



## **PSAC Ontario Council Meeting Minutes November 3<sup>rd</sup> – 4<sup>th</sup>, 2017 Hilton/Meadowvale Hotel**

The meeting convened at 9:05 a.m. on Friday, November 3<sup>rd</sup>, 2017 with the REVP-Ontario, Sharon DeSousa as Council Chair and the following members in attendance.

Sharon DeSousa, Regional Executive Vice-President, Ontario  
Craig Reynolds, 2nd Alternate Regional Executive Vice-President, Ontario

Jason Storkson, Region 1 (Northwestern)

Dana Kelly, Region 2 (Northeastern)

Chris Snooks, Alternate Rep Region 3 (Eastern)

Melanee Jessup, Region 4 (Southwestern)

Judith Goodfellow, Region 4 (Southwestern)

Ryan Ward, Region 5 (GTA)

Lynda MacLellan, 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 Boone, Members with Disabilities

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:** Lauren Baert, Alternate Regional Executive Vice-President, Ontario  
Shalane Rooney, Region 2 (Northeastern)  
Rej Bruneau, Region 3 (Eastern)

Leslie Searl, Region 5 (GTA)  
Lloyd Brown, Racially Visible Members

**Observers:** Martin Mika – Regional Vice-President - Union of Canadian Transportation Employees (UCTE), Jamie vanSydenborgh – RVP Southwestern Ontario Region - Union of Taxation Employees (UTE), Travis Lahnalampi – National Vice-President - Canada Employment and Immigration Union (CEIU), Aileen Duncan – Association of Public Service Alliance Retirees (ASPAR), Ed Jones, Jo-Ann Nanton, Kathy Samuel, and Ken Boone.

The Chair asked Josh Sadler to read the PSAC Anti-Harassment Policy. Josh Sadler was the Anti-Harassment Coordinator while Ontario Regional Council was 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., Break 10:30 a.m. & 3:00 p.m.,
- Saturday, 9:00 a.m. – 3:00 p.m., lunch 12:00 p.m. – 1:00 p.m., Breaks 10: 30 a.m.

Motion to adopt the hours of sitting.

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

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. Yvonne Brown, staff from Union of Solicitor General Employees (USGE) was put forward by Ontario Council.

Moment of silence observed

**AGENDA:**

1. Adoption of Agenda
2. Adoption of previous meeting minutes (July 7<sup>th</sup>, 2017)

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. Bill 148
10. Provincial Election
11. Political Action Committee Election
12. Phoenix Update
13. Ontario Federation of Labour Convention
14. National Leadership Training
15. Ontario Regional Council Member Guide
16. Ontario Council Newsletter
17. Association of Public Service Alliance Retirees (APSAR)
18. Next Meeting Dates
19. New Business

**Item 1. Adoption of Agenda**

The Chair recommends adoption of the agenda

Motion to adopt agenda

m/s/c Judi Goodfellow and Bob Black

**Item 2. Adoption of previous meeting minutes (July 7, 2017)**

The Chair recommends adoption of the previous minutes

Motion to adopt previous minutes

m/s/c Judi Goodfellow and Souad (Sue) Soubra Boone

Lynda MacLellan abstain from vote

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

Council Committee Choices

The REVP's office sent out a request for Ontario Regional Council members to advise of their committee choices the week of July 19<sup>th</sup>, 2017.

Ontario Regional Council Newsletter

The Chair added the Ontario Regional Council newsletter as an agenda item for the November Ontario Regional Council meeting.

**Item 4. Regional Executive Vice-President Report**

Craig Reynolds assumed the Chair.

Sharon DeSousa provided a few highlights of her National Board of Directors (NBOD) report:

- PSAC was able to negotiate the conversion of 25 part-time jobs into full-time positions in the new collective agreement with the employer Ontario Lottery and Gaming (OLG) - Slots at Woodbine.
- Slots at Woodbine DCL 533 members were empowered and felt supported by other PSAC members i.e. Kingston Caravan, Greater Toronto Area Council (GTAC), as well as the broader labour movement came out and supported them during the lockout.

- The National Board of Directors (NBoD) met and spent a large portion of time speaking on Phoenix and the upcoming National Triennial Convention.
- After the Regional and Component conventions a lot of new leaders were elected. PSAC Ontario will continue to work with Components and other Regions on their campaigns.

## **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) On September 19, 2017, a tentative agreement was reached and now ratification meetings are being planned.
- City of Timmins Airport (UCTE 00075) – The bargaining team met during the week April 10, 2017 to look over proposals. Bargaining dates have been scheduled for October 24, 25, 26, 2017, and January 30, 31, and February 1, 2018.
- Great Lakes Pilotage Authority (UCTE 00057) – The bargaining team met on March 8, 2017. Meetings to begin bargaining with the employer are expected in the winter of 2017.
- Kingston Commissionaires (DCL 818) – bargaining will continue with meetings scheduled for October 26 and 27, 2017.
- North Bay Airport (UCTE 00006) - The bargaining team met on May 16, 2017, to finalize a proposal package to commence bargaining in the fall of 2017.
- Teaching Assistants and Teaching Fellows employed at Queen's University met with their employer on July 12, 13, 17, 18, 2017. Bargaining is expected to resume in the fall of 2017.

- On July 4, 2017 an input call for demands was placed for DCL 500, Georgian Downs Racetrack members.
- UNDE 639, Cleaners at Petawawa have begun bargaining with their employer, GDI Services Canada. After meeting on September 7, 2017, the team has decided to apply for conciliation.
- NPF Petawawa (UNDE 00680) members have reached a tentative agreement and ratification votes are being scheduled.

### *Renewal Agreements*

- Township of Edwardsburgh/Cardinal (UCTE 00066) members ratified their new collective agreement on June 12, 2017.
- Wequedong Lodge (DCL 00002) members ratified their new collective agreement on June 28, 2017.
- The University of Ontario Institute of Technology Teaching Assistants and Research Assistants (DCL 555) ratified their new collective agreement on July 17, 2017.
- NPF Trenton (UNDE 00683) members ratified their new collective agreement on July 18, 2017.
- OLG – Slots at Woodbine (DCL 533) members ratified their new collective agreement on August 3, 2017.
- University of Western Ontario (UWO) Postdoctoral Associates and Fellows (DCL 610) ratified their new collective agreement on August 10, 2017.
- Commercial Cleaning Services in Hastings County (UNDE Local 650) members ratified their new collective agreement on August 15, 2017.

### **Organizing**

#### Operational Managers at Ontario Corrections (600 members)

On July 31, 2017, the Ontario Labour Relations Board dismissed PSAC's application for certification for Sergeants and Youth Services Managers employed by the Province of Ontario (Corrections). The decision brings to a close a legal dispute extending over a period of years between the Province, PSAC, AMAPCEO and OPSEU over this unit.

The Labour Board ruled that all employees of the Province are employed in one of four bargaining units and that each bargaining unit is represented by either OPSEU, AMAPCEO, Professional Engineers Government of Ontario. Consequently, PSAC could not file a certification application for a sub-group of these four bargaining units and our application was dismissed.

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. Renewed outreach efforts will commence in the Fall term upon the recommencement of school when staff return to the College.

Queen's University research assistants join PSAC Local 901

After more than a two year wait, research assistants at Queen's University are joining PSAC Local 901 following an overwhelming vote in favour of union representation. Approximately 600 research assistants voted on union certification in 2014. However, the Ontario Labour Relations Board (OLRB) ordered the ballot boxes sealed until it decided if the research assistants are eligible to join a union. When the OLRB finally ruled to open the ballot boxes, the vote was counted and the majority had said yes to join PSAC effective February 16, 2017. These new members now join thousands of other PSAC members who work in the university and research sectors.

Ontario Lottery and Gaming (OLG) – Sault Ste. Marie (DCL 946)

The Ontario Labour Relations Board ordered a decertification vote among 375 workers employed by the Ontario Lottery and Gaming Corporation (OLG) in Sault Ste. Marie on May 17, 2017. These workers had voted to join PSAC, however the slow progression in reaching a first collective agreement, while at the same time seeing non-unionized workers receive pay raises and other incentives, led to the loss of this unit.

### Ontario Lottery and Gaming (OLG) – Lesmill (DCL 900) (90 members)

Following the decertification of the OLG Sault Ste. Marie headquarters, who's workers perform the same duties as workers at Lesmill, a decertification application was filed less than a week later. This followed a difficult round of negotiations that saw little movement from the OLG, and resulted in a year passing without a first collective agreement, leading to an open period for decertification. This situation, highlights the importance of changing Ontario's labour laws to enact arbitration for first collective agreements.

### University of Ontario Institute of Technology (UOIT) Non-Academic Staff

PSAC filed an Application for Certification for 330 non-academic staff at UOIT in May 2017. The application was withdrawn because the employer included additional job classifications and we did not meet the legal threshold for a vote and we could not risk a one-year bar. Outreach and card signing to additional occupational groups continues with a view to a renewed Application for Certification in the near future.

## **Provincial**

### Sault Ste. Marie By-election

A by-election was called for Sault Ste. Marie on June 1, 2017. The Ontario Liberals chose Debbie Amaroso as their candidate to run in this by-election, which became vacated by former cabinet minister David Oraziotti 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.

Ross Romano won with 40.3 per cent of the vote. This is the fifth by-election the PCs have won under leader Patrick Brown. The party has not won an election in this riding since 1981. NDP candidate Joe Krmpotich finished in second, seven points down from Romano



with 33 per cent of the vote. The Liberal Party failed to retain the seat held by David Oraziotti for 13 years, with candidate Debbie Amaroso receiving 22 per cent of the vote.

### **PSAC Ontario Triennial Convention**

The PSAC Ontario 7<sup>th</sup> Triennial Convention took place from May 26-28, 2017 at the Hilton Meadowvale in Mississauga. The Convention theme was “Our Union, Our Future!”. Guest speakers included Maude Barlow from the Council of Canadians and Ryan Hinds, a critically acclaimed theatre artist. Sister Robyn Benson, PSAC National President, was also in attendance to address the Convention floor and conduct elections.

The selected Convention charity was the Assaulted Women’s Helpline, which has been instrumental in positively impacting the lives of hundreds of thousands of women across Ontario. This charity was selected by Ontario Regional Council in consideration of PSAC’s stop domestic violence campaign.

### **PSAC Ontario Activism Awards**

This Convention was also the first in which we held an awards ceremony for members who have shown a high level of activism and outstanding contributions to PSAC. The awards ceremony was undertaken to celebrate our union’s successes by recognizing some of our incredible activists who have worked tirelessly on behalf of PSAC. After receiving nominations from across the province, three members were selected and were surprised with awards during Convention in a special awards ceremony. The three awards recipients were Lynda MacLellan (CEIU 638); Craig Berggold (DCL 901); and Ed Jones (DCL 818).

### **Mobilization**

#### **Phoenix Rally**

A rally was held on May 31, 2017, outside the Royal Military College by the PSAC Kingston Area Council to continue to pressure the government to fix Phoenix. The event also highlighted the fact that executives received performance pay bonuses, while at the same

time public service workers continue to suffer with incorrect wages due to Phoenix.

#### Hamilton/Niagara Young Worker Committee Social Event

On May 31, 2017, the PSAC Hamilton Niagara Young Worker Committee hosted a social night at Serve Ping Pong Bar & Lounge in Hamilton. Six new members came out to the event, as the Committee continues to grow.

#### Kingston Area Council BBQ

The PSAC Kingston Area Council held a BBQ on June 6, 2017, for all members in the area outside of the PSAC Regional office. The event was held to promote greater participation by all members in working to advance our members' issues.

#### National Public Service Week (NPSW) Boycott

This year's National Public Service Week (NPSW) was held from June 11-17, 2017. PSAC once again decided to boycott NPSW employer activities due to the ongoing Phoenix pay system problems. Stickers, postcards and handbills were developed by PSAC National and handed out to Locals. Locals were encouraged to hold their own member appreciation events for NPSW and continue our campaign to #FixPhoenix.

#### Customs and Immigration Union (CIU) Day of Action

June 20, 2017 marked the 3-year expiry date of the FB Collective Agreement. Cakes and pizzas were dropped off at various CIU Locals where members enjoyed the pizza and cake along with a bargaining update during their break.

#### Ontario Lottery and Gaming (OLG) Corporation – Slots at Woodbine Lock-out

Over 400 members employed at the Ontario Lottery and Gaming (OLG) corporation, Slots at Woodbine in Toronto were locked out as of July 14, 2017 at 12:01 a.m. Workers had rejected two previous tentative agreements, which had failed to address the issues of precarious work at the site. Over 60 per cent of the workforce is part-time, yet many have been working full-time hours for years, without the status of full-time and the benefits that go along with it.

To highlight this issue, and get the OLG back to the table, PSAC Ontario ran a digital truck ad on July 15-16, 2017, to drive around the entrances, parking lot, nearby malls and public spaces for 6 hours each day with messages of support for our Woodbine members. Radio ads were placed starting on July 15, 2017, for a full week on both 680 News and 640 News in Toronto. An online email letter was placed on the PSAC Ontario webpage, where supporters could send an email message to the Premier, Minister of Finance, Minister of Labour and the OLG CEO, Stephen Rigby. In addition, a petition to the Ontario Legislature was created for our members to use on the picket line to get support from patrons, and demand the Ontario government provide a new directive to their crown corporation, the OLG.

On July 27, 2017, members went to picket the local Liberal MPP's office, Shariq Qaadri, as he had been absent for 2 weeks while his constituents had been locked-out. Members met with his legislative assistants to present a letter written by myself demanding he takes action to pressure the OLG back to the bargaining table.

Kingston Caravan of Support - On July 29, 2017, members and community supporters from the Kingston area, traveled down to come support our picket lines at Woodbine. This included our PSAC Kingston Area Council as well as the Fight for \$15 Kingston chapter, which helped show our Woodbine members that they were not alone in this fight.

A mass Solidarity Rally had been scheduled for August 3, 2017, with the help of the Ontario Federation of Labour and the Toronto and York Region District Labour Council. However, the OLG agreed to go back to the table on August 1, 2017, and after a lengthy day of negotiations a tentative agreement was reached. The Solidarity Rally had to be cancelled as ratification meetings were scheduled on this day. Members voted to ratify the new agreement, ending a 3-week lock-out. The new agreement included the creation of 25 new full-time positions, improved job security language, and better scheduling practices to address work-life balance.

### Solidarity with Teamsters Local 419 – Pearson Strike

On July 31, 2017, locked-out Woodbine members, as well as PSAC staff, went to Pearson airport to do a solidarity picket with striking Teamsters Local 419. This act of solidarity was in recognition of their own struggles and sharing the support they had received from other unions.

### University of Western Ontario Postdocs (DCL 610) Family Fair

One of the issues facing postdocs is the extraordinary cost of childcare. PSAC was recently able to negotiate childcare benefits for our members at Queen's University (PSAC Local 901), and we believe that Western University should follow this example in fairness with their postdocs. In addition, postdocs at Western, would like access to the same health benefits as the faculty have at the University.

To highlight this important issue, PSAC Local 610 organized a fun, family fair event, called; '*Western, Be Fair!*' The event was held on July 20, 2017, in front of the University Community Center (UCC) at Western University. All unions on campus (faculty, staff, and others), as well as grad students, and the London District Labour Council were invited to attend, which received media coverage from CTV.

### Queen's DCL 901 Postdoc Contract Celebration

On July 26, 2017, in light of achieving one of the most progressive collective agreements in Canada for postdocs, including winning childcare benefits, Local 901 held an appreciation BBQ. Members came out to celebrate this historic advancement that will help set higher standards for bargaining in the academic sector.

### Kingston Phoenix Protest and Farewell BBQ to UNDE National President

John MacLennan's 18-year tenure as Union of National Defense Employees (UNDE) National President was commemorated with a mass rally and farewell BBQ in Kingston. The Phoenix rally took place outside the office of Liberal MP Mark Gerretsen on August 2, 2017, followed by the farewell BBQ for MacLennan. Members joined PSAC National President Robyn Benson, UNDE Executive Vice-President June Winger, UNDE Vice-President (Ontario) Serge

Desbiens, PSAC Kingston Area Council and PSAC Ontario Regional Council members, and myself.

## **Labour Movement/ Solidarity**

### Make It Fair Campaign

On May 30, 2017, the Ontario Liberal government announced a raise to the minimum wage of \$15 an hour, along with many other progressive changes to labour legislation, through Bill 148; *Fair Workplaces, Better Jobs Act*. Some of the measures in this Bill include: Equal pay for part-time, casual, temporary and contract workers, including temporary agency workers; Fairer scheduling; An extra week's paid vacation (after 5 years of service); 10 emergency leave days for all workers, two (2) of which will be paid and no doctor's note will be required for any worker taking emergency leave; Protection for contract service workers against contract flipping in the building services sector and publicly-funded institutions (like colleges and universities); an extension in card-based certification for union organizing and other measures to make it easier for workers to join unions.

However, the Bill still has major flaws in it, like exemptions to the *Employment Standards Act*, the lack of arbitration for first contracts, the allowance of continued use of replacement workers, among others. The Labour movement and community groups took part in the government's public hearings across the province to speak on the need for these progressive amendments and others, and to urge the government to act.

### National Aboriginal Day

As a step in the continuing effort towards reconciliation, PSAC partnered with the Aboriginal Peoples Television Network (APTN) this year. PSAC signed on as a major sponsor of the National Aboriginal Day Live event; which took place in eight cities: Halifax, Montréal, Ottawa, Toronto, Winnipeg, Yellowknife, Edmonton and Vancouver.

These events featured some of the biggest names in Indigenous music and television, including JUNO Award winners and on-the-rise artists. Talent from all genres, regions and nations, were showcased,

ensuring the recognition and inclusion of all First Nations, Inuit and Métis peoples. The event also provided space to showcase PSAC's "Thirsty for Justice" campaign, where members asked the public to sign a petition in support of safe drinking water on Indigenous territories.

#### Coalition of Graduate Employee Unions Conference

From August 11 to 13, 2017 PSAC Local 610, which represents Graduate Teaching Assistants and Postdoctoral Researchers at Western University, was the host for the 2017 annual conference for the Coalition of Graduate Employee Unions (CGEU) in London, Ontario. The CGEU encompasses union locals from across North America and meets in order to exchange and discuss strategies for organizing and bargaining.

#### Teamsters Solidarity Rally

On September 3, 2017, PSAC members who are Commissionaires at Pearson airport (DCL 802), joined striking Teamsters Local 419 members on the picket line. The rally was held at Terminal 3 on Sunday, September 3 at 1pm.

#### Labour Day

Labour Day continues to grow with PSAC members participating in Labour Day events across Ontario. To commemorate the day, members were given Labour Day t-shirts that PSAC Ontario produced with one of the three following slogans on them: *Our Power, Our Movement; We Are Union and Stronger Together*. Members took part in Sarnia, Windsor, Niagara, London, Toronto, Brampton, Kingston, North Bay, Sudbury, Thunder Bay and many more.

In Kirkland Lake, to commemorate Labour Day, our members held a food bank drive. Over 75 pounds of food was donated for the Kirkland Lake food bank and 30 pounds to the Englehart food bank. \$80 was donated to the Kirkland Lake food bank and \$25 was donated to Englehart food bank.

## **Education**

### **Ontario Regional Council Training**

On July 5-6, 2017, the new Ontario Regional Council was trained in their roles as Council members, after being elected at the 2017 Ontario Regional Convention that took place on May 26-28, 2017. Training included anti-oppression, media training, reporting and responsibilities of Council members.

## **Equity and Human Rights**

### **Celebration of South Asian Month**

The PSAC Toronto Racially Visible Committee held a South Asian Heritage Month celebration on May 31, 2017, at the PSAC Toronto Regional Office. Guest speakers included Chris Ramsaroop, from “Justicia for Migrant Workers”, Mohammed Hashim, from the Toronto and York District Labour Council, and myself

### **Injured Workers Day**

On June 1, 2017, a rally was held on the grounds of Queen’s Park in Toronto to advocate for changes to our WSIB system to commemorate Injured Workers’ Day. Members from PSAC’s Toronto Members with Disabilities Access Committee attended this important rally, which highlighted how our Workers Compensation system is failing.

### **Body Positivity Workshop**

The Toronto Regional Women’s Committee held a body positivity workshop, titled: “Empowering Ourselves, Empowering Others”, on June 14, 2017, at the PSAC Toronto Regional office. The guest speaker for the event was Luna Matatas. Luna Matatas is an educator, facilitating workshops on health, equity and sex and body positivity.

### **Pride**

Pride celebrations took place across the province throughout the summer, beginning in May up to September. Members took part in celebrations in Windsor, London, Toronto, Barrie, Kingston and many more.

## Homeopathy

The PSAC Hamilton Members with Disabilities Access Committee (MDAC), held an event on the benefits of homeopathic medicine on June 6, 2017, that was open to all members in the area. A second session on homeopathy was held on September 18, 2017, after the first session received positive member feedback. This second event continued the discussion on the benefits of homeopathic medicine.

In conclusion,

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

Respectfully submitted for your approval,

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

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



**REVP Schedule for the period May 13, 2017 to September 22,  
2017**

May 16-17, 2017 – Alliance Executive Committee in Ottawa  
May 25, 2017 – Ontario Council meeting  
May 26-28, 2017 – PSAC Ontario Triennial Convention  
May 31, 2017 – PSAC Racially Visible Committee South Asian Heritage Month Celebration  
June 4-5, 2017 – Alliance Executive Committee meeting in Ottawa  
June 6-9, 2017 – National Board of Directors meeting in Ottawa  
June 12, 2017 – Ontario Lottery and Gaming Corporation in Sault Ste. Marie meeting  
June 12-16, 2017 – National Public Service Week Boycott  
June 26, 2017 – Ontario Federation of Labour meeting on Labour Law Reform  
July 5-6, 2017 – Ontario Regional Council training  
July 7, 2017 – Ontario Regional Council meeting  
July 13, 2017 – Union of Solicitor General Employees (USGE) Convention Elections  
July 14, 2017 – OLG Woodbine Lockout began, picket at the Woodbine site  
July 19, 2017 – Diversity and Inclusion Taskforce Technical Committee Meeting  
July 21, 2017 – Labour Law Reform Queen’s Park Press Conference  
July 23-26, 2017 – Union of Canadian Transportation Employees (UCTE) Convention  
Aug. 2, 2017 – PSAC Kingston Area Council Phoenix Rally and Farewell BBQ for John MacLennan, Union of National Defence Employees, National President  
Aug. 3, 2017 – OLG Woodbine Negotiations meeting  
Aug. 23-24, 2017 – Union of Health and Environment Workers (UHEW) Convention  
Aug. 31, 2017 – London Labour Day Cakes, worksite visits  
Sept. 7, 2017 – Ontario Council Finance Committee Training  
Sept. 11-12, 2017 – Alliance Executive Committee Meeting in Ottawa  
Sept. 17-19, 2017 – Union of Postal Communications Employees (UPCE) Convention  
Sept. 20, 2017 – Ontario Federation of Labour Executive Committee meeting

Sept. 21, 2017 – Ontario Federation of Labour Executive Board meeting

Motion to adopt REVP's report

m/s/c Sharon DeSousa and Bob Black

Sister Sharon DeSousa reassumed the Chair.

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

Chris Wilson presented his report.

**Kingston Regional Office**

An Expression of Interest was posted for purposes of backfilling for Linda Cross during her leave until she returns to work in mid-November. A candidate has been selected and the staffing action has been submitted for approval.

**London Regional Office**

Michelle Sweeney was the successful candidate for the term Regional Representative position backfilling for Todd Woytiuk for the time period September – December, 2017. Michelle was originally a member of PSAC DCL Local 610 (Graduate Teaching Assistants at Western) and will now be able to work with the Local in the capacity as a Regional Representative along with her other work responsibilities.

An expression of interest has been posted for purposes of backfilling for Beth Bennett as Administrative Assistant in the London RO while she is backfilling for Marion Kirin as a secretary within the Toronto Regional Office.

## **Toronto Regional Office**

Lorraine Diaper returned to her position as a Regional Representative following her term position(s) within the Atlantic Region. Lorraine resumed her position the first week of October and continues to service the Hamilton/Niagara area.

Tim McIntyre who had been backfilling for Lorraine Diaper was the successful candidate for the term Regional Organizer position backfilling for Michelle Sweeney until December 31<sup>st</sup>, 2017. Tim previously backfilled for Michelle in the capacity as Regional Organizer and has the experience to resume this position.

Silja Freitag has been extended until December 1<sup>st</sup>, 2017 to backfill for Tim McIntyre as a Regional Organizer assigned to the RCMP campaign. Silja will remain in the position throughout the Expression of Interest Process and thereafter if she is the successful candidate. Silja was assigned to the RCMP campaign as a campaign organizer and is very familiar with the campaign including the social media strategy.

Beth's term as a secretary within the Toronto RO commenced on September 18<sup>th</sup>, 2017 and has been extended while Marion Kirin is on leave to ensure continuity in the position.

Joan-Ann Gravesande was acting Regional Coordinator for the time period August 2<sup>nd</sup> to August 4<sup>th</sup> inclusive to ensure coverage during the Slots at Woodbine lock-out. The lock-out settled during this time period so Joan-Ann played a role in the shift from lock-out to the ratification vote process.

The application period for the permanent Regional Representative position in the Toronto Regional Office has closed and interviews are being scheduled. The successful candidate will succeed Brenda Shillington who was successful in a permanent national negotiator competition.

## **Operational Developments**

The Ontario Region held our staff conference from October 10<sup>th</sup> – 13<sup>th</sup>, 2017 whereat a presentation was made to administrative staff on Unionware developments. Unionware is the PSAC membership relational database. Three significant developments included:

- (1) worksite addresses have been added as a field for purposes of mapping membership worksites across the region
- (2) a field has been added to update regional political committees and
- (3) electronic registration is now an option for ratification votes and events.

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

The Chair has been assigned by Robyn Benson as Co-Chair to the National Human Rights Committee and the PSAC representative to the Canadian Labour Council (CLC).

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

Missy Taylor presented on behalf of the committee:

- The committee will engage with all regional offices and Ontario Regional Council Geo-based representatives to continue the Equity and Human Rights open houses. All committee members have also committed to creating equity statements for the upcoming equity days.
- The committee will work on lobbying on issues related to human rights and equity, reach out to community and labour partners on equity issues and also, assist and support Human Rights Conferences i.e. Regional Women’s, Racially Visible.

- A key part of the Equity and Human Rights committee's role is to ensure an equity lens is applied to all actions and events.

**Recommendations to Council:**

No recommendations at this time

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

m/s/c Missy Taylor and Souad (Sue) Soubra Boone

**Finance Committee Report (APPENDIX "B")**

Ryan Ward presented on behalf of the Finance Committee.

The committee met on September 7<sup>th</sup> and completed Sage Accounting software training.

**Recommendation to Council:**

1. The Committee recommends all members of council have portfolio expenses submitted to the Toronto Regional Office by January 15, 2018. All claims received after January 15, 2018 will be processed under the 2018 portfolio budget.

Recommendation carried

Motion to adopt the Finance Committee's report

m/s/c Ryan Ward and Peggy Jones

**Health and Safety Committee Report (APPENDIX "C")**

Bob Black, Chair of the Health and Safety Committee, presented on behalf of the Committee.

The Steering Committee for the upcoming Health and Safety conference will be Bob Black, Judi Goodfellow, Richard McNeill and Jason Storkson.

The Committee will be working on updating the Terms of Reference and Mandate of the Committee. This will be presented at the next Ontario Regional Council Meeting.

**Recommendations to Council:**

No recommendations at this time

Motion to adopt the Health and Safety Committee's Report

m/s/c Bob Black and Jason Storkson

\*Craig Reynolds served notice of motion.

**Education Committee Report (APPENDIX "D")**

Melanee Jessup, Chair of the Education Committee, presented on behalf of the committee.

The Regional Education Officer provided an update to the Education Committee on the Regional Education plan and the AF Network.

**Recommendations to Council:**

No Recommendations at this time

Adoption of Education Committee's report

m/s/c Melanee Jessup and Sheila Karasiewicz

## **Item 7. Ontario Council Members Reports (APPENDIX “E”)**

- Craig Reynolds stated that the Toronto Racially Visible Committee had a South Asian celebration in the Toronto Regional office, which was very successful.
- Amanda Gebara intends to enhance communications with young workers and support active young worker committees within the region.
- Dana Kelly stated she was out on the picket line with the college teacher’s during their strike, which was appreciated.
- Sheila Karasiewicz participated in the water walk that was held in Thunder Bay. The Thunder Bay area has been struck by tragedy, with nine Aboriginal youth having drowned recently.
- Souad (Sue) Soubra Boone was elected as the Regional Vice-President (RVP) of her Component, the Government Services Union (GSU).
- Lynda MacLellan stated that she graduated from the Union Development Program last week, submitted an article for the council newsletter and will be attending the upcoming national convention.

**Action Item: The Chair will speak with Chris Wilson in regards to a tent for the Thunder Bay regional office or Thunder Bay Area Council.**

## **Item 8. Collective Bargaining Updates**

### Treasury Board

The Chair stated that the National Bargaining Conference for Treasury Board groups will be held on March 26<sup>th</sup> – 29<sup>th</sup>, 2018, in Ottawa. Component selections have gone out.

### Canada Revenue Agency (CRA)

Melanee Jessup stated that they are in the process of picking the bargaining team. The team will be going into arbitration to review the “Me-Too” clause as the Treasury board groups received a higher monetary settlement than what was given to CRA.

### Parks Canada

Parks Canada is still in negotiations, with very little movement.

### Frontier Border Services (FB)

The Chair stated that the Frontier Border Services (FB) were waiting for the Public Interest Commission’s (PIC) report.

### Canada Food Inspection Agency (CFIA)

Negotiations are continuing but progress has been slow.

### Kingston Commissionaires (DCL 818)

Peggy Jones stated that the Kingston Commissionaires have met and exchanged demands with their employer. The next meeting should be sometime in February or March.

### Academic Sector

Craig Berggold stated that Local 610, University of Western Ontario Graduate Teaching Assistants (GTA) are currently in bargaining. MaryAnne Laurico is the PSAC negotiator.

University of Ontario Institute of Technology (UOIT) Local 555, Teaching Assistants (TA), ratified their collective agreement in the summer.

Queens University Local 901 is in bargaining for teaching assistants and teaching fellows. PSAC has applied for conciliation. Research Assistants are beginning to survey their demands and we expect to be at the table in the new year.

### Statistical Survey Operations

The Statistical Survey Operations (SSO) bargaining team will be meeting in November.



### Canada Post

The team returned to the table September 25<sup>th</sup> to 29<sup>th</sup>. Negotiations were set to resume at the end of November.

### First Nations Police Sector

The Ontario government is proposing that First Nations Police services fall under the Police Services Act, should communities wish to join. If they do, those police services in those communities will be held to the same standards as those in the rest of the province, as part of a massive transformation in law enforcement. It would require First Nations police services who opt into the act to meet provincial standards for such things as service delivery, training and equipment. This would all depend on whether the legislation is passed or not, and then communities who have First Nations Policing services would need to choose whether to join or not.

### Nav Canada

PSAC / UCTE members employed by Nav Canada met at the Nav Canada National Bargaining Conference from October 24-26, 2017, in Ottawa. They discussed important issues facing workers and prepared for the upcoming round of collective bargaining.

### Separate Employers Locals

Local 650 concluded their collective agreement.  
Local 610 is currently at the bargaining table.

## **Item 9. Bill 148**

The Chair stated that the proposed Labour Law changes through Bill 148 will increase the minimum wage, as well as create new rules surrounding when an employer can change employees shift schedules.

However, there is concern among the broader labour movement that employers are union bashing and businesses are spreading misinformation. The Chair stated that she had previously sent a letter to the Premier, calling for improved protections for workers in regards

to card signing. She also encouraged council members to send emails to the Premiere and letters to the editor.

#### **Item 10. Provincial Election**

The Provincial Election will be held on June 7<sup>th</sup>, 2018. Change to the election financing rules are now in place, and are similar to the federal election financing legislation. The changes restrict election activities of Unions and Corporations. Unions and Corporations can no longer contribute directly. This however, does not impede us from speaking to our own members about the election, as this is not prohibited under the rules. PSAC Ontario intends to follow the same process that was used in the 2015 Federal election.

Therefore, our strategy will rely upon looking at our membership density within ridings that we believe can be positively affected. The Ontario Federation of Labour is going to develop a report card on all the candidates for our use.

**Action Item: REVP office hold conference call with Political Action Committee on Provincial Election.**

#### **Item 11. Political Action Committee Election**

The Chair stated that there are four additional positions to be elected for the Political Action Committee. However, the Committee must comprise of: one DCL representative, one member from the North and an Equity representative. Each nominee needs a nominator and a seconder.

##### **1<sup>st</sup> Position**

Nominations – Melanee Jessup

m/s/c Richard McNeill and Souad (Sue) Soubra Boone

Acclaimed

## **2<sup>nd</sup> Position**

Nominations – Bob Black

m/s/c Ryan Ward and Susan Glanville

Nominations – Jason Storkson

m/s/c Josh Sadler and Amanda Gebara

Elected – Jason Storkson

## **3<sup>rd</sup> Position**

Nominations – Bob Black

m/s/c Ryan Ward and Judi Goodfellow

Acclaimed

## **4<sup>th</sup> Position**

Nominations – Ryan Ward

m/s/c Melanee Jessup and Craig Reynolds

Acclaimed

**Motion:** To destroy the ballots

m/s/c Melanee Jessup and Peggy Jones

The Chair stated that each Ontario Regional Council member will receive a PSAC flag.

**Motion: The recent hurricane season has decimated the Caribbean, destroying up to 95% of some countries' infrastructure. Some countries were left without basic necessities such as potable water, electricity, clean clothes, and food. Be it resolved that Ontario Council donate \$2000.00 to the**

## **Caricom Hurricane relief to aid the thousands of adults and children affected by these hurricanes.**

m/s/c Craig Reynolds and Ryan ward

### **Item 12. Phoenix Update**

The Chair stated that the Federal Government is expecting it will take them a year to resolve the Phoenix situation, although PSAC is not confident this deadline can be accomplished given the increase in cases. There is no possibility of scrapping the system and going back to the old system, as all the previous data has been destroyed.

PSAC will continue to pressure the government and make Phoenix an election issue. Our focus will remain on lobbying MP's and holding rallies and events. Our members are angry and have every right to be. This situation is beyond unacceptable. No private sector employer would be allowed to get away with type of abuse.

PSAC settled with Treasury Board on the major bargaining units, however, due to phoenix they will be late in implementing the agreements. So PSAC has filed a legal challenge (mandamus), in the form of an official complaint to the Public Service Labour Relations Board.

The Chair stated that Ontario Council must determine how they want to proceed in bringing attention to the effects of Phoenix on the membership. The Chair will be holding a conference call with area councils to discuss their plans.

**Action: The REVP will create a plan and have a conference call with Ontario Regional Council to follow through with a Council Phoenix action plan.**

#### **Impact on phoenix on PSAC as an organization:**

- There has been a major issue in the collection of dues, with PSAC now having a shortfall of \$6 million dollars.

- PSAC is having difficulty forecasting the revenue due to Phoenix.
- The delegates at the last PSAC National Convention gave the NBoD permission to raise dues if revenue fell by 2%. This levy was not be enacted, even with the resulting shortfall of 7%.

The NBoD is looking at holding a National Day of Action very soon.

The Chair stated that every federal government department has received protocols on how to look after members that are not getting paid. If there are members who are out of pocket, have them contact the REVP's office.

The Chair urged each Ontario Regional Council members to consult with their constituency and update the REVP's office by November 20<sup>th</sup> for any actions they wish to take. The REVP will provide that feedback to the Ontario Regional Caucus of the leadership conference.

**Action Item: Chris Snooks would like the REVP to check with Robyn if we can support our spouses in a class action lawsuit against the Federal Government.**

**Action Item: Richard McNeill requested the REVP's office send a bulletin to the membership seeking potential donors to get tested and see if they are a match to donate a part of their liver for Diane.**

#### Internal Investigations Training

PSAC Ontario was recognized for having the foresight for putting on the Internal Investigations Training at the NBoD meeting. We offered two seats to every Component. They were extremely appreciative. Thank you to Ontario Regional Council for passing that motion.

**Item 13. Ontario Federation of Labour Convention**

Ontario Federation of Labour's (OFL) Convention will be held on November 20<sup>th</sup> – 24<sup>th</sup>. The OFL's convention operates a little differently than PSAC's. There are pro and con mics for delegates to voice their concerns and opinions. Approximately 1500 delegates attend the OFL convention, which is held every two years.

PSAC Ontario and the National Capital Region will have members in attendance, as well as an information table highlighting campaigns PSAC is working on.

**Item 14. National Leadership Training**

The National leadership training will be taking place from November 30<sup>th</sup> to December 3<sup>rd</sup>, 2017. A lot of work has gone into the design of the training; membership surveys were considered, as well as NBoD feedback.

There will be a Regional caucus at the training with a facilitated discussion. Every Ontario Regional Council member should have received registration information from PSAC National and should have already registered to attend the event. This is a learning space for regional leadership to meet other leaders. There will also be representation from components leadership.

The Chair stated that she will be presenting on the findings of the Joint diversity and inclusion task force. All workshops at the leadership training will also be available in the region, the blanket exercise will be offered as well. If there is workshop that Ontario Regional council would like incorporated into an Ontario Regional Council meeting, that can also be arranged.

**Item 15. Ontario Regional Council Guide**

The Chair made a request for volunteers to review and edit the Ontario Regional Council guide. The aim is to have the guide ready by the end of term of office and ready for use by the next elected Ontario Regional Council in 2020.

**Volunteers:**

- Ryan ward
- Judi Goodfellow
- Melanee Jessup

The Chair stated that the Ontario Regional Council members that will be working on editing and reviewing the guide can decide if they want to work by conference call or add a meeting date onto the next Ontario Regional council meeting.

**Item 16. Ontario Council Newsletter**

Melanee Jessup thanked everyone who contributed to the last newsletter. The goal is to launch the next one before the next Ontario Regional council meeting. Council members are encouraged to promote the newsletter through their social media. Melanee also extended an invite to individual Human Rights Committees to submit articles (i.e. introducing the committee to the region).

The Chair thanked Melanee for her hard work in formatting the articles and everyone that submitted articles to make it a successful newsletter publication.

**Motion: Launch the next newsletter the beginning of March 2018.**

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

The following Ontario Regional Council member committed to writing articles for the next newsletter.

Sharon DeSousa – Provincial Election  
Missy Taylor – International Women’s Day  
Sheila Karasiewicz – Veterans Day

Amanda Gebara suggested profiling three council members in each newsletter and one committee, so as to get the membership engaged.

Melanee Jessup stated that the deadline to submit articles is Jan 31<sup>st</sup>, 2018, and reminders will be sent to Ontario Regional Council starting in December, with a final reminder on January 3<sup>rd</sup>.

**Item 17. Association of Public Service Alliance Retirees (APSAR)**

Aileen Duncan stated that she has been involved with PSAC since 1972 and has been retired for nine years. Aileen is currently the Vice-President of APSAR and will have a table at the upcoming PSAC National Triennial Convention. If time permits, Aileen will get the opportunity to do a five to ten-minute presentation on ASPAR at the convention.

Aileen stated retiring members are very concerned about their pensions. A lot of seniors are living at the poverty level, so we have to keep members informed in regards to different benefits.

The Liberal government is talking about taking monies from Supplementary Death Benefits. Retired public servants are entitled to a supplementary death benefit, but this benefit must be applied for, otherwise your beneficiary will get nothing. Aileen has provided a pamphlet on steps of how to access supplementary death benefits.

There is no age limit in becoming a member of ASPAR, the membership fee is only \$20 per year.

**Motion: PSAC Ontario Council join APSAR for the three-year term of office.**

m/s Bob Black and Richard McNeill

Motion carried unanimously

The Chair would like to have APSAR membership forms in each of the Regional Offices and invited Aileen to write an article that would be included in the Ontario Regional Council newsletter.



**Item 18. Next Meeting Dates**

The Chair stated that the Ontario Regional Council Budget has decreased.

The Ontario Council Finance Committee will be reviewing the budget and a decision will be made if Ontario Regional Council will hold two or three meetings in 2018.

Council will also discuss holding meetings on Friday, Saturday and Sunday.

The next Ontario Regional Council and Committee meeting dates are:

- March 1<sup>st</sup> - Committee, 2<sup>nd</sup> and 3<sup>rd</sup> - Ontario Council
- July 12<sup>th</sup> – Committee, 13<sup>th</sup> and 14<sup>th</sup> – Ontario Council
- November 1<sup>st</sup> – Committee, 2<sup>nd</sup> and 3<sup>rd</sup> – Ontario Council

**Business completed, meeting adjourned at 10:50 a.m.**

## **APPENDIX “A”**

### **PSAC Ontario Council Equity and Human Rights Committee Report November 2017**

Committee Chair:	Missy Taylor
Committee Members:	Souad Soubra Boone Sheila Karasiewicz Josh Sadler
Staff:	Joan-Anne Gravesande
Regrets:	Lloyd Brown

#### **REVIEW:**

- All members will be attending the National Leadership training Nov 30 – Dec 3 and the National Human Rights Committee meeting Dec 4 & 5, 2017 in Ottawa Ontario
- The committee is setting a 3 year plan including scheduled conference calls and additional meetings to keep objectives and mandates on track
- As this is the first committee meeting for this 3 year cycle the meeting was utilized to set new and review past goals and objectives

#### **GOALS:**

- Continue the Human Rights and Equity Open Houses in the Regional Offices. Objective is five Open Houses in the Region throughout the 3 year term. Dates to be determined.
- Review Terms of Reference for this committee

- Committee to create one-page flyer introducing members to the Human Right & Equity committee.
- To continue to engage in outreach to all Regional Offices with a view of connecting with PSAC members in those areas.
- To continue political action including lobbying on issues that relate to Equity and Human Rights. To coordinate with both PSAC National and the Regions, as well as community and labour partners on all equity issues.
- To outreach to all Area Councils and disseminate our flyer.
- As a committee, respond to Human Rights and Equity issues as they arise
- Assist, support, and promote in any and all PSAC Ontario Human Rights & Equity conferences and or events – i.e. Racially Visible, Women’s etc.

#### **ACTIONS:**

- Continue to raise awareness on Human Rights & Equity issues and ensure there is an equity lens applied to maintain and build inclusiveness
- Build the Human Rights & Equity Committee flyer
- Create a statement for the December 10<sup>th</sup> International Human Rights Day
- Plan and deliver Equity and Human Rights Committee Open Houses.

#### **RECOMMENDSTIONS:**

Currently there are no recommendations to Council other than the standing item of the ongoing support and promotion of Human Rights & Equity issues.

Moved by Missy Taylor  
Seconded by Sue Soubra Boone

## **APPENDIX “B”**

### **PSAC Ontario Council Finance Committee Report June 2017 – October 2017**

**Committee Chair:** Lauren Baert

**Committee Members:** Peggy Jones  
Ryan Ward  
Sharon DeSousa

**Bookkeeper:** Galit Sugar

**Staff:** Cleo Reid

#### **Agenda:**

1. Finance Committee Training/Organizing/Conference Call
2. Bookkeeper Inputting 2017 Expenses
3. Finance Committee and Bookkeeper Mandate
4. 2017 Expense Claims

The Ontario Council finance committee came into the Toronto Regional Office on Thursday, September 7, 2017 and were trained on Sage 50 Software and how to run the reports. Also the bookkeeper, Galit Sugar provided a sample demonstration of how to input different fields within Sage 50 that are used to declare the various expenses to coincide with each budget line.

Going forward, our bookkeeper will conduct all inputting of expenses and reconciliation of the Ontario Council books. The finance committee will continue to focus on processing Ontario Council and portfolio expense claims and the governance of the Ontario Council funds.

At every Ontario Council meeting, the first half hour of the committee meetings is spent on the completion of claims for meeting and

portfolio expenses. The claims will be collected and the Finance Committee will process them. Any expense claim forms received after 5 pm of the first day of the Ontario Council meeting will not be processed and paid out until after the Council meeting.

The finance committee discussed the closing of 2017 books. The committee requires all expenses to be in so the books can be closed. The finance committee would like all Council members to have their 2017 Portfolio expense claims (ending December 31, 2017) into the Toronto Regional Office by Monday, January 17, 2017.

Ryan Ward came into the office on Friday, September 22, 2017 to review and put in order all hardcopy of the receipts for 2016 and 2017.

The Finance Committee had a conference call that took place on Tuesday, October 10, 2017 to discuss the Finance Committee report to council and prepare for the final quarter of 2017 and start of 2018.

***Recommendations:***

1. The Committee recommends all members of council have portfolio expenses submitted to the Toronto Regional Office by January 15, 2018. All claims received after January 15, 2018 will be processed under the 2018 portfolio budget.

Moved by: Ryan Ward  
Seconded by: Lauren Baert

## **APPENDIX “C”**

### **PSAC Ontario Council Health & Safety Committee Report November 2017**

<b>Committee Chair:</b>	Bob Black
<b>Committee Members:</b>	Souad Soubra Boone Jay Storkson Josh Sadler Missy Taylor Sue Glanville Rich McNeill Judy Goodfellow
<b>Staff:</b>	Sandra Goodick
<b>Regrets:</b>	Shalane Rooney

#### **Review**

- Welcome & introductions
- Review of our goals related to the committee
- Review of Terms of Reference
- Selected a Co-Chair for recommendation to the REVP’s office
- Selection of steering committee for the Ontario Health & Safety conference – ( Bob, Judy, Rich, Jay)

#### **Goals:**

- Review/Update Terms of Reference and the mandate of the committee
- Build communication and networks between the committee and the membership
- Liaise with the Education committee to ensure Health & Safety training needs are met
- Review of available trainings and identify “gaps” (i.e Right to Refuse, Mental Health, etc...)

- Support and build awareness for the CLC National Pharmacare campaign
- Build awareness related to any and all campaigns with both PSAC and all our related affiliates with a Health & Safety lens

**Action Items:**

- Plan and prepare for PSAC Ontario Health & Safety Conference 2018 - date to be determined (Theme: Hidden Dangers)
- Set future dates for conference calls for Health & Safety Conference discussions
- Work with the Education Chair/committee to identify gaps in trainings
- Review feasibility of creating an email network list
- Explore social media capabilities and communication strategies to improve member engagement
- Create written statements for:
  - April 28<sup>th</sup> National Day of Mourning
  - February 28<sup>th</sup> Repetitive Strain Injuries & Awareness Day

**Recommendations to Council:**

No recommendations at this time.

Moved by Bob Black

Seconded by Jason Storkson

## **APPENDIX “D”**

### **PSAC Ontario Council Education Committee Report July 2017 to November 2017**

**Committee Chair:** Melanee Jessup

**Members Present:** Craig Berggold, Amanda Gebara, Sheila Karasiewicz,  
Dana Kelly

**Staff Rep:** Shirley Riva, PSAC Ontario Regional Education Officer (REO)

**Regrets:** Lloyd Brown, Réjean Bruneau, Leslie Searl

#### **Review:**

- REO provided information on the current education plan, basic budget allocations for Regional Office schedules for 2018, Alliance Facilitators Network.
- Chair of the Committee provided Education Committee member orientation.
- Committee reviewed available educational courses.

#### **Goals for next term:**

- The Education Committee will continue to monitor the education program.
- Begin making the education plan for the 2019-2021 term.

#### **Action Items:**

- Plan the winter-spring 2018 basic schedules with the Regional Offices.
- Select the Advanced courses for the 2018 school.



- The REO and Committee Chair will meet with the Education Sub-committee to discuss member access to Regional Office courses and to complete the Alliance Facilitators Network Policy Review for the 2014-2017 term.

**RECOMMENDATIONS:**

None

Moved by Melanee Jessup  
Seconded by Sheila Karasiewicz

## **APPENDIX “E”**

**Amanda Gebara  
PSAC Ontario Regional Council  
Young Workers Representative Report  
July 2017 – October 2017**

### **Objectives:**

- Build dialogue with the Regional Offices
- Enhance capacity to communicate with Young Workers in Ontario & access to Young Worker information on the PSAC Ontario website
- Support growth and sustainability of Young Worker Committees
- Inform Young Workers on PSAC Ontario Council activities
- Represent Young Workers at functions where required & enhance awareness of and gain support for Young Worker issues
- Promote Union Education
- Engage inclusive and anti-oppressive actions

### **Actions:**

- Meeting with Young Worker Alternate to discuss Young Worker issues, Lesley Jamieson - July 18, 2017
- Attended Celebrating \$15 and Fairness - Next Church, Kingston - July 20, 2017
- Attended Kingston Area Council meeting - September 20, 2017
- Attended the Phoenix Rally's in Kingston - July 12, August 2 & September 6, 2017
- Attended Kingston Street Promenade with Kingston Area District Labour Council - August 5, 2017
- Attended Kingston Anti-Fascist Solidarity Memorial Parade - August 19, 2017
- Canvassing for \$15 and Fairness Campaign in Kingston - August 29, 2017

- Attended Labour Day in Kingston - September 4, 2017
- Participated in National Young Worker Working Group Conference Calls - July 25 & September 26, 2017
- Attended Kingston Area Young Worker Executive Meeting - September 28, 2017
  - Contacted Young Worker Chairs in Hamilton and Toronto re: meeting to discuss best practices, viability measures, and schedule face-to-face meeting on November 5 and 6, 2017
- Wrote article for ORC Newsletter re: Young Workers, September 19, 2017
- Attended USGE Regional Bargaining Conference where I spoke to USGE President about Young Worker issues - Kingston, Ontario October 11 - 13, 2017
- Young Worker Summit 2018 Planning: Conference call, October 2; Meeting, October 10; Submitted Plan for Proposal for Summit & Revised Young Worker Survey, October 25

**Goals:**

- Create a master Young Worker e-mail/contact list
- Continue working on the Fix Phoenix and \$15 and Fairness campaigns through demonstrations and worksite visits
- Increase Young Workers knowledge of courses that are happening in PSAC Regional Offices and promote the education program
- Educate Young Workers about PSAC Ontario Council through dissemination of the PSAC Ontario Council newsletter
- Expand online presence on the PSAC Ontario website to include information re: the Young Worker Program, Committee profiles, etc.
- Work towards reestablishing the Toronto Area Young Workers Committee to ensure it is viability
- Liaise with Area Councils with the goal of establishing a Young Workers Committee in the London area
- Apprise Young Workers' in Ontario of courses that are happening in PSAC Regional Offices and promote the education program

- Canvas support from USGE President, Stan Stapleton for development of a Young Worker program
- Plan for the Young Worker Summit to be held in 2018.

In Solidarity,

Amanda Gebara  
Young Workers Representative

**Bob Black**  
**PSAC Ontario Regional Council Report**  
**Region 6, Hamilton/Niagara Ontario Region**  
**July 2017 to November 2017**

**Objectives:**

Continue to make myself known within the region and learn the needs of the members of Region 6 Hamilton Niagara

**Actions:**

Attended the Union of Taxation Employees (UTE) National Convention in Ottawa

Took part in the Hamilton Niagara Young Workers Committee recruitment BBQ

Over saw several meetings with member and employer re Return to Work (RTW) programme and had the member transferred to Hamilton office. One face to face meeting and conference calls

Helped organize and participated in Labour Day Parade

Attended the Representing Members with Mental Health Disabilities as put on in the Hamilton area

**Goals for Future:**

Attend the Hamilton Committee meetings as well as the Niagara Area Council.

Promote the values of union life within the workplace

In Solidarity,

Bob Black, Region 6, Hamilton/Niagara Ontario Region

**Craig Berggold**  
**PSAC Ontario Regional Council**  
**Academic Sector Representative Report**  
**July 2017 to November, 2017**

**Objectives:**

- Continue to build a dialogue with the Regional Offices and organize the 2018 Academic Sector Retreat Conference
- Keep the members informed on what PSAC Ontario Council is doing
- Represent Academic Workers at events
- Union Education

**Actions:**

- Presentation on membership mobilization to DCL 610 Western University Postdoctoral Scholars during bargaining (June 8, London)
- Attended OLG Woodbine locked-out workers picket line on July 17 and Kingston Phoenix Rally Aug 2
- Co-organized the Kingston Area Council Solidarity Caravan to OLG Woodbine locked-out workers picket on July 29
- Attended Kingston Area Council meetings (July, Aug. Oct.)
- Academic Sector Retreat pre-planning conference calls with presidents of Local 555 & 610
- At my local 901, organized the first Research Assistant membership meetings and facilitated the creation of Unit 3

**Plans:**

- Organize 2018 Ontario Academic Sector Retreat (3-day conference), including workshops and guest speakers with presidents of DCL 555 & 610 and staff, and hosted by DCL 901 in Kingston
- 2018-19 Ontario DCL Conference (Fall 2018 tbd) planning meetings (December thru March) with the DCL PSAC Ontario Regional Rep and staff

In Solidarity,  
Craig Berggold  
Academic Sector Representative

**Dana Kelly**  
**PSAC Ontario Regional Council Report**  
**Region 2, Northeastern Ontario Representative**  
**August 2017 to November 2017**

**Objectives:**

To build the Area Council and Women's Committee in the Region  
To raise the profile of PSAC and PSAC campaigns in our community through attendance at rallies, picket lines and community events

To initiate contact with members who may not be currently active in the union via small gatherings and social events

**Actions:**

**May 25-28, 2017:** Attended the PSAC Ontario Council Meeting and Ontario Regional Convention (Mississauga)

**June 1, 2017:** Meeting with member from CEIU Local 534

**June 6, 2017:** Attended the Sudbury Area Council Meeting

**June 7, 2017:** Attended the PSAC Lobbying Workshop

**July 5, 6,7, 2017:** Attended the Ontario Council Training

**August 29, 2017:** Attended meeting for participant selection for the Worker's Health and Safety Course with staff of Sudbury RO

**August 29, 2017:** Attended Labour Day Planning meeting with CEIU member

**August 30, 2017:** Attended Steward's Meeting of UTE Local 0042 to promote the Sudbury and District Labour Council Labour Day in the Park event

**September 4, 2017:** Set up the PSAC booth and attended the Sudbury and District Labour Council Labour Day in the Park

**Goals:**

Meet more members in the region and find out what they need from PSAC and myself in Region 2, and to encourage them to become more active in the Union

Promote Union education to all members

In Solidarity,  
Dana Kelly, Northeastern Ontario Representative

**Jason Storkson**  
**PSAC Ontario Regional Council**  
**Region 1, Northwestern Ontario Representative Report**  
**August 2017 to October 2017**

**Objectives:**

- To work with the regional office and local presidents in the area to further union goals and communicate any useful information to as many members as possible.
- Coordinate with Area Council to help facilitate any of their needs.
- Attend as many union demonstrations as possible to meet members and provide support

**Actions:**

- Emailed all presidents in my area to introduce myself and see if there was anything pressing that they need to communicate.
- Responses were greetings and nothing else pressing at the moment.
- met with Area Council and Regional office staff.  
Area Council needs a tent for events. No other immediate needs.
- Attended CBSA BBQ at Pigeon River

**Plans:**

- Attend as many union events as possible
- Promote union education as much as possible as well as union activism
- Start a monthly email communication with local presidents
- Meet monthly with regional office
- Attend the next Area Council meeting this fall

In Solidarity,

Jason Storkson  
Region 1, Northwestern Ontario Representative

**Joshua Sadler**  
**PSAC Ontario Regional Council**  
**GLBT Representative Report**  
**August 2017 to November 2017**

**OBJECTIVES**

- Increase network of GLBT members within PSAC Ontario
- Create awareness of possibility of creating regional Pride committees if interest exists
- Gain experience and knowledge of PSAC Ontario Council, and the roles and responsibilities of representatives

**ACTIONS**

- Assisted with organizing PSAC presence at local Pride parade – handed out swag
- Assisted various regions with questions about organizing for Pride and encouraged participation and visibility of PSAC at Pride events.
- Attended local labour day festivities for networking and member engagement.
- Attended rallies and meetings whenever possible to represent GLBT members.
- Further acquainted myself with new role

**PLANS**

- Increase knowledge and experience with writing resolutions
- Expand network for GLBT members in Ontario region
- Participate in PSAC National Human Rights Committee
- Offer valuable content for council newsletter

In Solidarity,

Joshua Sadler  
GLBT Representative



**Judith Goodfellow**  
**PSAC Ontario Regional Council Report**  
**Region 4, Southwestern Ontario Representative**  
**August 2017 to November 2017**

**Objectives:**

- Represent PSAC in Southwestern Ontario
- Learn how I can be more productive as a District rep
- Encourage members to engage

**Actions:**

- Attended PSAC Ontario Council training
- Attended Chatham-Kent Labour Day activities in Wallaceburg
- Attended PSAC Windsor District Area Council meetings in Windsor
- Represented PSAC at AG Canada Research Centre

**Plans:**

- Become better known in PSAC SW Ontario so members feel more comfortable contacting me
- Work at engaging members in regional union activities
- Find ways to help PSAC Windsor District Women's committee become active again

In Solidarity,

Judi Goodfellow  
Southwestern District Representative

**Leslie Searl**  
**PSAC Ontario Regional Council Report**  
**Region 5, Greater Toronto Area Representative**  
**June 2017 to October, 2017**

**Objectives and Goals:**

- Work with Toronto Regional Office and Ryan to update our Local/DCL contact list
- Reach out to each Local/DCL represented to talk about their needs, the role of Council, with a focus on promoting the Education program

**Events/Actions:**

- Attended Toronto Regional Women's Committee meeting and Body Positivity workshop (June 14<sup>th</sup>)
- Organized pizza for "celebration" of the expiration of FB Collective Agreement which has yet to be negotiated at worksite (June 20<sup>th</sup>)
- Attended Greater Toronto Area Council (June 22<sup>nd</sup>)
- Represented PSAC at Toronto Pride Parade (June 25<sup>th</sup>)
- Attended Ontario Council training and meeting (July 5<sup>th</sup> – 7<sup>th</sup>)
- Represented PSAC at Toronto Labour Day Parade (Sept. 4<sup>th</sup>)
- Attended Customs and Immigration Union Local 024 stewards meeting (Sept. 12<sup>th</sup>)
- Attended (as delegate) Customs and Immigration Union National Triennial Convention (Sept. 29<sup>th</sup> – Oct. 1<sup>st</sup>)
- Attended 'Confronting Global Capital' conference (October 12<sup>th</sup> – 14<sup>th</sup>)
- Attended 'Stand Against Hate' rally, Queens Park (October 15<sup>th</sup>)

In Solidarity,

Leslie Searl  
Region 5, Greater Toronto Area Representative

**Lloyd Brown**  
**PSAC Ontario Regional Council Report**  
**Racially Visible Members Representative**  
**May 27, 2017 to October 31, 2017**

**Objectives:**

- Continue Promoting, Maintaining and Protecting the interest of the Racially Visible Members of the PSAC
- Aim to facilitate changes through Education

**Actions:**

- Re-Elected PSAC Ontario Racially Visible Members Representative at the 7th Ontario Triennial Convention May 27, 2017.
- Organize and participated in the PSAC Toronto Racially Visible Members Committee First South Asian Month Celebration May 31, 2017
- Attend The Ontario Federation of Labour Workers of Colour Committee Meeting May 31, 2017
- Attended The Coalition of Black Trade Unionist Membership Meeting June 6, 2017
- Attended Union of Taxation Employees Convention in Ottawa July 19, 2017 to July 22, 2017
- Participated in WHSC Health & Safety Level 1 Teleconference August 25, 2017
- Attended Labour Day Parade September 4, 2017
- Attend The Ontario Federation of Labour Workers of Colour Committee Meeting September 18, 2017
- Organize and participated in the PSAC Toronto Racially Visible Members Committee AGM - Was Re-Elected Chairperson October 5, 2017

**Goals:**

- Provide a forum through Members meetings for ongoing information exchange and critical discussions of Racially Visible Members issues

In Solidarity,  
Lloyd Brown - Racially Visible Members Representative

**Melanee D Jessup  
PSAC Ontario Regional Council Report  
Region 4, Southwestern Ontario Representative  
July 2017 to November, 2017**

**Objectives:**

- Continue to share information via social media/email tree
- Participate in K/W Area Council's Labour Day festivities
- Edit PSAC Ontario Council newsletter

**Actions:**

- Attended Waterloo Region Labour Council's Labour Day picnic.
- Attended second meeting of Kitchener/Waterloo Area Council.
- Co-facilitated Violence Prevention Workshop for UVAE Local 00018 members in Windsor and London.
- Edited Ontario Council newsletter.
- Attended UTE Presidents' Conference in Ottawa.
- Co-facilitated Workers Health and Safety Training in Mississauga.
- Attended KW Area Council Annual General Meeting.
- Attended UTE Interregional Conference in Kitchener.
- Participated in the planning and execution of the KW Area Council Pension Town Hall meeting on November 16.
- Posted information on Southwestern Ontario Facebook page

**Plans:**

- Continue to share information via social media/email tree
- Continue to support reestablishment of K/W Area Council
- Contact Locals/Branches and Area Councils in Region 4

Respectfully submitted,  
Melanee D Jessup  
Region 4, Southwestern Ontario Representative  
Chair, Education Committee

**Missy Taylor**  
**PSAC Ontario Regional Council**  
**Regional Women's Committee Representative Report**  
**August 2017 to November 2017**

**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:**

- Regularly attended Toronto RWC meetings (March, April, May, June)
- Worked with Kawartha Assaulted Women's Centre
- Attended TRWC meetings
- Attended Take Back the Night in Peterborough Ontario (October)
- Worked with members individually to locate supports and tools required to address issues

**Plans/Goals:**

- Build relationships with regional staff rep. for Women's Committees
- Attend PSAC Educations to speak to Women's Rep. role on Council and the Human Rights & Equity Committee
- 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
- Nov 17-19 CEIU National Women's Conference – Quebec City
- Nov PSAC National Leadership Training - Ottawa
- Nov 4-5 National Human Rights Committee mtg. - Ottawa

In Solidarity,

Missy Taylor  
Regional Women's Committee Representative

**Peggy Jones**  
**PSAC Ontario Regional Council**  
**Directly Chartered Local Representative Report**  
**June 2017 – November 2017**

**Objectives:**

- Build email tree for DCL's members and executives throughout the province
- Keep members informed on what PSAC Ontario Council is doing
- Encourage DCLs to attend PSAC education and political events,

**Actions:**

- Attended Area Council meeting (June, July, Aug, Sep and Oct);
- Attended and Chaired Women's committee (Jun, Sep and Oct);
- Phoenix Rally;
- The Strike Rally on 29 July for DCL 533 OLG Toronto;

- Labour Day Sept 2017;
- Kingston Promenade- Fair \$15, Hydro, Health Care, National Child Care, campaigns. Phoenix signing of cards in August and September
- PSAC Members attended Take Back the Night
- Sisters in Spirit Oct 4th

**Plans:**

- Work with PSAC Regional Offices to contact information for DCL's
- Help to ensure DCLs can contact a PSAC Rep who understands DCLs in each respective Regional Office
- Work with assigned staff and all Ontario DCLs in planning and organizing the 2018- 2019 PSAC Ontario DCL Conference.

In Solidarity  
 Peggy Jones  
 Directly Chartered Local Representative

**Rejean Bruneau**  
**PSAC Ontario Regional Council Report**  
**Region 3, Eastern Ontario Representative**  
**July 2017 – November 2017**

**Objectives:**

- Continue and build a dialogue with the Regional Offices
- Promote the PSAC within the region through the components and the regional office in Kingston
- Keep the members informed on what PSAC Ontario Council is working on
- Promote Union Education
- Keep updated on all union matters

**Actions:**

- Worked with KDLC to organize labour day 2017
- Attended Kingston Area Council meetings (Jul-13, Jul- 27, Sep-14, Oct-5)
- Attended Kingston District Labour Council meetings (Jul-17, Sep-18, Oct-16)
- Kingston promenade community awareness event (Aug-5,
- UNDE Convention (Aug-21 to 25)
- OFL and CLC Meeting for the Ontario area councils (23-24 Sep)
- Working on Organizing Campaign every pay day in Kingston on the Fix Phoenix issue

**Plans:**

- Continue to work at setting up a committee for workers with disabilities Kingston Area
- Lobbying MP's office on the Fix Phoenix issues
- Increase courses that are happening in PSAC Regional Offices and promote the education program
- Attend the PSAC WHSC Level 1 in Toronto (21-24 Oct.)

In Solidarity,

Rejean Bruneau  
Eastern Ontario Representative

**Richard McNeill**  
**PSAC Ontario Regional Council Report**  
**Region 3, Eastern Ontario Representative**  
**July 2017 to November 2017**

**Objectives:**

- inform members of union education
- continue to work with the Kingston R.O.
- work with KAC members to find members interested in starting up E.E. committees.



- People with disabilities, Racially visible, and Aboriginal
- Help keep momentum going with the new young worker's committee.
- Keep members informed on what PSAC Ontario Council is doing.

**Actions:**

- Recruited a new member for the young worker committee
- Attended a no. of Kingston District Labour Council meetings
- Participated in the Kingston Labour day parade
- On Sat. Sept. 23 2017 helped out at the Kingston Promenade all day. We were able to educate the public about the Phoenix pay system and how it was still affecting our members and having 500 of the phoenix post cards signed.
- Recruited a new KAC member.
- Whenever I have a chance, I will discuss how the phoenix pay system is affecting the local economy to members of the public and small business owners I know.
- Attended my component national convention in July and was re-elected as the Ont. A/RVP.
- I have reached out to some of our locals in region 3 asking if I could come to a membership meeting to meet and discuss PSAC campaigns and education.

**Plans:**

- Continue building the young workers committee
- Find members interested in starting the E.E. committees needed in the region 3 area.
- Lobby MP'S/Senators and MPP'S on issues relevant to our members.
- Begin working with the Kingston branch of the Ontario Health coalition

In Solidarity

Richard McNeill  
Region 3, Eastern Ontario Representative

**Ryan Ward**  
**PSAC Ontario Regional Council**  
**Region 5, Greater Toronto Area (GTA) Representative Report**  
**June 2017 – November 2017**

**Objectives:**

- Utilizing the lists of everyone who attended Convention in May from Region 5 to connect with them and integrate them into the activities and committees operating in the region
- Promoting what PSAC has to offer for our members and
- Work with my other Region 5 Rep with Communications to as large of a group as possible within the region
- Keep our members in the know about everything PSAC
- Work on creating a new Area Council and promote the Committees to ensure they are successful for years to come
- Activism for groups on strike, dealing with Collective Bargaining and be a liaison between Locals and PSAC

**Actions:**

- Updated Ontario Council and Portfolio Expense Claim Forms for Finance Committee to start the new term
- Worked with Area Councils in Barrie and Toronto on their Labour Day events with particular emphasis on finding innovative ways to do what is needed with limited funding opportunities
- Promoted the training sessions scheduled in the 2017 to all areas of the region and attended each session to talk about Region 5 and Ontario Council
- Assisted Region 5 committees with the promotion of events taking place
- Conducted Area Council resolution writing meeting and Chaired GTAC meeting in leadup to PSAC National Convention
- Worked with PSAC members at Woodbine Raceway during Queen's Plate
- Visited several Mississauga Locals to discuss Area Council work

**Plans:**

- Ensuring there will be a Talking Union Basics Course in Barrie and a Mental Health in the Workplace Course in Toronto in 2017
- Work with other Region 5 rep on some projects for 2018 onwards
- Attending end of year events in Barrie and Toronto that have been planned
- Putting together logistics to start up Area Council in Durham Region
- Food and clothing drive for Region 5
- Attending PSAC National Convention in Toronto
- Promoting awareness campaign for PSAC issues facing our members

In Solidarity,

Ryan Ward, Region 5, Greater Toronto Area Representative

**Shalane Rooney**  
**PSAC Ontario Regional Council Report**  
**Region 2, Northeastern Ontario Representative**  
**August 2017 to November 2017**

**Objectives:**

- Increase connectivity between locals and Ontario council members in the region
- To raise the profile of PSAC young worker members in the region by reaching out to young workers in the region and begin to organize a action plan for engagement.
- To raise the profile of PSAC racially visible workers in the region by reaching out to racially visible members in the region and begin to organize a action plan for engagement.

**Actions:**

May 25-28,2017: Attended the PSAC Ontario Regional Convention (Mississauga)

June 6, 2017 Attended the Sudbury Area Council Meeting

June 7: Attended Regional Women's Committee meeting  
June 22: Attend a Community Walk Against Violence  
July 5-7 2017: Attend PSAC Ontario Council Training and meeting  
July 12 Attended Charity BBQ for Sudbury Pride Youth  
August 22-27 Attended UNE National Convention (Ottawa)  
Sept 4, 2017 Attended North Bay and District Labour Council Labour Day

**Plans:**

- Connect with local Presidents and or executive's members to discuss issues, concerns, needs and or wants with Ontario council representatives so we can develop a plan
- Promote the value of being apart of a union to members
- Be more visible and available for members
- Engage with youth and racially visible members

In Solidarity,

Shalane Rooney,  
Region 2, Northeastern Ontario Representative

**Sheila Karasiewicz  
PSAC Ontario Regional Council  
Aboriginal Workers Representative Report  
March 2017 to November 2017**

**Objectives:**

- Continue to build dialogue with the Regional offices.
- Outreach and visits to Aboriginal members.
- Promote Union Education and Training.
- Keep members informed on what the PSAC Ontario Council is doing.
- 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.

### **Actions:**

- **April 20-25**, Water Walk 2017
- **May 17**, Tbay Area Council AGM and RWC Meeting combined.
- **June 15**, Tbay RWC Meeting
- **June 21**, Tbay National Aboriginal Day
- **July 21-28**, Water Walk 2017, Thirsty for Justice Campaign.
- **August 21-27**, UNE Convention
- **September 4**, Tbay Labour Day Picnic
- **September 5**, Documentary Film and Speaker, “Go Home Baby Girl” for MMIWG
- **September 6**, Tbay Annual Full Moon Memory Walk MMIWG
- **September 10**, Ontario Native Women’s Association Pow wow in honour of MMIWG.
- **September 27**, Tbay Area Council meeting.
- **September 28**, Orange Shirt Activity, Indian Residential School Awareness
- **October 4**, Tbay RWC, Sisters in Spirit Vigil Event
- **October 20**, Take Back the Night, “Shatter the Silence! Stop the Violence!”

### **Plans:**

- To continue outreach with Aboriginal members.
- To continue collaboration and working with National Aboriginal Peoples Circle (NAPC) reps on shared goals.
- To continue working with the Tbay Regional Women’s Committee on shared issues or projects.

- To continue collaborating and working with Ontario Council Women's Rep on the commonly shared issues or projects that relate to both our portfolios.
- Lobby MP's on issues that are relevant to Aboriginal Workers.
- To continue working with PSAC Ontario Council Representatives to connect with Aboriginal Workers through newsletters and Media websites such as Facebook.
- To continue sharing knowledge of PSAC training, conferences, conventions and to 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

**Souad (Sue) Soubra Boone**  
**PSAC Ontario Regional Council Report**  
**Members with Disabilities Representative**  
**July 2017 – October 2017**

**Objectives:**

- Continue and build a dialogue with the Regional Offices
- Keep the Members informed on what PSAC Ontario Council is doing
- Keep open lines of communication with Disability Community through email tree
- Work on Members With Disabilities email/contact list
- Attend Regional Committee meetings. (MDAC, RWC, GTAC, RVC, LDP)

- 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 Ontario Council training/meeting (July 5-7)
- Attended Hamilton Joint BBQ event (July 12)
- Attended GTAC meetings (Aug10)
- Participated NHRC for MWD conference call (July 21)
- Attended the Hamilton MDAC meeting (Aug14)
- Participated the Toronto Labour Day Parade (Sept 1<sup>st</sup>)
- Attended and chaired Toronto MDAC meeting / AGM (Sept 18<sup>th</sup>)
- Attended the RWC meeting (Sept 19<sup>th</sup>)
- Attended the GSU Convention (Sept 26-29)
- Created MDAC Newsletter – 2<sup>nd</sup> issue for 2017
- Attended the RVC meeting (Oct 5)
- Attended the RWC meeting (Oct 11)
- Organized and attended the Toronto MDAC RTW session (Oct 16)
- Attended the “Representing Members with Mental Health Disabilities” (Oct 21)

### **Plans:**

- PSAC MDAC Open House
- Keep in touch with Regional PSAC office
- Attend Regional Committee meetings. (MDAC, RWC, GTAC, RVC)
- Meet/contact/communicate with MDAC members

- Promote a Joint committee meeting; Toronto and Hamilton MDAC
- Start-up MDAC committee in Trenton/Kingston/London areas
- Work with PSAC Ontario Council Representatives to increase MWD involvement
- Increase Members with Disabilities knowledge of courses that are happening in PSAC Regional Offices and promote the education program
- Attend the 2018 PSAC National Convention

In Solidarity,

Souad Soubra Boone  
Members with Disabilities Representative

**Susan Glanville**  
**PSAC Ontario Regional Council Report**  
**Regionally Based Separate Employer Locals Representative**  
**July 2017 to November 2017**

**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 Based Separate Employer Locals

**Goals:**

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

In Solidarity,

Susan Glanville, Regionally Base Separate Employer Locals