



PSAC Ontario Council Meeting Minutes April 10-11, 2015 Toronto Regional Office

The meeting convened at 9:01 a.m. on Friday, April 10, 2015 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
Kevin Lundstrom, Region 1 (Northwestern)
Trevis Carey, Region 2 (Northeastern)
Grant Tennant, Region 3 (Eastern)
Richard McNeill, Rep Region 3 (Eastern)
Mike DeCarolis, Region 4 (Southwestern)
Melanee Jessup, Region 4 (Southwestern)
Claudia Espinoza, Region 5 (GTA)
Ryan Ward, Region 5 (GTA)
Donna Struk, Region 6 (Hamilton/Niagara)
Peggy Jones, Directly Chartered Locals
Marie Polgar-Matthews, Academic Workers Representative
Sheila Karasiewicz, Aboriginal Members
Souad (Sue) Soubra, Members with Disabilities
Dave Carr, Gay, Lesbian, Bi-Sexual & Transgendered Members
Lloyd Brown, Racially Visible Members
Missy Taylor, Regional Women's Committees
Lauren Baert, Young Workers
Steve Tuffin, Regionally Based Separate Employers

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

Regrets: Tanya Fay, Region 2 (Northeastern)
Debbie Willett, Area Councils

Guests: Robyn Benson – National President
Chris Aylward – National Executive Vice-President

Observers: Darlene Brown- National Vice-President Union of Canadian Transportation Employees (UCTE),
Martin Mika – Regional Vice-President UCTE,
Aileen Duncan, Jo-Ann Nanton, Bruce Flannigan,
Lorraine Wright, Steve Khan, Celia Smith, Lynda MacLellan.

AGENDA:

1. Adoption of Agenda
2. Adoption of previous meeting minutes (November 14-15, 2014)
3. Business arising from previous minutes
4. Regional Executive Vice-President Report
5. Regional Office - Updates (Chris Wilson)
6. Ontario Council Committees Reports
7. Ontario Council Members Reports
8. Collective Bargaining Updates
9. Labour Day
10. PSAC National Triennial Convention
11. Ontario Council Newsletter
12. Ontario Council Survey
13. Canadian Labour Congress Election Conference
14. Leadership Training
15. Special Guest Speaker
16. Dates for upcoming Regional Conferences
17. New Business

The REVP asked Sister Melanee Jessup to read the PSAC Anti-Harassment Policy. Sister Melanee Jessup was the Harassment Coordinator for this session of the Ontario Council meeting.

Council Meeting Hours

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

Saturday, 8:00 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 Richard McNeill and Marie Polgar-Matthews

Item 1. Adoption of Agenda

Motion to adopt agenda

m/s/c Steve Tuffin and Sue Soubra

A moment of silence was observed to honour and mourn members who have passed, while also remembering and celebrating their lives and contributions.

We acknowledged the passing of Sister Maria Boone and Brother Dave Taylor.

The Chair gave each Ontario Council member, along with guest and Observers, a ribbon to mark the annual Day of Mourning, which is observed on April 28th. Ontario Council members were also given Day of Mourning posters.

The Chair requested that all members attend Day of Mourning events in their local areas. The changes to health and safety protections in Bill C-4 makes this year's Day of Mourning events particularly pressing, as workers are losing some of the protections we have

fought for. These negative changes to Health and Safety legislation demonstrate the importance of continued political action for health and safety protections.

Sister Lauren Baert spoke of an excellent Youtube video called “how far we are going backwards on Health & Safety”.

Item 2. Adoption of previous meeting minutes (November 14-15, 2014)

Motion to adopt minutes

m/s/c Lloyd Brown and David Carr

Item 3. Business arising from previous minutes

Ontario Council Survey

Brother Ryan Ward Chair of the Ad Hoc Committee to develop a new Ontario Regional Council survey, will be making a presentation to Ontario Council later on in the day.

Treasury Board Area Coordinators Network

Brother Chris Wilson reported back on the structure of Area Coordinators within the Ontario Region, as follows:

Toronto – There is a well-established Area Coordinator structure with 39 members on the list. The group is pushing ahead with a positive campaign and meets regularly on a monthly basis.

London – There is an Area Coordinator network in place that convenes regularly via conference calls.

Thunder Bay – The mobilization structure is based largely upon the local structure. Judith supplements the local structure through mobilization tours within the service area.

Kingston – Treasury Board mobilization structure is in place and is being built on an ongoing basis. The service area has been engaged in various mobilization activities.

Sudbury – The degree of engagement varies across the service area. Mobilization is being done from on a Local level.

Bargaining Team Support

The Chair stated that a memo was sent to all Components Presidents requesting them to have signed Component flags sent to the Bargaining teams showing solidarity.

The REVP's office has designed a banner that will be used as a backdrop by the Bargaining teams. Area Coordinators will be collecting signatures from members across the Ontario Region. Once completed the banners will be sent to the different Bargaining teams.

Motion to accept business from previous minutes.

m/s/c Bob Black and Ryan Ward

Brother Bob Black assumed Chair.

Item 4. Regional Executive Vice-President Report

The REVP acknowledge Sister Lauren Baert who gave a presentation to the National Board of Directors (NBoD) in regards to the hurdles and struggles of young workers.

Also, the REVP recognized the tremendous work that Area Coordinates have done throughout the Ontario Region.

The following is the REVP's report to the PSAC National Board of Directors for the period following our last PSAC National Board of Directors Meeting.

Collective Bargaining

Ongoing Bargaining

- Treaty Three Police officers (DCL 410) met with the Employer in December to negotiate a renewal agreement. On December 18, 2014, talks broke off and the team has decided to apply for arbitration.
- Nishnawbe-Aski Police Service (NAPS) officers (DCL 401) are heading to mediation on February 24-25, 2015. Interest arbitration has also been scheduled for June 2015.
- Nishnawbe-Aski Police Service civilians (DCL 400) are continuing to meet with the Employer, with dates not yet finalized for 2015.
- Anishinabek Police Service officers (APS) (DCL 426) has been granted an extension for the conciliation timeline, which will expire on January 30, 2015. The team will then look to apply for conciliation.
- Anishinabek Police Service civilians (DCL 425) are in conciliation, with dates expected in early 2015.
- University of Ontario Institute of Technology sessional instructors (DCL 555) met in November 2014. The bargaining team met on January 15 and will meet on January 23rd, 2015 to continue negotiations.

Renewal Agreements

- On October 6, 2014, UCTE Local 50505 members who work at Thunder Bay Airport ratified their new collective agreement.
- On January 20, 2015, Wequedong Lodge (DCL 0002) members ratified their new collective agreement.

First Agreement

- On January 19, 2015 Weeneebayko Area Health Authority (WAHA) members (DCL 00603) achieved a first collective agreement.

Organizing

Graduate-Student Research Assistants at Queen's University

PSAC filed a certification application on April 23rd, 2014 to represent 1600 Graduate-Student Research Assistants at Queen's University. The vote was conducted on April 30, 2014, however, the results are sealed due to the employer contesting certain ballots cast. The process is before the Labour Board currently.

Operational Managers at Ontario Corrections

PSAC Ontario has launched a campaign to organize 600 Operational Managers employed by Ontario's Correctional Services. Ontario's Correctional Service establishes, maintains, operates and monitors correctional institutions and probation and parole offices. The Union of Solicitor General Employees (USGE), a Component of the PSAC, has expressed their support for this organizing campaign. PSAC filed a certification application to request a Union vote and the Ontario Labour Relations Board (OLRB) ordered a vote for the week of April 16th till April 19th, 2013. All ballots have been segregated and the count postponed until the Employer challenge with respect to managerial exclusion is dealt with. The first hearing date took place on October 9, 2013, with hearings continuing in 2015.

Toronto Municipal Election

On October 27, 2014, municipal elections were held across Ontario. As part of PSAC's We Are All Affected campaign, the protection and promotion of public services is our union's priority for all levels of government. In Toronto the stakes were especially high, as Canada's economic centre, PSAC was involved in challenging the austerity agenda.

An email from the REVP to all the Greater Toronto Area Local Presidents, Area Council and Committee Chairs on the election's importance with key information was sent out. Members were asked to visit the Toronto and York District Labour Council's www.ourcitymatters.ca webpage, which ranked candidates based on their commitment to workers' rights and public services.

A mail-out was also sent, with a letter from the REVP and a candidate report card from the Toronto and York District Labour Council (TYLC), to members in five priority ridings. The ridings were selected based on the TYLC's recommendations, and are as follows:

- Ward 17 Davenport Alejandra Bravo – was not successful
- Ward 9 York Centre Maria Augimer – was elected
- Ward 30 Toronto Danforth Paula Fletcher – was elected
- Ward 12 York South Weston Lekan Olawoye – was not successful
- Ward 29 Toronto Danforth Mary Fragedakis – was elected

Members from the PSAC Greater Toronto Area Council held a phone bank to contact members in the above priority ridings, providing information on the election and the importance of voting. As noted above, three of the candidates endorsed by the TYLC were successful out of the five targeted.

Federal By-elections

A federal by-election was called for the riding of Whitby—Oshawa on November 17, 2014. The seat became vacant after the passing of Conservative MP Jim Flaherty. The riding was a Conservative stronghold and this trend continued with the Conservative candidate Pat Perkins winning 49% of the vote.

However, Liberal newcomer Celina Caesar-Chavannes, tripled the Liberal share of the vote from 2011 by winning 40% support, albeit on a low voter turnout of 31.8%. The NDP candidate Trish McAuliffe saw her share of the vote shrink from 22.3% in 2011, when she came in second, to just 8% in this by-election.

Provincial By-election

Sudbury by-election

A by-election has been called for the riding of Sudbury for February 5, 2015. The by-election was called after New Democrat MPP Joe

Cimino, abruptly resigned for family reasons after five months on the job. In a further twist to this by-election, federal NDP MP Glenn Thibeault resigned his seat to run for the Ontario Liberals in this by-election.

Currently the candidates are as follows:

- Ontario Liberal Party – **Glen Thibeault**
- Ontario PC Party – **Paula Peroni**
- Ontario NDP – **Suzanne Shawbonquit**
- Ontario Green Party – **David Robinson**

Mobilization

Treasury Board Mobilization Meetings

Mobilization meetings continue to take place across Ontario. Area Coordinators have been identified, received training and continue to meet or conference call regularly in each of the Regional Office areas. The communications network has been established and is being strengthened with monthly actions.

October 30th, 2014 – Day of Action

The Treasury Board National Strike Strategy Committee mandated a Day of Action at strategic locations across the country for information pickets on October 30th. This action was meant to send a strong message to the Employer that our members stand united in support of their bargaining teams and stand in opposition to concessions, including attacks on members' sick leave.

In Ontario two strategic locations were selected based on recommendations from the Area Coordinators. The information pickets were set for noon, to coincide with members' lunch breaks, to ensure greatest participation. The sites selected were:

- The Arthur Meghen building in Toronto at 25-55 St. Clair Avenue.
- The Judy Lamarshe building in Chatham at 65 William Street South.

Members handed out business cards which had been printed by PSAC Communications, held picket signs and gave out stickers. The Toronto event had roughly 40 members participate throughout the information picket. The information picket in Chatham had approximately 75 members participate, as well as a few retirees and UNIFOR support from the Chatham District Labour Council. The event received media attention from the Chatham Daily News and Blackburn News.

Actions on the 19th of every month

All Locals across Ontario are being asked to come up with creative actions to show their solidarity on the 19th of each month, in anticipation of the Federal election originally set for Oct. 19, 2015.

Locals have come up with terrific ways of displaying their solidarity and photos have been shared on the PSAC Ontario Facebook page for members to comment and share. Locals have worn wrist bands, stickers, Band-Aids, solid colours and union swag all to show their support. A video from the REVP was posted on our Youtube channel and social media to garner further support from Locals to get involved. PSAC Ontario Council also released a short video just before the January 19, 2015 action to increase visibility and encourage more members to participate.

We Are All Affected Campaign

Veterans Affairs Canada Campaign

On January 5, 2014, Harper announced that MP Julian Fantino would be replaced as the Minister of Veterans Affairs by MP Erin O'Toole. Fantino served in the position for 18 months, but with a string of controversies surrounding his treatment of veterans and their concerns, he was demoted back to a junior minister.

With O'Toole stepping into the position, PSAC is once again calling for the opening of the Veterans Affairs offices that were closed down in 2014. Despite Minister O'Toole being a veteran himself, it seems his appointment will garner little progress from his predecessor in bettering the lives of veterans.

One-on-One Campaign

Our region continues to focus our one on one campaign through messaging around the importance of solidarity especially in terms of bargaining. Highlighting our wins in our collective agreements and the threat to these achievements has helped connect members with the importance of this campaign. We will continue to sign pledge cards and encourage member to member conversations, as bargaining remains a key priority for our membership.

Labour Movement/ Solidarity

Labour Day

Labour Day participation from PSAC members in Ontario continues to grow. Members took part in events in: Kirkland Lake, Hamilton, Toronto, Barrie, London, Brampton, North Bay, Sudbury, Thunder Bay, Windsor, and Kingston. PSAC Ontario Council selected orange PSAC Ontario Labour Day shirts for members to wear at these Labour Day events, with the following three slogans written on the back:

- Solidarity is Power, Stand Together
- Unite - Fight - WIN!
- Stand Proud! Shout Loud!

Western Fair

PSAC London Area Council shared a booth with the London District Labour Council at the Western Fair in London on September 11 and 12, 2014. Materials on the impacts of public service cuts was handed out to the public. Members were able to discuss their experiences with the public on how programs are being impacted by budget cuts and what that means for Canadians.

Save Canada Post Rally

A rally was held outside the constituency office of Conservative MP and Finance Minister Joe Oliver on September 20, 2014. The rally was meant to draw public support and garner media attention at the ending of door to door delivery service by Canada Post. The rally was endorsed by the: Canadian Labour Congress, Ontario Federation of Labour, Toronto and York Region Labour Council, Canadian Union of Postal Workers, CUPE-Ontario, PSAC-Ontario, OPSEU, Unifor,

United Steelworkers-Toronto, Ontario Coalition Against Poverty, Friendly Spike Theatre, Queer Ontario, Coalition of Black Trade Unionists, Peel District Labour Council, York Region Catholic Teachers, NDP Socialist Caucus, Toronto-Danforth NDP, C.P.C., I.S., and Socialist Action / Ligue pour l'Action socialiste.

Council of Canadians Annual Conference

Council of Canadians' annual conference *Forging Solidarity* took place in Hamilton on October 3-5, 2014. Bob Black, Alternate REVP for Ontario and Debbie Willet, Area Council representative on Ontario Council attended the conference to voice PSAC's priorities at the Conference.

USW Local 2010 - Pay Equity Rally

On October 2, 2014, USW Local 2010 held a lunchtime pizza rally seeking support from other unions and Locals on the Queen's University campus in Kingston. PSAC staff and Local 00901 Queen's Teaching Assistants and Postdoctoral members attended the rally to show PSAC's solidarity.

Toronto and York Region Labour Council Labour Day Award

On October 2, 2014, PSAC Greater Toronto Area Council members received an award from the Toronto and York Region Labour Council for Best Decorated Vehicle for this year's Labour Day Parade.

Clothing Drive

On November 20, 2014, the Kingston Area Council delivered several bags of clothing collected from members over previous weeks for a clothing drive in support of St. Vincent de Paul. The clothing drive has become a yearly event to improve the lives of the most vulnerable in the Kingston community.

Hamilton Food Share

On December 19, 2014 – Bob Black, Alternate REVP for Ontario, presented a cheque for \$700 to Rachel O'Reilly at the Hamilton Food Share organization. The donation was made by PSAC members during recent events for the PSAC Hamilton Area Council, Hamilton Regional Women's Committee and Hamilton Members with Disabilities Action Committee. Rachel was surprised and delighted to

receive the cheque on behalf of Hamilton Food Share, and thanked PSAC for their support during this holiday season.

Food Bank Drive

On December 19, 2014, CIU Local 19 held a canned food drive for the Inn of the Good Shepherd to show support for the PA and FB Bargaining Teams. With the holiday season about to begin this was a terrific initiative to give back to the community.

Government of Canada Workplace Charitable Campaign (GCWCC)

To support the GCWCC, NHU Local 00009 raised \$7,758 for the 2014 calendar year. In spite of the cuts to this Local, members have shown they continue to be a hard-working, caring team of Canadians fighting for a better, healthier, and more equitable country. Of the total stated above, \$3,135 was raised by climbing the CN Tower for the United Way.

Equity and Human Rights

Take Back the Night

On October 2, 2014 in Barrie about 10 PSAC Sisters representing five different components took part in Take Back the Night. The event began with an Aboriginal welcome, then a feminist local band followed before speakers from various women's groups. The event ended with a march through the Barrie downtown core and cake to celebrate 15 years of Sisters taking back the night in the fight against male violence towards women.

Sisters in Spirit Vigil

On October 4, 2014, members in Toronto participated in the 9th annual cross-Canada vigil by Sisters in Spirit (SIS), to raise awareness and demand action for missing and murdered First Nations, Inuit and Métis women and girls. Sharon DeSousa, REVP Ontario joined the vigil along with members to call for a public inquiry into the missing and murdered women.

Toronto Young Worker Committee

On November 27, 2014, an open house was held in the PSAC Toronto Regional office to celebrate the inauguration of the first

PSAC Toronto Young Worker Committee. Sharon DeSousa, REVP opened the event, and Lauren Baert, PSAC Ontario Council Young Worker Representative gave closing remarks. Members discussed with each other the challenges of being a young worker in the federal public sector and the challenges to getting young workers engaged in their union.

Stephen Lewis Foundation Film Screening

Through sponsorship from PSAC's Social Justice Fund, PSAC supported this new film screening from the Stephen Lewis Foundation on November 27, 2014 at the Bloor Hot Docs Cinema in Toronto. The film's screening was meant to honour World AIDS Day, as it features the courageous African grandmothers who gave powerful and emotional testimonies at the African Grandmothers Tribunal in Vancouver, BC in 2013. The documentary shines a light on the urgent need to provide better protection for the human rights of African grandmothers who, after watching their adult children die of AIDS, have become the primary caregivers for millions of orphaned grandchildren.

National Day of Remembrance and Action on Violence against Women

Kingston - On December 6, 2014 the *PSAC Works For Women* course was held in Kingston at the Donald Gordon Centre in honour of National Day of Remembrance and Action on Violence against Women. Topics discussed included feminism, "Herstory", and PSAC's gains for women. Guest speakers included sisters from the Kingston District Labour Council and City Council.

Barrie - On December 6th the Barrie Regional Women's Committee gathered with friends and family to honour the lives of women who have been murdered and negatively impacted by violence in their homes and communities. The evening included a smudge, a reading and candle light ceremony, as well as an update on the Sisters in Spirit campaign. The committee continues to support women's shelters, Take Back the Night events and condemns all forms of violence against women and girls.

Thunder Bay - The Thunder Bay Regional Women's Committee and the District Labour Council co-hosted a vigil on Saturday December 6

to mark the 25th anniversary of the Montreal Massacre. Sheila Karasiewicz, Aboriginal Representative on the PSAC Ontario Council provided a lesson about the faceless corn-husk dolls in memory of the 1200 missing and murdered aboriginal women in Canada.

International Human Rights Day

The PSAC Toronto Racially Visible Committee held a celebration commemorating International Human Rights Day on December 10, 2014. Members were invited to the PSAC Toronto office to hear guest speakers: Sebastian Rodrigues, National Vice President for Human Rights CEIU, Anna Liu - Asian Canadian Alliance (ACLA), and Chris Ramsroop - Justicia for Migrant Workers.

In conclusion,

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

Respectfully submitted for your approval,



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

REVP Schedule for the period August 30, 2014 to January 21, 2015

Sept, 1, 2014 – Kingston Labour Day
Sept. 12-13, 2014 – CEIU Convention
Sept. 15-17, 2014 – Alliance Executive Committee Meeting
Sept. 20, 2014 – CUPW Rally to Save Canada Post at MP Joe Oliver office
Oct. 1, 2014 – Member Appreciation Lunch in Hamilton
Oct. 1, 2014 – Toronto Regional Women's Committee AGM
Oct. 7-8, 2014 – Sault Ste Marie worksite visits
Oct. 9, 2014 – Agriculture Local 0014 AGM

Oct. 14, 2014 – PSAC Kingston Political Action Dinner
Oct. 20, 2014 – Alliance Executive Committee meeting
Oct. 21-24, 2014 – National Board of Directors meeting
Oct. 25, 2014 – Treasury Board Area Coordinators Training
Oct. 28, 2014 – University of Ontario Institute of Technology Local Meeting
Oct. 30, 2014 – Day of Action at 25-55 St. Clair in Toronto
Nov. 4-6, 2014 – Internal Investigations Training
Nov. 8, 2014 – Coalition of Black Trade Unionists Awards Dinner
Nov. 11, 2014 – Remembrance Day Wreath Laying Ceremony at Old City Hall
Nov. 12, 2014 – Ontario Council Training
Nov. 13, 2014 – Ontario Council Committees Meeting
Nov. 14-15, 2014 – Ontario Council meeting
Nov. 18, 2014 – Meeting in Ottawa for Regional Plan
Nov. 18-19, 2014 – Treasury Board Bargaining meeting
Nov. 20-21, 2014 – Alliance Executive Committee meeting
Nov. 27, 2014 – PSAC Toronto Young Workers Committee Launch
Nov. 28, 2014 – OFL/CLC Executive Board meeting
Dec. 2, 2014 – PSAC Toronto Members with Disabilities Committee Holiday dinner
Dec. 3, 2014 – Hamilton Area Council and Committees Holiday celebration
Dec. 9, 2014 – Pride at Work Lunch and Learn in Mississauga
Dec. 10, 2014 – Human Rights Day celebration by the PSAC Toronto Racially Visible Committee
Dec. 15-16, 2014 – Alliance Executive Committee meeting
Dec. 17-18, 2014 – National Board of Directors meeting
Jan. 9, 2015 – Education meeting in Ottawa

Motion to adopt REVP's report.

m/s/c Sharon DeSousa and Ryan Ward

Sister Sharon DeSousa resumed the Chair.

Item 5. PSAC Ontario Regional Office – Updates
(Christopher Wilson, PSAC Ontario Regional Coordinator)

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

Staffing

Rita Cantalini returned to work in her capacity as Administrative Assistant in the Toronto Regional Office effective Friday, January 9th, 2015.

Denise Morrison's term as acting Administrative Assistant in the Toronto Regional Office was extended until March 31st, 2015 to facilitate a transition period for Rita's return to work. I have recommended a further extension until April 30th, 2015 after which time Denise will return to her substantive position as secretary. During Denise's acting assignment, Rita Cantalini will conclude her training on new operating systems.

Kulvinder Bisla, who was hired to backfill Denise Morrison during Rita Cantalini's leave, was awarded a new permanent position within the public service (Service Canada); consequently, her last day as term secretary was November 17th, 2014.

Following Kulvinder's end of term, **Karma Burkar** was the successful candidate to backfill Denise Morrison as term secretary in the Toronto Regional Office commencing January 5th, 2015 to February 13th, 2015 inclusive. Karma has been a member of PSAC for over five years and is currently the Vice-President of CEIU Local 613. Karma worked as an Administrative Assistant for Citizenship and Immigration Canada where she provided financial support services through the preparation and administration of the budget, contract processes and liaises with Finance section for the exchange of information. Karma volunteered for different committees within her workplace such as the Diversity and Employment Equity Advisory Committee and the Professional Development Network. Kara previously worked as a Hearing Support Assistant for Immigration and Refugee Board of Canada and as a Service Deliver Agent for

Citizenship and Immigration. Karma returned to her substantial position within the federal public service following the end of her term.

I am pleased to now confirm that Tim McIntyre was the successful candidate for the one (1) year term position as Regional Organizer backfilling for Shell Sweeney. His term will continue until March 11, 2016 during which time he will be assigned to work from the Toronto Regional Office. Tim's prior experience with union organizing included a successful campaign to organize Teaching Assistants/Teaching Fellows at Queen's University. Tim will ensure continuity in the position during Shell's leave.

A term Administrative Assistant position for up to 4 months has been posted in the Sudbury Regional Office for purposes of backfilling Colette Mann who is currently on leave. The position has a bilingual requirement.

Operations / Facilities

PSAC Holdings ended the lease for the 177 Wellington location which was used as a campaign office during the organizing drives at Queen's University.

PSAC Holdings leased a new office location in Sault Ste. Marie to support an ongoing campaign to organize employees of the Slots at Sault Ste. Marie. The office is located at 473-477 Queen Street East Sault Saint Marie, P6A 1Z5. The suite # is 103.

Operations/Membership Database

The process to update Unionware with membership self-identification information remains ongoing. Once completed this initiative will help facilitate communications between Regional Council members and equity members and young workers within the Region.

I have now received and reviewed the year-end 2014 Ontario Region financial report. Our Region incurred a small deficit of (\$17,141) on overall budget expenses for the 2014 Financial year including:

- Salaries

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

This minor deficit is expected to be recovered at the end of 2015. At the end of 2013 our Regional Budget was within budget as a result of a number of cost containment and revenue measures our region which was a clear organizational priority. In 2014 our region was able to continue and maintain this record of fiscal responsibility. I will continue to monitor our Regional budget on a monthly basis in 2015 to ensure that we reproduce in same positive result this year while at the same time achieving our organizational objectives.

Regional Office Branch (ROB) Review

The Regional Office Branch (ROB) Review has been completed with 51 recommendations. Sister Jeanne Baldwin, Sister Sharon DeSousa and Brother Bob Jackson are the three REVP's that has been assigned to review these recommendations. Work will start immediately following National Convention.

PSAC has done consultation within the organization and also with the membership, now the REVP's will be reviewing the ROB report from a political lens. Recommendations with regards to staffing will be based on the National Convention budget. Once review is completed an update will be provided to Ontario Regional Council.

Action Item: Provide an updated timeline when the ROB report will be completed.

Item 6. Ontario Council Committee Reports

The Chair thanked the Health & Safety steering Committee for coming in early to help plan and organize the upcoming PSAC Ontario Regional Health & Safety Conference.

The Chair stated that all Committees are expected to take minutes during their meetings. The minute taker cannot be the person chairing the meeting. The reason for taking minutes is to ensure the Committee members are aware of the work discussed at that particular meeting.

Each committee is responsible for providing a report to the Ontario Council which is a summary of the activities between the Ontario Council meetings and provide recommendations to the Ontario Council. The Committee reports must be sent to the REVP's office after all members of the Committee have reviewed it and prior to the end of the meeting.

Finance Committee Report:

The Committee Chair, Brother Bob Black proposed to withdraw the Finance Committee's report at this time. The Committee will schedule a conference call in the near future to complete the Finance Committee's report.

Motion to withdraw the Finance Committee's Report.

m/s/c Bob Black and Steve Tuffin

Education Committee Report (Appendix "A"):

Sister Melanee Jessup presented on behalf of the Education Committee.

Recommendations to Council:

- 1. That the Terms of Reference for the Education Committee be amended to add the following under the Composition of the Committee subsection:**
 - Members of the Education committee shall be responsible for the following:
 - Liaising with and supporting representatives for:

- Racially Visible Members;
- Aboriginal Members;
- Members with Disabilities;
- Gay, Lesbian, Bisexual and Transgender Members;
- Regional Women's Committees;
- Young Worker members;
- Directly Chartered Local members;
- Regionally based separated employer local members;
- Academic Workers.
- Any other committees or groups mandated by PSAC Ontario By-Laws

Recommendation carried

Motion to adopt the Education Committee's Report

m/s/c Melanee Jessup and Lauren Baert

Health & Safety Committee Report (Appendix "B"):

Brother Kevin Lundstrom presented on behalf of the Health & Safety Committee.

Sister Claudia Espinoza was elected as Co-Chair for the Health & Safety Committee.

The main focus of the Committee is the planning and organizing of the upcoming Health & Safety Conference.

The Committee has no recommendations at this time.

Motion to adopt the Health & Safety Committee's Report

m/s/c Kevin Lundstrom and Mike Decarolis

Sister Donna Struk requested to be recorded against the Committee's report.

Equity and Human Rights Committee Report (Appendix "C"):

Sister Souad (Sue) Soubra presented on behalf of the Equity and Human Rights Committee.

Recommendations to Council:

1. To support and promote the proposed Equity Open House, scheduled for the evening of November 4th, 2015 to our members.

Recommendation carried

Motion to adopt the Equity and Human Rights Committee's Report

m/s/c Souad (Sue) Soubra and David Carr

Political Action Committee Report (Appendix "D"):

Sister Marie Polgar-Matthews, Chair of the Political Action Committee presented the Committee's report.

Recommendations to Council:

1. Labour Day - to create t-shirts with 3 of the following 5 slogans.
If early Election: "Unions Support Democracy"; "Unions Support Education"; "Unions Support Child Care"; "Union Support Pensions"; "Unions Support Health Care".
If Fall Election: "Vote For Democracy"; "Vote For Education"; "Vote For Child Care"; "Vote For Pensions"; "Vote For Health Care".

Recommendation carried

2. Council should select a colour for the Labour Day t-shirts, sample swatches will be made available at the Council meeting.

Recommendation carried

3. CLC Election Preparation Courses: Attend follow up courses and the CLC telephone town hall meeting on April 13th at 6:30pm or 9pm. Call 1-877-229-8493 Pin 114131#

Recommendation carried

Motion to adopt the Political Action Committee's Report

m/s/c Marie Polgar-Matthews and Bob Black

Item 7. Ontario Council Members Reports (Appendix "E"):

- The Chair stated Sister Lynda MacLellan member of the Toronto Regional Women's Committee organized a letter writing campaign requesting a National Public Inquiry regarding the missing and murdered Aboriginal Sisters.

The Regional Office has made a computer terminal available in the organizing area, with versions of the 3 sample letters loaded for members to access and edit to their preference. The Toronto Regional Women's Committee would like to invite Ontario Regional Council and Observers to participate in the letter-writing campaign while they are here.

Once letters are completed, printed and signed by the member it can be placed in the box located on the desk. The Regional office Admin staff will ensure letters are sent out.

- Brother Richard McNeill stated that the Kingston region will be holding a Political Action dinner on June 13th, 2015. It will be a family event and other Unions will also be invited. Should the federal election be called at that time, candidates will be invited to speak at the event.

- Sister Sheila Karasiewicz attended the Toronto Regional Women's Committee meeting that was held on April 8th. Sister Karasiewicz had the opportunity to teach the Sisters how to make faceless dolls as part of the campaign for missing and murdered Aboriginal Sisters.
- Sister Lauren Baert stated a Young Workers Committee was recently started in the Greater Toronto Area (GTA). The Committee has been working tirelessly so that young workers can have greater engagement with their union.
- Brother Mike Decarolis stated he took part in a presentation surrounding the cluster of cancer rates within the Ambassador Windsor area. There is a copy of the presentation available if anyone would like to view it. Windsor is generally considered a high cancer region. This has terrible ramifications for communities and families in this area.

Item 8. Collective Bargaining Updates

The Chair stated that for the PSAC Day of Action on March 19th, a rally was organized at 4900 Yonge Street in Toronto. The building houses federal departments such as Public Works Canada, Service Canada and Department of National Defence. It is the location for many of the head offices. Brother Jerry Dias, President of Unifor and Brother Mark Brown, from the Canadian Union of Postal Workers were guest speaker at the event, with over two hundred PSAC members' in attendance.

Essential Services Agreement (ESA)

The federal government has brought in Bill C-4 which changes the consultation process of Essential Services Agreements (ESA). The Employer now has the power to go directly to members and let them know that they are considered essential. As well there is no consultation with the Union as was past practise. Also when the Union objected to the ESA for a particular group they had the opportunity to go to a third party, Public Service Labour Relations Arbitrator, who would hear both sides and provide a decision. The Employer has sole determination over the process.

There is a 10% increase in the number of members who are deemed essential since the last round of bargaining. Selected members will be given designation letters by the employer which they will have to present at picket lines. This letter allows them to cross the picket line and so they can continue to work.

There was a recent Supreme Court ruling in Saskatchewan which states the right to strike is protected by the Charter of Rights and Freedoms. This ruling will help PSAC with our Charter challenge to provisions in Bill C-4.

Statistical Survey Operations (SSO)

The Chair stated that the Statistical Survey Operations (SSO) members won a wage increase of 9.6%, as well as job protection and security over the life of their collective agreement. This is a major win for PSAC members, who have been working hard in getting their message across by holding rallies and speaking to the media.

Canada Revenue Agency (CRA)

Sister Melanee Jessup provided an update on bargaining at the Canada Revenue Agency (CRA). Sister Jessup stated the bargaining team met with the employer on March 30th - April 1st, 2015, yet there is still disagreement on key issues, so no tentative agreement was reached at the end of the day. Both parties have agreed to meet May 20th and 21st in Ottawa in an effort to reach an agreement.

CRA members held a successful Day Action on March 18th. Another Day of Action is planned for April 30th. Along with rallies to keep members informed in regards to bargaining updates, there was a telephone town-hall held for all CRA members to take part in recently.

Treasury Board

Sister Lauren Baert stated a Memorandum of Understanding (MoU) was signed by PSAC and Treasury Board (TB) to establish a joint task force on improvements to mental health provisions within the workplace.

The joint task force which is made up of an equal number of union and employer representatives, is tasked with the responsibility of implementing the measures to improve mental health within the

workplace. Such measures include identifying ways to reduce and eliminate the stigma associated with mental health, and improving communication on mental health challenges within the workplace.

Canada Border Services Agency

Sister Baert stated that the Frontier Border Services (FB) bargaining unit has a significant number of operational issues that they will continue to push at the table. One key issue is to be treated with the same respect as other law enforcement personnel, by getting access to a retirement regime that reflects the work they do.

Sister Baert is also a member of the Sick Leave Common Issues Committee. The employer gave a presentation in regards to the new sick leave provision they would like to introduce. The Committee sent back a strong message that PSAC will not bargain away our sick leave.

The Chair stated that there were two Days of Action events on February 19th and March 19th in Ottawa in front of the Prime Minister's office. The events were well attended.

The PSAC Ontario Region is also keeping members informed by holding town-hall meetings that have received great responses from members about the information presented.

Parks

The Parks Bargaining Conference was held in January. The bargaining team is schedule to meet with the Agency on May 26th – 28th. The PSAC Ontario regional banner was signed by Ontario Regional Council members and observers and the banner will be sent to the bargaining team.

University of Ontario Institute of Technology (UOIT)

Sister Marie Polgar-Matthews stated the team is heading into bargaining and has received some media coverage. The employer continues to ignore the bargaining team proposals.

Canadian Corps of Commissionaires Kingston Division

Sister Peggy Jones stated that the employer has walked away from the table stating that they will be applying for conciliation.

Blue Water Bridge

Brother Hassan Husseini is the assigned negotiator, the team will be starting bargaining shortly.

Police Sector Units

Anishinabek (APS) and Nishnawbe-Aski Police Services (NAPS) are still in negotiations.

Treaty Three Police Service

The employer is not recognizing the arbitration decision to bring the officers rate of pay in line with the Ontario Provincial Police officers.

Item 9. Labour Day

Labour Day will be highly political this year due to the upcoming Federal Election. The Labour Day proposals template will be sent out shortly to Area Councils and to isolated locals who do not have an Area Council in their area.

Vote on T-shirt colour for Labour Day 2015

- Yellow – 10, opposed 3
- Green – 4, opposed 7

A bright yellow t-shirt colour was selected by the Ontario Council for this year's upcoming Labour Day celebrations.

Item 10. PSAC National Triennial Convention 2015

The Chair introduced the National Executive Vice-President, Brother Chris Aylward.

Brother Aylward spoke on the National Pre-Convention Budget of 2016-2018, that will be presented on Convention floor later this month. The Finance committee had broken down the budget calculations into a three step process.

1. The Finance Committee looked at the estimated number of members for the next three years, which they have determined is 175,000. Then the Committee looked at the Component's

- estimated membership numbers, which they determined is 175,000. The Committee took into account possible future cuts to the membership as the government is clear that more cuts are coming.
2. The Committee then looked at the average salary of the membership. The average salary of the membership is going down as a result of PSAC losing members through cuts that are at a higher salary level and new members being organized have often lower salary levels. The average salary that was used for the 2016 calculation was \$49,688 allowing for an increase of 1.5 percent per year.
 3. Once the Committee had the membership numbers and the average salary, they then looked at the dues rate. The result was a no dues increase budget.

The average salary is lower than what was anticipated in the prior budget cycle, which resulted in a shortfall in revenue of approximately 3.5 per cent. PSAC has had to find savings because of this shortfall. The Directors team was tasked with the responsibility of finding savings within their branches.

PSAC currently has six internally restricted funds and the Convention Finance Committee is proposing to the NBoD by way of resolution, to only have four internally restricted funds. The four internally restricted funds are:

1. Social Justice Fund (SJF) - \$300,000 to carry out SJF work
2. PSAC Holdings – This is a fully own subsidiary of PSAC and the Convention Finance Committee is requesting \$1.1 million to be allocated to the fund. PSAC Holdings fully owns the PSAC building headquarters at 233 Gilmour St., in Ottawa and the PSAC London Regional Office. It also oversees the leasing contracts for the other PSAC Regional offices across Canada.
3. Resolution Fund – \$1 million was allotted to the resolution fund at the 2012 Convention. The Convention Finance Committee is asking for \$750,000 to be allocated to the fund. This fund is to pay for resolutions from the Convention floor which have a one-time cost.

4. Transition Fund – The Convention Finance Committee is requesting to allocate \$4 million dollars to this fund. The fund will be used to restructure the organization, so that staffing is lined up with the priorities of the organization.

PSAC National Convention Finance Committee has two concurrent resolutions.

1. Issue Advance cheques for PSAC members with Disabilities to participate at fully funded functions.

The Committee recognizes the importance for PSAC to ensure a barrier-free environment for members with disabilities.

2. Strike pay increase.

The Committee recognizes the financial realities of members during a strike action, especially in the North. PSAC has one of the best strike pay rates in the labour movement.

The Chair thanked Brother Aylward for taking time out of his busy schedule to speak with on Ontario Regional Council on the Finance Committees recommendations to the PSAC National Triennial convention. Brother Aylward stated that he will be re-offering for a second term as National Executive Vice-President.

Item 11. Ontario Council Newsletter

The Ontario Council newsletter which was started in 2011 has been very successful and Ontario Council would like to see the newsletter continued.

Brother Bob Black, Sister Missy Taylor and Brother Steve Tuffin volunteered to write articles for the upcoming newsletter.

Motion: To allow guest writers to make submissions to Ontario Council newsletter.

m/s Richard McNeill and Sheila Karasiewicz

Motion: To amend the word guest to member.

m/ Marie Polgar-Matthews

The Chair ruled the motion out of order.

The original motion to include guest writers.

Motion Defeated

Motion: To have a membership corner in the newsletter for member submissions.

m/s/c Marie Polgar-Matthews and Mike Decarolis

Motion: That the article for the newsletter be submitted by May 15th, and launched on June 1st.

m/s/c Marie Polgar-Matthews and Melanee Jessup

Action Item: The REVP's office will send out an invite to the membership inviting them to submit articles for the newsletter after the June 1st issue.

Item 12. Ontario Council Survey

Brother Ryan Ward gave a presentation to Ontario Council on the status of the Ontario Council Survey.

The Chair made a recommendation that Ontario Council create a Sub-Committee to review the survey document and make the necessary editorial changes.

- **Sub-Committee:** Sister Melanee Jessup, Brother Dave Carr, Brother Ryan Ward and Sister Marie Polgar-Matthews

Motion: Ontario Council survey be sent back to the sub-committee for editorial changes.

m/s/c Marie Polgar-Matthews and Peggy Jones

Sister Claudia Espinoza asked how the decision of creating an Ontario Council survey came about and if Council is using their resources in the best way.

Point of Order – Sister Donna Struk stated that the motion has been passed and Sister Espinoza is still debating the motion.

Item 13. Canadian Labour Congress (CLC) Election Conference

The Canadian Labour Congress (CLC) Election Conference was an excellent training session. The PSAC Ontario Region had over 60 participants attend the conference. The CLC will be holding a similar 3 hour session module in the near future in select regions.

The Chair stated that the CLC will be holding a telephone town-hall and would like to remind all PSAC members and staff to take part in this very important town-hall meeting.

Brother David Carr noted that the CLC National President, Brother Hassan Yussuff, went around the room and introduced himself to every person that was present at the conference.

Item 14. Leadership Training

The Chair stated that there will be a make-up session for members that were unable to attend the Leadership training that was held at the Delta Meadowvale in January.

So far PSAC has delivered leadership training regionally and nationally. A review by the Standing Education Committee of the National Board of Director will be done of both training models and necessary changes will be made to the leadership training. After all Regional and Component Conventions are completed the next leadership training will be delivered in 2017.

Item 15. Special Guest Speaker

The Chair introduced the National President, Sister Robyn Benson.

Sister Benson stated she had a meeting with Tony Clement in regards to Mental Health in the workplace, to which Tony Clement stated he would like to do something in regards to the issue. Sister Benson reminded Tony Clement that PSAC currently has a demand at the table concerning Mental Health in the workplace that is waiting on him to sign off on.

Sister Benson stated that PSAC members' need to get more fired up over all the cuts and changes that the Harper government has implemented in the last few years. PSAC's "We Are All Affected" campaign is still relevant, and the membership needs to continue talking with friends, family and community allies about the Federal Election.

Sister Benson stated that she is seeking re-election as the National President. Currently she is the only declared candidate. Sister Benson is looking for the support of the membership for another term as National President, to continue the fight for the members and all Canadians.

The Chair thanked Sister Benson for taking the time to speak with Ontario Regional Council.

Item 16. Dates for Upcoming Conferences

The Chair gave an overview of upcoming Regional conferences.

- **Regional Health & Safety Conference** – November 13th-15th, 2015 at the Ivy Spencer Centre in London, Ontario.
- **Young Workers Summit** – September 18th-20th, 2015 at the Ivy Spencer Centre in London, Ontario.
- **Directly Chartered Locals (DCL) Conference** – October 22nd-25th, 2015 in Sault Ste. Marie.

- **National Equity Conference** – March 19th-23rd, 2016 at the Sheraton Centre in Toronto

Item 17. New Business

Brother Ryan Ward made an enquiry to the Chair in regards to the company that PSAC used to conduct the past regional telephone townhall meeting.

The Chair stated the company that was used for Regional telephone town-hall meeting is a unionized Canadian based company, located in Toronto and Vancouver. However, the Chair cannot comment on how the company rents their telephone lines.

Motion to adjourn meeting at 1:30 p.m.

m/s/c Richard McNeill and Bob Black

APPENDIX “A”

PSAC Ontario Council Education Committee Report November 14, 2014 to April 9, 2015

Committee Chair: Melanee Jessup
Members Present: Trevis Carey
Grant Tennant
Peggy Jones
Lloyd Brown
David Carr
Lauren Baert
Sheila Karasiewicz

PSAC Staff: Shirley Riva

Review:

- **Terms of Reference**
 - The committee reviewed the Mandate of the Education Committee and is making a recommendation to council
- **Pathways**
 - Work in progress
- **Education Update**
 - UDP is well under way. Six Steps: Steps, 1, 2 have been completed; step 3 is in progress. This is a pilot project as UDP will be offered every year, not just once every 3 years.
 - using a number of different teaching tools including:
 - online courses,
 - webinars,
 - conference calls,
 - videos outside of classroom,
 - regular face to face,
 - mentorship (in Ontario, we have 6 mentors),
 - remote classroom (facebook)

- Budget
 - \$846, 126 for 2012-2015
 - On track to complete the term with maximum, efficient use of funds available
- Fall Program
 - We are due for a geo-based school for the next term
 - RO's will contact for consultation
- **Travel Policy**
 - The committee brought forward some concerns of the membership regarding the travel allotments. Previous committee members and REO explained the necessity of a separate policy to ensure consistency across the region.
- **Blanket Exercise**
 - Sister Sheila further explained the Blanket exercise to the committee and we brainstormed ideas of further implementation in the future. There is a pilot exercise being offered out of the Thunder Bay RO on June 18, 2015. The committee members will follow up afterwards.
- **Spring School Update**
 - Deadline for Applications is April 10, 2015
 - As of when the committee met, there have been 60 applications received for 80 spots.
 - The committee discussed the consultation procedure for the selection of participants

Goals for the Next term:

- Pathways
 - A document/e-document is being developed currently to map out PSAC education courses and paths for members
 - This document will allow members to navigate the education system more effectively to best suit their needs efficiently

Action Items:

- Fall Schedule

- Continued consultation with RO's regarding course selection and schedule
- Blanket Exercise
 - Follow up and possible rollout to the region

Recommendations to Council:

RECOMMENDATION:

1. That the Terms of Reference for the Education Committee be amended to add the following under the Composition of the Committee subsection:

- Members of the Education committee shall be responsible for the following:
 - Liaising with and supporting representatives for:
 - Racially Visible Members;
 - Aboriginal Members;
 - Members with Disabilities;
 - Gay, Lesbian, Bisexual and Transgender Members;
 - Regional Women's Committees;
 - Young Worker members;
 - Directly Chartered Local members;
 - Regionally based separated employer local members;
 - Academic Workers.
 - Any other committees or groups mandated by PSAC Ontario By-Laws

Report Moved: Melanee Jessup

Seconded: Lauren Baert

EXHIBIT “A”

MANDATE OF THE EDUCATION COMMITTEE:

The PSAC Ontario Regional Council is committed to a dynamic, relevant and accessible education program for all PSAC members in Ontario. To this end the Education Committee of the Ontario Regional Council shall:

- **actively promote the education program of the Alliance and the Alliance Facilitators’ network (AFN);**
- **identify current educational needs, anticipate emerging issues and seek broad based input into the Regional Educational Plan;**
- **review and discuss issues related to PSAC education in Ontario and where applicable make recommendations for the consideration of the full Regional Council;**
- **develop creative strategies for the delivery of PSAC Union education and training within locals, work sites, the union and the community;**
- **on behalf of the Council work collaboratively with the REO and staff from the various Ontario Regional Offices in the development and implementation of the Regional Education Plan, including the appropriate program allocations from the Regional Education Budget;**
- **maintain an active liaison with the Ontario AFN (Alliance Facilitators’ Network).**

COMPOSITION OF THE COMMITTEE:

The Committee shall be comprised of one Regional Council member from each of the geographic areas of Ontario (as described in the Regional Council ByLaws). In addition the Regional Education Officer shall be a full member of the Committee and serve as the Committee’s technical support person.

The REVP shall appoint a Chairperson and Co-Chairperson from amongst its members. The Chairperson shall be responsible for the following:

- in conjunction with the REO and in consultation with the REVP call regular meetings of the Committee;
- Chair all meetings of the full Education Committee and name any Chairperson(s) of any Education subcommittees;
- report on the Committee's progress to the Regional Council;
- maintain accurate records of the Education Committee's meetings and education recommendations that have been adopted by the Ontario Regional Council.

Members of the Education Committee shall be responsible for the following:

- representing the educational needs of their geographic areas;
- working collaboratively with the Regional Representative(s) in their geographic area in order to determine the educational needs of the PSAC members in that area and the most feasible and cost effective way of delivering that training;
- attending all meetings of the Education Committee;
- liaising with and supporting the AFN in their geographic area;
- *liaising with and supporting:*
 - *Racially Visible Members;*
 - *Aboriginal Members;*
 - *Members with Disabilities;*
 - *Gay, Lesbian, Bisexual and Transgendered Members;*
 - *Regional Women's Committees;*
 - *Young Worker members;*
 - *Directly Chartered Local members;*
 - *Regionally based separated employer local members;*
 - *Academic Workers.*
 - *Any other committees or groups mandated by PSAC Ontario By-Laws*

MEETINGS OF THE COMMITTEE:

The Committee shall meet in conjunction with regular or special Ontario Regional Council meetings. In addition the Chairperson and/or a majority of members of the Committee may, in consultation with the REVP, request a special meeting(s) via conference call and/or in person.

Moved by Melanee Jessup

Seconded by Lauren Baert

APPENDIX “B”

PSAC Ontario Council Health and Safety Committee Report November 2014 to April 2015

Committee Chair: Kevin Lundstrom
Committee Members: Marie Polgar- Matthews
Donna Struk
Tanya Fay
Mike DeCarolis
Richard McNeill
Souad (Sue) Soubra
Claudia Espinoza
Missy Taylor

Staff: Brenda Shillington

Regrets: Angela Fairweather (Staff)
Tanya Fay (Committee Member)

Agenda Items:

Main Actions to Date:

- Committee Chair spoke with Education Committee Chair in November 2014 to share and discuss Committee input regarding Health and Safety
- Additional Bill C-4 Sessions ran in geographic sub regions as coordinated by PSAC Regional Office Representatives
- Held Committee conference calls on Dec. 9, 2014 and Feb. 27, 2015
- Health and Safety Conference Organizing/Steering Committee was established and met in person on April 8th (5 hours) and 9th (6 hours), 2015
- Full Health and Safety Committee met on April 9th, 2015 afternoon

Round Table of Health and Safety Events and Information

- Each Committee Member shared information from their area on health and safety current events, opportunities, issues and concerns from their worksites and Membership
- There was discussion on future potential committee letter support for serious reported and documented worksite health and safety situations reported that could not be resolved at the PSAC Union Local level

Committee Business Items

- Reviewed previous committee reports and action items to update
- Sister Claudia Espinoza has accepted the position of Alternate Health and Safety Committee Chair
- There was a brief update on Committee budget finances
- Information will be forwarded to Committee Members in advance to facilitate the annual review and update of the committee terms of reference at the next meeting
- Committee Members were asked to think about ideas to enhance the linkages and network with PSAC Health and Safety Representatives and Committee Members and Activists in Ontario
- Ways to improve committee teleconference scheduling and participation were reviewed

Bill C-4

- There was discussion and Committee support to send out approved correspondence through the PSAC email tree to Ontario PSAC Union Locals recommending that the Locals submit through their Health and Safety Committees an official agenda item requesting that the designated Safety Officer be

invited to a Health and Safety Committee meeting to discuss changes due to Bill C4

2015 Health and Safety Conference

- Theme confirmed as “Are You In Danger? Let’s Find Out!”
- Date confirmed as November 13-15, 2015 with travel in after work on November 13th and Conference starting on Nov. 14th morning and ending on November 15th with travel home on the same day.
- Location selected was the Ivy Spencer Business Centre in London, Ontario with confirmed booking pending
- Health and Safety Conference Organizing/Steering Committee to meet via teleconference monthly
- Logo being worked on
- Topics and Speakers being worked on with the view to have content relevant to both federal and provincially regulated worksites

Support for Allied Organizations, Education and Training

- There was discussion on our Committee Mandate for support and promotion of allied partner organizations such as: the Workers Health & Safety Centre (WHSC), Occupational Disability Response Team (ODRT), Occupational Health Clinics for Ontario Workers (OHCOW), etc.
- The courses offered by these organizations, the opportunity to increase Member skills through training and be utilized under the Alliance Facilitator Network, and community events these organized are involved in were discussed
- An update of new health and safety related training opportunities to be requested from Angela Fairweather

April 28, 2015 Day of Mourning

- The annual Day of Mourning event recognizing workers injured or killed on the job was discussed and Committee Members discussed events scheduled for their areas

- There was consensus for consultation with Staff Representative Angela Fairweather to establish the historical messaging sent to PSAC Ontario Union Locals in the past through the PSAC email tree with the view to having this occur again this month

Political Action

- The importance of coordinating letters to and meetings with MPs and MPPs on important health and safety concerns was discussed
- Support letters for the ODRT program were discussed and Brenda Shillington provided supporting historical documentation
- There was a general discussion on the potential for Convention Resolutions to strengthen the future support for Health and Safety Conferences and potential PSAC multi-Local Health and Safety Focused Discussion Committees in different areas

Summary of Committee Action Items

- Monthly teleconference meetings of the Health and Safety Conference Organizing/Steering Committee with Angela Fairweather and Lynn Meston to continue with the work required for the planned November PSAC Regional Health and Safety Conference
- Committee promotion of the April 28 Day of Mourning
- Work on establishing updated Member information packages/websites from the WHSC, ODRT, and OHCOW with the view to providing to Members through the PSAC email trees, and to give to Members at the Regional Health and Safety Conference
- Committee promotion of ODRT support letters
- Committee promotion of having PSAC Union Locals invite a Safety Officer to their Health and Safety Committee Meeting to discuss the impact and interpretation of Bill C4
- An update of health and safety training opportunities to be requested from Angela Fairweather

- Prior to next Committee Meeting, Committee Members are to consider any required amendments to Committee Terms of Reference, and ways to improve linkages/networks with Regional PSAC Health and Safety Committees and Representatives

Moved by Kevin Lundstrom
Seconded by Claudia Espinoza

APPENDIX “C”

PSAC Ontario Council Equity & Human Rights Committee Report November 2014 to April 2015

Committee Chair: Souad (Sue) Soubra

Members: Lloyd Brown
David Carr
Sheila Karasiewicz
Missy Taylor

PSAC Staff: Joan-Ann Gravesande

Review

- Schedule rotation of Co-Chair
- Discussion of cost and purchase of fleece sweaters; Joan-Ann and Sheila will follow up with Wilson Dunn.

Goals for the next term:

1. Committee members to prepare individual statements targeting the issues faced by members of each of their equity group entitled “**WHY YOUR VOTE MATTERS**”. Submissions to be forwarded to Joan-Ann no later than April 20th, 2015. Under the current government, Human Rights issues are continually under attack. The goal of this committee is to promote the importance of voting in the next federal election (stopping Harper), by highlighting the Harper Conservatives record on Human Rights issues and encourage our equity members to vote for change.
2. Planning of an Equity Open House event for November 4, 2015 at the Toronto Regional Office. This committee feels it’s

- important to continue to promote the work of the Equity Committee and increase equity participation of members.
3. Review and update (if required) of the PSAC Ontario Equity Calendar and creation of an informational brochure promoting the Equity and Human Rights Committee. It is expected that these materials will be ready to launch at the proposed Equity Open House on November 4, 2015.

Action Items:

- Prepare material “WHY YOUR VOTE MATTERS” for distribution to membership - All
- Fleece jackets (Sheila and Joan-Ann)
- Equity Calendar and informational brochure – All
- Equity Open House – All

Recommendation to Council:

1. To support and promote the proposed Equity Open House, scheduled for the evening of November 4th, 2015 to our members.

Moved by: Souad (Sue) Soubra
Seconded by: David Carr

APPENDIX “D”

PSAC Ontario Regional Council Political Action Committee Report November 2014 to April 2015

Committee Members: Bob Black
Trevis Carey
Sharon DeSousa
Marie Polgar-Matthews

Staff: Lino Vieira
Christopher Wilson

Regrets: Claudia Espinoza
Debbie Willett

Meeting via conference call on Tuesday, March 10th, 2015 and April 7th, 2015 at 6pm.

Agenda:

1. Federal Election
2. Bill C-51
3. Labour Day Planning
4. CLC Election Preparation

Discussion:

1. **Federal Election** – Still unclear of when election will take place. (Could be fall or it could be an early election?). Council will be provided with platform highlights, they should be available in the near future. We have to use the member to member campaign to educate our members on the upcoming federal election and the issues. Because of the elections act: AS THE UNION, you cannot support any candidate. As a person you can support who you wish. In coordination with the CLC, we will identify key target ridings to be strategic with our resources.

2. **Bill C-51 (Anti-terrorist bill)** – We need to continue to support actions against this bill. The actions are mobilizing public awareness and we have gained public support.
3. **Labour Day Planning** – When looking at themes and slogan we need to keep election act in mind and polling information is showing us that we should change our target from “Stop Harper” to focusing on the issues. This way we can change those in the middle to not vote for Harper. If it is an early election we could be more positive with messages like “Unions Support Democracy”; “Unions Support Education”; “Unions Support Child Care”; “Union Support Pensions”; “Unions Support Health Care”. And if election is in the fall: “Vote For Democracy”; “Vote For Education”; “Vote For Child Care”; “Vote For Pensions”; “Vote For Health Care”. We would want to be in concert with CLC main issues. Colours will be provided to council to vote on.
4. **CLC Election Preparation Courses**-In Hamilton PSAC was recognized and acknowledged. Good representation from membership and council members. However in Sudbury not as much support. Feedback was positive, where members stated the training is worthwhile. Approx. 60 members have attended these courses across Ontario. The CLC will be holding 3 hour evening modules to continue the campaign. There is also a CLC telephone town hall meeting on the federal election on April 13th, 2015.

Recommendations:

4. Labour Day - to create t-shirts with 3 of the following 5 slogans.
If early Election: “Unions Support Democracy”; “Unions Support Education”; “Unions Support Child Care”; “Union Support Pensions”; “Unions Support Health Care”.
If Fall Election: “Vote For Democracy”; “Vote For Education”; “Vote For Child Care”; “Vote For Pensions”; “Vote For Health Care”.
5. Council should select a colour for the Labour Day t-shirts, sample swatches will be made available at the Council meeting.

6. CLC Election Preparation Courses: Attend follow up courses and the CLC telephone town hall meeting on April 13th at 6:30pm or 9pm. Call 1-877-229-8493 Pin 114131#

Moved by Marie Polgar-Matthews

Seconded by Bob Black

APPENDIX “E”

Bob Black
PSAC Ontario Council Report
Alternate Regional Executive Vice-President
November 2014 - March 2015

Objectives: for this period: Continue to make myself available to the Regional Executive Vice-President (REVP) and any other member in need of my assistance. Continue to promote the good name of PSAC.

Activities for the Period:

Nov	20	Attend Regional Office for Finance Committee
Dec	03	Plantgating in Hamilton
	12	Niagara Area Council Christmas dinner/meeting
	15	Labour Advisory Committee Meeting, OHCOW
Jan	22/15	Rally in Niagara Region
	26-30	Attend Regional Office for Finance Committee
	30-31	Leadership Training Meadowvale
Feb	2	Met with Local President for CEIU 649
	15 – 20	Attend National Constitution Resolutions Committee
	23	Met with member to discuss Pension
	25	Attend Regional Office for Finance Committee
MAR	6/7	Local Leadership Training
	10/24/30	Attend Regional Office for Finance Committee
	17	Plantgating in Hamilton
	19	Participate in Hamilton TB Day of Action and MP visit

Future Plans:

Continue to make myself available to the REVP and other members as needed.

Promote PSAC

Promote ongoing campaigns

Try to attend meetings outside of PSAC in an effort to express our goals and campaigns.

In Solidarity,

Bob Black,
Alternate Regional Executive Vice-President

Dave Carr
PSAC Ontario Regional Council
GLBT Member Representative Report
November 2014 – March 2015

Objectives:

- Represent and support GLBT members to raise the visibility of issues affecting this equity group to all members
- Provide information and tools to assist all members in ensuring they're kept informed on relevant issues
- Promote political actions, union engagement and encourage GLBT members to participate in meetings of Area Councils and existing equity committees

Actions:

05 Nov - Bill C4 Training - Hamilton
12 Nov - PSAC Ontario Council Media Training
13 Nov - PSAC Ontario Council HR and Education Committees
13 Nov - TB Bargaining Area Coordinator's Meeting
14/15 Nov - PSAC Ontario Council Meeting
20 Nov - Niagara Regional Labour Council Awards Dinner
25 Nov - Treasury Board Bargaining Town Hall – Niagara Falls
03 Dec - Hamilton Area Council, MDAC & RWC Joint Meeting
06 Dec - Stop Violence Against Women Candlelight Vigil
(Barrie)
12 Dec - PSAC Niagara Area Council Meeting
08 Jan - TB Bargaining Area Coordinator's Meeting
19 Jan – Hamilton Area Council Meeting
26 Jan – Niagara Area Council AGM
30/31 Jan - PSAC Leadership Training, Mississauga
5 - 8 Feb – Union Development Program, Toronto
5 Feb – PSAC GTA Pride Committee Meeting
16 Feb – PSAC Niagara Area Council Meeting
18 Feb – UNDE Local 623 AGM, London
27 Feb/Mar 1 – OFL Equity Committees 2015 Educational
05 Mar – TB Bargaining Area Coordinator's Meeting
6/7 Mar – CLC Election Preparation Conference, Hamilton
11 Mar – TB Bargaining Telephone Town Hall

25 Mar – PSAC GTA Pride Committee AGM & Elections

Plans:

- Encourage the PSAC GTA Pride Committee in raising its visibility to engage GLBT members in the GTA and ensure that PSAC GTA Pride Committee meetings are posted effectively to ensure maximum participation
- Identify and network with other GLBT groups and organizations
- Encourage GLBT members to attend educational offerings in order to ensure more visible and diverse participation is achieved
- Continue to provide GLBT related statements to coincide with dates identified on the PSAC Human Rights Calendar
- Initiate the establishment of an Ontario Region Pride logo

In Solidarity,

Dave Carr
GLBT Regional Representative

Debbie Willett
PSAC Ontario Council Report
Area Council Representative
Nov 13, 2014 April 11, 2015

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.

Actions:

Nov 13	Education meeting
Nov 14,15	Ontario Council Meeting
Nov 17-19	UTE Investigation – Toronto
Nov 20	WH&SC Dinner
Nov 28-29	UTE presidents Meeting – Niagara Falls
Dec 3	Hamilton Committees Christmas Dinner
Dec 8	PSAC Education Conference Call
Dec 12	Niagara Area Council Christmas Dinner
Jan 19	Hamilton Area Council
Jan 23	demonstration in St Catharines – Harper in town
Jan 26	Chaired Niagara Area Council Mtg
Jan 29-31	Leadership Training – Toronto
Feb 16	Chaired Niagara Area Council Mtg
Feb 12-22	UTE Investigation – Barrie
Mar 3	UTE Town Hall
Mar 6-7	CLC Pre Election Training
Mar 10	Political Action Committee Conference Call
Mar 18	CRA Demo
April 9	Education Committee Mtg
April 10-11	OC Mtg

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

Donna Struk
PSAC Ontario Regional Council
Region 6 Representative Report
December 2014- April 2015

Objectives:

- Keep Region 6 email/contact list updated
- Keep members informed on what PSAC Ontario Council is doing
- Continue to build a dialogue with Regional Office
- Promote Union Education
- Represent members at functions where required
- Avail myself to members for Support and Information
- Continue to work with PSAC campaigns and political actions

Actions:

Nov. 12-15 PSAC Ontario Council Meeting
Nov. 19 Participated in Day of Action - Welland
Nov. 25 Treasury Board Town Hall Meeting – Niagara Falls
Dec. 23 Niagara Area Council Xmas Dinner
Dec. 19 Participated in Day of Action – St Catharines
Jan. 19 Participated in Day of Action – St Catharines
Jan. 22 Participated in Rally – St Catharines – Harpers Visit
Jan. 26 Niagara Area Council Annual General Membership Mtg
Feb. 19 Participated in Day of Action – St Catharines
Mar. 11 Telephone Town Hall Meeting on Bargaining –
Treasury Board
Mar. 19 Participated in Day of Action – St Catharines
April 9-11 PSAC Ontario Council Meeting

Plans:

Promote the education programs to all members
Forward information and updates from bargaining committee to members
Work on fight back campaigns through demonstrations and worksite visits

In Solidarity,
Donna Struk, Region 6 Representative

**Grant Tennant
PSAC Ontario Regional Council
Region 3 Eastern Ontario
November 2014 - April 2015**

Objectives:

- Continue to create a network for getting communication with the region between the different locals
- Develop a plan for getting membership to become involved with there locals
- Promote the PSAC within the region through the locals working with there local labour councils

Actions:

- Having contacted all of the locals within the region that where on the email list provided and I am working on rebuilding communication between PSAC and their memberships
- Continue to work with the Renfrew District Labour Council to raise the image of organized labour and gain public support. We are organizing for labour day 2015
- Develop lines of communication for the locals to get there information and concerns to be heard at the council table
- Find innovative ways to promote the “19 minute “ actions at the local level
- Participate in the local events that promote and improved the image of organized labour

Plans:

- Change the discussions around organized labour and the importance of being involved with the political process
- Make the information known about what the current government has

done to effects the rights of organized labour and what they can do to effect the change that is needed

- I must give better representation for the presidents of the locals within the region
- Work with the education committee to get the members the training they are looking for to help there locals get stronger.

In Solidarity,

Grant Tennant
Region 3 Eastern Ontario

Kevin Lundstrom
PSAC Ontario Regional Council
Region 1, Northwestern Ontario Report
November 2014 – March 2015

Objectives:

- Represent interests/views of Northwestern Ontario (N.W.O) Members at meetings/functions
- Promote PSAC events, functions, education as appropriate
- Maintain regular contact and dialogue with PSAC Regional Office staff
- Attend Member meetings as invited and discuss ORC business
- As ORC H&S Committee Chair, coordinate meetings/conference

Actions:

- Attend PSAC ORC Meetings/Training (Nov. 12-15 and Jan. 30-31)
- Thunder Bay Area Council AGM (Mar.18) and liaise with members
- Attended meetings with PSAC R.O. Staff to discuss: regional education plan (Jan. 7); speak to members at a Police DCL Meeting (Jan. 25), discuss PSAC campaigns/priorities/Bill C-4, AF prep work
- Ongoing Meetings eg. Union Local, LMCC, H&S, chair Local AGM (Nov. 19), C4 Meeting (Nov. 29), CLC election workshops (Mar. 20-21), stop by PSAC Locals (Dec. 12 (3), Dec. 19 (4), Dec. 31 (1)), PSAC 3 Local Lunch (Mar. 16), attend Police DCL Conf. (Jan. 24-25)
- Participate in several calls and 2 teleconferences on: Health and Safety Committee and 2015 Conference business (Dec. 9, Feb. 27)

Plans:

- Attend April PSAC ORC, Committee, and Conference Meetings
- H&S Committee chair work (business and Conference items)

- Participate in teleconferences/calls and subsequently share relevant information, and work on email tree and attend meetings as invited
- Liaison and information sharing through Thunder Bay and N.W.O. Education Sessions, and through the established network of Area Council Committee, Regional Women's Committee and Aboriginal Circle in Region 1 (N.W.O.)
- Support for PSAC Campaigns and Lobbying Support

In Solidarity,

Kevin Lundstrom
Region 1, Northwestern Ontario Representative

Lloyd Brown
PSAC Ontario Regional Council
Racially Visible Members Representative Report
November 2014 to March 2015

Objectives:

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

Actions:

- Attend National Human Rights Committee Meeting - Ottawa Nov 3rd & Nov 4th
- Attend Coalition of Black Trade Unionists Award Dinner Nov 8th
- Attend PSAC Ontario Council Meeting Nov 12th to 15th
- Attend Coalition of Black Trade Unionists AGM Nov 13th
- Attend UTE Executive Council Meeting Nov 19th
- Participate in Education Committee Conference call Nov 24th
- Attend Stephen Lewis Foundation Film Screening Nov 27th
- Participate in National Human Rights Teleconference Nov 29th
- Participate in Education Committee Conference call Dec 8th
- Organize PSAC Racially Visible Committee International Human Rights Day Celebration Dec 10th
- Participate in National Human Rights Teleconference Dec 11th
- Attend PSAC Ontario Council Leadership Training Jan 30th to Jan 31st
- Organize PSAC Racially Visible Committee Black History Month Celebration Feb 25th

- Attend OFL Equity Committees Plan of Action Education Event Feb 27th to Mar 1st
- Participate in UTE Town Hall Teleconference Mar 3rd
- Attend UTE Executive Council Meeting Mar 4th
- Participate in UTE Day of Action in support of our Bargaining Team Mar 19th

Goals:

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

In Solidarity,

Lloyd Brown
Racially Visible Members Representative

Marie Polgar-Matthews
PSAC Ontario Regional Council
Academic Sector Representative Report
November 2014 – March 2015

Objectives:

1. Advocate for the Academic Precariat Worker
2. Broaden Academic Sector Relationships
3. Create an Academic Sector Infrastructure with common best practices
4. Assist and support the Academic Sector meeting in May 2015
5. Assist and support the 2015 DCL Conference
6. Assist and support the 2015 Health and Safety Conference

Actions:

1. Working with OUCC on a precarious worker educational, Telephone conference on March 2, next one March 25th. Launched “We Teach Ontario.ca” campaign
2. Oshawa Times and Durham Region.ca press interviews and coverage on precarious workers- March 10th.
3. Walked in solidarity with CUPE3902 (UofT) and CUPE3903 (York), on March 13th, 2015.
4. Meeting and planning for the May 8, 9 and 10th, Academic Sector Meeting venue has been confirmed- next meeting to confirm agenda April 9th, 2015
5. Meeting with other DCL for the planning of 2015 DCL Conference- March 30 to April 2nd.

Plans:

1. Continue to support 2014 Academic Sector Resolutions
2. Continue to support the development of the 2015 Academic Sector Educational Meeting, with help from the Regional Rep.
3. Support and participate in development of the 2015 DCL Conference
4. Support and participate in development of the 2015 H&S Conference
5. Start taking an active role on the Political Action Committee
6. Attend Nation Triennial Conference as an Observer.

In Solidarity,
Marie Polgar-Matthews, Academic Sector Representative

**Melanee D Jessup
PSAC Ontario Regional Council
Region 4, Southwestern Ontario Representative Report
October 2014 to March 2015**

Objectives:

- Attend a meeting with Southwestern Ontario Reps and alternates to prepare a plan to increase cohesiveness amongst members in Region 4.
- Support PSAC initiatives to fight for sick leave and to rid Canada of the Harper scourge.
- Continue to provide information to members via social media and other information conduits.

Actions:

- Consulted with London RO on Regional education plan
- Attended CLC Part II changes workshop
- Attended Treasury Board PA Table meeting
- Attended International Women's Day event
- Attended WRLC meeting
- Participated on TB Area Coordinators conference call
- Participated in UTE telephone town hall meeting

Plans:

- Continue to plan for a SWO rep/alternate meeting
- Launch a SWO newsletter
- Continue to share information via social media/email tree
- Participate in activities to oust Harper in October election
- Rejuvenate KW Area Council
- Attend PSAC National Convention
- Attend Spring School

In Solidarity,

Melanee D Jessup
Region 4, Southwestern Ontario Representative

Michael DeCarolis
PSAC Ontario Regional Council
Region 4, Southwestern Ontario Report
December 2014 – March 2015

Objectives:

- Develop communication tree/network with local presidents in Southwestern Ontario
- Development of union relations in Southwestern Ontario
- Work on PSAC campaigns through work site visits and demonstrations as necessary
- Promote union education
- Attend Area Council Meetings as scheduled

Actions:

- Attended Windsor Area Council meetings as scheduled
- Increased awareness through regular social media updates (Facebook, Twitter)
- Participation in Health and Safety Committee conference calls as necessary
- Bill C4 Training/Open House – Windsor, ON
- “Cluster Busting at the Ambassador Bridge and Detroit-Windsor Tunnel” by Michael Gilbertson (January 2015) – OHCOW Windsor Offices

Plans:

- Continue development communication tree/network with local presidents in Southwestern Ontario
- Continued development of union relations in Southwestern Ontario
- Attend Area Council Meetings as scheduled
- Planning Committee for upcoming Regional Health and Safety Conference (Fall 2015).

In Solidarity,
Michael DeCarolis
Region 4, Southwestern Ontario Representative

Peggy Jones
PSAC Ontario Regional Council
Directly Chartered Local Representative Report
November 2014 to April 2015

Objectives:

- Continue to build email tree and Mapping for all DCL Local and
- Keep members informed on what PSAC Ontario Council is doing
- Encourage DCLs to attend PSAC education and political events

Actions:

- Attended Area Council meeting (December, January, March)
- Attended and Chaired Women's committee (November, December, January, March)
- PSAC Members attended
- International Women's Week Feb 28 to March 9th. She Creates and walk to raise awareness for Violence against women.

Plans:

- Work with PSAC Regional Offices to contact information for DCL's
- Help to ensure DCLs can contact a PSAC Rep who understands DCLs in each respective Regional Office
- Working with assigned staff and all Ontario DCLs in planning and organizing the 2015 PSAC Ontario DCL Conference for November 2015 (Survey the DCL – topics for the Conference.)

In Solidarity,

Peggy Jones
Directly Chartered Local Representative

Missy Taylor
PSAC Ontario Regional Council
Regional Women's Committee Representative Report
November 2014 – April 2015

Objectives:

- Create format for regular communication /updates between Committee Chairs (email tree)
- Obtain regular reports on activities & functions of Committees
- Keep Women informed on activities of the PSAC Council and Women's Representative activities
- Promotion of involvement, engagement and education
- Learn of specific needs and concerns for RWC's
- Act as a support, be available, and accessible to all queries and issues

Actions:

- Attended Hamilton joint committee Holiday Dinner December 3/14
- December 6th Vigil at Philosophers Walk Toronto
- International Women's Day March & Rally - March 7th Toronto
- PSAC Leadership Training Jan 29-31/15
- PSAC Training – Fighting for Our Lives December 6th
- Attended ChildCare 2020 Conference in Winnipeg November 13-15, 2014
- Attended Toronto RWC meetings
- Attended National Women's Committee Calls
- TRWC April 8 – workshop/event with Special Guest; Aboriginal Rep. Sheila Karasiewicz to learn and create the Faceless Dolls and participate in Letter Writing Campaign to raise awareness on Missing and Murdered Aboriginal Women.

Plans/Goals:

- Meet with PSAC Rep to work on RWC Chair contact list
-

- Obtain all dates/Times/Locations or all RWC meetings – attend as many as possible via call, Skype or in person
- Attend minimum of one to two RWC for all locations over 3 year period
- Discuss with webmaster of the PSAC Ontario site how to add wording to create a more inviting and welcoming atmosphere to attract new members
- Have all RWC post the time/Date/Location for all meetings online & keep updated of changes

In Solidarity,

Missy Taylor,
Regional Women's Committee Representative

Richard McNeill
P.S.A.C. Ontario Regional Council
Region 3, Eastern Ontario Representative
November 2014 – April 2015

Objectives:

- Continue to build an email and map out our membership
- Prepare Region 3 members for the next federal election
- Attend Kingston Labour Council meetings
- Keep P.S.A.C. members informed on what Ontario Council is working on for their members

Actions:

- Continue to attend Kingston Area Council meetings
- Continue working with Kingston District Labour Council
- Continue working with Kingston Health Coalition

Plans:

- Will continue to attend events put on by Kingston Health Coalition
- Prepare for the next P.S.A.C. political action dinner
- Reach out to other Unions and community groups in preparation for the next federal election

In Solidarity,

Richard McNeill
Region 3, Eastern Ontario Representative

Ryan Ward
PSAC Ontario Regional Council
Region 5 (GTA) Representative Report
November 2014 – March 2015

Objectives:

- Continue to help make committees larger and more active to ensure they are able to execute what their goals are in 2015 to 2017
- Make contact with each Area Council and all committees operating within the Greater Toronto Area to find out how I can assist in communications, recruitment and/or activity planning
- Set up a plan to work with members in Durham Region put the framework together to start an Area Council

Actions:

- Attended TUB courses in Barrie and Toronto to welcome new stewards and executive into the PSAC
- Contacted Locals throughout the GTA about attending their AGM's
- Helped committees with the recruitment of new members

Plans:

- Work with Pride and GTAC committees to make their parades a success
- Prepare for upcoming Federal Election and work with GTAC on their political action endeavours
- Broaden Region 5 report to more Locals and more members
- Talk to the GTA committees to find out what their greatest problems are that can be solved
- Contact more Region 5 Locals to attend AGM's

In Solidarity,

Ryan Ward
Region 5 (GTA) Representative

Sheila Karasiewicz
PSAC Ontario Regional Council
Aboriginal Workers Representative Report
November 2014 to April 2015

Objectives:

- Continue to build Aboriginal email contact list.
- Represent and support Aboriginal Workers where required.
- Promote Union Education and Training.
- Continue to build dialogue with the Regional offices.
- Keep members informed on what the PSAC Ontario Council is doing.
- Bring Aboriginal issues to Council.

Actions:

- November 28-30, 2014 ➤ attended the OFL Aboriginal Education Gathering.
- December 6, 2014 ➤ attended and participated in the Vigil in memory of the Montreal Massacre and murdered and missing Aboriginal Woman.
- January 7, 2015 ➤ attended meeting with PSAC Thunder Bay regional office regarding 2015 Education schedule.
- January 30-31, 2015 ➤ attended PSAC Leadership Training.
- February 11, 2015 ➤ attended TBAY Women's Committee meetings
- March 2, 2015 ➤ attended TBAY Women's Committee meetings.
- March 8, 2015 ➤ attended TBAY International Women's Day Activities.
- March 18, 2015 ➤ attended Area Council AGM.
- April 8, 2015 ➤ attended Toronto Woman's Committee Meeting to provide the Faceless Doll Teaching and assist in the letter writing Campaign for the Murdered and Missing Indigenous Woman.

Plans:

- Work with PSAC Ontario Council Representatives to connect with Aboriginal Workers through newsletters and Media websites such as Facebook and Twitter.
- Create Blanket Exercise bundle for delivering the “The Blanket Exercise” by KAIROS Canada to members at the PSAC Regional Office in June 2015.
- Increase Aboriginal Workers knowledge of courses that are happening in PSAC Regional Offices and promote the education program.
- Educate the Aboriginal Workers about the PSAC Ontario Council through desk drops of flyers created by me.
- Lobbying MP’s/Senator’s on issues that are relevant to Aboriginal Workers.

In Solidarity,

Sheila Karasiewicz
Aboriginal Workers Representative

Trevis Carey
PSAC Ontario Council Report
Region 2 North Eastern Ontario
November 2014 – April 2015

- December 6, 2014 Representing Members with Mental Health Issues Training Sudbury Ontario.-This is an excellent one day course. I would recommend it to anyone.
- January 30-31 2015 Leadership Training Mississauga Ontario. Excellent Course will be useful during the next Federal Election
- February 11 2015 Annual General Meeting of UVAE 0043. Elected to Second Vice President.
- March 6-7 2015 Elections Training put on by Ontario Federation of Labour, Sudbury ON. Very informative, I highly recommend this course to anyone who wants to help their chosen candidate.
- March 9, 2015 Political Action Meeting Committee Meeting by Teleconference.

In Solidarity,

Trevis Carey,
Region 2, Northeastern Ontario Representative

Claudia Espinoza
PSAC Ontario Regional Council
Region 5, Greater Toronto Area Representative
November 2014 to March 2015

Objectives:

Contact locals
Work with community organizations
Increase member participation

Actions:

November 15 2014 : Network for the Elimination of Violence meeting
November 19 2014: Jane and Finch Action against Poverty meeting
January 10 2014: Haiti Independence Event, unions NGOs in Haiti
January 5 2015: Acting regional Vice President USGE
February 11 2015: Developed network with community and union forming conversations café twice a month
March 21 2015: Rally against police Violence

Plans:

Work with regional committees, support regional work
Increase member participation and awareness of psac
Work with community groups supporting federal election education
Support May Day actions

In Solidarity,

Claudia Espinoza
Greater Toronto Area Representative

Steve Tuffin
PSAC Ontario Regional Council
Regionally Based Separate Employer Locals
November 2014 – April 2015

Objectives;

- Make contact with all Separate Employer Locals
- Introduce myself, inform members of programs and campaigns sponsored and promoted by The PSAC
- Attend CLC pre-election training

Actions;

- Made personal contact with RBSEL members in Dec/Jan
- E-mailed local Presidents, trying to generate interest in membership representation. (alternate to this position)

Plans;

- Work with RBSEL members during upcoming federal election
- Encourage members to get involved in local ridings to support labour friendly candidates
- Work with Ontario Council and PSAC National office to ensure any and all messages get conveyed to all the Federal candidates prior to election
- Work with Components to help find a suitable alternate to this position

In Solidarity

Steve Tuffin
Regionally Based Separate Employer Locals

Souad Soubra (Sue)
PSAC Ontario Regional Council
Members with Disabilities Representative
November 2014 – April 2015

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 with OFL Person with Disability Committee
- Represent Members with Disabilities on the National Human Right Committee

Activities for this period:

- Participated the Int'l Day of Persons with Disabilities event (Dec 2nd /14)
- Attended the OFL Disability Committee meeting – Dec 5/14,
- Participated the PSAC H&S Conference call – Dec 9/14, Feb 28/15
- Attended the PSAC Human Rights event – Dec 10/14
- Participated the NHRC/MWD conference call – Dec 16/14
- Attended GTAC meeting -Dec 17/14
- Attended the PSAC Leadership Training – Jan 30-31/15
- Attended the CLC Election Preparation Conference – Feb 6-7/15
- Attended the RVM meeting – Feb 25/15
- Attended the OFL Equity Conference – Feb 27-March 1/15
- Attended the RWC meeting - Nov 18th/14, Jan 13, Feb 10, March 3, April 7/15
- Attended the OFL Plan of Action 2015 Education – Feb 27-March 1/15
- Working/updating the 8th editions of the MWD Newsletter

Plans:

- ❖ Attend the PSAC National Triennial Convention – April 26-May1/15
- ❖ Attend the GSU National Equity Committee in – May 12-13/15
- ❖ Attend the GSU Local President Conference – May 25-28/15
- ❖ 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: recognize the Int'l Day of persons with disabilities

In Solidarity,

Souad Soubra (Sue)
Members with Disabilities Representative