



## **PSAC Ontario Council Meeting Minutes March 28-29, 2014 Toronto Regional Office**

The meeting convened at 9:00 a.m. on Friday, March 28, 2014 with the REVP-Ontario, Sharon DeSousa as Ontario Council Chair and the following members in attendance.

Sharon DeSousa, Regional Executive Vice-President, Ontario  
Bob Black, Alternate Regional Executive Vice-President, Ontario  
Mike Bennett, Region 1 (Northwestern)  
Barbara Goodfellow, Region 2 (Northeastern)  
Trevis Carey, Region 2 (Northeastern)  
Laura Eastcott, Region 3 (Eastern)  
Ralf Bucherer, Region 3 (Eastern)  
Paul Wurdell, Alternate Rep Region 4 (Southwestern)  
Melanee Jessup, Region 4 (Southwestern)  
Leslie Searl, Region 5 (GTA)  
Donna Kinchen, Region 6 (Hamilton/Niagara)  
Vicki Pine, Directly Chartered Locals  
Marie Polgar-Matthews, Academic Workers Representative  
James D. Marchand, Aboriginal Members  
Vivian Binnion, Regional Women's Committees  
Karen Church, Gay, Lesbian, Bi-Sexual & Transgendered Members  
Debbie Willett, Area Councils  
Sandy Bello, Regionally Based Separate Employer Locals  
Christo Aivalis, Young Workers  
Lloyd Brown, Racially Visible Members

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

**Regrets:** Mike Fummerton, Region 4 (Southwestern)  
Souad (Sue) Soubra, (Members with Disabilities)  
Mary Jeyanathan, Region 5 (GTA)

**Observers:** Christine Collins – National President for Union of Canadian Transportation Employees, Travis Lahnalampi, Dave Carr, Steve Gauthier, Grant Tenant

**AGENDA:**

1. Adoption of Agenda
2. Adoption of previous meeting minutes (October 25-26, 2013)
3. Business arising from previous minute
4. Regional Executive Vice-President Report
5. Regional Office - Updates (Chris Wilson)
6. Ontario Council Committees Reports
7. Ontario Council Members Reports
8. Collective Bargaining Updates
9. Ontario Federation of Labour Biennial Convention (OFL)
10. PSAC National Equity Conferences
11. PSAC Treasury Board Collective Bargaining Conference
12. Canadian Labour Congress Triennial Convention (CLC)
13. People Social Forum Canada
14. PSAC Ontario Regional Triennial Convention
  - Agenda
  - Resolutions
  - Host Committee
15. 2014 Ontario Council Meeting dates
16. We Are All Affected Campaign
17. New Business

The Chair asked Sister Melanee Jessup to read the PSAC Anti-Harassment Policy. Sister Melanee Jessup will be the Harassment Coordinator while Ontario Regional Council is in session.

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

Motion to adopt the hours of sitting.

m/s/c Debbie Willett and Bob Black

**Point of Privilege** – Brother Bob Black stated Ontario Regional Council members must turn in breakfast vouchers they received from the hotel.

**Item 1. Adoption of Agenda**

The Chair added agenda item # 16 (We Are All Affected Campaign).

Motion that agenda be adopted with the noted addition.

m/s/c Trevis Carey and Vivian Binnion

**Item 2. Adoption of Previous Meeting Minutes (October 25-26/13)**

Motion that October 25-26, 2013 minutes be adopted as presented.

m/s/c Lloyd Brown and Bob Black

**Item 3. Business arising from previous Minutes**

Brother Lino Vieira stated individual political donations are capped at \$1200 to any political party, \$1200 for Leadership contestant and an additional \$1200 for an association, nomination contestant and candidate during a calendar year. Brother Vieira sent this information by email to Ontario Regional Council last month.

The Chair stated Sister Robyn Benson was very explicit that every member that attends Ontario Regional Convention receives a paper copy of the Convention kit. This will allow for maximum participation in case a member has a computer system malfunction.

Motion to accept business from previous meeting.

m/s/c Sandy Bello and Melanee Jessup

#### **Item 4. REVP Report**

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.

#### **Collective Bargaining**

##### *Highlights of Ongoing Negotiations*

- UNDE PSAC Local 00639 - GDI Services at CFB Petawawa continue to bargain with a meeting scheduled for January 14, 2014.
- Teaching Assistants and Research Assistants at the University of Ontario Institute of Technology (UOIT) Local 00555 have reached a tentative agreement. A ratification vote will be scheduled in the coming weeks.

##### *First Agreement*

- Postdoctoral Fellows who work at Queen's University in Kingston, Ontario (DCL 901 Unit 2) ratified their first collective agreement on October 21, 2013.

##### *Renewal Agreements*

- Windsor Airport (UCTE 00012) members ratified their new collective agreement on September 25, 2013.

- Technical Services (TC) members ratified their new collective agreement, which was signed on October 18, 2013.
- DCL 500, Georgian Downs Racetrack workers ratified their new collective agreement on November 7, 2013.
- University of Western Ontario (DCL 00611) Post-doctoral Fellows ratified their new collective agreement on November 19, 2013.
- Queen's University Teaching Assistants and Teaching Fellows (DCL Local 901 Unit 1) ratified their new collective agreement on December 13, 2013.

### **Organizing**

#### **PSAC Files Certification Application at OLG - Sault Ste. Marie**

PSAC filed a certification application to represent four hundred (400) employees of the Ontario Lottery and Gaming Corporation (OLG) in the city of Sault Ste. Marie. On December 18, 2013, the Ontario Labour Relations Board ordered a union certification vote. The vote resulted in a "No" vote for unionization. However, following the vote, a significant number of ballots have been disputed, as a number of issues relating to the Employer's conduct have been raised. The organizing committee will be meeting to discuss how to proceed, as a significant number of workers voted "yes" to joining PSAC.

#### **London Airport**

Members of UCTE Local 0003 filed for a decertification application, choosing instead to form an association themselves. Despite PSAC's Canadian Industrial Relations Board (CIRB) complaint, which argued Employer involvement in this decision, the CIRB granted this decertification application on October 8, 2013. The Local consisted of a dozen members, who will now have to bargain directly with the Airport as a stand-alone association.

#### **Operational Managers at Ontario Corrections**

PSAC Ontario has launched a campaign to organize 600 Operational Managers employed by Ontario's Correctional Services. Ontario's

Correctional Service establishes, maintains, operates and monitors correctional institutions and probation and parole offices. The Union of Solicitor General Employees (USGE), a Component of the PSAC, has expressed their support for this organizing campaign. PSAC filed a certification application to request a Union vote and the Ontario Labour Relations Board (OLRB) ordered a vote for the week of April 16th till April 19th, 2013. All ballots have been segregated and the count postponed until the Employer challenge with respect to managerial exclusion is dealt with. The first hearing date took place on October 9, 2013, with hearing dates to be scheduled in 2014.

### **Queen's University Graduate Research Assistants (700 members)**

PSAC is organizing 700 research assistants at Queen's University. PSAC already represents 1,300 Graduate Teaching Assistants and 200 Postdoctoral Fellows at Queen's University in a single composite Directly Chartered Local 901, which fully supports the organizing campaign.

Card signing continues and a vote is anticipated for later in 2014.

### **Postdoctoral Fellows at Western**

PSAC is certified to represent 40 Postdoctoral Associates at the University of Western Ontario. PSAC has filed a grievance taking the position that the employer has misclassified over 200 Postdoctoral Fellows as non-bargaining unit independent contractors instead of bargaining unit Postdoctoral Associates. Hearing dates have been scheduled for June 6<sup>th</sup> and June 25<sup>th</sup>, 2014.

### **First Nations Officers and Civilians**

Officers and civilians who work for Nishnawbe-Aski Police Service ("NAPS"), Anishinabek Police Service ("APS") and Treaty Three Police Service are currently represented by PSAC under federal labour legislation, and have been for a number of years. Each of these 3 police boards, in an attempt to union bust, have brought forward legal challenges that state PSAC should not be the bargaining agent because First Nations policing should be covered provincially.

PSAC is maintaining the position before the Canada Industrial Relations Board (CIRB) that PSAC was properly certified for each of

these groups under the Canada Labour Code. Consequently, in the alternative that the CIRB agrees with the police boards' position, PSAC conducted an organizing campaign to sign provincial union cards with all three groups.

After a majority of cards were signed, the Ontario Labour Relations Board conducted a vote and counted the ballots on September 16, 2013. The ballot results in each of the four (4) Union certification votes (officers and civilians of each group) were:

- Officers and Civilians employed by the Nishnawbe-Aski Police Service Board ("NAPS") voted overwhelmingly in favour of PSAC.
- Officers employed by the Anishinabek Police Service ("APS") also voted overwhelming in favour of PSAC.
- APS Civilians voted No in the Union certification vote.
- The ballots cast by Treaty Three Officers and Civilians were previously counted and their result was also overwhelmingly in favour of PSAC.

On November 25, 2013, the Canada Industrial Relations Board provided their decision for the NAPS group jurisdictional challenge. PSAC was successful in arguing that First Nations policing falls under federal jurisdiction. NAPS has applied to judicially review the CIRB decision, however, in the interim this decision provides a strong legal precedent in the other two jurisdictional challenges brought by APS and Treaty Three. The hearing dates for APS and Treaty Three have been scheduled for the full week of February 3-7, 2014.




### **Federal By-Election**

On November 25, 2013 a by-election was held in the riding of Toronto Centre. The by-election was called after Bob Rae, the Liberal MP who represented the riding, resigned. The riding has been a Liberal stronghold for years, and analysts had predicted this would remain so.

The by-election was a two-way race between the Liberal and NDP candidates, both having media backgrounds and campaigning on

economic inequality. PSAC Ontario sent out a letter from the REVP to all members in the riding, urging members to get out and vote. The letter also focused on the negative impacts of Bill C-4 and how members should question all candidates on this legislation.

The successful candidate in the end was the Liberal candidate, Chrystia Freeland. Below are the results reported from Elections Canada:

<b>Liberal</b>	<b>Chrystia Freeland</b>	<b>17,194 49.4%</b>	
<b>NDP-New Democratic Party</b>	<b>Linda McQuaig</b>	<b>12,640 36.3%</b>	
<b>Conservative</b>	<b>Geoff Pollock</b>	<b>3,004 8.6%</b>	

### **Mobilization**

#### **Border Services (FB) group Day of Action**

On October 10, 2013 a National Day of Action was called to mobilize support for the 7,000 members who work for the Canada Border Services Agency (CBSA). These members, who belong to the Customs and Immigration Union, a component of PSAC had been experiencing one of the most difficult rounds of bargaining ever experienced for our union.

Months of heated negotiations filled with Employer ultimatums, attempts to circumvent the bargaining process, final offers and even a forced vote that was found to be non-compliant with federal labour law, gave rise to this National Day of Action.

In Ontario, Toronto Pearson International Airport was selected as a key target for this Day of Action. Buses of members came from different areas, including Niagara and London, to demonstrate at



Canada's busiest airport. Hundreds of members gathered and walked through Pearson chanting and waving banners and flags. The day was very successful, receiving media attention and forcing the Employer back to the table. Within two weeks a tentative agreement was reached.

PSAC Ontario scheduled ratification votes across the region to ensure members had a reasonable opportunity to vote on the tentative agreement, which was ratified. During the ratification vote process, hundreds of FB's signed their pledge cards.

### **We Are All Affected Campaign**

#### **Fix Our World**

September 14-15, 2013, PSAC Ontario took part in the 4th Fix Our World event in Hamilton, Ontario. The event is inspired by the United Nations Millennium Development Goals, which countries around the world have agreed to in an effort to end extreme poverty. The event offered the opportunity for our activists to discuss with the public the importance of public services in combating extreme poverty and creating a more equal society.

#### **Raise the Rates**

On October 19, 2013 a rally was held in Sudbury, with close to 400 people participating, including members of our Regional Women's Committee, to protest the Liberal government's planned merger of the Ontario Disability Support Program and Ontario Works. The merger of these two programs will see further funding cuts and the amalgamation of these two very different social programs will result in further inaccessibility for the public.

#### **Meeting with Premier**

On November 4, 2013, Sharon DeSousa, PSAC REVP for Ontario, along with the Ontario Federation of Labour and leaders from each of the affiliated unions met with the Premier of Ontario, Kathleen Wynne. The meeting was held to discuss the need for labour-friendly legislation, improvements on public services and fair taxation. Sharon DeSousa gave a presentation on the changes to Employment Insurance and the need for the government of Ontario to advocate for the reversal of these legislative changes to the federal government.

### **Bill C-4 – Budget Implementation Bill Telephone Town-hall**

On November 14, 2013 PSAC Ontario held a province wide telephone town-hall to discuss with members the impacts of Bill C-4. The telephone town-hall garnered thousands of participants and was well received by members. With the passing of Bill C-4, members are now aware of the implications this legislation will have on our working conditions, particularly the changes to collective bargaining. PSAC will now be taking the government to court to fight this legislation, along with every other federal public service union, as well as filing a complaint with the United Nations, International Labour Organization.

### **Not in the Syllabus: Graduate Student Mental Health**

The Canadian Federation of Students and its coalition partners, the Academic Workers sector of PSAC Ontario and the Ontario University Workers Coordinating Committee of CUPE Ontario, have committed to the first phase of a major campaign to address bullying and harassment issues in the academic sector.

PSAC represents over 4,000 academic workers in Ontario who work at Queen's University, Western University and the University of Ontario Institute of Technology. Graduate academic workers face significant and unique challenges in their workplaces, which are also their places of study. There is a great deal of pressure, because often their work as teachers and researchers is intimately related to their work towards completing a thesis or dissertation. This competitive environment can also lead to instances of bullying and harassment. A survey to determine the prevalence and scope of harassment and bullying has been developed and distributed province-wide to gather information to ascertain a plan of action.

### **Veterans Affairs Canada Campaign**

PSAC has launched a National campaign to save the 9 district Veterans Affairs Canada offices slated to close in 2014. Working with local veterans, Legion's and the Canadian Veterans Advocacy group, the campaign is part of our We Are All Affected campaign, which links the loss of public services to negative community impacts.

PSAC held a press conference in Ottawa on October 3, 2013, which saw members of the Union of Veterans' Affairs Employees, a

Component of the PSAC, and veterans discuss the impacts of these planned office closures and the cutbacks to the department of Veterans Affairs. A short 3 minute Youtube video PSAC produced was shown and can be viewed online here: <http://psacunion.ca/help-our-veterans-stop-veterans-affairs-office-closures>

Two of these office closures take place in Ontario; in Windsor and in Thunder Bay. During the press conference on October 3<sup>rd</sup>, PSAC Ontario held simultaneous town-hall meetings at local Legion's in Thunder Bay and Windsor. Both were well attended by veterans, members and the media.

Following these events, PSAC Ontario REVP, Sharon DeSousa, sent op-ed stories to local media in Windsor and Thunder Bay showing how closing local Veterans Affairs offices will adversely affect veterans in those communities. The op-ed was used in the following:

- Windsor Star on October 18, 2013 - **Government shouldn't look for cutbacks at Veterans' expense**  
(<http://blogs.windsorstar.com/2013/10/18/government-shouldnt-look-for-cutbacks-at-veterans-expense/>)
- Windsor Star on October 25, 2013 - **Canadians support vets, government does not**  
(<http://www.windsorstar.com/Canadians+support+vets+government+does/9081866/story.html>)
- Thunder Bay Chronicle Journal on October 21, 2013 - **Veterans Abandoned**  
(<http://www.chroniclejournal.com/editorial/letters/2013-10-21/veterans-abandoned>)

To further garner local political support for keeping the Veterans Affairs offices open, Sharon DeSousa, PSAC REVP-Ontario, wrote to the Windsor Mayor, Eddie Francis and Thunder Bay Mayor, Keith Hobbs, urging them to stand against the federal government's decision to close the Veterans Affairs offices.

On November 4, 2013, the Windsor City Council voted unanimously to pass a motion to lobby the federal government to reverse their

decision, which was reported on by every major media outlet in the Windsor area.

On November 18, 2013, Thunder Bay's City Council debated and unanimously adopted the following resolution to also protest the closure of its local Veterans Affairs office:

*With respect to the closure of the 9 District Veteran Affairs offices across Canada, including the office located in Thunder Bay, we recommend that City Council advise the Honourable Julian Fantino, Minister of Veterans Affairs of its opposition to the closures;*

*AND THAT it urges the Minister to reconsider this decision in the best interest of serving our countries veterans;*

*AND THAT copies of this motion be sent to MP's John Rafferty and Bruce Hyer, the Royal Canadian Legion and the Public Service Alliance of Canada.*

Working with the local Royal Canadian Legion Branches, the turnout of veterans and our members to this City Council meeting was very strong. All local media was present and reported on the story.

On November 22, 2013, PSAC held a rally at Conservative MP Jeff Watson's office in Essex. The PSAC Windsor Area Council helped to organize the rally, which was well attended by veterans and our members. Jeff Watson is the only local politician that has not denounced the closure of the Windsor Veterans Affairs office, which is why he was targeted.

On November 27, 2013, the Northwestern Ontario Municipal Association (NOMA), which represents all the local mayors in Northwestern Ontario had their annual general meeting in Thunder Bay. At this meeting a resolution opposing the closure of all 9 Veterans Affairs offices was also adopted.

The veterans campaign has been very well received by our members, veterans and the public. There has been a tremendous amount of

media coverage, as can be seen in the listing on our campaign webpage: <http://ontario.psac.com/stop-the-closure-of-veterans-affairs-offices>

### **We Are All Affected Billboard**

UNDE Local 629 in Petawawa, Ontario purchased a 1 year lease for a We Are All Affected billboard centrally located in Petawawa. The billboard has garnered tremendous attention from the public and allowed for discussions on the importance of our campaign in the region. The billboard was funded by the local, PSAC Ontario and UNDE.

### **One-on-One Campaign**

The second *Campaigner Trainer* phase of the *We Are All Affected Campaign* is well underway within the Ontario Region with Campaigners being trained and pledge cards being signed on an ongoing basis. The Harper Conservative government's vote in favour of Bill C-4 and recent decision to cut Canada Post services has made their anti-union agenda very clear. Our strategy must be equally clear to all our members that Harper and his Conservative Party must go in 2015 and a government that supports public services and the principles of free collective bargaining must be elected.

### **Canadian Labour Congress - Lobby Day of Action**

PSAC - Ontario sent four (4) members to Parliament Hill to meet directly with MP Daryle Kramp and MP Kellie Leitch on Tuesday, December 3, 2013 as part of a national lobbying effort coordinated by the Canadian Labour Congress to defeat Bill C-4.

### **Education**

#### **Area Council Summit**

On Saturday, November 2, 2013 the REVP's office held an Area Council Summit in the Toronto Regional Office. The event acknowledged the work and important role of Area Councils including engagement in political action. Sixteen (16) Area Council representatives from across the Region were in attendance. With the many issues members are dealing with and the ongoing conservative political attacks it is vital that Area Councils are ready for action and

connected with each other. The Summit aimed to connect all the Area Council representatives together in order to:

- Review Area Council practices and procedures;
- Share best practices across the Region;
- Create a political action plan for 2014 and defeating Harper in the next election

### **Labour Movement/ Solidarity**

#### **United Way Toronto Labour Breakfast**

On October 2, 2013 the United Way Toronto held its annual Labour Breakfast, in appreciation for the contributions that unions have made in charitable work. Sharon DeSousa, PSAC REVP-Ontario was a guest speaker, along with Susan McIsaac, President and CEO, United Way Toronto and John Cartwright, President of the Toronto and York Region Labour Council. The event was hosted by Tim Maguire, President of CUPE Local 79 and Earl Burt, Treasurer of the Ontario Secondary School Teachers' Federation.

#### **Peoples Social Forum**

The second General Assembly of the Peoples Social Forum was held in Edmonton on July 2nd and 3<sup>rd</sup>, 2013. From this meeting, it was decided that the first Canada-wide Social Forum will be held in Ottawa at the end of August 2014. The Edmonton assembly also saw the birth of a Labour Caucus which includes Canadian and Quebec union activists.

At present, the Forum General Assembly includes five caucuses (Labour, Original Peoples, People of Colour, Women, Quebec) as well as several Regional Commissions (Montreal / Quebec, Ottawa, Toronto, Vancouver). A few more are in the works, particularly in the Maritimes and the Prairies ([www.peoplesocialforum.wordpress.com](http://www.peoplesocialforum.wordpress.com)).

#### **Ontario Federation of Labour (OFL) Convention**

The Ontario Federation of Labour (OFL) held its 12th Biennial Convention in Toronto from November 25-29, 2013. The Convention brought over 1,000 union members together to discuss, debate and vote on resolutions. PSAC's resolution on Bill C-4 was adopted, solidifying the labour movement's opposition to this piece of legislation.

Before the Convention on the Sunday, November 24, 2013, PSAC Ontario and NCR region held a joint caucus meeting for our members. The meeting allowed for presentations from the OFL Executive Board who were seeking re-election. Subsequently, all members of the OFL Executive Board were re-elected.

### **Solidarity with Bangladesh Garment Workers**

On Tuesday, December 3, 2013, PSAC Ontario REVP, Sharon DeSousa met with Kalpona Akter of the Bangladesh Centre for Worker Solidarity in Toronto. The meeting, which brought together various union and social activists, focused on strategies to continue to pressure Canadian corporations who produce garments in Bangladesh to support garment workers in improving their working conditions.

PSAC stands in solidarity with garment workers in Bangladesh who continue to push for stronger workplace health and safety protections and increases to the national minimum wage. Canadian and other retailers selling clothes made in Bangladesh for the Canadian market need to compensate the victims of Rana Plaza and other factory tragedies and to sign the Accord on Fire and Building Safety in Bangladesh.

### **Equity and Human Rights**

#### **Take Back the Night**

On Thursday September 19, 2013 members of the PSAC Niagara Area Council took part in the St. Catharines take back the night event. There were roughly 300 participants in total.

#### **Clothing Drive**

On September 22, 2013, the PSAC Toronto Regional Women's Committee completed their clothing drive in support of "Sistering".

Sistering is a non-profit organization that offers support to homeless and low income women in Toronto ([www.sistering.org](http://www.sistering.org)). The Committee was able to gather 10 bags of clothes (some shoes, belts, hangers and purses as well), to donate to Sistering. A special thanks to the Clothing Drive Coordinators who delivered the donations, Anna Roosen-Runge, President, UNE 00137 and Gaylene Higgs, CEIU 569.

### **Toronto Equity Committee's and Area Council Open House**

On October 21, 2013, all five PSAC Toronto Equity Committee's and the Greater Toronto Area Council held a joint open house to celebrate our membership's diversity and the common struggle against discrimination. The event was well attended, with over 40 PSAC activists. Sharon DeSousa, PSAC REVP for Ontario opened and closed the event, with John Cartwright, President of the Toronto and York Region Labour Council giving the keynote address.

### **PSAC National Equity Conferences**

The PSAC National Equity Conferences were held in Toronto from November 18-22, 2013. This year marked the first year that all five equity conferences were held together. The event brought over 500 equity activists together under the umbrella theme "Equity – We Are All Affected".

On the Friday, November 22, 2013, PSAC Ontario held a caucus meeting to discuss next steps in promoting equity in our union, our workplaces and in our communities. The PSAC Ontario Council will be moving forward with the ideas presented.

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 September 7, 2013 to January 6, 2014**

Sept. 9-11, 2013 – Alliance Executive Committee meeting  
Sept. 13, 2013 – PSAC Ontario education meeting  
Sept. 16, 2013 – Ontario Council Education sub-committee meeting  
Sept. 17, 2013 – Ontario Federation of Labour Executive Board meeting  
Sept. 18, 2013 – Technical Services ratification vote meeting  
Sept. 24, 2013 – Nishinawbe-Aski Jurisdiction Challenge hearing debrief  
Sept. 30, 2013 – Union of Postal Communications Employees mobilization meeting in Hamilton  
Sept. 30, 2013 – PSAC Toronto Racially Visible Action Committee meeting  
Oct. 1, 2013 – Union of Postal Communications Employees mobilization meeting in London  
Oct. 2, 2013 – United Way Toronto Labour Breakfast  
Oct. 2, 2013 – Union of Postal Communications Employees mobilization meeting in Mississauga  
Oct. 4, 2013 – Georgian Downs Negotiations meeting  
Oct. 7, 2013 – Alliance Executive Committee meeting  
Oct. 8-10, 2013 – National Board of Directors meeting  
Oct. 10, 2013 – Frontier Border National Day of Action rally at CBSA headquarters  
Oct. 15, 2013 – United Way Labour Luncheon  
Oct. 16, 2013 – PSAC Barrie Area Council meeting  
Oct. 21, 2013 – Ontario Council education sub-committee meeting  
Oct. 21, 2013 – PSAC Toronto Equity Committee's Open House  
Oct. 24, 2013 – PSAC Ontario Council Committee meetings  
Oct. 25-26, 2013 – PSAC Ontario Council meeting  
Oct. 29, 2013 – Ontario Council education sub-committee meeting  
Oct. 30, 2013 – Union of Solicitor General Employees training session  
Nov. 2, 2013 – PSAC Ontario Area Council Summit  
Nov. 4, 2013 – Meeting with Premier Kathleen Wynne  
Nov. 5, 2013 – Alliance Executive Committee meeting  
Nov. 6, 2013 – National Board of Directors meeting  
Nov. 7, 2013 – Ontario Council education sub-committee meeting  
Nov. 7, 2013 – PSAC Toronto Racially Visible Action Committee

meeting

Nov. 9, 2013 – Coalition of Black Trade Unionists Awards Dinner

Nov. 11, 2013 – Remembrance Day ceremony at Toronto Old City Hall

Nov. 14, 2013 – Telephone Town-hall on Bill C-4

Nov. 17, 2013 – PSAC National Equity Conference Racially Visible  
Caucus meeting

Nov. 18-22, 2013 – PSAC National Equity Conference

Nov. 21, 2013 – PSAC National Equity Conference Raise the Roof rally

Nov. 23, 2013 – Ontario Federation of Labour Workers of Colour  
Conference

Nov. 24, 2013 – Ontario Federation of Labour Executive Board meeting

Nov. 24, 2013 – Ontario Federation of Labour Convention PSAC Ontario  
and NCR caucus meeting

Nov. 25-29, 2013 – Ontario Federation of Labour Convention

Nov. 27, 2013 – Agriculture Union Local 00014 Annual General  
Membership meeting

Nov. 27, 2013 – Cliff Pilkey Awards dinner

Nov. 28, 2013 – Raise the Wage Rally

Dec. 2, 2013 – PSAC Hamilton Area Council and Committees' holiday  
dinner

Dec. 3, 2013 – meeting with Kalpona Akter of the Bangladesh Centre for  
Worker Solidarity in Toronto

Dec. 11, 2013 – PSAC Greater Toronto Area Council meeting

Dec. 12, 2013 – PSAC Kingston Area Council meeting

Dec. 18, 2013 – PSAC Toronto Pride Committee meeting

Motion to adopt REVP's report as presented.

m/s/c Sharon DeSousa and Barbara Goodfellow

**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.

**Staffing**

I am pleased to announce that Réjean Amyotte was the successful  
candidate in the competition for the term position as Regional

Representative in the Sudbury Regional Office. As a member of the Union of National Employees, Brother Réjean has been active within his Local, Component and as a PSAC representative on Regional Council for the Northeastern Region. Brother Réjean is an Alliance Facilitator and has completed extensive education courses through the Regional PSAC Education program. Brother Réjean also has negotiations experience as a member of the SSO bargaining team through two rounds of bargaining and was recently involved in the OLG organizing campaign in Sault Ste. Marie. Brother Réjean is bilingual and will increase our regional capacity to represent members in french. Brother Réjean has been acting in this position since September 23rd, 2013 and will continue in this position until August 29th, 2014. During Brother Réjean's appointment I anticipate that the ROB review will be completed after which time a decision can be made on the status of the position after August 29th, 2014.

Nathan Field's term as Regional Organizer ended on December 20<sup>th</sup>, 2013. Nathan played a lead role in the Ontario Lottery Gaming Corporation in Sault Ste. Marie. PSAC was not successful in the vote, however, the results were very close and demonstrated that demand for Union representation was and remains significant in the workplace. Michelle Sweeney continues to hold the position of Regional Organizer – Ontario.

Romeo Jackson has returned to his position in the Joint Learning Program; consequently, Susan Giamprietri's acting term within the Toronto Regional Office ended in January 2014.

I am pleased to announce that Nicole Wall will continue her term assignment as Regional Representative in the Toronto Regional Office until September 1st, 2014. Nicole Wall is backfilling for Doug Kosakowski who is on long term leave. Doug Kosakowski is not expected to return to work prior to September 1<sup>st</sup>, 2014.

Denise Morrison has now returned to work in her capacity as secretary within the Toronto Regional Office. Beth Bennett who had been backfilling for Denise is now working in the REVP office in an administrative secretarial position to support Convention planning. The Toronto RO admin team is fully staffed with Marcia, Denise, Marion and Rita.

Sandra Goodick was the successful candidate to backfill for Angela Fairweather as a term Regional Representative – Health & Safety officer. Sandra commenced her position on January 20<sup>th</sup> and will continue until April 11<sup>th</sup>, 2014. Angela has now returned to work.

Jennifer Kovacs was re-hired on a term basis as Administrative Assistant in the Thunder Bay Regional Office to backfill for Sandra Goodick during her term Regional Representative – Health & Safety position. Jennifer commenced her term on January 20<sup>th</sup> and will continue until April 11<sup>th</sup>, 2014.

## **Operations**

PSAC has received an offer from the landlord in Thunder Bay regarding a proposed new space on Alloy Drive. PSAC Holdings is reviewing that offer and will be replying with any questions. PSAC Holdings will also be comparing this offer to some other locations that have become available in the area around our existing location.

New heaters have been placed in the small interior boardroom in the Toronto Regional Office following membership complaints arising from the cold temperatures in those rooms.

## **Finances**

The year-end 2013 Ontario Region financial report has been finalized. I am pleased to announce that our Region was **within budget** on all budget line items including:

- Salaries
- Communication Expenses
- General Expenses
- Travel Expenses
- Sundry Expenses
- Meeting Expenses

I will continue to monitor our Regional budget on a monthly basis in 2014 with a view to achieving the same positive result this year while at the same time achieving our organizational objectives and

supporting our staff team/collective objectives such as a staff conference in 2014.

## **Labour Relations**

PSAC concluded negotiations with CULE and a new agreement has been reached which has been ratified by both parties. PSAC reached a tentative agreement with Unifor 2025 which is subject to ratification.

Report submitted by Christopher Wilson – Regional Coordinator – Ontario

### **Item 6. Ontario Council Committees Reports**

The Chair thanked all Committees for the great activism work and for taking on pressing issues which affects the Union and Communities.

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

Sister Karen Church presented on behalf of the Committee.

The members of the Committee completed a video that will be presented at Ontario Regional Convention in June and will be posted on the Ontario Region website. Unfortunately Sister Soubra was not able to be a part of the video shoot but arrangements have been made with Sister Soubra to record her section.

The Committee extended an invite to all Ontario Council members to take part in World Pride which takes place the last weekend in June. This will be the largest event in Toronto.

PSAC Ontario Region will have a total of 2 delegates attending World Pride. In addition PSAC National is funding 1.5 delegates to attend the event and Ontario Region will fund the remaining .5 delegate.

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

m/s/c Vivian Binnion and Karen Church

## **Education Committee Report (Appendix “B”):**

Sister Debbie Willett presented on behalf of the Education Committee.

Sister Debbie Willett stated that within the Education Committee there is a sub-committee. One of the objectives of the sub-committee was to develop the Alliance Facilitator’s Network (AFN) policy which was presented to Ontario Council with a recommendation to adopt the policy.

The AFN policy gives clarity and outlines the role of Alliance Facilitators (AF). It also incorporates members’ feedback to have peer to peer training.

Sister Vicki Pine expressed her appreciation for the AFN course that was developed for Directly Chartered Locals (DCL).

The Chair stated this was a need expressed by the previous Ontario Council representative, who lobbied hard to get this priority for DCL locals.

A Hybrid Talking Union Basics (TUB) course was designed for Academic DCL’s for greater relevance to the working conditions of Academic DCL’s. The course will be held in April and piloted out of the Kingston Regional Office. There are 21 members registered to attend.

**Recommendation:** Adopt the Alliance Facilitator’s Network (AFN) Policy.

Recommendation carried unanimously

Motion to adopt the Education Committee’s report

m/s/c        Debbie Willett and Melanee Jessup

### **Finance Committee Report (Appendix “C”):**

Brother Bob Black presented the Committee’s report.

Brother Black stated 3 Ontario Council members are needed to do random spot checks of the Ontario Council books once they are audited.

The Committee prepared the Ontario Council budget for 2015-2017. The Committee is also preparing a document that will provide guidance to the next Ontario Council members who will step into the role after Convention.

Motion to adopt the Finance Committee’s report

m/s/c        Bob Black and Sandy Bello

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

Sister Leslie Searl presented on behalf of the committee.

The Health & Safety Committee has put forward 5 recommendations to Ontario Council, as shown below:

#### **Recommendations to Council:**

- 1. That the Regional Health and Safety sessions dedicate approximately 30 minutes of each session to the Health and Safety Changes in Bill C-4. Most importantly, the change of the definition of danger in Bill C-4, the process of refusal of dangerous work, and how our rights have changed.**

Recommendation carried unanimously

- 2. Have a petition available for members to sign at the Health and Safety sessions to renounce Bill C-4.**

Recommendation carried unanimously

- 3. That the email addresses from recent and future Health and Safety training sessions and Conferences be added to the network of Health and Safety email network.**

Recommendation carried unanimously

- 4. That the registration/application process reflect members desire to be added to the Health and Safety network.**

Recommendation carried unanimously

- 5. That Council promote the National Day of Mourning April 28 events throughout their areas, and that as many Council members attend as possible, in order to promote the PSAC.**

Recommendation carried unanimously

Motion to adopt the Health & Safety Committee's report

m/s/c Leslie Searl and Donna Kinchen

### **Political Action Committee Report (Appendix "E"):**

Sister Melanee Jessup report on behalf of the Political Action Committee.

### **Recommendations to Council:**

- 1. That PSAC Ontario pass along Bill C-525 information to their constituents and request that members use them to persuade MPs to vote against the bill.**

Recommendation carried unanimously

- 2. That PSAC Ontario Council endorse and promote the OFL Provincial election town hall meetings to members.**

Recommendation carried unanimously



- 3. That PSAC Ontario Council continues to support CLC FairnessWorks campaign and encourage members to attend the regional meetings, which have been posted on the PSAC Ontario webpage.**

Recommendation carried unanimously

- 4. That PSAC Ontario Council provide 3 slogans each for the Labour Day t-shirts by April 11, 2014. The slogans will be compiled and then Council will vote for their top 3 slogans. The final 3 slogans will be used for the Labour Day shirts.**

Recommendation carried unanimously

Motion to adopt the Political Action Committee's Report

m/s/c Melanee Jessup and Christo Aivalis

**Item 7. Ontario Council Members Report (Appendix "F"):**

The Chair swore in Alternate Region 4 representative Brother Paul Wurdell, and welcomed him to Ontario Regional Council.

Sister Polgar-Matthews stated the Sessional instructors will be going back into bargaining. The Sessional instructors are mobilizing their campaign around physiological stress of being a precarious worker (i.e Every 17 weeks employees have to re-apply for their positions).

The Chair stated she has been speaking with staff and members in the Sault Ste Marie region and gathering information on how to mobilize the region. The first step in the mobilization process is an in-person townhall meeting within the region.

**Item 8. Collective Bargaining Updates**

**Canadian Food Inspection Agency (CFIA)**

Brother Paul Wurdell gave an update on bargaining for CFIA. The employer came to the table with no clear mandate. In February, the

bargaining team received a lot of support from the membership and that gave us a big push at the table. A tentative agreement was reached, which includes discontinuation of severance pay.

The bargaining team feels that this was the best achievable under the circumstances. Members will continue to accrue severance pay until the agreement is ratified.

### **Frontier Border Services (FB)**

Sister Karen Church a member of the Frontier Border Services (FB) bargaining team, stated they have been in bargaining for 2 Years and 8 months with the employer.

Sister Church thanked all PSAC members for supporting the bargaining team. There were mobilizing efforts held across the country, a Day of Action was held at Toronto Pearson airport and in Ottawa the Alliance Executive Committee (AEC) members held a Rally.

On March 17<sup>th</sup>, the employer finally signed off on the contract. We lost severance, but allowances written into the new agreement are more than severance would have been. The employer also signaled they are going after sick leave. PSAC has made it clear to the employer that we will fight to save our sick leave.

The membership ratified the contract in March, which expires June 2014.

The Chair stated Bill C-4 changes the way bargaining is done. The government is changing legislation to influence the bargaining process. PSAC will be taking every demand that a member has to the bargaining table. PSAC will have a discussion on this at the upcoming Bargaining Conference in April.

### **Canada Post Corporation**

The Chair reported that Canada Post Corporation made an offer to the membership. The bargaining unit is asking for a No vote to the offer. Voting is ongoing.

### **Canada Revenue Agency (CRA)**

Sister Melanee Jessup stated CRA and the Union of Taxation Employees (UTE) bargaining has stalled.

Treasury board would not agree to anything and mediation broke down in a very short time. There is no negotiation going on currently.

Ontario Region has 11 CRA/UTE Bargaining Update Membership meetings scheduled across the Region.

### **Canadian Centre for Occupational Health & Safety (CCOHS)**

Sister Sandy Bello gave an update on bargaining progress for CCOHS. The Employer is very eager to get bargaining done in the next 2 months and has tabled 0% for each year for the next three years. The Bargaining team has a meeting scheduled next week with Sister Lorraine Diaper, Regional Representative to discuss mobilization strategies.

### **Treaty Three Police Services**

Brother Mike Bennett provided an update on the Treaty Three Police Services negotiations. The Employer wanted to shut the doors last year but with great mobilization efforts we were able to turn that around. This also resulted in the change of the Chief of Police and Police Board.

The negotiation team had hopes that the new Chief of Police and Board would see the light, but they re-took the stance of the old Board and Chief of Police. If an agreement cannot be reached they will shut the service down.

Brother Bennett stated he started a new campaign called "I support First Nations policing". The campaign is asking for First Nations policing services to be legislated funding, instead of being a program under the OPP. Without legislated funds the police services could be shut down at any time.

Brother Bennett is seeking the support of Ontario Council and requesting each Ontario Council member sign the petition, "Policing for First Nations communities: good mandate." Ontario Regional Council is in full support of this First Nations Communities petition.

The Chair stated that Anishinabek Police Service Board (APS) and Nishnawbe-Aski Police Service (NAPS) are also in bargaining. PSAC won the initial court challenge and the employer is requesting a judicial review. The Chair commended Brother Mike Bennett and the Executive for all their hard work.

Sister Vicki Pine is requesting that PSAC keep the membership updated in regards to the judicial review.

**Item 9. Ontario Federation of Labour Biennial Convention (OFL)**

The Chair stated the PSAC Ontario Region submitted 3 resolutions to the OFL Convention;

1. Protection of Public Services and Social Programs
2. Bill C-4
3. Peoples' Social Forum

There was a lot of lobbying with different affiliates seeking support for their resolutions. Resolution #2 (Bill C-4) passed unanimously. PSAC needs to have a greater presence at OFL Conventions to ensure members' priorities are well represented.

The Chair stated that Brother Dave Carr was elected Alternate GLBT representative and Sister Claudia Espinoza Alternate Racially Visible representative at the OFL Convention.

**Item 10. PSAC National Equity Conferences**

Sister Karen Church stated it was the 1<sup>st</sup> time all 5 Equity Conferences came together as one. There were 510 delegates and 23 workshops. The delegates at the Conferences elected the male and female equity representative to attend PSAC's National Triennial Convention. Overall most of the feedback was very positive.

Sister Vivian Binnion stated there should have been a debriefing at the end of the conferences, instead of holding a teleconference.

Brother Lloyd Brown stated the workshops and Facilitators were great. But not enough opportunity to network due to time restrains at such a huge gathering. It also presented a challenge for people who belong to more than one equity groups.

Brother Christo Aivalis would like to see Young Workers recognized as an equity group. The OFL has a young worker equity retreat and we do not have that chance within PSAC. There is no national meeting of Young Workers and Young Workers do not sit on the NBoD, this poses as a systemic exclusion of Young Workers.

The Chair stated there is money for Young Worker mobilization in the budget and proposed that Brother Aivalis, on his conference call with Sister Marianne Hladun enquiry in regards to establishing a Young Workers National Committee.

The Chair stated a motion was defeated at the National Equity Conferences in regards to electing representatives going to both the National Triennial Convention and National Human Rights Committee. Currently, the elected representatives only attend the National Triennial Convention.

#### **Item 11. PSAC Treasury Board Collective Bargaining Conference**

The Chair stated Brother Travis Lahnalampi was selected by the AEC to be on the PA bargaining team. Sister Karen Church has been elected to be on the FB bargaining team. The employer deemed FB members 100% essential, PSAC has initiated a legal challenge to defeat this essential services recommendation and Bill C-4.

The Chair stated that PSAC is engaging members early in the bargaining process. On April 8<sup>th</sup> the Ontario Region will be holding a Telephone Town Hall meeting on bargaining and sick leave, open to all members in Ontario. The call will be recorded and members can listen if they were unable to be a part of the original call.

In Quebec they have chosen the 19<sup>th</sup> of every month to do an action. The AEC is requesting members to Boycott National Public Service

week by going outside on their lunch hour on June 19<sup>th</sup> and do an action for 19 minutes. The National Board of Directors (NBoD) would like to see this action take place across the country.

Brother Christopher Wilson stated due to a Staff Conference the Ontario Regional Offices (RO) will be closed on June 17<sup>th</sup> and 18<sup>th</sup>, but will provide as much support as possible for the June 19<sup>th</sup> action.

The Chair recommends that locals start planning in advance with RO's and not wait until the last two days to prepare. Components will also provide as much support as possible to locals.

**Item 12. Canadian Labour Congress Triennial Convention (CLC)**

The Canadian Labour Congress (CLC) Triennial Convention will be held May 5<sup>th</sup>-9<sup>th</sup>, 2014 and the deadline for applications are April 4<sup>th</sup>, 2014.

The Alliance Executive Committee will be fully funding 10 Equity delegates as well as the 7 Young Workers representatives from across Canada. The deadline to submit applications are April 1<sup>st</sup>, 2014. The application deadline was extended due to the email network malfunction that occurred internally for PSAC. As a result some staff and elected officers have lost emails. The extension is meant to compensate for members applications that may have been lost.

There are 3 candidates running for National President of CLC – Brother Hassan Hussein, National Negotiator from PSAC, Brother Hassan Yussuff and Brother Ken Georgetti who has re-offered. PSAC would like a large contingent to go, so that our presence will shape the resolutions debate, as well as bringing forward our own issues.

Brother Hussein is running a grassroots campaign which can be found on facebook and at [takebackclc.ca](http://takebackclc.ca), which shows the premise of his campaign.

**ACTION: Sister Karen Church requested an email to be sent out to locals who had provided funding to delegates to attend the CLC Convention. The email would inform each local as to whether the delegate they put forth was selected to be fully funded by PSAC National.**

**Item 13. People Social Forum Canada**

The first Canada-wide Social Forum will be held in Ottawa-Gatineau from August 21-24, 2014. The march will start Thursday at Victoria Island and will continue through Ottawa.

PSAC needs to build alliances with as many groups as possible and will be looking to bus members to attend the forum. There will be funding provided and once that information is known it will be forwarded to Ontario Regional Council.

**Item 14. PSAC Ontario Triennial Convention**

**Agenda**

A draft agenda was provided to Ontario Council based on the 2011 Convention Agenda. The location of registration and caucus rooms will be added at a later date.

At the 2011 Ontario Regional Convention Equity caucuses (i.e GLBT, Racially Visible members, Aboriginal Circle) were held on the Saturday night consecutively, because some members may self-identify in more than one caucus. Due to this reason one caucus cannot start until the prior caucus ends.

Brother James D Marchand requested a time change to the Aboriginal Circle caucus. This time change would allow Aboriginal Circle caucus members to be involved in other events taking place at Convention. Aboriginal Circle caucus members have never been able to attend prior Convention evening events due to time slots they were scheduled.

A motion to amend Convention agenda so that the Aboriginal Circle caucus takes place on Friday at 5:30pm.

m/s/c Vicki Pine and Bob Black

Motion for fair rotation of equity caucuses for future Conventions.

m/s/c James Marchand and Melanee Jessup

Motion to adopted amended Convention Agenda.

m/s/c Melanee Jessup and Debbie Willett

### **Budget**

Most figures of the 2015-2017 PSAC Ontario Council budgets are the same as the 2011 Ontario Council budget, with adjustments for inflation.

Motion to refer budget back to the Finance Committee to clarify 2013 actual and projected expenses.

m/s/c Melanee Jessup and Laura Eastcott

The Chair stated a conference call will be scheduled to discuss the review of the Ontario Council 2013 books and proposed 2015-2017 budget. The Ontario Council books were not able to be reviewed before the Council meeting because the Chair of the Finance Committee, Brother Bob Black was off on leave.

### **Resolutions**

The Chair stated at the last PSAC National Triennial Convention Young Workers Committees became a constitutionally recognized committee. However, the Ontario By-Laws do not recognize the new Young Workers Committees.

Also, the PSAC National President has made a ruling which states Branch Presidents are now considered National officers. The Ontario By-Laws do not recognize Branch Presidents as National officers.



Therefore Ontario Council will need to submit a resolution to Ontario Regional Convention for these two housekeeping items, as Convention is the only body that can update the Ontario By-Laws.

The Chair stated that all resolutions that were received in the REVP's office have been forwarded to the National President, Sister Robyn Benson for her review. Once resolutions are received back from the National office, dates will be scheduled with each 2014 Convention Committee.

## **Resolutions 1**

Resolutions for the 2014 Ontario Regional Convention on behalf of Ontario Council

WHEREAS as a result of an interpretation by the current PSAC National President, Branch Presidents who sit on their Component's executive/board will be considered Component national officers" for the purpose of delegate entitlement to Regional Conventions; and

WHEREAS Branch Presidents who sit on their Component executive/board have been eligible to attend advanced PSAC leadership training courses, and have attended Component national officer meetings in Ontario and in other regions;

THEREFORE BE IT RESOLVED THAT the Ontario Region By-Laws be amended so that Local/Branch Presidents who sit on their Component executive/board be considered Component national officers for the purposes of the PSAC Regional Convention; and

BE IT FURTHER RESOLVED THAT Section 8, Sub-Section (2) (b) be amended to read:

(b) PSAC national officers and Component national officers who are members of the PSAC Ontario caucus shall be entitled to attend PSAC Ontario Triennial Convention as a delegate.

m/s/c Trevis Carey and Bob Black

## **Resolution 2**

**WHEREAS** at the PSAC National Triennial Convention in 2012, delegates voted in favour of the constitutional recognition of Regional Youth Committees; and

**WHEREAS** Youth Committees are now listed among the Regional Committees in Section 15 of the PSAC Constitution, and are subject to the same conditions as Women's, Aboriginal Peoples, Racially Visible Persons, Pride and Access Committees;

**BE IT RESOLVED** that the Ontario By-Laws be amended to include and recognize Regional Youth Committees;

**BE IT FURTHER RESOLVED THAT** Section 3, Sub-Section (2) of the Ontario By-Laws be amended to read:

Affiliation to the PSAC Ontario structure shall be open to the following:

- (i) Locals/branches
- (ii) Regional Women's Committees
- (iii) Aboriginal Peoples', Racially Visible Persons, Pride and Access Committees, and Human Rights Committees made up of members of the Aboriginal Peoples, Racially Visible Persons, Pride and Access equity groups as provided for in Section 15, Sub-Section (2) (c) and (d) of the PSAC Constitution;
- (iv) Youth Committees
- (v) Area Councils

m/s/c Christo Aivalis and Sandy Bello

**Item 15. 2014 Ontario Council Meeting dates**

The Chair stated tentative dates for Ontario Council meetings as July 3<sup>rd</sup> – 5<sup>th</sup>, July 10<sup>th</sup> – 13<sup>th</sup> and September 8<sup>th</sup> – 11<sup>th</sup>. The Chair made a request for Brother Christopher Wilson to consult with Regional staff to see which of the dates they would be available to deliver Ontario Regional Council training. The Chair stated an email

will be sent out to Ontario Regional Council with the next meeting date, once she hears back from Brother Wilson.

**Item 16. We Are All Affected Campaign**

Brother Lino Vieira stated there is a possibility of a fall election, if the New Democrat Party (NDP) does not support the budget which will be out in a few weeks.

The Chair stated that PSAC has tried numerous times to contact Conservative MP's but they are not willing to meet and others are constantly rescheduling meeting with our members.

The summer months are fast approaching, we can target events where MP's are attending and use social media to show communities that they are shirking their MP duties. If you have any recordings or emails forward them to Brother Vieira, we have to start gathering this information so it can be put forward.

Also, the Political Action Committee can prioritize putting together a truth squad. The truth squad would go out and monitor Tony Clement and counter him each time he makes a statement. The truth squad would be made up of activist across the Region.

**Item 17. New Business**

The Chair expressed her sincere thanks to the hard working staff in getting the work done throughout the Region. The Chair also thanked Ontario Regional Council for making the experience worthwhile.

Motion to adjourn meeting at 2:00 pm

m/s/c        Bob Black and Debbie Willett

## **Appendix “A”**

### **PSAC Ontario Council Equity and Human Rights Committee Report November 2013 to March 2014**

**Committee Chair:** Karen Church  
**Committee Members:** Lloyd Brown  
Vivian Binnion  
James D. Marchand  
**Staff:** Joan-Ann Gravesande  
**Regrets:** Souad (Sue) Soubra

Video shoot for HR and Equity was completed and Lino will now work on editing. The video will then be shown at convention and link will be made available on PSAC Ontario website.

Committee members provided feedback on National Equity Conferences in Toronto November 2013

Overall National Equity Conferences was well received and overall feedback was positive. Subsequent cancelations of National Equity Committees meetings and a lack of follow up has been negativity perceived.

Committee members noted a breakdown in communication around decisions to cancel meetings and that it lacked clarity and consultation.

Notepads with Equity and Human Rights logo have been purchased and will be made available as part of Regional Convention kits in June.

Toronto Pride Committee and GLBT rep are encouraging all members to come out to World Pride event in June. PSAC Ontario is sponsoring a float once again this year.

Moved by Vivian Binnion  
Seconded by Karen Church

## Appendix “B”

### PSAC Ontario Regional Council Education Committee Report October 2013 to March 2014

**Committee Chair:** Debbie Willett  
**Committee Members:** Vivian Binnion  
Trevis Carey  
Karen Church  
Laura Eastcott  
Melanee Jessup  
James Marchand  
Marie Polgar-Matthews

**Staff:** Shirley Riva (Regional Education Officer)

**Regrets:** Christo Aivalis

<b>Objectives for this period (What we had hoped to accomplish)</b>	<b>Action (how we plan to accomplish)</b>	<b>Who</b>
<b>Develop an AFN Policy</b>	<b>Recommendation to Council</b>	<b>Council</b>

<b>Objectives for the next period (What we hope/need to accomplish)</b>	<b>Action</b>	<b>Who</b>
<b>Education page</b>	<b>Shirley will continue to add new material and eliminate redundancies</b>	<b>REO</b>
<b>Determine better survey and member consultation methods</b>	<b>Ongoing</b>	<b>Education Committee and REO</b>

<b>Learning Paths</b>	<b>Ongoing</b>	<b>Melanee and REO</b>
<b>Spring School</b>	<p><b>Participant selection has been completed. There will be two offerings of the Political and Social Activism course. There was to be two offerings of the Alliance Facilitator’s Training Program – one specifically for Directly Chartered Locals and one for other members, however there was insufficient enrollment to hold a strictly-DCL course, so the second course has been filled with other members and two sessions will still be conducted. Sister Polgar-Mathews pointed out that Spring School was scheduled at the same time as spring exams, so members from the Academic sector would be disadvantaged. A discussion ensued about the funding for the AFTP, as the DCL AFTP was to be funded from a different line item, but since the course is no longer to be strictly for DCL</b></p>	<b>Committee</b>

	members, how will it be funded? The REVP confirmed that the DCL members on the AFTP will be funded from the Education contingency fund and that there are other funds available.	
<b>Remote Subsidy</b>	Many members are still unaware that the remote subsidy is available to them. Affected Regional Offices should be requested to highlight the availability of the subsidy to their members.	<b>Council, Regional Offices</b>
<b>Alliance Facilitator's Network Policy</b>	Recommendation to Council	<b>Council</b>
<b>Hybrid TUB Course</b>	Academic workers are challenged due to the high turnaround of executives and members. This has a particular impact in training. A hybrid TUB course is being piloted out of the Kingston RO. This course would combine online and face-to-face training. MaryAnne Laurico would provide the face-to-face training and determine if the online training is providing the necessary learning. If the pilot is	<b>REO, Committee</b>

	<p>successful, it may be offered to all members. Currently it is only available in English.</p>	
<p><b>Discussion of Core Courses</b></p>	<p>The core courses currently do not include Anti-Bullying, however, it was decided at the last PSAC Convention that all Regions will provide this training at least once in the term.</p>	<p>ROs, REO</p>

**Proposal for consideration by Ontario Council;**  
**That Ontario Council approve the Alliance Facilitator’s Network Policy.**

Moved: Debbie Willett  
 Seconded: Melanee Jessup



**Exhibit “A”**



**PUBLIC SERVICE ALLIANCE OF CANADA  
ONTARIO REGION**

**ALLIANCE FACILITATOR NETWORK  
POLICY**

**FOR THE ONTARIO REGION AFN  
MEMBERSHIP EDUCATION PROGRAM**



November 7, 2013

Adopted by Regional Council (date to be determined)

## Table of Contents

<b>Topics</b>	<b>Page</b>
<b>A message from the Regional Executive Vice President</b>	<b>3</b>
<b>Objectives of the Alliance Facilitators Network</b>	<b>4</b>
<b>Becoming an Alliance Facilitator</b>	<b>5</b>
<b>Co-Facilitation Opportunities</b>	<b>11</b>
<b>Local Based Training Opportunities</b>	<b>13</b>
<b>Geographic Area Training Opportunities</b>	<b>15</b>
<b>Funding the Alliance Facilitator Network</b>	<b>17</b>
<b>Communications</b>	<b>17</b>
<b>Alliance Facilitator Resources</b>	<b>18</b>
<b>Roles and Responsibilities</b>	<b>19</b>
<b>PSAC Policies</b>	<b>22</b>
<b>AFN Policy Review</b>	<b>22</b>
<b>References</b>	<b>23</b>
<b>Appendix A~ Assessment Form</b>	<b>24</b>
<b>Appendix B~ Alliance Facilitator Funding Proposal Form</b>	<b>28</b>
<b>Appendix C~ AFN Budget Calculation</b>	<b>29</b>

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## A message from the Regional Executive Vice-President

Education is a key element in building a strong union. By training and empowering members, we build an activist base that is knowledgeable and ready to protect our rights.

To do this, our education program must be creative, engaging and dynamic in addressing the ever changing needs of our membership and the issues that we face.

Our union is proud to be member driven, and the Alliance Facilitators Network (AFN) continues this tradition. Members are trained and given the tools to become facilitators themselves; increasing our capacity to meet a Local's education and development needs.

Our objectives with the AFN program are to:

- Build our members capacity through union education
- Give members the tools and resources to protect and empower themselves
- Use union education as a mobilizing force for training activists

Members who participate in the AFN gain valuable skills in researching and developing course materials, facilitation skills and knowledge in labour issues. The AFN also provides a member to member training framework that helps to engage our locals and build our capacity for collective action.

PSAC offers an Alliance Facilitator Training Program (AFTP) that provides members who wish to be part of the AFN the skills and training necessary to become labour educators.

Alliance Facilitators can be expected to:

- Organize, develop and deliver educational activities in the local and regional structures;
- Provide members with the appropriate training necessary to build strong, active, informed locals;
- Provide training for Human Rights Committees and Area Councils;

- Be a facilitator at a Component or PSAC regional or national conferences

With an effective and member-led education program we can continue to strengthen our union by providing the tools our members need.

In Solidarity,

Sharon DeSousa  
PSAC Regional Executive Vice-President – Ontario

## **OBJECTIVES OF THE PSAC ONTARIO ALLIANCE FACILITATORS' NETWORK**

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- To provide members with local-based and geographic based union training opportunities organized, developed and delivered by members trained as Alliance Facilitators (AFs) in accordance with their roles and responsibilities;
- To provide interested members committed to union education with the appropriate training necessary for them to become effective AFs;
- To support AFs in their role to build strong, active, informed locals and regional committees;
- To offer support mechanisms and resources instrumental in establishing regional networks of AFs;
- To involve AFs in the delivery of the regional education program.

## **BECOMING AN ALLIANCE FACILITATOR**

### **Alliance Facilitator Network**

To become an Alliance Facilitator members must either complete the Alliance Facilitator Training Program (AFTP) or a program equivalency and then must complete the remaining steps of the certification process to be placed on the Alliance Facilitator Network (AFN) directory.

## **The Learning Objectives of the AFTP:**

The principles of union education:

- How people learn, the elements of an effective learning experience;
- How to identify learning needs and establish objectives;
- How to plan a short seminar;
- How to choose and use various techniques and aids such as discussions, interactive lectures, role plays, videos and flipcharts;
- How to foster positive group dynamics and handle problems in the classroom;

## **Recruitment of participants for the AFTP**

The AFN should be representative of the membership (e.g. equity, geographic, component/ directly chartered local affiliation, young worker...). It is the responsibility of the organization i.e. Regional Staff Representatives, Regional Education Officer and Regional Council, to recruit candidates for AFTP training opportunities.

## **Method of choosing Participants for the AFTP**

A call out letter will be sent throughout the region encouraging member participation. The letter will include the selection criteria, deadline for application and the number of of available spaces allocated for each Regional Offices (RO) servicing area.

## **Selection of Participants**

1. Each RO will advise applicable Regional Council Members in their servicing area and set a date for a consultative conference call for planning purposes at the time of the AFTP call out letter.
2. Within one week of the application deadline Regional Representatives and the Regional Council Consultative Group in each of the servicing areas will discuss via conference call or in person their recommendations based on the application information and selection criteria. Only Regional

Representatives organizing the learning event will view self-identification information related to accommodation needs.

3. The consultation process will be based on a consensus model. If consensus is not reached, points of difference will be noted for the Regional Executive Vice-President (REVP) and Regional Coordinator (RC) to reconcile in their deliberations.
4. Each RO will send the recommendations to the Regional Education Officer (REO). The REO will then review the Recommended Applicant List for consistency related to the selection criteria before forwarding to the REVP and Regional Coordinator.
5. The REVP and RC will make the final selection of participants.

### **Advising Applicants of Selections**

All applicants will receive a letter informing them that they have been accepted or not and if they have been placed on an Alternates list. These letters will be mailed or emailed to applicants by the Administrative Staff assigned to the AFTP.

### **Ontario Region AFTP Equivalencies**

The following Member Instructor or Member Facilitator Training Programs are all acceptable as equivalencies to the AFTP:

- The PSAC –Treasury Board Joint Learning Program (JLP) Facilitator Training
- Certified Workers Health and Safety Centre (WHSC) Instructor Training
- Certified Occupational and Disability Response Team (ODRT) Instructor Training
- Canadian Labour Congress (CLC) Instructor Training
- AFTP from another PSAC Region

## Certification Process

A member is added to the AFN Directory by completing the following steps:

1. A member must first complete either: (A) the AFTP or (B) an equivalent program(s). Program equivalencies are outlined above.
2. A member will then be required to co-facilitate a basic Education Program course or a similar learning event (which must be approved by the REO) to be assessed (See Assessment Form – Appendix “A”). Members will be given opportunities to co-facilitate, within their RO service area, on courses such as:
  - (A) Talking Union Basics
  - (B) Grievance Handling
  - (C) Introduction for Local Officers
  - (D) Comparable learning initiatives & etc
3. The assigned Regional Representative will complete an AF Assessment Form for any members who have completed step two as outlined above. The completed Assessment Form will be provided to the Region Education Officer (see Appendix A~ Assessment Form)
4. The REO reviews the Assessment Form and contacts the member with feedback and to obtain feedback from the member.
5. The REO consults with the Chair of the PSAC Ontario Council Education Committee, the RC and Regional Representative(s) to obtain any additional relevant feedback.
6. The REO makes the decision whether to add the member to the AFN directory.
7. The REO advises the member whether or not s(he) will be added to the AFN directory.

8. If the member is added to the AFN directory, the REO will advise the Administrative Staff accordingly to add their name to the regional AFN directory. The REO will also advise Regional Representatives within the applicable RO that the AFN directory has been updated with a member within their service area. PSAC Ontario Council's Education Committee will be updated with all changes to the AFN Directory by the REO.
9. If the member is not added to the AFN directory, then a member can request to repeat the co-facilitation step to be re-assessed. The decision to grant a request by a member to repeat any of these steps will be determined by the REO in consultation with the AF and the Regional Representative(s) involved.

### **The AFN Directory:**

The AFN Directory is a list of certified Alliance Facilitators. The directory is used to identify AFs to:

- co-facilitate education courses;
- co-facilitate learning events;
- facilitate AF learning activities;

The AFN Directory will be updated on an on-going basis by the REO. It will contain the name of the AF, component/ directly chartered local, RO Servicing area and their certifications (e.g. AFTP, ODRT, JLP etc...). Due to the PSAC Privacy Policy the AFN Directory will be kept confidential by PSAC Regional Offices.

### **Ongoing Assessment of AFs**

After every facilitation opportunity, feedback will be provided to the AF by either the assigned Regional Representative and/or the REO. Feedback from participants' evaluations will also be shared with the AF. The assigned AF will also be given an opportunity to provide their feedback on their experience to the Regional Representative and/or the REO. The Assessment Form (see Appendix A) will be used to facilitate this feedback process.



## **AF Upgrading**

AF upgrading and skills development is provided through the AF Clinic. The AF Clinic Budget is part of the Regional Education Plan. The AF Clinic includes a module on design training.

## **Removal of AFs from the AFN Directory**

To ensure the AFN Directory is current and the integrity is maintained, AFs will be removed from the directory for the following reasons:

- Personal request
- Attrition (Retirement, no longer represented by PSAC, does not reside in Ontario, etc.)
- No longer a member in good standing
- After an ongoing assessment as outlined above, the REO decides in consultation with Regional Representative(s), the Regional Coordinator and the Chair of the PSAC Ontario Council Education Committee that an AF be removed from the list
- The AF is found to have contravened PSAC policies and regulations and censored.

## **CO-FACILITATION OPPORTUNITIES**

AFs co-facilitate courses and learning events along with Regional Representatives and the Regional Education Officer to deliver a membership driven Regional Education Program.

## **OBJECTIVES OF CO-FACILITATION OPPORTUNITIES**

---

- To provide coaching and support for skills development and confidence building for AFs on an equitable basis to sustain the program
- 
- To ensure a representative facilitation team that reflects both the class-room and the membership

- To provide member-to-member training
- To provide an opportunity for ongoing assessment of AFs
- To provide an opportunity to assess members who are seeking to become AFs

**Co-facilitation opportunities with Regional Office staff are available:**

- through the regional education program (basic educational course offerings and advanced courses such as Geo-based advanced courses or Fall/Winter school)
- other learning events
- Regional Representatives may also include AFs in local or geo-based training initiatives

**Assignment of AFs for Course Co-facilitation Opportunities:**

AFs will be selected/assigned to co-facilitate based upon the following factors:

- AF is on the AFN Directory or the member requires a facilitation opportunity to be assessed for certification to become an AF
- Desire/ availability of AFs to co-facilitate the proposed course
- Expertise required and experience of AF in the subject area (e.g. Health & Safety, Human Rights, Grievance Handling etc. )
- Representative facilitation team (factors of consideration; gender balance, young worker, equity and nature of course)
- Equitable distribution of co-facilitation opportunities by tracking AFs who have had opportunities

**How are AFs Assigned?**

The recommendation is made by the Regional Representative(s) (assigned to the education course or learning event) to the REO and the approval is made by the RC. The decision making process should be consistent and transparent for co-facilitation opportunities. The

REO will report on an on-going basis to the PSAC Ontario Council Education Committee regarding the assignment of AFs.

## **LOCAL BASED TRAINING OPPORTUNITIES**

Alliance Facilitators provide peer-to-peer training for members in their locals, workplaces and/or communities to bring Union education closer to the membership.

### **Local(s) Based Training Objectives**

- To increase learning opportunities for the membership
- To provide an opportunity for AFs to facilitate
- To increase the capacity of locals to represent members in the workplace
- To engage and mobilize members in political action campaigns such as We Are All Affected
- To respond to the immediate and specific needs of a local by tailoring the content of AF workshops

### **Identifying Local Learning Needs**

A local has made a request for local training; or

Regional Representative has identified a learning need for a local(s) (based upon the Regional Representative's assessment of the extent of the local's development) that can be met through an AF workshop and the local(s) consent to such a workshop; or

Regional Representative has identified a learning need for a local(s) based upon an organization priority such as political action campaigns ie We Are All Affected AF Workshops & etc... and the local(s) consent to such a workshop; or

The Regional Education Officer receives requests in response to communication materials sent to Locals on the AFN

## **Organizing, Planning and Conduct of Local based AF Education Activities**

The delivery of Local Based Training is a collective effort of the REO, Regional Representatives and the Alliance Facilitators.

### **Regional Education Officer (REO)**

The Regional Education Officer provides advice, assistance, encouragement and support to AFs in the planning and conduct of workplace-based education activities. (See Appendix B Funding Proposal Form)

The Regional Education Officer develops and monitors the Alliance Facilitator budget approving expenses related to the AFN and AF activities.

### **Regional Representatives**

Regional Representatives provide ongoing encouragement to Alliance Facilitator to conduct workplace based Union training.

### **Alliance Facilitator (AF)**

Upon the identification of a learning need and the consent the local, AFs organize and develop education activities in the local

### **Geographic Area Training Opportunities**

Alliance Facilitators provide peer-to-peer training for members in their committees, conferences, geographic areas and/or communities to bring Union education closer to the membership.

Geographic Area Training Opportunities refer to AF activities that are delivered to more than one local including:

- regionally-based structures encompassing more than one local such as Regional Council or Council Committees, Area Councils, Equity and Human Rights Committees,

- AF workshops that are delivered at Conferences
- AF workshops that are open to more than one local in a geographic area

### **Geographic Area Training Objectives**

- To increase learning opportunities for the membership
- To provide an opportunity for AFs to facilitate
- To increase the capacity of regionally based political structures
- To bring training opportunities closer to the membership
- To engage and mobilize members in political action campaigns such as We Are All Affected
- To provide peer-to-peer training
- To respond to the immediate and specific needs of regionally-based political structures by tailoring the content of AF workshops

### **Identifying Geographic Area Learning Needs**

A Regionally-based structure or Conference organizing committee has made a request for AF training; or

A Regional Office schedule include an AF learning activity for local within a geographic area

Regional Representatives have identified a learning need for a regionally-based structure for which they are assigned and/or local(s) within their servicing area that can be met through an AF workshop and the consent of the local(s).

The Regional Education Officer receives requests in response communication materials sent to Locals on the AFN.

### **Organizing, Planning and Conduct of Geographic Based AF Education Activities**

The delivery of Geographic Based Training is a collective effort of the REO, Regional Representatives and the Alliance Facilitators.

## **Regional Education Officer (REO)**

The Regional Education Officer provides advice, assistance, encouragement and support to AFs in the planning and conduct of workplace-based education activities.

The Regional Education Officer develops and monitors the Alliance Facilitator budget including expenses related to the AFN and AF activities.

## **Regional Representatives**

Regional Representatives provide ongoing encouragement to Alliance Facilitator to conduct workplace based Union training.

Upon the identification of a learning need and the consent the local, AFs organize and develop education activities in the local

## **Alliance Facilitator (AF)**

Upon the identification of a learning need and the consent the regional committee, learning event organizing committee or the Regional Office, AFs organize and develop education activities in the geographic area

## **Funding the Alliance Facilitator Network**

10% of the overall Regional Education Budget is allocated towards of the Alliance Facilitator Network.

An honorarium is provided in accordance with the National Education Policy to the AF for co-facilitating PSAC Education Program courses with Regional Representatives and/or the REO on a day of rest or weekend or three (3) hour evening course. The honorarium is taxable and PSAC National will issue a T4 to the AF.

A funding proposal for lunch and learn local or geographic based education activities will be submitted to the Regional Education Officer.

## **Communications**

Information about the Ontario Region AFN Program will be promoted directly chartered locals, locals, Components, regional structures (regional equity committees and Area Councils) using various communication tools including the regional Website, AFN bulletin, emails updates, flyers & etc

### **AF RESOURCES:**

The National and Regional Education Programs have developed various resources to support the AFN including:

- Workshop Materials (called 45 minute AF Learning Activities) such as Make Poverty History Workshop, Elections Workshop, Pay Equity Module, Fight back Campaign and other workshops
- AFN Toolkit which is updated regularly by the REO
- Handbooks such as the Facilitators' Handbook, Take Action Handbook, Education on Picket Line, Duty to Accommodate Handbook and others
- USB Keys with course information from AF Clinics, AFTPs, Learning Activities for campaigns and other learning events
- On-Line education training courses for AFs such as the We Are All Affected – Engaging Our Members: One-to-one Conversation Campaign online course
- Textbooks such as PSAC Education for Changing Unions, Facilitator's Guide to Participatory Decision-Making, Facilitation at a Glance
- On-line reference materials accessible through the Regional Education Program

## **Role and Responsibilities**

In order for the AFN to work effectively we must provide substantive support to the AFs within their various roles. The REO takes a lead role of the AFN with the active engagement of Regional Representatives and Alliance Facilitators as follows:

### **Regional Education Officer**

The REO organizes and coordinates the Alliance Facilitators' Network in the region by:

- Maintaining the AFN Directory
- working with regional representatives to identify, recruit and train members who are potential candidates for the AFTP and AFN;
- co-facilitating the AFTP and AF Clinics
- scheduling and conducting facilitator skills training and providing mentoring and feedback to AFs on their skill development;
- coordinating the certification process and assessments;
- organizing and coordinating regular meetings of Alliance Facilitators, as well as the AF Clinic as necessary;
- promoting the AFN to directly chartered locals, locals, Components, regional structures (regional equity committees and Area Councils) using various communication tools including the regional Website, emails updates, flyers & etc...;
- providing advice, assistance, encouragement and support to AFs in the planning and conduct of workplace-based education activities and geo-based education activities



- developing and monitoring a triannual budget for the AFN and AF activities, meetings and clinics as approved in the education plan by PSAC Ontario Council;
- coordinating the development and distribution of the AFN Newsletter and ensuring Alliance Facilitators have knowledge of and access to AF Toolkit and materials;
- recommending Alliance Facilitators to conference organizing committees and regional representatives ;
- monitoring the level of activity by AFs and providing recommendations/proposals on ways to improve/enhance the AFN Program.

## **Regional Representatives**

Supports an ongoing and active AFN by:

- recruiting members to become Alliance Facilitators
- providing ongoing encouragement to Alliance Facilitators to conduct workplace and geo-based union training
- recommending Alliance Facilitators to the Regional Education Officer and Regional Coordinator for co-facilitation opportunities within the basic and advanced education course offerings
- provide feedback to the Regional Education Officer and Alliance Facilitators on the facilitation skills of Alliance Facilitators during co-facilitation opportunities for purposes of assessing AFs during the certification process and/or removal process.
- working with conference organizing committees to develop recommendations to the Regional Coordinator for Alliance Facilitator conference assignments

- identify local and geo-based learning needs that can be addressed through the AFN Network
- Assist in maintaining the AFN Directory by advising the Regional Education Officer and affected Regional Office(s) of any changes resulting from retirements, re-location & etc...

### **Alliance Facilitators**

Alliance Facilitators co-facilitate and initiate learning opportunities for the membership by:

- Assist in the design of AF learning activities
- Recruit for AF activities within their own local(s) and/or geographic area learning activities
- Stays connected with other AFs, REO and Regional Representative(s)
- Proactively maintain and develop facilitation skills by engaging in continuing learning opportunities
- Active Union member who has achieved a level of development in the Union
- Provide feedback on the education program and AFN Network following AFN activities
- Facilitate or co-facilitate learning events in a manner creates a safe and respectful learning environment as required by the PSAC Constitution, Regulations and Policies and PSAC Ontario bylaws

### **Regional Coordinator**

- Approve AF assignments to basic and advanced education offerings and conferences
- Provide advice to the REO on the assessment of AFs during the certification and/or removal process

## PSAC POLICIES

All PSAC Policies such as accessibility, harassment, no-smoking, no-scents etc. will be adhered to and applied at education and learning events. All who participate in and facilitate at education and learning events are expected to demonstrate union principles and to treat other participants and facilitators with tolerance and respect. To access the PSAC Policies please visit the PSAC National website [www.unionpsac.com](http://www.unionpsac.com)

### AFN Policy Review

This Policy is to be reviewed on a triennial basis by the Ontario Regional Council Education Sub-Committee for recommended amendments where necessary and submitted to the Council for approval.

### References:

- *PSAC National Education Policy* Web Link: <http://psac.com/what/education/policy-e.shtml>
  - *PSAC National Policies* Web Link: <http://psac.com/about/policies/policy-e.shtml>
  - *PSAC Ontario Region AFN* Web Link: <http://ontario.psac.com/psac-member-facilitatorsmember-hs-instructors>
  - *Education for Changing Unions*, Bev Burke et al, Between the Lines, Toronto, 2002 (Chapter 10, Worker Education Programs)
-

## Appendix A – Assessment Form

### The PSAC Ontario Region AF Assessment Process

Facilitator development is an ongoing learning process. The AF assessment process takes place after the completion of the AFTP to determine whether he/she will become an Alliance Facilitator and on an ongoing basis after every facilitation opportunity.

During those parts of the course facilitated by the AF candidate or AF (basic or advanced course or similar learning event), the Regional Representative and/or Regional Education Officer should observe the facilitation, and pay particular attention to:

⇒ Did the AF candidate or AF ensure that all participants are included in the learning process?

Yes

No

Explain: \_\_\_\_\_

⇒ Did the AF candidate or AF encourage diverse points of view to be shared?

Yes

No

Explain: \_\_\_\_\_

⇒ Did the AF candidate or AF ensure that differences of opinion between one or more participants were respectful and consistent with PSAC policies?

Yes

No

Explain: \_\_\_\_\_

⇒ Did the AF candidate or AF integrate responses that were different than those suggested in the facilitator notes constructively?

Yes

No

Explain: \_\_\_\_\_

⇒ Did the AF candidate or AF manage their time effectively based upon the session time suggested in the facilitator notes?

Yes

No

Explain: \_\_\_\_\_

⇒ Did the AF candidate or AF keep energy levels up?

Yes

No

Explain: \_\_\_\_\_

⇒ Did the AF candidate or AF provide clear instructions on workshop tasks to avoid confusion or uncertainty among participants?

Yes

No

Explain: \_\_\_\_\_

⇒ Did the AF candidate or AF ensure that the learning environment is inclusive – of all experiences, abilities, etc.?

Yes

No

Explain: \_\_\_\_\_

⇒ Did the AF candidate or AF make the learning experience enjoyable for participants?

Yes

No

Explain: \_\_\_\_\_

⇒ Did the AF candidate or AF bring participants back on track when the topic/subject diverged from the objectives of the course?

Yes

No

Explain: \_\_\_\_\_

⇒ Did the AF candidate or AF take steps to avoid one participant from dominating the discussion either in small or large group discussions?

Yes

No

Explain: \_\_\_\_\_

⇒ Did the AF candidate or AF take steps to re-engage a participant who was not participating in the learning?

⇒ What else did you observe?

Explain: \_\_\_\_\_

**The end-of-day feedback and observation session:**

The PSAC staff facilitator should offer constructive feedback on what she/he observed about the AF candidate's facilitation. This should include a conversation about the AF candidate's areas of strength and areas for further development. We suggest the AF candidate speaks first i.e. her/his observations of how she/he felt, how well they anticipated what would happen, did they accomplish their objectives, etc., then the PSAC staff facilitator can offer their feedback.

The AF candidate and the staff facilitator can then discuss what the AF candidate observed about specific areas of the facilitation (the questions above).

Finally, the AF candidate and the PSAC staff facilitator are invited to share their observations and decisions with the REO so further planning can be completed.

<b>Alliance Facilitator Name</b>	
<b>AF Educational Activity and Source for Workshop Notes</b>	
<b>Dates</b>	
<b>Delivery Format (lunch and learn, after work, other)</b>	
<b>Last time facilitated</b>	
<b>Goals/Objectives of Training</b>	
<b>Rationale for proposal</b>	
<b>Target Learners</b>	
<b>Is this a new initiative?</b>	
<b>When this educational activity was last offered in the area?</b>	
<b>How does this relate to Local –Based or Geographic Area Learning Needs?</b>	
<b>How does this relate to PSAC Priorities?</b>	
<b>List Materials Needed</b>	

**Authorization:** \_\_\_\_\_

**Date:** \_\_\_\_\_



## AFN Budget Calculation

<b>Family Care Costs per Family Care Policy</b>	
<b>Alliance Facilitator Preparation Costs Pre-Delivery including any LOS</b>	
<b>Alliance Facilitator Course Delivery Expenses per Basic Travel Policy Including LOS</b>	
<b>Meeting Room Costs</b>	
<b>Itemize Materials Costs</b>	
<b>Other Costs</b>	
<b>TOTAL BUDGET</b>	

## **Appendix “C”**

### **PSAC Ontario Regional Council Finance Committee Report November 2013 to March 2014**

**Committee Chair: Bob Black**

**Committee Members: Sandy Bello  
Sharon DeSousa**

1. The met January 27-31, 2014 to process claims and close the 2013 books. At this point we need two or three council members to do random spot checks of the accounting practices. We need a report from the auditor verifying the accounting practices.
2. Pierre Chartrand, Director of Finance, PSAC met with Bob Black and Sharon DeSousa on February 17, 2014 to prepare the 2015-2017 council budget.
3. The committee developing documents outlining routine procedures and tasks for the Finance Committee.

#### **RECOMMENDATIONS TO COUNCIL**

None at this time.

Moved By Bob Black  
Seconded By Sandy Bello

## **Appendix “D”**

### **PSAC Ontario Council Health and Safety Committee Report October 2013 to March 2014**

<b>Committee Chair:</b>	Leslie Searl
<b>Committee Members:</b>	Donna Kinchen Mike Bennett Lloyd Brown
<b>Staff:</b>	Todd Woytiuk (via telephone)
<b>Late:</b>	Vicki Pine Barbara Goodfellow
<b>Regrets:</b>	Angela Fairweather (staff) Mike Fummerton Ralf Bucherer

#### **Agenda Items:**

##### **Regional Health and Safety Action Plan**

As a follow up to our meeting in October , 11 sessions are to be scheduled as part of our Regional Health and Safety Plan through the Regional Offices. The money for the sessions will come from the REVP's office.

##### **National Day of Mourning**

The National Day of Mourning is held yearly on April 28th, which falls on a Monday this year.

##### **Recommendations:**

1. That the Regional Health and Safety sessions dedicate approximately 30 minutes of each session to the Health and Safety Changes in Bill C-4. Most importantly, the change of the

- definition of danger in Bill C-4, the process of refusal of dangerous work, and how our rights have changed.
2. Have a petition available for members to sign at the Health and Safety sessions to renounce Bill C-4.
  3. That the email addresses from recent and future Health and Safety training sessions and Conferences be added to the network of Health and Safety email network.
  4. That the registration/application process reflect members desire to be added to the Health and Safety network.
  5. That Council promote the National Day of Mourning April 28 events throughout their areas, and that as many Council members attend as possible, in order to promote the PSAC.

Moved by Leslie Searl

Seconded by Donna Kinchen

## **Appendix “E”**

### **PSAC Ontario Regional Council Political Action Committee Report October 2013 to March 2014**

**Committee Members:** Christo Aivalis  
Bob Black  
Sharon DeSousa  
Melanee Jessup

**Staff:** Lino Vieira

**Regrets:** Christopher Wilson

The Committee met via conference call on March 12, 2014.

#### **Discussion on legislation before parliament:**

- Bill C-525 – passed second reading and is now before standing committee.
- Bill C-21 – Red Tape Reduction Act – is currently at first reading.
- Bill C-520 – Supporting Non-Partisan Agents of Parliament Act. This private member’s bill would require those who work in Parliament to disclose their political activity in the past ten years. There are grave concerns that this bill is a witch hunt.
- Bill C-23 will narrow the duties of the Chief Elections Officer. The bill disenfranchises many potential voters, in particular Aboriginal people and young Canadians. In addition, it removes the educational mandate of Elections Canada.
- The OFL and CLC are collaborating to hold town hall meetings to educate Union members on the Conservative threat, both Provincial and Federal.

- A spring provincial election is likely due to take place. Once news of an election date becomes known, all affiliates and PSAC members will jump into action. Currently there is a plan to hold a telephone town hall on election priority issues and the threat of Tim Hudak's Progressive Conservatives. A full action plan is being finalized and information will be shared as it becomes available.

#### Campaigns:

- CLC – Together Fairness Works – The campaign is creating a positive image for Unions, highlighting the good things we have accomplished.
- OFL – Our Rights at Work - The focus is on Hudak and the Progressive Conservative attack on Labour. The campaign encourages member-to-member conversations.

#### Roundtable:

Labour Day: the Labour Day t-shirt order has to be in by Convention to ensure we get our order in on time.

#### Recommendations to Council:

1. That PSAC Ontario pass along Bill C-525 information to their constituents and request that members use them to persuade MPs to vote against the bill.
2. That PSAC Ontario Council endorse and promote the OFL Provincial election town hall meetings to members.
3. That PSAC Ontario Council continues to support CLC FairnessWorks campaign and encourage members to attend the regional meetings, which have been posted on the PSAC Ontario webpage.

4. That PSAC Ontario Council provide 3 slogans each for the Labour Day t-shirts by April 11, 2014. The slogans will be compiled and then Council will vote for their top 3 slogans. The final 3 slogans will be used for the Labour Day shirts.

Moved by Melanee Jessup

Seconded by Bob Black

## **APPENDIX “F”**

**BOB BLACK**  
**PSAC Ontario Regional Council**  
**Alternate Regional Executive Vice-President Report**  
**October 2013 – March 2014**

### **OBJECTIVES:**

Continue to develop contact with members, and outside agencies.  
Continue to work with affected members within the region. Promote PSAC / union values

October	29	Plant gating
	30	Meet with Area Council rep
	31	Plant gating
November	1	United Way meeting in Toronto
	25 – 29	Person the PSAC table at OFL Convention
December	4	Plant gating
	11	4900 Yonge for United Way
	13	Attended Niagara Area Council Christmas dinner
January 2014	21	Plant gating
	22	Plant gating
	27 - 31	Toronto Regional office for Finance Committee
February	17	Toronto Regional office for Finance Committee
March	12	Conference call re Political Action Committee
	13	Toronto Regional office for Finance Committee Conference call re Equity Committees
	18	4900 Yonge for United Way closure

### **PLANS:**

Continue to develop contact with members, and outside agencies.  
Continue to work with affected members within the region. Always be available for the REVP

In Solidarity always,

Bob Black,  
Alternate Regional Executive Vice-President



**Marie Polgar-Matthews**  
**PSAC Ontario Regional Council**  
**Academic Workers Representative Report**  
**November 2013 to March 2014**

**Objectives:**

1. Help plan and coordinate Education Retreat for May 2014
2. Encourage and help facilitate the Mandates from the Education Retreat in May 2013.
3. Continue with the November 2012 mandate that all academic locals create a committee to look at coordinating projects, resources and best practices – a forum where all can have an equal opportunity to contribute to joint activities. These meetings are happening.
4. Continue working on media sharing and mobilization of campaigns- Building a Website repository.
5. Working with Regional Office to create a UNION BASICs course for the Academic Sector- because of the constant turn around within the membership, and map out how the Academic Sector will access this training (needed yearly for the new executives).

**Actions:**

Working on Joint Projects:

- Local 610 (University of Western Ontario), Local 555 (University of Ontario Institute of Technology) and Local 901 (Queen's University) are in the process of building a online repository and share website.
- Supporting the Collective Bargaining process with in all three Locals:
  - Local 555- Surveys are out for SI bargaining in August 2014
  - Local 610-
  - Local 901 –RA drive
- Working with the (CFC) Canadian Federation of Students on Mental Health project studying Bullying and Harassment within the Academic sector

**Plans:**

- Continue planning academic sector training retreat for May 2014
- Continue facilitation of Academic sector meeting objectives
- Continue to attend regular scheduled Academic Sector meetings
- Continue to work on the Academic sector education with the Regional Office.

In Solidarity,

Marie Polgar-Matthews  
Academic Workers Representative

**Christo Aivalis**  
**PSAC Ontario Regional Council**  
**Young Workers Representative Report**  
**October 2013 – March 2014**

**Objectives:**

- Continue final preparations for next Young Worker Delegate transition.
- Determine strategy for continuing high-level union involvement beyond young worker portfolio
- Develop long-term strategy to establish young worker committees in the region

**Actions:**

- Serving my local in capacities as steward, by-law reviser, and health and safety officer.
- Continued to be active member of OFL worker's under-30 committee
- Participated on various Ontario Council Political Action Committee conference calls
- Arranged publication of an academic article on the role of Christian socialist labour leaders during the Great Depression
- Elected as labour representative for the Kingston and the Islands NDP riding association
- Elected as member of the Kingston and District Labour Council Political Action Committee
- Named a delegate to the upcoming CLC Convention
- Participated on teleconference with other regional PSAC young worker representatives
- Continued to write pieces for the Council Newsletter

**Plans:**

- Help next young worker rep transition into the role
- Work with REVP office to tackle logistic and philosophical issues facing young workers and our movement in general.
- Be dedicated participant in the triennial convention, and in its preparation

- Promote workers' interests through my other offices going forward
- Work on a Council Newsletter specifically for the convention.

In Solidarity,

Christo Aivalis  
Young Workers Representative

**Debbie Willett**  
**PSAC Ontario Council**  
**Area Council Representative Report**  
**October 2013 to March 2014**

**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.

Oct 16	Plant gated Stress Balls
Oct 16	Chaired Niagara Area Council Meeting
Oct 24	Ontario Council Education Committee Meeting
Oct 25-26	Ontario Council Meeting
Oct 29	Education Sub Committee Meeting (Toronto)
Oct 30	Picked up bargaining info (CRA)
Oct 31	Plant gated bargaining info
Nov 2	Area Council Summit (Toronto)
Nov 7	Education Sub Committee Meeting (Toronto)
Nov 18-22	OFL Human Rights Conference
Dec 2	Hamilton Committee Christmas Dinner
Dec 3	Plant gated bargaining info
Dec 5	Labour Council Awards Dinner
Dec 12	Plant gated bargaining info
Jan 29/14	Chaired Niagara Area Council Meeting
Jan 30	Education Sub Committee Meeting (Toronto)
Feb 5	Education Committee Conference Call (AFN Policy)
Feb 6	UTE Annual General Meeting
Feb 17	Chaired Niagara Area Council Meeting
March 19	Chaired Niagara Area Council Meeting
March 26	WH&SC upgrade meeting
March 27	Ontario Council Education Committee Meeting
March 28-29	Ontario Council Meeting

**Future Plans:**

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

In solidarity,  
Debbie Willett Area Council Representative

**Ralf Bucherer**  
**PSAC Ontario Regional Council**  
**Region 3, Eastern Ontario Representative Report**  
**November 2013 – March 2014**

Over the past months I continued working closely with our members; the Kingston RO and continued promoting our Union and keeping up the fight-back against the attacks on unions and organized labour. From November 25-29, 2013 I attended the OFL's 12th Biennial Convention in Toronto.

Attended the monthly meetings of the Kingston Area Council, including the AGM in December at which I was re-elected as its president.

Took part in, both, with the Kingston Area Council as well as my own local, drafting resolutions for the upcoming PSAC ON convention; a total of ten resolutions were submitted by both the AC as well as Local 00056UCTE.

During the organizing of a rally on The Hill to welcome back our MPs I took the lead designing the poster and flyer as well as organizing speakers that included Alexandre Boulerice from the NDP and George Floresco, 3<sup>rd</sup> VP for CUPW. Unfortunately due to inclement weather and even worse road conditions the event was canceled.

Promoted and took part in the OFL's "Let's defend our Rights at Work Campaign" in Kingston on March 25<sup>th</sup>, 2014.

My goals for the next reporting period include continuing to work with our members; the Kingston Regional Office and the Kingston Area Council. I will be attending the AFN training during Spring School and are looking forward to finally being able to re-commence facilitating educational course for our members.

In addition, I will be attending the PSAC/Parks bargaining conference in Ottawa April 04-06, 2014.

Respectfully submitted  
Ralf Bucherer, Region 3, Eastern Ontario

**James D Marchand  
PSAC Ontario Regional Council  
Aboriginal Members Representative Report  
October 2013 to March 2014**

**Objectives:**

- Maintaining contact with Regional Offices and other Labour Organizations
- Keep Aboriginal Members aware of Educational and Union Activities

**Actions:**

- Attended NAPC meeting in Toronto
- Attended National Equity Conference in Toronto, ON
- Ontario Council/NAPC/NHRC Teleconference calls

**Plans:**

- Continue to promote Union Education
- Prepare for Ontario Triennial
- No longer NAPC Ontario Representative
- Continue as National Human Rights Committee – Aboriginal member

In Solidarity,

James D Marchand  
Aboriginal Members Representative

**Karen Church**  
**PSAC Ontario Regional Council**  
**Gay, Lesbian, Bi-Sexual & Transgendered Members**  
**Representative**  
**October 2013- March 2014**

**Objective:** To continue to provide support to GLBT Members.  
To continue on an educational path.  
To reach out to all Brothers and Sisters to provide support.

**Actions:** National Employment Equity Advisory Committee  
The month of November travelling across Ontario for FB ratification vote.  
PSAC National Equity Conference Nov. 18-22.  
Windsor Area Council Jan. 23/14.  
Windsor closing of Veterans Office Jan. 31/14.  
OFL Human Rights Retreat Feb. 2-4.  
PSAC Nat'l Bargaining Conference Feb.13-16.  
Windsor Women's Committee Mar. 3.  
Participated in numerous conference calls over the past five months.  
3 PSAC National Human Rights Committee  
Ontario Council Education Committee  
Toronto Pride Committee  
Ontario Council teleconference call.

**Plans:** To continue to support our Members by staying current on issues affecting them.  
To promote political action.

In Solidarity and Pride,

Karen Church  
Gay, Lesbian, Bi-Sexual & Transgendered Members Representative



**Laura Eastcott**  
**PSAC Ontario Regional Council**  
**Region 3, Eastern Ontario Representative Report**  
**November 2014 – March 2014**

**Objectives:**

- Maintain a good working relationship with the Regional Office
- Work on expanding email/contact list
- Keep the members informed on what PSAC Ontario Council is doing
- Represent Region 3 at functions whenever possible
- Promote Union Education and ongoing PSAC campaigns

**Actions:**

- Participated in a number of conference calls with the education committee as well as with Ontario Council as a whole.
- Maintained Communications with the Kingston Health Coalition.
- Consulted with KCAP with regards to upcoming events.
- Collaborated with Kingston RO with regards to course selection for the year as well as candidate selection for the upcoming Spring School.
- Attended rally in Toronto for the OCAP Raise the Rates Campaign.
- Attended KDLC meetings.
- Attended OFL Regional meeting- STOP HUDAK

**Plans:**

- Work to inform and motivate the members in region 3 to be active in our campaigns
- Lobby PMs and MPPs and Municipal leaders on issues that affect our members.

- Work with Coalition partners to broaden lines of communication
- Promote PSAC education
- Represent the members of region 3 at functions whenever possible.

In Solidarity,

Laura Eastcott  
Region 3, Eastern Ontario Representative

**Lloyd Brown**  
**PSAC Ontario Regional Council**  
**Racially Visible Members Representative Report**  
**October 2013 to March 2014**

**Objectives:**

- Promoting, Maintaining and Protecting the interest of the Racially Visible Members of the PSAC
- Encourages their participation in Racially Visible Members Committee initiatives
- Provide leadership on issues that pertain to Racially Visible Members who are marginalized
- Eliminate Harassment, Discrimination and Racism in order to attain Equal Rights
- Aim to facilitate changes through Education
- Provide a forum through our meetings for ongoing information exchange and critical discussions of Racially Visible Members Committee issues
- Strive to create partnerships within the PSAC and other external Community Organizations.

**Actions:**

- Participate in UTE Day of Action at 1 Front Street East on Oct 31st
- Attended PSAC National Equity Conference from Nov 20th to Nov 22nd
- Organized Chinese New Year Celebration on Jan 23rd by the PSAC Toronto Racially Visible Committee. Guest Speaker was Jane Pang Founder of Clearview School of Arts and Culture
- Attended OFL Equity and Human Rights Retreat in Niagara Falls from Feb 2nd to Feb 4th
- Ordered Information booklets of Restaurants and Tourist Points of Interest from Tourism Ontario for the upcoming PSAC Ontario 6th Triennial Convention in June
- Participated in a Black History Month Bus Tour of Historical African-Canadian Sites, Organized by the PSAC Toronto Racially Visible Committee on Feb 22nd

- Attended a Black History Month event that was organized by the Ontario Federation of Labour and the Coalition of Black Trade Unions on Feb 23rd
- Organized a Black History Month event by the PSAC Toronto Racially Visible Committee on Feb 27th. Guest Speaker was **Senator Anne Clare Cools** the first black person appointed to the Senate of Canada and the first black Female Senator in North America
- PSAC Toronto Racially Visible Committee also started a fund-raising campaign at the National Equity Conference last November in support of The Black Coalition for Aids Prevention which resulted in a total contribution of \$5,000.00 which was presented to members of the Board of Director of that organization at our Black History Month event on February 27, 2014

**Goals:**

- Continue to promote awareness and participation of Racially Visible Members in our Objectives
- Provide a forum through our meetings for ongoing information exchange and critical discussions of Racially Visible Members issues

In Solidarity,

Lloyd Brown  
Racially Visible Members Representative

**Mike Bennett  
PSAC Ontario Regional Council  
Region 1, Northwestern Representative Report  
October 2013 to March 2014**

**Objectives:**

- \* Continue to work with Thunder Bay Regional Office
- \* inform members on PSAC Ontario Council Activities
- \* Attend functions when required
- \* Promote Union Education

**Actions:**

- Thunder Bay Area Council meeting via teleconference
- First Nation Policing Sector Assembly teleconference

**Plans:**

- Continue to promote Union Education
- Prepare for Ontario Triennial
- Jurisdictional Challenge for FN police services
- Keep members updated and informed

In Solidarity,

Mike Bennett  
Region 1, Northwestern Representative

**Mike Fummerton  
PSAC Ontario Regional Council  
Region 4, Southwestern Ontario Report  
November 2013 – March 2014**

**Objectives:**

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

**Actions:**

- Attended FB Bargaining information sessions
- Attended Windsor Area Council Meetings as scheduled
- Attended Veterans Affairs rallies in Windsor against the closing of Veterans Affairs offices.
- Did numerous audio, video and print media interviews regarding Government cut-backs, negotiations, sick leave etc.
- Continue to attend meetings with “affected” members regarding Work Force Adjustment.
- Increased awareness through Twitter and Facebook
- Regularly updated Facebook Group and google page for Southwestern Ontario Council and Windsor Area 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 all PSAC campaigns through demonstrations and worksite visits
- 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

**Melanee D Jessup  
PSAC Ontario Regional Council  
Region 4 Representative Report  
October 2013 – March 2014**

**Objectives:**

- Continue and build a dialogue with the Regional Offices
- Work on Young Worker email/contact list
- Keep the members informed issues of importance
- Promote Union Education

**Actions:**

- Continued to liaise with Waterloo Region Labour Council
- Participated in Political Action Conference Call
- Attended Duty to Accommodate course to connect with members
- Provided brief We Are All Affected workshop at DTA course
- Expanded email tree
- Continued to provide information to members via the email tree
- Participated in participant selection for Spring School
- Collaborated to prepare the latest Ontario Council Newsletter
- Attended UTE Presidents' Conference

**Plans:**

- Continue to work on the Regional newsletter
- I hope to attend the CLC Convention in May
- Continue to keep the lines of communication open in Region 4
- Attend PSAC Ontario Convention  
Attend UTE National Convention

In Solidarity,

Melanee D Jessup  
Region 4, Southwestern Ontario, Representative



**Sandy Bello**  
**PSAC Ontario Regional Council**  
**Regionally Based Separate Employer Locals Representative**  
**(RBSEL) Report**  
**November 2013 – March 2014**

**Objectives:**

- Communicate with PSAC Regional Offices
- Maintain RBSEL email/contact list
- Inform RBSELS on important PSAC Ontario Council initiatives
- Bring forward RBSEL issues to Ontario Council
- Represent RBSEL at functions as required
- Promote PSAC and related labour education and resources

**Actions:**

- Updating RBSEL email/contact list and email RBSEL locals
- Submitted Local 00394 Collective Bargaining Proposals, November 1, 2013
- Local 00394 General meeting, Hamilton, November 7, 2013
- Local 00394 Collective Bargaining Committee teleconference with UNE National President and LRO, December 2, 2013
- Hamilton Area Council/MDAC/RWC meeting/Christmas dinner, Dundas, December 2, 2013
- Local 00394 UMCC, Hamilton, December 12, 2013
- Local 00394 Collective Bargaining Team meeting/training, Hamilton, January 8, 2014
- Met with members of Local 00358 (CANDU Inc); UMCC, January 13, 2014
- Teleconference - Local 00394 member and PSAC G&A Officer, January 23, 2014
- Ontario Regional Finance Committee meeting, Toronto, January 27-31, 2014
- Local 00394 Collective Bargaining Team teleconference with PSAC Negotiator, January 28, 2014

- Local 00394/CCOHS Collective Bargaining, Hamilton, February 25-27, 2014
- Local 00394 Collective Bargaining Team update with Committee, Hamilton, March 4, 2014
- Local 00394/CCOHS Collective Bargaining, Hamilton, March 17-19, 2014
- Local 00394 Collective Bargaining Team/PSAC Negotiator/REVP/PSAC Toronto Regional Office Staff teleconference, March 21, 2014
- Ontario Regional Council meeting, Toronto, March 27-29

**Plans:**

- Maintain communication with RBSEL Locals
- Attend PSAC Ontario 2014 Triennial Convention, June 6-8, 2014

In Solidarity,

Sandy Bello  
Regionally Based Separate Employer Locals Representative

**Leslie Searl**  
**PSAC Ontario Regional Council**  
**Region 5, Greater Toronto Area Representative Report**  
**October 2013 to March 2014**

**Objectives:**

Engage and increase level of activism among membership. Attend as many Union events, meetings, and other activities as possible so as to meet with numerous members and promote the interests of the Union.

**Actions:**

This was a very busy quarter, mostly because the FB group which I'm a part of finally ratified our contract after 2.5 years. Hence it was very busy in my Local CIU 024 with ratification meetings and collecting demands for the next round of bargaining which will begin imminently.

December, 2013 – attended GTAC and TRWC meetings

January 28<sup>th</sup> – attended OC conference call

March 18<sup>th</sup> – attended OC conference call re spring school

**Plans:**

Will be attending Spring School to become an Alliance Facilitator  
Attend PSAC Ontario Triennial Convention as a delegate  
Continue to meet with Locals and members at large  
Attend as many Union-organized events as possible.

In Solidarity,

Leslie Searl  
Greater Toronto Area Representative

**Souad Soubra (Sue)**  
**PSAC Ontario Regional Council**  
**Members with Disabilities Representative**  
**November 2013 – March 2014**

**Objectives:**

- Keep open lines of communication with Disability Community through email tree
- Attend Regional Committee meetings. (MDAC, RWC, GTAC, RVC, Labour Day Parade)
- 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
- Represent PSAC/Labour with GCWCC
- Represent PSAC with OFL Person with Disability Committee

**Activities for this period:**

- Attended the RWC meeting (Nov 6<sup>th</sup>/13, Jan 8<sup>th</sup>, Feb 6<sup>th</sup> /14)
- Celebrating Int'l Day of Disabled Persons(Dec 3<sup>rd</sup>/13)
- Attended MDAC meeting (Jan 14/14)
- Attended the National Equity Conference (Nov 17-21/13)
- Attended United Way Gala (Jan 29<sup>th</sup>/14)
- Attended the OFL Retreat (Feb 2-4/14)
- Participated conference call – Ontario Council (Jan 28<sup>th</sup>/14)
- Participated at the NHRC conference call (Feb 24/14)
- Participated the Ontario Regional Committee conference call (March 13<sup>th</sup> /14)
- Participate the GCWCC meeting by Conference call (March 18/14)
- Attended Ontario Council meeting (March 27-20/14)
- Working/updating the 5<sup>th</sup> edition of the MWD Newsletter

## Plans:

- ❖ Attend the PSAC Ontario Convention (June 6-8/14)
- ❖ Attend the GSU Convention (Sept 23-25/14)
- ❖ Attend the NHRC meeting in Fall 2014
- ❖ Attend the OFL round table (representing Women with Disabilities)
- ❖ Keep in touch with Regional PSAC office
- ❖ Attend Regional Committee meetings. (MDAC, RWC, GTAC, RVC)
- ❖ Meet/contact/communicate with members
- ❖ Promote a Joint committee meeting; Toronto and Hamilton MDAC
- ❖ Keep Updating and posting MDAC Newsletter
- ❖ MDAC: Wellness Events
- ❖ Stay involved with GCWCC

In Solidarity,

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

**Trevis Carey**  
**PSAC Ontario Regional Council**  
**Region 2, Northeastern Ontario Representative Report**  
**October 2013 to March 2014**

The following are Activities which I participated in since the last Ontario Council Meeting.

February 28th 2014 attended one day course through North Eastern Ontario Family & Children's Services called Aboriginal Cultural Awareness Training

Jan 16th 2014 PSAC Teleconference with Sudbury Regional Office regarding training schedule within North Eastern Ontario Region

December 2nd 2013 Discussed with UVAE to do a Day Of Mourning Poster for the women killed in Montreal. Advertisement Purchased for Dec 6/13 Northern News.

November 1-3 2013 Attended Area Council Summit Toronto, Ontario. At which time I sent a letter to MPP for Timmins James Bay re: Bill C-4 safety ramifications centered around changes to the right to refuse dangerous work.

November 17th-20th 2013 Attended Equity Conference Toronto, Ontario

In Solidarity,

Trevis Carey  
Region 2, Northeastern Ontario Representative

**Vicki Pine**  
**PSAC Ontario Regional Council**  
**Directly Chartered Locals (DCL'S) Representative Report**  
**November 2013 – March 2014**

**Objectives:**

- \* Continue to work with the Regional Offices
- \* Keep the members informed on what PSAC Ontario Council is doing
- \* Attend functions where required
- \* Promote Union Education

**Actions:**

- \* Attended National Equity Conference Nov. 17th-22nd in Toronto.
- \* Conference Call Jan. 16th, Police Sector
- \* Conference Call Jan 28th, registration fee OLC
- \* Conference call March 13th, Financial reporting
- \* Conference call March 14th, Sudbury region education
- \* Forwarded Triennial conference reminders and packages to DCL's

**Plans:**

- \* Work with Regional Office to coordinate First Nation Police Sector becoming operational.
- \* Work with Regional Officer to coordinate FNPS local belonging to one Regional office.
- \* Work with PSAC and FNPS to facilitate the jurisdictional challenge challenges.

In Solidarity,

Vicki Pine, DCL Representative

**Vivian Binnion**  
**PSAC Ontario Regional Council Report**  
**Regional Women's Representative**  
**October 2013 to March 2014**

**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:**

- Oct 31 - Participated in Teleconference call for the NHRC
- Nov 6 - Attended Toronto Regional Women's Committee
- Nov 12 - Participated in Teleconference call for the NHR Committee
- Nov 17 - Participated in Steering Committee Meeting for NHR Convention
- Nov 18 - Nov 22 - Attended National HR Convention
- Nov 26 - Deliver Basket & Donations to women's shelter: Eva's Place
- Dec 2 - Attended the Annual Christmas Dinner meeting in Hamilton
- Dec 6 - Attended "Take back the Night" vigil, Toronto
- Dec 18 - Participated in Teleconference call for the NHRC
- Jan 22 - Participated in Teleconference call for Executive Council, Education Committee
- Mar 5 - Attended Toronto Regional Women's Committee
- Mar 18 - Participated in Teleconference call for Executive Council, Education Committee

**PLANS:**

- Continue to work with Regional Women's Committees
- Increase Women's knowledge of courses that are happening in PSAC
- Promote education for Women
- Continue to support and promote ongoing PSAC campaigns



- Continue working on upcoming Triennial Convention.

In Solidarity

Vivian Binnion  
Regional Women's Representative