



PSAC Ontario Council Meeting Minutes July 7th, 2017 Toronto Regional Office

The meeting convened at 9:00 a.m. on Friday, July 7th, 2017 with the REVP-Ontario, Sharon DeSousa as Council Chair and the following members in attendance.

Sharon DeSousa, Regional Executive Vice-President, Ontario
Lauren Baert, Alternate Regional Executive Vice-President, Ontario
Jason Storkson, Region 1 (Northwestern)
Shalane Rooney, Region 2 (Northeastern)
Dana Kelly, Region 2 (Northeastern)
Rej Bruneau, Region 3 (Eastern)
Chris Snooks, Alternate Rep Region 3 (Eastern)
Melanee Jessup, Region 4 (Southwestern)
Judith Goodfellow, Region 4 (Southwestern)
Ryan Ward, Region 5 (GTA)
Leslie Searl, Region 5 (GTA)
Bob Black, Region 6 (Hamilton/Niagara)
Susan Glanville, Regionally Based Separate Employers locals
Peggy Jones, Directly Chartered Locals
Sheila Karasiewicz, Aboriginal Members
Amanda Gebara, Young Workers Representative
Josh Sadler, Gay, Lesbian, Bisexual, Transgendered
Souad (Sue) Soubra, Members with Disabilities
Lloyd Brown, Racially Visible Members
Missy Taylor, Regional Women's Committees
Craig Berggold, Academic Workers Representative

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

Regrets: Richard McNeill, Region 3 (Eastern)

Observer: Craig Reynolds – 2nd Alternate REVP

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

The following Ontario Regional Council members have taken the PSAC Anti-Harassment course;

- Soaud Soubra Boone
- Josh Sadler
- Bob Black
- Leslie Searl
- Melanee Jessup

The Chair cautioned Ontario Council members in regards to bringing in outside food into the meeting room due to members with severe airborne allergies.

Ontario Regional Council members unanimously agreed to continue the practice of providing snacks to observers.

The hours of sitting will be Friday, 9:00 a.m. – 1:00 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 Melanee Jessup and Lauren Baert

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

Moment of silence observed

Point of Privilege: Sister Sheila Karasiewicz would like to offer Council members with a liquid smudge, if they so choose, to start the Ontario Regional Council meeting. It is an all-natural product, made from essential oils and water.

The Chair stated that the point of privilege is well taken. Ontario Regional Council should be recognizing the land which is the Mississauga of New Credits. In the future we will have the small boardroom in the Regional office that is off to the side, opened 15 minutes prior to the start of Ontario Regional Council meeting as a land recognition space.

AGENDA:

1. Adoption of Agenda
2. Regional Executive Vice-President Report
3. Regional Office - Updates (Chris Wilson)
4. Ontario Council Committees
5. Ontario Council Members Reports & Expenses
6. Collective Bargaining Updates
7. Ontario Strategic Plan
8. Next Meeting Dates
9. Newsletter
10. Labour Day

The Chair added agenda item #9 Newsletter and #10 Labour Day.

Item 1. Adoption of Agenda

The Chair recommended the adoption of the amended agenda

Motion to adopt amended agenda

m/s/c Bob Black and Souad Soubra Boone

Item 2. Regional Executive Vice-President Report

Lauren Baert assumed the Chair.

Sharon DeSousa provided some highlights of her report.

She stated that it has been an extremely busy time. The Alliance Executive Committee (AEC) was currently working on building the budget for the cycle of 2019 – 2021, and has also been preparing an analysis of our overall union.

It has been difficult to project revenues because Phoenix has affected our dues collection severely. PSAC National is in the process of recovering dues from the government.

The AEC has also addressed the issue of services provided to members such as collective bargaining (i.e. representation).

Sister DeSousa expressed her appreciation to staff for their role in making the Ontario Regional Convention a success. This included, Cleo Reid, Lino Vieira, Beth Bennett, Chris Wilson and all Regional and National staff that were assigned to Convention.

Collective Bargaining

*(**Please note that national bargaining units are covered under the PSAC National President's report, along with reports produced through PSAC's collective bargaining branch and are therefore not covered within this REVP report).*

Ongoing Bargaining

- Anishinabek Police Service (APS) – (DCL 426 officers) In June of 2016 PSAC file for conciliation. The bargaining team met with the employer on May 10, 2017.
- OLG Sault Ste Marie (DCL 946) have applied for conciliation on May 3, 2017.

- Wequedong Lodge (DCL 00002) On March 29, 2017, the negotiating team met with the employer however, were unsuccessful in reaching an agreement and are at an impasse. PSAC has filed a notice of dispute and we are awaiting to hear from the Conciliator.
- University of Western Ontario (UWO) Postdoctoral Associates and Fellows (DCL 610) – Conciliator has been appointed and we are looking for dates in the summer of 2017.
- OLG – Slots at Woodbine (DCL 533) – Bargaining continues with the last meeting with the employer on May 9, 2017.
- NPF Petawawa (UNDE 00680) - Notice to bargain was sent in April 2016. Bargaining will commence as the team explores dates for 2017.
- City of Timmins Airport (UCTE 00075) – The bargaining team met during the week April 10, 2017 to look over proposals. No dates have yet been set to bargain with the employer.
- Great Lakes Pilotage Authority (UCTE 00057) – The bargaining team met on March 8, 2017. Meeting to begin bargaining with the employer expected in the fall of 2017.
- Kingston Commissionaires (DCL 818) – Notice to bargain was sent on April 3, 2017.
- North Bay Airport (UCTE 00006) - The bargaining team will meet on May 16, 2017 to finalize proposal package to commence bargaining soon after.
- Township of Edwardsburgh/Cardinal (UCTE 00066) - The bargaining team reached a tentative agreement on April 27, 2017. Ratification meetings will soon be set.

Renewal Agreements

- NAPS Local 00400 (Civilians) ratified their new collective agreement reached on February 28, 2017.

- Hearst, Kapuskasing Smooth Rock Falls Counselling Service (DCL 00285) - ratified their new collective agreement on March 12, 2017.
- DCL 00285 Town of Moosonee ratified their new collective agreement on March 12, 2017.
- Queen's University Postdoctoral Fellows (DCL 901) ratified their new collective agreement on March 15, 2017.

Organizing

Operational Managers at Ontario Corrections (600 members)

The PSAC requested a judicial review of the Ontario Labour Relations Board's earlier decision to dismiss our application. After a successful decision from the judicial review for a referral back to OLRB, the Board asked for written submissions from the parties on the outstanding questions to be addressed due to changes to CECBA. Submissions are due April 21, 2017 and responses are due May 12, 2017. The OLRB will determine next steps and whether hearing dates will be set for oral argument and testimony. This complex matter continues, but PSAC remains in the fight and committed to making every reasonable effort to achieve victory.

Candu Energy Inc. (formerly Atomic Energy of Canada Limited AECL)

On Thursday, April 27, 2017, the Canada Industrial Relations Board ordered a vote between PSAC and Society of Professional Engineers and Associates (SPEA) on who should represent a segment of workers at CANDU. PSAC currently represents the 33 members in question, however, SPEA represents the majority of workers at CANDU, with nearly 850 members.

SPEA is an independent union, and therefore, they are not subject to the same non-raiding provisions of the Constitution of the Canadian Labour Congress that govern affiliated Unions such as PSAC. The raid on PSAC members came after SPEA has requested assistance from PSAC with representation issues of their own members. A

campaign to stop this raid was launched by PSAC. Unfortunately, given the unexpected nature of the displacement application PSAC and UNE activists were unable to turn the vote around and SPEA was successful in getting the number of votes required to become the new bargaining agent for these 33 members.

All employees (non-unionized) at Brescia University College (90 members)

Efforts to organize course assistants, contract faculty, part-time faculty and food service workers at Brescia University College in London (ON) are ongoing. The college is affiliated with the University of Western Ontario where we represent members of PSAC 610. A management dominated Association has posed a challenge but outreach to build support and establish inside contacts continues.

Staff at the University of Ontario Institute of Technology in Oshawa (300 members)

Our efforts have moved us close to filing, however we are now dealing with a setback in numbers due to lay-offs. Card-signing continues.

Graduate Research Assistants at Queens University in Kingston (1000 members)

Certificate issued in February 2017 however a dispute remains over the number of members in the bargaining unit. PSAC will challenge the employer's list.

Ontario Lottery and Gaming (OLG) – Lesmill (DCL 900) (100 members)

PSAC filed a preliminary motion to have the employer's s.114 application dismissed to exclude two members at the Foster Drive Sault Ste. Marie site as part of their argument to exclude workers in the same position at Lesmill in Toronto. The OLRB upheld PSAC's motion and the employer's s.114 was dismissed. We await scheduling in the matter of PSAC's application to include the two workers at the Lesmill site.

Ontario Lottery and Gaming (OLG) - Foster Drive (DCL 946), Lesmill (DCL 900), Slots at Woodbine Racetrack (DCL 533) (800 total members)

Ongoing efforts continue in the fight-back against OLG's Union-busting tactics and the fight continues to achieve first agreements at Lesmill in Toronto and Foster Drive in Sault Ste. Marie as well as a renewal at the Slots at Woodbine Racetrack in Toronto.

Postdoctoral Fellows at University of Western Ontario (200 members)

Ongoing efforts to achieve a first Collective Agreement at UWO and fight-back against the employer's effort to Union-bust by making ties between labour and tax law as well as by converting Fellows contracts to Associates.

Provincial

NDP Convention

The Ontario NDP held its first party convention since November 2014 in Toronto on April 21-23, 2017, hosting 1,200 delegates. During her keynote speech on Saturday, NDP leader Andrea Horwath announced, if elected in 2018, she would create the province's first universal Pharmacare plan in Ontario. Horwath said, like Tommy Douglas led by introducing Medicare to Saskatchewan, the Ontario NDP would lead the province in drug coverage, which she called "the next step towards building universal healthcare".

During her leadership review later that day, Horwath won support from 89 per cent of delegates, up from 77 per cent in 2014.

In her speech, Horwath laid out many of the other policy items a "bold and progressive"

NDP government would implement if elected, including a \$15 minimum wage, buying back shares of Hydro One and making it easier for workers to join a union. Horwath said

that even though it is 14 months away from the next election, “this campaign is well underway” and stressed the NDP are “in this campaign to win.”

Provincial Budget

The 2017 Ontario budget was released on April 27, 2017, titled “A Stronger, Healthier Ontario” and is presented as the first balanced budget in a number of years. For 2016-2017 fiscal year the government is projecting a deficit of \$1.5 billion. The net debt to GDP ratio is projected to be 37.8% in 2016-2017, with the province’s unemployment rate at 6.4% in March 2017. Also, a great deal of the investment and employment figures are from past budgets.

The major announcement of this budget is its universal drug program for those age 24 and under. This announcement comes after the Ontario NDP’s pledge to create a universal drug program for everyone if elected in the next election. Healthcare funding does receive some substantial investment, however, particularly with infrastructure spending the budget remains silent on whether these will be privatization or P3 schemes, as has been the practice.

There is a reliance on past investments and accomplishments in this budget with little detail in what commitments the government is actually undertaking in 2017 and going forward. This is true for post-secondary education for example, as much of the focus is on the 2016 budget’s transforming of the Ontario Student Assistance Program (OSAP).

Implementation of many of the commitments in this budget remain ill-defined. Depending on how the government pursues certain partnerships, or coordinates with stakeholders; this could result in widely varying outcomes to the intent and success of the commitments.

Sault Ste Marie By-election

A by-election has been called for Sault Ste Marie for June 1, 2017. This will be the first major test for the Liberal government and an important one prior to next year’s provincial election. The Ontario Liberals have named their candidate, Debbie Amaroso, to run in this

by-election, which became vacated by former cabinet minister David Orazietti in December. The Conservatives announced in November that Ross Romano would be their candidate and the NDP announced city councillor Joe Krmpotich would be running for their party.

Federal

Markham-Thornhill By-election

Prime Minister Justin Trudeau announced the Markham-Thornhill by-election would be held on April 3, 2017. This was the first major electoral test for the Liberal government since its election. Liberal candidate Mary Ng won the by-election with 51 per cent of the vote, while her nearest competitor, Conservative candidate Ragavan Paranchothy, had 39 per cent of the vote. The NDP candidate Gregory Hines had 3.5 per cent.

Federal Budget

On March 22, 2017, the federal budget was released. The budget did provide some modest improvements on childcare, First Nations Police Service funding and others, however, it failed to address Phoenix and again did not tax the wealthy, a Liberal campaign promise. What is especially troubling concerning the budget is the clear direction it signalled that this government is moving towards privatization, with much of the investments and infrastructure plans likely being P3's. The lack of details and calls for reviews to find "efficiencies" in the federal public service is also of concern.

Mobilization

Phoenix Day of Action

February 24, 2017, marked one year since the launch of the catastrophic Phoenix pay system. To mark this occasion, PSAC held a National Day of Action in which we asked all Locals to participate.

Members were asked to contact their local MPs, be vocal on social media using the hashtag #FixPhoenix, send letters to the Prime Minister or to take part in any other action to raise awareness on this issue.

Members took part all across Ontario, taking pictures with messages to the Prime Minister using the hashtag #FixPhoenix. PSAC Ontario Council was meeting and took the opportunity to send a message also. In Kingston a rally was held at the local Liberal MP Mark Gerretsen's office, which received positive media coverage from local radio, television and newspaper stations. In Harrow, Ontario, members from AGRU 00018 presented stories of over a dozen members who have been affected by Phoenix to MP Tracey Ramsey in Essex. They also organized a birthday 'celebration' in the workplace for members to mark this terrible year.

Labour Movement/ Solidarity

Bill C-27

On January 28, 2017, the PSAC London Area Council held a letter-writing campaign to raise awareness and put political pressure on local Members of Parliament to stop Bill C-27 (*An Act to amend the Pension Benefits Standards Act*), and protect defined benefit pensions.

International Women's Day Radio Ads

PSAC Ontario launched radio ads to commemorate International Women's Day a full week prior and leading up to March 8th. The following cities were targeted the Greater Toronto Area, Hamilton, London, Barrie, and Kingston.

The ad script was as follows:

"On March 8th, we recognize International Women's Day and the goal of achieving gender equality. This year's theme is "Be Bold for Change", and highlights our power to transform our world by imagining and working towards a better one. Let's stand together and demand action from our government on pay equity and universal childcare. It's time! A message from the Public Service Alliance of Canada - Ontario Region...inspiring change in our communities."

Child Care Campaign

In September, the Ontario government announced a commitment to expand child care for 0-4 year olds in Ontario by creating 100,000 spaces – doubling existing spaces over 5 years. As part of the

process, the Ministry of Education is holding public town-hall meetings in selected communities around Ontario. PSAC members took part in the Kingston town-hall meeting on January 17, 2017 and the London town-hall meeting on January 23, 2017.

Prime Minister Trudeau Canada Tour

On January 13, 2017, members of the PSAC Kingston Area Council took part in the Prime Minister's town-hall meeting in Kingston. Members asked questions relating to the ongoing Phoenix pay saga and the need to get these issues resolved immediately.

Phoenix

On January 24, 2017, the PSAC Kingston Area Council members attended the Kingston City Council meeting and were successful in passing their motion on Phoenix. The motion called for the city of Kingston to request the federal government to use whatever means are necessary to fix Phoenix, including opening a regional pay centre in Kingston to address the backlog of member issues in the Kingston area. This political pressure was instrumental in having a local pay centre opened soon after. About 3,000 people in Kingston work for the federal government. In addition, the PSAC Kingston Area Council continues to hold biweekly rallies at local Liberal MP Mark Gerretsen's office on the Friday after each pay day. Even with the opening of the pay centre, the rallies continue so that the political and media pressure does not stop on this government.

Make it Fair Campaign

On January 27 and January 28 the Make It Fair campaign held a 2-day member mobilizer and volunteer training on the next phase of the campaign. The two-day training will build skills on how to recruit volunteers, work with teams and how to strategize to win changes to employment laws this year. PSAC Ontario sent two members, Richard Nash and Lynda MacLellan to take part in this vital campaign, and continue our work in making labour laws fairer in this province.

March 7, 2017 – Province-wide telephone town-hall Make it Fair campaign

The Ontario Federation of Labour (OFL) held a province-wide telephone town-hall to update workers on what is happening with the Make it Fair campaign. PSAC Ontario Council members took part in the call, and the information for the call was distributed through all our communications network.

Women's March

On January 21, 2017, there were women's marches in over 60 countries to stand in solidarity with the Women's March on Washington. The march on Washington was a show of solidarity and respect for women, equality rights and decency, given all that transpired on the campaign trail of now elected President Donald Trump. In Toronto, there was a march to Queen's park, with one of the largest participation rates in recent history, with over 60,000 people taking part.

United Way Labour Appreciation Awards night

On January 26, 2017, two PSAC Sisters; Jean Perdu (UTE00017) and Georgia Kamarlingos (USGE 0060), were recognized and awarded the United Way Labour Appreciation Awards. The PSAC London Area Council was a proud sponsor of this important evening of celebration and recognition to the change makers in our union.

The People's Forum on Mental Health & Mental Illness

On February 4, 2017, a community forum on mental health was held in London, which PSAC Ontario helped to co-sponsor and the PSAC London Area Council and the United Way Labour Committee assisted in. The event was free and open to the public to discuss the impacts, strategies and help for people with mental health issues and illness. The event was well attended with over 100 participants.

Some of the important topics delivered by guest speakers & panels were: Living on the Edge of Suicide, Paradigm Shifts: Changing Mindsets & Approaches Towards Mental Illness & Mental Healthcare, Maintaining a Psychologically Safe Work Environment, Understanding & Building Empathy for Trauma-Based Illnesses, Setting Our Kids on the Right Path, Factors Increasing Distress-

related Illnesses & Addictions Among Youth, and ending with a Panel Discussion on Implementing Change in Our Mental Health Systems.

CLC BILL-27 Pension Lobby

The CLC conducted a one-day lobby of MPs in Ottawa on Tuesday, February 7, 2017 on Bill C-27. PSAC Ontario sent 7 activists to the lobby from 7 different Liberal ridings in Ontario to continue to pressure the Liberals to withdraw this regressive bill.

Phoenix Rally in Barrie

PSAC Barrie Area Council held a 'Fix Phoenix' demonstration on February 21, 2017, highlighting the effects still felt by our members at the one-year anniversary mark. Over fifty members were in attendance, and the rally received regional media coverage.

United Nations Commission on the Status of Women – Women's Economic Empowerment in the Changing World of Work

On March 13-24, 2017, Sharon DeSousa, REVP for Ontario and Sister Robyn Benson, PSAC National President attended this international United Nations conference on the status of women in New York. The conference was a forum to press world leaders, including the Canadian government, to live up to their international legal obligations with respect to gender equality. Sister DeSousa had the opportunity to lobby Maryam Monsef, the newly appointed Minister of Status of Women on the need for a universal child care program. She also, as part of the CLC organized lobby of Patty Hajdu, Minister of Employment, Workforce Development and Labour; had the ability to discuss with the Minister the issues of precarious work, young workers and pensions.

Canadian Hearing Society (CHS) - CUPE 2073 On Strike

The Canadian Hearing Society (CHS) workers CUPE 2073 have been without a contract for 4 years. After being presented with multiple options for negotiating a settlement that would address their stated concerns, the CHS rejected all offers for settlement, leaving the union with no choice but to commence strike action on March 6, 2017. PSAC members have joined their picket lines across Ontario to show our solidarity and pressure CHS to bargain fairly.

Make It Fair Campaign - Legislation

On April 5, 2017, NDP MPP and Labour Critic, Cindy Forster, introduced a private members bill entitled Bill 119: *Fairness in First Contracts and the Right to Representation Act*. Bill 119 would make it easier for young workers to join a union and for newly unionized workplaces to attain first contract through binding arbitration, key recommendations of the Make it Fair campaign. The bill would also allow for card check certification, where workplaces are unionized when the majority of workers sign a card stating they wish to join a union.

April 28 – Day of Mourning

The North Simcoe Muskoka District Labour Council raised funds from the Labour movement to erect a Day of Mourning monument at Tudhope Park in the city of Orillia. PSAC Ontario was a proud sponsor and as such our name has been engraved on the plaque behind the monument. The North Simcoe Muskoka & District Labour Council held the unveiling of the monument on this year's Day of Mourning, with guest speaker Chris Buckley, President of the Ontario Federation of Labour. To further commemorate this occasion, PSAC Ontario ran radio ads for a week in St. Catharines, Thunder Bay, Orillia, Barrie, Sudbury and Sault Ste Marie.

OLG Sault Ste Marie

On May 4, 2017, our new OLG Local 946 in Sault Ste Marie held an information picket at lunch at the work site to support their bargaining team achieve a first tentative agreement. The NDP candidate in the by-election to be held on June 1, 2017, Joe Krympotic, joined our members on the picket line. The action received media attention in the SooToday: <https://www.sootoday.com/local-news/olg-workers-still-concerned-over-local-jobs-606350>

Rally at OLG's Slots at Woodbine

Our PSAC local 533, Slots at Woodbine held a rally on May 5, 2017 to support ongoing bargaining at the main gate of the work site. Despite torrential rain, around 30 members came out to take part by waiving flags, wearing placards and making noise.

Education

Convention Preparation Courses

Convention Preparation Courses were offered in each Regional Office with a total of 9 offerings to prepare members for the upcoming Ontario Regional Convention.

Regional Equity and Young Workers Committees Summit

PSAC Ontario held an Equity and Young Worker Committee Summit on March 2-3, 2017 for all executive committee members in Ontario. National President, Sister Robyn Benson spoke on the history of equity and young worker committees in our union; their successes and the continued need for them. The different equity and young worker groups had the opportunity to discuss the challenges they face, successes they've had, strategies for mobilizing the membership, common goals and plans on how to push for equality rights and protections.

PSAC National Equity Conferences

On May 24-28, 2017 the PSAC National Equity Conferences took place in Toronto at the Sheraton Hotel. More than 500 PSAC members from five equity groups and their allies attended the union's triennial National Equity Conferences, which offered members the space to raise their awareness on a variety of issues, deepen their knowledge and strategize around issues of discrimination and equality. With the theme "Equality at Work", the five-day gathering was the second time PSAC held the conferences for all five equity groups simultaneously in one location, allowing for the cross-sharing of issues and perspectives among members from racially visible, GLBT, Aboriginal, women and disability groups and communities.

Canadian Labour Congress (CLC) Convention

The CLC Convention was held from May 8-12, 2017 in Toronto. At the end of the Convention the Congress develops an Action Plan based on the resolutions, committee reports and policies discussed amongst the members of the Labour movement. Hassan Yussuff was acclaimed as the CLC President, Marie Clarke Walker was elected Secretary-Treasurer, Donald Lafleur was re-elected as Executive

Vice-President and Larry Rousseau was elected as Executive Vice-President.

Equity and Human Rights

Discussion on living with HIV/AIDS

The PSAC GTA Young Workers Committee in collaboration with PSAC Toronto Pride Committee held a special panel discussion at the PSAC Toronto Regional Office on February 21, 2017. The discussion centred around decreasing the stigma against people living with HIV/AIDS. The panel discussion had four special panelists: An academic- Alexander McClelland; A not-for-profit representative- Michael Schneider from ACT; An actor- Daniel Franzese from HBO's Looking; and a play right- Sky Gilbert from the University of Guelph. This event was made possible through a Human Rights and Dignity Grant from the Pollination Project.

Sudbury Equity Open House

On February 15, 2017, PSAC Ontario Council Equity Committee held an Equity Open house at the Sudbury Regional Office with Missy Taylor, Regional Women's Committees representative and Sheila Karasiewicz, Aboriginal Members Representative on Ontario Council. Trevis Carey and Dana Kelly, the Region 2 representatives on Ontario Council were also in attendance.

The event was informal, with the objective of building member capacity on human rights in Ontario. Posters were provided, along with information materials, timelines and a welcoming safe space. "Stations" were set up around the room for each of the 5 equity seeking groups and Regional Council members guided members from station to station encouraging them to take whatever information they wanted to take back to their Locals.

Black History Month Celebration

The PSAC Toronto Racially Visible Committee held a Black History Month celebration in the Toronto Regional Office on February 23, 2017. Guest speakers included Marie Clarke Walker - Executive Vice President, Canadian Labour Congress and Desmond Cole, journalist. Over 30 members attended, with Lloyd Brown, PSAC Ontario Council

Racially Visible member's representative and Chair for the PSAC Toronto Racially Visible Committee chairing the meeting.

2017 International Women's Day Radio Ad

PSAC Ontario launched radio ads to commemorate the 2017 International Women's Day a week prior and leading up to March 8, 2017. The following cities were targeted: Toronto, Hamilton, London, Barrie, and Kingston.

The ad script, was as follows:

"On March 8th, we recognize International Women's Day and the goal of achieving gender equality. This year's theme is "Be Bold for Change", and highlights our power to transform our world by imagining and working towards a better one. Let's stand together and demand action from our government on pay equity and universal childcare. It's time! A message from the Public Service Alliance of Canada - Ontario Region...inspiring change in our communities."

Kingston Equity Open House

On March 13, 2017, the Ontario Council Equity Committee held an Equity Open House in the Kingston Regional Office. Handouts were provided and members were able to speak with and ask questions of Lloyd Brown, Racially Visible Members Representative and Souad Soubra Boone, Members with Disabilities Representative on Council.

Thunder Bay Equity Open House

On March 22, 2017, the Ontario Council Equity Committee held an Equity Open House in the Thunder Bay Regional Office. Sheila Karasiewicz, Aboriginal Members Representative and Missy Taylor, Regional Women's Committees Representative on Council were in attendance to provide information to members and answer questions.

Ending HIV/AIDS Stigma

The PSAC GTA Young Workers Committee in collaboration with the PSAC Pride Committee invited acclaimed author Shyam Selvadurai to come and speak to our members on Thursday, April 27, 2017 in the Toronto Regional office. The talk was streamed live and the video is available on the Young Worker Facebook page: *PSAC Young Workers Committee - GTA*

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 7, 2017 to May 12, 2017

Jan. 9-10, 2017 – Alliance Executive Committee meeting in Ottawa
Jan. 23, 2017 – Transition Committee meeting
Jan. 25, 2017 – Workers of Colour, Aboriginal, Inuit, and Métis staff conference in Ottawa
Jan. 30-Feb. 4, 2017 – Operational Services (SV) bargaining in Ottawa
Feb. 6-9, 2017 – Canada Employment and Immigration Union Convention
Feb. 13, 2017 – Alliance Executive Committee meeting in Ottawa
Feb. 14-16, 2017 – National Board of Directors meeting in Ottawa
Feb. 21, 2017 – Phoenix Demonstration in Barrie
Feb. 23, 2017 – Ontario Regional Council Committee meeting
Feb. 23, 2017 – PSAC Toronto Racially Visible Black History Month celebration
Feb. 24-25, 2017 – Ontario Regional Council meeting
Mar. 2-3, 2017 – PSAC Ontario Equity & Young Worker Committees Summit
Mar. 4, 2017 – Union Development Program East Panel in Ottawa
Mar. 6-8, 2017 – PSAC Ontario Convention Committee meetings
Mar. 8, 2017 – PSAC Toronto Regional Women’s Committee International Women’s Day
Mar. 10-16, 2017 – United Nations Commission on the Status of Women in New York
Mar. 21, 2017 – National Board of Directors meeting
Mar. 22, 2017 – PSAC North Women’s Conference in Toronto
Mar. 23, 2017 – PSAC National Equity Conference Resolutions Committee meeting
Mar. 24-28, 2017 – PSAC National Equity Conferences in Toronto
Mar. 28, 2017 – Phoenix Town-hall meeting in Kingston
Mar. 29, 2017 – Treasury Board Ratification meeting in Trenton
Mar. 30, 2017 – Treasury Board Ratification meeting in Kingston
Apr. 3, 2017 – Treasury Board Ratification meeting in Windsor
Apr. 4, 2017 - Treasury Board Ratification meeting in Chatham
Apr. 5, 2017 - Treasury Board Ratification meeting in London
Apr. 6, 2017 - Treasury Board Ratification meeting in Kitchener
Apr. 7, 2017 – Union of National Defence Employees Ontario Presidents meeting in Orillia

Apr. 10, 2017 - Treasury Board Ratification meeting in Borden
Apr. 11, 2017 - Treasury Board Ratification meeting in Toronto
Apr. 18, 2017 – Education Committee - Leadership Training meeting
Apr. 25, 2017 – PSAC Toronto Racially Visible Committee meeting
Apr. 28, 2017 – Day of Mourning statue unveiling in Orillia
May 3, 2017 – National Board of Directors meeting
May 5, 2017 – OLG Woodbine Rally to Support Bargaining
May 7-12, 2017 – Canadian Labour Congress Convention

Motion to adopt REVP's report

m/s/c Sharon DeSousa and Bob Black

Sharon DeSousa resumed the Chair

The Chair stated that reports on the status of PSAC National bargaining units fall under the National President's reports, and that is why they are not duplicated in REVP reports.

Point of Privilege: Melanee Jessup wanted to know if internet access was provided in the meeting room.

Cleo Reid responded that there would be no internet access in the meeting room.

**Item 3. PSAC Ontario Regional Office – Updates
(Christopher Wilson, PSAC Ontario Regional Coordinator)**

The Chair stated that we do not vote on the Regional Coordinators report. However, Ontario Regional Council members can provide feedback.

Chris Wilson presented his report.

Chris Wilson stated in regards to short term vacancy i.e. under 2 months some discretion as to who to appoint if no response to expression of interest internally. Some factors to consider i.e. whether qualified (i.e. applied for prior position) or if responding to particular

organization priority like the Customs and Immigration Union (CIU) rally at Pearson Airport.

Chris provides a rationale as to why this person would be a good fit for the position and the final staffing decision is made by the Director of Operations.

The Chair stated she does not interfere in staffing. Some organizations guidelines: I like to see staff come from the membership. Just to name a few Angela Fairweather used to work as member at Canada Employment and Immigration Union (CEIU). Lesley Thompson was part of Atlantic University sector. Both Todd Woytiuk and Lynn Meston are from the membership.

Beth Bennett and Cleo Reid are from the membership coming from the same Local in CEIU. MaryAnne Laurico was from Queen's University. Linda Cross was a USGE member in Corrections.

In Sudbury Rejean Amyotte was a Council Member as well as Debbie St-Germain. In Thunder Bay, Nancy Johnson was a Union of Taxation Employees (UTE) as well as a Council member. Sandra Goodick was the Local President from civilian unit of Nishnawabe-Aski Police Service (NAPS). Before that Judith Monteith-Farrell. As a result, this reflects that members are given opportunities, they also understand our issues and politics because they were leaders within the organization.

Item 4. Ontario Council Committees

The Chair stated that the Ontario Regional Council has five sub-committees; Finance, Political Action, Equity and Human Rights, Health & Safety and Education. An email would be sent to Ontario Regional Council members to submit their 1st and 2nd choices for Council Committees they would like to sit on in the coming weeks.

However, Equity and Human Rights representatives on Ontario Regional Council form the Equity and Human Rights Sub-Committee on Council. The Alternate REVP would also be automatically assigned to the Finance and Political Action Committee's.

For the remaining vacancies on the Political Action Committee, there will be four Ontario Regional Council members elected to sit on the Committee. The Committee must have representation of Equity, Northern Ontario and DCL member. An election will be held at the next Ontario Regional Council meeting.

Action Item: REVP office to send out request for Ontario Regional Council members to advise committee choices week of July 10th.

Chairs of the Committees are responsible for reporting to the REVP during meetings and/or between meetings. The REVP appoints the Chairs of Committees.

Item 5. Ontario Council Members Reports & Expenses

The Chair stated that the budget that was passed at the Ontario Regional Convention outlined that \$20,000 has been earmarked for Ontario Regional Council members' total portfolio dollars. That equates to approximately a \$1000 for each council member to complete the work with their constituency for each calendar year.

Ontario Regional Convention took place in May of 2017, so for the remainder of the fiscal year, the newly elected Ontario Regional Council member's portfolio budget is \$750 covering the period from July 2017 to December 2017.

The Chair stated portfolio funds are not intended for Council members to attend conventions. The money is there to carry out the activities within your constituencies.

Expenses

Cleo Reid stated that loss of salary, incidentals and expenses for the period from July 4th – 6th would be claimed on the Education portal event.

On the Ontario Regional Council portal event, members would claim their loss of salary, incidentals, and expenses incurred on July 7th, and all mileage to and from the meeting.

Item 6. Collective Bargaining Updates

Frontier Border Services (FB)

Lauren Baert stated that the bargaining team was at a stand still, making no progress on key priorities. Consequently, the bargaining team proceeded to the next step in the process by filing with the Public Interest Commission (PIC).

There is a lot of mobilization happening within the Customs and Immigration Union (CIU) and PSAC. Members are also lobbying their MP's.

Parks Canada

Parks Canada: Bargaining is ongoing.

Canada Revenue Agency (CRA)

Canada Revenue Agency and Union Taxation Employees (UTE) met for a few days to discuss a re-opener. However, they are also planning on pursuing binding arbitration, yet no dates have been set to date.

Treasury Board

PSAC and Treasury Board signed new collective agreements on June 24th, 2017, that contain no concessions for four bargaining units representing more than 100,000 workers. The four tables are: Program and Administrative Services (PA), Operational Services (SV), Education and Library Services (EB) and Transport Canada (TC).

Canada Post

The bargaining team met with the Canada Post Corporation on May 16 and 17, 2017. Hassan Hussein, PSAC Negotiator, would be taking over for Tom Milne as our negotiator in our bargaining with Canada Post. Hassan will be at the bargaining table in the sessions following, with scheduled dates of July 25 to 27, 2017.

Canada Food Inspection Agency (CFIA)

Concessions remain on the table when the bargaining team met with the employer from June 20 to 22, 2017. They were able to sign off on a few amendments to the collective agreement including, removing the employer's demand to roll-back sick leave provisions in the collective agreement.

OLG Slots at Woodbine (DCL 533)

The Chair stated that PSAC has been having a difficult time with the Ontario Lottery and Gaming (OLG) corporation. The non-unionize employees at Woodbine received a 2% raise, yet they were denying unionized employees to that raise.

A No Board report was filed and our members at the Slots at Woodbine were in a strike/lockout period, but they had reached a tentative agreement recently.

The Chair formally thanked all the members that came out to show their support for our Woodbine members.

Kingston Commissionaires (DCL 818)

Peggy Jones stated that the bargaining team is going back to the table. The bargaining team will be focusing on getting sick leave pay, which the membership is in dire need of. Peggy thanked the Kingston Locals for showing their support to the Commissionaires.

Queen's University Postdocs

Craig Berggold stated that there was approximately 5,000 members at three University sites i.e. London, Oshawa and Kingston.

The Oshawa Local (University of Ontario Institute of Technology - DCL 555), just reached a tentative agreement on July 4th and ratification kits were being prepared. Sessional instructors will be going into bargaining in September.

At Queen's we have two bargaining units: Teaching Assistants (TAs) with Teaching Fellows (TFs) and postdocs.

TAs and TFs at Queen's University will be going into bargaining in September.

For the postdocs at Queen's, they ratified their second contract in the Spring, which was a big success. Queen's University's postdocs are now setting the standards across Canada for postdoc contracts. PSAC should be proud. We got childcare benefits comparable to the Faculty at Queen's.

Queen's does not like bad publicity. Members sent letters to the editor and embarrassed the employer to pressure them in bargaining. The next campaign will be focused on trying to make connections with other Unions in the sector (i.e. CUPE), to draw greater attention to short term contracts in the academic sector.

Nishnawbe-Aski Officers and Civilians (NAPS DCL 400 AND 401)

Jason Storkson stated that bargaining for all our units in the First Nations Policing sector has been difficult. However, we are seeing movement now with our Nishnawbe-Aski Officers and Civilians (NAPS), and at Treaty Three Police Service.

Anishinabek Police Service (APS) – (DCL 426 officers)

Anishinabek Police Service (APS) had not recognized the Union. PSAC created an email tree, logged phone numbers and got everybody talking. There was a great turnout and strike vote. They rejected the employer's final offer through the Labour Board with a 90% rejection. The bargaining team is looking toward the end of the month to continue bargaining.

Statistical Survey Operations (SSO)

PSAC has filed an unfair labour practice complaint with the Public Service Labour and Employment Relations Board, due to the employer's ongoing refusal to allow the union to post bargaining updates in the workplace.

Item 7. Ontario Strategic Plan

The Chair stated when a new Ontario Regional Council is elected a meeting is scheduled with the National Vice-Presidents (NVP) and

Regional Vice-Presidents (RVP) of the Ontario Region to build a strategic plan for the next three years.

The Strategic planning meeting with NVP's and RVP's from the Ontario region will be held on October 25th. An invitation will be sent from the REVP's office.

Item 8. Next Meeting Dates

The Ontario Regional Council next meeting dates are:

October 26th – Committees meeting

October 27th and 28th – Ontario Regional Council meeting

If there are any changes to these dates, the Ontario Regional Council will be notified by the REVP's office.

Item 9. Newsletter

Ontario Regional Council has been doing a newsletter since 2011, sending approximately two issues per year to the membership. Council members overwhelmingly stated that they would like to continue this practice.

Motion: Ontario Regional Council over the next three years create no less than two newsletters per year.

m/c/s Judi Goodfellow and Lauren Baert

Motion: Ontario council newsletter deadline of July 31st for articles and distribution by mid-August.

m/s/ Melanee and Bob

Motion defeated.

Motion: 2nd Ontario newsletter deadline for submission October 31st and distribution November 15th

m/s/ Melanee Jessup and Ryan Ward

Motion withdrawn by Melanee Jessup and seconded by Ryan Ward

Judi Goodfellow challenged the Ontario Regional Council members to submit an article during the course of their term.

Motion: 2nd newsletter after our Ontario Council meeting with deadline for submissions end of November 30th and distribution mid-December

m/s/ Lauren Baert and Ryan Ward

Motion withdrawn by Lauren Baert and seconded by Melanee Jessup

Motion: re-consider the motion for 1st date

m/s/c Melanee Jessup and Ryan Ward

Motion: Ontario council newsletter deadline of July 31st for articles and distribution by October 1st.

m/s/c Melanee Jessup and Ryan Ward

Action: Chair will add Ontario Regional Council newsletter as an agenda item to the October Council meeting agenda.

Item 10. Labour Day

The Chair stated that presently Ontario Regional Council does not have a Finance Committee. Therefore, this year Labour Day proposals will be reviewed and approved by herself, Bob Black, Lauren Baert, Chris Wilson, Lino Vieira and Cleo Reid.

This year's Labour Day celebration would be taking place across the country on September 4th. The colour of the 2017 Labour Day t-shirts is Teal with black and white lettering of the three slogans, which are:

1. Our Power Our Movement
2. We are union
3. Stronger Together

The Chair stated that Ontario council members need to be visible in your community. Please participate in the Labour Day parade in your area.

Rej Bruneau stated that the Canadian Labour Congress slogan for Labour Day this year is Universal Pharmacare.

Business completed, meeting adjourned at 2:00 pm