:

The Ed Committee would like to advise the Health and Safety Committee that there is a gap in Workers Health & Safety Centre Instructors in Thunder Bay and Toronto and request that priority for these areas be considered for upcoming training.

Objectives for next reporting period:

1. Remote Subsidy: 1% of ed budget over 3 years starting in 2007
2. Review Committee Mandate.
3. Updated list of available courses to be incorporated into AF newsletter

Criteria for Educational Subsidies

1. The applicant has to:

- i) be a member in good standing of the PSAC in the Ontario Region
- ii) apply for subsidy to a labour oriented course or training
- iii) apply for a course offered by, the Canadian Labour Congress (CLC); Occupational Disability Response Team (ODRT); or Worker's Health and Safety Centre, Work place Safety Insurance Board (WSIB)
- iv) apply to a co-sponsored or co-subsidized course which will have priority over other requests
- v) apply to an educational course offered by the PSAC which will be considered subsequent to (iv)

1. The REO will report to:

- i) Education Committee quarterly on approved applicants

APPENDIX “D”

**ONTARIO REGIONAL COUNCIL
PSAC EQUITY AND HUMAN RIGHTS COMMITTEE
Reporting Period: June, 2006 to October, 2006**

Objectives from previous period April to June 2006 were all met.

Objectives for this period	Action	Who
Outreach	<ul style="list-style-type: none"> • Develop logo to promote committee through promotional items. • T-shirts that promote the committee • Members of this committee where possible will attend or send a written message to the Human Rights Course in Toronto • Members will try to attend in-residence courses to promote Mental Health Awareness • Committee will begin a conversation with the Organizer and how to be more visible to new locals 	Sharon Aileen & Kevin All
Political Activities for Municipal, Provincial and Federal Elections	<ul style="list-style-type: none"> • Promote Same Sex Marriage, Child Care and Services for Members with Disabilities (transportation) • Lobby candidates who are running for Municipal Offices but don't support equity issues (e.g.) pride parade. • Committee will provide information to phone banks so that these issues are addressed. 	All

Objectives for the next period	Action	Who
Outreach to existing committees within the region such as Area Councils, Regional Women's Committees and MDAC	<ul style="list-style-type: none"> Committee members will take on the responsibility to attend such meetings that are held in their geographic area. 	All
Being visible at conferences	<ul style="list-style-type: none"> Members who are attending conferences such as Regional and National Women's conference and Pride and Access Conference will take materials promoting the committee and its work. 	All
Year 2007 promote Mental Health Awareness	<ul style="list-style-type: none"> Members will approach existing committees within Ontario to have links to promote Mental Health Awareness. The first regional area council meeting to be attended will be Kingston by Sharon and Val. 	All
Link and promote this committee to newly organized locals and especially during bargaining and education of the newly locals.	<ul style="list-style-type: none"> The Committee will invite the PSAC Organizer for Ontario to the meet and discuss how we can promote Equity & Human Rights in Organizing 	All
Create a calendar of equity dates	<ul style="list-style-type: none"> Mail outs of important dates with a descriptor of special event 	Elena & Karen

Members of the Committee: Val Fargey (Regional Women's Committees)
Kevin Nadjiwon (Aboriginal Members)
Aileen Duncan (Members with Disabilities)
Sharon DeSousa (Racially Visible Members
Karen Church (Gays, Lesbians, Bisexual and
Transgendered members)
Elana Geller (Directly Chartered Locals)
Joan-Ann Gravesande (staff)

2006-06-16

Alternate to the Regional Executive Vice President
Ken Boone

Brothers and Sisters

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

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

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

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

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

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

In Solidarity,

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

Kevin Lundstrom – Ontario Council (OC) Area 1 Geographic Representative
Activities Report – June 17, 2006 - October 28, 2006

Objectives for this period include: working with the Thunder Bay PSAC Regional Office (RO) Representative, Toronto RO Health & Safety Representative, and OC Health & Safety Committee to get the Fall 1 day N.W.O. Indoor Air Quality (IAQ) Training Planned; meet with RO staff as needed to work on OC priority issues; attending or participating in scheduled/adhoc meetings or teleconferences or events related to OC, Area Council, District Labour Council (DLC), Alliance Facilitator (AF) Network, or Workers Health and Safety Centre (WHSC) Instructor network; and taking information solicited/received from members directly to the OC and REVP (Gerry Halabecki) level for consideration.

Activities Undertaken

- I attended the last OC Meeting held on June 17-18, 2006 at the Toronto PSAC Regional Office. Information from this meeting was shared and discussed with the Area Council on subsequent meetings.
- Contact occurred with the RO Representative to get the current term to indeterminate conversion staffing policy and it was forwarded to one requesting PSAC member in August.
- Travel to Thunder Bay and attendance at the Lakehead Labour Centre Labour Day Picnic with family occurred on Sept. 4, 2006.
- I participated in the September 5, 2006 Area Council Meetings in person in Thunder Bay and participated in the October 18, 2006 meeting over the telephone from Sioux Lookout.
- The 2006 PSAC Ontario Region Education Report and also the PSAC Spring School Overview Reports were reviewed as received from Shirley Riva (Regional Education Officer) in August 2006 and September 2006 respectively.
- When PSAC T-shirts left over from the Labour Day event (as provided by the REVP) were distributed to attending Area Council Delegates to give to their Locals, I picked up and delivered some to my Local President in Sioux Lookout.
- I attended some Health & Safety professional development sessions in order to increase my background knowledge on worksite and public safety issues.
- In early October, I assisted one PSAC member in reviewing their WSIB file and offered advice prior to their meeting with a WSIB case worker.
- 2 additional separate teleconferences on possible Pandemic Flu implications for the public and for workers were taken.
- Attendance at the October Workers Health and Safety Centre Instructor Update Meeting occurred in Dryden with Ron Boucher (N.W.O. Field Representative).
- In mid October, a meeting was held in Thunder Bay with the RO Representative to discuss N.W.O. input the possible PSAC Ontario 3 year education plan for the upcoming cycle.
- 1 member SSO issue was redirected to union contacts to improve chances of expert advice.
- I nominated some local members in my local for merit awards;
- Final input was received from the Thunder Bay Area Council Delegates about nominations for the N.W.O. (Area 1) annual PSAC Recognition plaque, a recipient was chosen, the plaque was created and received awaiting presentation at an upcoming meeting.

- The anti-poverty video and literature was picked up from the RO to take to the OC Meeting as requested by the Area Council in follow-up to completion of a project linked to the PSAC social justice initiative.
- Prior to the October 27-29 OC and Committee Meetings, I submitted: 2 agenda items to the REVP as directed by the Thunder Bay Area Council, 2 agenda items to the REVP as directed by an Area 1 Local President, and submitted 3 agenda items to the Education Committee chair (after discussions with the RO and members).
- Three similar letters were written to the 3 MPs in Northwestern Ontario asking for their support in the anti-scab legislation vote in late October and the letters were sent to the MPs via the RO.
- An evening OC Education Committee Meeting were attended on October 27, 2006 in Toronto at the PSAC RO and input was shared from N.W.O.
- Promotion of the November 2006 Workers Health and Safety Centre (WHSC) & Dryden and District Labour Council annual Health and Safety Activists Recognition Dinner is ongoing.
- The Area 1 email tree was updated as requested by members and was used to distribute some email correspondence about PSAC issues, and notifications from the PSAC REVP within Area 1 and to related contacts (eg. PSAC Ontario Triennial Conference location discussion, Labour Day event promotion, Sept. Indoor Air Quality Training, Area Council Meeting Date, OC Area Alternate Rep. Resignation, soliciting reasons for low registration numbers for 1 training course that had to be cancelled, soliciting input from members prior to OC Meeting etc.)
- A lot of effort went into working with Judy Monteith-Farrell (RO) to help set up the PSAC September 23, 2006 IAQ session planned for Thunder Bay. I prepared related testing equipment, arrangements were made for a technical equipment representative from Levitt Safety to attend for a presentation, the Area WHSC Representative was invited etc. Unfortunately the session did not run as planned on the scheduled date but many helpful plans and ideas came out of this process.
- Discussions/input held with RO Representative over fall educational course selections offered and registration updates or changes.
- Routine continuing ongoing activities included: reviewing the PSAC website to stay current on events occurring; review DLC 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 etc.
- Main activities undertaken and discussed at the Area Council Meetings included: OC Meeting and Education Committee Meeting high-lights; PSAC educational courses or opportunities available and registration deadlines; updates to the Area 1 Educational Plan; issues coming from OC specifically relating to Area Councils (such as Sept. training for PSAC Area Council Executives from this fall); possibility of an OC Meeting being held in Thunder Bay and the need for submission of ideas, correspondence, names of interested volunteers as soon as possible etc.; changes to the OC elected representatives; ODRT courses available; Joint Learning Program (JLP) update; PSAC bargaining conference dates, union related correspondence and notifications received, etc.

-I greatly appreciated the assistance and information received from the RO Staff 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 once elected; some AF work in Toronto in December; Education Committee work follow-up etc.

Barbara Wardlaw

North Eastern Representative – Region 2

DATE : October 26, 2006

Objectives for this period:

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

Activities for this period:

- Worked with Steve on delivery of Indoor Quality in Sudbury
- Conference call with REVP and reps on Regional Convention
- With North Bay office and Steve costing for Northern Council meeting
- Attended SSM Area Council meeting
- Attended Labour Day BBQ Sault Ste. Marie
- Collected data and responses from members regarding move of North Bay regional office

Future plans:

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

**Steve Gauthier
North Eastern Ontario
Representative Region 2
June 06 –Oct 06**

Objectives for this period :

- Attend the H&S conference in Sudbury.
- Work on the meeting in the north.
- Planed and attended the Labour Day/ 40 anniversary union party.
- Co-facilate JLP courses in our region.
- Keep in contact with the many locals and Members.

Activities for this period :

- Took part in the H&S conference in Sudbury on the 21 of Oct.
- Celebrated a very successful Labour Day/ union Party on the 6 September.
- Was in contact with many locals concerning the closure of the North Bay office.
- Kept in contact with Barb Wardlaw in regards to the meeting in the north.
- Was in close contact with the regional office in North Bay concerning the pending closure there.
- Attended a meeting with the Canadian forces Fire Marshal concerning wellness issues with fire fighters on the 16 of September.
- Talked with many members on the e-mail tree and enjoyed a pretty good summer.

Future Plans and Activities:

- To try and prevent the relocation of the regional office from North Bay to Sudbury as per my members wishes.
- To continue to represent the concerns of the members of the north on all other issues.
- To reach out and make contact with the locals I have not made contact with.
- To promote Health & safety issues within our local and the region.

Hélène Brochu

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

REPORTING PERIOD: June 17 – October 27, 2006

HIGHLIGHTS:

During this reporting period I attended several Area Council meetings. Attended the Cornwall Area Council meetings on Sept 11 and Oct 3, as well as the Kingston Area Council meeting on Sept 14. The Cornwall Council is working on a campaign to contact all locals within their geographic area to invite them to attend and participate in AC activities.

Discussed the Anti-Scab legislation with members and encouraged them to fax their members of parliament to express their views about this important piece of legislation.

Participated in a conference call with Kingston Regional Office reps, and Br Miluck. We discussed the educational needs of locals for next spring and the next 3 year cycle.

**DENNIS MILUCK
SOUTH-EASTERN AREA (REGION 3) REPORT
June 19 - October 29, 2006**

Objective for this period:

- 1. to contact some of the locals in my area**
- 2. to attend and promote the area council**
- 3. promote Labour day BBQ .**

Activities for this period:

- 1. I attended 1 area council meeting**
- 2. I attended and cooked at the Labour Day BBQ hosted at our local**
- 3. I assisted with the set up and planning of the H&S conference in Kingston**
- 4. I also facilitated the Quality of Air mod.**
- 5. I have also done several appeals for my component**
- 6. I have also worked on our regions education plan with the RO and Helene, this was done during my two days in the RO working on the Anti scab legislation campaign**
- 7. I have also attended Ontario Council.**

Future plans:

- 1. I am planning to build on the new contact list from the H&S conference**
- 2. I would like to visit some local meetings**
- 2. I will assist with political campaigns in the next election be it Federal or Provincial**

ROMEO JACKSON

SOUTHWEST REP.

June 16, 2006 TO October 27, 2006.

HIGHLIGHTS:

In my last report I referred to my appointment to the United Way for London – Middlesex cabinet representing the PSAC as the labor representative. The past few months have been a very busy time for this position. I have attended several cabinet meetings and other related functions. One of the labor highlights of this was the annual Union Management breakfast that took place this year on October 17, 2006. This was a very successful event; we had a very good turnout from PSAC members representing 4 different components.

I also reported on the organizing drive for the University of Western Ontario Teaching Assistants. The drive was completed and the vote took place. The results were an overwhelming “Yes” vote in favor of the PSAC. The employer has challenged the results which have resulted in an Ontario Labor Relations Board hearing. We are hoping for a positive outcome from this hearing.

I attended the AGM for the London Occupational Health and Safety Board in June as well as several board meetings.

I visited NDP Members of Parliament constituency offices on several occasions including a fundraising breakfast for the Lebanon relief.

I assisted in the London Area Council annual Labor Day BBQ. This event was very well attended again this year. For the first time we had our brothers and sisters from PIPS participate fully in the event.

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

I attended the Chatham and District Labor Day celebrations in Mitchell’s Bay. This event was very well attended and we had a good representation from our

PSAC members from the Chatham area. This event was co-sponsored by local PSAC locals in the Chatham area.

I was selected to the UDP training and attended the first of the three sessions in September.

I participated in the collective agreement training at the London Regional office. I had the opportunity to connect with constituents and offered to bring any of their concerns to council.

GOALS:

I plan to be actively involved in the area councils.

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

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

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

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

Glenn Miller

Southwestern Rep. Report

June 2006-October 2006

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 continue to look for chances to work with all the locals and the area councils in the region, to attend as many meetings as my schedule permits and to remain in contact with the members we serve.
- I have had the pleasure to co-facilitate a couple of learning activities through the London Regional Office and get the message of the council and the work we can do for the membership out to the participants.
- I am a member of the Planning Committee for the National PSAC Health and Safety Conference to be held in January (thanks Gerry)
- I also sit as a member on the National Zone Committee for the elimination of regional rates of pay.
- I continue to stay in contact with the area MP's on issues of importance to the PSAC and our membership.

Plans:

- To visit all the MP's in their riding offices and also in their Ottawa offices to get them used to seeing me and hearing our issues.
- To continue to work with the area councils, locals and members in SW Ontario on issues.

Nicole Ma
REGION 5 (GTA) REPRESENTATIVE
JULY -- NOVEMBER, 2006

Objectives for this period:

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

Activities for this period:

◆ July, 2006

I participated at the IRB (Immigration and Refugee Board) joint union-management Employment Equity and Diversity advisory committees meeting. The IRB is committed to creating a workplace in which Employment Equity and diversity are integral components of both its corporate culture and its strategic planning.

◆ August, 2006

I attended the 2006 AIDS conference in Toronto. Assisted and provided advice to members.

◆ September, 2006

I attended the OFL Human Rights Committee. Sister Terry Downey updated the group on OFL activities.

The OFL meetings with heads of unions re: Bill 107 and the continuation of regular meetings with the coalition that opposes Bill 107 as it stands.

The group discussed the Human Rights issues that continue to be happening at many work locations and urged union activist

and members to actively involve in combating racism and discrimination at the workplace.

- October, 2006

I attended the Return to work Principles workshop/training provided by the Ontario Occupational Disability Response Team.

Future plans:

- Increase local visit and meet as many constituents as possible.
- Continue to work with PSAC staff representatives to create a survey questionnaire to be sent to local officers and request their input with regards to concerns at their locals, and education courses that their locals need.
- I hope to increase members' awareness and participation in PSAC educations and union involvement.

Bruce Flannigan

GTA Representative (Health & Safety Portfolio)

DATE JUNE 19 – OCTOBER 27, 2006

Objectives for this period:

- Get letter of introduction out in Presidents mailing.
- Meet with Brenda Shillington to finalize details of the GTA's Health and Safety Conference
- Attend Toronto Labour Day Parade
- Attend first session of the Union Development Program
- Join Political Action Committee

Activities for this period:

- Letter of introduction was sent out in October's President's mailing (see attached)
- Met with Brenda Shillington and finalized details of the GTA's Health and Safety Conference to be held on December 2, 2006.
- Attended the Toronto Labour Day Parade which provided me a chance to connect with activists from various Locals
- Joined Political Action Committee
- Attended first session of the Union Development Program allowing me an opportunity to improve upon my leadership skills and to connect with members.
- Attended Greater Toronto Area Council's Annual Meeting
- Assisted with gaining member support of the Anti-Scab Legislation Bill C-257 by contacting members in swing ridings and urging to contact their MP in support of the Bill.

Future plans:

- 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 e-mail tree.

Greeting Sisters and Brothers:

We would like to take this opportunity to introduce ourselves as your newest GTA Representatives on Ontario Council. We are Bruce Flannigan and Nicole Ma.

Bruce is a member of CEIU Local 638 and currently holds the position of Chief Steward in his Local. Bruce has also held the position of Local Vice President and has sat on numerous committees within CEIU. Bruce is relatively new at working with the PSAC, but is no stranger to the work PSAC does and recently was on assignment to the PSAC office in assisting the Organizing Team bringing PSAC representation to unrepresented workers. This opportunity to work with the Organizing Team gave Bruce the chance to see the concerns of new members, especially those from outside the regular Federal Government employ. Bruce has accepted the role of Health and Safety Rep for the Toronto area and encourages you to contact him with any questions or concerns on Health & Safety or any other issues facing your Local.

As a local union activist, Nicole has many years of experience in the Local union management consultative processes, and has had the opportunity to work with her local executive in organizing union activities including strike preparation, etc. Her experience as a member of the PSAC Equal Opportunity Committee has also given her the chance to work alongside representatives from other components. She truly appreciates the importance of organizing and the strength of working together with other union representatives to benefit our members. As a PSAC Ontario Council member, Nicole has accepted the role of PSAC Ontario Education portfolio, and encourages you to contact her with any questions or suggestions regarding PSAC education schedules, members' union education needs, ways to enhance PSAC education materials, and challenges that your locals are encountering.

We are honored to represent our PSAC members in the GTA area and ask that you never hesitate in contacting us with any of your concerns. **We would also like to set up an email tree so we can keep you apprised of issues and events in the GTA and Ontario Council so please send us an email at the addresses below.**

Bruce Flannigan
GTA Representative
PSAC Ontario Council
Health and Safety Portfolio
Email: bruceceiu@gmail.com
Telephone: 416 385-1960
Cellular: 647-206-7722

Nicole Ma
GTA Representative
PSAC Ontario Council
Education Portfolio
Email: nma.work@gmail.com
[iamitma@yahoo.com](mailto:iमितma@yahoo.com)
Telephone: (416) 446-6916



Nicole (2nd from Right) & Bruce (4th from Right) at this years Toronto Labour Day Parade.

Penny Kreamer
Hamilton/Niagara Region 6 Representative

Report for the period June to October 2006

July – conference call through PSAC regional office re H&S

Sept/Oct –

Attended Niagara Area Council meetings

Attended Hamilton Labour Day Parade

Canvassed members re Education requirements

Attended UTE President's conference

Prior to Municipal Elections, participated in campaign to derail a scab from winning a re-election in his riding.

Canvassed local MP re Scab Legislation

Submitted by

Penny Kreamer

Report of Robert Spencer
Alternate, Region 6 (Hamilton/Niagara)

During the period of June 2006, and October 27, 2006 I have not had much to do as Alternate but have attempted to keep myself updated regarding regional issues as well as P.S.A.C. issues as a whole.

I did attend the Hamilton Labour Day Parade and BBQ with my family as I always do and have been updated regularly by Sister Duncan. I applied for the J.L.P Co-ordinator position without success but offer my congratulations to Brother Jackson who was successful.

Due to personal issues I have not had much time to dedicate myself to union business but as of November 30 most of the personal issues will be resolved and I look forward to again, being able to spend more time doing what I can to assist members and the P.S.A.C. as a whole, in moving forward toward a brighter future for all.

Respectfully submitted for approval,

Robert Spencer

REPORT FROM VAL FARGEY, WOMEN'S COMMITTEES REPRESENTATIVE

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

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

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

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

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

Aboriginal Members Representative Report- June 18th to October 28th 2006

Kevin Nadjiwon

- Attended June 21st Aboriginal Celebrations in Toronto
- 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
- 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 2006 Convention Host Committee to follow-up and review our activities and bring closure to this Committee
- Met with Equal Opportunities and Human Rights Regional Committee members with regards to collective issues and action planning.

Since May 1st I've been on Parental Leave and haven't been able to be as active as I would like to be. I do look forward to greater involvement and developing the role on my return in February 07

Yours in Solidarity !!

Kevin Nadjiwon

AILEEN DUNCAN
Representative for Members with Disabilities
DATE June 15th, 2006 to October 29th, 2006

Objectives for this period:

- keep open communication line with Disability Community through email
- attend Hamilton and Toronto Members with Disabilities Access Committee meetings
- keep open communication line with Ontario Human Rights Committee
- to attend meetings for the committees that I sit on
- to make PSAC more visible in the Hamilton area

Activities for this period:

- I attended the Ontario Council meetings in June
- I continued communication with the OFL Persons with Disabilities Committee through emails
- I attended and chaired the Hamilton and Toronto MDAC meetings as well as the Hamilton Regional Women's Committee. Both Hamilton committees along with the Hamilton Area Council gave a Duty to Accommodate mini session for PSAC members in Hamilton
- I attended the Hamilton Area Council meetings.
- I attended the Hamilton Take Back the Night Committee meetings
- I participated in the PSAC Disability Reps Conference Call in September
- I attended the PSAC Ontario Area Councils Conference in September
- I attended the Hamilton Labour Day Parade
- I proudly represented PSAC at the Hamilton Take Back the Night

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 and add new members to my communication tree from the DTA Course.
- I hope to be able to get one more MDAC committee up and running before the end of my final term.
- I plan on continuing my work within the Hamilton community and keep PSAC visible.
- Organize a mini Duty to Accommodate session for the Toronto MDAC

Date	Activity
June 14, 2006	Ontario Council Equity/Human Rights Committee Meeting
June 15-16, 2005	Ontario Council Meeting
June 19, 2006	Hamilton Regional Women's Committee
June 29, 2006	Hamilton Take Back the Night Committee Meeting
August 17, 2006	Hamilton Take Back the Night Committee Meeting
August 28, 2006	Hamilton Regional Women's Committee
September 11, 2006	Hamilton Regional Women's Committee
September 13, 2006	Hamilton Area Council
September 14, 2006	Hamilton Take Back the Night Committee Meeting
September 20, 2006	PSAC Disability Reps Conference Call
September 21, 2006	Hamilton Take Back the Night
September 25, 2006	Hamilton Members with Disabilities Access Committee
September 28, 2006	Toronto Members with Disabilities Access Committee
September 28-29, 2006	PSAC Ontario Area Council Conference
October 11, 2006	Hamilton Area Council
October 15, 2006	Meeting with Co-facilitator's for Hamilton Duty to Accommodate
October 16, 2006	Hamilton presentation of 2-hour Duty to Accommodate
October 26, 2006	Mental Health within the Workplace Session, Toronto

PSAC Ontario Racially Visible Representative Report By Sharon DeSousa

Date: June 18, 2006- October 28, 2006

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 a report based on the feedback received from the questionnaire
- Develop an action plan based on the needs of the membership I represent
- Work on developing the Racially Visible Members course

Activities for this period:

- Conference call with the PSAC Equal Opportunity Racially Visible Regional representatives; Chaired by Ed Cashman and Terry Lee
 1. Development of a communicational network between the EOC and PSAC Regional Councils this conference call was the first step in the process
 2. Racism
 3. Lack of representation and Education
 4. PSMA and it's impact on Racially Visible Members
- Conference call with the National Council of Visible Minorities Ontario Region chaired by Don Chigeda
 5. Discussed Federal Departmental challenges faced by Racially Visible Members
 6. Employment Equity legislation and committees within the workplace and access to information
- Attended the PSAC EOC October 13, 2006 meeting
- Public Services Staffing Tribunal Mediation and Negotiation Training

Future plans:

- Re-send the Letter of Introduction and Questionnaire with instructions to the Regional Offices
- Develop a report based on the feedback received from the questionnaire
- Develop an action plan based on the needs of the membership I represent
- Continue to liaise with the EOC and National Racially Visible Representatives Terry and Westney
- Work on developing the course
- Work on the Racially Visible Committees

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

**Having just been appointed to the position, this
Report will be in lieu of my OC Report.**

Workers Out Conference

The Third International Workers Out Conference was held in Montreal, Quebec, from July 26-29. Three hundred participants from all over the world took part in this conference. The following are some of the key-note speakers:

Ms. Claire L'Heureux-Dube	Retired Justice of the Supreme Court of Canada
Mr. Martin Cauchon	Minister of Justice and Attorney General of Canada
Ms. Louise Arbour	United Nations High Commissioner for Human Rights
Mr. Gene Robinson	Bishop of New Hampshire, Episopal Church
Mr. Yvon Marcoux	Minister of Justice Quebec
Ms. Alice Nkom	Lawyer (Cameroon)
Mr. Waheed Alli	Member House of Lords United Kingdom
Mr. Michael Kirby	Justice, High Court of Australia

Action Plan

The Delegates recommend the promotion of education concerning human rights and trade union rights to create awareness, prevention and elimination of prejudices and problems caused by discrimination based on sexual orientation, gender identity and sexual diversity.

The recognition by the labour movement of LGBT rights and the fight against homophobia, lesbophobia and transphobia.

The establishment of LBGT rights committees or groups within each local, national or international union structure.

The negotiation of collective agreement clauses prohibiting any form of discrimination based on sexual orientation, gender identity and sexual diversity.

Overview

I came away from this conference very thankful that I was Canadian and shocked to hear that there are nine Countries that punish homosexuality with the death penalty. In many Countries, you will witness torture and killings with passive condemnation of public officials.

In many parts of the world, LGBT individuals are still forced to marry a person of the opposite sex against their will, and risk heavy penalties including death at the hands of members of their families if they try to escape such arrangements.

Intersexual individuals experience a particular form of violence, in the form of genital mutilation.

Seventy-five countries still have laws in place criminalizing same-sex sexual acts between consenting adults. While Canada has achieved legal equality, we still have a ways to go for social equality.

In conclusion, I want to thank Gerry for giving me an opportunity to attend this conference. It was a very eye-opening, emotional journey for me. I will leave you with one quote from Mr. Gene Robinson, Bishop of New Hampshire, Episcopal Church. He was speaking out about church groups that recite passages from the Bible to condemn homosexuality. He said, "We are all Children of God, our Creator, and God didn't get it wrong".

In Solidarity and Pride,

Karen Church
GLBT Representative
Ontario Regional Council

PSAC ONTARIO COUNCIL
AREA COUNCIL REP REPORT
JUNE 15 - OCT 29, 2006

- June 15, 2006 - Attended Hamilton Area Council Meeting
- June 16, 2006 - Education meeting - PSAC Ontario Council
- June 17-18, 2006 - PSAC Ontario Council Meeting
- June 28, 2006 - Chaired Niagara Area Council Meeting
- August 23-24, 2006 - UTE Regional Meeting - Windsor
- September 4, 2006 - Labour Day Parade - Hamilton
- September 6, 2006 - Chaired Niagara Area Council Meeting
- September 20-24 - UTE Presidents Conference - Ottawa
- September 28-29 - Area Council Conference
- October 11, 2006 - Attended Toronto Area Council Meeting
- October 12, 2006 - Chaired Niagara Area Council Meeting
- October 17, 2006 - CRA Train the Trainer
Agency Classification Standards
- October 27, 2006 - Education Meeting - PSAC Ontario Council
- October 28, 29 - Ontario Council Meeting

In solidarity,

Debbie Willett

Elana Geller
Directly Chartered Locals Representative

This represents the last two periods since there was no last report

Objectives for this period:

1. Continue with contacts
2. Attend PSAC National Convention
3. Make contacts with other DCL reps

Activities for this period:

1. Attended National Convention and sat on the Constitution Committee.
2. Made contacts with counterparts from the North and Quebec.
3. Met with university union members to talk about future of graduate union DCLs
4. Made plans for future activities, including possible educational programs or conferences, for graduate DCLs.
5. Had discussions about possible future DCLs.
6. PSAC London Labour Day picnic.
7. London Take Back the Night.

Future Plans:

1. Continue talks with contacts made from other regions for information sharing and ideas building.
2. Get together a proposal for the educational program (cf. 4 above).

**PSAC Ontario Council
Regionally Based Separate Employer Locals
June 2006 – October 2006 Report
Sandy Bello (alternate)**

September 4, 2006 Labor Day Parade – Hamilton

**September 7, 2006 Discussed and confirmed
participation of CCOHS at National
Component Health and Safety
Conference, London, November 16
– 19, 2006 with member of the
organizing committee**

**October 11, 2006 Attended Hamilton Area Council
meeting**

Steve Tuffin
Regionally Based Separate Employer Locals

October 28 -06

It was a busy summer at the largest of the separate employer locals this year. The Greater Toronto Airports Authority (GTAA) and the PSAC negotiated a 4 year contract for the 762 members working at the Lester B. Pearson International Airport. The Local bargaining team along with Gaby Levesque (PSAC) and I spent many hours strategizing and posturing in order to achieve a good deal for our members at the Airport. A great deal of credit goes to the local president for his preparedness and forethought before the bargaining process began. The deal saw many improvements in the contract language as well as a 3% increase in each of the 4 years.

North Bay Airport is gearing up for negotiations. We are expected to start bargaining near the end of November or first of December. The local has done their homework, they have all their demands ready and prioritized. We should be in the middle of bargaining just as they are ready for some good winter activity and I expect that could add some urgency on the part of the employer to reach a good deal.

I have also been involved with many grievance representations. During the first week of September this year, I did a representation to the Board of Referees, for a dismissed member who had been denied Employment Insurance. We won a unanimous decision and the Board rescinded the decision of the Employment Commission. Since then, that decision has been appealed by the commission and I will be back in front of the board defending our member's rights and entitlement to Employment Insurance for the time he was unemployed due to wrongful dismissal. I wish to note that this is not the normal roll of a council member, however as my "Real Job" is that of the RVP Ontario for the Union of Canadian Transportation Employees, these tasks fall directly into my hands and fit well with my roll as an Ontario Council Member. As I write this report I am preparing for 2 mediation cases that will be heard in Windsor in the coming weeks. I hope to have a hand in doing our members justice.

I have visited with numerous members throughout the province from Windsor to Ottawa to Timmins to Sarnia. I do this both as the RVP and as the Regionally Based Separate Employer Locals Representative of Council. There are several locals that I have yet to see, but I will visit each of them before the next PSAC Ontario Convention

Respectfully submitted
Steve Tuffin