



PSAC Ontario Council Meeting Minutes March 2-3, 2012 Toronto Regional Office

The meeting convened at 9:05 a.m. on Friday, March 2, 2012 with the REVP-Ontario, Sharon DeSousa as Council Chair and the following members in attendance.

Sharon DeSousa, Regional Executive Vice-President, Ontario
Brad Feraday, Alternate to the REVP, Ontario
Ryan Bystrom, Region 1 (Northwestern)
Réjean Amyotte, Region 2 (Northeastern)
Laura St-Jean, Region 2 (Northeastern)
Christal Côté, Region 3 (Eastern)
Ralf Bucherer, Region 3 (Eastern)
Melanee Jessup, Region 4 (Southwestern)
Mike Fummerton, Region 4 (Southwestern)
Bruce Flannigan, Region 5 (GTA)
Mary Jeyanathan, Region 5 (GTA)
Bob Black, Region 6 (Hamilton/Niagara)
James D. Marchand, Aboriginal Members
Judy Phillips, Racially Visible Members (Regrets on March 3/12)
Souad (Sue) Soubra, Members with Disabilities
Colleen Wice, Regional Women's Committees
Debbie Willet, Area Councils (Regrets on March 3/12)
Vicki Pine, Directly Chartered Locals
Christo Aivalis, Young Workers

Staff: Lino Vieira, Political Communications Officer- Ontario
Christopher Wilson, Regional Coordinator- Ontario
Cleo Reid, Executive Assistant to the REVP, Ontario

Regrets: Kingsley Onyeocha, Regionally Based Separate Employer
Locals
Karen Church, Gay, Lesbian, Bi-Sexual & Transgendered
Members
MaryAnn Laurico, Directly Chartered Locals Academic

Workers

Observers: Carla Benvenuto, Aileen Duncan, Travis Lahnalampi,
David Carr, Eileen Lessey, Daniel Kinsella

AGENDA:

1. Adoption of Agenda
2. Adoption of previous meeting minutes (November 5-6, 2011)
3. Business arising from previous minute:
 - Establishment of Term employee “forget me not”
 - Proposal for the establishment of PA groups and assembly
4. REVP Report
5. Regional Office - Updates (Chris Wilson)
6. Ontario Council Strategic Plan
7. Ontario Council Report and Guidelines
8. Ontario Council Committees Reports
9. Health and Safety Conference
10. Recruitment for weekend courses
11. Ontario Council Members Reports
12. PSAC National and Regional Fight-Back Plan
13. Communications ~ Media & Lobbying Training
 - Ontario Council Youtube Challenge
 - Ontario Council Newsletter
14. PSAC National Triennial Convention
 - Sister Patty Ducharme (Chair of Constitution)
 - Jerome Turcq (Chair of Finance)
 - Members Plan

15. Labour Day
 - Template for Labour Day Celebration
16. PSAC Ontario Region Travel Policy for Educational Courses
17. New Business
 - Hotel for Council Meetings (Brother Brad Feraday)

The Chair asked Sister Colleen Wice to read the PSAC Anti-Harassment Policy. Sister Colleen Wice will be the Harassment Coordinator.

The hours of sitting will be Friday, 9:00 a.m. – 5:00 p.m., Lunch from 12:00 p.m. – 1:30 p.m., Breaks 10:00 a.m. & 2:30 p.m.
Saturday, 9:00 a.m. – 3:00 p.m., lunch 11:45 a.m. – 12:30 p.m., Breaks 10:00 a.m. & 2:15 p.m.

Motion that the hours of sitting be adopted.

m/s/c Bob Black and Ralf Bucherer

Item 1. Adoption of Agenda

Motion that agenda be adopted with the noted additions.

m/s/c Debbie Willett and Souad (Sue) Soubra

Point of Privilege - Sister Melanee Jessup stated the boardroom door cannot open from the inside. The Chair recognized the point of privilege and the door was unlocked and opened.

The Chair recognizes we have two speakers, Sister Patty Ducharme, PSAC National Executive Vice-President and Brother Jerome Turcq, PSAC Regional Executive Vice-President, Quebec. Sister Ducharme is the Chair of the Constitution Committee and Brother Turcq is the Chair of the Finance Committee for the PSAC Triennial National Convention. Due to flight schedules, Sister Ducharme will be presenting first.

Item 14. PSAC National Triennial Convention (Patty

Ducharme)

Sister Patty Ducharme gave an overview of the first ten (10) priorities for convention.

1. CS-032A PSAC Fully-Funded Regional Conventions
2. CS-057 Electronic Voting at the PSAC Convention
3. CS-023 Regional Health and Safety Committees
4. CS-015 PSAC Component Structure
5. CS-019 Review of PSAC Structure
6. CS-026 Regional Youth Committees
7. CS-014 Directly Chartered Locals Component
8. CS-059 Strike Pay for Full-Time Elected Officers
9. CS-001 Members in Good Standing
10. CS-048 Suspension of Membership

Sister Ducharme also gave a brief historical background on organizing within the PSAC and how Directly Chartered Local's came into existence.

Council had the opportunity to ask questions re: the resolutions.

The Chair recommends that we do a conference call to look at the wording and ramifications of each resolution.

Brother Jerome Turcq's plane had been delayed. The Chair stated that this item would be addressed when Brother Turcq arrived.

The Chair gave an update on the status of the three (3) PSAC members that were injured in the Via-Rail crash.

Motion to send the three (3) PSAC members that was injured in the Via Rail crash flowers.

m/s/c Colleen Wice and Souad (Sue) Soubra

All in favour - carried

Item 2. Adoption of Previous Meeting Minutes (Nov. 5-6,2011)

The Chair stated when an Ontario Council elected position becomes vacant, an election has to take place within sixty (60) days of the vacancy. However there is no timeframe allotted if an alternate position becomes vacant.

The National President made a ruling that an alternate can only attend Council meetings if the elected council member steps down.

Debbie Willett read an email to council that was written by John Gordon stated that such decision would have to be made Regionally by Council if they would allow alternates to attend meetings in the elected officer's absence.

Motion that November 5-6, 2011 minutes be adopted as presented.

m/s/c Ryan Bystrom and Melanee Jessup

All in favour -carried

Item 3. Business arising from previous Minutes

Establishment of Term Employee "forget me not"

Proposal moved by Christal Côté

Seconded by Christo Aivalis

All in favour – 2

All Against – 15

Proposal Defeated

Proposal for the establishment of a PSAC Ontario PA Group and assembly.

Proposal moved by Christal Côté

Proposal not carried No Seconder

Item 4. REVP Report

The REVP presented her National Board of Directors (NBoD) report for October 2011 – January 2012, which included her schedule.

This report is a listing of activities that have occurred in the PSAC Ontario Region.

Below you'll find the report as presented.

The REVP's office has expanded as of October 31, 2011 with the hiring of an Executive Assistant. The successful candidate, Cleo Reid, is a welcome addition to the PSAC Ontario Region.

Collective Bargaining

Currently PSAC Ontario Region has many bargaining units who are in various stages of the bargaining process.

Highlights of Ongoing Negotiations

- On Dec. 6, 2011 there was an information meeting for TC members working in the Hamilton Niagara and Greater Toronto Area in Toronto. The meeting began the process of identifying and setting up the Area Co-coordinators Structure.
- Bargaining team members for the FB group have been traveling throughout the Region to mobilize support and provide information on the FB contract negotiations. During these meetings the team has been collecting signatures for the FB petition.
- DCL 901 Post-Doctoral Fellows (PDF) bargaining team met with the Regional Negotiator to prepare for the negotiation of the local's first collective agreement. The PDF bargaining team began developing bargaining proposals, informed by a survey of current PDFs.

- The employers for the First Nations Police Civilians and Officers employed at Anishinabek Police Service (APS) and Nishnawbe-Aski Police Service (NAPS) are challenging the jurisdiction of the Public Service Alliance of Canada union certifications under the Canada Labour Code. The Canada Industrial Relations Board has considered their jurisdictional objection and PSAC is now in the submissions process.

New Agreements (Ratified)

First Collective Agreements

- DCL 818 Commissionaires at CFB Kingston ratified their agreement on Oct. 4, 2011
- DCL 611 Postdoctoral Associates at the University of Western Ontario ratified their agreement on Oct. 12, 2011
- DCL 555 Sessional Lecturers at the University of Ontario Institute of Technology ratified their agreement on Nov. 15, 2011

Renewal Agreements

- UNE 394 members who work for Canadian Centre for Occupational Health and Safety ratified their renewal agreement on Oct. 4, 2011
- DCL 501 Blue Water Bridge members ratified their renewal agreement on Oct. 13, 2011
- UNDE 636 Sunlite Cleaners who work for Koprash Inc. in Borden ratified their renewal agreement on Sept. 26, 2011
- UNDE 650 Sunlite Cleaners who work for Koprash Inc. in Trenton ratified their renewal agreement on Nov. 16, 2011

Provincial Election – Oct. 6

Harper's Conservatives and Mayor Rob Ford had predicted a "hat-trick" with the election of a Hudak Conservative government as inevitable. PSAC Ontario strategically identified seven primary and secondary ridings to mobilize the membership in support of candidates who were supportive of public services. The election results within these ridings were clear: NDP gained 3 seats; LIB lost 3 seats; and 1 seat remains held by the PC Party. As a result the NDP now holds the balance of power in a Liberal Minority Government.

This electoral result was achieved in part through the work of PSAC members who volunteered their time to engage our members and the public during this election. By targeting key ridings and ensuring voters were well informed on party platforms in regards to; worker rights, health care, childcare and affordable post-secondary education, PSAC members helped to turn the tide.

In addition, the PSAC Ontario website was used to present a Provincial Election Members' Toolkit, which was developed to get members directly involved by providing the tools necessary to effectively lobby their MPP's. Also, a "Protect Public Services" YouTube video was created to highlight how our members have been rallying against cuts across the region.

As part of PSAC's Fightback plan we will continue to pressure Members of Provincial Parliament over the next 4 years on maintaining and enhancing public services by getting the membership politically engaged.

Mobilization

The Occupy Movement has been part of our effort to get the membership engaged in a movement that represents the struggles of poor and working class people. PSAC Ontario members have participated in various Occupy rallies throughout the Region since the movement expanded from its American roots internationally on Saturday Oct. 15. When Occupy Toronto was evicted on Nov. 23, 2011, PSAC members were the last to leave St. James Park. Members' responded to appeals by Occupy Toronto to remain throughout their eviction to ensure their safety from an overwhelming police presence.

The PSAC Ontario Region is now on Twitter (@PSACOntario) in an effort to further mobilize and inform the membership and engage with young members. The Region has also begun a Flickr account (PSAC Ontario) to store and highlight our event photos for members to easily access.

On 19 October 2011 members of PSAC's Ontario Council and Greater Toronto Area Council supported the MUNACA campaign by getting the message out about the unfair treatment of non-academic staff. Members handed out flyers to potential students and their parents at recruitment sessions at Lawrence Park Collegiate Institute and Northern Secondary School in Toronto to support MUNACA workers.

On Dec. 3-4, 2011 PSAC Ontario held its first ever DCL First Nations Police Services Conference. This conference brought together the First Nations Police Civilians and Officer Locals employed at Anishinabek Police Service (APS) and Nishnawbe-Aski Police Service (NAPS) and Treaty Three Police Service Officers to begin to work and strategize together. Through the conference the locals decided to form a Council to strengthen their collective voices with their employers.

Fightback Campaign

We have finalized dates and locations for the Stewards Assemblies as part of our fightback initiative. The Stewards Assemblies have been designed to engage members to become politically active with sections on lobbying and PSAC's campaigns, including; Mental Health, CFIB and Third Choice campaigns. Members from Components will be educated on their rights under the WFAA in an effort to prevent further job cuts to the public sector.

PSAC Ontario has continued to collect signatures for the Tony Clement petition at all events including education courses, rallies and meetings. At the Ontario Federation of Labour's Convention (Nov. 21-25, 2011) PSAC issued a challenge to all participants in attendance to complete one full petition sheet in 24 hours. We received a great deal of petitions in response to this challenge and CUPE Ontario,

CUPW and USW agreed to take the petition back to their membership.

To place the pressure directly on Treasury Board President, Tony Clement we held a rally outside the Sheraton Centre Hotel in Toronto where the Minister was delivering a speech to the Canadian Club of Toronto (Oct. 31). We received press from City TV and the Minister began to follow PSAC Ontario on Twitter due to our online social media coverage of the event.

CEIU Ontario activists have engaged an ongoing battle with their department to stop the job cuts and office closures. Rallies have been conducted across the region and include rallies on Oct. 18 in Hamilton, Oct. 20 in Oshawa, Oct. 29 in Niagara Falls and Dec. 16 in Sturgeon Falls. We have received favourable press for these rallies and the public and our labour allies have been very supportive.

For the CFIB campaign, a member was brought in for 3 weeks to coordinate the distribution of materials to the regions, publicize the campaign and to begin to engage with local businesses. To continue to mobilize our membership around this campaign we are including this initiative within our Stewards Assemblies.

PSAC Ontario has been active in promoting the Third Choice campaign through distribution of the campaign business cards, endorsements by Ontario Council representatives and through our social media (Facebook and Twitter). Also, the campaign has a direct link on the PSAC Ontario website featured prominently on the main page.

Education

An Advanced Stewards Course was held in London from Oct. 27-30, 2011 and in Kingston from Nov. 3-6, 2011. During the Kingston Advanced Stewards Course on Nov. 5, 2011 participants held a rally outside Veterans Affairs to protest the recently announced cuts.

A Local Officers Advanced Training was held in Barrie from Oct. 27-30, 2011.

A Workers Health and Safety Centre Level 1 advanced education course was held in Sudbury on Nov. 17-20, 2011.

Labour Movement/ Solidarity

In an effort to strengthen our relationships with our allies we have attended several events including:

Toronto Rally to Defend City Services and Jobs - On September 26, 2011 PSAC members joined thousands of community members and workers speaking out for city services in a mass rally at Toronto City Hall.

PSAC was in attendance to support the Ontario Network of Injured Workers' Groups and Toronto Injured Workers' Advocacy Group during their rally for Injured Workers. This was the 20th Annual Christmas Demonstration at the Ministry of Labour in Toronto, which took place on December 9th, 2011.

The Coalition of Black Trade Unionists (CBTU) Ontario Chapter held its 15th annual awards dinner, dance and fundraiser, where Sharon DeSousa (REVP-Ontario) and Larry Rousseau (REVP-NCR) were keynote speakers. The function was a huge success with representatives from every major union in attendance including the CLC, OFL and community groups such as the Asian Canadian Labour Alliance, Latin American Trade Union Coalition and Justice for Migrant Workers. NDP Member of Parliament, Olivia Chow accepted on behalf of her late husband Jack Layton the CBTU Annual Leadership Humanitarian Award.

The Ontario Federation of Labour held its 11th biennial Convention on November 21-25, 2011 at the Sheraton Centre Hotel in Toronto. There was strong participation from PSAC members who voiced their views on the policy papers and resolutions presented, which will shape the OFL's mandates for the next 2 years.

The British Columbia Federation of Labour invited Sharon DeSousa to speak on a three person panel at their Union Renewal Conference on Nov. 29, 2011. The Conference was a means to discuss the challenges facing the labour movement, including how to engage

racialized and aboriginal workers. Sharon spoke on the highlights of PSAC's commitment to equity and human rights, including PSAC's recent victory of the Canada Post pay equity case.

Equity and Human Rights

The four PSAC Human Rights committees (RWC, RVAC, MDAC, Aboriginal Circle) held a jointly sponsored event on International Human Rights Day (Dec. 10). This event was cosponsored to increase solidarity between the various equity group members through a human rights framework of commonality.

This initiative will continue next year, as members recognized the importance of continuing to work together.

In conclusion,

I have included the details of my activities since the last National Board of Directors meeting for your review.

Respectfully submitted for your approval,



Sharon DeSousa
Regional Executive Vice-President
Public Service Alliance of Canada, Ontario

REVP Schedule for the period of October 12 to December 13, 2011

- Oct. 12, 2011 – PSAC Toronto Staff Meeting
- Oct. 12, 2011 – PSAC Toronto Racially Visible Members Committee meeting
- Oct. 18, 2011 – Service Canada Rally in Hamilton
- Oct. 20, 2011 – Service Canada Rally in Oshawa
- Oct. 20, 2011 – “Harper on Trial” Community Event in Toronto

Oct. 24, 2011 – DCL Region-wide Conference Call
Oct. 25, 2011 – GSU Convention Opening Speaker
Oct. 26-28, 2011 – PSAC Organizing Program Conference
Oct. 31 to Nov. 1, 2011 – Alliance Executive Committee Meeting
Nov. 2, 2011 - Alliance Executive Committee Staff Meeting and Negotiations
Nov. 3, 2011 – PSAC Ontario Council Committees Meeting
Nov. 4-6, 2011 – PSAC Ontario Council Meeting
Nov. 5, 2011 – CBTU Awards Dinner and Dance Fundraiser
Nov. 15, 2011 – WOCAMI PSAC Staff Conference
Nov. 16, 2011 – Alliance Executive Committee Meeting
Nov. 18, 2011 – Occupy Toronto Rally at the C.D. Howe Institute
Nov. 19, 2011 – Occupy Toronto Rally
Nov. 20, 2011 – OFL Executive Board Meeting
Nov. 21-25, 2011 – OFL 11th Biennial Convention
Nov. 21, 2011 – Occupy Toronto Rally
Nov. 23, 2011 – Occupy Toronto Rally
Nov. 29, 2011 – B.C. Federation of Labour Union Renewal Conference
Dec. 1, 2011 – National Board of Directors Meetings
Dec. 3-4, 2011 – PSAC DCL First Nations Police Sector Conference
Dec. 5, 2011 – PSAC Hamilton MDAC, AC and RWC joint meeting
Dec. 9, 2011 – Injured Workers Rally in Toronto
Dec. 10, 2011 – PSAC Toronto Equity Committees’ Human Rights Forum
Dec. 12-13, 2011 – Alliance Executive Committee Meeting

Motion to adopt REVP’s report as presented.

m/s/c Ralf Bucherer and Colleen Wice

Motion carried – All

Item 5. PSAC Ontario Regional Office – Updates

(Christopher Wilson, PSAC Ontario Regional Coordinator)

The Ontario Region remains a very active region supported by a dynamic collective of staff.

Staff - Appreciation

I wanted recognize the contribution of Travis Lahnalampi who worked as a Term Secretary in the Toronto Regional Office for the month of January backfilling for Marcia Maliwat who was on leave.

I can report that Kim Beemer accepted a new position with Federal Mediation Services. Kim was the first Regional Negotiator within the Ontario Region. I wanted to recognize the significant contribution that Kim made through the negotiation of a number of collective agreements including a first collective agreement at Queen's University. We wish her well in her new endeavours.

Bruce Flannigan completed his term Regional Representative assignment ending November 11th, 2011 where he worked on the CFIB campaign along with other duties that arose during this time period.

Staffing - New Hires

A permanent job vacancy has been posted for purposes of replacing Kim Beemer. Interviews will commence in March.

Nicole Wall has been hired as a term Regional Education Officer commencing March 12th, 2012 to July 13, 2012 to backfill for Shirley Riva who will be taking a short term leave of absence. Nicole brings a significant amount of labour education experience to this term position. Nicole is currently the term **National Education Officer** where she has been working since January 2011 at national headquarters on various initiatives including the development, design and update of national educational materials. Nicole also worked as a **Labour Educator** at the Labour Education Centre in Toronto from June 2007-December 2010; **Partnerships Coordinator** at the Toronto Training Board, April 2005-June 2007; **Special Projects Coordinator**, Ontario Health Coalition, Toronto and **Special Projects Organizer**, Canadian Labour Congress, 2002. Nicole is also a community activist involved in the Justicia 4 Migrant Workers campaign. Nicole will play a key role in the Regional Education Program including continued preparations for Fall School and other regional activities. Nicole will be working in the Toronto Regional Office.

PSAC has filed applications to hire 1 summer student in each Regional Office within the Ontario Region through the Canada Summer Jobs program. Last year none of our applications were accepted; consequently, the hope is that at least one of our applications will be approved this year.

There have been no other staffing changes since my last Report to Regional Council

Unionware

The membership module of Unionware is now live. The membership module is designed to replace our pre-existing MOCHA membership system and provide a state of the art centralized database to store membership information. Currently each of the five (5) regional offices maintains separate membership databases for updating contact information for Local Presidents, Committees, participants in education courses along with other relevant membership information. Now that the Unionware system is live each Regional Office will start use the new integrated Unionware system instead of each of the independent databases to track event information. Currently an organizing module, membership module, events module and WSIB are all live in Unionware.

Renovations

The renovations within the Toronto Regional Office are nearly completed with a fully integrated design to replace the prior patchwork layout of the office. Feedback was provided from the MDAC committee which has been forwarded to PSAC Holdings with a view to ensuring that the office is accessible to all members.

PSAC Holdings is in the process of investigating a new potential office location in Sudbury. The current lease expires this year. A potential site under consideration is located at. 754 Falconbridge-Hwy; Unit 2; however, no final decision has been made.

Item 6. Ontario Council Strategic Plan

2012 PSAC Ontario Council Strategy Plan

During the PSAC Ontario Council meeting in November 2011, Council decided on 6 priorities for the upcoming year based on the information from Council's membership survey. Through these 6 identified priorities the following strategy plan was constructed, to guide Council's actions for the 2012 year.

The identified priorities are integrated; with a focus on political action due to the Conservative Government's cuts to public services. These cuts are a direct threat to our membership and the overall Canadian public.

The 6 priorities that were identified by Council were: Political Action, Education, Collective Bargaining, Health and Safety, Equity and Human Rights, and Communications.

Political Action

With the Conservative Government holding a majority, the public sector has been targeted for widespread cuts. Members have expressed concern for their jobs and for the protection of public services. In coordination with PSAC's Fightback plan, Ontario council will undertake the following actions:

Actions:

- Making our members aware of their rights to lobby and travel with them to MP and MPP constituency offices
- Helping members with writing letters to the editor and op-ed pieces
- Raising public awareness over the cuts to public services and thereby shifting public opinion and gaining media attention through demonstrations
- Bringing members out to demonstrations and mobilizing community support
- Working to strengthen our coalitions with community groups, affiliates, District Labour Councils and social justice groups by participating and promoting their events

Education

Members have identified education as a key priority in defending public services and good quality jobs. Achieving a politically mobilized membership requires members who are educated on their rights and knowledgeable on social justice issues.

Actions:

- Promote the Education program and schedules
- Promote learning opportunities to Local Executives and activists to ensure broad distribution

- Increase awareness of Ontario Council through the PSAC education program by having council members drop in
- Review alternate means of delivery of education to improve cost efficiency

Human Rights and Equity

Respect and inclusion of human rights and equity issues is paramount in creating an inclusive union and overall labour movement. By identifying and challenging barriers to participation we can build on our union's strength.

Actions:

- Promote Equity and Human Rights days and work on arranging events and recruiting members to participate
- Identifying and developing social justice fund projects
- Promoting and mobilizing members around progressive human rights legislation (i.e. Trans Rights legislation)
- Endorsing PSAC human rights campaigns by providing materials to members and getting directly involved through campaign actions

Collective Bargaining

The Conservatives have created a hostile bargaining climate by interfering in the negotiating process through regressive back to work legislation. In light of this, collective bargaining must be done strategically to build upon our collective strength.

Actions:

- Promoting and supporting all bargaining within PSAC
- Having standing item at every Ontario Council meeting
- Promoting the need to bargain Health and Safety language directly into collective agreements, ensuring workers safety is a top priority
- Advertising the social justice fund to connect collective bargaining with our commitment to social justice initiatives

- Helping to build networks to share information on what's happening within sectors
- Highlighting achievements to keep locals informed on the gains that have been made
- Working to engage young workers in the collective bargaining process

Health and Safety

It is vital that we continue to educate our members on Health and Safety. This will help to prevent members from injury and to ensure that members who have experienced an injury or live with a disability are treated with dignity and respect.

Actions:

- Through collective bargaining, table demands for a Joint Learning Initiative in collective agreements
- Help members to initiate joint health and safety committees and promote these as an avenue for workers to ensure the safety of their workplaces
- Work to educate members on their rights and responsibilities through their collective agreements
- Increase awareness among members of Health and Safety Courses and Training opportunities

Communication

Good communications with members is vital in mobilizing the membership and sharing information.

Actions:

- Semi-annual Regional Newsletter to update members, with the first addition being an introduction to who Council is and what they do
- Continue to use membership surveys to gain members input
- Get Regional stories in PSAC National's "Union voice"
- Work within our constituency to gather members personal email to increase our email tree network
- Submit letters to the editor and op ed pieces

The REVP recommends that the document be amended and resend out to council so that they can review and input their comments.

Item 8. Ontario Council Reports and Guidelines

The REVP stated some reports have been received with post-nominals. As all minutes are reviewed by the membership, and with the understanding that post-nominals will act as a barrier, since access to higher education is a privilege. Therefore, the decision was made to not include post-nominals in Council reports.

Below you will find the Ontario Council Report Guidelines that were distributed to all Council members as part of their meeting package.

Ontario Council Report Guidelines

Each member of the Ontario Council must provide a quarterly report to the REVP on the objectives, activities and future plans of that Council member for their constituency. **Please note that reports are due 2 weeks prior to council meeting.**

Your report should be in point form format, 1 page in length and in Arial - 14 point font. The report should focus on your activities for the period preceding the following Council meeting and describe your goals for the next 4 month reporting period.

The breakdown of your report should comprise 3 sections, which include:

Objectives – This section should be an outline of what you hope to achieve for the following period until your next report. It should link to your future plans.

Actions – A listing of the actions/activities you took part in and their purpose, with regards to your objectives. Actions should be dated, however, they are not meant to be a detailed account of each of the activities that took place in that time period. This section is meant to demonstrate how you are trying to fulfill your objectives and/or future plans.

Goals – What you plan to do and how you plan to do it. For example if one of your goals is to promote the committees of PSAC Ontario, you should state what you plan to do to achieve this goal.

Timelines:

1. Council Committees must be finished their reports and REVP reviews reports before committee members leaves.
2. Meeting Minutes will be out 1 month prior to next meeting.
3. Digital file of materials for council meeting will be sent out 1 week prior to council meeting (paperless). **Exception of council member who request paper due to accommodation.**
4. Portfolio expenses are due 2 weeks prior to council meeting, **Expenses will not be paid unless Council Reports are received.**

Please see the attached example report.

**Bob Union
PSAC Ontario Regional Council
Young Workers Representative Report
October 2010 – March 2011**

Objectives:

- Continue and build a dialogue with the Regional Offices
- Work on Young Worker email/contact list
- Keep the members informed on what PSAC Ontario Council is doing
- Represent Young Workers at functions where required
- Promote Union Education

Actions:

- Contacted Young Workers in Ontario Region by email to get them to attend the CFS rally on Dec. 2
- Attended Kingston Area Council meetings (Nov. 3, Oct. 6, Dec. 8)

- Regularly updated Facebook Group for Ontario Young Workers every week
- Working on Organizing Campaign in Kingston
- Co-facilitate Intergenerational Course at Fall school on Nov. 5
- Attended Workers Assembly Meeting (Nov.3) where I spoke about PSAC's pension campaign

Plans:

- Work with PSAC Ontario Council Representatives to connect with Young Workers through a new newsletter
- Lobbying MP's/Senators on issue that are relevant to Young Workers
- Work On Fight Back Campaign through demonstrations and worksite visits
- Increase Young Workers knowledge of courses that are happening in PSAC Regional Offices and promote the education program
- Educate Young Workers about PSAC Ontario Council through desk drops of a flyer that I will create
- Attend OFL Worker Under 30 Committee in Feb. 2-4

In Solidarity,

Bob Union
Young Workers Representative

Item 8. Ontario Council Committees Reports

We will be standardizing the reports that are submitted by all Committees. So that members can see the evolution of the Committees.

Due to Sister Karen Church being on the Frontier Border bargaining team and MaryAnne Laurico being staff at the Kingston Regional Office, the Committees need to be reviewed and restructured.

At the next Council meeting the REVP will provide an updated list of all the Committees to ensure there is balance.

Equity and Human Rights Committee Report (Appendix “A”):

Sister Colleen Wice presented on behalf of the Equity and Human Rights Committee. The Committee feels that we need a stronger presence within the Region, therefore the following recommendation was made to Council.

Recommendation: PSAC Ontario Council purchase blue Sherpa jackets, with the PSAC Ontario Equity and Human Rights logo for all of Council. The total cost will be \$1864.

Motion to adopt the Equity and Human Rights Committee’s report

m/s/c Colleen Wice and Souad (Sue) Soubra

All in favor- carried

Action: Sister Colleen Wice to contact Wilson and Dunn on the costing for amending the logo to another colour.

Education Committee Report (Appendix “B”):

Sister Debbie Willett presented on behalf of the Education Committee. The Committee discussed the need to develop a clear and transparent guideline for remote subsidies. Also, the AF Network in Ontario Region needs to be reviewed.

Action: Brenda Shillington and Nicole Wall will be working on developing the format and guidelines.

Action: Find solutions to making courses barrier free particularly for northern communities given costs and logistical issues.

Motion to adopt the Education Committee’s report

m/s/c Réjean Amyotte and Melanee Jessup

opposed – Ralf Bucherer

Finance Committee Report (Appendix “C”):

The Chair of the Finance Committee, Brad Feraday was unable to produce the audited statements for 2011 and the 2012 budget at this council meeting because the former Finance Committee used Quickbooks and the Chart of Accounts do not match the current practices.

There was no distinction between what expenses were Ontario Council Committee expenses and what were portfolio expenses. The Committee wants to ensure that everything is in order with the transition of the books from Quick Books to Simply Accounting.

Recommendation: Have an experienced bookkeeper with Simply Accounting experience set up the chart of accounts and encode the 2011 and 2012 (to date) posting.

carried unanimously

Recommendation: Have the financial statements and accounts reviewed by an Accountant with an accounting designation (CA, CGA or CMA) annually to ensure everything is accounted for as per accepted financial standards.

All in favour – 3 (Brad Feraday, Mary Jeyanthan, Laura St-Jean)

All Against - 12

Recommendation Defeated

Motion to adopt the Finance Committee’s report

m/s/c Brad Feraday and Laura St-Jean

All in favor- carried

Health & Safety Committee Report (Appendix “D”):

The Committee Chair Brother Bob Black presented the Committee’s report. The Committee feels it is necessary for them to attend the upcoming Ontario Region Health and Safety Conference as well as complete the terms of reference of the Committee. Sister Vicki Pine recommended that there are funds available in the special initiatives line item for this request if it exceeds the Committee’s yearly budget.

Recommendation: Ontario Council fund the balance of the cost of the Health & Safety Committee meeting on April 14, 2012 to develop the Terms of Reference up to the maximum of \$2000.00.

All in favour -16

All Against - 2 (Christal Côté wants to be noted against)

Motion to adopt the Health & Safety Committee’s report

m/s/c Bob Black and Ryan Bystrom

Carried unanimously

Recommendation: Give one of the extra seats at the Health & Safety Conference to Sister Elena Ramos from the Greater Toronto Area to help build capacity in her local.

All in favour- 16

All Against- 2 (Sister Christal Côté wants to be noted against)

Political Action Committee Report (Appendix “E”):

Laura St-Jean, Chair of the Political Action Committee presented the Committee’s report.

Sister St- Jean stated that she will be scheduling the Political Action Committee’s first conference call the 2nd week of April.

m/s/c Laura St-Jean and Ryan Bystrom

Carried unanimously

Item 9. Health & Safety Conference

The 2012 Regional Health & Safety Conference will be held at the Courtyard Marriott on April 14 – 15, 2012.

The Chair extended an invitation to all Council members, if they are in the area to drop by the Health & Safety Conference Meet and Greet on April 14, 2012.

Item 10. Recruitment for weekend Courses

The Chair would like all Council Members to be actively recruiting members within their Region to attend PSAC Regional courses.

Item 11. Ontario Council Members Reports (Appendix “F”):

Sister Souad (Sue) Soubra is requesting when there is training for Council if it can be done on another day, because it becomes tiring for Council members to work through their lunch after sitting for 3 meetings in a row.

The Chair recognized that due to the training being added to this Council meeting it would mean an extensively ambitious agenda. Hence, a motion was made to Council on a conference call prior to Council to continue with the training and the current agenda, with the understanding that this would be extensive sitting hours.

The Chair recommends that next time Council has training the vote will be to either add a day to Council or postpone agenda items.

Point of Privilege – Brother Ralf Bucherer states that he has created a Facebook page to speak on issues and give information surrounding the National Triennial Convention.

Item 12. PSAC National and Regional Fight-Back Plan

Local Presidents and Stewards Assemblies

The Chair stated Federal Budget Watch events would be taking place in all the Regional Offices, to have members engage directly. The District Labour Councils in partnership with the PSAC Area Councils would hold federal budget watch events in different regions also.

The Chair stated the PSAC Ontario Region had been holding Local Presidents and Stewards Assemblies across the province. Each session included standardized materials, yet each provided slightly different and unique focuses based on local realities. The sessions were designed to cover the needs of each area and politicize the membership.

The Assemblies were carried out in either 3 hour or full day modules. The full day modules had the afternoon sessions devoted to Workforce Adjustment Training. The 3 hour evening sessions included Mobilization and Lobbying on PSAC campaigns.

Brother Rejean Amyotte stated that the feedback he has received had been very positive in regards to all Assemblies. Members found the Assemblies to be informative.

Item 13. Communications- Media and Lobbying Training

PSAC developed a Lobbying Kit to help members get politically engaged by speaking with their local Member's of Parliament (MP) and explaining the importance of public services. Ontario Council received a 1 hour training module on lobbying their MPs and were given the Lobby Kit as a resource for their use.

Ontario Council members also received media training in a 1 hour module. The module consisted of crafting a key message when speaking to the media, body language/posture, and techniques on delivering an effective interview.

Ontario Council Newsletter

Council discussed the creation of Council's first newsletter, which would be a general introduction of Council's makeup, functions, roles and responsibilities. The newsletter would be kept strictly as a council

newsletter and would be completed and distributed prior to next Council meeting.

Motion that Christo Aivalis takes the lead on working on the newsletter and Melanee Jessup will assist on the project.

m/s/c Judy Phillips and Souad (Sue) Soubra

All in favour

Ontario Council Youtube Challenge

Council discussed the logistics of the Council Youtube Challenge. Due to the upcoming PSAC National Triennial Convention, Council decided to postpone the release of the competition until after convention.

Item 14. PSAC National Triennial Convention (Jerome Turcq-Chair of Finance)

Brother Turcq, the PSAC National Finance Committee Chair, discussed how the PSAC National budget was assessed using two criteria; the number of members and the average wage of members. The Committee used a threshold of 170,000 members as a conservative estimate to base financial estimates. Should PSAC membership fall below this number of 170,000 members, there would be a levy imposed if approved at Convention. The Committee looked at the impact that this levy would have on PSAC's finances and concluded that this would mean membership dues would have to increase.

Brother Turcq stated that the PSAC National Budget that was presented to the Alliance Executive Officers included no dues increase. Also, Brother Turcq stated that PSAC had 3 months worth of savings to cover expenses and all liabilities currently.

However, Brother Turcq identified that there was a major issue with the National Budget. PSAC Holdings Inc., the PSAC entity that is responsible for all rental and property ownership of the PSAC, had an operating deficit which has been continuing for years. Over the

course of the last twenty-five years there has been an accumulation of repairs needed to be done to PSAC headquarters, that will cost about \$5 Million. Should PSAC consider selling its headquarters, it would still require making these necessary repairs first.

A second issue with the PSAC National budget that Brother Turcq identified surrounded the PSAC employee pension plan shortfall and reporting changes. Due to possible changes in legislation in terms of pension plan reporting, the PSAC may have to address the issues stated below.

Forecast for the next 5 yrs with the employee pension plan

- Using the smoothing out reporting method we could postpone dealing with the financial shortfall until 2015 of approximately \$30 Million. However, changes in legislation may require us to address this shortfall all at once, instead of a progressive pay off time scale
- If by 2013 we can still file positively I would recommend that we do file but there is no guarantee there will be a positive balance.
- This plan does not have anything to do with the Supplemental Pension, this is a promise that was made to PSAC employees.
- Finance Committee develops the costing solutions to the resolutions that the committees brings forward. The committee members have the right to challenge the committee chair on the costing.

The Committee looked at ways to improve upon efficiency and the AEC is looking into different ways to cut back on expenses.

Members Plan

The Chair stated that at the last NBoD meeting a motion passed that the Members Plan would not be debated at the PSAC National Triennial Convention. Instead, the Plan would be presented to the delegates at Convention and would become part of the PSAC Strategic Plan for the next three years. Also, the resolution stated that for the 2015 PSAC National Triennial Convention a Members Plan would be presented to the Delegates for debate.

Item 15. Labour Day

The REVP's office created a standard proposal template that will be used by all Area Councils for accessing Labour Day funding.

Template is **Exhibit "A"**

Item 16. PSAC Ontario Region Travel Policy for Educational Courses

The Chair asked the PSAC Ontario Acting Regional Educational Officer, Nicole Wall to draft a policy which will be sent to the educational committee to make the final recommendations. This will help the Regional Offices when they are putting members in travel status.

The educational line item of \$25 per diem that members receive for attending a weekend course will be increased to \$50. This is already factored into the line item for PSAC's National Triennial Convention.

Sister Nicole Wall will also develop a document that will explain how the consultation process works between staff and council members.

Item 17. New Business

Hotel for Council Meetings (Brad Feraday)

At the last Council meeting, Council members agreed to be more inclusive of all council members regardless of the area in which they live.

Sister Vicki Pine suggested that it should be left up to the Council members that live in the GTA if they want to stay in the hotel or not.

Council Meeting Dates

The Chair would like to change the Council meeting dates from;

October 18, 2012 – Committee Meetings

October 19 & 20, 2012- Council Meetings

Dates to be changed to;

November 1, 2012 – Committee Meetings

November 2 & 3, 2012 - Council Meetings

Action: Cleo Reid to send the new dates for Ontario Council to PSAC National to be registered on the Union Calendar of events.

Motion to adjourn meeting at 3:00 p.m.

m/s/c Bob Black and Souad (Sue) Soubra

All in favour - carried

EXHIBIT "A"

PSAC Ontario Labour Day Proposal

YEAR_____

Name & Submitting Body	
Description of Event	
No. of T-Shirts Requested & sizes	
Materials Requested (i.e Pamphlets, Buttons etc.)	
Budget (i.e Food, Beverages, Decorations, etc.)	<i>(List Items and breakdown of expenses)</i>
District Labour Council Registration Fee/Donation	
Total Amount Requested	

APPENDIX “A”

PSAC Ontario Council Equity and Human Rights Reports November 2011 – March 2012

Committee Chair: Karen Church (regrets)

Committee Members: Colleen Wice
Judy Phillips
Sue Soubra
James Marchand

Staff: Joan-Ann Gravesande

- The Committee discussed mandate, terms of reference, roles and responsibilities,
- We went over upcoming dates for the equity calendar for March-June 2012 and noted they should be updated on PSAC website for each portfolio Joan- Ann made a note of them and stated she would discuss with Lino to have the website updated
- Decided to purchase new equity jackets
- Discussed budget for upcoming year
- Discussed our past achievements for each portfolio
- Deferred conversation regarding upcoming GBLT weekend/parade until Sister Church could join us at next council

Recommendation:

- Ontario Council purchase jackets for the whole Council rather than just the Human Rights and Equal Opportunities Committee.

APPENDIX “B”

PSAC Ontario Regional Council Education Committee Report November 2011 to March 2012

Committee Chair: Debbie Willett
Committee Members: Christal Côté
Debbie Willett
Réjean Amyotte
James Marchand
Christo Aivalis
Melanie Jessup
Bruce Flannigan
MaryAnne Laurico (regrets)
Karen Church (regrets)

Staff: Shirley Riva

Objectives for this period <i>(What we had hoped to accomplish)</i>	Action <i>(how we plan to accomplish)</i>	Who
Role of the Alliance Facilitators	Still waiting	Cmtee/RO Reps

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

1. Requested a meeting regarding Alliance Facilitators.

2.

Objectives for the next period (What we hope/need to accomplish)	Action	Who
Develop remote subsidy application form and guidelines.	Discussion to take place between Brenda and Nicole.	Brenda/Nicole
Role of AFs - Standing Item	Meeting to take place	All
Hamilton/Niagara Funding	To be discussed further	All
Review Ontario Council Strategy Plan	Suggest a new bullet to include alternate means of delivery to improve cost efficiency.	All
Steward Assemblies	Still happening.	All

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

APPENDIX “C”

PSAC Ontario Council Finance Committee Report November 2011 to March 2012

Committee Chair: Brad Feraday
Committee Members: Laura St-Jean
Mary Jeyanathan

Staff: Sharon DeSouSa

2011 Year End Review

- Finance Committee met on February 2-4 to assess the year end expenditures
- Organized and assessed expenses incurred prior to convention
- Reviewed, clarified and paid outstanding claims for 2011
- Reconciled bank statements
- Organized cheques related to the expenses that were paid by them
- Printed reports from Quickbooks for the year 2011.
- Bought Simply Accounting and downloaded it to switch over the bookkeeping system from QuickBooks effective January 1, 2012
- Attempted to convert financial statements, list of accounts (portfolios, etc) but were unsuccessful
- Started to prepare 2012 budget but were unable to as names of the line items changed from year to year (i.e. expenses were amalgamated into 1 line after being on separate lines another year) or we didn't have the background information to confirm the amounts in line items such as Affiliations expenses, donations, transfers of revenue from National PSAC,

other deposits, 2011 Ontario Triennial budgeted & actual figures, etc

Action Items:

- More work is required to change over the accounts from QuickBooks to Simply Accounting. This includes standardizing the financial statements used on a go forward basis.
- Develop a system to distinguish between when members spend money related to their annual \$2000 portfolio and when they spend money related to one of the various area councils which have separate budgets.
- Organize future budgets to provide even more transparency and to ensure easier tracking of expenses. This would also include more notes related to various line items which would provide more clarity for the members when they review them at the next triennial and also on a go forward annual basis.
- Develop methodology to improve clarity and documentation related to tracking all transactions related to the finances of the Ontario Council to make it easier to follow whether it be transfers of revenue from National, consistent line items, expense tracking, current compressed schedules, loss of wages, etc.
- Prepare financial statements for 2011.
- Prepare 2012 budget.
- Committee to provide draft wording for procedures on written proposal to obtain funding. This will include Terms of Reference, eligible recipients and forms for submission.

Recommendations to Council:

Have an experienced bookkeeper with Simply Accounting experience set up the chart of accounts and encode the 2011 and 2012 (to date) posting.

Have the financial statements and accounts reviewed by an Accountant with an accounting designation (CA, CGA or CMA) annually to ensure everything is accounted for as per accepted financial standards.

***Moved by Chair Brad Feraday that the Finance Committee report
be accepted by Council
Seconded by Laura St-Jean***

APPENDIX “D”

PSAC Ontario Regional Council Health & Safety Committee Report November 2011 to March 2012

Committee Chair: Bob Black
Committee Members: Ryan Bystrom
Ralf Bucherer
Mike Fummerton
Vicki Pine
Judy Phillips
Souad (Sue) Soubra
Colleen Wice
Kingsley Onyeocha (regrets)

Staff: Angela Fairweather

The committee spent about 45 minutes discussing with the REVP issues that have arisen regarding the roles and responsibilities of the Committee vs. Regional Representatives and staff. Due to this discussion it has been determined that we need to develop Terms of Reference as well as establish a frame work for the way selections are made for Conferences and other activities that may come up.

The committee spent the balance of our meeting doing the selection process for the up coming Health & Safety Conference. The Committee met on March 2, 2012 for a dinner meeting. It came to light that there are two seats not used in the Kingston area.

Goals for the next term:

1. Participate in the PSAC Ontario Health & Safety Conference April 14 and 15, 2012.

2. Develop the Terms of Reference for the Health & Safety Committee.

Recommendations to Council:

1. We would like to give one of the extra seats to Sister Elena Ramos from the Greater Toronto Area to help build capacity in her local.
2. Ontario Council fund the balance of the cost of the Health & Safety Committee meeting on April 14, 2012 to develop the Terms of Reference up to the maximum of \$2000.00.

Rationale:

The Health & Safety Committee requires the time to work on their Terms of Reference as well as to participate at the Health & Safety Conference, meet and greet as well as to attend the caucus meetings for the regions. The total cost of this would be approximately \$5500.00

The Committee intends to use the \$3,500.00 of their committee budget. The remaining outstanding amount will be approximately \$2000.00

m/s/c Bob Black and Ryan Bystrom

APPENDIX “E”

PSAC Ontario Regional Council Political Action Committee Report November 2011 to March 2012

Committee Chair: Laura St-Jean

Committee Members: Brad Feraday
Christo Aivalis
Melanne Jessup
Christopher Wilson
Sharon DeSousa (REVP)

Staff: Lino Vieira

LINO to provide report

APPENDIX “F”

Brad Feraday PSAC Ontario Regional Council Alternate to the REVP’s Report November 2011 – March 2012

Objectives:

- Assist the REVP as requested
- Engage PSAC members, remind them of the 100+ years of union accomplishments in Canada & why they should be proud of their union heritage and raise their level of activism
- Educate members on the current political agenda, how it affects them and what they can do to change it
- Attend community meetings, raise the PSAC’s profile & unions in general, educate Canadians on current events & related union actions and historical accomplishments
- Meet with politicians at all levels of governance and affiliation.
- Meet with other union activists and promote & participate in union sponsored events

Actions:

- Attended OFL convention (Nov)
- Participated in meeting related to City budget & repercussions (Jan)
- Participated in Liberal and NDP events throughout GTA (Jan/Feb)
- Participated in community meeting related to Ontario budget/Drummond report sponsored by NDP MP & MPP (Jan)
- Spoke on CBC Radio1 on public sector pensions (Jan)
- Met with Finance Committee (Feb)
- Wrote emails to Rogers & CBC about right wing programming & opinions while having no left of centre speakers on shows too (Feb)
- Gave multiple presentations on PSAC & union accomplishments (Feb/Mar)
- Participated in National Day of Action

Plans:

- Meet with Senator Don Meredith in March
- Engage and activate the new PSAC members in Durham
- Attend PSAC Triennial in April
- Attempt to meet again with Conservative MPs
- Continue attending riding association meetings for NDP & Liberals
- Participate in National Days of Action & other PSAC sponsored events
- Attend meetings sponsored by other unions

In Solidarity,

Brad Feraday, Alternate to the REVP, Ontario

Christal Côté
PSAC Ontario Regional Council
Region 3, Eastern Ontario Representative Report
November 2011- February 2012

Objectives:

- PSAC Shop Steward Assembly
- Education and Training
- Fight Back Campaign
- Employment Equity Awareness for commemorative events

Activities:

- December 2 – Wounded Warriors Support Fundraiser, information table
- December 6 – Mourning Breakfast for Change, Renfrew Women's Monument Fundraiser
- December 6 – Teleconference ref: formation of a Pembroke & Area Regional Women's Committee
- December 22 – January 9, 2012 Vacation (Out of Region)
- January 12 – Teleconference with Region 3 Council Alternates to provide updates and review draft Region 3 Action Plan
- January 18 – Renfrew Victim Services / Women's monument meeting
- January 20 – Teleconference with Kingston RO to finalize winter education schedule
- February 3 – Kingston Local President & Shop Steward Assembly
- February 8 – CLC Lobby Workshop
- February 11 – Petawawa Local President & Shop Steward Assembly
- February 26 – Information Session ref: formation of a Pembroke & Area Regional Women's Committee

Goals:

- Launch Pembroke and Area Women's Regional Committee
- Pembroke-Petawawa Area Council
- Meet 'n' Greet sessions throughout Region 3

In Solidarity,

Christal Côté
Region 3, Eastern Ontario Representative

Mary J. Jeyanathan
PSAC Ontario Regional Council
Region 5, Greater Toronto Area Representative Report
December 2011 – March 2012

Objectives

- Review and amend contact list for region locals
- Perform proactive and reactive work relevant to current issues in conjunction with members
- Continue and build a dialogue with the Regional Office to update website and easier navigation
- Inform members on PSAC Ontario Council initiatives
- Promote education and Joint Learning Program

Actions:

- Union of Nation Employees meetings and retreats
- Attended Kingston Area meet and greet
- Working on developing a terminology database
- Co-facilitate Joint Learning Program workshops
- Consult to organize black history month activities
- Committee member for the OSH and HR conference

Plans:

- In joint consultation with Region 5 Rep. review local development within region
- Create a specific package for local - quick reference box
- Plan and develop information sessions reflecting bargaining progress with guest speakers in Toronto and London
- Attend OFL Equity Committee Retreat March 30-April 1

In Solidarity,

Mary J. Jeyanathan
Region 5, Greater Toronto Area Representative

Ryan Bystrom
PSAC Ontario Regional Council
Region 1, NorthWestern Ontario Representative Report
October 2011 – March 2012

Objectives:

- Maintain contact with the Regional Office
- Keep the members informed on what PSAC Ontario Council is doing
- Promote Union Education especially health and safety
- Promote Health and Safety in the Region

Actions:

- Oct 18 - 28, 2011 attended WHSC Federal Law and Committee training
- Dec 6, 2011 attended annual Candlelight Vigil to remember the women massacred in Montreal in 1989
- Dec 10, 2011 attended NDP Bruce Hyers holiday open house, took pictures and had pledge signed
- Jan 28, 2012 attended Stewards and Local Presidents assembly
- Feb 9, 2012 attended Occupy Service Canada in Thunder Bay
- Feb 10, 2012 attended the NDP Budget Town hall with Bruce Hyer, John Rafferty and Opposition Finance critic Peter Julian had pictures taken
- Feb 23 - Feb 29 worked at the Regional Office in Thunder Bay promoting and organizing the National Day of Action
- Feb 28th held my local Annual General Meeting with Garry Larouche in attendance
- Attended various Area Council meetings
- Attended Various District Labour Council meetings
- Attended Various LMCC meetings

Plans:

- Travel in the region promoting the upcoming education schedule
- Connect with the other local health and safety reps
- attend lobbying 101 March 6th, 2012
- do more lobbying with the local MP's/MPP's in the region

In Solidarity,

Ryan Bystrom
Region 1, Northwestern Ontario Representative

Christo Aivalis
PSAC Ontario Council Report
Young Workers Representative
November 2011 – February 2012

Objectives:

- Make contacts with staff regarding Young Worker Issues
- Ensure that my position is represented within the PSAC and other unions
- Help promote political engagement and activism among young workers
- Strive to foster cooperation between Young Workers in both the university and non-university job sectors
- To promote better understanding of labour history amongst membership, and its significance to our legacy, day-to-day lives, and future

Actions:

- Promoted the Council in my local as Chief Steward
- Elected as 2nd Vice President for the Kingston Area Council.
- Publicized the 3rd Choice Campaign as part of social media team
- Have been active on various union-related social media groups
- Conducted interviews with *Rank-and-File*, a labour radio show
- Worked to get the YouTube Video Contest and Council Newsletter projects underway
- Attended OFL Convention as an official delegate
- Elected as an alternate to the PSAC National Triennial Convention
- Participated on a PSAC national consultation committee regarding the creation of a new Steward Training Series
- Attended the steward assembly in Kingston, Ontario
- Participated in the Occupy Queens/CFS Drop Fees Day of Action

Plans:

- Continue with aforementioned actions as applicable
- Work with staff in the effort to hold a Young Worker's Convention

- Continue to participate in OFL Worker Under 30 Committee
- Be an active participant on Education Committee, promote ways in which young people can be engaged, and how our educational process can revolutionized in terms of access, objectives, and efficiency
- Sit on Political Action Committee and promote working class interests therein.
- Launch council newsletter and video contest to members/public
- Work with geographic council reps to reach Young Workers across the province and with Equity Representatives to emphasize how equity issues affect Young Workers.

In Solidarity,

Christo Aivalis
Young Workers Representative

MaryAnne Laurico
PSAC Ontario Regional Council
Directly Chartered Local Academic Workers Representative Report
July 2011 – March 2012

Objectives:

- Learn about working conditions for members at each DCL Academic local in Ontario (Queen's, Western, and UOIT), and promote active participation in and coordinated responses to union and social justice issues
- Build relationships amongst Executive members of each local and get feedback from DCL Academic Workers about what PSAC Ontario Council should be doing
- Develop strategic plan for better coordination of DCL Academic locals not only within PSAC Ontario, but also within the Academic sector

Actions:

- Promoted and participated in various union and social justice outreach initiatives at Queen's, the broader Kingston community, and beyond: PSAC Ontario DCL Steward School, Kingston Labour Day, co-facilitated a workshop with Christo Aivalis at Queen's University, titled "Understanding Your New Collective Agreement," and participated in a Welcome Back BBQ, Cliff at Kingston, Save Kingston's OPIRG, Occupy Kingston/ Occupy Toronto, Queen's Positive Space Training, PSAC local 901 Anti-Oppression Training, Ottawa Action against XL Pipeline, Four Directions Pow Wow, Kingston Take Back the Night, the London Day of Action Against Caterpillar, Occupy Queen's/CFS Day of Action against Student Debt and Inflated Tuition Fees, Kingston Local Presidents and Stewards Assembly, and PSAC Fightback Campaign.
- Presented a talk at the Modern Language Association Convention about graduate-student Exploitation. Roundtable discussions with union organizers from the University of Wisconsin (Madison), the University of Washington, and New York State (Albany).

- Regularly participate at the Kingston and District Labour Council to promote the interests of Academic Workers. Also Chair Queen's Unity Council, and participant on Queen's Council for Employment Equity.
- Coordinating with executive members from Queen's, UWO, and UOIT for a first-ever DCL Academic Worker Conference (tentatively scheduled for July 2012).

Plans:

- Continue planning with DCL Academic locals to organize a conference, which will be the forum through which we will gain stronger coordination
- Increase awareness about working conditions in the academic sector within the union, and in broader communities
- Promote active participation of DCL Academic Workers in union and social justice initiatives

In Solidarity,

MaryAnne Laurico
DCL Academic Worker Representative

Souad Soubra (Sue)
PSAC Ontario Council
Members with Disabilities Representative Report
November 2011 – February 2012

Objectives:

- Keep open lines of communication with Disability Community through email tree
- Attend Regional Committee meetings (MDAC, RWC, GTAC, RVC)
- Make PSAC more visible in the Toronto area by attending public demonstrations.
- Promote Union Education
- Represent Members with Disabilities at functions where required
- Contact and network with the new Members with Disabilities from the Access Conference.
- Represent PSAC/Labour with GCWCC

Activities for this period:

- Attended RWC meetings -
- Attended/Chaired TMDAC meetings, & MDAC Holiday dinner – Nov 24/11
- Attended CBTU Event – November 5/11
- Attended GCWCC Steering Committee Meetings – Nov15th/Dec 5th/11
- Participated PSAC Education Schedule - Conference Call – Dec 8/11
- Attended ODRT Training/Course – Dec 9/11
- Attended Human Rights Day/Equity Joint event – Dec 10/11
- Attended Racial Visible Committee meeting – January 10/12
- Participated PSAC Health & Safety Conference Call – Jan 4/12
- Attended United Way Appreciation Luncheon – January 11/12
- Attended the RWC Celebration dinner/meeting – January 12/12
- Attended GCWCC Celebration Dinner – January 19/12
- Review accommodation/accessibility at the PSAC’s office and provide Chris with the review report /list – January 26/12
- Attended GCWCC debrief meeting – February 2/12

Future Plans:

- ❖ Keep in touch with Regional PSAC office
- ❖ H&S Conference call
- ❖ Attend Regional Committee meetings (MDAC, RWC, GTAC, RVC)
- ❖ Meet/contact/communicate with new members
- ❖ Promote a joint committee meeting: Toronto and Hamilton MDAC
- ❖ Preliminary groundwork towards opening new MDACs' in Barrie and London
- ❖ MDAC: Open House, Wellness Events, News Letter
- ❖ Attend - 2012 PSAC National Convention
- ❖ Attend GCWCC Steering Committee Meetings

In Solidarity,

Souad (Sue) Soubra
Members with Disabilities Representative
GCWCC Co-chair

BEDEKINGSLEY ONYEOCHA
PSAC Ontario Regional Council
Regionally Based Separate Employer Report
November 2011 - February 2012

- It has been a great challenge connecting to members within my jurisdiction despite efforts made to contact the.
- I finally got the contact of the local executives from the REVP office with limited information. I have sent emails to the list that I got with no response so far, called the few numbers that are there and have not been able to contact any of them.
- I have set up a go to meeting account to make it easier for us to connect none of them replied. Now I wonder if the executive list that I got from the REVP office is current or obsolete.
- It only seems that it will take longer than anticipated to develop this network, just need a little more time to push for it.
- The local executive and steward assembly was a success in my local which we had in January 2012.
- Please accept my sincere apology for not being able to attend this council meeting, it is due to staffing in my department, unforeseen circumstances, I also informed the REVP office about this.

In Solidarity,

Bedekingsley Onyeocha
Regionally Based Separate Employer

Colleen Wice
PSAC Ontario Regional Council
Regional Women's Representative Report
November 2011- March 2012

OBJECTIVES:

- Continue to work with Regional Offices
- Work on Regional Women's email/contact list
- Keep the members informed on what PSAC council is doing
- Represent PSAC Women at functions where required
- Promote union education

ACTIONS:

- Attended RWC teleconference with reps in Ottawa
- Attended Barrie RWC meeting
- Attended OFL meeting in Toronto
- Attended RWC teleconference with reps in Ottawa

PLANS:

- Work with Regional Women's Committees
- Lobby MP's on issues that are relevant to Women
- Increase Women's knowledge of courses that are happening in PSAC Regional offices
- Promote the education program for Women
- Will continue to contact and expand networks with other Regional Women's Committee's in Ontario
- Continue to support and promote ongoing PSAC campaigns.

In Solidarity,

Colleen Wice
Regional Women's Representative

Melanee D. Jessup, DTM
PSAC Ontario Regional Council
Region 4, Southwestern Ontario Representative Report
November 2011 - March 2012

Objectives:

- to attend Regional Committee meetings;
- to continue to share information with all the members in Region 4 via email and using social media;
- to consult with the London Regional Office concerning the Health and Safety Conference which was proposed at the last Ontario Council meeting;

Activities:

- created the PSAC Southwestern Ontario Members Facebook page and monitored with Mike Fummerton;
- participated in the FB bargaining table conference calls, 11/11/10; 12/01/04
- participated in the TC bargaining table conference call, 12/02/14
- attended CAT protest in London
- attended Kitchener/Waterloo Area Council meeting; reelected as President
- attended Kitchener/Waterloo Regional Women's Committee meeting; elected as Secretary
- attended TUB training in Waterloo to meet course attendees
- attended Stewards Assembly, London
- participated in selection of delegates to the Regional Health and Safety Conference
- participated in Day of Action at my workplace
- continued to provide information to members across the Region via email and using social media
- maintained contact with the London RO to ensure that information was shared in a timely manner
- attended Ontario Council Committee meetings and Ontario Council meeting

Plans:

- continue to improve communications with members across the Region
- consult with members of Fed Dev in Kitchener who wish to form their own Local; provide support/advice/assistance....whatever is necessary
- to provide training to small groups of members who require it, ie. WFA

In Solidarity,

Melanee D Jessup, DTM
Region 4, Southwestern Representative

Vicki Pine
PSAC Ontario Regional Council
Directly Charter Local Representative Report
November 2011 – February 2012

Objectives:

- Work on Directly Charter Local contact/email listing
- Work on building Directly Charter Local First Nations Policing Sector Assembly
- Work on Jurisdictional Challenge by Anishinabek Police Service/ Nishnawabe Aski Police Service and keep members informed and active
- Work on 2nd Annual Directly Charter Local Conference
- Establish contacts for promoting PSAC initiatives and education

Actions:

- Developed an email tree, contact list from PSAC email listing, contacted members to ensure information correction, added contacts from previous workshops and schools. Developed group's specific to issues.
- Attended Directly Charter Local Police Sector Meeting in Thunder Bay Dec. 1st – 5th, organized and signed a MOU between the 5 Police Directly Charter Locals. Participated in conference call January 18th, 2012 to follow up from December's meeting. Discussed Terms of Ref, and Jurisdictional Challenge.
- Informed of Jurisdictional Challenge by the Anishinabek Police Service and Nishnawabe Aski Police Service Nov. 18th, 2011. Participated in a number of conference calls between four locals, lawyers and PSAC staff. Keep members informed and actively looking for solutions and answers to legal response. Working on unity letter and letters to media.
- Health & Safety Conference call January 5th in regards to upcoming Health & Safety Conference in April 2012.

Encouraged members who never attended any Health & Safety to respond to call out letter.

- Attended the Local Presidents/Stewards meeting in Sault Ste. Marie January 24th. Passed on information to Area Council reps and locals.
- Participated in the 2nd Annual Directly Charter Local Conference Organizing Committee, two conference calls held February 9th and 23rd to set up committee, websites, venues etc.,
- Area Council meetings were called on Nov. 9th with Sault MP Bryan Hayes and I had shared our plan from the last Council meeting and initiatives. It was cancelled by the MP. Reminded members of the Local Presidents meeting January 24th and attended another meeting Feb. 21st to discuss our plans for March 1st.

Plans:

- Continue in full force to keep members informed of Jurisdictional Challenge.
- Contact other sector formed at Directly Charter Local Stewards School to see if interested in working as Sectors.
- Works is continuing on the 2nd Annual Directly Charter Local Conference, Sept 2012 and make sure all members plan on attending.

In Solidarity,

Vicki Pine
Directly Charter Local Representative

BOB BLACK
PSAC Ontario Regional Council
Region 6, Hamilton Niagara Representative Report
November 2011 – Mar 2012

OBJECTIVES:

- Continue to prepare for PSAC CONVENTION 2012
- Maintain communications with current Regional contacts
- Promote PSAC / union values
- Promote Ontario Council Health and Safety Conference

ACTIONS:

- NOVEMBER 8 Met with Health & Safety Representative (Health & Safety Conference)
- 15 Area Council
- 21-25 Personed the PSAC information table at OFL Convention
- 23 Graduation at Mohawk College for Labour Studies
- 24 Attended the Toronto MDAC meeting
- 25 Helped with the clean up at the regional office
- 30 Attended the District Labour Office re ODRT Assignments
- December 2 Attended Hamilton Roundtable for Poverty Reduction
- 5 Christmas dinner for RWC, HMDAC and HAC
- 16 Attended Niagara Area Council Christmas Dinner
- 20 Attended Regional Office re Health & Safety Conference, calendars
- 21 Dropped off calendars for St. Catharines and Hamilton offices
- January 2012 5 Attended Regional office for H+S conference call
- 9 Hamilton Area Council
- 16 Attended HMDAC
- 12 Attended the CEIU 627 AGM
- 13 Met with member re WSIB APPEAL
- 17 Attended Toronto MDAC meeting administered the

- OATH to office
- 18 Attended the rally at 120 King St W in support of CEIU members
 - 19 Attended stewards meeting for Union of Taxation Employees
Met with member re upcoming WSIB meeting
 - 22 Sent HAC resolutions to <mailto:felixg@psac-afpc.com>
(2 resolutions)
 - 23 Attended Environmental Workers Union AGM
 - 24 Attended Ergonomic Training
 - 26-30 Preparing for and facilitate L.O.A.T. with PSAC Regional Reps
- February 2012
- Facilitated WSIB Level 1 course
 - 18 Attended the NDP Hamilton Centre AGM
 - 22 Attended UTE AGM
 - 23-28 Attended the WFA 3 hour module at HDLC training centre
 - 29 Attended all day Ergonomic training program with WHSC in Oakville
- March 1 NATIOANAL DAY OF ACTION

There has been considerable preparation for this event with flyers being prepared and meetings going on constantly for the past 2 weeks

PLANS:

- Continue to keep contact with members
- Chair the Health & Safety Conference
- Attend PSAC National Convention
- Promote committees

In Solidarity always,

Bob Black
Region 6, Hamilton Niagara Representative

James D. Marchand
PSAC Ontario Regional Council
Aboriginal Members Representative Report
October 2011 – March 2012

Objectives:

- Outreach to Aboriginal members/Circles
- Keep members informed about Educational opportunities
- Visibility at Union events

Actions:

- Attended Stewards meeting in Kingston
- Attended Sault Ste Marie Aboriginal Circle meetings
- Outreach to Cornwall Local unions
- Met with Cornwall City Council members

Plans:

- Establish better communications with existing Circles
- Outreach to members
- Create a Facebook Page for Aboriginal Members
- Applied to Health & Safety Conference
- Attend PSAC Triennial on Day Pass

In Solidarity,

James D. Marchand
Aboriginal Members Representative

Mike Fummerton
PSAC Ontario Regional Council
Region 4, Southwestern Ontario Representative Report
November 2011 – March 2012

Objectives:

- Continue and build a dialogue with the Regional Offices
- Continue and build a dialogue with Area Councils
- Work on PSAC Campaigns and Political Actions
- Keep the members informed on what PSAC Ontario Council is doing
- Represent Southwestern Ontario at functions where required
- Promote Union Education

Actions:

- Attended Local Presidents and Stewards Conference in London February 25
- Attended Windsor Area Council meeting February 23.
- Conducted elections for Windsor Area Council Representatives
- Regularly updated Facebook Group and page for Southwestern Ontario Council
- Working on Mobilizing Campaign in Windsor
- Attended Talking Union Basics Course in Windsor January 28 and 29 to promote Ontario Council

Plans:

- Work with PSAC Ontario Council Representatives to connect with all PSAC members through newsletters, social media, etc.
- Lobbying MPs/Senators on issue that are relevant to members
- Work on “Fight Back” campaign through demonstrations and worksite visits

- Work on “Budget Watch” campaign to bring PSAC component presidents and media together for post budget reaction(s)
- Increase knowledge of courses that are happening in PSAC Regional Offices and promote the education program to Ontario PSAC members
- Educate members about PSAC Ontario Council through visible presence and social media sites that have been created
- Attend Area Council meetings as scheduled

In Solidarity,

Mike Fummerton
Region 4, Southwestern Ontario Representative

Debbie Willett
PSAC Ontario Regional Council
Area Council Representative Report
November 2011- March 2012

Objectives:

Continue to attend events when able, in order to maintain visibility as well as communicate with the members to get an understanding of their needs.

Actions:

- Nov 5 – 6: Ontario Council Meeting
- Nov 7 - 9: Accommodation Training
- Nov 16-19: UTE Equal Opportunities Committee Meeting (Ottawa)
- Dec 6: Hamilton Committees Christmas Dinner
- Dec 16: Niagara Area Council Christmas Dinner
- Dec 20-22: Picked up & delivered calendars
- Jan 21: London Day of Protest
- Jan 22: CLC Social Media Training (Hamilton)
- Jan 24: Ergonomics Coach Training (Hamilton)
- Jan 25: Local Duty to Accommodate Awareness Training
- Jan 25: Employment Equity – Celebration - Chinese New Year
- Jan 26: Local Employment Equity – Womens Day Events
- Jan 31: Niagara Area Council – Annual General Meeting
- Feb1-4: UTE Equal Opportunities Committee Meeting – Ottawa
- Feb 21: UTE local 00016 Annual General Meeting
- Feb 23: Chaired Niagara Area Council
- March 1: National Day of Protest
- March 1: Education Meeting
- March 2-3: Ontario Council Meeting

Goals:

Continue to address issues
Promote PSAC
Promote ongoing campaigns
Try to attend other area council meetings

In Solidarity,

Debbie Willett
Area Council Representative
Regional Women's Committee Representative

Bruce Flannigan
PSAC Ontario Regional Council
Region 5, Greater Toronto Area Representative Report
November 2011 – February 2012

Objectives:

- Promote Toronto and York District Labour Council
- Network with Local Activists

Actions:

- Participated in rally to protest closure of Service Canada office in Sturgeon Falls
- Attended Head of Unions Meeting at Toronto and York District Labour Council
- Participated in Local 648 AGM

Plans:

- Promote Toronto and York District Labour Council
- Network with Local Activists

In Solidarity,

Bruce Flannigan
Region 5, Greater Toronto Area Representative

Judy Phillips
PSAC Ontario Regional Council
Racially Visible Representative Report
November 2011 - February 2012

Objectives:

- To empower and mobilizes Racially Visible Members to be more active within the union and the community
- To keeps the members abreast of PSAC activities
- To be visible/represent the members at union functions
- Increase the Racially Visible email/contact list

Actions:

- Racially Visible AGM: November 8, 2011
- International Human Rights Day Celebration: December 10, 2011
- Greater Toronto Action Committee Meeting: December 14, 2011
- Racially Visible Meeting: January 10, 2012

Plans:

- Work with PSAC members and Toronto Racially Visible Committee To Increase the members awareness on Human Rights issue
- To increase the number of Racially Visible Committees in Ontario

In Solidarity

Judy Phillips
Racially Visible Representative

Ralf Bucherer
PSAC Ontario Regional Council
Region 3, Eastern Ontario Representative Report
November 2011 – March 2012

Objectives:

- Continue and build a dialogue with Locals in Region 3
- Work on Worker email/contact list
- Mobilize members around actions and campaigns of the PSAC and the Greater Labour movement
- Represent members at functions where required
- Promote Union Education
- Promote Health and Safety.

Actions:

- held a Meet 'n' Greet at the Kingston Regional Office on December 10, 2011
- Attended Kingston Area Council meetings (Dec.08, Jan 18, Feb 09)
- Regularly updated Kingston Area Council's webpage
- Attended several Labour events and rallies.
- Co-facilitated Advanced Stewards Training on Nov. 3-6, 2011
- Attended Stewards Assembly Meetings.
- Attended Local 00012 UTE's AGM, spoke on Day of Action, Third Choice.
- Connected with members while distributing PSAC Calendars.
- Created Facebook group for members issues for the PSAC 16th National Triennial Convention

Plans:

- Work with PSAC Ontario Council Representatives to connect with members.
- Promote and organize support for PSAC/greater labour campaigns.
- Work closely with the Kingston RO re. campaigns and education and promote the education program.

- Educate Workers about PSAC Ontario Council at individual AGMs/meetings.

November 03- 06, 2011	Co-facilitated AST Kingston	
November 05, 2011	Veterans Advocacy Support Rally	Kingston
November 11, 2012	Remembrance Service	Hastings
November 19, 2011	Occupy Toronto/Evict Rob Ford Rally	Toronto
November 21, 2011	Conference Call Kingston RO re. TC Bargaining	
November 23, 2011	OFL	Toronto
November 28, 2011	Conference Call re. Stewards Assemblies	
December 01, 2011	Oliver Doyle Activists Award Dinner	Kingston
December 02, 2012	Wounded Warriors Fundraiser	Petawawa
December 08, 2011	Kingston Area Council	Kingston
December 10, 2011	Meet 'n' Greet	Kingston
December 16, 2011	Sturgeon Falls Rally CEIU	Sturgeon Falls
January 05, 2012	Conference Call OC Health & Safety re: Regional Health & Safety Conference	
January 05, 2012	PSAC Webinar re. OGS	
January 10, 2012	London Day of Action	London
January 18, 2012	Kingston Area Council	Kingston
January 21, 2012	Conference Call re. Kingston Regional Office Education Schedule	
February 04, 2012	Stewards Assembly	Kingston
February 09, 2012	Kingston Area Council	Kingston
February 11, 2012	Stewards Assembly	Pembroke

February 21, 2012

AGM Local 00012UTE

Belleville

In Solidarity,

Ralf Bucherer

Region 3, Eastern Ontario Representative

Laura St-Jean
PSAC Ontario Regional Council
Region 2, North Eastern Representative Report
December 2011 - February 2012

December 2, 2011	Meeting with North Eastern Area Council
December 3-5, 2011	CEIU Ontario Council
December 16, 2011	Rally re: Closure of Sturgeon Falls Service Canada Office
January 17, 2012	Timmins and District Labour Council Meeting
January 18, 2012	Assist Timmins EI Local with organizing past records
January 23, 2012	Steward's and Local Executive's Assembly
January 24-25, 2012	Steward's and Local Executive's Assembly SSM
February 2-4, 2012	Finance Committee PSAC Ontario Council
February 7, 2012	Discussions with Justin Trudeau (Liberal MP) regarding the direction of the current Conservative Government and questioning regarding what they stand for as far as Public Services go.

In Solidarity,

Laura St-Jean
Region 2, North Eastern Representative

Réjean Amyotte
PSAC Ontario Regional Council
Region 2, North Eastern Representative Report
November 2011 – March 2012

Objectives:

- Continue to consult with Regional Office on matters such as education, political activity and issues with the broader labour movement in the region.
- Communicate with Locals as to their needs and make them aware of Council initiatives and campaigns

Actions:

- Co-facilitated WHSC Level 1 course. Opportunity to network with members from a number of Locals.
- Participated in meetings of Sudbury and Area AC
- Participate in North Bay and District Labour Council meetings
- Rally in Sturgeon Falls to protest elimination of Service Canada office in that community.
- United Way –Disability Training Citizens advisory panel (Labour representative)
- Visited and picketed with PSAC members at Salvation Army in Ottawa
- Union of National Employees
 - National Executive leadership retreat, and National Executive meetings
- Work to reactivate Local 00058 Statistics Canada 25 Ste Claire
- SSO Bargaining

In Solidarity,

Rejean Amyotte
Region 2, North Eastern Representative