



## **PSAC Ontario Council Meeting Minutes October 25-26, 2013 Toronto Regional Office**

The meeting convened at 9:10 a.m. on Friday, October 25, 2013 with the REVP-Ontario, Sharon DeSousa as 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)  
Kevork Hacatoglu, Alternate Rep Academic Sector  
Barbara Goodfellow, Alternate Rep Region 2 (Northeastern)  
Trevis Carey, Region 2 (Northeastern)  
Laura Eastcott, Region 3 (Eastern)  
Ralf Bucherer, Region 3 (Eastern)  
Mike Fummerton, Region 4 (Southwestern)  
Melanee Jessup, Region 4 (Southwestern)  
Leslie Searl, Region 5 (GTA)  
Ryan Ward, Alternate Rep Region 5 (GTA)  
Donna Kinchen, Region 6 (Hamilton/Niagara)  
James D. Marchand, Aboriginal Members  
Vivian Binnion, Regional Women's Committees  
Karen Church, Gay, Lesbian, Bi-Sexual & Transgendered Members  
Debbie Willett, Area Councils  
Christo Aivalis, Young Workers  
Lloyd Brown, Alternate Rep Racially Visible Members  
Vicki Pine, Directly Chartered Locals  
Sandy Bello, Regionally Based Separate Employer Locals  
Souad (Sue) Soubra, Members with Disabilities

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

**Regrets:** Mary Jeyanthan, Region 5 (GTA)  
Marie Polgar-Matthews, Academic Sector Representative  
Judy Phillips, Racially Visible Members Representative

Réjean Amyotte, Region 2 (Northeastern)

**Observers:** Jason McMichael – 1<sup>st</sup> National Vice-President of the Customs and Immigration Union, Aileen Duncan APSAR Ontario Representative, David Carr Alternate GBLT Representative

**AGENDA:**

1. Adoption of Agenda
2. Adoption of previous meeting minutes (July 5-6, 2013)
3. Business arising from previous minutes
4. Regional Executive Vice-President Report
5. Regional Office - Updates (Chris Wilson)
6. Ontario Council Committees Reports
7. Financial Accountability of Area Councils and Committees
8. Ontario Council Members Reports
9. Collective Bargaining Updates
10. PSAC Ontario Regional Triennial Convention
11. We are All Affected Campaign
12. Labour Day
13. Union Development Program (UDP)
14. PSAC Human Rights Committee
15. Ontario Federation of Labour Convention (OFL)
16. Government of Canada Workplace Charitable Campaign (GCWCC/United Way)
17. 2014 Ontario Council Meeting dates
18. New Business

The Chair asked Sister Sandy Bello to read the PSAC Anti-Harassment Policy. Sister Sandy Bello was designated the Harassment Coordinator while Ontario Council is in session.

The hours of sitting were Friday, 9:00 a.m. – 5:00 p.m., Lunch 12:00 p.m. – 1:30 p.m., Breaks 10:30 a.m. and 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 Souad (Sue) Soubra

**Item 1. Adoption of Agenda**

Motion that agenda be adopted.

m/s/c Melanee Jessup and Bob Black

**Point of Privilege – Sister Barbara Goodfellow stated that Sister Margaret Clark who is an active member in the Region 2 area, recently lost her husband. Sister Goodfellow asked Ontario Council to take a moment of silence.**

**Item 2. Adoption of Previous Meeting Minutes (February 22-23/13)**

Motion that July 5-6, 2013 minutes be adopted as presented.

m/s/c Melanee Jessup and Mike Fummerton

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

Sister Cleo Reid stated that she spoke with the Manager of the Roehampton Hotel and was informed that the hotel does not offer reward points for group reservations.

Also Sister Reid reported back to Ontario Council on the total number of display tables available during the 2014 Ontario Regional Convention. With the use of 6 foot tables, the maximum number of

tables available are 32. If 8'x8' tables are used there would be only 28 tables available.

Brother Christopher Wilson responded to the action items from last meeting in his report.

Brother Christo Aivalis requested Ontario Council members to prepare up to a 2 page report on young worker activities within their region. Brother Aivalis received a few reports but would like feedback from all Ontario Council members. Therefore he asked that the deadline be extend to early next year (2014). Brother Aivalis will complete an analysis of all the reports received and report back to Ontario Council at the March 2014 meeting.

Motion to accept business from previous meeting.

m/s/c Trevis Carey and Ralf Bucherer

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

The Chair presented her National Board of Directors (NBoD) report for May 18 to September 6, 2013 which included her schedule. This report is a listing of activities that have occurred in the PSAC Ontario Region.

The Chair stated that along with 4 Public Sector Unions, 4 Private Sector Unions and the Ontario Federation of Labour (OFL) will be meeting with Premier Kathleen Wynne on November 6, 2013.

The Chair hoped the meeting would be productive and that the Premier listens to what the labour movement has to say. Also she will be asking the Premier during the meeting where she stands on workers' rights.

The Chair stated the labour movement had a similar meeting with Andrea Horwath, Leader of the Ontario New Democratic Party, which went very well.

## **Collective Bargaining**

### *Highlights of Ongoing Negotiations*

- DCL Local 901 Unit 1 bargaining team met with the Employer on June 13 and 14, 2013 to review proposals. The next bargaining meetings are set for the week of September 23, 2013.
- Windsor Airport (UCTE 00012) 15 members voted down a tentative agreement on June 24, 2013. PSAC filed for conciliation and is now waiting on hearing dates.

### *Renewal Agreements*

- On May 28, 2013 PSAC DCL 533 members who work for the Ontario Lottery and Gaming Corporation Slots at Woodbine ratified their new collective agreement.
- On May 28, 2013, 10 members (DCL 0003) at the Hearst, Kapuskasing, Smooth Rock Falls Family Support Services Centre in Moosonee ratified their new agreement.
- On June 10, 2013, members of UCTE 57 ratified their new agreement with their employer, the Great Lakes Pilotage Authority (GLPA).
- On Oct. 25, 2012 PSAC filed a bargaining bad faith complaint with the Ontario Labour Relations Board for the Commissionaires who work at Lester B. Pearson airport in Toronto (DCL 802). The hearing date for this matter was set for June 20 and 21, 2013. After the first hearing date on June 20, 2013, PSAC was successful in resolving the complaint resulting in a new collective agreement.
- On July 3, 2013 municipal employees who work for the Town of Moosonee (DCL 285) ratified their new collective agreement.

## **Organizing**

**Operational Managers at Ontario Corrections** (600 members)  
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. Hearing dates have been set for September and October 2013.

### **Ontario Lottery and Gaming Corporation (OLG) – Lottery Division** (300 members)

A campaign is underway for workers at the site located in Sault Ste Marie. PSAC Ontario would like to increase our presence in the gaming sector and strengthen the bargaining power of our existing locals.

### **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 fall 2013.

### **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. We are currently awaiting hearing dates.

### **Provincial By-Elections**

Premier Kathleen Wynne called 5 by-elections to fill the 5 seats vacated by Liberal members of provincial parliament. The by-elections were called for August 1, 2013, a move that had opposition Party's angry because of the date's proximity to the statutory long weekend, creating a barrier for voter participation.

PSAC Ontario sent letters to members from the PSAC Regional Executive Vice-President for Ontario, Sharon DeSousa, with a candidate questionnaire on the reverse of the letter. The questionnaire was designed to help members gauge where the candidates and their Party's stand on key issues such as; defending public services, childcare, healthcare, education and workers' rights.

PSAC Ontario also had members within the ridings conduct phone banks to PSAC members who also resided in the riding. The phone banks were meant to ensure that members got out and voted and also provided information on Party platforms.

The 4 provincial by-elections in the PSAC Ontario Region, which excludes the Ottawa-South by-election that is covered by the PSAC National Capital Region, were: Etobicoke—Lakeshore, London West, Scarborough—Guildwood and Windsor—Tecumseh.

The results of the by-elections were; the Liberals held on to two of the ridings, with Liberal Mitzie Hunter keeping the Toronto-area riding of Scarborough-Guildwood and Liberal John Fraser will succeed former Ontario premier Dalton McGuinty in Ottawa South.

The NDP won victories with Percy Hatfield in Windsor-Tecumseh and Peggy Sattler in London West, and Conservative Doug Holyday won Etobicoke-Lakeshore for the Conservative's first win in Toronto since 1999.

Therefore the current standing in the Ontario Legislature is Liberals at 50 seats (-3), the PC's at 37 seats (+1) and the NDP at 20 (+2) seats.

## **Mobilization**

### **Slots at Woodbine**

Our DCL 533 members who work for the Ontario Lottery and Gaming (OLG) Corporation Slots at Woodbine in Toronto were struggling to achieve a fair second collective agreement with their employer. After two tentative agreements were voted down, the 400 PSAC members would soon be in a strike/lock out situation on May 27, 2013. Through a series of mobilization and pressure tactics, including a strategic media campaign, a final tentative agreement was reached and ratified on May 28, 2013.

### **Treaty Three Police**

In late May, the Treaty Three Police Service Board threatened to shut down the police service and layoff all workers if PSAC did not give in to demands to have pay and benefits cut, as well as to give up the collective agreement and negotiate a new agreement under Provincial legislation. These ultimatums were made because the Police Board stated it was in severe debt and that they were financially not able to continue to offer officers what they had agreed to in the collective agreement.

Although PSAC demonstrated that the Police Service debt was not created by the officers, and the Police Board agreed, the Police Board continued to place the onus of the closure on the officers' unwillingness to accept their ultimatum. This was clearly stated in media interviews, which gave the closure deadline of August 19, 2013 if PSAC did not give-in to the Police Board's demands.

On July 23, 2013, police officers and community supporters attended the Annual General Meeting of the Chiefs of the First Nation Communities that are policed by Treaty Three, which was held in Kenora. A solidarity rally was held in front of the hotel before the meeting and then members attended the meeting to speak on the importance of keeping the service. At this meeting 6 of the 8 Police Board members were replaced, with the new Board stating that they would not shut down the service for at least a year to try and find a



solution. PSAC has reached out to this new Police Board to begin talks to ensure that our members are protected and that Treaty Three Police Service continues to function for years to come.

### **Labour Day**

This year's Labour Day was a tremendous success, with members participating in events all across Ontario. Members came out to Labour Day events in Hamilton, Toronto, Mississauga/Brampton, Windsor, Sudbury, North Bay, Thunder Bay, Kingston, Chatham, London, Petawawa, Timmins and Barrie. Chris Aylward, PSAC National Executive Vice-President joined Sharon DeSousa, PSAC Regional Executive Vice-President for Ontario for the Toronto Labour Day parade, which had over 20,000 participants. Also marching were NDP federal leader Tom Mulcair, Ontario leader Andrea Horwath, CLC Secretary-Treasurer Hassan Yussuff and a large turnout of elected officials.

Members received t-shirts produced by PSAC Ontario that signaled the importance of unions with one of the following three slogans: *Workers Standing Together – That's a Union!; Fight Poverty – Protect Unions; Unions: Fighting for Fairness!* Members and the public also received a Labour Day pamphlet that highlighted the history of how Labour Day came to be through the struggles of unionized workers.

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

#### **Regional Leadership Meetings**

The conservative assault on unions and workers' rights has been highlighted by the Ontario Progressive Conservatives. Tim Hudak, leader of the Ontario Conservatives has made it his election platform to ban mandatory dues (Rand formula) and closed union shops. There have been rumors that similar labour law reforms may be introduced federally by the Conservatives through a private members' Bill. These types of changes are based on similar legislation that has been growing in the United States called "Right to Work". The Republican Party has been championing these reforms to weaken unionized labour and lower labour standards in the process.

These changes could have a tremendous negative impact in Canada/Ontario, should they become law. PSAC and all labour

unions have recognized this and are working in coordination with the Canadian Labour Congress to prepare against these attacks. The PSAC National Board of Directors has adopted a plan that models an organizing drive with our own members to garner internal support as a first step. To accomplish this first step, Regional Leadership Meetings were scheduled across Canada to educate, mobilize and provide the necessary tools to our leaders.

In Ontario, we delivered 11 meetings across the province, including in Barrie, Hamilton, Toronto, Kingston, Windsor, London, Kitchener, Thunder Bay, Sault Ste. Marie, Sudbury and Timmins. The number of members registered for each Regional Meeting and the number of members who attended reflected a high membership engagement, with almost every Local in Ontario being represented.

We are now proceeding with phase two of our member to member engagement campaign that is part of our National We Are All Affected Campaign. This phase focuses on training campaign trainers to speak to members about the importance of union membership and having rank and file members sign union pledge cards. We have integrated the Campaigner training into our fall education schedule and regional representatives have been contacting their locals to maintain our campaign momentum.

### **Community Engagement**

On July 30, 2013, members from UNE Local 00383 attended a community fundraising BBQ in Sturgeon Falls in support of *Community Living West Nipissing*, a community service provider (<http://www.communitylivingwestnipissing.com>). The event was sponsored by MP Claude Gravelle, who was joined by MP Olivia Chow, MPP John Vanthoff and West Nipissing Mayor Joanne Savage.

### **Raise the Rates**

In Sudbury, the Sudbury Coalition Against Poverty (SCAP) has been placing pressure on city councilors to support a restoration of the Community Start-up and Maintenance Benefit (CSUMB), a benefit that helps those on social assistance keep their housing.

Thanks to SCAP and PSAC members who took part in lobbying activities, the city agreed to restore funding to CSUMB. On June 11, 2013 a victory celebration was held in Memorial Park in downtown Sudbury for all Raise the Rates campaign supporters who helped to win this achievement.

In Toronto, the Ontario Coalition Against Poverty (OCAP) held a rally on July 17, 2013 at the David Pecaut Square in Toronto. This rally was designed to pressure the province to restore the CSUMB province-wide. PSAC Ontario was proud to help sponsor the rally in conjunction with Parkdale Against Poverty, Parkdale Community Legal Services, Bread and Bricks Social Justice Group, and many more.

PSAC Ontario will continue to advocate for increased social assistance rates, the restoration of the CSUMB and an increase in the minimum wage as part of our We Are All Affected campaign.

### **People's Shadow Summit**

In 2014, the 10 year health accord, which guaranteed funding from the Canadian government to the Provinces, will expire. On July 24 and 25, 2013, all provincial and territorial premiers from across Canada came together in Niagara, for the last "Council of the Federation" meeting before the Accord ends.

The Ontario Federation of Labour, along with the Canadian and Ontario Health Coalitions, the Council of Canadians, seniors' and patient advocacy groups, unions and community groups came together at this time for a Shadow Summit and Mass Rally at the Council of the Federation meeting. This action was meant to draw the federal government's attention by applying public pressure on this issue and have the federal government negotiate a renewed Health accord to continue high quality universal healthcare in Canada.

PSAC Niagara Area Council members attended the summit and worked with the Niagara Health Coalition to ensure the event was successful. PSAC Ontario provided financial support both to the Niagara Health Coalition and the Ontario Health Coalition in support of this action.

## **Unionized Labour in Ontario - Toronto Star Ad**

On Thursday August 29, 2013, in advance of Labour Day and as a mechanism to support and promote the Labour Movement's involvement in creating Labour Day, PSAC Ontario placed an ad in the Toronto Star's *Unionized Labour in Ontario* newspaper insert.

The Toronto Star subscription totals more than half a million potential readers and the ad campaign will continue through an electronic format for one month after the August 29, 2013 release date. Please find the link to the full digital campaign in which you can also download the full insert: <http://ca.mediaplanet.com/unionized-labour/>

## **Education**

### **New Education Travel Policy**

PSAC Ontario Regional Council approved a newly developed Ontario Region Basic Regional Office Education Travel and Expense Entitlement Policy. The Policy was developed to ensure that members, regardless of which PSAC Regional Office services them, would be given the same entitlements.

This policy also outlines how the costs incurred by members who attend basic education courses will be offset in a consistent, transparent and equitable manner. The policy has been sent out to all members via email and posted on the PSAC Ontario website.

## **Labour Movement/ Solidarity**

### **Jack Layton Sculpture**

On August 22, 2013, the Ontario Federation of Labour unveiled a beautiful bronze sculpture of Jack Layton, former NDP Leader, on the second anniversary of his passing. The life-sized bronze statue features Jack Layton sitting on the back seat of a tandem bicycle, with room on the front seat for visitors to have their picture taken riding with Jack.

The tribute was titled, "Jack's got your back. Stronger Together: The Layton Memorial". The sculpture is dedicated to working people

across Canada and will be forever located at 9 Queens Quay West in Toronto at the Jack Layton Ferry Terminal.

### **Unifor**

The Canadian Auto Workers Union (CAW) and the Communications, Energy and Paperworks Union (CEP) have merged creating UNIFOR, Canada's largest private sector union with over 300,000 members. To celebrate this merging and commemorate Labour Day, UNIFOR held a free public concert at Nathan Phillips Square in Toronto on September 1, 2013.

### **Government of Canada Workplace Charitable Campaign (GCWCC) Labour Luncheon**

On August 28, 2013 approximately 20 GCWCC Co-chairs began their training at the PSAC Toronto Regional office. Labour and management representatives were greeted and thanked for their participation in the GCWCC 2013 campaign by Bob Black, Alternate Regional Executive Vice-President for PSAC Ontario.

### **Peoples Social Forum**

The first ever Canadian Peoples' Social Forum will be held in the summer of 2014 in Ottawa, and promises to bring thousands of activists together to unite against the Neoliberal economic model that is devastating our quality of life, environment and undermining our democracy.

On June 8, 2013, members of the Toronto expansion commission of the Social Forum met at Six Nations Territory in Ontario to prepare for the General Assembly. PSAC Ontario REVP, Sharon DeSousa was in attendance to speak about the issues facing workers in today's economy.

The second General Assembly took place in Edmonton on July 2nd and 3rd 2013. The Edmonton General Assembly brought together dozens of participants to begin the planning work for the 2014 Social Forum.

## **NO Private Public Partnership (P-3) Hospital Campaign - Kingston**

Beginning in March, this two month campaign was initiated to educate and inform the public on the potential consequences of a P3, as opposed to a publicly built and operated hospital in Kingston. This campaign has engaged our membership in the Kingston area, as well as the public and all levels of government. The Union of Solicitor General Employees (USGE) in partnership with PSAC Ontario, PSAC Kingston Area Council, Kingston District Labour Council, CUPE and OPSEU are all partnered in this campaign.

## **Ontario Common Front – South Asian Community Activism Awards**

PSAC Ontario is part of the Ontario Common Front, a coalition of trade unions, the Ontario Federation of Labour and 90 community groups. On June 1, 2013, the Ontario Common Front held a South Asian Community Activism Awards dinner to recognize and award South Asian activists as part of the South Asian Heritage Month celebration.

## **Justicia for Migrant Workers**

April 17, 2013 marked the first day of an historic hearing at the Ontario Human Rights Tribunal. The tribunal examined evidence regarding the workplace death of a Jamaican migrant worker, Ned Livingston Peart. Mr. Peart was crushed to death while working on a tobacco farm near Brantford, Ontario on August 22, 2002. Mr. Peart was one of over 30,000 migrant workers under the Seasonal Agricultural Workers Program; a government program that brings farm workers from Mexico and the Caribbean to farms across Canada.

This case is of historical importance because it seeks to ensure a safer working environment for all migrant workers in the province by requesting an inquest into Mr. Peart's death as well as wider systemic reforms in how the Office of Chief Coroner investigates the death of migrant agricultural workers in Ontario.

There has never been a coroner's inquest into the death of a migrant worker to date. The hearings at the human rights tribunal were held on April 17th, 18th, 24th, 25th and 26th, and June 28, 2013.

To mark this historic event, PSAC Ontario endorsed a lunch time rally organized by Justicia for Migrant Workers (<http://www.justicia4migrantworkers.org/>) at the Ontario Human Rights Tribunal on June 28, 2013. The tribunal will likely render its decision in three months' time.

### **ACORN Canada**

PSAC Ontario was a proud sponsor of this year's ACORN Canada Convention that took place at Ryerson University in Toronto on June 22-24, 2013. ACORN Canada is a valued community partner, which works to improve the lives of lower income families across the country. The Convention drew hundreds of ACORN members from across Canada to continue to strategize on current campaigns. Sharon DeSousa, PSAC REVP for Ontario gave a keynote speech at the awards celebration on Sunday June 24, 2013 at the Steelworkers hall in Toronto. As part of our We Are All Affected campaign, PSAC Ontario will continue to partner with ACORN Canada as a respected ally.

### **Equity and Human Rights**

#### **2013 PSAC Ontario Regional Women's Conference**

The PSAC Ontario 2013 Regional Women's Conference was held at the Courtyard Marriott in Toronto on May 31 through June 2, 2013. There were 59 delegates and 12 observers representing 51 Locals including 3 Directly Chartered Local's and 12 Components from across the Ontario Region.

The Conference theme was *Reach, Mobilize, Get Involved*, and was opened by addresses from Sharon DeSousa, REVP Ontario and Robyn Benson, PSAC National President. The conference focused on sharing 'Herstory' of Feminism, our gains and successes and also addressed a number of the issues that still face women in our society today.

A panel discussion on 'Women and the Economy' included issues of equity, equal pay, and child care, to name a few. Skills building workshops were conducted on the Consensus Model - decision making process, Media training, and building a network of allies to

support women, all with a view to educating our Sisters that “We are All Affected” when services are cut by the Federal Government.

**Kingston Pride** – Members from the PSAC Kingston Area Council, Regional Women’s Committee and locals took part in this year’s Pride on June 16, 2013.

**Toronto Pride** – With over one million visitors, Toronto Pride is one of the largest in the world. PSAC Ontario entered into the Pride parade on June 30, 2013, with a beautifully decorated float that highlighted the link between public services and community services. This is the second year that PSAC has entered a float in the Toronto Pride parade and members have expressed their appreciation of PSAC’s support for GLBT rights. Preparations are already underway for next year, when Toronto will host the 4th World Pride, with estimates of nearly 3 million attendees.

**Sudbury Pride** – Union of Taxation Employees Local 42 and the PSAC Sudbury Area Council members took part in this year’s Pride celebration on July 21, 2013. Treana Campbell, President of the PSAC Sudbury Area Council spoke at the rally, emphasizing the connection between human rights and organized labour.

**London Pride** – Members of the PSAC London Area Council and Regional Women’s Committee took part in this year’s London Pride on July 28, 2013. Members handed out PSAC Ontario Pride fans and rainbow whistles to the public.

**Windsor Pride** – The PSAC Windsor Area Council celebrated their second year marching in the Windsor Pride parade, which took place on August 11, 2013. About a dozen members took part in the parade and the Area Council is already planning on building member participation for next year.



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,

A handwritten signature in blue ink that reads "Sharon DeSousa". The signature is written in a cursive, flowing style.

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

## **REVP Schedule for the period May 18, 2013 to September 6, 2013**

May 22-23, 2013 – Alliance Executive Committee Meeting  
May 24, 2013 – Moosonee Regional Leadership Meeting  
May 25, 2013 – Weeneebayko Area Health Authority Local 603 and Town of Moosonee Local 285 meeting  
May 28, 2013 – Timmins Regional Leadership Meeting  
May 29, 2013 – CUPE Convention  
May 31-June 2, 2013 – PSAC Ontario Regional Women’s Conference  
June 6, 2013 – PSAC Ontario Council Education Sub-Committee Meeting  
June 8, 2013 – Peoples’ Social Forum meeting at Six Nations Territory  
June 10, 2013 – Alliance Executive Committee Meeting  
June 11-14, 2013 – National Board of Directors meeting  
June 17, 2013 – Ontario Federation of Labour Executive meeting  
June 23, 2013 – ACORN Canada Convention  
June 24, 2015 – PSAC Windsor Area Council meeting  
June 25, 2013 – CEIU Local 576 Annual General Membership meeting  
June 27, 2013 – Nishnawbe-Aski Police Local 401 meeting in Thunder Bay  
June 30, 2013 – Toronto Pride Parade  
July 4, 2013 – PSAC Ontario Council Committee meetings  
July 4, 2013 – PSAC Toronto Regional office official opening ceremony  
July 5-6, 2013 – PSAC Ontario Council meeting  
July 8, 2013 – Alliance Executive Committee Meeting  
July 9, 2013 – PSAC Hamilton Area Council, Regional Women’s Committee, and Members with Disabilities Action Committee Labour Day planning meeting  
July 18, 2013 – PSAC National Racially Visible Conference Resolutions Committee meeting  
July 19, 2013 – Canadian Labour Congress Women in Leadership school  
July 24, 2013 – PSAC National Racially Visible Conference Resolutions Committee meeting  
July 31, 2013 – Strategy meeting  
Aug. 1, 2013 – PSAC Ontario Council Education Sub-Committee meeting

Aug. 8, 2013 – Academic Sector meeting  
Aug. 8, 2013 – PSAC National Pride Conference Delegate Selection meeting  
Aug. 8, 2013 – PSAC National Aboriginal Peoples’ Conference Delegate Selection meeting  
Aug. 10, 2013 – PSAC Greater Toronto Area Council Appreciation BBQ  
Aug. 12, 2013 – PSAC National Racially Visible Conference Delegate Selection meeting  
Aug. 14, 2013 – Alliance Executive Committee Conference Call  
Aug. 15, 2013 – PSAC National Women’s Conference Delegate Selection meeting  
Aug. 25, 2013 – Union of National Employers Ontario Seminar  
Aug. 29, 2013 – PSAC London Area Council Labour Day Celebration  
Sept. 2, 2013 – Toronto Labour Day Parade  
Sept. 3, 2013 – Union Development Program meeting

Motion to adopt REVP’s report as presented.

m/s/c Sharon DeSousa and Bob Black

**Item 5. PSAC Ontario Regional Office – Updates**

**(Christopher Wilson, PSAC Ontario Regional Coordinator)**

Christopher Wilson presented his report stating the Ontario Region remains a very active region supported by a dynamic collective of staff.

**Staffing**

Mario Leclerc decided to resign his position as Regional Representative in the Sudbury RO effective July 31st, 2013. The vacancy is being filled on a term basis by Réjean Amyotte until December 20, 2013. As a member of the Union of National Employees, Réjean has been active within his Local, Component and as a PSAC representative on Regional Council for the Northeastern Region. Réjean is an Alliance Facilitator and has completed extensive education courses through the Regional PSAC Education

program. Réjean also has negotiations experience as a member of the SSO bargaining team through two rounds of bargaining. Réjean is fully bilingual and will increase our regional capacity to represent members in French.

I have recommended that a staffing action be initiated for a Regional Representative Sudbury with a bilingual requirement for an additional eighth month term commencing upon the expiry of Réjean Amyotte's current term assignment. This position is being reviewed as part of the Regional Offices Branch.

Mark Populus' term as a Regional Representative in the Sudbury Regional Office ended on August 30, 2013. Mark had been working on the Ontario Lottery & Gaming Corporation (OLG) organizing campaign in Sault Ste. Marie and assisted the Sudbury Regional Office with Regional Representative duties as required. Following this term assignment Mark was re-assigned to Yellowknife where he was successful in a Regional Representative Competition.

The competition to fill the second Regional Organizer position has been completed. I am pleased to announce that Nathan Field was the successful candidate for the position of term Regional Organizer for the period August 26th - December 20th, 2013. During this time period the Ontario Region will have two Regional Organizers to support the significant organizing activities within the Region. Nathan worked as an Organizer for the Service Employees International Union for two (2) years where he progressed from assisting more experienced organizers to leading successful campaigns. His responsibilities included developing workplace committees, tracking campaign information using an Organizing Toolkit campaign database, preparing and filing applications for union certification votes with the Ontario Labour Relations Board and preparing pull-the-vote strategies. Nathan has also worked on both federal and provincial elections as an Event Advance Organizer and Riding Support Organizer for the New Democratic Party. Nathan has a Masters of Adult Education from the Ontario Institute of Secondary Education where he completed several courses relating to labour including a course on "Gender and Hierarchy" where he reviewed the literature on the issue of the under-representation of women as Union organizers within the Labour Movement. Nathan also assisted

students who had suffered workplace injuries as a Vocational Instructor for the Progressive Training Centre. Nathan will continue the OLG campaign in Sault Ste. Marie.

I am also pleased to advise that Susan Giamprietri, former REVP Ontario, will be working in the Toronto Regional Office starting August 27th, 2013 during her term assignment with the Joint Learning Program. Susan will work with Karen Alexander as Regional Coordinator for the JLP Program within the Ontario region on a term basis until the return of Romeo Jackson. Susan will report to the JLP program but will work from the Toronto Regional Office during this time period.

Regional Representative Joan-Ann Gravesande and Regional Negotiator Jawara Gairey backfilled my position as Regional Coordinator for a period of two (2) weeks each while I took annual leave during the summer. I wanted to recognize both of them for their contribution to the Region during which time they were performing two jobs.

I am pleased to announce that Nicole Wall will continue her term assignment as Regional Representative in the Toronto Regional Office until April 30th, 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 April 30th, 2014.

Denise Morrison is scheduled to return to work on November 4th in her capacity as secretary within the Toronto Regional Office. Beth Bennett has been backfilling for Denise Morrison and will continue her assignment until December 31, 2013 to facilitate a transition period and then Beth is expected to continue her term in the new year to support Regional Convention planning.

Marion Kirin has returned to work on October 22<sup>nd</sup> in her capacity as secretary within the Toronto Regional Office. As an experienced secretary Marion will continue to make a significant contribution to the administrative team/collective within the Toronto Regional Office.

Todd Woytiuk returned to work on October 21<sup>st</sup> as Regional Representative in the London Regional Office. Todd will continue to

work with Lynn Meston and Lynn Eaton as a highly experienced staff team/collective representing members in the London RO service area. Norbert Wenzel was backfilling for Todd Woytiuk and completed his term assignment on August 31, 2013.

Sheila Hackett backfilled for Marion Kirin following the end of Elsie Abraham's term assignment for the time period August 19th to September 27<sup>th</sup>, 2013 in the capacity as secretary within the Toronto Regional Office. Sheila is a PSAC member employed by the Department of National Defense in Toronto. Sheila has worked in various administrative capacities including: Medical Finance Clerk, Support Services Manager, Administrative Assistant, Case Management Clerk and Telecommunications Administrative Assistant. Sheila made a contribution to the Toronto RO administrative team.

Jennifer Kovacs is completing her term as Administrative Assistant in the Thunder Bay Regional Office on October 25<sup>th</sup>, 2013. Jennifer was backfilling for Sandra Goodick who completed her one (1) year Career Enhancement Position on October 25<sup>th</sup>, 2013. Jennifer worked very well with the Thunder Bay RO staff team/collective and made a significant contribution to the Regional Women's Conference and other regional activities.

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**Operations**

A problem arose in the negotiations between the landlord from who PSAC leases the Thunder Bay RO and a large tenant that was to take over our existing space. As such, we will no longer be re-locating the Thunder Bay RO.

New heaters are being placed in the small boardrooms in the Toronto Regional Office following membership complaints arising from the cold temperatures in those rooms.

A swipe card access reader is being placed on the Facilitation Room door in the large boardroom of the Toronto Regional Office to facilitate easier access for Regional Representatives to access education supplies in that room.

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## **Labour Relations**

PSAC has commenced negotiations with Unifor 2025 and CULE who are the two staff unions representing members within the Ontario Region.

Report submitted by Christopher Wilson – Regional Coordinator – Ontario

Sister Vicki Pine stated that she had concerns in regards to staffing in the Sudbury Regional Office. Sister Pine feels that a lack of staff continuity and the lack of a steady staff compliment, may have contributed to the loss of the Region's Area Council and Regional Women's Committee.

Brother Wilson stated that the Sudbury Regional Office was a part of the ongoing Regional Office Branch (ROB) review. PSAC is aware of the issues at the Sudbury Regional Office and will work at stabilizing staffing. The Sudbury Regional Representative position requires a bilingual candidate and we have posted the position as such. Brother Wilson has also recommended to the Directors team for the position to be posted for an additional 8 months.

The Chair stated that she recognizes the Sault Ste. Marie area has been hit quite hard with Workforce Adjustment (WFA) and she is presently working with Brother James Marchand in mobilizing the membership.

The Chair stated the membership will have an opportunity to provide feedback in regards to the ROB review, which will be done via random selection. The Chair also expressed her concerns in regards to the ROB review and staffing in the Sudbury Regional Office to the Directors team at the Alliance Executive Committee meeting.

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

The Chair stated the Equity & Human Rights Committee will continue working with Brother Vieira on their Youtube Equity video for Ontario Regional Convention.

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

Sister Karen Church presented on behalf of the Equity and Human Rights Committee.

The Chair stated that the National Equity Conference will be held November 18-22, 2013. The Ontario delegates will be given a canvas bag with the Ontario logo on one side and the PSAC Ontario Human Rights and Equity logo on the opposite side.

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

m/s/c Karen Church and James D Marchand

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

Sister Debbie Willett and Brother Christo Aivalis presented on behalf of the Education Committee.

Sister Willett stated that the development of the Alliance Facilitator Network Policy is ongoing. The Regional Office will be updating the Education page on the Regional Website to reflect all educational changes and updates.

Brother Llyod Brown stated that Bullying is a big issue right now in our society, we should make it one of our core courses.

Sister Willett stated she will bring this suggestion to the attention of the Regional Education Officer.

**Recommendation:** Adhere to the policy that there will be no waiving of the Talking Union Basics (TUB) course as a prerequisite for Advanced courses.

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.

The Finance Committee provided a costing for the Equity & Human Rights Committee to hold a face to face meeting to create their Equity Youtube video. The Committee will be producing a video to be presented at the Regional Convention in June 2014. The costing was based on:

- Weekend Meeting- \$1989.64 (cost to Equity Committee)

### **Recommendations to Council:**

1. That Council limits the contribution to the 2013 GTA GCWCC reception to no more than \$1500.00.

The Chair ruled the recommendation was out of order, and recommended the Finance Committee provide a recommendation based on receiving precise information.

2. That all outstanding claims from PSAC Ontario Council members for 2013 must be post-marked no later than January 20, 2014.

Recommendation carried

Motion to adopt the Finance Committee’s report

m/s/c      Bob Black and Sandy Bello

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

Brother Mike Fummerton presented the Committee’s report.

Sister Melanee Jessup made a recommendation to the Committee to research Webinars for members who are unable to attend the Health and Safety forums.

Brother Fummerton stated that there was a possibility of supplementary webinars, as long as there was significant interaction during the forums.

**Recommendation:**

1. PSAC Ontario host 11, 3 hour Health and Safety open forums throughout the region. Each forum will be based on the needs of the geographic area which will be determined by the Council Representative through consultation with their constituency.

Recommendation carried

Motion to adopt the Health & Safety Committee's report

m/s/c Mike Fummerton and Leslie Searl

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

Sister Melanee Jessup, Chair of the Political Action Committee presented the Committee's report.

The Committee submission to the Ontario Council newsletter will highlight the roles of Area Councils.

**Recommendations to Council:**

1. Bill C377 - The Committee recommends that Council create a template for a letter that members can customize and send to Senators and to facilitate and lobby Senators in Ontario on this Bill.

Recommendation carried

2. Bill C525 – That Council actively lobby their own MPs on rejecting this Bill and encourage members to lobby their MPs also.

Recommendation carried

**Action: The REVP's office will send out an email to Ontario Council advising of what the ceiling amounts are for donations to political parties.**

Motion to adopt the Political Action Committee's report

m/s/c Melanee Jessup and Christo Aivalis

**Item 7. Financial Accountability of Area Councils and Committees**

The Chair stated that the Alliance Executive Committee (AEC) had received feedback that there was not enough monies for Committees to do the work in the Regions. The AEC therefore asked the Committees in all the Regions to submit a budget and an action plan outlining their intentions of activities to their Regional Executive Vice-Presidents office. The plans and budgets would be reviewed and Committees will be funded accordingly. The intent of this course of action was to increase transparency within our union, while also increasing accountability of our structures.

Sister Debbie Willett expressed her concerns as to what this will mean for Committees. She stated that it is often difficult to anticipate actions and issues that come up. Therefore, should an action arise that was not planned for, will Committees get funded for this event? Sister Willett stated that the Niagara Area Council is not in favour of this new process.

The Chair stated that she understood Sister Willett's concerns, however, that this new procedure was not intended to be a barrier. The procedure is a template. Committees have already submitted their year-end financial statements, and this will provide greater accountability.

The new process will first be rolled out to Area Councils during the PSAC Ontario Area Council Summit, which will be held on November 2, 2013 in the Toronto Regional Office. The Committees will see this new process provided to them subsequently in the coming months.

**Action Item: Brother Ralf Bucherer would like to ask Sister Robyn Benson if Committees can fundraise for events by approaching corporate sponsors.**

The Chair will follow-up with Sister Benson. PSAC has offered discount programs that were negotiated, such as auto and home insurance. However, PSAC has not asked corporations to sponsor PSAC events. The Chair requested Brother Bucherer provide a list of questions to be presented to Sister Benson.

The Chair stated that PSAC was always looking to partner with other affiliates to increase resources. The Chair will put forward a proposal to the AEC to support People's Forum Summit, which is an organization bringing progressive groups and activists together. The Summit will be hosted in Ottawa in 2014.

**Item 8. Ontario Council Members Reports (Appendix "F"):**

Sister Souad (Sue) Soubra stated that the Equity & Human Rights Committees held an open house in the Toronto Regional Office on October 21, 2013. The guest speakers were Sister Sharon DeSousa Regional Executive Vice-President – Ontario and Brother John Cartwright President of Toronto and York Region Labour Council. The event was a great success.

**Item 9. Collective Bargaining Updates**

Sister Karen Church provided an update on the Frontier Border Services (FB) bargaining unit. They have been in bargaining with the employer for over 2 years. The Employer tried to force a final offer vote, which was challenged by PSAC. The court ruled in PSAC's favour and prevented the Employer from forcing the vote.

On October 10<sup>th</sup> a Day of Action was held in Ottawa for the purposes of empowering and supporting the FB bargaining team. Members from across the country took part along with the Alliance Executive Committee members. Ratification votes were being organized once the new tentative agreement had been reached soon after this Day of Action. The new contract would expire in 6 months.

The Chair stated that the Technical Services group (TC) have had their agreement ratified.

Brother Kevork Hacatoglu stated bargaining for Graduate Teaching Assistants (TAs) and Research Assistants (RAs) at the University of Ontario Institute of Technology (UOIT) Local 555 will be commencing. Brother Jawara Gairey, PSAC Regional Negotiator, will be the negotiator for the TAs and RAs at UOIT. The next bargaining dates are set for November 27<sup>th</sup> – 29<sup>th</sup>.

Bargaining at the University of Western Ontario for Postdoctoral Fellows Local 610 and Graduate workers Local 901 continues. Brother Christo Aivalis stated there are two bargaining units at Queens University. Postdoctoral Fellows at Queen's (Local 901 – Unit 2), reached a first contract agreement. Some of these Postdoctoral members were making less than \$30,000 a year. The agreement did not include high wage increases but the negotiating team was able to set a baseline wage level. The team also negotiated basic health and dental benefits, and our members now have the option to buy into the staff pension plan.

The first Postdoctoral group to be unionized in Canada was certified at Western University by PSAC. The agreement at Queen's continues PSAC's commitment to organizing the academic sector.

The Chair stated that the Canada Post Corporation submitted a final offer to the bargaining team. The bargaining team tried to discuss this final offer with the Employer but Canada Post stated it would not compromise. There are approximately 1000 members in the bargaining unit, which accounts for only 3% of Canada Post's revenue. Currently the Employer is maintaining the position that their offer is a final offer. At the last round of bargaining our members were out for almost 6 weeks fighting with this Employer.

The Chair stated a tentative agreement was reached at Georgian Downs Racetrack.

Sister Debbie Willett stated Canada Revenue Agency (CRA) and the Union of Taxation Employees (UTE) has been without a contract for almost a year. A call-out has been made to locals to take some form

of action on October 31<sup>st</sup>. Each time the negotiating team met, the duration was approximately 2-3 hours, signaling a lack of respect by this employer for our members. Brother Morgan Gay, PSAC National Negotiator is negotiating for this group.

The Chair gave an update on the Statistical Survey Operations (SSO) bargaining unit. Because of the Labour Board's decision rendered in August, the key issues regarding seniority and hours of work assignment were not dealt with in the hearing. PSAC has filed a challenge with the federal court over this decision and is awaiting hearing dates.

The Chair stated Canadian Food Inspection Agency (CFIA) negotiations are ongoing.

Sister Sandy Bello stated that an input call for demands has been issued for the Canadian Centre of Occupational Health & Safety (CCOHS). Proposals must be in by November 1<sup>st</sup>. The membership is concerned because senior management is all new, coming from the private sector and the negotiators are also new.

The Chair stated that she has been assigned to the SV bargaining unit.

The Chair welcomed Sister Mariam Abou-Dib, who brought in the Cal Best display for Council members and Observers to view.

#### **Item 10. PSAC Ontario Regional Triennial Convention**

The Chair stated that she is in the process of booking guest speakers and would like to ask Ontario Council for ideas for guest speakers. Sister Robyn Benson will be making the President's address.

A discussion was held on the type of speakers that would inspire and rejuvenate the delegates of convention. Council provided the following ideas for a Speaker(s): Rick Mercier, Andrea Horwath, Tom Mulcair, Stephen Lewis, Mental Health Advocate, Armeni (CCPA), Colin Mockery, Justin Trudeau, Olivia Chow, John Cartwright, Elaine Bernard, Sid Ryan, a Canadian Labour Congress speaker, Jim Standford, and Erin Weir.

The Chair stated that PSAC is non-partisan towards any political party. Therefore we will need to ensure any guest speaker we invite will be inclusive to PSAC Ontario members.

At the last Ontario Regional Convention the Raging Asian Women (RAW) and Taiko Drummers performed and were enjoyed by the members. Council would like an artistic interlude included on the agenda for this convention.

**Action Item: Host Committee to acquire an artistic interlude for the Regional Convention.**

The opening and closing of the Ontario Convention will be done by an Anishnawbe Elder. Brother Marchand has contacted the Elder and will introduce him at Ontario Convention.

The Chair stated we will be using electronic voting for the Sunday elections. Electronic voting will not be used during the resolutions votes as it would be a secret ballot.

Ontario Council members are expected to provide a written report to Convention. The report must be between 1-2 pages in length and will be included in the Convention kit. The report will outline the Council members activities during their term of office. At the previous 2011 Regional Convention, a delay in the report submission caused PSAC Staff to re-open the Convention kits for over 300 delegates and observers.

The Convention report has always included a paragraph to highlight an action that the Area Councils, Regional Women's Committees, and Equity Committees in the region. A sample can be distributed if required. There will be an email call out sent to the Area Councils and Committees in the near future for these statements.

Shannen's Dream has been adopted as the charity for the PSAC Ontario Regional Convention. The Chair has asked Components if they are able to donate items that can be used as prizes to fundraise for this charity. A formal request will be sent out shortly to follow up on status of the donations. Brother Jason McMichael's will speak

with Customs and Immigration Union National President J.P Fortin regarding this matter.

Brother Ralf Bucherer asked that we make printed copies of Regional Convention documents optional.

The Chair stated that this might pose a problem should electronic issues arise making members unable to engage in the debates.

**Action Item: The Chair will check with PSAC National in regards to a paperless option for Regional Convention documents.**

### **Item 11. We are All Affected Campaign**

The omnibus budget implementation Bill C-4 is at second reading in the House. This Bill would bring significant changes to federally regulated labour laws. The bill takes away the democratic rights of federal public sector employees and seriously undermines the health and safety protections in the Canada Labour Code covering workers under federal jurisdiction.

Overall the Bill will impact:

- Collective bargaining rights
- Fewer rights for laid off workers
- Will make changes to the grievance process
- Changes health and safety legislation, including the definition of danger
- Less recourse against human rights violations by removing access to the Canadian Human Rights Tribunal

A full description and analysis of Bill C-4 is on the PSAC webpage: [psacunion.ca](http://psacunion.ca). PSAC, along with affiliates under the Canadian Labour Congress, will continue to oppose these legislative changes.

### **Keeping Veterans Affairs Offices Open**

PSAC's We Are All Affected campaign has focused on the Veterans Affairs office closures nation-wide. There are 9 Veterans Affairs offices that are scheduled to be closed by early 2014.



PSAC held a press conference with veterans from all the regions where the offices are scheduled to be closed. PSAC also held two town-halls; one in Thunder Bay and one in Windsor, which were well attended and had tremendous media coverage. Many of the veterans were not aware that their offices were scheduled to be closed. The official statement from the government has not come out yet. PSAC is also trying to get the Royal Canadian Legion to lobby the government against these closures.

Brother Lino Vieira stated the Chair produced an op-ed in the Thunder Bay Chronicle newspaper and the Windsor Star during the week of Remembrance Day. PSAC wants veterans to speak to their MP's in their constituencies.

The Thunder Bay Mayor has taken a stand against the office closure in his region. Closure of the offices would eliminate Case managers that provide one on one contact with Veterans. This would impact many young veterans, in addition to traditional veterans. A Youtube video was produced on the office closures, to create public awareness on this issue.

#### Pay in Arrears

The Chair stated Public Works and Government Services Canada did not have a conversation with Treasury Board in regards to Modernization for pay period which is known as Pay in Arrears.

#### Workers' Rights

Regional Leadership meetings were held across the Province. Pledge cards were given out and the meetings served to identify potential campaigners for training on this campaign. Once members sign pledge cards, they are sent to the Regional Office where they are entered into the system. The AEC is keeping track of pledge card signing to measure the progress of the campaign.

The Chair stated an email was sent out in regards to campaigner training, which provides tools on how to engage with members through one on one conversation. The sessions are 3 hours in length and are generally held on a Saturday. Locals will identify potential campaigners to receive training. If the demand is greater for a

specific Local or area, then multiple training sessions can be provided.

### Public Engagement Tools

The Chair asked Ontario Council for suggestions on swag that can be used in different PSAC campaigns and events:

- Whistles are popular
- Fans - i.e. "Public Services are cool" fan style
- Pride logo dog tags
- Stress Balls
- Pride tattoos
- Harper hates me buttons
- PSAC Frisbees

## **Item 12. Labour Day**

### Hamilton

Brother Bob Black stated the parade was a great success, with approximately 60 people in attendance. PSAC has been a part of the Labour Day parade for many years. Debbie Willett, President of the Niagara Area Council has been a part of the Hamilton Labour Day parade for many years, but was not able to attend this year. Brother Black extended gratitude to Sister Aileen Duncan for staying behind and setting up the barbecue. If it was not for the help of everyone involved the parade would not have been such a success.

### Toronto

Brother Ryan Ward stated that the organizing Committee of the Greater Toronto Area Council, had organized the Labour Day parade for last 5 years. However, this year the Committee was not able to do many of the duties for various personal reasons. The REVP and her staff showed up at 6am to help with the set up. This year Brother Chris Aylward attended the Toronto Labour Day parade, however the turnout was down by about 40%.

### Northeastern

Brother Trevis Carey stated the North had a pretty good event. They held a pizza day on the Friday before the long weekend. The

whistles were a big hit at the parade. Sudbury had a Stephen Harper hates me game board which the members loved. The Region also made donations to local food banks.

### Kingston

Brother Ralf Bucherer stated the Kingston Area Council held a food drive and handed out potatoes. There were approximately 50-60 PSAC members with their families in attendance. Attendance numbers were down because of the weather. Overall the event went really well.

### Kitchener/Waterloo

Sister Melanee Jessup stated the Kitchener/Waterloo area had a great turnout of participants for the Labour Day picnic. Members made their own Stephen Harper hates me buttons, however, the new fans were not well received.

## **Item 13. Union Development Program (UDP)**

The Chair stated a review was done of the Union Development Program. In the previous design of UDP, the programs were held regionally. The UDP regional delivery was identified as a barrier for members to network with other activists across regions. A survey was conducted with the membership to help to redesign UDP to improve the program. The UDP program has now been changed, where now the three UDPs (West/North, East and French) will run simultaneously each year. Also they will have Mentors to assist them through the program. This will give members the opportunity to apply in the following year if they did not get in for the current year. The content has been updated also to include new relevant information.

The program will have the following six mandatory steps;

1. **Welcome to UDP journey**~ an on-line module which will assist participants to learn about the UDP, the PSAC structure and issues members are facing.
2. **The Workplace, Unions and Transformation**~ a four day regional gathering where participants build relationships with one another and get to know regional PSAC leaders and the broader labour movement.

3. **Building Workers' Agenda**~ participants will start working with a labour or community group supported by their UDP mentors and other activists and leaders in the region. Using on-line learning the participants will learn how Canadian Government works, and the impact of our current political and economic systems on workers and their families.
4. **Coast to Coast to Coast**~ a national gathering in Ottawa for all UDP participants. They will meet the National President of PSAC, listen to inspiring speakers and learn about PSAC decision making. They will build relationships with participants from across the country.
5. **Strategies for Positive Change**~ will further participants' understanding of PSAC's democratic processes. Working on-line with technologies, mentor and UDP peers, participants will develop and implement strategies to support worker and union issues identified in the previous steps.
6. **Union Leadership Moving Forward**~ participants come together for a four day regional gathering to develop interpersonal skills, build strategic alliances, debate import issues, and create personal growth leadership plan.

The changes to the program will foster relationship building and continue mentoring between peers. Ontario francophone members will be allowed to attend French training program.

#### **Item 14. PSAC Human Rights Committee**

On November 18-22, 2013 there will be 5 PSAC National Equity Conferences held in Toronto. Steering committees were formed for each equity group to work on priorities.

Sister Karen Church reported back on behalf of the GLBT equity group. The theme for their conference will be "Pride: History in the Making". The workshops at the conference will cover the following topics;

- Gather, learn, educate and articulate the historical struggles of the GLBT communities.
- Raise awareness and mobilize on Trans Rights.

- Provide tools to lobby, organize and mobilize on GLBT rights in the union and communities, and against the conservative backlash.

Sister Vivian Binnion represented the Regional Women's Committees on the steering Committee for the National Equity Conference. The theme for this Conference will be "Telling our Stories". The Committee is currently reviewing approximately 40 resolutions surrounding childcare and violence against women.

The 4 priorities for this Conference will be:

- (1) National Childcare Campaign
- (2) Protective re-assignment
- (3) Violence Against Women
- (4) Defeating the Harper government

The National Conference for Racially Visible Members theme will be "Together: Our Strength is in our Differences".

The workshops will be dealing with issues such as uniting all equity groups to work together, providing tools to enhance mobilization and taking action together; while strengthening our knowledge of labour and human rights in our union and our workplaces.

The working group's main focus is immigration, refugees, migrant workers, temporary foreign workers and the waiting time for permanent citizenship.

The Members with Disabilities (MWD) National Conference theme will be "100% Participation – It's Everyone's Right".

The working group brought forward objectives for the conference:

- Ensuring the workplace is 100% accessible and to promote and communicate 100% accessibility and inclusivity in all spheres of society.

- To empower MWD by providing education on employment issues for MWD and how federal cuts directly affect MWD.
- To provide resources and tools for members in areas of mental health, bullying and harassment.

National Aboriginal Peoples Conference theme will be “Indigenous Sustainability For All” The main focus of the conference will be:

- Empower delegates to take action in developing indigenous sustainability in their respective regions.
- Change public discourse on indigenous sustainability through education.
- Reconciliation and Reparation.
- Renewal of Respect.

The working group would also like delegates of the conference to support the private members bill recognizing rights of Aboriginal peoples and employment equity.

#### **Item 15. Ontario Federation of Labour Convention (OFL)**

The REVP stated that the OFL Convention will be held on November 24-29, 2013 at the Sheraton Hotel in Toronto.

There were 3 resolutions submitted to the Convention. The REVP will send these resolutions out electronically to Ontario Council. PSAC is looking for support for these resolutions and we need the assistance of all the affiliates. A request has been made to translate the 3 resolutions so that they can be forwarded to the National Board of Directors.

#### **PSAC Resolutions to OFL Convention:**

##### **1. Protection of Public Services and Social Programs**

Because the Harper Conservative government has drastically cut the budgets of all departments in the public sector through an austerity agenda;

Because the loss of thousands of public sector workers has impacted services, regulation enforcement and public safety;

Because restrictions and changes have been made to fundamental social programs, which affect their quality, accessibility and delivery, such as Employment Insurance, Old Age Security, Healthcare funding, etc.;

Therefore be it resolved that the OFL develop and implement a comprehensive campaign to highlight the impact of the federal austerity agenda in Ontario.

## **2. Bill C-4**

Because the Conservative federal government has tabled an omnibus Bill C-4, which includes provisions that radically limit the collective bargaining rights of federal public sector workers;

Because Bill C-4 includes changes that weaken the Canada Labour Code's health and safety protections;

Because Bill C-4 limits the ability of federal public sector workers to strike and to challenge discrimination;

Because the public sector has long led the way in bargaining for the labour movement;

Therefore be it resolved that the OFL work with PSAC to organize against the passing of Bill C-4.

Therefore be it further resolved that the OFL oppose the Harper government's attempt to force a biased interest arbitration system on public service workers;

Therefore be it further resolved that the OFL call on opposition MPs to work together against Bill C-4 and its limitations on workers' rights.

## **3. Peoples' Social Forum**

Because the Harper Conservative government continues to attack the labour movement, charities, NGO's and other progressive organizations;

Because the attack is also supported by right wing think tanks, groups and employer organizations;

Because labour, community groups and other progressive organizations must work together in order to successfully challenge this threat;

Therefore be it resolved the OFL endorse and actively participate in the Peoples' Social Forum in 2014.

**Item 16. Government of Canada Workplace Charitable**

**Campaign (GCWCC/United Way)**

The Chair appointed Brother Bob Black to take on the role of the Government of Canada Workplace Charitable Campaign (GCWCC/United Way) Chair in the interim while Sister Souad (Sue) Soubra is taking medical leave. The Chair thanked Sister Soubra for all her hard work and dedication in performing this role.

Brother Bob Black stated that the role comes with a lot of work. The GCWCC/United Way luncheon that took place at the PSAC Regional Office was very well done and members expressed their appreciation for the luncheon.

Sister Soubra expressed her appreciation to Brother Black for taking on the role of GCWCC/United Way Chair and presented the REVP with a GCWCC/United Way "Thanks in a Million" plaque.

The Chair stated that she was invited to the Labour Council United Way breakfast as a guest speaker. In her speech she gave an overview on how the current cuts to Public Services and Programs has affected the economy and the tremendous work that the United Way has to take on due to these cuts. The breakfast had a combination of Labour affiliates and Private sector workers.



**Item 17. 2014 Ontario Council Meeting dates**

The Chair stated there will be one Ontario Council meeting prior to Convention. The meeting will be held March 28-29, 2013 and Committees will meet on March 27, 2013. At this meeting, Ontario Council will be passing the Convention Agenda, the Regional Budget for the next 3 year cycle and set dates for the newly elected Ontario Council to have their training.

The Chair stated that Ontario Council will be meeting on June 5, 2013 the day before Convention begins at the Delta Meadowvale hotel. There are currently two other Regions, the North and Quebec, which will be hosting their Conventions at the same time as Ontario's Convention.

**Item 18. New Business**

The Chair stated that as in past practice the resolution Committee has completed business by conference call, and Council will continue this practice.

The Chair stated that she will be re-offering for her position as REVP for Ontario and hopes that she has the support of the Ontario Regional Council.

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 Reports August 2013 to October 2013**

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

REVP and EA in meeting to discuss the following points:

Conversations about National Human Rights & Equity Conference and PSAC Ontario Regional Convention.

Tables available for various Committees and groups at PSAC Ontario Convention to leave information for delegates and attendees.

Ideas about various swag ideas (key chains with Equity Committee logo) mugs are too costly.

Equity Committee budget is still relatively untouched.

Budget allows for expenditures this year to spend on products (swag for Convention).

Post It - Mouse Pad – Magnets – Key chains – smaller note pads –

Canadian Union made products and service providers  
Face to face meeting early in new year (January) to produce  
YouTube video

Writing/note pad and/or post it note and/or key ring leaning towards  
end of November for costing

Attendees for OFL meeting last week of November? Sister Sue will attend caucus meeting only.

Group message for December 10th International Human Rights Day – each member will reflecting on status of human rights in Canada in 2013 (about our time since and Impact of Harper cuts)

Lino: YouTube Video story board ideas group will meet in January for one day to film.

Moved by Karen Church  
Seconded by James D Marchand

## APPENDIX “B”

**ONTARIO REGIONAL COUNCIL  
Education Committee  
July 2013 to October, 2013**

**In attendance:**

**Debbie Willett (Chair)  
Vivian Binnion  
Karen Church  
Laura Eastcott  
Melanee Jessup  
James Marchand  
Shirley Riva (Regional Education Officer)**

Objectives for this period <i>(What we had hoped to accomplish)</i>	Action <i>(how we plan to accomplish)</i>	Who
Develop an AFN Policy	Ongoing	Debbie, REO, REVP and Regional Coordinator
Develop Policy on TUB as prerequisite for advanced courses	Make Recommendation to Council	Education Committee and REO

Objectives for the next period <i>(What we hope/need to accomplish)</i>	Action	Who
Education page	Shirley will continue to add new material and	REO

	eliminate redundancies	
Determine better survey and member consultation methods	Ongoing	Education Committee and REO
Learning Paths	Ongoing	Melanee and REO
Getting members to register for training/avoid course cancellations	<p>Executives should not register members without discussion.</p> <p>Not all Regions have the same issues and/or thresholds for cancellation.</p> <p>OC reps should forward schedule and see if RO is also sending to a mailing list. Follow up to see if the message is being received. Actively recruit for participants.</p> <p>OC reps should work with RO to come up with ways to make training opportunities available to more members.</p>	Committee
Discussion on Remote Subsidy	Deferred to next meeting	Education Committee, REO
Discussion on Local Development	<p>It is a stand-alone initiative that is not part of the Education program. Needs may be met by the RO.</p> <p>Requests need to be approved by the</p>	Regional Coordinator

	Regional Coordinator.	
Discussion on Geo-Based Training.	<ul style="list-style-type: none"> <li>• Thunder Bay; Advanced Steward Training</li> <li>• Kingston; Workers' Health and Safety</li> <li>• Toronto; Advanced Steward Training</li> <li>• Sudbury; Anti-Harassment (dates to be determined)</li> <li>• London; due to staffing issues, the session will be held early in 2014. Staff will contact Geo-Reps.</li> </ul>	ROs
Discussion of Basic Courses	<p>The following courses will be offered yearly in each Region, as feasible:</p> <ul style="list-style-type: none"> <li>• TUB</li> <li>• Grievance Handling</li> <li>• Introduction to Local Officers</li> </ul> <p>The following will be offered in each Region at least once in a two-year cycle:</p> <ul style="list-style-type: none"> <li>• Workers' Compensation/ODRT course</li> </ul> <p>The following will be offered in each Region at least once in a three-year</p>	ROs, REO

	<p>cycle:</p> <ul style="list-style-type: none"> <li>• 1 Health and Safety law course</li> <li>• 1 Health and Safety Activism course</li> <li>• 1 Anti-Bullying course</li> <li>• 1 Representing Members with Mental Health Disabilities Workshop</li> </ul> <p>Five geo-based Women at Work courses will be held in 2014 Convention Preparation and Procedures will be held in Convention year.</p>	
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**Proposal for consideration by Ontario Council;**

That the Ontario Council adopt the Education Committee's recommendation to adhere to the policy that there shall be no waiving of the Talking Union Basics (TUB) course as a prerequisite for advanced courses.

Moved: Debbie Willet

Seconded: Melanee Jessup

## **APPENDIX “C”**

### **PSAC Ontario Council Finance Committee Report August 2013 to October 2013**

**Committee Chair:** Bob Black

**Committee Members:** Sandy Bello

**Staff:** Sharon DeSousa

1. Discussion was held regarding the costing for Equity and Human Rights Committee for a face-to-face meeting at the Toronto RO to produce a YouTube video based on:
  - Weekday meeting
  - Weekend meeting
2. 2013 GTA Government of Canada Workplace Charitable Campaign (GCWCC) closing reception request was made for PSAC Ontario to fund the food for the event. The request was made for \$1500.00. The Committee recognized there are insufficient funds in the Special Initiatives line item to contribute towards the event.
3. Portfolio budgets and expenses
  - a. The committee established the deadline for receipt of outstanding Ontario Council 2013 expense claims. All outstanding claims must be post-marked no later than January 20, 2014. A reminder email will be sent to Council members on January 6, 2014.
  - b. The committee will meet during the week of January 27-31, 2014 to process claims and close the books.
4. The committee continues to research best practices (policies and procedures) on assets management (i.e. allocation and



return of assets) and will develop an Ontario Council asset management policy and procedure.

**Recommendations to Council:**

1. That Council limits the contribution to the 2013 GTA GCWCC reception to no more than \$1500.00.
2. That all outstanding claims from PSAC Ontario Council members for 2013 must be post-marked no later than January 20, 2014.

Moved By: Bob Black

Seconded By: Sandy Bello

## **APPENDIX “D”**

### **PSAC Ontario Regional Council Health & Safety Committee Report August 2013 to October 2013**

**Committee Chair:** Réjean Amyotte

**Committee Members:** Mike Fummerton  
Donna Kinchen  
Vicki Pine  
Mike Bennett  
Souad (Sue) Soubra  
Leslie Searl

**Staff:** Angela Fairweather

**Regrets:** Judy Phillips  
Réjean Amyotte  
Ralf Bucherer

#### **Agenda Items:**

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

The committee received input from the Regional Health and Safety Conference. At last meeting, the top 2 priorities identified by members in attendance were:

Spring and Fall strategy workshops; and  
Toolkit of best practices for the Health & Safety Network

At this meeting, the committee discussed the options of having half day (3 hour) forums on Saturdays or evenings, depending on the availability of the Labour Officer who will be attending and hosting the forum(s).

The theme is going to be based on Federal and Provincial (where required) Health and Safety regulations.

The consensus was that eleven locations be chosen. It was decided to use the same locations as the Leadership meetings.

Participants would not be paid to attend, but snacks and/or beverages (non-alcoholic) could be provided.

There are at least two Labour Officers who have already stated they would be available to chair these forums.

The committee would like to begin these forums in January of 2014.

**Recommendation:**

PSAC Ontario host 11, 3 hour Health and Safety open forums throughout the region. Each forum will be based on the needs of the geographic area which will be determined by the Council Representative through consultation with their constituency.

**Rationale:** The PSAC Ontario Caucus participants at the PSAC National Health and Safety Conference expressed the need to have an open forum where they can discuss Health and Safety issues with an expert (Workers Health and Safety Centre representative, Ontario Disability Response Team etc...) and/or a Labour Canada Officer. The Health and Safety Committee agrees that these forums will educate members and Local Executives on current Health and Safety Issues. The 11 forums will be in the same cities as the Leadership meeting. The 3 hour forums will occur either in the evening of a weekday or on a Saturday morning. PSAC Ontario has Health and Safety Activities monies that are administered through the REVP so there is no cost to PSAC Ontario Council.

Moved by Mike Fummerton

Seconded by Leslie Searl

## APPENDIX “E”

### PSAC Ontario Regional Council Political Action Committee Report July 2013 to October 2013

**Committee Chair:** Melanee Jessup

**Committee Members:** Christo Aivalis  
Bob Black

**Staff:** Sharon DeSousa  
Lino Vieira

**Regrets:** Christopher Wilson

[The Committee met via conference call on August 2, 2013 to review and approve Labour Day proposals.]

The Committee met via conference call on October 22, 2013 prior to the Ontario Council meeting.

- Bill C377: as Parliament has resumed, all Bills that were on the table have reverted to their original status, without the amendments that the Senate proposed. Senators are being pressured to either accept the bill or to absent themselves during the vote.
- Bill C525 is at first reading. The Union is watching carefully and we anticipate that lobbying will be required. PSAC is working with the CLC to develop materials and information to use/provide when contacting MPs.
- The NDP and Liberal candidates in the Toronto Centre by-election (Bob Rae’s former riding) are running neck and neck in the polls. PSAC will provide the tools to ask questions of the candidates and will be contacting members to go out and campaign. This riding has traditionally been a Liberal stronghold, but we intend to follow up with the Greater Toronto Area Council to mobilize members and show that the PSAC has influence and can have an impact on elections in Ontario.

### **Activities for the next term:**

- Continue to monitor and support Political Action in Ontario Region.
- Tony Clement is exhibiting disdain for the PSAC so there is a plan in the making to have members go to his Constituency office in Huntsville, Bracebridge or Parry Sound, hopefully to meet with him or at least to launch a protest outside his office. Details will be worked out on a separate call.
- We will be preparing the next issue of the Ontario Region newsletter. With the Area Council summit coming up, we will highlight the work of Area Councils and their importance in political action. The theme of the newsletter will be Political Action. We will canvass for submissions from Council.
- It is anticipated that there will be a Provincial election next year. Currently the makeup of Provincial parliament is Liberal 50%, PC, 37% and NDP 20%. By-elections have been changing the face of parliament. We need to be strategic in our actions leading up to the election. The OFL will be doing an analysis for those ridings that will be “close calls,” so that we can mobilize Area Councils and members to support those candidates that are Labour-friendly. We recognize that all ridings will make a difference, but we will focus our energy on those ridings with close races.

### **Recommendations to Council:**

1. Bill C377 - The Committee recommends that Council create a template for a letter that members can customize and send to Senators and to facilitate and lobby Senators in Ontario on this Bill.
2. Bill C525 – That Council actively lobby their own MPs on rejecting this Bill and encourage members to lobby their MPs also.

Respectfully submitted by Melanee D Jessup  
Seconded by Christo Aivalis

## **APPENDIX “F”**

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

### **OBJECTIVES:**

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

- |           |    |   |
|-----------|----|---|
| July      | 15 | First meeting with United Way Steering Committee              |
|           | 16 | Attend regional office for Finance Committee                  |
|           | 25 | Conference call   |
|           | 30 | Meet with member re upcoming WSIB appeal                      |
| August    | 7  | United Way conference call                                    |
|           | 12 | Labour Day meeting and BBQ                                    |
|           | 15 | Regional office for United Way meeting for volunteer training |
|           | 21 | Regional office for United Way meeting                        |
|           | 28 | 4900 Yonge for United Way meeting for volunteers training     |
|           | 29 | Health and Safety Committees training for WHSC<br>2 days      |
|           | 30 | At V-Ships, Canadian Steamship Lines                          |
| September | 2  | Labour Day Parade and BBQ Picnic                              |
|           | 4  | 4900 Yonge for United Way meeting                             |
|           | 13 | Attended Regional office re supplies for Fix Our World        |
|           | 14 | Attended Fix Our World Festival with PSAC swag                |
|           | 18 | Niagara Falls re  |
|           | 19 | Meet with United Way Sponsored Employees re Labour Luncheon   |
|           | 26 | 4900 Yonge for United Way official launch                     |
|           | 28 | Niagara Falls for ODRT Appeals training                       |
| October   | 4  | Completed ODRT training (7 days total)                        |
|           | 1  | Attended the WHSC Facilitator update meeting<br>Thorold       |
|           | 15 | Toronto Regional office for United Way Labour                 |

Luncheon

16 Plant gate at 55 Bay St Hamilton

17 Attended 4900 Yonge for United Way meeting

21 Health and Safety Committees training for WHSC 2

days

22 At V-Ships, Canadian Steamship Lines

23 Toronto Regional office for Education conference  
call

**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

**Christo Aivalis**  
**PSAC Ontario Regional Council**  
**Young Workers Representative Report**  
**July 2013 - October 2013**

**Objectives:**

- Network with other young worker activists from components and other PSAC regions, and with other labour bodies.
- Help ensure continuity plan for the next Young Worker representative, and for the region more generally regarding young worker issues.

**Actions:**

- Continued to be active member of Kingston Area Council and OFL Under-30 Committee
- Helping OFL with drafting of resolutions pertaining to Young Workers
- Serving on local bargaining committee, acting as departmental steward, and appointed as member of departmental joint health and safety committee
- Completed work on OFL Scholarship adjudication
- Published article on the political history behind the NDP's constitutional changes.
- Proposed and began work on Ontario Council Young Worker report
- Aided, and will continue to aid Academic DCL members in their efforts to shape educational initiatives for their memberships.

**Plans:**

- Continue involvement with Labour Council, Area Council, and OFL Under 30 Committee.
- Continue planning resolutions for upcoming Triennial convention.
- Work with staff and REVP's office on preliminary structure for next year's young worker conference.

In Solidarity,  
Christo Aivalis  
Young Workers Representative



**Debbie Willett**  
**PSAC Ontario Council**  
**Area Council Representative Report**  
**July 2013 – October 2013**

**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.

July 4-6	Ontario Council Meeting
July 9	BBQ – Hamilton Planning Meeting
July 17	Toronto Area Council Meeting
July 25	Ontario Health Coalition – Demo - Niagara on the Lake
July 28	Pride Parade – London
Aug 11	Pride Parade Windsor
Aug 14	Northeast Area Council - Conferenced in
Sept 16	Education Sub Committee Meeting (Toronto)
Sept 18	Niagara Area Council
Sept 25-29	UTE Presidents Conference (Ottawa)
Sept 30	Demonstration – CRA Cash /Service Counter Closing
Oct 3	Area Coordinators Meeting (Toronto)
Oct 16	Niagara Area Council Meeting
Oct 21	Education Sub Committee Meeting (Toronto)
Oct 22-23	WH&SC – Upgrade Meetings (Hamilton)
Oct 24	Ontario Council Education Committee Meeting
Oct 25-26	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

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

**Objectives:**

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

**Actions:**

- Delegate ranking for Equity Conference
- Ontario Council Teleconference calls
- National Equity Aboriginal Committee - resolutions
- National Aboriginal Peoples Circle (NAPC) teleconference call  
FB – No Vote

**Plans:**

- Promote Union Education
- National Human Rights Conference – Aboriginal members  
Outreach to locals and area councils

In Solidarity,

James D. Marchand  
Aboriginal Members Representative

**Melanee Jessup  
PSAC Ontario Council  
Region 4, Southwestern Ontario Representative Report  
August 2013 to October 2013**

**Objectives:**

Attend K-W Area Council meetings  
Attend K-W RWC meetings  
Continue to improve communications within SW Ontario via email and social networking

**Activities:**

Attended UTE Presidents' Conference  
Attended Waterloo Region Labour Council meetings  
Attended two Political Action Committee conference calls  
Attended Waterloo Region Labour Day picnic  
Attended UTE National EO Conference  
Maintained SW Ontario Facebook page  
Maintained SW Ontario Twitter account  
Shared correspondence via email tree

**Goal:**

Lead Southwestern Ontario members in WAAA activities  
Attend K-W Area Council meetings  
Attend K-W RWC meetings  
Continue to improve communications within SW Ontario via email and social networking

Submitted in Solidarity,

Melanee D Jessup, DTM  
Region 4, Southwestern Ontario

**Judy Phillips  
PSAC Ontario Regional Council  
Racially Visible Representative Report  
July 2013 to October 2013**

**NIL Report**

In Solidarity

Judy Phillips  
Racially Visible Representative

**Karen Church**  
**Gay, Lesbian, Bi-Sexual & Transgendered Members**  
**Ontario Regional Council**  
**July 2013 to October 2013**

**Objectives:**

- Provide advice to Members
- Encourage participation in GLBT Events
- Promote education with emphasis on Human Rights
- To stay actively engaged and support GLBT Members

**Actions:**

- London Pride Parade July 28
- Windsor Pride Parade August 11
- World Pride teleconference with PSAC Ontario Sept. 12
- Teleconference with PSAC re: Human Rights Conference
- FB Bargaining Oct. 8-10

**Plans:**

- Organizing Committee to discuss PSAC Ontario participation
- In World Pride Celebration in Toronto 2014
- GLBT Steering Committee for Nat'l Human Rights Conf.
- Raise equity issues at Union/Management Equity Mtg.
- Fight for a fair contract for FB Members

In Solidarity and Pride,

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

**Laura Eastcott  
PSAC Ontario Regional Council  
Region 3, Eastern Representative Report  
July 2013 to October 2013**

**Objectives:**

- Continue to build a dialogue 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:**

- Attended region 3 conference call re: fall GEO based offering.
- Attended planning meetings of KDLC re: Labour Day.
- Picked up sound system and 1000 hotdog buns for Labour Day event.
- Participated in Labour Day march and picnic in Kingston.
- Consulted with KCAP with regards to upcoming events.
- Collaborated with Kingston RO with regards to insuring members get the training they need and want in the most cost effective manner.
- Working as a campaigner to get as many members as possible to sign postcards.
- Attended Kick off breakfasts as well as various other United Way events.
- Attended KDLC meetings

**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
- Work with and promote the United Way Workplace Charitable Donations Campaign.

In Solidarity,

Laura Eastcott  
Region 3, Eastern Representative

**Marie Polgar-Matthews**  
**PSAC Ontario Regional Council**  
**Academic Workers Representative Report**  
**July 2013 to October 2013**

**Objectives:**

1. Encourage and help facilitate the Mandates from the Education Retreat in May 2013.
2. 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.
3. Looking into a shared project on creating onsite affordable child care- Local 610 is working on an amendment to the original proposal that can works for all the locals.
4. Continue working on media sharing and mobilization of campaigns- Building a Website and repository (word press/OMEKA)- New quote being examined.
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).
6. Embark on an hour tracking awareness campaign
7. Bring any recommendations for Convention to Council so they can be brought forward.

**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 now in the process of building a online repository and share website.
- Negotiating what a child care proposal would look like for all three (local 555, 610 and 901).



- Supporting the Collective Bargaining process with in all three Locals:
  - Local 555- Negotiation for TA/RA- October 2013
  - Local 610- Negotiation for Post Docs- Since August 2013
  - Local 901 –Still in negotiations for Post Docs
- The (CFC) Canadian Federation of Students application to the Mental Health Innovation Fund to study Bullying and Harassment within the Academic sector was denied but CFC would still like to work with us- in discussion
- CUPE meeting on collaborative bargaining- want all Sessionals CBAs to have their agreement expire August 2016- so that they can establish collaborative bargaining with the province on behalf of all Sessionals (like they do for the hospital workers)

**Plans:**

- 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.
  
- emic Sector meetings next one scheduled July 10<sup>th</sup> , 2013
- Continue to work on the Academic sector education with the Regional Office.

In Solidarity,

Marie Polgar-Matthews,  
Academic Workers Representative

**Vicki Pine**  
**PSAC Ontario Regional Council**  
**Directly Charter Locals Representative Report**  
**July 2013 to October 2013**

**Objectives:**

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

**Actions:**

- Conference calls August 22<sup>nd</sup> & 29<sup>th</sup> regarding voting process for Jurisdictional Challenge
- Numerous calls to members to vote yes on voting day
- Attended Planning meeting in Sault Ste. Marie with OLG for assistance with card signing September 9<sup>th</sup>

**Plans:**

- Working with Regional Office to coordinate First Nation Police Sector becoming operational
- Work with Regional Office to coordinate FNPS local belonging to one Regional Office
- Work with FNPS to continue to organize and operate without me
- Work with PSAC and FNPS to facilitate the Jurisdictional Challenge

In Solidarity,

Sister Vicki Pine  
Directly Charter Locals Representative

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

**Objectives:**

- Continue and build a dialogue with the Regional Office in Thunder Bay.
- Work on Region #1 email/contact list
- Keep the members informed on what PSAC Ontario Council is doing
- Represent Region #1 at functions where required
- Promote Union Education

**Actions:**

- My alternate attended a Delegate assistance committee meeting for the PSAC Ontario Regional Convention in July
- Labour Day Event attended by my Alternate in Thunder Bay

**Plans:**

- Work with PSAC Ontario Council Representatives to connect with Region #1 through a new newsletter
- Lobbying MP's/Senators on issue that are relevant to Region #1
- Work On Fight Back Campaign through demonstrations and worksite visits
- Increase Region #1 knowledge of courses that are happening in PSAC Regional Offices and promote the education program
- Educate Region #1 about PSAC Ontario Council through desk drops of a flyer that I will create
- Attend a OFL Worker Committee meeting
- Create a facebook page for members of Region #1 for updates.

In Solidarity,  
Mike Bennett, Region 1, Northwestern Ontario Representative Report

**Sandy Bello**  
**PSAC Ontario Regional Council**  
**Regionally Based Separate Employer Locals (RBSEL)**  
**Representative Report**  
**July 2013 to October 2013**

**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
- Met with members of Local 00358 (CAN DU Inc); Labour-Management Meeting
- Organized and participated in UNE Ontario Regional Seminar, August 23-25, 2013
- TC Ratification Vote, Hamilton, ON, August 28, 2013
- Local 00394 Labour-Management Meeting, September 12, 2013
- Meeting with David Christopherson, MP (NDP), Hamilton Centre, October 11, 2013 – deliver petition and discuss public services
- Attended Hamilton Regional Women's' Committee, October 9, 2013

**Plans:**

- Maintain communication with RBSEL Locals
- Lobby MPs and MPPs on current issues

In Solidarity,  
Sandy Bello  
Regionally Based Separate Employer Locals Representative

**Souad Soubra (Sue)**  
**PSAC Ontario Regional Council**  
**Members with Disabilities Representative Report**  
**July 2013 to October 2013**

**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:**

- Participated at the NHRC conference call (July 3rd, July 17<sup>th</sup>, Sept 30<sup>th</sup>)
- Organized an Open House, Equity Committee meetings (July 3<sup>rd</sup>, July 23<sup>rd</sup>, Sept 30<sup>th</sup>)
- Attended GCWCC Steering Committee meeting by teleconference (July 15<sup>th</sup>)
- Participated Conference Call, re. PSAC Ontario Regional Education (July 25)
- Participated the GSU Equity Committee meeting by teleconference (Sept 8<sup>th</sup>)
- Participated conference call – Ontario Council Equity committee (Sept 10<sup>th</sup>)
- Attended the Labour Council United Way Breakfast (Oct 2<sup>nd</sup>)
- Attended the OFL Disability Committee meeting (Oct 16<sup>th</sup>)
- Participated the Equity Open House (Oct 21<sup>st</sup>)
- Provided information and supported brother Black with the GCWCC
- Working/updating the 4<sup>th</sup> edition of the MWD Newsletter

**Plans:**

- ❖ Participate the National Equity Conference
- ❖ Attend the NHRC meeting in December 2013
- ❖ 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

**Donna Kinchen  
PSAC Ontario Regional Council  
Region 6, Hamilton Niagara Representative Report  
July 2013 to October 2013.**

**Objectives:**

Become familiar with responsibilities and procedures of council.  
Attend PSAC functions, meetings and educate members on campaigns.

**Actions:**

July 3, 2013 – Attended Hamilton Area Council meeting and barbeque

August, 2013 – Provided recommendations to Hamilton Area Council president on new location for meetings and suggestions for Labour Day Parade.

September 2, 2013 – Attended Hamilton Labour Day Parade and provided five dozen donuts

September 9, 2013 – Attended Hamilton Area Council meeting

September 12, 2013 – Represented PSAC at Hamilton's Take Back the Night Rally – had table and provided handouts and PSAC buttons, t-shirts

October 15, 2013 – Attended the Hamilton Area Council meeting

October 17, 2013 – Provided Hamilton Passport office with "We are all affected" cards.

**Objectives:**

To read previous minutes of PSAC Ontario Council meetings, become more familiar with the Ontario PSAC website and attend PSAC meetings and courses.

In Solidarity,  
Donna Kinchen, Region 6, Hamilton/Niagara Representative

**Réjean Amyotte  
PSAC Ontario Regional Council  
Region 2, Northeastern Representative Report  
July 2013 to October 2013**

**NIL REPORT**

In Solidarity

Réjean Amyotte  
Region 2, Northeastern Representative



**Mike Fummerton  
PSAC Ontario Regional Council  
Region 4, Southwestern Ontario Report  
August 2013 to October 2013**

**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 Labour Day parade in Windsor
- Attended Veterans Affairs web cast in Windsor
- Attended CIU “Day of Action” in Windsor
- 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

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

**Goals and Objectives:**

Continue to attend as many events and meetings as possible within the GTA to keep the membership involved and informed

**Actions:**

Participated in plantgating and Day of Action in support of CIU Bargaining  
Attended Toronto Regional Women's Committee meetings, Members with Disabilities Action committee meetings, and Greater Toronto Area Council when able

**Plans:**

Continue to attend events as able and educate the membership regarding PSAC interests

In hope and Solidarity,

Leslie Searl,  
Region 5, GTA Representative

**Mary Jeyanathan  
PSAC Ontario Regional Council  
Region 5, Greater Toronto Area Representative Report  
July 2013 to October 2013**

**NIL Report**

In Solidarity,

Mary Jeyanathan  
Region 5, Greater Toronto Area Representative

**Ralf Bucherer**  
**PSAC Ontario Regional Council**  
**Region 3, Eastern Ontario Representative Report**  
**July 2013 to October 2013**

Worked closely with the Kingston Area Council and the Kingston Regional Office, promoted our Union and various activities and education programs.

Over this summer I took part and helped organize several events of the Kingston Area Council: Kingston Buskers Rendezvous, Kingston Limestone Blues Fest and Labour Day march and family picnic.

At each of these events the PSAC had a strong presence and promoted the Union and Labour movement welcoming the public at the Kingston Area Council tent, engaging the public with literature, swag and answering question.

For the events I designed, costed and order various SWAG for the Area Council.

On the local level I have been involved in the WFA consultations; first as acting president and from September 5th as the president of Local 00056UCTE.

In my role as an officer of my local I organized a new petition campaign in support for Historic Canals. The campaign involved writing, distributing and compiling the petition as well as organizing the hand-off to members of the NDP during a two hour cruise. For the hand-off a press release was issued to 40+ media outlets.

Part of the support for Historic Canals was a two hour working breakfast at the Peterborough Chamber of Commerce that was attended by several CPC MPs as well as members from the press and public.

My goals for the next trimester are to continue working closely with our members, the Kingston RO and to continue promoting our Union and to keep up the fight back in the attacks against Unions and the Labour movement.

Respectfully Submitted,

Ralf Bucherer  
Region 3, Eastern Ontario Representative

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

**Actions:**

- Prepared young workers information for Young Workers Committee forwarded to PSAC office July 12th 2013
- Attended Area Council Meeting by teleconference July 16th no quorum
- Attended re-scheduled Area Council Meeting August 13, 2013 teleconference. Quorum met discussed bylaws and ways to get generate interest.
- Participated in Kirkland Lake\*s annual Labour Day Event August
- 30th 2013 Pizza luncheon served to members and Veteran\*s Affairs
- Canada. Service Canada Employees were invited but unable to attend this year. Open meeting to discuss concerns and questions and notify our members of upcoming General Meeting in the fall. Donations to Kirkland Lake food bank approximately 120 pounds of food and \$105.00
- I participated in the walk 15th annual labour day walk around Gillies Lake Timmins (holding up the rear) carrying red PSAC Ontario
- Flag ending with an interview with Timmins Daily Press. 10:00-11:15
- Next I went to Hollinger Park to assist the Timmins & District Labour Council with their day in the park labour day celebration. An even with free games, pop, chips, prizes, and ice cream treats. Free Mini Put and batter cage as well as a maze set up facilities rented by Timmins & District Labour Council. Though the weather was cool and overcast the rain did hold off and children had a great deal of fun right up until 4:00. Many PSAC

- flags given as well as Labour Day information in general. Some discussions with adults re: We Are All Affected.
- Participation in hacky sack toss at the We Are All Affected game on loan from Sudbury PSAC office. PSAC pride whistles were a big hit as prizes for this game.
  - Kudos to Laura St Jean & The Timmins & District Labour Council for hosting such a terrific event.
  - Set next date for Area Council Meeting by Teleconference Oct 1/13 unfortunately this meeting had to be postponed.

In Solidarity,

Trevis Carey  
Region 2, Northeastern Ontario Representative



**Vivian Binnion**  
**PSAC Ontario Regional Council**  
**Regional Women's Representative Report**  
**July 2013 – October 2013**

**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:**

- Jun 30 - Participated in the Toronto Gay Pride Parade
- Jul 16 - Participated in Teleconference call for the NHR Convention
- Jul 25 - Participated in Teleconference call for Executive Council, Education Committee
- Aug 14 - Attended Local UTE Meeting
- Aug 15 - Assisted with the candidate selection process from the Women's Committees for the National Conference
- Sep 2 - Participated in the Toronto Labour Day Parade
- Sep 4 - Attended Toronto Regional Women's Committee
- Sep 10 - Participated in Teleconference call for the NHR Convention
- Sep 11 - Attended Local UTE Meeting
- Oct 4 - Attended the Sisters in Spirit Vigil organized by the Native Women's Association in Toronto
- Oct 8 & 9 - Attended Mgmt/Union H & S Conference
- Oct 16 - Attended Local UTE Meeting
- Oct 18, 19 & 20 - Attended UTE National Equal Opportunities Conference in Ottawa

**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 National HR conference.
- Continue working on upcoming Triennial Convention.

In Solidarity,

Vivian Binnion  
Regional Women's Representative