



PSAC Ontario Council Meeting Minutes July 8th – 9th, 2016 Toronto Regional Office

The meeting convened at 9:02 a.m. on Friday, July 8, 2016 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, Region 3 (Eastern)
Melanee Jessup, Region 4 (Southwestern)
Ryan Ward, Region 5 (GTA)
Claudia Espinoza, Region 5 (GTA)
Peggy Jones, Directly Chartered Locals
Marie Polgar-Matthews, Academic Workers Representative
Sheila Karasiewicz, Aboriginal Members
Souad (Sue) Soubra Boone, Members with Disabilities
Steve Khan, Gay, Lesbian, Bi-Sexual & Transgendered Members
Lloyd Brown, Racially Visible Members
Debbie Willett, Area Councils
Missy Taylor, Regional Women's Committees
Lauren Baert, Young Workers Representative

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

Regrets: Mike Decarolis, Region 4 (Southwestern)
Isabel Wrotkowski, Region 6 (Hamilton/Niagara)
Susan Glanville, Regionally Based Separate Employer

Observers: Darlene Brown – National Vice-President Union of Canadian Transportation Employees (UCTE), Martin Mika – Regional Vice-President UCTE, Craig Reynolds – Ontario Assistant Regional Vice-President of Union of National Employees (UNE), Norm Murray - Deputy Trustee Canada Employment and Immigration Union (CEIU), Lynda MacLellan, Ken Boone and Ed Jones.

AGENDA:

1. Adoption of Agenda
2. Adoption of previous meeting minutes (February 26-27, 2016)
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. Ontario Council Newsletter
10. PSAC Ontario Triennial Convention 2017
 - Delegate Assistance Committee
 - Samples of swag
11. PSAC Ontario Racially Visible Members Conference 2016
12. PSAC Ontario Regional Women’s Committee Conference 2016
 - Resolutions
13. Federal Government Lobbying Campaign – C-4
14. Labour Day

- T-Shirts samples

15. June 8th National Day of Action
16. Phoenix Pay System
17. Privatization of Hydro One
18. NBoD Strategic Plan
19. Ongoing Health Care Cuts
20. Justice for Migrant Workers
21. Precarious Work

The Chair swore in Sister Dana Kelly, Region 2 representative and Brother Steve Khan, Gay, Lesbian, Bi-Sexual & Transgendered (GLBT) member's representative. The Chair announced that Brother Dave Carr and Sister Tanya Fay had resigned from Ontario Regional Council due to personal reasons. The Chair thanked Brother Carr and Sister Fay for all the hard work they had done on behalf of Ontario Regional Council.

The Chair asked Brother Bob Black to read the PSAC Anti-Harassment Policy. Brother Bob Black was the Anti-Harassment Coordinator while Ontario Regional Council is in session.

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

Saturday, 9:00 a.m. – 3:00 p.m., lunch 12:00 p.m. – 1:00 p.m., Break 10:30 a.m.

Motion to adopt the hours of sitting.

m/s/c Ryan Ward and Peggy Jones

Item 1. Adoption of Agenda

The Chair added agenda item #18 – National Board of Directors (NBoD) Strategic Plan, #19 Ongoing Health Care cuts, #20 Justice for Migrant workers, #21 Precarious work.

Motion to adopt amended agenda

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

The Chair requested an honour roll call for members that have passed away since the last Ontario Regional Council meeting.

Moment of silence observed

Item 2. Adoption of previous minutes (February 26-27, 2016)

Motion to adopt previous minutes

m/s/c Lloyd Brown and Debbie Willett

Item 3. Business arising from previous minutes

National Board of Directors (NBoD) reports

The National Board of Directors reports will be sent from the National Executive office to the REVP office, which in turn will forward the NBoD reports to Ontario Regional Council members. Reports can also be found on the National website.

The Chair announced that Sister France Belanger, Executive Assistant to the National President has now retired and her replacement is Sister Marie-Christine Pelletier.

Fees guide for Alterna and Duca Credit Unions

The fees guide for Alterna and Duca Credit Unions, was sent out on May 31st, 2016 to Ontario Regional Council members.

Lobby Letter for Missing and Murdered Aboriginal Women

The REVP office sent Ontario Regional Council members, lobby letter for Missing and Murdered Aboriginal Women on February 27th, 2016.

Member in Good standing

The REVP office sent a memo on May 10th, 2016 to all Ontario Local President's and Ontario Regional Council members informing them, how to make a request for membership extension. Membership extension can be requested for the following reasons; sick leave, maternity and parental leave, compassionate care leave just to name a few.

Ontario Council Newsletter

The REVP office sent an email on April 26th, 2016, listing volunteers that will be providing articles for the upcoming Ontario Council newsletter, along with article submission deadline.

Joint Learning Program

The Chair spoke with Brother Carl Gagnon, National President of Veterans Affairs at the NBoD meeting in June. Brother Gagnon will be speaking on this matter at the next Ontario Regional Union Management Consultant Committee (RUMCC) meeting.

Motions

PSAC Ontario Regional Council to make a donation of \$1000.00 to the PSAC members of Rideau Carlton who have been locked out of their worksite for over two months, funds were sent out on April 21st, 2016.

PSAC Ontario Regional Council to make a donation of \$300.00 to the 13th Annual on Track to Cardiac Recovery in support of Toronto Rehab Foundation on behalf of member Sister Veronica Eastman, funds were sent out on April 21st, 2016.

m/s/c Bob Black and Peggy Jones

Item 4. Regional Executive Vice-President Report

Bob Black assumed Chair.

The chair highlighted portions of her report.

The Chair stated that updates on the national bargaining teams can be found in the National President's report located on the National website.

The Chair spoke with Rick Smith who is the Director of the Broadbent Institute. PSAC has supported the Broadbent Institute as they do their tours throughout the country on representational democracy. Rick has agreed to do a presentation on electoral reform at our next Ontario Regional Council meeting.

There will be a three and half day Leadership Orientation session for newly elected leaders. The training is set to take place at the Westin Hotel in Ottawa on November 30th – December 3rd, 2017.

Newly-elected leaders' orientation: 1 day

Roles & Responsibilities
PSAC Structure
Labour Movement

All leaders: 2 days - Plenaries

Communicating with members
Member engagement and mobilization
Promoting equity, human rights and inclusion
Labour Relations Management

Component and Regional Caucuses: 0.5 day

This session will facilitate networking.

Collective Bargaining

Ongoing Bargaining

- Nishnawbe-Aski Police Service (NAPS) – (DCL 400 officers and DCL 401 civilians) By decision dated, April 7th, 2016 the Supreme Court of Canada denied PSAC leave to Appeal the Federal Court of Appeal decision that ruled that the Canada Industrial Relations Board (CIRB) did not have jurisdiction to certify PSAC as the bargaining agent for Officers and Civilians of the Nishnawbe-Aski Police Service Board. Therefore, the Ontario Labour Relations Board has activated our certification and now our NAPS members will be under provincial jurisdiction as we continue bargaining.
- Anishinabek Police Service (APS) – (DCL 426 officers) The jurisdictional decision received through NAPS also impacts on our APS members. The Ontario Labour Relations Board has activated our certification and now our APS members will be under provincial jurisdiction as they continue bargaining.
- Treaty Three Police officers (DCL 410) have withdrawn their jurisdictional challenge. However, in light of the Supreme Court decision with the other First Nations Officers groups (APS and NAPS), the Ontario Labour Relations Board certified this unit under provincial jurisdiction. Bargaining will continue now under the OLRB.
- The Bluewater Bridge (DCL 501) bargaining team will continue bargaining with a meeting date scheduled for May 31, 2016.
- Commissionaires (DCL 818) at CFB Kingston are currently in conciliation.

First Agreements

- On March 11, 2016, Postdoctoral Fellows (DCL 555) at the University of Ontario Institute of Technology (UOIT) have ratified their first collective agreement.

Renewal Agreements

- Georgian Downs Racetrack (DCL 500) members ratified their new collective agreement on March 3, 2016.
- Sudbury Commissionaires ratified their new agreement on May 15, 2016.

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 application remains before the board. In three previous rounds, witnesses provided written testimony to the OLRB. We are waiting for dates for a fourth round as we continue to work toward defining the application of the scope of the unit.

Operational Managers at Ontario Corrections

In a split (2-1) decision, the Ontario Labour Relations Board has ruled that PSAC's certification application to represent Operational Managers in Correctional Facilities across Ontario is dismissed. The Labour Board decided that labour relations for provincial Crown employees is regulated by the Crown Employees Collective Bargaining Act and that only those Unions recognized under the Act (OPSEU and AMAPCEO) have the right to represent employees under the Act unless a new Bargaining Agent displaces one of those two Unions, which PSAC was not seeking to do in this certification application. PSAC has filed a Judicial Review of the OLRB's decision to dismiss the application. Expecting the hearing in the Fall of 2016.

Faculty Advisors at University of Ontario Institute of Technology (UOIT)

The employer has not agreed to add the Faculty Advisors to the existing bargaining unit. These workers had been employed on

a contract basis from academic year to academic year. After our application in 2015, their contracts were not renewed for the 2015-2016 academic year. Their work was transferred to the sessional faculty, which is unionized with PSAC 555. We filed an Unfair Labour Practice complaint but accepted a financial settlement for the affected workers. PSAC 555 is pursuing a grievance regarding the increase to the sessional workload brought by this added work.

Ontario Lottery and Gaming Corporation in Sault Ste. Marie

PSAC has reached an agreement with the OLG regarding the bargaining unit description at their Sault Ste Marie facility (PSAC DCL 00946). The Ontario Labour Relations Board has now issued a final certificate for a bargaining unit of employees at the Ontario Lottery Gaming Corporation in Sault Ste. Marie. With this decision, bargaining will soon commence.

Certification Application at OLG - Lesmill

PSAC has now been certified as of May 16, 2016 to represent workers at the Ontario Lottery and Gaming corporation's Lesmill facility. This group of approximately 80 workers, work primarily in I.T. Employees at Lesmill heard about PSAC's successful campaign at the OLG Sault Ste. Marie headquarters and decided to reach out to our union to represent them.

Labour Board dismisses Western's Objection

The Ontario Labour Relations Board dismissed an objection raised by the University of Western Ontario to PSAC's certification application for Postdoctoral Fellows at Western.

Western had argued that the certification application for Postdoctoral Fellows filed in December 2015 should have been barred because PSAC had entered into Minutes of Settlement in September 2008 for a similar application for "Postdoctoral Associates".

Western is now arguing that the certification application should be dismissed because PDFs are not employees under the Act. PSAC's position is that these are employees of Western. Legal precedents have already been set with PSAC's other academic sector units including; Postdoctoral Fellows at Queen's University and Postdoctoral Fellows at the University of Ontario Institute of

Technology, which had both joined PSAC since our first certification application for PDFs at Western in 2008. We are now awaiting a decision by the Labour Board on this challenge.

Provincial By-election

Whitby-Oshawa

Premier Kathleen Wynne called a by-election for the riding of Whitby-Oshawa for February 11, 2016. The seat had been vacant since August, when Progressive Conservative Christine Elliott resigned months after losing the race for party leadership to Patrick Brown.

Progressive Conservative candidate Lorne Coe won the seat with 53 per cent of the vote. Liberal candidate Elizabeth Roy had 28 per cent of the vote with NDP candidate Niki Lundquist achieving 16 per cent.

Scarborough—Rouge River By-election

A by-election will soon be called for the riding of Scarborough—Rouge River after Liberal MPP Bas Balkissoon resigned his seat. Neethan Shan will run for Ontario New Democrats and former federal NDP Rathika Sitsabaiesan is running for the Ontario Liberal Party nomination.

Ontario's 2016 budget

The 2016 provincial budget was released on February, 25, 2016, two months earlier than last year's budget, leaving little time for pre-budget consultation input to be considered. The focus of this year's provincial budget is on creating a "friendlier" business climate in the province, by "modernizing the regulatory system and continuing the reduction of red tape".

The government is continuing with its commitment to infrastructure spending, however, it is worrisome that the funding for these projects seems to be focused on private capital through public-private partnerships and the selling off of public assets, like Hydro One.

Federal Budget

The federal budget was released on March 22, 2016. After a decade of Conservative rule that included yearly departmental budgetary freezes, this was the most progressive budget in a long time.

Although much of the damage done to public services by underfunding them is not addressed in this budget, the financial commitments to Aboriginal and First Nation's communities, along with improvements to Employment Insurance and reducing the age of Old Age Security back down to 65 are welcome. The Liberals have also committed to re-opening the Veterans Affairs Canada offices closed by the previous government and boosting funding to the department as well as to health care spending.

Mobilization

Ontario Local Health Check Survey

At the start of 2015, our Region undertook a new Local Health Check Survey to assess our Locals capacity. PSAC Ontario asked Local Executive members to fill out this survey to determine member engagement and what development needs a Local may have. From that information, regional representatives have been working with identified Locals to create action plans to improve the capacity of those Locals. We are continuing this work on a proposal by proposal basis for the remainder of the year.

Treasury Board Mobilization

Treasury Board Area Coordinators continue to meet to strategize on mobilizing members to in support of this round of bargaining. Area Coordinators are also taking part and encouraging members to lobby their local MPs on the need for a fair contract and the importance of sick leave. June 8th has been selected for a National Day of Action, where members are being asked to come up with creative ways to show their support for their bargaining teams through visual actions across the country.

2016 Area Council Plans

In December of 2015, Sister Robyn Benson, PSAC National President held a conference call with all the PSAC Area Council Chairs across the country. The call was meant to engage with our

Area Council's to prepare them for determining their plans for political action for the 2016 calendar year. Regional Executive Vice-Presidents (REVPs) will be helping in preparing these plans by working with their respective Area Council's in the regions. Sharon DeSousa, REVP for Ontario has been meeting with the Area Councils, in person or via conference call to assist in finalizing their plans.

PSAC's National Lobbying Campaign

PSAC launched a national lobbying campaign designed to accomplish the following objectives.

- Prior to the first federal budget that is expected for March
- Pressure the Liberals to keep their election promises including: restoring collective bargaining rights (Bills C-4 and C-59), health and safety protections (C-4), union rights (C-377), and protecting workers' rights to organize (C-525)
- Establish a connection with new MPs
- Focus on reinvesting in federal public services and restoring our bargaining rights
- Empower members to discuss how cuts and budget freezes are affecting their workplaces and the delivery of services

Although the initial start of the campaign was to influence the federal budget, members are encouraged to continue to lobby their political representatives on PSAC priorities and develop those relationships.

Young Worker Video

On March 2, 2016, PSAC Ontario launched a young worker video that was filmed at the Ontario Young Worker's Summit in late 2015. At the 2015 PSAC Ontario Young Workers Summit, members spoke about the importance of unions in advancing issues affecting young workers, which is reflected in the video. The video also highlights our union's work in engaging our young members in the Labour Movement and can be viewed online here:

<https://youtu.be/wCg88Sq-CAQ> . The video has reached over 26,000 people with over 7,200 views, 160 likes and 45 shares.

OLG Queen's Park Press Conference and Rally

On March 9, 2016, a press conference was held at Queen's Park to discuss the lockout of PSAC members in the Ottawa region who work at the Ontario Lottery and Gaming (OLG) corporation at the Rideau Carleton Raceway. These workers have been locked out since December 16, 2015, for demanding a fair wage increase and the protection of their pension. NDP MPP and Labour Critic, Cindy Forster spoke on the issue along with two members from the workplace and NCR REVP Larry Rousseau.

After the press conference, we held a rally on the Queen's Park grounds at noon to demand respect for our members and pressure the OLG back to the bargaining table. Members were joined by our members who work at OLG Woodbine, along with labour movement support from the Ontario Federation of Labour, UNIFOR and community groups such as ACORN. Progressive Conservative Lisa MacLeod, who represents the riding spoke on this injustice, along with Sharon DeSousa, REVP for Ontario and Doug Marshall, Union of National Employees President. The following NDP MPP's came out to show their support, Wayne Gates, Percy Hatfield, Taras Natyshak, and Jennifer French. The rally received media coverage from:

- <http://www.cfra.com/news/2016/03/09/locked-out-rideau-carleton-raceway-slots-workers-take-their-fight-to-queens-park>
- <http://www5.tfo.org/onfr/olg-des-employes-en-lock-out-helent-queens-park/>

Agriculture Union Regional Seminar

On March 11 to the 13th, 2016, the Agriculture Union Component held a regional seminar in Toronto. 45 members were in attendance for this annual event. Sharon DeSousa, REVP for Ontario spoke on maintaining pressure on the new government to keep their pre-election commitments. Sister DeSousa highlighted PSAC national lobbying campaign as a conduit for this work.

Hamilton Young Worker Committee

A new PSAC Young Workers Committee has been established in Hamilton. The new Committee held an open house at the Hamilton & District Labour Council on March 19th, 2016.

This is the second Young Worker Committee in the Ontario region, which is a testament to the mobilization work in engaging our young members.

Kingston Young Worker Meeting

Sharon DeSousa, REVP for Ontario met with a group of Kingston young workers who are planning to re-establish the Kingston Young Worker Committee. The meeting was held on May 3, 2016.

DCL 818 – Kingston Commissionaires

The Kingston Commissionaires continue to struggle with their employer over paid sick leave. As an older workforce, primarily comprised of veterans, sick leave has become the number one issue. On May 19, 2016, the unit held an information picket at the base and at the Royal Military College. The information picket was supported by the Kingston & District Labour Council, UNDE 641, QUFA (Queen's University), DCL 901 (Queen's University), UNIFOR and OPSEU. The event received favourable coverage:

- <http://www.ckwstv.com/2016/05/19/commissionaires-eager-to-get-back-to-bargaining/>
- <http://www.ckwstv.com/2016/05/16/cfb-kingston-commissionaires-pushing-for-change-from-management/>

Labour Movement/ Solidarity

Bill 177 NDP Private Members Bill on Sexual and Domestic Violence

On March 9, 2016, MPPs voted unanimously on second reading to support Bill 177, put forward by NDP Women's Issues Critic Peggy Sattler, MPP London West. The bill provides survivors of sexual or domestic violence with up to 10 days of paid leave to deal with the harm they experienced. The bill also requires all employers to provide workplace training on domestic and sexual violence. PSAC Ontario and affiliates with the Ontario Federation of Labour lobbied heavily to

have this bill pass and continues our work through our national campaign to end domestic violence.

Equal Pay Rally

On April 19, 2016, the Labour Movement came together at the corner of College and University, in Toronto, near Queen's Park to demand that the government undertake several measures to ending the gender pay gap. Although pay equity is the law in Ontario, women continue to earn on average 30% less than their male counterparts. Speakers at the rally included, Mary Cornish (Equal Pay Coalition Chair), Fred Hahn (CUPE Ontario President), and Sharon DeSousa (PSAC Ontario REVP). Members from the Component, the Union of Solicitor General Employees (USGE) who were undertaking training nearby, came out to the rally to show their solidarity, led by their National President, Stan Stapleton.

May Day

The PSAC London Area Council attended May Day celebrations at the London Peace Gardens to see former London District Labour Council President, Joe Wilson, receive the Tolpuddle Martyr award.

Day of Mourning

PSAC Ontario held radio ads the week prior to this year's National Day of Mourning held annually on April 28th. The ads played all across northern Ontario to promote lobbying as a means of improving health and safety protections for workers.

Our Agriculture Local 18 in Windsor combined the national Day of Mourning and May Day actions together. Working with management, the Local co-sponsored a day of mourning event where all staff were asked to wear black and members were invited to participate in a gathering to commemorate the days.

Blood Drive

The PSAC Kingston Area Council decided to sponsor a local blood clinic as part of their campaign priorities for the year. The blood drive continues our regions commitment to raise awareness on the need to donate blood and organ donation, which was a resolution that was passed by delegates at the last Ontario triennial convention in 2014.

Toronto & York Region Labour Council Anniversary Gala

On May 13, 2016, the Toronto and York Region Labour Council held their 145-year celebration gala and Bromley Armstrong awards. PSAC members took part in the celebration, which honoured the many years of strides the Labour Council has made in making our city better for working people. CLC President Hassan Yussuff payed tribute to the leading role of the Labour Council within the country's labour movement, which was illustrated by a slide show covering the Council's work since 1871. The Bromley Armstrong Award was given to two worthy recipients – David Onyalo and Winnie Ng. Both have been ground-breakers on equity and anti-racist work for decades.

Education

Ontario Racially Visible Conference

The first PSAC Ontario Conference was held at the Sheraton Hotel in Toronto on March 18-20, 2016. 78 delegates attended the conference, and of the 78 delegates 47 were first time applications and 21 were young workers.

From the conference, learning materials were developed including discussion papers on the topics of: Employment Equity, Immigration, Precarious Employment, and Workplace Discrimination and Harassment, among other issues.

The conference was a tremendous success and will lay the framework for the other regional racially visible conferences that will take place across the country.

Ontario Women's Conference

The 2016 PSAC Ontario Regional Women's Conference will be taking place from June 2-5, 2016 at the Chelsea Hotel in Toronto. This year's theme is "*Confronting ISMs...Empowering Women!*" Each PSAC constitutionally recognized Regional Women's Committee is entitled to send one Delegate to the Conference.

Equity and Human Rights

Black History Month

On February 25, 2016 the PSAC Toronto Racially Visible Committee and the PSAC Toronto Pride Committee held a joint Black History month celebration featuring guest speaker Ryan G. Hinds. Ryan is a critically-acclaimed Canadian singer, actor and dancer, who spoke eloquently on the barriers facing gay black entertainers.

International Women's Day

International Women's Day is celebrated annually on March 8th. Toronto hosts one of the largest marches in the country, where Sharon DeSousa, REVP for Ontario joined Sisters from the Ontario Federation of Labour Women's Committee, as they led the parade through the city.

This year's theme was; *Sisterhood, Solidarity and Strength*.

Heartbeat of the Drum "A Walk for Healing"

On May 8, 2016, the community of Thunder Bay held a traditional hand-drummers' celebration to promote healing for indigenous peoples. Hundreds of hand-drummers participated in the beating to the heartbeat of Mother Earth celebration, including Sheila Karasiewicz, PSAC Ontario Council Aboriginal members representative.

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 January 30, 2016 to May 27, 2016

Feb. 1, 2016 – Meeting with Treasury Board and Operational Services Group (SV) in Ottawa
Feb. 2, 2016 – Transition Committee meeting
Feb. 2, 2016 – All national bargaining teams meeting
Feb. 3, 2016 – SV bargaining team and Ships Crew meeting
Feb. 4, 2016 – Ontario Federation of Labour (OFL) Executive Committee meeting in Toronto
Feb. 5, 2016 – REVP strategy meeting
Feb. 16, 2016 – Education Committee meeting in Ottawa
Feb. 17, 2016 – Transition Committee meeting
Feb. 17, 2016 – Ontario New Democratic Party meeting
Feb. 18, 2016 – Credit Union meeting
Feb. 18, 2016 – London Area Council meeting
Feb. 19, 2016 – Credit Union meeting
Feb. 22, 2016 – Ontario Lottery and Gaming Corporation (OLG) meeting in Ottawa
Feb. 23-25, 2016 – National Board of Directors (NBoD) meeting
Feb. 26-27, 2016 – Ontario Regional Council meeting in Toronto
Mar. 1, 2016 – PSAC Toronto Young Workers Committee meeting
Mar. 3, 2016 – Union of National Employees (UNE) Local 137 AGM
Mar. 5, 2016 – Toronto International Women’s Day march
Mar. 8, 2016 – PSAC Toronto Regional Women’s Day meeting
Mar. 9, 2016 – OLG press conference at Queen’s Park
Mar. 9, 2016 – OLG rally at Queen’s Park
Mar. 11, 2016 – PSAC Ontario Council Finance Committee meeting
Mar. 12, 2016 – Agriculture Union (AGR) Ontario Seminar
Mar. 14-15, 2016 – Alliance Executive Committee (AEC) meeting in Ottawa
Mar. 16, 2016 – PSAC’s Greater Toronto Area Council meeting
Mar. 18-20, 2016 – Ontario’s Racially Visible Conference
Mar. 21, 2016 – Hamilton Area Council meeting
Mar. 23, 2016 – Transition Committee meeting in Ottawa
Mar. 24, 2016 – Education Committee meeting
Mar. 31, 2016 – Thunder Bay Area Council meeting in Thunder Bay
Apr. 1-3, 2016 – Union Development Program in Nova Scotia
Apr. 4, 2016 – Toronto Racially Visible Committee meeting

Apr. 5, 2016 – Sudbury Regional Women’s Committee meeting in Sudbury

Apr. 6, 2016 – Union of Taxation Employees (UTE) Local 42 information picket

Apr. 6, 2016 – Sudbury Area Council meeting

Apr. 8-10, 2016 – New Democratic Party (NDP) Convention in Edmonton, Alberta

Apr. 11-12, 2016 – AEC meeting in Ottawa

Apr. 13, 2016 – Transition Committee meeting

Apr. 15, 2016 – OFL strategy meeting

Apr. 15, 2016 – Fight for \$15 and Fairness rally at the Ministry of Labour’s office in Toronto

Apr. 16, 2016 – OLG Woodbine (DCL 533) bargaining meeting

Apr. 18, 2016 – Union of Solicitor General Employees (USGE) Ontario Conference

Apr. 19, 2016 – Equal Pay Day Rally in Toronto

Apr. 20, 2016 – OFL Executive Committee meeting

Apr. 21, 2016 – OFL Executive Board meeting

Apr. 25, 2016 – Duty to Accommodate training

Apr. 26, 2016 – MPP Lobby meeting

Apr. 29, 2016 – Toronto Pride Subcommittee meeting

May 3, 2016 – Kingston Young Worker Committee meeting in Kingston

May 4, 2016 – Transition Committee meeting in Ottawa

May 5, 2016 – Alliance Facilitators meeting

May 6-7, 2016 – Academic Sector meeting in Barrie

May 7, 2016 – Union of National Defence Employees (UNDE) meet and greet in Toronto

May 9-10, 2016 – AEC meeting in Ottawa

May 11, 2016 – Hamilton Regional Women’s Committee meeting in Hamilton

May 12, 2016 – UTE ratification vote webinar

May 13, 2016 – Toronto & York District Labour Council gala

May 16-18, 2016 – Research meeting in Ottawa

Motion to adopt REVP’s report

m/s/c Sharon DeSousa and Melanee Jessup

Sister Sharon DeSousa resumed Chair.

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

Brother Christopher Wilson gave an update on the operational status of the Ontario Region, details below.

The Ontario Region maintains a dynamic collective of experienced and highly skilled staff. To ensure continuity in membership representation, I am pleased to provide the following updates on staffing actions since our last Regional Council meeting:

Thunder Bay Regional Office

Sandra Goodick was the successful candidate for the permanent Regional Representative position in Thunder Bay. Sandra has been acting in the position on a term basis following the retirement of Judith Monteith Farrell last year. The position was initially posted on a term basis pending the results of the ROB review. The Director's Team supported the recommendation from the ROB review that the position be filled on a permanent basis. Sandra's appointment will ensure continuity in representation of members in the Thunder Bay RO service area.

Jacqueline Maurice has been extended until August 31st, 2016 as the Administrative Assistant in the Thunder Bay Regional Office. Jacqueline will ensure continuity in the position during the competition process to fill the Administrative Assistant position. A staffing action has been submitted with the recommendation to the Director's Team that the position be posted on a permanent basis.

Sudbury Regional Office

Réjean Amyotte has been extended as a term Regional Representative until November 30th, 2016. A further update will be provided at the next Regional Council meeting.

Colette Mann returned to work, following a leave of absence, starting the week of April 4th, 2016.

Melinda Butlin has been extended as Administrative Assistant in Sudbury until July 29th, 2016 to ensure coverage during Colette's graduated return to work. Melinda has been backfilling for Colette and successfully ensured administrative continuity. Melinda has made a real contribution to the office and region.

Toronto Regional Office

Kathryn McDonald has been extended as a term Regional Representative in the Toronto RO until December 30th, 2016 for purposing of backfilling for Brenda Shillington whose assignment in the North has been extended until the end of the year.

Marcia Maliwat returned to work on May 9th, 2016 as an Administrative Assistant following a leave of absence.

Marion Kirin was extended as an Administrative Assistant until May 6th, 2016 to help facilitate the processing of expense claims arising from the Racially Visible Conference along with other administrative tasks associated with the conference such as a budget. Marion has returned to her substantive position as secretary.

Beth Bennett was the successful candidate for a permanent Administrative Assistant position in Charlottetown, PEI. Beth completed various term assignments as a secretary within the Toronto Regional Office dating back to September 24th, 2012. Beth also completed a term assignment with the REVP Office working on the PSAC Ontario 2014 Ontario Regional Convention. March 11th was Beth's last day working within the Ontario Region. Please join me in extending best wishes to Beth in her new position.

Item 6. Ontario Council Committee Reports

The Chair thanked all the Ontario Regional Council Committee members for their hard work.

Sister Debbie Willett will be retiring from the Federal Public Service in the coming months. The Chair recognized the hard work of Sister Willett, who has been a leader in our PSAC regional education program.

Sister Melanie Jessup has accepted the position of Chair of the Ontario Council Education Committee. The Chair thanked her for taking on this role.

Education Committee Report (Appendix “A”)

Sister Melanee Jessup presented on behalf of the committee. Sister Jessup welcomed Brother Steve Khan to the Education Committee.

The Education Sub-Committee will be meeting in September to discuss the 2017 education budget plans, which will be brought to the Education Committee at the November 2016 Ontario Regional Council meeting.

Recommendations to Council:

No recommendations at this time.

Motion to adopt the Education Committee’s Report

m/s/c Debbie Willett and Melanee Jessup

Equity and Human Rights Committee (Appendix “B”)

Sister Sheila Karasiewicz, Chair of the Equity & Human Rights Committee presented on behalf of the committee. Sister Karasiewicz welcomed Brother Steve Khan as the new GLBT representative on Council, replacing Brother David Carr.

The Ontario Region had a very successful Ontario Regional Women's Conference and Racially Visible Conference. Highlights of both conferences will be presented later on the agenda.

Recommendations to Council:

1. To hold Equity & Human Rights Open houses in Thunder Bay, Sudbury, Kingston and London

Recommendation carried

2. Funding in the amount of \$7914.62 from the Special Line Item will be provided to accomplish this.

Motion: Funding in the amount of \$7,900 would come from (1) the special initiative line item \$6,300 and (2) the remaining amount to be taken from the Committee's portfolio dollars.

m/s Marie Polgar-Matthews and Richard McNeill

Question called on the debate of motion

m/s/c Richard McNeill and Sue Soubra Boone

Recommendation carried

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

m/s/c Sheila Karasiewicz and Missy Taylor

Political Action Committee Report (Appendix "C")

Sister Marie Polgar-Matthews chair of the Political Action Committee presented on behalf of the committee.

Recommendations to Council:

1. Ontario Council members email and/or call their MP during the Council session demanding that the Phoenix Pay System be fixed.

Recommendation carried

2. Ontario Council members will lobby their MPs and MPPs and support their constituents in lobbying their MPs and MPPs, to fix the Phoenix Pay System, and that the Ontario Government make labour laws fairer for workers.

Motion: To Separate recommendation number two into two recommendations. The first part will be called 2a. Ontario Regional Council will lobby their MP's to fix the Phoenix pay system. The second part will be called 2b. Ontario Regional Council will lobby MP's to make our Labour Laws fair.

m/s/c Bob Black and Melanee Jessup

- 2a. Ontario Regional Council will lobby their MP's to fix the Phoenix pay system

Recommendation carried

- 2b. Ontario Regional Council will lobby MP's to make our Labour Laws fair.

Recommendation carried

Sister Baert asked if there will be a Make It Fair Campaign lobby kit developed.

Brother Lino Vieira stated that the kits would be sent out sometime in August.

Brother Lloyd Brown wanted to confirm if all Ontario Regional Council committees have the option to meet via conference calls.

The Chair stated that all Ontario Regional Council Committee have this option available to them.

Motion to adopt the Political Action Committee's Report

m/s/c Debbie Willett and Marie Polgar-Matthews

Health & Safety Committee Report (Appendix "D")

Brother Kevin Lundstrom presented on behalf of the committee.
Brother Lundstrom welcomed Sister Dana Kelly to the Committee.

Recommendations to Council:

1. That Council Members consult with their member constituency on suggested content input regarding updating the health and safety information page on the PSAC Ontario website to include any health and safety topics, articles or notifications as a mechanism of sharing relevant information with members. This web location is an avenue or resource that could be better utilized. This also supports an action item theme about the benefits of utilizing electronic pages and bulletin boards from the November 2015 PSAC Ontario Health and Safety Conference sub-caucus discussion groups.

Recommendation carried

2. That simple and straight forward provincial and federal health and safety legislation flowcharts be developed to share with members to simplify health and safety processes and procedures that clearly inform members the appropriate steps to take in the incidence of workplace bullying and

violence and other designated health and safety matters. The multiple forms and processes and complexity can make it very confusing for members under duress, and the flowcharts could provide benefit.

Recommendation carried unanimously

Motion to adopt the Health & Safety Committee's Report

m/s/c Kevin Lundstrom and Marie Polgar-Matthews

Finance Committee (Appendix "E")

Brother Bob Black Chair of the Finance Committee presented on behalf of the Committee.

We had agreed at a previous Ontario Regional Council meeting to invite the National and Regional Component Officers who reside in the Ontario Region to attend a Regionalization session; the session was completed this weekend.

Recommendations to Council:

1. The Finance Committee recommends that Ontario Council accept the 2015 financial reports as presented.

Recommendation carried

2. The Finance Committee recommends that Ontario Council hire a part-time bookkeeper to maintain the Council's books and records. This will save time and money, freeing up funds for other Council initiatives. The cost for such a move is approximately \$250 per day. We have, so far, been using the services of Galit Sugar, with positive results. Galit has been called upon by other PSAC Regions to assist with their bookkeeping; we have called on her many times ourselves as a resource with questions regarding the Sage and Sage 50

systems. Galit Sugar understands our structure and is the most logical choice for this position.

Recommendation carried

Motion to adopt the Finance Committee's Report

m/s/c Bob Black and Ryan Ward

Item 7. Ontario Council Members Reports (Appendix "F")

The Chair stated monies that are allocated to each Ontario Regional Council member's portfolio are there to be used to do the work of their constituency.

The Finance Committee stated that quite a few Ontario Regional Council members are not submitting claims. No member should be out of pocket. The Finance committee is willing to assist the Regional Council members with the completion of their claims.

The Chair thanked all the Ontario Regional Council members for all of their work.

Item 8. Collective Bargaining Updates

Canada Revenue Agency (CRA)

Sister Melanee Jessup provided an update on bargaining with CRA. The Union of Taxation Employees (UTE) members voted to support their bargaining team's recommendation and reject a settlement that their union reached with the CRA in April. This now places the workers in a legal strike position. The UTE bargaining team and CRA have agreed to return to the bargaining table August 8th-11th to resume negotiations.

The Chair stated any issues or feedback in regards to the voting process for CRA, should be directed to Brother Chris Wilson who is taking notes on operational concerns.

Treasury Board

Sister Lauren Baert a bargaining team member of the Frontier Border Services (FB) stated the government has changed but the mandate of Treasury Board (TB) remains the same. All tables did a childcare presentation to the employer.

From June 17th, the bargaining team spent seven days in negotiations. The team said that collective bargaining is not an appropriate venue for pension reform and early retirement discussions and that concerns raised by PSAC and Customs and Immigration Union (CIU) should be raised elsewhere. Wages, hours of work and safety are also key issues at the table, along with sick leave. The FB bargaining team will be going back to the table sometime in September. The team is asking members to continue lobbying their MPs about this round of bargaining.

The Education and Library Science Group (EB), bargaining team met with the employer four times over the week of June 13th, with discussions centering on; pay proposal, sick leave, workforce adjustment and other outstanding proposals.

The Program and Administrative Services (PA) bargaining team, returned to the negotiating table following the announcement that the Liberal government is repealing sections of the anti-union Bill C-4, enacted by the Harper Conservatives. Child care, wages, and sick leave are some of the issues remaining.

The Operational Services (SV) bargaining team met with Treasury Board for four days the same week as the other units. Although there was movement on some issues, the employer's position has not changed on any of the important ones, including workforce adjustment, sick leave, and wages.

Transport Canada (TC) bargaining team returned to Ottawa June 17-23, 2016, to resume negotiations. A centre piece of this bargaining session was the presentation of PSAC's comprehensive wage demands to the employer's bargaining team. These demands

address the long-standing wage disparities experienced by TC members and closes this salary gap, which is a priority for members

Parks Canada

The Parks negotiating team met with the employer's team on June 28 and 29, 2016. The ongoing pay issues with the Phoenix system were discussed.

The employer tabled a revised short term disability proposal to replace the current sick leave provisions. Similar to the proposals tabled with other groups, the employer's proposal would remove sick leave provisions from the current collective agreement and short term disability would be administered as an agency policy. Negotiations are set to resume on October 24-27 and November 14-17, 2016.

CFIA

The bargaining team met with the employer on June 8th to 10th, 2016 and signed off on some housekeeping items. The Employer proposed their short term disability plan. Dates are set to meet in July 12th to 14th, October 4th -6th and November 7th to 9th.

Kingston Commissionaires

Sister Peggy Jones stated the bargaining team has been in negotiations for approximately two years. The bargaining team met with the employer for 2 days of bargaining on June 20th and 21st, the Employer proposed a package which the membership gave a "No" vote.

On June 24th the employer applied to the Ontario Labour Relations Board (OLRB) to legislate a vote on the employer's final offer. On June 30th, the members voted to accept the employer's final offer.

The Chair thanked the Kingston Commissionaires bargaining team and applauded the local on how much they have grown since the last round of bargaining. The Chair also thanked the Union of National Defence Employees (UNDE), the PSAC Kingston Area Council and the Kingston District Labour Council for helping out during negotiations.

First Nations Police Officers

Nishnawabe-Aski Police Service (NAPS) Officers and Civilians (DCL Local 400 and 401)

PSAC filed for Conciliation for NAPS Officers on June 2nd, 2016. We are trying to pursue Interest Arbitration again with the Employer to have the federal arbitration award recognized and implemented under provincial jurisdiction. A strike vote request has been sent to Sister Robyn Benson.

Anishinabek Police Services (APS) Officers (DCL 426)

APS is refusing to meet with us. The Employer will be filing for a judicial review of the Labour Board's decision to certify PSAC as the bargaining agent under provincial jurisdiction. We will be filing a request for Conciliation and filing an unfair labour practice complaint.

Treaty Three Police Officers (DCL 410)

Treaty Three has withdrawn their jurisdictional challenge. However, in light of the Supreme Court decision with the other First Nations Officers groups (APS and NAPS), the Ontario Labour Relations Board (OLRB) certified this unit under provincial jurisdiction also. Bargaining will continue now under the OLRB.

Blue Water Bridge (DCL 501)

The Chair stated the bargaining team met May 31st, yet there was not movement at the table. The next bargaining meeting has been scheduled in the Canada Border Services Agency (CBSA) building in Sarnia and the CIU local there has been showing great support for this local.

Wequedong Lodge (DCL 00002)

The local is in the process of electing its bargaining team and alternates. This local is made up of four different locals who were amalgamated into one. The bargaining team will have the challenge of putting four different collective agreements into one collective agreement. The deadline for input was June 30, 2016.

Academic Sector (DCL 555 and 901)

Sister Marie Polgar-Matthews stated DCL 555, UOIT, TARA unit will be starting negotiations in October/ November. They have established their bargaining team and complete their input call. DCL 901Queens PDFs are in Bargaining.

Canadian Union of Postal Workers (CUPW) bargaining and the Union of Postal Communications Employees (UPCE)

The Chair stated that we would learn on Monday if Canada Post will be going on strike. The photo that was taken of Ontario Regional Council in support of CUPW/UPCE showing our solidarity was well received. UPCE went from a unit with 9,000 members to 1,500 members through workforce adjustment. PSAC needs to continue to show its support for CUPW bargaining.

Item 9. Ontario Council Newsletter

Brother Lino Vieira stated the original due date for submissions passed and there were few submissions received for the next issue of the Council newsletter. Therefore, August 8th is the new deadline for Ontario Regional Council members to send in their newsletter submissions.

Item 10. PSAC Ontario Triennial Convention 2017

The Chair stated that the Ontario Region's 7th Triennial Convention is scheduled to take place on May 25th to 28th, 2017. On May 25th Ontario Regional Council will be in session and May 26th to 28th, Ontario Convention will take place.

The slogan for the PSAC Ontario 7th Triennial Convention is "*Our Union, Our Future*".

The Convention agenda will be decided upon at the next Ontario Regional Council Meeting in November.

The Chair recommended that Ontario Regional Council members should research and put forward rationale on appropriate charities

that they would like to be considered as the primary charity for the 2017 Ontario Regional Convention.

The Chair stated that the Convention registration fee serves two purposes, it helps with the cost of the Convention kits and light refreshments that are provided at breaks.

Motion: The registration fee to be \$100 for delegates, observers and guest.

m/s/c Ryan Ward and Bob Black

Delegate Assistance Committee Appendix “G”

The Chair presented on behalf of the Delegate Assistance Committee.

Recommendation to Council:

1. The Committee recommends that the same Geographic formula be used. (Please see “Appendix “G” for table)

Recommendation carried

2. After the delegate registration is completed, the delegate assistance be adjusted to the number of delegates that apply for assistance.

Recommendation carried

Motion to adopt the Delegate Assistance Committee’s Report

m/s/c Sharon DeSousa and Bob Black

Samples of swag

- Carry bag with straps and convention slogan
- Stylus pen with convention slogan
- Water bottle with the PSAC Ontario logo

- Notepad with the Human Rights and Equity logo

Action: The REVP's office will send a reminder with the dates for the PSAC Ontario 7th Triennial Convention.

The Chair made an amendment to the Convention Committee list. Brother Steve Khan will be on the Host Committee and Sister Sheila Karasiewicz will be on the General Resolutions Committee.

Item 11. PSAC Ontario Racially Visible Members Conference 2016

At the last PSAC National Convention a resolution to hold Racially Visible Conferences in all seven regions was passed. The first of such conference was held in the Ontario region.

PSAC Ontario region held the first Racially Visible Conference at the Sheraton Hotel in Toronto. There were a total of 82 delegates, of which forty-seven delegates were first time participants at a PSAC conference and forty-one delegates were young workers.

Brother Lloyd Brown was the Chair of the conference, he is also the Racially Visible Members' representative on Ontario Regional Council and Chair of the Toronto Racially Visible Committee. Brother Brown thanked the staff, facilitators and performers that helped to make the conference such a tremendous success. The Ontario Region Conference will lay the foundation for conferences across the country.

There were three rotating workshops at the conference; every delegate had the opportunity to attend each workshop. The three workshops were:

- Racial Discrimination
- Overcoming Barriers
- Networking and Building Solidarity

Discussion paper that was sent out prior to the start of the conference:

- Developing an Action plan

The Chair stated that the three workshops were created by a National working group specifically for this event. The Chair acknowledged the staff who worked on the conference and wrote the workshops. The workshops were well received by participants, from the feedback which was expressed by the participants.

The Conference Organizing Committee elected to create a dry space i.e. a separate area for alcoholic beverages to be consumed and it was extremely well received. One member who is Muslim expressed a sense of belonging. When barriers are alleviated it profoundly impacts upon our members.

A challenge was placed on the floor to delegates in attendance to show support for one of our guest speakers Brother Syed Hussan who is a migrant worker. A total of five hundred & forty dollars was collected from the participants and Ontario Regional Council matched the contribution with an additional five hundred & forty dollars to show support for Justice for Migrant workers.

Brother Lloyd Brown stated he has been involved in PSAC for over twenty-five years and this was the best conference he had ever attended. The feedback from the participants was overwhelmingly positive.

Item 12. PSAC Ontario Regional Women's Committee Conference 2016

Sister Missy Taylor Chaired the PSAC Ontario Regional Women's Conference (RWC), which was held at the Chelsea Toronto hotel. Sister Taylor also sits on Ontario Regional Council as the Regional Women's Committee representative.

Sister Taylor stated there were 63 delegates and seven observers that attended the conference. The conference steering committee consisted of Sister Missy Taylor, Sister Linda Britt, Sister Lynda MacLellan, Sister Treana Campbell, Sister Karma Burkhar and Sister Maria Kyres. The steering committee made sure all regions were represented at the conference, which had a strong turnout of young workers.

The conference had many invigorating guest speakers such as; CLC Secretary Treasurer, Barb Byers, City Councilor Kristen Wong-Tam, and guest speakers from the Assaulted Women's Helpline, Ontario Human Rights Commission and Justice for Migrant Workers.

The Conference workshops included:

- Domestic Violence in the Workplace.
- Childcare
- Leadership for Women
- Equal Pay

Discussion papers that were sent out prior to the start of the conference:

- Precarious Employment
- Employment Equity
- Fight for \$15.

The feedback on the workshops were overwhelmingly positive, there was also a crises councilor available for the Domestic Violence in the workplace workshop, for which participants were extremely appreciative.

Sister Taylor stated the conference came together very well. The feedback from the attendees was how happy the participants were to be part of a safe space. It was a great learning experience filled with so much caring and sharing. This was an extremely well run conference and a testament of what a women's event should be.

Resolutions

The Chair stated normally resolutions that are presented at any regional conferences are usually reviewed by her, so they can be ruled in or out of order. However, the Chair did not receive the Regional Women's Conference resolutions to review them.

Resolutions that were presented:

1. PSAC Ontario establish a \$10,000.00 fund to cover the salaries for up to two weeks for members who are leaving an abusive relationship. PSAC Ontario to establish the parameters for eligibility. Fund to be implemented 30 days after Ontario Regional Convention.

Resolution carried

2. PSAC should develop and implement a national awareness campaign to promote a common understanding of the definition and acceptable conditions surrounding consent within the context of sexual interactions.

Resolution carried

3. PSAC Ontario Region develop and implement a sex positive social media campaign to educate members and by extension, the public about the systemic inequalities and risks faced by this vulnerable sector of society.

Resolution carried

4. More education available for racialized PSAC members on how to become active participants in the Union and workplace. PSAC Ontario to provide more support and resources for the creation of a workplace-based initiative aimed at involving racially visible members in becoming active in the union and the workplace.

Resolution carried

PSAC National has just released a statement in regards to sex trade workers, with the statement posted on the National website.

The Chair wants the Ontario Regional Council working group which consists of Sister Marie Polgar-Matthews, Brother Lloyd Brown, Sister Claudia Espinoza and Sue Soubra Boone, to review the RWC resolutions that impact upon PSAC Ontario region and make recommendations to Ontario Regional Council.

This conversation will be done by conference call, the REVP and Toronto regional office will make sure the working group have the resources they need.

Action Item: REVP office will forward the resolutions that impact upon PSAC Ontario Region to the Ontario Regional Council working group.

Item 13. Federal Government Lobbying Campaign- Bill C4

PSAC National has created a lobbying kit which will assist in the fight to have Bill C-4 repealed. PSAC is asking members to establish relationship with their new MP's and keep them on task to maintain campaign promises.

Area Councils have taken the lead on this campaign; however PSAC would like Ontario Regional Council to be engaged.

Brother Lino Vieira stated that members should lobby their MPs in their constituency offices, regardless of which party they belong to. All the regions across the country are forwarding their lobby data to PSAC National, which has created a database that will keep track of the MP's that have been lobbied.

Sister Lauren Baert had the pleasure to educate the Conservative MP Marilyn Gladu in regards to Bill C-4. It was not a formal lobbying session but MP Marilyn Gladu did abstain from the Bill C-4 vote in the house, so she did not vote with her party.

Item 14. Labour Day

This year Ontario Regional Council came up with three slogans for the Labour Day t-shirts;

- Proud to be Union
- Unions build strong communities
- Unions: fighting for a better tomorrow

PSAC National does not fund regions for swag, Funding is based on PSAC National Priorities and the Strategic Plan.

The Labour Day proposal call out has been sent out, with a deadline of July 15th, 2016. If there is any clarification needed in regards to the Labour Day proposal template, contact the REVP's office.

The Chair will be attending the Thunder Bay Labour Day celebration this year.

Item 15. June 8th National Day of Action

Our June 8th National Day of Action was the one of our most successful events for member participation in recent history. This success is due to the hard work of our membership and the creative actions locals undertook.

The region had members working in our regional offices making contact with locals and capturing the different activities that were being planned for the day by each of our locals across Ontario.

The Chair thanked Brother Craig Reynolds, Brother Richard McNeill, Sister Melanee Jessup, Brother Mike DeCarolis, Sister Judy Goodfellow and Sister Sherry Restoule for working with the regional offices to get members mobilized for the June 8th event.

Item 16. Phoenix Pay System

The Chair stated it is a basic principle, that workers should be paid for their labour, and paid on time. Quite a few PSAC members have

experienced financial hardship due to the government switching over its payroll system to the new Phoenix pay system. PSAC members need their wages and it is the Employer's responsibility to address this issue immediately.

Brother Chris Aylward and Sister Donna Lackie lobbied the Employer, requesting a test run before launching the Phoenix system before it was rolled out. The Employer however refused and instead launched the Phoenix pay system out to all Federal government departments leading to the problems we now face.

The Chair thanked members for sending letters to Minister Judy Foote letting her know how the Phoenix pay system is adversely affecting them. So far, the Minister has received more than 2,000 letters.

PSAC wants the membership to know that our union is doing everything in its power to ensure the new pay system is fixed immediately so members are paid on time and accurately.

Apart from PSAC's letter-writing campaign, efforts include:

- Filing a court application to force the federal government to meet its legal duty to provide timely and accurate pay for public service employees. PSAC has requested a court hearing without delay.
- Filing an unfair labour practice grievance.
- Working closely with department officials to ensure that employees have access to emergency payments.
- Sending a letter to Minister Foote demanding that her department do the following:
 1. Rehire experienced workers into compensation and benefit jobs until the federal pay system is restored, which the Minister has agreed to do.
 2. Appoint an independent auditor to examine the causes of this crisis and recommend long-term solutions, which the Minister also agreed to do.

3. Immediately ensure that all departments have sufficient funds and human resources so that priority payments can be made to workers.
4. Commit to reparations for any worker suffering financial penalties as a result of missed pay cheques.

Make certain that employees' security clearance and reliability status is in no way affected by poor credit ratings caused by the government's failure to pay employees correctly and on time.

Item 17. Privatization of Hydro One

The Provincial Government is looking to privatize provincial assets including Hydro One and the Ontario Lottery and Gaming sites. The government has sold 30% of Hydro One currently, and is looking to sell another 30% of shares in the coming years.

A number of unions (i.e. CUPE and OPSEU and Society of Energy Workers), are leading a campaign across the province to stop the sale of Hydro One, and have the government buy back those shares. PSAC needs to be involved in this campaign, as everyone residing in this province will be affected by this sale.

Motion: PSAC Ontario Regional Council become involved in the Hydro One campaign.

m/s Melanee Jessup and Lauren Baert

Carried unanimously

Point of Privilege: A universal child care petition will be circulating for Ontario Regional Council members to sign.

Item 18. National Board of Directors (NBoD) Strategic Plan

The Chair stated that the National Board of Directors (NBoD) does a strategic plan every cycle. This is the first time in ten years that it is not a Conservative government, and the PSAC can now move from a defensive strategy to an offensive one and be more proactive. This is

a great opportunity to maneuver and position ourselves for our long term goals.

PSAC has 5 main and inter-related goals:

1. Real wage increases and improvements to collective agreements; no more concessions;
2. Increased membership participation and highly functioning locals/branches across the board;
3. Better and healthier workplaces through powerful and effective membership representation and mobilization;
4. Increased and more effective political action and government relations;
5. Expanded public services.

We will carry out initiatives on ten inter-related fronts:

1. Collective Bargaining
2. Membership engagement
3. Local/Branch Development
4. Political action
5. Expansion of Labour Rights
6. Campaign for public services and against privatization
7. Improving representation
8. Expanding Equality and Human Rights
9. Improving Health and Safety protections
10. Winning better pensions for all

The way forward:

Our plan identifies some specific initiatives. For example:

- Improve union orientation to new employees
- PSAC and Components to work together to build a database of members' home email addresses and telephone numbers, including cell phone numbers

- High-level training to PSAC/Component leaders, activists and staff on how to effectively engage members
- Put in place and use systems to track membership participation so that we can measure progress (or setbacks)
- A new approach to local/branch development building on good practices
- PSAC and Components to work together to ensure updated and accurate lists of local/branch officers and activists
- A more systematic approach to delivery of education and training
- Greater coordination with respect to developing a legislative agenda and engaging in political action
- A full-scale campaign to stop privatization and contracting out of members' work
- Participate in the CLC campaign for the expansion of CPP

PSAC initiatives to move these goals forward must be developed. Every part of the PSAC has a responsibility to identify concrete, achievable and realistic actions that can be undertaken to realize our goals by 2018.

The strategic plan belongs to all of us will help guide our efforts: National Board of Directors and its Committees, Alliance Executive Committee, PSAC's Branches and Sections, Regional Councils and their committees, staff and all leaders at every level.

The strategic plan is financially supported by the 2016-2018 PSAC budget.

Sister Sheila Karasiewicz inquired what the plan is to improve our Local Development training for rank and file members.

The Chair stated Local development is about looking at the local executive to make sure they have the tools that they need to be effective and engage with their membership. A health check survey was completed for all locals in the Ontario Region; this survey will be used to assist each local executive member with the necessary training that they require.

The Chair stated that to access local development training, each regional office has a proposal template, and it is the staff representative who is responsible for submitting proposals for the locals they service. The region cannot move forward without the consent of the Components, because it is a cost-sharing training. The NBoD is looking at revisiting and developing the local development structure.

Item 19. Ongoing Health Care Cuts

Brother Trevis Carey stated that nurses are over-worked and understaffed. The Canadian Health Care system is in turmoil and families will be the ones that will suffer in the long run.

Action item: Ontario Health Coalition, Lino to bring more information to Ontario Regional Council on how we can support them.

Motion: Make a donation of \$300 to the Ontario Health Coalition

m/s/c Richard McNeill and Trevis Carey

Item 20. Justice for Migrant Worker's

PSAC Ontario has been working with the Justice for Migrant Worker's community organization for quite some time. A member of the Justice For Migrant workers was invited to be a guest speaker at the Racially Visible Conference back in March of this year.

Brother Chris Ramsaroop made contact with the REVP's office seeking support for a walk the group was in the process of organizing from Leamington to Ottawa to raise awareness on migrant issues. PSAC Ontario has officially signed on to the campaign to show our support.

Motion: Ontario Regional Council Members go to the Harvesting Freedom website and sign the petition.

m/s/ Marie Polgar-Matthews and Sue Soubra Boone

Ontario Regional Council debated the objectives of the campaign and signing of the petition. Some Ontario Regional Council members expressed concerns about some of the demands of the petition and were not comfortable signing the petition.

Motion is withdrawn

Brother Lloyd Brown recommended each Ontario Regional Council member visit the website on their own and sign onto the petition.

Item 21. Precarious Work

Sister Lauren Baert stated the Canadian Labour Congress will be holding a Young Worker's Summit in Ottawa and immediately following the Summit there will be a National Forum on Precarious work on October 26th.

Sister Baert is urging members to tell her of their struggles with precarious work, as she would like to bring it forward at the forum. The Public sector is recognized as an abuser of precarious work within Canada.

There is a campaign against precarious work that was launched in Toronto earlier this year, and there will be meetings and focus groups later in the fall on this issue. The NDP has been an ally to the Labour movement concerning this particular campaign.

The REVP's office will be taking vacation towards the end of the summer, therefore please include Sister DeSousa, Brother Lino Vieira and Sister Cleo Reid on emails that are sent to the REVP's office.

Business completed, meeting adjourned at 2:36pm

APPENDIX “A”

PSAC Ontario Council Education Committee Report March 2016 to July, 2016

Committee Chair: Debbie Willett

Present: Lauren Baert
Lloyd Brown
Trevis Carey
Melanee Jessup
Peggy Jones
Sheila Karasiewicz
Steve Khan
Grant Tennant

PSAC Staff: Shirley Riva

Review:

The Committee welcomed our newest Committee member, Steve Khan.

Budget – We now have the budget. We had been told that the budget for 2016 would be the same as the last cycle and the budget for the remaining two years would be discussed by the AEC. They met and determined that our total budget for this cycle is \$829,116.

The Educational Subcommittee will meet in September.

Blanket Exercise – The Committee planned to conduct the Blanket Exercise at this meeting but there is no access to rooms in this hotel, so it will need to be postponed to the next meeting.

Education Plan – the Committee will not be doing the Education plan for 2017/18 until the next meeting in November. In order to get a head start, the Committee has tentatively planned a conference call for October 6 at 6:00 pm. Committee members can connect with

their constituents prior to the call to review what the members want/need in 2017/18.

Alliance Facilitators' Network – almost all graduates from the Alliance Facilitators' Training Program have been certified and added to the Alliance Facilitators' Network. Six were offered opportunities, but were not available. Two Alliance Facilitators (AFs) are on leave, one needs to be reassessed. Three need to be reassessed.

The Committee had a discussion around the barriers for AFs to provide Locally-based training.

Remote Subsidy/General Subsidy – Shirley will change the wording on the website to ensure transparency. The website will let members know that the subsidy is available, that it is only a partial subsidy (members should also approach their component, Local, employer, take some leave themselves), how to apply for it and that it's first come, first served.

Melanee will create a proposal form for members to complete to apply for the subsidy and present it at the next meeting.

The Committee discussed courses that could be provided online. They felt that the Talking Union Basics course is one potential course, but a review needs to be done. Once the review is completed, Shirley will make a recommendation to PSAC National.

Goals for the Next term:

Conference call with the Committee members
Education subcommittee meeting
Education plan for 2017/18
Subsidy application form

Recommendations to Council:

None

Report Moved: Debbie Willett
Seconded: Melanee Jessup

APPENDIX “B”

PSAC Ontario Council Equity and Human Rights Committee Report March 2016 to July 2016

Committee Chair: Sheila Karasiewicz

Committee Members: Souad Soubra
Steve Khan
Missy Taylor
Lloyd Brown

Staff: Joan Ann Gravesande

REVIEW

- Sheila has assumed the role of Chair for the period of July to November 2016. Steve will be the note taker for this period.
- The Committee welcomed Steve and provided him with background on the committee.
- The Racially Visible Conference was held on March 18- 20 and the conference was a success.
- The Ontario Regional Women’s Conference was held on June 3-5 and that was a success
- The Committee reviewed the participation in the PRIDE parade
- The Committee acknowledged David Carr previous GLBT Rep to Ontario Council. Dave has made many valuable contributions to the Committee and the Ontario Council

Goals for the next term:

1. To continue to engage in outreach to all Regional Offices with a view of connecting with PSAC members in those areas
2. To liaise with staff in each Regional Office to seek opportunities to attend Education Courses/Union Activities in order to connect with PSAC members in Ontario

3. To continue political action including lobbying on issues that relate to Equity and Human Rights issues. To coordinate with PSAC bodies that are lobbying in order to bring forth Equity and Human Rights (E & ER) issues.
4. To outreach to all Area Councils

Action Items:

1. Follow up letter to Minister Carolyn Bennett responsible for Indigenous and Northern Affairs and Patty Hajdu Minister responsible for Status of Women. The letter will be a follow up to the first letter on Missing and Murdered Indigenous Women and Girls. The letter calls for a formal response of the status of the Inquiry.
2. Complete and update the information/flyer on Equity and Human Rights Committee by July 31, 2016
3. Continual review of the Ontario PSAC Equity and Human Rights webpage
4. Cataloguing of Committee Activities and individual portfolios reports for Convention 2017

Recommendations

1. To hold Equity & Human Rights Open houses in Thunder Bay, Sudbury, Kingston and London
2. Funding in the amount of \$7914.62 from the Special Line Item be provided to accomplish this

Rationale:

The E & HR Committee held a successful Open House in the Toronto Regional Office in December 2015. The feedback was, this was a positive way for the membership to connect with the E & HR Committee. There was also feedback from the membership that this would be well received and there is a demand for this event in the other regions.

Hosting Open Houses in all the regions, will provide a forum for members to gather in a safe space to be educated on the roles and

mandates of the E & HR Committee as well how we are available as a resource on Council. These Open Houses are a way to build an understanding and connectedness to the E &HR Committee. This connectedness and building, needs to occur beyond the Toronto Regional Office area.

This funding request is to support the promotion of E & HR Committee, to have the face to face conversations to create/strengthen the relationships, promote and build the E & HR Committees within all the regions.

Financial Request/Breakdown

There are variables in costing based on final date of flights, time of booking, accommodation costs, as well as any changes to the applicable rates (per diems etc..).

The request is *tentatively* as follows:

- Thunder Bay *cost saving measures – Missy will stay at Sheila’s home vs a hotel.*
 - Missy \$1263.40 - airfare \$450, taxis to and from Toronto airport \$200, taxi to and from Thunder Bay airport \$80, LOS 1.5 days \$375, Meals and Incidentals \$158.40
 - Sheila \$ 50 - travel to Regional Office or meeting Location
 - Coffee/Tea Light snacks for Open House \$100

- London
 - Steve \$886 - LOS \$216.34, Meals & Incidentals \$96.10, Travel by train roundtrip \$328.56, taxis to and from home/venue/train \$95, Accommodations \$150.
 - Lloyd \$724.58 - LOS \$260.27, Meals & Incidentals \$96.10, Travel \$218.21, Accommodations \$150
 - Coffee/Tea Light snacks for Open House \$100

- Kingston
 - Lloyd \$750.33 - LOS \$260.27, Accommodations \$150, Travel \$243.96, Meals & Incidentals \$96.10

- Sue \$ 789.85 - Travel \$277.50, LOS \$250, Hotel \$150, Meals and Incidentals \$112.35
- Coffee/Tea Light snacks for Open House \$100

- Sudbury cost saving measures – *Missy and Sheila will share cabs to and from the airport in Sudbury as well as share hotel accommodations.*
 - Missy \$1433.40 - Airfare \$450, Taxis to and from Toronto Airport \$200, LOS (1.5 days) \$375, Meals & Incidentals \$158.40, shared accommodations \$250
 - Sheila \$1517.06 - Airfare \$ 707.66, Taxis to and from Sudbury airport \$150(to be shared by Missy & Sheila), Meals & Incidentals \$130.40, LOS \$\$529
 - Coffee/Tea Light snacks for Open House \$100

Additional Costs for printed materials such as E &HR Calendars, E &HR Committee Leaflet/flyer will be absorbed by the E &HR Committee budget.

Grand Total \$7914.62

Report Moved by: Sheila Karasiewicz
 Seconded by: Missy Taylor

APPENDIX “C”

PSAC Ontario Regional Council Political Action Committee Report February 2016 to July 2016

Committee Members: Debbie Willett
Sharon DeSousa
Marie Polgar-Matthews

Staff: Lino Vieira
Christopher Wilson

Regrets: Trevis Carey, Claudia Espinoza, Bob Black
Meetings via conference call on Thursday, June 30th, 2016 at 6pm.

Agenda:

1. June 8th Debrief
2. 2016 Labour Day
3. OFL Make It Fair Campaign
4. Other Discussion

Discussion:

1. June 8th Debrief

Over 2000 members participated in the June 8th actions. We had publicity coverage in Sarnia, Chatham, Kingston, Barrie and London. Locals did an excellent job mobilizing themselves and creating actions. However, there are still some Locals who are having difficulty mobilizing their membership. The region is doing analysis on this, and based on that information we can discuss how council can support the Locals who need help with membership mobilization.

2. Labour Day

The T-shirts are ready and we will be reviewing them this coming council meeting. We will be having another Political Action Committee meeting in July, to discuss and approve Labour Day proposals.

3. OFL Make it Fair Campaign

The Ontario government is looking at updating our Labour Legislation and has tasked special advisors to create a report based on feedback from town-halls that PSAC took part in. The report should be coming out within the next few weeks. At which time the committee will review and provide their recommendations.

In the meantime, the OFL has started a Social Media Campaign over the summer. Council should engage with their constituency and discuss the OFL materials. Some of the materials promote “Paid sick leave for everyone.

4. Other discussions

Looking for support from Council for a major rally scheduled for October 1st, 2016. The rally will take place at Queen’s Park to ensure that the Liberal government keeps their promise on creating “Good Jobs” and addressing precarious work.

We have seen some success with the PSAC Lobbying Campaign. However, we need to expand the campaign beyond the members who are in bargaining and have members meet and lobby both their MPs and MPPs.

Part of these conversations should include resolving the Phoenix Pay System. Many of our members are going through financial hardship while this pay issue remains unresolved. Furthermore, pay issues may affect their credit ratings and job security.

Recommendations:

1. Ontario Council members email and/or call their MP during the Council session or soon after, demanding that the Phoenix Pay System be fixed.
2. Ontario Council members will lobby their MPs and MPPs and support their constituents in lobbying their MPs and MPPs, to fix the Phoenix Pay System, and that the Ontario Government make our labour laws fairer for workers.

Moved by: Debbie Willett Seconded by: Marie Polgar-Matthews

APPENDIX “D”

PSAC Ontario Council Health and Safety Committee Report February 2016 to July 2016

Committee Chair: Kevin Lundstrom
Committee Members: Souad Soubra
Richard McNeill
Missy Taylor
Marie Polgar-Matthews
Claudia Espinoza
Dana Kelly

Absent: Mike Decarolis
Susan Glanville

Staff: Angela Fairweather

1. Follow up on the Violence Prevention Courses

Support given for continuing to support the delivery of shorter worksite sessions due to the importance and relevance of the topic,

and the resources invested in this initiative to date.

Action Item: H&S Chair to follow up with Education Committee Chair to recommend priority with the Alliance Facilitator (AF) Program.

Action Item: Advocate for continued support from PSAC, Components, and DCLs in promoting this course in locals.

Action Item: Forward the topic for consideration of a future Joint Learning Program course.

2. November 14-15, 2015 Regional Health and Safety Conference Follow-up

Official Conference debrief occurred on Feb. 24, 2016. A comprehensive summary report was recently received and the

review initiated. The sub-regional caucuses were very successful and created action plans resulting in recommendations to Council. Operationally, work on an updated health and safety member information email tree utilizing new PSAC email system for consenting members is ongoing administratively. This supports a common recommended action item regarding the importance of communication networks from the Nov. 2015 PSAC Ontario Health and Safety Conference sub-caucus discussion groups.

Action Item: Future Committee Member teleconference to complete review of Conference Report to examine implementation of remaining sub-regional action plan items.

Action Item: H&S Chair to discuss with Education Committee chair the possibility of creating a consent section in Conference and Educational registration forms to allow all Council Sub-Committees to email/network/provide resources to consenting members.

Action Item: Support for continuance of member WSIB level 1 and 2 training in sub-regions.

3. Future National Health and Safety Conference

Conference dates are November 18th-20th, 2016 at the Sheraton Montreal. Kevin Lundstrom participating on steering committee.

Action Item: Committee Members who attend the Conference as Delegates will support member resolutions put forward on June 10, 2016 through committee, namely: voluntary donation of sick leave credits to colleagues on extended sick leave; action on health and safety legislation (to protect workers in precarious positions or in remote areas); and access to expert advice in provincial and territorial and federal health and safety legislation.

4. Workers Health and Safety Centre (WHSC), and Occupational Disability Response Team (ODRT) scholarships available to PSAC Ontario Members

Action Item: Promote availability of scholarships to membership when available.

5. Health and Safety Event / Topic Update Emails

Action Item: Send out on the PSAC Ontario established email network a reminder of who the PSAC Ontario Regional Council Health and Safety Committee Members are, their portfolio, their contact emails, the link for the relevant PSAC Ontario website, and the solicitation from PSAC Ontario members of health and safety concerns and issues.

6. Information Sharing with Education Committee Chair

Action Item: H&S Committee Chair to request quarterly meetings with Education Committee Chair to improve information sharing.

7. Terms of Reference (TOR) Review

Action Item: Formal review of TOR to be initiated through email and teleconferences instead of a meeting extension so that the process will be completed before end of term.

Recommendations to Council:

3. That Council Members consult with their member constituency on suggested content input regarding updating the health and safety information page on the PSAC Ontario website to include any health and safety topics, articles or notifications as a mechanism of sharing relevant information with members. This web location is an avenue or resource that could be better utilized. This also supports an action item theme about the benefits of utilizing electronic pages and bulletin boards from the Nov. 2015 PSAC

Ontario Health and Safety Conference sub-caucus discussion groups.

4. That simple and straight forward provincial and federal health and safety legislation flowcharts be developed to share with members to simplify health and safety processes and procedures that clearly inform members the appropriate steps to take in the incidence of workplace bullying and violence and other designated health and safety matters. The multiple forms and processes and complexity can make it very confusing for members under duress, and the flowcharts could provide benefit.

Moved by: Kevin Lundstrom

Seconded by: Marie Polgar-Matthews

APPENDIX “E”

PSAC Ontario Council Finance Committee Report March 2016 to July 2016

Committee Chair: Bob Black

Committee Members: Ryan Ward
Sharon DeSousa

Regrets: Isabel Wrotkowski

Agenda:

1. Banking Fees
2. Committee and Portfolio Budgets
3. PSAC Ontario Council 2015 Finance Reports
4. Part-time Bookkeeper

Item 1: Banking Fees

As previously requested by council, the banking fees for Alterna and DUCA Credit Unions were sent out via email from the Regional Executive Vice-President’s Office on May 31, 2016.

Item 2: Committee and Portfolio Budgets

Council made the decision to focus on the Federal election and made the decision to have two meetings of council in 2015. They decided to increase the committee’s budgets from \$3,500 to \$5,000. Also the 2016 council member's portfolio funds is \$2,000.

Item 3: PSAC Ontario Council 2015 Finance Reports

Following the work of the Finance Committee the year end reports for 2015 were completed and reviewed by members of the Finance

Committee. All documents reviewed were found in good order with no concerns. A presentation to council will take place in order for council to accept the statements as presented.

Item 4: Part-Time Bookkeeper

Currently, only the Chair of the Finance Committee is able to update the on-going financial records for Ontario Council. As financial records have to be updated in advance of Ontario Council, yearly review and prior to the Convention in 2017, the Finance Committee would like to hire a part-time bookkeeper. By bringing in a part-time bookkeeper, three times per year at a rate of approximately \$250 per day, this will save a significant amount of time and cost for Ontario Council.

Recommendations to Council:

1. The Finance Committee recommends that Ontario Council accept the 2015 financial reports as presented.
2. The Finance Committee recommends that Ontario Council hire a part-time bookkeeper to maintain the council's books and records. This will save time and money, freeing up funds for other council initiatives. The cost for such a move is approximately \$250 per day. We have, so far, been using the services of Galit Sugar, with positive results. Galit has been called upon by other PSAC Regions to assist with their bookkeeping, we have called on her many times ourselves as a resource with questions regarding the Sage and Sage 50 systems. Galit Sugar understands our structure and is the most logical choice for this position.

Moved by: Bob Black

Seconded by: Ryan Ward

APPENDIX “F”

Bob Black
PSAC Ontario Council Report
Alternate Regional Executive Vice-President
February 2016 to July 2016

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. Continue to be available to the REVP as needed.

Actions:

Mar 10	Regional office for Finance Committee
Mar 19	Hamilton Youth Committee Open House
Mar 30	Regional office for Finance Committee
April 07	WHSC Facilitator Upgrade
April 08	Regional office for Finance Committee
April 14	Regional office for Finance Committee
April 16	Drop in on Hamilton TUB training
April 28	Day of Mourning Ceremony Hamilton City Hall
May 12	Regional office for Finance Committee
May 12	UTE Webinar
May 19	UTE 00014 vote on MOS
May 20	Regional office for Finance Committee
June 20	Regional office for Finance Committee
July 04	Regional office for Finance Committee
July 5,6	Meeting with Ontario RVPs
July 7	Finance Committee Meeting
July 8,9	Ontario Council Meeting

Future Plans:

Continue to address issues. Promote PSAC
Promote ongoing campaigns. Continue to stay available for REVP

In Solidarity,

Bob Black, Alternate REVP

Claudia Espinoza
PSAC Ontario Regional Council
Region 5, GTA Representative Report
January 2016 to June 2016

Objectives

- Continue and build a dialogue with the Regional Offices
- Work on Region 5 email/contact list
- Keep the members informed on what PSAC Ontario Council is doing
- Represent Region 5 at functions where required
- Promote Union Education
- support regional work
- Work with community groups supporting federal election education

Actions

- January 12, 5pm Community Organizing 101 Workshop
- January 30, 6pm Pre-North York TownHall Meeting Education
- February 3, 7:30 Jane and Finch Action Against Poverty
- February 17, 7:30 Jane and Finch Action Against Poverty
- February 20, noon-3 Workers action Centre -Justicia Harvesting Freedom Campaign
- February 24,6-9 Workers Action Centre “How Can Unionized workers support”
- March 6, 10am Pre-North York Town Hall Meeting “What does ‘International Day for the Elimination of Racial Discrimination mean for Jane and Finch?”
- March 16 1-3, Community Organizing 101 Workshop
- April 6 7:30, Jane and Finch Action Against Poverty
- April 23 1-3, Community Organizing 101 Workshop
- April 28 7:30, North York Pre-TownHall Meetings “what are alternatives to policing’
- May 3 7:30, ETT Meeting / Discussion ‘Policing in Schools’
- May 4 7:30, Jane and Finch Action Against Poverty

- May 18 7:30 Jane and Finch Action Against Poverty
- June 01 7:30 Jane and Finch Action Against Poverty
- June 12 noon-3, Workers Action Centre ‘Logistics Harvesting Freedom”
- June 15 7:30, Jane and Finch Action Against Poverty
- June 30 7:00, Workers Action Centre ‘Harvesting Freedom”

Plans

- Connect Members to Harvesting Freedom Campaign
- Lobbying MP’s/Senators on issues that are relevant to Region 5
- Support regional work
- Increase member participation and awareness of PSAC
- Work with community groups

Claudia Espinoza
Region 5, Representative

Dana Kelly
PSAC Ontario Regional Council
Region 2 North Eastern Ontario Representative
April 2016 to July 2016

Objectives:

- To increase activity in our Area Council and Women's Committees
- To promote Union Education and increase participant numbers
- To build a list of member activists and union leaders in the region
- To develop a network of community partners and activists in the region

Actions:

- **April 27, 2016:** Acclaimed as Ontario Council Representative for Region 2 Northeastern Ontario
- **May 14 & 15, 2016:** Attended the Health & Safety Activism Course at the Sudbury R.O. and networked with other participants
- **May 17, 2016:** Delivered a 45 min Violence Prevention course for Employee Representatives of the Joint Health and Safety Committee from my workplace (CRA)
- **June 3-5, 2016:** Attended the Ontario Regional Women's Conference in Toronto and networked with other women from the region
- **June 12, 2016:** Attended the opening reception for a multimedia exhibit entitled "Living on the Outside" at Gallery 6500 in the United Steelworker's Hall. This powerful exhibit explores homelessness in Sudbury and Northeastern Ontario and was developed by the Centre for Research and Social Justice and Policy Laurentian University and networked with this community partner
- **June 15, 2016:** Attended the Regional Women's Committee meeting where we held elections and reactivated the committee

Goals:

- Bring our members and activists together with community partners to Lobby our MPs on PSAC Campaigns such as Universal Childcare,
- Visit our members and promote Union Education and PSAC Campaigns

In Solidarity,

Dana Kelly,
Region 2, North Eastern Ontario Representative

Debbie Willett
PSAC Ontario Council Report
Area Council Representative
February 2016 to July 2016

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:

Feb 29	Niagara Area Council
Mar 19	Hamilton Youth Committee Open House
April 28	Day of Mourning Ceremony
May	Hamilton Area Council
May 25	Niagara Area Council Meeting
June 2	UTE Ratification Vote
July 5,6	Meeting with Ontario RVPs
July 7	Education Meeting
July 8	Ontario Council Meeting

Future Plans:

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

In solidarity,

Debbie Willett
Area Council Representative

**Grant Tennant
PSAC Ontario Regional Council
Region 3 Eastern Ontario Representative
February 2016 to July 2016**

Objectives:

- Promote the PSAC within the region through the components and the regional office in Kingston.
- Get the local memberships to become involved with their own locals
- Continue to foster communication with the components to get their concerns heard at council.

Actions:

- Attended Union of National Defence Employees Presidents Conference
- Continuing to work with Renfrew District Labour Council to promote events for organized labour in our area.
- Promoted and participated in National Day of Mourning in Pembroke
- Organized Nation day of action activities at Garrison Petawawa for all members of the PSAC in the area
- I am continuing to build communication within the region with the components of the PSAC and unions.

Plans:

- Labour Day event for all members of PSAC
- Continue to work with the education committee to get the members the training they are asking for and need. This will be accomplished by staying in contact with the Regional Office in Kingston and direct contact with components.
- Continue to reach out to all PSAC locals in the region and promote the PSAC

Grant Tennant
Region 3, Eastern Ontario Representative

**Melanee D Jessup
PSAC Ontario Regional Council
Region 4 Representative Report
February 2016 to July 2016**

Objectives:

- Continue to share information via social media/email tree
- Rejuvenate KW Area Council
- Edit PSAC Ontario Council newsletter

Actions:

- Attended and facilitated at PSAC Ontario OSH Conference
- Organized bargaining info session in Kitchener
- Contacted members about June 8th Day of Action
- Attended PSAC Ontario Regional Women's Conference
- Organized Local Day of Action – June 8th
- Attended Waterloo Region Labour Council meeting
- Organized and chaired UTE ratification vote in Kitchener
- Attended UTE Presidents' Conference, Ottawa
- Attended UTE Interregional Conference, PEI

Plans:

- Continue to share information via social media/email tree
- Attend WRLC Labour Day picnic
- Continue to support bargaining teams for all groups

In Solidarity,

Melanee D Jessup
Region 4 Representative
Co-Chair, Education Committee

Kevin Lundstrom
PSAC Ontario Regional Council Report
Region 1, Northwestern Ontario Representative
February 2016 to July 2016

Objectives:

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

Actions:

- ORC – National H&S Conference Steering Committee Mtgs/Work (Feb. 26) & coordinate submission of 3 resolutions (June 10), PSAC Ontario H&S Conference Debrief (Feb. 24), Feb. 25-27 ORC Mtg prep. and attendance, prepare for July 5-9 ORC Committee & Council Mtgs & prepare advance notice to N.W.O.
- Area Council – Meetings (Feb. 23, Mar. 31 (AGM), June 29), joint mtg work with RWC and Aboriginal Circle, do year-end Treasurer work and 2016 budget and submit to REVP, liaise with members
- RO – attend PSAC WSIB 2 Training (April 16-17), liaise with PSAC R.O. Staff to discuss: regional education plan issues; promote PSAC campaigns / priorities / conferences / meetings
- Ongoing Meetings – Union Local Executive, LMCC, H&S, visit some PSAC Locals as outreach work, WHSC Instructor Meetings, NHU National President Conference (May 17-19), attend June 21 National Aboriginal Day on a First Nation reserve

Plans:

- Attend July PSAC ORC, Committee, and Conference Meetings

- National H&S Conference (Nov. 2016) Steering Committee Work
- Participate in teleconferences/calls and share relevant information, work on email tree, attend meetings as invited
- Liaison and information sharing through Thunder Bay/N.W.O. Education Sessions & through the established network of Committees (Area Council, Regional Women's, Aboriginal Circle) in Region 1 (N.W.O.), and PSAC Campaigns / Lobbying Support

In Solidarity,

Kevin Lundstrom
Region 1, Northwestern Ontario Representative

Lauren Baert
PSAC Ontario Regional Council
Young Worker Representative Report
February 2016 to July 2016

Objectives:

- Liaise and help build the Ontario Young Worker Committees
- Bring Precarious Work with respect to Millennials to the forefront
- Continue to promote young workers in the union and workplace on social media and union publications.

Actions:

- February: PSAC Social Justice Fund-Guatemala
- March 1: Conference call with PSAC Regional YW reps; Prairies REVP, ON REVP and NDP MP Niki Ashton
- March: Email sent to all PSAC ON YWS attendees encouraging them to get involved with YWC's and showing the video from the summit.
- March: Attended TB Bargaining Sessions
- March: Call with R. McNeil re: Kingston YWC
- March 31: Attended Toronto YWC via conference call
- April: CIU NBoD as CIU, National Youth Representative
- April: TB Bargaining Sessions
- April 15: \$15 & Fairness Rally in Ottawa
- April: British Columbia CIU Branch tour meeting with CIU Young Workers
- May 2-4: Bargaining Info Sessions in London, Windsor Sarnia
- May 11: London RO Conference call re: TB Bargaining
- June 1: Hamilton-Niagara YWC via conference call
- June 3-5: Ontario Regional Women's Conference
- June 7-8th: Coordinated with PSAC DCL 501 for a rally at Bluewater Bridge, Point Edward, ON.
- June 13: Bargaining Conference Call

- June 15: Hamilton CIU Local AGM, speaking about bargaining and PSAC Hamilton YWC
- June: TB Bargaining Sessions, Ottawa
- June 22: Meeting with NDP MP Niki Ashton about Precarious work in the Public Service
- June 22: Millennials In the Public Service, Ottawa

Ontario Young Worker Committee Actions:

- Hamilton-Niagara:
 - February 3: YWC meeting
 - March 3: YWC meeting
 - March 19: Social
 - June 1: Meeting
- Kingston:
 - June 7: Meeting and Executive Elections
 - July 19: BBQ social planned
- Toronto:
 - March 31: Meeting
 - May 25: Conference Call

Plans:

- Continue to engage with the current young worker committees and recruit new members
- Attend Sarnia Labour Day Parade
- Attend and facilitate a workshop at CLC's Rise UP!
- Attend CLC's Young Worker Summit
- Continue to lobby on behalf of young workers
- Keep up the good fight at the bargaining table

In Solidarity,

Lauren Baert
Young Worker Representative

Lloyd Brown
PSAC Ontario Regional Council
Racially Visible Members Representative Report
February 2016 to June 2016

Objectives:

- To celebrate the success of the first Regional PSAC Ontario Racially Visible Members Conference March 18 to 20, 2016
- Aim to facilitate changes through Education
- Continue Promoting, Maintaining and Protecting the interest of the Racially Visible Members of the PSAC

Actions:

- Acted as Chairperson as well participated in decisions on Agenda, Speakers, Cultural Foods and Activities for the first Regional PSAC Ontario Racially Visible Members Conference March 18, 2016 to March 20, 2016.
- Organize PSAC Racially Visible Members Committee Meeting April 4, 2016
- Teleconference with the National Human Rights Committee April 21, 2016
- Participated in CRA Webinar on Bargaining May 12, 2016
- Attend Toronto York Council 145th Award Gala May 13, 2016
- Attend Toronto York Council Workers of Colour and Aboriginal Conference May 14, 2016
- Attend CBTU Members Meeting June 23, 2016
- Organize PSAC Racially Visible Members Committee AGM Meeting June 29, 2016

Goals:

- 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
February 2016 to June 2016**

Objectives:

1. Work with the sector to develop a Precarious Worker Educational Campaign
2. Develop resolutions for convention from the 2016-2017 Academic Sector Educational Retreat
3. Support the delivery of the Academic Sector Educational and TUB course for the 2016-2017 executive

Actions:

1. Prepared resolutions for the 2016 National H&S Conference
2. Delivered the 2016 Academic Sector Educational Meeting, with help from the Regional Rep for May 5th to May 8th, 2016.
3. Created the Academic Sector 2016-2017 book of resolutions with the Resolved with the Academic Sector.

Plans:

1. Continue to support 2016-17 Academic Sector Resolutions
2. Continue the development of the Precarious Worker Educational Campaign.
3. Develop a proposal for an Academic Sector Handbook- which will be a record of: constitutional interpretations on LOS membership and bargaining compensation; Education of precarious workers; Health and Safety resources and legislation.
4. Work with sector to create the new service level agreements for 2107.
5. Follow up with Kingston RO on the sector's budget for the Educational Retreat

In Solidarity,

Marie Polgar-Matthews, Academic Sector Representative

Missy Taylor
PSAC Ontario Regional Council
Regional Women's Committees Representative Report
February 2016 to June 2016

Objectives:

- Create format for regular communication /updates between Committee Chairs
- Solicit Assistance in re-establishing some Women's 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:

- Mary Spratt Breakfast – Toronto – March 5th
- International Women's Day March & Rally Ryerson University - Toronto March 5th
- Regularly attended Toronto RWC meetings (March, April, May, June)
- Participated in National Human Rights and Equity Conference as a member of the Steering Committee for the Women's Nation Conference – Ottawa – May 5th
- Attended Hamilton Women's Committee AGM/elections May 11th
- Submitted articles for Ontario Council newsletter
- Chaired Ontario Regional Women's Conference June 3-5
- Created beaded Red Dresses for all attending the Women's Conference to highlight and bring awareness to the Missing and Murdered Indigenous Women and Girls campaign

Plans/Goals:

- Build relationships with regional staff rep. for Women's Committees
- Obtain all dates/Times/Locations or all RWC meetings – attend as many as possible via call, Skype or in person
- Have all RWC post the time/Date/Location for all meetings online & keep updated of changes
- Set dates to attend Women's Committee meeting – in-person or by phone
- Write article for promotion of the Women's Committees
- Work with staff and REVP to review information ascertained through Ontario Women's Conference.

In Solidarity,

Missy Taylor
Regional Women's Committee Representative

Peggy Jones
PSAC Ontario Regional Council
Directly Chartered Local Representative Report
February 2016 to July 2016

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 - November, January, March, April, May and June 2016.
- Attended and Chaired Women's committee - November, January, March, April, May and June 2016
- December 6: National Day of Remembrance and Action on Violence against Women
- Working on Labour Day events throughout the DCL's of Ontario.
- Attended the Women's Conference June 2016

Plans:

- Work with PSAC Regional Offices to contact information for DCL's
- Help to ensure DCLs contact a PSAC Rep who understands DCLs in each respective Regional Office
- Working with all Ontario DCLs in planning of what the DCL expectations on the PSAC Ontario Convention for Year 2017
- New campaign for all provincial workers to have sick days and fair contract with all employees from the provincial government. Write a petition for this with approval from PSAC and other Unions.
- Working with Area council, Women's committee to contact MP's on Universal Day Care for the province of Ontario and throughout Canada.
- Members from DCL to attend young workers, women's committees' and Area council in the area which they work in.

- Keep in contact with DCL to keep informed what is happening and where we can help out through the union and communities.
- Attending the National Women's and organizing with other DCL's in the areas

In Solidarity

Peggy Jones
Directly Chartered Local Representative

Richard McNeill
PSAC Ontario Regional Council
Region 3, Eastern Ontario Representative Report
February 2016 to July 2016

Objectives:

- Continue to build a dialogue with the Kingston RO office
- Keep the members of Region 3 informed and updated on mobilization
- Discover new ways to motivate our union executives and membership

Actions:

- Organized the reunion of the Young Workers Committee for region 3
- Worked with Linda Cross at the Kingston RO office to organize the TB members of region 3 June 8th action
- Attended a number of local's membership meetings

Plans:

- Continue to support the Kingston Young Workers Committee
- Work with Region 3 local executives to form our first People with disabilities committee
- Make sure locals are receiving all relevant news on bargaining and campaigns

In Solidarity

Richard McNeill
Region 3, Eastern Ontario Representative

Ryan Ward
PSAC Ontario Regional Council
Region 5, Greater Toronto Area Representative Report
March 2016 to June 2016

Objectives:

- Interaction with all Locals within the GTA on the phone and in person to promote opportunities that PSAC can assist Locals in what they wish to accomplish
- Promote the education and training programs to ensure courses are full and requests for Locals training needs are met
- Help organize an Area Council for Mississauga and assist all committees within the entire GTA on their initiatives

Actions:

- Attended and participated in the float for 2016 Pride Parade
- Attended and spoke at various training sessions in Barrie and Toronto to several new and experienced members of the region
- Provided assistance with the GTAC's Activist of the Year award to two well-deserving individuals within Region 5
- Attended a political convention in Winnipeg and discussed with several Members of Parliament including the Treasury Board Minister the importance of current negotiations with the civil service
- Prepared a Region 5 Report specifically highlighting the different committees throughout the GTA and contact information

Plans:

- Attending the World Social Forum with fellow members of the Greater Toronto Area in Montreal
- Discuss with Locals what education they are looking for between now and the end of the term in 2017
- Provide information about what Ontario Council's role is within components and Directly Chartered Locals throughout the GTA

- Promote the 2016 Labour Day Parade and encourage members to attend
- Promote the upcoming conferences and conventions in 2016 and 2017 among members within the GTA

In Solidarity,

Ryan Ward
Region 5, Greater Toronto Area Representative

Sheila Karasiewicz
PSAC Ontario Regional Council
Aboriginal Workers Representative Report
March 2016 to July 2016

Objectives:

- Outreach and visits to Aboriginal members.
- Bring Aboriginal issues to Council.
- Continue to promote and work on National Enquiry MMIWG.
- Continue to support and work with Walking with Our Sisters.
- 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.

Actions:

- **March 14**, Tbay Regional Women's Committee Meeting
- **March 31**, Tbay Area Council AGM
- **March 2**, UNE AGM Local 00296 (no quorum, rescheduled)
- **April 8**, UNE AGM Local 00296
- **April-May**, Walking with Our Sister's (WWOS) Meetings Red Dress Community Care Project.
- **April 13**, International Day of Pink
- **April 19**, Parks Canada Local 00391 AGM Pukuskwa Park
- **April 26**, Walking with Our Sister's Meeting (Red Dress Community Care Project.
- **May 24-27**, JLP Mental Health in the Workplace Clinic.
- **June 3-5**, Observer, PSAC Ontario Regional Women's Conference.
- **June 8**, National Day of Action.
- **June 10**, WWOS Red Dress Community Care Project pin making.
- **June 11**, Thunder Bay Pride Opening Ceremonies.

- **June 13**, Blanket Exercise Delivery.
- **June 18**, Thunder Bay Pride Parade.
- **June 20**, MMIWG and Faceless Doll Teachings
- **June 21**, at NAD promoted the WWOS Red Dress Project.
- **June 22**, UNE Local 00296 Meeting.
- **July 1-3**, promoted the WWOS Red Dress Community Care Project.
- **July 5-9**, PSAC Ontario Council Meetings.

Plans:

- To continue outreach with Aboriginal members.
- To Collaborate and work with NAPC representative/TBay Women's Committee Linda Britt on shared issues such as the Red Dress Community Care Project with Walking With Our Sisters for National Enquiry into the MMIWG.
- To collaborate and work with Ontario Women's Rep Missy Taylor on the commonly shared issues relating to both our portfolios. i.e. National Enquiry for Murdered and Missing Indigenous Women and Girls (MMIWG) and other Aboriginal Women issues.
- Lobby MP's/Senator's on issues that are relevant to Aboriginal Workers.
- Work with PSAC Ontario Council Representatives to connect with Aboriginal Workers through newsletters and Media websites such as Facebook.
- Increase Aboriginal Workers knowledge of courses that are happening in PSAC Regional Offices and promote the education program.
- Continue sharing and promoting the "The Blanket Exercise" by KAIROS Canada, which is the historic relationship between Europeans and the Indigenous nations, and in the history of the colonization of the lands now call Canada.

In Solidarity,
Sheila Karasiewicz, Aboriginal Workers Representative

Steve Khan
PSAC Ontario Regional Council
LGBTQ Representative Report
October 2015 – June 2016

Objectives:

- Continue and build a dialogue with Regional Offices.
- Update LGBTQ+ and allies email/contact list.
- Keep members informed of PSAC Ontario Council.
- Represent LGBTQ+ members at functions where required.
- Promote Union Education.

Actions:

- PSAC Toronto RVAC meetings on Nov 16 & Dec 10/15, Jan 19, Feb 25, & Apr 4/16.
- Black History Month with the 1st gay Black speaker on Feb 25/16.
- LGBTQ+ caucus at PSAC Ontario RVAC Conference Mar 18/16.
- PSAC Pride Mar 16; Apr 13, 23, 29; May 17, Jun 1, 14/16.
- GTA Young Workers meeting Mar 31/16.
- OFL Pride and Solidarity meeting Apr 1/16.
- Taking Union Basics at the London Regional Office Apr 2-3/16.
- 3 Positive Space L&L at Service Canada on Apr 13/16.
- GTAC meeting on Apr 20/16.
- Toronto & York District Labour Council Gala on May 13/16.
- Positive Space L&L on May 18/16 with 302 participants.
- OFL, TYDLC & CLC screening on Jun 9/16 interviewed Mike Jackson via Skype.
- Regularly updated Facebook Group for PSAC Pride every week

Plans:

- Lobby MP's/Senators on issues relevant to LGBTQ+ members.

- Work on #forgiveosap campaign with Young Workers Committee.
- Increase LGBTQ+ member and ally knowledge of & promote education program.
- Speaker Series with Pollination Grant Oct 11, Nov 25 & Dec1/16.

In Solidarity,

Steve Khan
LGBTQ+ Representative

Souad Soubra (Sue)
PSAC Ontario Regional Council
Members with Disabilities Representative
March 2016 to July 2016

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:

- Attended the OFL Disability Committee (March 8)
- Attended the RWC meeting (March 8, April 7, May10)
- Attended NHRC meeting in Ottawa (May 5)
- Attended Kingston Area Council meeting where I spoke about MDAC (May 12)
- Participated Toronto & York District Council 145 Anniversary (May 13)
- Participated the NHRC conference call (April 14, June 1st)
- Attended and Chaired TMDAC meeting (April 25, June 13)
- Attended the PSAC Ontario Racially Visible Conference (March 18-20)
- Attended the OFL Disability Committee Strategic planning (June 7-8)
- Attended Ontario Council meeting (July 5-9)

Plans:

- ❖ 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
- ❖ Working on the 9th editions of the MWD Newsletter
- ❖ Creating OMDAC Terms of Reference
- ❖ Start-up MDAC committee in Trenton/Kingston area

In Solidarity,

Souad Soubra Boone
Members with Disabilities Representative

Susan Glanville
PSAC Ontario Regional Council
Regionally Based Separate Employer Locals
February 2016 to July 2016

Objectives:

- Email Tree
- Be able to stay in communication with all locals
- Keep members informed on what PSAC Ontario Council is doing.
- Health and safety

Actions:

- Contacted all Regional Base Separate Employer Locals
- National day of action

Goals:

- To get all Regional Based Separate Employer locals communicating
- Proper contact information
- Training/education required

In solidarity,

Susan Glanville
Regionally Base Separate Employer Representative

Trevis Carey
PSAC Ontario Council Member Report
Region 2, North Eastern Ontario Representative
February 2016 to July 2016

GOALS:

- Goals for next report 1) to work with elected members of Parliament on PSAC labour issues.
- 2) Continue to drum up support for bargaining. 3) Make use of my Alliance Facilitator Training to promote Union Education. 4) Find ways to help reduce the stigma of mental health issues.
- 5) Continue to Co-Chair local Occupational Health & Safety Committee

Actions:

- Feb 17 Addictions Training. Put on by Mental Health
- Mar 16 Local OSH Meeting
- Mar 22 Elected to position of 2nd Vice President of Local
- Apr 14 Local OSH Meeting and Union Management Meeting
- Apr 27 UVAE Sponsored Ad in Northern News to Promote Day of Mourning
- Apr 28 Participated in National Day of Mourning for injured/killed workers
- May 3 Participated in planning of National Mental Health Week
Painted hands for wall display to show solidarity for all
- May 4 Walk around Kinross Pound wearing green showing all affected by Mental Health issues
- May 12 Local OSH Meeting Requested MH Course put on by CPS be put on in Kirkland Lake
- May 18 Presented issues re: Phoenix to management and National UVAE Representative
- June 06 Handed out flyers inviting all members to June 8th demonstration
- June 08 Participated in information sharing for national day of Action. Getting members to honk their horns on return from lunch and accept RESPECT stickers.
- June 09 Local OSH Meeting

June 22 Local Meeting I was acclaimed Vice President present
bargaining information discussed as well.

June 25 Attended OFL Make It Fair Rally North Bay Ontario

Respectfully submitted,

Trevis Carey
Region 2 NorthEastern Ontario

APPENDIX “G”

PSAC Ontario 7th Triennial Convention Delegate Assistance Meeting Minutes July 8, 2016 @ 5 p.m.

Attendees: Bob Black (Chair of Finance), Kevin Lundstrom (Region 1), Trevis Carey (Region 2) Grant Tennant (Region 3), Melanee Jessup (Region 4), Ryan Ward (Region 5), Lloyd Brown (Equity and Human Rights Representative), Sharon DeSousa (REVP)

Absent: Isabelle Wrotkowski

Purpose:

PSAC Ontario Council has in the past allocated funds to be used for delegate assistance. Each local/branch or sending body will be eligible to receive assistance for each delegate they are entitled to so long as the delegate attends convention. Delegates are determined by the sending body.

Currently there is \$105,000 available to be allocated to delegate assistance.

Recommendations to Council:

1. The Committee recommends that the same Geographic formula be used. (Please see the table on the second page)
2. After the delegate registration is completed, the delegate assistance be adjusted to the number of delegates that apply for assistance.

Geographic Areas	Subsidy Amount
Group 1 ~(approx. 40km radius)- E to Scarborough, NE to Newmarket, NW to Orangeville, W to Bronte	\$ 300.00
Group 2 ~(approx. 90km radius)- E to Newcastle, NE to Beaverton, N to Barrie SW to Drumbo, W to Kithcener/Waterloo, SE to Beamsville	\$ 400.00
Group 3 ~(approx. 150km radius)- E to Colbourne, N to Bracebridge, NW to Owen Sound, W to London, remainder of Niagara Peninsula	\$ 500.00
Group 4 ~(approx. 300km radius)- E to Mallorytown, N to North Bay, NW to French River, rest of SW Ontario	\$ 600.00
Group 5 ~ E to Quebec Border, NE to Pembroke and Petawawa, N to Sudbury	\$ 700.00
Group 6 ~W to SSM, N to Timmins/Kirkland Lake, rest of NE Ontario excluding James Bay	\$ 800.00
Group 7 ~Thunder Bay Area	\$ 1000.00
Group 8 ~ rest of NW Ontario (including Sioux Lookout, Kenora, Fort Frances, Marathon) James Bay Area	\$ 1300.00

1. Council adopt the delegate assistance entitlement

Move by: Sharon DeSousa
 Seconded by: Bob Black