



PSAC Ontario Council Meeting Minutes November 5-6, 2011 The Sutton Place Hotel

The meeting convened at 9:17 a.m. on Saturday, November 5, 2011 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)
Melanee Jessup, Region 4 (Southwestern)
Mike Fummerton, Region 4 (Southwestern)
Mary Jeyanthan, Region 5 (GTA)
Bob Black, Region 6 (Hamilton/Niagara)
James D. Marchand, Aboriginal Members
Judy Phillips, Racially Visible Members
Souad (Sue) Soubra, Members with Disabilities
Colleen Wice, Regional Women's Committees
Karen Church, Gay, Lesbian, Bi-Sexual & Transgendered Members
Debbie Willet, Area Councils
Kingsley Onyeocha, Regionally Based Separate Employer Locals
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: Ralf Bucherer, Region 3 (Eastern)
Bruce Flannigan, Region 5 (GTA)
MaryAnn Laurico, Directly Chartered Locals Academic Workers

Observers: Ken Boone, Aileen Duncan, Travis Lahnalampi

AGENDA:

1. Adoption of Agenda
2. Adoption of previous meeting minutes (July 27, 2011)
3. Business arising from previous minutes
4. REVP Report
5. Regional Office - Updates (Chris Wilson)
6. Ontario Council Strategic Plan
7. Ontario Council Committee Reports
 - Donations
8. Ontario Council Members Reports
9. Ontario Council Political Action Committee
10. PSAC National and Regional Fight-Back Plan/Mobilization
 - Catherine Gilbert
11. Communications ~ Newsletter, Website and Social Media
12. PSAC National Triennial Convention
13. Ontario Federation of Labour Biennial Convention
14. Labour Day
15. Provincial Election
16. Education Travel Reimbursement for Local Courses
17. Next Meeting Dates
18. New Business

The REVP swears Sister Karen Church into office and asked Sister Church to read the PSAC Anti-Harassment Policy. Sister Karen Church will be the Harassment Co-Ordinator.

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

Motion that the hours of sitting be adopted.

m/s/c Melanee Jessup and Bob Black

Item 1. Adoption of Agenda

- Establishment of Term employee “forget me not”
- proposal for the establishment of PA groups and assembly

Motion that agenda be adopted with the noted additions.

m/s/c Melanee Jessup and Bob Black

Item 2. Approval of Previous Meeting Minutes (July 27, 2011)

Motion that July 27, 2011 minutes be adopted as presented.

m/s/c Melanee Jessup and Souad (Sue) Soubra

Item 3. Business arising from previous Minutes

All council members will have a PSAC email link on the Ontario site, members are able to contact council members by clicking on the link and the email will be forwarded to your personal email.

Brother Kingsley was provided a laptop. It was allocated to the Ontario Council Equity and Human Rights Committee but has never been used. The Laptop has been updated and Skype has been installed on it. Sister Judy Philips will have her computer up and running by next meeting. Sister Debbie Willett requires paper copies for future meetings.

In regards to the video campaign, we received only one video proposal from Sister Mary Jeyanathan, we did not receive any from Brothers Ralf Bucherer and Brad Ferady. The proposal was

postponed because members wanted focus to remain on PSAC's Third Choice online campaign.

Recognizing the contributions of previous REVP's, the chair will be contacting all previous REVP's to invite them to the opening ceremony of the new Toronto Regional Office. The Chair is suggesting the pictures of the previous REVP's be placed in the new PSAC boardroom and framing is costed out at approximately \$20.

A motion was made to donate \$1000 to Brenda Walsh from PSAC Ontario Regional Council, she was very appreciative. The local and the labour movement are very supportive of her cause.

The REVP wants to thank the members of council and the community for taking part in the Labour Day events. There will be a debrief later on concerning what we can improve and what was done well.

Southwestern Area Council Summit requested a tool kit be developed so members can know what they can or cannot do during an election. A tool kit was developed and was sent out via email to all Area Councils, Committees and Local Presidents. Also it was posted on the website.

Item 4. REVP Report

The REVP handed out her schedule for the past few months as well as her NBoD report for June 3 – October 2, 2011.

This report is a listing of activities that have occurred in the PSAC Ontario region for the period following our last PSAC National Board of Directors Meeting.

The REVP's office has expanded as of September 19, 2011 with the hiring of our new Political Communications Officer. The successful candidate, Lino Vieira, is a welcome addition to the PSAC Ontario Region. Also the Executive Assistant position has been filled Sister Cleo Reid was the successful Candidate. She is a member of CEIU Local 638.

Collective Bargaining

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

Highlights of Ongoing Negotiations

- UNE Local 358 is in bargaining with Atomic Energy Canada Limited.
- The Postdoctoral Associates are in negotiations with the University of Western Ontario for their first collective agreement. This employer has been reluctant to resolve issues at the table. PSAC has launched an on-line petition on our national website to encourage members to support their bargaining team by sending a message to the employer demanding a fair contract.
- The James Bay Hospital and Weeneebayko hospital were amalgamated. The new hospital is called WAHA (Weeneebayko Area Health Authority) and PSAC is in the process of negotiating a first collective agreement.
- DCL 501 at Blue Water Bridge has begun negotiations. Members used a recent MP visit to lobby for better working conditions.
- UNDE Local 650 in Trenton is in negotiations with Sunlite Cleaners.

Tentative Agreements (ratification dates to be scheduled)

- UNE Local 394 has reached a tentative agreement with the Canadian Centre for Occupational Health and Safety.
- UNDE Local 000636 has reached a tentative renewal collective agreement for contract cleaners working at CFB Borden.

- DCL 818 Commissionaires at CFB Kingston have reached a tentative agreement for a first collective agreement.

New Agreements (Ratified)

First Collective Agreements

- DCL 901 Teaching Assistants and Teaching Fellows at Queens University ratified their agreement on June 26, 2011.
- DCL 426 Anishinabek Police Service officers ratified their agreement on July 22, 2011.
- DCL Sudbury Commissionaires ratified their agreement on July 24, 2011.

Renewal Agreements

- UCTE members employed at Canada Ports Corp., Prescott ratified their renewal agreement on September 7, 2011.

Provincial Election

The Provincial Election is being held on October 6, 2011. All PSAC Ontario Area Councils, Committees and members have been busy engaging their communities and promoting our “Protecting Public Services” message. The PSAC Ontario Regional website has a 2011 Provincial Election link. This link contains an election toolkit developed for our members to ensure they are educated on the relevant issues and on their political rights. PSAC Ontario has also started a Twitter page, whose focus has been on getting the membership out to vote for Public Services. Communications materials (fightback flyer, Think Public Fans with an election message, letter from the REVP and a candidate questionnaire) have also been developed. These materials have been distributed through all Labour Day activities in the region as well as a mail out to all Committees, Local Presidents, Area Councils, etc.

In consultation with the Ontario Federation of Labour, PSAC Ontario has targeted the following Primary Ridings: Timiskaming—Cochrane, Thunder Bay—Atikokan, Bramalea—Gore—Malton, Scarborough—Rouge River. The Secondary Targeted Ridings are: Windsor West, Hamilton Mountain and Oshawa. Membership lists have already been sorted by targeted ridings to facilitate an outreach strategy. Recent polls indicate that this election is wide open - this is our chance to make a difference and stop a Hudak-Harper Alliance.

PSAC Ontario has made engaging the youth one of our priorities in this Provincial Election.

Nicole Beaulieu is a student who was brought into the Sudbury Regional Office through the Youth Placement program that PSAC Ontario has been involved in for several years. Nicole was reported in 2 local newspapers; the "Sudbury Northern Life" and "Sudbury Star", as a PSAC youth organizer who successfully lead a group of fifty activists on a march to help end the erosion of public services and to raise community awareness on this issue. Chants of "protect human rights" and "make your voice count" echoed through the streets of downtown Sudbury. High tuition fees, the cuts to public services and childcare are key issues for young people in this election.

Mobilization

We are mobilizing our PSAC Ontario membership around the potential cuts to public services and layoffs of our members. To accomplish this task we have been promoting our "Think Public" and "Fightback" campaigns at all PSAC events, education courses, community and Labour Day activities throughout the region. Currently mobilizing activities are occurring throughout the region in support of Parks, CFIA, FB, TC and SSO negotiations. For example, on August 3rd until August 5th, 2011 FB Mobilization conference was held to support contract negotiations.

Fightback Campaign

Between the Kingston Blues Festival, Kingston Labour Day parade, Toronto Labour Day Parade, Toronto Stop the Cuts Mass Meeting, Windsor Fair and Youth march in Sudbury, PSAC (Ontario) has collected in excess of 1,500 signatures on the Tony Clement

petitions with more petitions being signed at each Union event. This is a good start; however, our Region intends to continue to obtain signatures to support the goal of over 150,000 signatures nationally by the end of October.

PSAC is fighting back against cuts to public services and our Region recently won an important victory for members working at Atomic Energy Canada Ltd. (AECL). Local President Kirk Cooper in a joint statement with the employer confirmed that there will be no layoffs of PSAC bargaining unit members employed at AECL. PSAC represents 75 design technologists/specialists at AECL, more than 50% of whom were at risk of losing their jobs following the Harper Government's decision to sell AECL to the Montreal-based engineering giant, SNC-Lavalin.

CEIU Ontario activists have engaged an ongoing battle with their department to stop the job cuts to term positions. Rally's have been conducted across the region. For example, PSAC members rallied on September 12 outside their federal government worksite in Richmond Hill. Led by Cathy Malone and the members of Local 569, the lunchtime rally was designed to raise awareness of the Harper government's cuts to public services. PSAC Ontario will continue to support all members engaged in this fight.

Education

The first ever DCL Stewards School was held on July 19 – 22, 2011. The purpose of the school was to increase the capacity for Directly Chartered Locals to service and represent their members effectively. This initiative also coincides with PSAC's "Year of the Steward" campaign to build the capacity of our Union's base. Each participant of the school received a DCL Stewards Toolkit to assist them in representation upon arrival at their worksites.

On July 25 and 26, 2011, PSAC Ontario Regional Council came together for intense regional training on their roles and responsibilities as leaders within the region.

Labour Movement/Solidarity

PSAC members supported the Canadian Union of Postal Workers strike by joining picket lines across the Region. I spoke at a solidarity rally in Toronto hosted by the Toronto and York Region District Labour Council and participated on picket lines in Ottawa, Hamilton and Toronto.

OPSEU Rally – The rally was held on Sept. 13, 2011 for striking OPSEU college support workers from Georgian, St. Clair, Durham, St. Lawrence, Mohawk, Niagara, Centennial, George Brown, Humber, and Seneca Colleges. The REVP for Ontario was one of the speakers at the rally with several PSAC members participating. On Sept. 18, 2011 a tentative agreement was reached by OPSEU for more than 8,000 community college support staff in Ontario, ending an 18 day strike.

Equity and Human Rights

PSAC participated in Pride events throughout the Ontario region. Pride events are a great way for our members to show solidarity with the LGBT community. In less than a month we were able to participate in the Toronto Parade (the largest in North America) with Sister Karen Church, Brother Patrick Tanedo and PSAC Toronto Regional Staff attending this event. We placed Radio Ads and a YouTube video (prepared by Brother Patrick Tanedo) to ensure PSAC's visibility in support of the LGBT community. PSAC (Ontario) also participated in the Pride parades in: Thunder Bay, Sudbury, Windsor, Kingston and London Pride.

Portfolios Assigned to the REVP

- Education
- Student Employment and Young Workers
- Organizing
- Local Development
- Assigned to the Education and Library Science (EB) Bargaining Unit

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 June 3 to October 7, 2011

June 3, 2011~ PSAC National Capital Region Triennial Convention
June 4, 2011~ Toronto/York District Labour Council~ Strike/ Lockout Training
June 5, 2011~ Hamilton Canadian Union of Postal Workers Strike
June 6-10, 2011~ PSAC Ontario Staff Conference
June 7-8, 2011~ Ontario Federation of Labour Board Meeting
June 22, 2011~ Toronto Canadian Union of Postal Workers Rally
June 24, 2011~ PSAC Ontario Council Fight Back Plan Conference Call
June 27-28, 2011~ Alliance Executive Committee Meeting
July 3, 2011~ Toronto Pride Parade
July 4, 2011~ Meeting with Ontario Federation of Labour, President Sid Ryan
July 6-8, 2011~ Alliance Executive Committee Retreat
July 12, 2011~ Hamilton, Area Council and joint Committees meeting
July 19-22, 2011~ PSAC Ontario Directly Chartered Locals Stewards School
July 24-27, 2011~ PSAC Ontario Council Training and Meeting
August 4, 2011~ National Board of Directors Meetings
August 11, 2011~ PSAC Toronto Renovations and Staff Meeting
August 22-September 2, 2011~ Vacation
September 5, 2011~ Hamilton Labour Day Parade and BBQ
September 6, 2011~ PSAC National Education Conference Call

September 7, 2011~ Unionware Training
September 10, 2011~ South Western Ontario Area Council Summit
September 12, 2011~ Ontario Federation of Labour Executive Board Meeting
September 12, 2011~ CEIU Local 569 “Don’t Cut Me” Rally
September 13, 2011~ OPSEU Rally
September 14, 2011~ Greater Toronto Area, Area Council AGM
September 16-18, 2011~ CEIU National Triennial Convention
September 19-20, 2011~ Alliance Executive Committee Meeting
September 22, 2011~ GWCC United Way Labour Luncheon
September 22, 2011~ Organizing Conference Call
September 26, 2011~ Toronto/ York District Labour Council Rally
September 30- October 2, 2011~ PSAC Aboriginal Peoples Conference
October 3, 2011~ Alliance Executive Committee Meeting
October 4-7, 2011~ National Board of Director’s Meeting

Motion to adopt REVP’s report as presented.

m/s/c Bob Black and Ryan Bystrom

Motion carried – All

Item 5. Regional Office – Updates (Christopher Wilson)

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

Staffing - Appreciation

I wanted to start by recognizing the significant contribution of term officers who have completed their terms since my last report to Regional Council.

Alison Braley worked as a term Regional Representative in the London Regional Office for the period August 15th to October 14th for purposes of backfilling Todd Woytiuk who was on leave. Alison was assigned to the first contract negotiations for Postdoctoral Associates at the University of Western Ontario along with her other assignments. Alison worked with campaign organizers Peter

Ferguson and Ruchi Bella to support mobilizing efforts to an historic first collective agreement for postdoctoral associates at the University of Western Ontario.

Selvakumar Kandasamy worked as a term Regional Organizer in the Toronto Regional Office until September 23, 2011 for purposes of backfilling Michelle Sweeney who has been assigned to the McGill University strike. During his term, Selva successfully brought our campaign to organize postdoctoral fellows at Queen's University to a successful conclusion with a new certificate for this group. The bargaining unit description for which PSAC was certified is the most broad based bargaining unit description for postdoctoral fellows in Canada which will provide PSAC with a solid foundation to negotiate a first collective agreement.

Nicole Beaulieu worked as a student organizer in the Sudbury Regional Office until September 30, 2011. During her term, Nicole led a successful campaign to mobilize the youth vote in the Provincial Election. PSAC received widespread news coverage of our youth vote campaign.

Judy Kovacs worked as a term Administrative Assistant in the Thunder Bay Regional Office until September 30th, 2011. Judy was backfilling Sandra Goodick who was hired as a term Regional Representative until September 30th, 2011. Judy maintained the office while Sandra and Judith Monteith-Farrell worked together to service and represents the membership. Sandra's term assigned was created to support Judith Monteiths efforts to negotiate a renewal collective agreement for the Nishnawabe-Aski Police Service Board along with her other duties.

Leslie Searl worked as a term Regional Representative for a period of one month ending June 30, 2011 to backfill for Doug Koskowski during the competition period for his backfill assignment. Leslie supported FB mobilization efforts.

Staffing - New Hires

The following staff have been hired since my last Report to Regional Council

Lorraine Diaper transferred into the term Regional Representative Position in the Toronto Regional Office for purposes of backfilling Doug Kosakowski who is on leave. Lorraine has assumed the assignments previously assigned to Doug Kosakowski.

Mary Anne Laurico was the successful candidate for the term Regional Representative position in the Kingston Regional Office for purposes of backfilling Lorraine Diaper during her acting assignment in the Toronto Regional Office.

Bruce Flannigan was hired as a term Regional Representative for the period October 24th to November 11th to support our CFIB campaign along with other duties that arise during this time period.

Norbert Wenzel was hired as a term Regional Representative in Sudbury Regional Office for the period August 1st, 2011 to December 2nd, 2011 to backfill Jawara Gairey who is backfilling for Tom Hamilton.

Unionware

The membership module of Unionware was launched live on October 17th, 2011. The membership module is designed to replace our current 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. In time, the objective is to replace each of these independent databases with a single integrated Unionware system. Currently an organizing module, membership module, events module and WSIB are all live in Unionware. Each RO will continue to maintain concurrent databases until the transition is complete.

Renovations

The Toronto Regional Office is undergoing extensive renovations which once complete will include a new large boardroom for use for Regional Council meetings, committee meetings and other membership events. The new office will also include a small boardroom that will have pass card access for members or Locals who need access to a meeting space either during or after office hours. The new office will have a fully integrated design to replace the current patchwork layout of the office.

PSAC Holdings is in the process of investigating other potential office locations in Sudbury to re-locate the Sudbury Office once the current lease expires in 2012. No final decision to either renew the existing lease or re-locate has been decided.

Action: Christal Côté is requesting for Region 3 a Summer Academic Student program.

Item 6. Ontario Council Strategic Plan

On November 4, 2011 Ontario Council worked on developing a strategic plan which will cover the course of their term of office.

Action: Based on the session a draft plan will be put together and sent out to Council. It will be finalized at the next Council meeting.

Item 7. Ontario Council Committees Reports

The REVP reminded all Committees that all electronic Committees Reports and supporting documents must be provided to her Executive Assistant, Cleo Reid two weeks prior to the next council meeting.

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

Bob Black, Chair of the Health & Safety Committee presented the Committee’s report.

The Health and Safety committee suggested that the theme be Mental Health. This theme was unanimously endorsed due to the concerns over the upcoming cuts to the public sector and its effects on our membership. This theme also coincided with PSAC National’s Mental Health Matters campaign.

A discussion took place on whether one Health and Safety Conference should be done as opposed to multiple regional conferences. Due to time and budget constraints the decision was made to have 1 Health and Safety conference in 2012.

The REVP is recommending that the proposal be deferred as she will be working with Brother Bob Black on the proposal. Once completed, an email will be sent out to council next week Friday requesting a response from council on the proposal by Tuesday.

Motion that the Health & Safety Committee report with the recommendation from the REVP be adopted.

m/s/c Bob Black and Mike Fummerton

All in Favour – 16

All Against – 1 (Brother Brad Feraday)

Education Committee Report (Appendix “B”):

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

Motion that the Education Committee’s report be adopted as presented.

All in favour – carried

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

Karen Church, Chair of the Equity and Human Rights Committee presented the Committee's report.

Motion that the Equity and Human Rights Committee's report be adopted as presented.

All in favour - carried

Action item: Sharon to look into the process on what to do if there is a vacancy for an alternate position on council.

Recommendation: PSAC Regional Ontario Council purchase fleece jackets and golf shirts.

The REVP recommends putting the recommendation on hold until we get costing of the fleece jackets and golf shirts, once we have that information then we can make a decision.

All in favour - carried

Finance Committee Report (Appendix "D"):

Brad Feraday, Chair of the Finance Committee presented the Committee's report.

Motion that the Finance Committee's report be adopted as presented

All in favour- carried

Recommendation: To switch over from Quick Books to Simply Accounting program.

All in favour- carried

Action Item: The REVP office will purchase a copy of Simply Accounting and will give a copy to the finance committee, because the software comes with two keys.

Motion to allow for up to maximum of \$300 to attend the OFL Convention. This amount will not be allowed for individuals who are already fully funded.

m/s/c Colleen Wice and Judy Phillips

Réjean would like to make a friendly amendment to the motion this is only for the 2011 OFL Convention.

All in favour- carried

Point of Privilege - Sister Laura St-Jean reported that Sister Brenda Walsh is now \$12,200 in fundraising.

Motion that the Council donates \$500 to Simcoe Hospic in memory of her late husband Steven V. Wice.

m/s/c Colleen Wice and Debbie Willett

Item 8. Ontario Council Members Reports (Appendix “E”):

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 to her Executive Assistant, Cleo Reid two weeks prior to the next council meeting.

The REVP opened up a round table which gave the Ontario Council members the opportunity to talk about their reports and what they have done in their regions.

The REVP thanked the Ontario Regional Council members for their reports and reminded them that they are the leaders of Ontario. Our members need to see us engaged in the fight. We also need to mobilize members and challenging them to get involved.

Item 9. Ontario Political Action Committee

The REVP states that PSAC will be developing a new privacy to information policy.

All council members will get their local Presidents list, please remember you have taken an Oath of office and the list should not be used for personal use. If you need clarification on how to send information out please contact my office.

Newly formed PSAC Ontario Council Political Action Plan Committee

1. Brad Feraday
2. Laura St-Jean
3. Christo Aivalis
4. Melanee Jessup
5. Christopher Wilson
6. Lino Vieira
7. Sharon DeSousa (REVP)

Item 10. PSAC National and Regional Fight-Back Plan/Mobilization- Catherine Gilbert

The plan will set the direction as to where PSAC will be going in the next three (3) years, the plan covers 2013-2015. My work is to help build the members' plan. I want to hear from you, what should be PSAC priorities over the next three (3) years, so please complete the survey and encourage members to also complete the survey located on the National website called.

Three Priorities:

Our Bargaining Power- our
Our Union Power- our power in the workforce
Our Political power

The NBoD sub-committee will draft the members' plan once all the information is collected. The plan will enter the Convention floor as a draft plan. It will be debated in four (4) parts on the floor; the delegates will have final say.

Action Plan- to protect public services

Think public; defending quality public services

- Federal Election May 2011
- Federal budget June 2011
- NBoD approves action plan

Plan of action

1. Tony Clement Petition
2. Taking on CFIB
3. Stewards Assemblies Building
4. Public Engagement campaign
5. Workforce Adjustment- raising awareness and taking action

There are three (3) demands in the Tony Clement Petition. We want to present the petition before the next budget. Please put pressure on the MP's in their ridings.

The REVP advised that we are going to have assemblies all over the province, approximately ten (10) assemblies to get local presidents and local stewards to connect.

Catherine states that we are launching a Public Engagement Campaign. We have to try and convince the public that there is value in public services. We have identified regions that we can run this campaign to engage the public in conversation and we are going to acquire public spaces push it out

The REVP states that in regards to WFA, we are finding out days before it happen and we are looking to develop sessions in regions. Some departments have already had the session i.e. Environment Canada.

Item 11. Communications- Newsletter, Website and Social Media

Youtube video Challenge Proposal

Motion that the competition be opened to Ontario Region only.

m/s/c Laura St-Jean and Judy Phillips

All in favour- 13

All Against- James D. Marchand, Vicki Pine, Brad Feraday, Réjean Amyotte

Council members should visit all the social media sites (webpage, facebook) at least once a day to keep abreast of what is happening.

Item 12. PSAC National Triennial Convention

The PSAC National Triennial Convention will be held in Ottawa April 29-May 4, 2012. The theme of the convention is “Our Union, Our Power”.

Item 13. Ontario Federation of Labour Biennial Convention

Some council members will be attending the Ontario Federation of Labour Biennial convention and they will not be fully funded.

Motion that we use up to a maximum of 25% (\$325) of our portfolio budget to attend the 2011 OFL convention.

m/s Brad Feraday and Christo Aivalis

All in favour- 3

All Against- 14

Motion Defeated

Item 14. Labour Day

The Labour Day Celebrations were a great success. The members really like the fresh look of the Labour Day T-Shirts. Next year we will get costing for different types of promotional items i.e. whistles

We had an amazing members and family presence; they were appreciative that there were copies of the Tony Clement petition in French.

Action Item: Proposals received were inadequate, REVP's office will create a standard proposal template for the next Labour Day celebration.

Item 15. Provincial Election

The REVP advised that we created an in house election tool kit. The information went out on many different communication levels, i.e. tweeter, facebook, email and posted on the website.

Item 16. Education Travel Reimbursement for Local Courses

Council would like to see consistency in application, all regional offices should be doing the same thing.

The REVP advised that the PSAC National Travel policy should be used.

Item 17. Meeting Dates

March 2 & 3
June 22 & 23
Oct 19 & 20

It will be going on the National calendar, an email will be sent out to France Belanger.

Motion to move lines items that were not discussed today to the next council meeting.

- Establishment of Term employee "forget me not"
- proposal for the establishment of PA groups and assembly

m/s/c Christal Côté and Vicki Pine

Motion to adjourned the meeting at 4:00 p.m.

m/s/c Laura St-Jean and Bob Black

APPENDIX “A”

PSAC Ontario Regional Council Health and Safety Committee Report July 2011 to November 2011

Committee Chair: Bob Black
Committee Members: Colleen Wice
Ryan Bystrom
Mike Fummerton
Vicki Pine
Judy Phillips
Kinglsey Onyeocha
Sue Soubra
Ralf Burcherer (regrets)
Mary Jeyanathan (regrets)

Staff: Angela Fairweather

Meeting was called to order with a roundtable introduction of each committee member.

Bob stated that the committee had to have a health and safety regional conference during our term and said it should be held early 2012 as it has to be prior to National Triennial PSAC convention in Ottawa which starts April 29/12.

The committee then broke into 2 Sub Committees- one to do a cost analysis and the other to pick a theme and workshops that we could present to council.

Results from Sub-Committees

- Theme- Mental Health with 3 workshops-Mental health/Stress Awareness, Violence in the Workplace and Environmental/Chemical sensitivities .
- Workshops will have one spokesperson who would report back to plenary and all reports would be compiled at the end of each conference

The same four questions would be at all Workshops;

1. Why did you take from this workshop
 2. What can you do with this information at your level and
 3. How will it be utilized within the local
 4. How can we as council help you get this info out to the locals in your area.
- We would ask for everyone's email address which the Health and Safety reps to Council can utilize
 - Also plan to have massage/spa/yoga, vendors and we would utilize schools and trades to provide service to members, no cost to council or members.
 - We would have door prizes
 - 5 Regional conferences approximate cost \$71,109.80, (extra \$5,000 allocated to the North)

Recommendations to Council:

- Suggested themes for the conference were;
 - Mental Health and Stress
 - Environmental and Chemical sensitivities
 - Healthy and Safe Workplace for all Canadians
 - Violence in the workplace
 - Hazard Prevention program
- Tentative date for one full conference would be March 3- 4/12
- After much discussion and a vote-it was decided and agreed to 5 smaller weekend mini conferences versus one big regional conference.
- Tentative dates are March 3- 4/12 for Region 1 (Thunder Bay) and Region 2 (Sudbury)
- March 31-April 1/12 for Region 5 (Toronto) and Region 4 (London)
- April 14-15/12 for Region 3 (Kingston) and Region 6 (Hamilton/Niagara)

- \$100 registration fee

Committee list of things to do

- Angela to find out when the National Health and Safety Conference is commencing and advise the committee
- Bob to find out about financing and funding for the regional conferences from the REVP next week

Cost Analysis – Based on 15 Delegates

	Flight	Per diem	Salary	KM	Accom	TOTAL
North Region 1 & 2						
Hamilton/Niagara Region 6	563	395	140	0	465	1563
GTA Region 5	0	235	0	86	270	591
Kingston Region 4	0	235	0	110	280	625
London Region 3	0	265	140	191.52	242	838.52
	0	295	140	136.8	218	789.8
	563	1425	420	524.32	1475	\$ 4,407.32

4,407.32 x 15 delegates = \$66,109.80

Total Proposal: \$ 5,000.00
\$71,109.80

******5000.00 to be added for the North due to distance and flight**

APPENDIX “B”

PSAC Ontario Regional Council Education Committee Report July 2011 to November 2011

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

Meeting began at 1:12pm on November 3rd, 2011.

Hospitality room is suite 1600: Opening unknown

Committees have changed from the past; with equity members now sitting on committees other than equity. The education/health and safety committee now have a voice from more diverse members than before. People can now both be apart of equity and education; which we feel is good

Input from Regional staff for training courses. Both Debbie (Toronto) and Réjean (Sudbury) have been contacted and asked for opinion on the matters for fall courses. Some regions argue that they were not consulted.

Also a big issue is training for members in the Kingston region is usually far away from the Kingston area. The staff did not accommodate workers in places like Cornwall, because they feel it is not cost-effective. It is felt that it is actually cheaper and fairer to bring

classes to these members, especially when we consider travel and lodging costs. Course scheduling is often insensitive to rural members with concerns like hunting. It was the belief that classes would not be undertaken without consultation of regional representatives and we were concerned this was not always happening

We agreed that education must start with basic education like TUB and Grievance Handling, but we need to push for more advanced courses. In some cases, we must look beyond pure cost-effectiveness.

We also suggested that perhaps we should back up and have a basic presentation to better understand the issues at hand, than seek to focus on more particular issues. The committee agreed to have Shirley and Debbie introduce the basic issues comprised in the education plan found on the Ontario PSAC website.

We went over the last cycle's budget in a detailed manner, looking at each line and what they mean. Regarding RO budgets, various trainings, remote subsidies, council training, OFL-CLC subsidies, supplies etc... Differences in RO budget based on some regions having many more members. Also looked at many of the ways in which the budget lines are either insightful/misleading.

We also went over basic statistics, including how many members were trained and in what particular course type. 1502 members trained over last cycle; though many may be multiples.

Money must better stretched; and that we have to ensure that when collective agreements cover training, we ensure that *they* pay for it, not the union; this would allow us to spend money on other members without such provisions. Despite the difficulties regarding getting employer-funded courses running, it is still a good idea to shift that money to other members; employers dragging their feet could mean that we have to get these members trained somehow.

We need to find a balance, and better lobby the employer to utilize the funds earmarked for specific courses. We all agree that collective agreements must have teeth to enforce the offering of these classes.

Perhaps we need to offer courses to all, but hammer home the point that many already have employer funds allocated to them, long term we can hopefully ensure a stronger use of our funds.

We discussed numbers of courses, and we discussed how the PSAC accommodates lower numbers when important.

Other regions have a good system, where the course offerings are scheduled in the long term, and this helps plan budgets, and allows people to get TUB's so they can take higher level classes.

Getting our plans implemented may be difficult to get installed in all the RO's. Our committee cannot fully dictate policy to the RO's, but we can work through the REVP and Regional coordinator to make more systemic changes.

Curriculum issues, balancing new ideas with maintaining the positive and popular approach to member learning

Adjourned at 4:55pm

APPENDIX “C”

PSAC Ontario Council Equity and Human Rights Report July 2011 to November 2011

Committee Chair: Karen Church (regrets)
Committee Members: Colleen Wice
James Marchand
Sue Soubra
Judy Phillips
Staff: Joan-Ann Gravesande

- Joan Anne distributed Terms of Reference for the committee and the Roles and Responsibilities
- She also distributed Council members work descriptions
- We reviewed and discussed both documents
- We discussed council budgets and how to be responsibly fiscal in operations of our portfolios and strategies to meet member's needs.
- Some of the examples of how to tap into monies-use all regional offices in Ontario, other committees including MDAC, Aboriginal, Area council, Racially Visible, GBLT
- Joan-Ann advised of a joint event in celebration of human rights day on Dec 10/11 which is for family and friends. Tentative location is aboriginal center on Spadina
- We discussed as a group our relationship between council and local committees-Colleen and Sue described their roles on their respective committees.
- Agreed to review and update equity calendar for 2012 that was handed out at regional convention-Judy to complete by Nov 30/11
- Joan-Ann advised one of our responsibilities is to keep our alternates updated
- Ensure members have access to human rights and equity training

- We are expected to attend local events to represent PSAC and Council i.e.
- Black history month, Aboriginal, Pride parade, Women take back the night, etc...
- We are to be the liaison with National EOC
- Increase our visibility at various PSAC and other labour campaigns i.e. fightback campaign

Action Item: We all agreed to complete an introductory letter by Dec 1/11 and submit to Joan-Ann.

APPENDIX “D”

PSAC Ontario Regional Council Finance Committee Report July 2011 to November 2011

Committee Chair: Brad Feraday

Committee Members: Laura St-Jean
Mary Jeyananthan
Sharon DeSousa (REVP)

AGENDA ITEMS

Training on Member Expense Claim Forms

- Presentation provided by Marcia
- SIN # only needed for Loss of Salary
- Date Information to include: Time left home to when you arrive home
- If you do not want to give a work number strike it with a line (however a phone number is needed)
- Original Receipt – stapled or taped on a separate sheet
- Check off paid by employer yes or no
- Classification, level and step very important
- Advance - no advances unless approved by REVP with rationale
- Must sign and date forms
- Shift schedule – attach schedule if working more than 8 hours
- Original Receipt by caregiver
- Submit all 3 color sheets – make a photocopy for your own record
- Copies of presentation provided to give other Council members

Discussion on Quick Books versus Simply Accounting

Recommendation to PSAC Ontario Council:

- 1- That PSAC Ontario Council switch accounting software to Simply Accounting from Quick Books at the beginning of new fiscal (2012).
- 2- Purchase of 2 Simply Accounting instruction books for reference.

Rational:

- 1 - Simply Accounting does not allow someone to change entries once they have been input to the system like Quick Book.

- 2 - Simply Accounting provides more integrity built into the control systems.
- 3 - Multiple reports on various fields are available immediately.
- 4 - In order to be consistent and compatible with the accounting software that will be used by the REVP office.
- 5 – Provided to PSAC Ontario Council at no cost.

Donations

Line item – Balance from Convention 2011
\$2600 spent with \$2400 balance.

This is a line item to be decided by PSAC Council members; no longer the REVP's responsibility.

Action Item: Committee to provide wording for procedures on written proposal to obtain funding. This will include Terms of Reference, eligible recipients, and forms for submission.

OFL Discussion

Resolution to PSAC Ontario Council:

To allow for a maximum of \$300 to attend the OFL Convention. This amount will not be allowed for individuals who are already fully funded.

Cost of PSAC Ontario Council meeting

Committee is waiting for total costing of the first council meeting held July 27, 2011 to determine costs to hold meeting. Upon assessing the data, committee will be able to provide more accurate costing at the next meeting.

Meetings in general (conference call)

Due to spending over the \$20,000 allocation of the Education budget, the Committee is in a deficit position. Waiting for information from the Regional and National Office to calculate the cost overrun and the difference that must be paid to the PSAC.

APPENDIX “E”

Brad Feraday Alternate to the REVP Report November 5, 2011

- Met with REVP twice to discuss current events that are happening within the region and prepared expense cheques.
- Attended several Toronto York Region Council meetings and reiterated the need to not have unions living in their individual silos and the need to have a common union message going out to counter the common message coming out from the right wing and to educate our members and communities about the value that unions bring to all Canadians. Discussed this further with the Council’s Communications Director & President after the meetings on occasion.
- Spoke on CBC radio talk show “Ontario Today” about the value of unions in Canada & the value of Public Service unions in this time of budget cutbacks by the Federal government. Spoke to the producer of the show about having balanced discussions on these issues.
- Met with the previous Chair of the Finance Committee & REVP twice to learn how to use the current accounting software, update postings within it and balance it with our bank statements for several months. Also reviewed expense claims and prepared cheques as necessary.
- Met with Mary Ito of CBC Radio’s “Fresh Air” and discussed with her a number of issues.
- Attended Jack Layton’s funeral in Roy Thompson Hall. Talked various politicians of all stripes & several others about government cutbacks & union issues.
- Participated, danced & led the PSAC’s float in the Labour Day parade in Toronto. Had a request for interview with a newspaper as a result.
- Participated in the National Gallery of Canada’s annual public meeting in Toronto at the Museum of Contemporary Canadian Art & asked questions during and after of the Director, Marc Mayer.

- Attended and participated in the Heads of Union meeting at the Toronto-York Region office.
- Contacted the PSAC & requested the ruling that allows members to do desk drops, post on electronic & physical bulletin boards & spread the union perspective on matters that are of concern to our members. The ruling is “2011 PSLRB 106”.
- Spoke with representative of APSAR (The Association of Public Service Alliance Retirees) and discussed ways in which both of our organizations could more fully support each other.
- Prepared pamphlet, “The 1% and Why Unions Matter” based on info from the Canadian Centre for Policy Alternatives (see attached).
- Handed out the pamphlet on the Saturday evening & Sunday of the first weekend of the Occupy Toronto rallies & tent city at St. James Park & discussed & debated the contents with many people.
- Contacted the Regional Office and requested that all locals be made aware ahead of time of any protests or rallies that are being held.
- Participated in the Harper versus the People forum at Ryerson University. Led working groups relating to how new Canadians are & should be treated. Related the benefits of unionization to this group & others to further the understanding of unions for the people participating in the group.
- Attended the Canadian Club breakfast where Tony Clement was speaking. Attempted to ask a question, was ignored, & then a few minutes later stood up in front of the room and repeatedly politely requested to ask a question to him. Mr. Clement would not answer the question in public, came to the table immediately after his speech. Asked another question of him at the end of the meeting to which he seemed genuinely engaged in & asked me further questions about.
- Made a presentation for the Take Our Kids to Work Day for Grade 9 students relating to the PSAC and the benefits of unions for members, families and all Canadians. Received feedback from parents stating that this presentation engaged the students the most. It included interactive discussion on bigotry, racism, equality, prosperity versus profits, unionized

In Solidarity,

Brad Feraday
Alternate to the REVP
PSAC Ontario Council

Bruce Flannigan
PSAC Ontario Regional Council
Region 5, GTA Representative Report
July 2011 – November 2011

Objectives for this period:

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

Activities for this period:

- Attended Toronto City Council meeting on garbage privatization in support of CUPE Local 416
- Visited Toronto TUB Course
- Attended Heads of Unions meeting at Toronto and York Regional Labour Council regarding the attack on Public Services in Toronto and Ontario
- Attended Toronto and York Regional Labour Council
- Attended PSAC Greater Toronto Area Council
- Attended organizing meetings at Toronto and York Regional Labour Council regarding the Stop The Cuts Rally
- Promoted and marched in the Toronto Labour Day Parade
- Participated in education consultations
- Attended Toronto and York Regional Labour Council
- Participated in rally at Richmond Hill Service Canada to protest job cuts
- Participated in march up Bay St. for “Labour Supports Occupy Toronto”
- Participated in protesting outside the Sheraton Centre as Tony Clement addressed The Canada Club

Future plans:

- To continue to build networks within the Toronto and York District Labour Council and the OFL
- To continue attempts to get members feedback and add to e-mail tree.
- Connect with Local Leaders

In Solidarity,

Bruce Flannigan
GTA Representative

Mary Jeyanathan
PSAC Ontario Regional Council
Region 5, GTA Representative Report
July 2011 – November 2011

Participation in the following:

- Delegate at the 15th National Triennial Convention of the National Component in St. John's, Newfoundland and Labrador from August 7-12, 2011
- Toronto RO's – Activist Café on September 10, 2011
- Museum of Canadian Contemporary Art Public Forum on September 19, 2011
- OFL Workshop on the Ontario Human Rights Tribunal – September 28, 2011
- OFL Workers Under 30 Committee Member
- Union of National Employee - National Executive Meeting and Human Rights Committee from October 16-21, 2011
- JLP Facilitator in Toronto and Ottawa Region

Initiatives:

- Draft submission of proposal to REVP to endorse the Fight Back Campaign – Video Competition – August 2011 (put on hold)
- Testimonials from membership (in progress)
- Organizing with fellow GTA Rep to conduct a Fight Back Campaign information session with assistance from the PSAC Regional Staff

In Solidarity,

Mary Jeyanathan
Region 5, GTA Representative

Vicki Pine
PSAC Ontario Regional Council
Directly Chartered Local Representative Report
July 2011 to November 2011

I respectfully submit my first report as an Ontario Council Directly Chartered Local (DCL) Representative. I was elected to this position at the Triennial Convention held in Toronto in May 2011.

I was officially sworn in at the July 2011 Ontario Council Meeting. Since my role began in May I have been trying to familiarize myself with what is expected of me and how do I best perform and achieve these expectations.

I have been able to partake in a couple of training courses and conferences, schools etc., which have all enlightened me somewhat, still a long way to go. I have listed my activities below.

1. May 12th – 15th : Ontario Regional Triennial Convention, Toronto
2. June 16th: Sault Ste. Marie Aboriginal Circle (SSMACer's)
3. July 19th – 22nd : DCL Stewardship School – Toronto
4. July 25th – 27th: Ontario Council Training and Meeting, Toronto
5. Sept. 16th: Sault Ste. Marie Aboriginal Circle, Garden River
6. **Sept. 29th – Oct. 3rd**: National Aboriginal Peoples Conference,
Yellowknife
7. October 7th: Sault Ste. Marie Aboriginal Circle, Garden River
8. October 12th: SSM Area Council Meeting, Sault Ste. Marie
9. October 13th: Conference Call – PSAC National Triennial Convention.
10. October 24th: Conference Call –PSAC National Triennial DCL Rep
election

In Solidarity,

Vicki Pine

Directly Chartered Local Representative

Bob Black
PSAC Ontario Regional Council
Region 6, Hamilton/Niagara Representative Report
July 2011 to November 2011

August:

- 8 attended Hamilton Area Council (HAC)
- 9 conference call with Ontario Council
- 17 occupied Tim Hudac's office for 6 hours with Hamilton District Labour Council
- 29 special meeting of CEIU members local 649
- 30 NDP kick off for Andrea Horwath Provincial Leader (NDP)
- 31 attended the District Labour Office re ODRT Update/assignments

September:

- 5 Labour Day Parade and picnic drove REVP home afterwards
- 7 started getting orders for Provincial election campaign
- 8 attended special membership meeting for CEIU local 649
attended Workers Health and Safety Centre update meeting
- 10 worked on Andrea Horwaths campaign
- 12 attended HAC
- 13 attended David Sweet's office with CEIU 649 President
- 16 attended rally at Mohawk College for striking workers
- 19 attended Hamilton Members With Disabilities Access Committee meeting
- 21 attended Hamilton Labour Advisory Committee meeting
- 22 worked on NDP campaign
- 24 attended the Hamilton TUB course made introductions
- 25 attended the Hamilton TUB course handed out t-shirts
- 29 worked on NDP campaign

October:

- 5 attended the LOAT planning at regional office
- 6 worked on NDP campaign

- 7 worked on NDP campaign
- 11 attended HAC elected as delegate to PSAC National Convention
- 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)
- 26 preparing for L.O.A.T. as facilitator with PSAC Regional Reps
- 27 facilitating L.O.A.T. at Kempenfelt Centre
- 28 facilitating L.O.A.T. at Kempenfelt Centre
- 29 facilitating L.O.A.T. at Kempenfelt Centre
- 30 facilitating L.O.A.T. at Kempenfelt Centre

In Solidarity,

Bob Black
Region 6, Hamilton/Niagara Representative

Christal Côté
PSAC Ontario Council
Region 3, Eastern Ontario Representative Report
July 2011 to November 2011

Objectives for this period

- Assist Pembroke-Petawawa Area Council in becoming active
- Make contact with all Region 3 councils and committees
- Tony Clement Petition – Fight Back Campaign
- Labour Day Celebration
- PSAC Ontario Council Survey
- Draft 2011-2012 Business Plan for Region 3

Activities for this period

- July 31 – August 8, Summer Vacation (Out of Region)
- August 13-20, Calgary, AB - UNDE 15th Triennial Convention (Out of Region)
- September 1, UNDE Local 629 Petawawa Labour Day BBQ
- September 7, Renfrew and District Labour Council meeting
- September 25, Draft Business Plan submitted to REVP and applicable Council Reps for review and feedback
- October 5, Renfrew and District Labour Council meeting
- Provided updated website information on various Region 3 meetings
- Distributed several emails to Component VPs, Area Council Presidents, Local Presidents and Activists on issues of consent, and requesting upcoming meeting schedules to coordinate attendance for period.

Goals for the Future

- Finalize and publish Business Plan for Region 3
- November 11, Observe Remembrance Day Ceremonies
- Develop ADR Workshop for Shop Steward Assembly Initiative

In Solidarity,

Christal Côté, BA, Q.Med
Region 3, Eastern Ontario Representative

Laura St-Jean
PSAC Ontario Regional Council
Region 2, North Eastern Representative Report
Jul 2011 to November 2011

- | | |
|--------------------|--|
| July-August 2011 | Preparation for Labour Day Festivities |
| September 5, 2011 | Labour Day in the Park Timmins |
| September 28, 2011 | Timmins District Labour Council Meeting |
| October 13, 2011 | Strategy planning with TDLC to recruit more affiliates |
| | Planning of a Timmins Occupation of Local Stock Exchange |
| October 14, 2011 | Work with Sudbury RUO via telephone re proposal for Local Development throughout North Eastern Region for new Locals |

In Solidarity,

Laura St-Jean
Region 2, North Eastern Representative

Réjean Amyotte
PSAC Ontario Regional Council
Region 2, Northeastern Representative Report
July 2011 to November 2011

Objectives

1. Continue to be an active member of the North Bay and District Labour Council and encourage PSAC Locals to affiliate with this important organization
2. Travel to various parts of the Region to make the connection with as many Locals as possible
3. Attend Area Council and Regional Women's Committee meetings when possible
4. Plan for the WHSC annual banquet in North Bay

Activities

North Bay and District Labour Council:

- Participate in regular council meetings
- Appointed as a labour representative to the North Bay United Way Citizen's Advisory Panel

Other activities

- Travelled to Kirkland Lake for Labour Day luncheon hosted by Union of Veteran's Affairs members
- Participated in Labour Day Picnic hosted by North Bay and District Labour Council
- Participated in Regional and National LMCs for SSO
- Travelled to Sudbury to participate in and speak at Youth March.
- Attended Union of National Employees triennial convention. Elected Assistant Regional Vice-President for Ontario
- Communicated with Sudbury RO to consult on education and other matters relating to the Region

In Solidarity,

Réjean Amyotte
Region 2, Northeastern Representative

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

Objectives:

- Fight Back Campaign
- Tony Clement Petition
- Provincial Election
- Network with Local Activists
- Inform members of PSAC Activities
- Promote Union Education

Activities:

- Plantgate at Windsor CBSA Offices
- Attended “Don’t cut us” lunch picket at CIC Office
- Picket with Windsor CUPW
- Attended Southwestern Ontario Area Council Meeting in London
- Attended Windsor Area Council Meeting
- Assisted Windsor Area Council President with work on Provincial Election
- Attended CIU National Convention

Future Plans:

- Continue to build relationships with other Unions, Area Council Representatives
- Attend Area Council Meetings
- Continue to Fight Cuts in Federal Services
- Promote Ongoing Campaigns

In Solidarity,

Mike Fummerton
Region 4, Southwestern Ontario Representative

Melanee D Jessup, DTM
Region 4, Southwestern Ontario Report
July 2011 – November 2011

- Attended the annual Labour Day picnic with the Kitchener-Waterloo Area Council in concert with the Waterloo Region Labour Council
- Chaired the first Area Council Summit between the Windsor, London and Kitchener-Waterloo Area Councils. The event was a huge success
- Attended Kitchener-Waterloo Area Council and Regional Women's Committee meetings
- Was selected to attend the PSAC National Convention as the K-W Area Council delegate
- Shared information via email with the members of Southwestern Ontario
- Maintained the Southwestern Ontario PSAC Facebook page
- Attended a Conference call with the London Regional Office on the Fight Back! Campaign
- Consulted with the London Regional Office to select participants for the AST course at Fall School
- Presented a keynote speech at the finish of Union Counsellor Training provided by the Waterloo Region Labour Council.

In Solidarity,

Melanee D Jessup, DTM
Region 4, Southwesrern Ontario

Christo Aivalis
PSAC Ontario Regional Council
Young Workers Representative Report
July 2011 – November 2011

Objectives:

- Try to obtain Young Worker contacts without having direct access
- Study and better understand PSAC/Component
- Make contacts with staff regarding Young Worker Issues
- Ensure that my position is represented within the PSAC structure and at various union/PSAC bodies
- Engage Young Workers through means that they will respond to
- Help promote political engagement and union activism among young workers

Actions:

- Contacted Young Workers in the Region and beyond
- Promoted the Young Worker and other Council positions in my local
- Regularly attended the Kingston Area Council, and serving as the drafter of National Triennial Resolutions for said body
- Started my PSAC Ontario Young Workers Blog
- Worked on Projects with PSAC staff, including assisting Chris Wilson with an *Our Union Times* article on Young Workers, and doing a radio interview with Nicole Beaulieu out of the Sudbury Regional Office.
- Volunteered and Scrutineered for Mary Rita Holland's NDP Provincial campaign for Kingston and the Islands
- Participated in the first PSAC Ontario Directly Charter Local School
- Elected as a delegate to the Ontario Federation of Labour Convention

Plans:

- Continue with the aforementioned actions where applicable
- Work with staff in the effort to hold a Young Worker's Convention
- Attend OFL Worker Under 30 Committee
- Promote educational programs available to our members
- Be an active and enthusiastic participant on the Education Committee, and promote specific ways in which young people can be engaged
- Work with geographic council reps to better reach Young Workers in all corners of the province
- Work with Equity-seeking Representatives to understand the intersectionality of equity issues as they affect Young Workers and to promote amongst equity seeking members the role of Young Workers

In Solidarity,

Christo Aivalis
Young Worker Representative

**James D. Marchand
PSAC Ontario Regional Council
Aboriginal Members Representative Report
July 2011 to November 2011**

I have worked on establishing connections and outreach with members in the Ontario Region. I am networking with NCR, GTA and Thunder Bay and have received email notifications from those areas.

I attended Labour Day event in Ottawa and was able to meet with other members and organizations.

I am continuing to work with the executive of the Sault Ste Marie Aboriginal Circle (SSM AIM). The SSM AIM continues to meet and attempt to recruit more members.

Thunder Bay now have a AIM Committee.

I attended the PSAC National Aboriginal Peoples Circle/Network conference in Yellowknife, NT as a delegate. I was acclaimed as the Ontario Representative. I also served a member of the Resolutions Committee.

I have joined the Aboriginal Advisory Committee for the CBSA and I am looking forward to bringing my experience and perspective to that group.

Recently I was made aware of a situation in which a member was challenged about their Aboriginal affiliation/membership. This member has status through marriage, lives in the community, has raised a family in the community and yet has been subjected to having to “prove” their status. I am hoping that this blatant violation of this individual’s rights is address with their Employer.

In Solidarity,

James D. Marchand
Aboriginal Members Representative - Ontario

Souad Soubra (Sue)
PSAC Ontario Regional Council Report
Members with Disabilities Representative
July 2011 — November 2011

Activities for this period:

- Attended The RWC meetings
- Attended/Chaired TMDAC meetings
- Attended the Area Council meeting
- Attended GCWCC interviews for new Sponsors Employees — July 21 and July 28, 2011
- Attended Ontario Council training/meeting — July 25 — 27, 2011
- Attended United Way training — August 10, 2011
- Attended GCWCC Steering Committee meetings — Aug 22, Oct 18, Nov 15, 2011
- Attended/Organize “Professional Financial Consultation” — Aug 9, Aug 17, 2011
- Attended GCWCC Luncheon/meeting — September 22, 2011
- Attended GCWCC Kick off — September 28, 2011
- Attended The Racial Visible Committee meeting - October 12, 2011
- Attended GSU National Council meeting — October 21-23, 2011
- Attended GSU Triennial Convention — October 24-27, 2011
- Participated in the Rally to Defend City Services-September 6, 2011
- Attended Ontario Council Training/Meeting — November 3-6, 2011

Future Plans:

- Keep in touch with Regional PSAC office
- To meet with as many members as I can and explain to them the need to be active, and to get educated
- Meet/contact/communicate with a new members
- Toronto MDAC & Hamilton MDAC have a Joint committee meeting
- Open new MDAC Committees in Barrie’s or Hamilton areas
- MDAC, Open House
- MDAC, Wellness Events
- MDAC News Letter

In Solidarity
Souad Soubra (Sue)
Members with Disabilities Representative
GCWCC Co-Chair

Karen Church
PSAC Ontario Regional Council
Gay, Lesbian, Bi-Sexual & Transgendered Representative Report
August 2011 to November 2011

First and foremost, I would like to thank everyone for the support I received at the PSAC Ontario Regional Convention. Needless to say, it was a very humbling experience!

Almost immediately after the Convention, I attended the PSAC EOC Committee Meeting in Ottawa. This Committee is under restructuring and new faces will make up this Committee in the near future.

As an elected Member of the FB Bargaining Team, I attended a bargaining session in late June. I am providing the equity lens during this round of bargaining.

July is the best month of the year for me as Members from across Canada celebrate Pride Events. I am pleased to report that once again PSAC Ontario Members marched proudly in the Toronto Pride Parade. Our float promoted our campaign to stop cuts to Public Service and to protect GLBT Human Rights. I sincerely thank the REVP Sister Sharon DeSousa, Brother Chris Wilson and the Regional Staff who worked diligently to make this all happen! To all the Members who help to organize and decorate the float, thank you so much!

I next attended the World Human Rights Conference on behalf of PSAC Ontario Council and met the other Sisters and Brothers who sat as GLBT Reps on their respective Councils. Upon arriving in Vancouver, the PSAC GLBT Reps. were greeted by Sister Andree Cote, PSAC Women's and Human Rights Officer. Sister Cote arranged a get together so we could all meet one another and to provide guidance to new GLBT Council Members. Sister Cote's knowledge and experience as a PSAC Human Rights Officer helped us throughout the conference and I sincerely thank her.

I attended workshops on LGBTQ Youth in High Schools, Teaching about Queer Families in Schools, Addressing Homophobia in Sports,

and The experiences of LGBT trade unionists in the Canadian labour Movement. Each morning I attended a session termed “Arm Chair Experts” where a different panel of GLBT Activists sat to discuss issues and to answer any questions from the floor. This was most rewarding for me in that I heard stories from all over the world about the struggles, the envisionment of global human rights and the victories that have been attained. The next World Outgames and Human Rights Conference will be held in Antwerp, Netherlands.

I attended the Windsor Area Council Meeting on August 23rd where we discussed the Labour Day Parade. Donations were sent to the Windsor and Chatham Labour Council. T-shirts had been ordered for the Parade. We discussed ways to arrange for Members to receive TUB Training.

In Solidarity and Pride,

Karen Church
GLBT Representative

COLLEEN WICE
PSAC Ontario Regional Council
Regional Women's Committee Representative Report
July 2011 to November 2011

- Attended International Women's Conference in Ottawa July 2-8
- Attended PSAC Ontario Council/Training in Toronto July 25-27
- Attended my own component triennial national convention in Montreal on
- July 13-16
- Attended Toronto RWC AGM Oct 4
- Attended Hamilton RWC AGM Nov 1
- Working closely with a woman in Barrie with an issue
- I have sent emails to all the RWC Chairs to get their minutes from 2011, schedules of activities, input from their committees
- Continue to promote PSAC education and awareness of women's issues
- Will continue to contact and expand networks with other regional women's committee's in Ontario
- Continue to promote and support ongoing campaigns
- Attended PSAC Ontario Council meeting/training Nov 3-6

In Solidarity

Colleen Wice
Regional Women's Committee Representative

Judy Phillips
PSAC Ontario Regional Council
Racially Visible Member Representative Report
July 2011-October 2011

Activities for this period

- Participated in two PSAC Educational Conference calls
- Course to be offered in the upcoming months
 - selection of candidates for the next local officers advance training
- Attended Racially Visible Committee Meeting
- Discussed action plan for December 10, 2011 Human Rights Day
- reviewed activities since last meeting i.e. Labour Day Parade
- Next meeting election of new executives
- Attended GTAC meeting
- Plantgating at Lawrence Park Collegiate Secondary School for MUNAC (McGill University Non-Academic Certified Association)

Future Actions

Discussion and coordination with other equity group to recognize December 10, 2011, International Human Rights Day

- Racially Visible Committee next meeting November 17, 2011, discussion how we can increase our membership and visibility within the union and mobilize them into action in the union and their communities. Also discuss plans to recognize and celebrate Chinese New Year 2012 and Black History Month 2012
- Review the Racially Visible Committee mandate, goals and objectives
- Increase my visibility as a PSAC Ontario Council Member

In Solidarity and Unity,

Judy Phillips
Racially Visible Representative

Bedekingsley Onyeocha
PSAC Ontario Regional Council
Regionally Based Separate Employer Locals Representative
Report
July 2011 to November 2011

- I made lots of effort to retrieve information regarding the locals that I represent from the REVP office.
- Finally got the contact of the past RBSEL council member information from the REVP office with the locals that I represent.
- Called an spoke with the past RBSEL council member who is now helping me to develop the web conference and skyping means to reach a broader locals within my portfolio.
- More of this initiative will now evolve since I have gotten my laptop.
- Big thanks to all of you for making it possible for me to receive this laptop. I promise to put it to a great use.

In Solidarity,

Bedekingsley Onyeocha
Regionally Based Separate Employer Locals Representative

**Debbie Willett
PSAC Ontario Council
Area Council Representative Report
May 2011- November 2011**

Objectives for this period:

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.

May 11	Ontario Council Meeting
May 12 -15	PSAC Ontario Triennial Convention
June 12	Niagara Area Council Meeting/BBQ -Donna's
House	(Welland)
June-24-26	UTE pre Convention Conference (Windsor)
June 29	Ergonomic Training (Hamilton)
July 12-17	UTE Convention (Montreal)
July 25- 28	Ontario Council Training/Meeting (Toronto)
Aug 8-Oct 28	WSIB Mandatory Computer Training
Sept 5	Labour Day Parade (Hamilton)
Sept 10	Area Council SW Region Meeting
Sept 24	Niagara Area Council Meeting
Oct 5	Conference call- selection of LOAT participants
Oct 5	Niagara Area Council Meeting
Nov 3	Ontario Council Education Meeting
Nov 4-6	Ontario Council Meeting

Objectives for future:

Continue to address issues
Promote PSAC
Promote ongoing campaigns
Continue to attend other Area Council Meetings

In solidarity,

Debbie Willett

Area Council Representative

Ryan Bystrom
PSAC Ontario Regional Council
Region 1, Northwestern Ontario Representative Report
May 2011- November 2011

Elected Region 1 Representative, May 15, 2011 at the Ontario Regional Convention in Toronto.

On May 18th, 2011 I had a meeting with the Tom Baxter and the ship members from the CCGS Risley while they were in port in Thunder Bay with Judith Monteith-Farrell. They were trying to reorganize their local and wanted contacts, being a ship they are not always in the same port and wanted a contact to be able to talk to someone about issues they had while on-board.

May 19th supported Judith Monteith-Farrell during the United Way billboard rescue as she was some 30 feet in the air.

May 31, 2011 was the flag raising ceremony for the start of Thunder Pride which was the very first pride event in Thunder Bay it continued right through June 11th which was Pride in the Park at the Marina. We had the Thunder Bay Area Council set up the PSAC RO tent and we gave out swag and cupcakes and talked to a lot of youth and members of the GLTB community in Thunder Bay. It was attended by both NDP MP's Bruce Hyer and John Rafferty where I was introduced to both of them.

Aug 25th attended a memorial service for Jack Layton and HillCrest Park where we had guest speakers from John Rafferty to Michael Gravelle.

Sept 5th was the Thunder Bay District Labour Council's annual Labour Day Picnic. It was very well attended and again the Thunder Bay Area Council set up tent and handed out more swag on the fight back campaign we also handed out Ice cream cups and fruit that were donated to us. There were well over 500 people who attended this event which was up from previous years. I had conversations with both John Rafferty and Bruce Hyer about the Paige Program in the House of Commons that according to Bruce Hyer, Stephen

Harper has "killed" the program and they were both going to go back to Parliament and question why and to see about getting it reinstated.

In Solidarity,

Ryan Bystrom
Region 1, Northwestern Ontario Representative