



PSAC Ontario Council Meeting Minutes March 27th, 2020 Meeting by Conference call

The meeting convened at 9:02 a.m. on Friday, March 27th, 2020 with the REVP-Ontario, Sharon DeSousa as Ontario Regional Council Chair and the following members in attendance.

Sharon DeSousa, Regional Executive Vice-President, Ontario
Craig Reynolds, Alternate Regional Executive Vice-President, Ontario
Shalane Spencer, Region 2 (Northeastern)
Chris Snooks, Region 3 (Eastern)
Rejean Bruneau, Region 3 (Eastern)
Melanee Jessup, Region 4 (Southwestern)
Sara Johnson, Region 4 (Southwestern)
Ryan Ward, Region 5 (GTA)
Leslie Searl, Region 5 (GTA)
Bob Black, Region 6 (Hamilton/Niagara)
Peggy Jones, Directly Chartered Locals Representative
Missy Taylor, Regional Women's Committee Representative
Lloyd Brown, Racially Visible Members Representative
Michelle Woods, Indigenous Members Representative
Amanda Gebara, Young Workers Representative
Ann Marie Kuarsingh, Gay, Lesbian, Bisexual, Trans, Queer and 2 Spirited+ Representative
Souad (Sue) Soubra Boone, Members with Disabilities Representative
Craig Berggold, Academic Workers Representative
Susan Glanville, Regionally Based Separate Employer Locals

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

Regrets: Jason Storkson, Region 1 (Northwestern)
Dana Kelly, Region 2 (Northeastern)

The Chair read a land acknowledgment statement recognizing the traditional territory of the Anishinabek nation of the Mississauga of New Credit.

The Chair asked Chris Wilson to read the PSAC Anti-Harassment Statement. Chris Wilson 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.

Motion to adopt the hours of sitting.

m/s Sue Boone and Craig Reynolds

Motion carried unanimously

The Chair requested an honour roll call for members that have passed away since the last Ontario Regional Council meeting. The Chair also acknowledged the thousands of people across the world that have passed away from the COVID-19 virus.

The following names were put forward:

- Bob Campbell – Union of Taxation past President

Moment of silence observed.

AGENDA:

1. Adoption of Agenda

2. Adoption of previous meeting minutes (November 15th – 16th, 2019)
3. Business arising from previous minutes
4. Regional Executive Vice-President Report
5. Regional Office - Updates
6. Ontario Council Committees Reports
7. Ontario Council Members Reports
8. Collective Bargaining Updates
9. Ontario Council Newsletter
10. Provincial Fightback Plan
11. Phoenix Update
12. PSAC Ontario Regional Convention
13. Gender Equity Taskforce Recommendations
14. Union Development Program (UDP)
15. PSAC Ontario Racially Visible Conference debrief
16. COVID-19
17. Charitable Funds for Crohn's and Colitis
18. New Business

Item 1. Adoption of Agenda

Motion to adopt agenda

m/s/c Susan Glanville and Ryan Ward

Motion carried unanimously

Item 2. Adoption of previous meeting minutes (November 15th – 16th, 2019)

The Chair recommended adoption of amended meeting minutes.

Motion to adopt meeting minutes.

m/s/c Bob Black and Ann Marie Kuarsingh

Motion carried unanimously

Item 3. Business arising from previous minutes

Education

The REVP's office sent Ontario Regional Council the sort and select administrative policy for the Ontario Region's Advance Education Program.

A second sort/select process was undertaken within the Toronto RO to afford those council members (who were not consulted in the 1st sort/select process because they were Fall School applicants), an opportunity to provide input into the courses to which they had not applied.

All staff have been advised that Council members who apply to an Advanced Education Course are entitled to provide input into the sort/select process except for the courses to which they have applied.

Lobbying reports

Ontario Regional Council members have been sending their lobbying reports to Lino Vieira.

Health and Safety Committee

An email was sent on November 16th to Ontario Regional Council members with the Facebook page -

<https://www.facebook.com/groups/1941548689271973/>

Newsletter

The council newsletter email call for submissions was sent on January 17, 2020, with the deadline being February 21, 2020. A reminder email was sent on February 12, 2020.

Ontario Federation Labour (OFL) Power of Many Campaign

The REVP's office sent an email to Ontario Regional Council with the Power of Many Campaign information on November 15th.

Phoenix

The REVP's office sent information on Phoenix events in the region, along with the Phoenix handouts developed by PSAC National on February 12th.

Labour Day

A Regional Representative will remain assigned to the Greater Toronto Area Council (GTAC) to assist the Area Council throughout the year especially in preparation of the Labour Day parade. Staff have also been advised of the concerns raised by GTAC resulting from our participation in the 2019 Toronto Labour Day parade. These included the need for greater membership recruitment and resulting technical issues such as with the trailer used.

Fall School

The sort/select process for Fall School was reviewed by staff and Ontario Regional Council. There was one instance where a Council member Area Representative was consulted but not the remaining Council members within the regional office service area. There was another instance where Council members who had applied to Fall School were not included in the consultation call-out.

As a result, the Advanced Education Program consult process information was shared again with Council and with staff to ensure the process is followed properly.

Childcare Policy

Christopher Wilson has referred the question of on-site childcare at Fall School to PSAC National, given that the Family Care Policy is a national policy.

Internal Investigations Committee – Discipline

The Chair stated that she spoke with Brother Chris Aylward about the issue of how long a member can be disciplined for, following an Internal Investigations Committee's report. Brother Aylward stated that usually in a Committee's report, there is a specific recommendation on how long a disciplinary action will take, in this case in regard to communications. However, Brother Aylward stated that discipline must be measured and in the case of inappropriate communications, a member cannot be censored indefinitely.

Item 4. Regional Executive Vice-President Report

Craig Reynolds assumed the Chair.

Sharon DeSousa provided a few highlights not included in her National Board of Directors (NBOD) report below.

The REVP first thanked our members who are working on the front lines, and those working behind the scenes remotely, to continue to serve the public during the pandemic.

In addition, the REVP recognized the countless workers in the health care sector, the transportation sector, grocery store workers and the many other essential workers that are performing critical work often without adequate safety precautions. For many of these workers they have no option but to report to work, as the nature of their work is precarious. This is a sad reality that has been further highlighted during this crisis and shows the inequality and injustice many workers in this province face.

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

- Treaty Three Police Service members (DCL 410) – The bargaining team reached a tentative agreement, which was rejected by the membership on October 24, 2019. We are pursuing arbitration to continue bargaining.
- University of Ontario Institute of Technology (UOIT) Post-Docs (DCL 555) – The bargaining team met with the employer from April 16-18, 2019. Future dates are being scheduled.
- Town of Moosonee (DCL 285) – Notice to bargain was served on June 17, 2019.
- UOIT Exam Invigilators (DCL 555) – bargaining dates have been secured for January 30 and 31, 2020.
- UOIT Research and Teaching Assistants (DCL 555) - Notice to Bargain for the Teaching Assistants & Research Assistants was sent on June 19, 2019.
- NPF Kinston (UNDE 681) – notice to bargain was served on June 19, 2019.
- NPF Trenton (UNDE 683) – bargaining input call sent on March 13, 2019.

Renewal Agreements

- Nishnawbe-Aski Police Police Service officers (DCL 401) – members ratified their new collective agreement on October 24, 2019.
- Wequedong Lodge of Thunder Bay (DCL 002) – members ratified their new collective agreement on November 7, 2019.

- Kingston Commissionaires (DCL 818) – ratified their new collective agreement on November 12, 2019.
- Great Lakes Pilotage Authority (UCTE 00057) – ratified their new collective agreement on November 28, 2019.
- GDI Cleaners at Garrison Petawawa (UNDE 639) – ratified their new collective agreement on November 15, 2019.
- Blue Water Bridge (DCL 501) – ratified their new collective agreement on December 19, 2019.

Organizing

UOIT

A proposal has been approved to organize Research Associates and Contract Research Techs at the University of Ontario Institute of Technology (UOIT), in Oshawa. We currently do not represent Research Associates in Ontario, but the Quebec Region has seen significant growth in pursuing these groups and this would strengthen our bargaining power at the University.

Wilfred Laurier University

Over 400 Teaching Assistants and Research Assistants at Wilfred Laurier University have joined PSAC after the ballots were counted on December 11, 2019. This win is particularly special because several Unions were interviewed by Teaching Assistants and PSAC was chosen because of our longstanding commitment to human rights.

Invigilators at UOIT

In June 2019, over 200 invigilators at the University of Ontario Institute of Technology (UOIT), voted overwhelmingly to join PSAC. The University sector in Ontario now includes over 5,000 members at Western, Queen's, UOIT and Wilfred Laurier.

Auditors at Casino Woodbine

12 Auditors at Casino Woodbine are looking to join PSAC. PSAC Local 533 is one of the three unions present at the Casino. As Casino Woodbine and their Entertainment Facility are scheduled to expand,

we welcome the opportunity to be the union that workers choose for representation.

Invigilators at Queens

An organizing drive to support 200 Exam Invigilators at Queen's University to join DCL 901 is currently taking place. Invigilators are minimum wage workers and some report spending 20% of their earnings on the cost of parking on campus. Union representation would go a long way in improving their working conditions.

Federal

Federal Election

The federal election took place on October 21, 2019. Ontario has 124 ridings within its boundaries, more than any other province and critical for any Party wanting to form government. PSAC Ontario's federal election plan focused on strategic ridings where we have strong membership density, active Area Councils and committees and the results of the last election were close. Our Region's Area Councils were instrumental in getting our members out to vote and held a number of initiatives to provide our membership with information on each of the Party's platforms.

The results of the election were a minority Liberal government with 157 seats, the Conservatives with 121 seats, the Bloc with 32 seats, the NDP with 24 seats, the Greens with 3 seats and one independent.

All Candidates Town-hall Meetings

Many of our Area Councils held all-candidates town-hall meetings open to our members and the public. These town-halls were held in Kingston, Toronto, Windsor and Niagara Falls, where the candidates of each Party were invited to attend and answer questions from our members.

Election Phone Banks

Election phone banks were held for our members to talk about the different Party platforms. These phone banks took place in Kingston,

Thunder Bay, Toronto and London for several days leading up to vote day. These calls also ensured our members knew about advanced voting and how to check if they were registered with Elections Canada.

Province-Wide Election Telephone townhall

PSAC Ontario held a province-wide telephone town-hall to discuss the election on Wednesday, October 2nd at 6:30 p.m. On the call with the Ontario REVP we had three special guests:

- The Senior Economist of the Canadian Centre for Policy Alternatives, David Macdonald
- The Program Director for the Broadbent Institute, Katrina Miller; and
- Our PSAC National President, Chris Aylward

Our speakers provided members with information on the party platforms and members were able to ask questions live on the call.

Federal Election Mailout

Flyers with a message from the Ontario REVP were mailed to all our members in our 5 priority ridings, with a “Know your Rights” attachment that provided information for our federal public service members on their political rights during an election.

Election Webinars

PSAC Ontario held two province-wide election webinars on October 7th and 16th in the evening for our members on the Party platforms, why elections are important and how to get involved.

Provincial

Oct. 28 – Ontario Federation of Labour Day of Action

After a 5-month long recess, the longest in modern history, the legislature resumed on October 28, 2019. To remind the PC government that we had not forgotten about all the cuts they made the OFL called for a day of action to welcome back the MPPs. Demonstrations took place across the province, with the key rally taking place around Queen’s Park in the morning. A press conference was also held with some of the workers who had lost their jobs due to

the government's actions, despite the Premier's assurances that not one job would be lost.

Mobilization

Phoenix Campaign

PSAC is the only remaining union that represents federal government workers that has not reached a deal for Phoenix damages and compensation. The five days offered is offensive given the suffering our members have and continue to endure. Therefore, we have linked bargaining and Phoenix and are preparing to take strike action should the government not address these issues properly.

GDI Cleaners in Petawawa

Our members from the Union of National Defense Employees Local 639 provide cleaning services to the Base in Petawawa and are employed by GDI Services. GDI had reneged on two pay increases that they signed off on in the last collective agreement and were now seeking reductions to the workers' health and safety provisions, staffing, employment standards protections and many others. The workers decided to take strike action on July 25, 2019.

Picketing various locations, rallies, lobbying, letter writing initiatives and an extensive radio ad campaign took place in Petawawa and in Montreal, where GDI is headquartered. In addition, postcards were developed, along with a petition demanding the Government of Canada stop contracting out. As a result of all these pressure tactics a new collective agreement was signed on November 15, 2019, without any concessions.

Kingston Commissionaires Strike

Our members who provide security services at the Base in Kingston (the Kingston Commissionaires DCL 818), took strike action on June 24, 2019; primarily to fight for better paid sick leave. Our picket lines were supported by other Base personnel, Locals in the Area, the Fight for \$15 and Fairness, the Kingston District Labour Council, OFL and affiliates; leading to extensive traffic delays right up to the highway on several occasions.

Letters were sent to the Commissionaires Regional and National Board of Directors to get them involved and pressure the employer back to the table, as well as to select MPs who are responsible for the government's contracting out procedures. We used radio and print ads in the Kingston area and often targeted the Liberal MP, Mark Gerretsen, to try and pressure the Corps through the government.

This difficult strike ended on November 12, 2019, with the signing of a new collective agreement. Highlights of the new agreement include: Employer paid Sick Benefit of 1% annual earnings with accrual, changes in hours of work which provide for better work scheduling, wage rates increase of 2.2% effective April 1, 2019, RRSP contribution improvements and Bereavement Leave improvements.

Stop Contracting out Campaign – CFB Kingston

On September 18, 2019, we held an information picket at CFB Kingston to protest the use of contracting out on the base. This rally was spearheaded by UNDE Local 641 on the base. There is concern that contracting out has started again on the base and will be expanded, leading to lower quality jobs and further labour strife.

Trenton Cleaners (UNDE 650)

Cleaners at 8 Wing Trenton work for a private company that had failed to pay a scheduled wage increase. Commercial Cleaning Services signed the collective agreement that included a \$1/hr raise on September 1st. with the hourly wage rising to between \$16.25/hr and \$18.25/hr.

Instead, Commercial Cleaning decided to keep that money for themselves, with each cleaner potentially losing about \$1,950 dollars per year from this wage theft.

On September 19, 2019, members came by bus to hold a rally at the base to highlight this injustice, receiving media attention:

<https://www.intelligencer.ca/news/local-news/union-pickets-base-over-dispute-with-contractor>

In addition, lawn signs were created and distributed throughout the community, with members going door to door to have the public sign

a petition calling on the Government of Canada to stop contracting out.

On December 23, 2019, PSAC received a favourable decision from an arbitral award that challenged the employer's decision to not honour the collective agreement. In a major victory for the cleaners and PSAC, the Arbitrator sided with our union and the cleaners will be receiving the wage increase that they were entitled to.

Great Lakes Pilotage Authority (GLPA)

Members of the Union of Canadian Transportation Employees (UCTE), a Component of the Public Service Alliance of Canada (PSAC), who work for the Great Lakes Pilotage Authority (GLPA), entered into a legal strike as of November 18, 2019.

PSAC/UCTE Local 00057, are the dispatchers and office staff who work in Cornwall and have been without a contract since June 30, 2016. With a coordinated and strategic strike, members were able to achieve a new collective agreement on November 28, 2019, ending the ten-day long strike.

Bargaining Support

PSAC-CIU Branch 18 in Windsor held an information picket on December 16, 2019, in support of ongoing bargaining. The picket was to engage members to call on Treasury Board to get back to the negotiating table as CIU members have been without a new contract since June 20, 2018.

Labour Movement/ Solidarity

Ontario Federation of Labour – Power of Many Campaign

In the face of so many regressive, anti-worker policies and cuts to public services by the Ontario Conservative government, the Ontario Federation of labour (OFL) launched the Power of Many campaign in 2018. The campaign continues to train activists on how to get politically engaged and to take action. Training sessions have been held across the province, establishing hubs in key ridings, with more being planned. The goal is to have trained activists across the

province that can respond quickly to any anti-worker announcement in their communities.

October 10th – World Mental Health Day

PSAC Ontario ran a week-long radio ad campaign to promote World Mental Health Day on October 10th in an effort to end the stigma of talking about mental health issues. The radio ads were placed on local radio stations in London (AM980), Niagara (CHTZ 97.7), Sarnia (CHOK 103.9) and Windsor (CKUE 100.7).

Attack on Education Workers

The Ontario Secondary School Teachers' Federation (OSSTF) has been holding strategic one-day strikes across different school boards beginning in December 2019 and continuing this year. These rotating strikes are in support of bargaining, with the PC government continuing to demand cuts and regressive changes to Ontario's education programs and services.

Bill 124

On December 17, 2019, the Ontario Federation of Labour (OFL), in partnership with affiliated unions, including PSAC, launched a coordinated Charter challenge against Bill 124 (*Protecting a Sustainable Public Sector for Future Generations Act*).

Bill 124 allows the government to impose compensation caps, including for pension and health care improvements, on a variety of unionized and non-unionized public sector workplaces. Workers affected by Bill 124 include those employed by the provincial government, crown agencies, school boards, universities and colleges, hospitals, non-profit long-term care homes, children's aid societies, social service agencies and the electricity and energy sectors.

PSAC will stand with the Labour Movement to challenge this government's continued efforts to infringe on the bargaining rights of our members, which are protected under the Canadian Charter of Rights and Freedoms.

Ontario Federation of Labour Convention

The 15th Biennial Convention of the Ontario Federation of Labour was held from November 25 to 29, 2019, at the Sheraton Centre Toronto Hotel. PSAC held a caucus meeting on November 24th, to speak with our members about submitted resolutions and to provide a space for the candidates running for elected positions within the OFL to address our members.

On November 27th, the OFL held a mass rally to oppose the PC government's attacks on workers and public services. The "Power of Many" rally was a key part of the Convention, which saw hundreds of delegates march from the convention to Queen's Park.

In an historic election, Patty Coates became the first woman to be elected President of the Ontario Federation of Labour (OFL). In addition, the Secretary-Treasurer position was won by Ahmad Gaided, and the Executive Vice-President of the OFL is now Janice Folk-Dawson.

The Convention saw many resolutions passed, inspiring guest speakers, equity forums and much more. For a full review of the Convention, please visit: <http://ofl.ca/pomconvention2019/>

Education

PSAC Ontario Regional Women's Conference

The Conference took place on September 27-30th, in Toronto with the theme: "*Building Women's Power for Change*". Four workshops were offered, including; Building Women's Power for Change, Working Together, Increasing Membership Engagement and Taking Effective Political Action.

After initial greetings and opening remarks by the Ontario REVP, conference participants were able to take direct political action by taking part in the Global Climate Strike on September 27th, at Queen's Park. This was a great start to the conference and energized our activists on the important issue of addressing climate change.

2019 PSAC Ontario Fall School

The 2019 PSAC Ontario Fall School was held in Toronto from November 18-24, 2019, with a total of 70 members participating. There were four courses offered: Advanced Representation Training for Stewards, WSIB Level III, Unions Work for Women and Political and Social Activism.

PSAC Programs Officer Michael Desautels presented on Solidarity with Indigenous communities, with the Ontario Director of the CLC, Lisa Bastien, delivering a workshop on Consent Culture. In addition, the CLC set up their Virtual Refugee Exhibit outside the classrooms and allowed members to experience a snapshot of what refugees are currently experiencing throughout the world.

PSAC National Health and Safety Conference

The PSAC National Health and Safety Conference took place from November 29 to December 1, 2019, in Montreal. There were three workshops offered at the conference:

1. Your “Right to Participate” in Hazard Investigations and How to Establish Workplace Strategies to Fix Problems
2. Managing Workplace Stress and Overload
3. Strategies for Preventing Workplace Violence (including Domestic Violence)

The conference was opened by Chris Aylward, PSAC, National President followed by a welcome by Hassan Yussuff, President of the CLC. This was followed by a great panel on understanding addiction in the context of the opioid crisis, with guest speaker *Mark Barnes*, Respect Rx, Pharmacist. There was also a great panel on Mental Health, with Sapna Mahajan, Mental Health Commission of Canada / Co-Chair of the Centre of Expertise on Mental Health.

Equity and Human Rights

Take Back the Night

Take Back the Night is an internationally held march and rally intended as a protest against sexual violence and other forms of

gender-based violence. It is a feminist action movement that brings attention to the violence faced by women, girls and gender minorities in their daily lives. This year's event took place on September 26th, and centred on the missing and murdered Indigenous women, girls, and Two-Spirited people. Members took part in London, Toronto, Hamilton and other cities.

Members with Disabilities Access (MDAC) Committee –
Superannuation Session

The Toronto MDAC committee hosted a session for our members on superannuation and retirement on October 7, 2019, in the Toronto regional office. Special guest facilitator David Cuning was in attendance to provide our members with this valuable information.

Holiday Charity Drive

The PSAC Toronto Racially Visible Committee held their annual holiday charity drive, which concluded on December 19, 2019. The Committee collected toys and donations for a local women's shelter. In addition, guest speaker MPP Kevin Yarde came to speak to our members.

In conclusion,

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

Respectfully submitted for your approval,



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

**REVP Schedule for the period August 17, 2019 to January 10,
2020**

Aug. 19, 2019 – Rally in Ottawa in support of striking
Commissionaires (DCL 818) and Petawawa cleaners (UNDE 639)
Aug. 28, 2019 - Kingston Commissionaires (DCL 818) strike line
Aug. 29, 2019 – UNDE 639 Petawawa Cleaners bargaining meeting
Aug. 30, 2019 - UNDE 639 Petawawa Cleaners strike line
Aug. 30, 2019 – National Board of Directors meeting in Ottawa
Sept. 2, 2019 – Labour Day parade in Hamilton
Sept. 5, 2019 – United Way Labour Appreciation Breakfast
Sept. 6, 2019 – Kingston Commissionaires (DCL 818) strike line
Sept. 9-10, 2019 – Alliance Executive Committee meeting in Ottawa
Sept. 13, 2019 – Ontario Federation of Labour Heads of Union
meeting
Sept. 17, 2019 – UNDE 639 Petawawa Cleaners strike line
Sept. 18, 2019 – PSAC Ontario Convention planning meeting
Sept. 19, 2019 – PSAC Greater Toronto Area Council federal election
candidates meeting
Sept. 24, 2019 – Kingston Commissionaires (DCL 818) strike line
Sept. 25, 2019 – Ontario Federation of Labour Executive Committee
meeting
Sept. 26, 2019 – Ontario Federation of Labour Executive Board
meeting
Sept. 27, 2019 – Global Climate Strike rally
Sept. 27-29, 2019 – PSAC Ontario Regional Women’s Conference
Oct. 2, 2019 – PSAC Ontario province-wide telephone townhall
Oct. 5, 2019 – CEIU Women’s Conference
Oct. 7-8, 2019 – Alliance Executive Committee meeting in Ottawa
Oct. 8, 2019 – Gender Equity Task Force meeting
Oct. 9-11, 2019 – PSAC National Human Rights Committee meeting
in Ottawa
Oct. 18, 2019 - Kingston Commissionaires (DCL 818) strike line
Oct. 21, 2019 - Kingston Commissionaires (DCL 818) meeting
Oct. 21, 2019 – Canadian Federal Election
Oct. 22-25, 2019 – National Board of Directors meeting in Ottawa
Oct. 22, 2019 – Gender Equity Task Force meeting
Oct. 30, 2019 – Joint Learning Program meeting
Nov. 1, 2019 – Treaty Three Police meeting

Nov. 1, 2019 - Agriculture Local 00014 Annual General Membership meeting
Nov. 11, 2019 – Remembrance Day Wreath Laying Ceremony at Toronto City Hall
Nov. 12, 2019 – Niagara/Hamilton Mobilization meeting in Hamilton/Stoney Creek
Nov. 13, 2019 – United Way Labour Appreciation Breakfast
Nov. 14, 2019 – PSAC Ontario Regional Council Committees meeting in Markham
Nov. 15-16, 2019 – PSAC Ontario Regional Council meeting
Nov. 18-19, 2019 – Alliance Executive Committee meeting
Nov. 21-23, 2019 – PSAC Ontario Fall School
Nov. 23, 2019 – Coalition of Black Trade Unionists Fundraiser Dinner
Nov. 24-28, 2019 – Ontario Federation of Labour Convention
Nov. 29-Dec. 1, 2019 – PSAC National Health and Safety Conference in Ottawa
Dec. 4, 2019 – PSAC Ontario Regional Staff Conference
Dec. 9-11, 2019 – Gender Equity Task Force meeting
Dec. 16-20, 2019 – TC Public Interest Commission in Ottawa
Dec. 17-18, 2019 – Alliance Executive Committee meeting

Motion to adopt REVP's report

m/s/c Sharon DeSousa and Susan Glanville

Sharon DeSousa resumed the Chair.

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

Christopher Wilson provided an update on the operational status of the Ontario Region as follows:

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

Sudbury

Sylvie Liard was the successful candidate for the term Regional Representative position in Sudbury for purposes of backfilling Réjean Amyotte for the time (February 3rd, to March 27th, 2020). Sylvie is bilingual, a Union Development Program graduate and former Vice-President and steward for CEIU Local 534. Sylvie has been involved in community social justice work through her involvement in inclusivity and diversity campaigns.

Toronto

A position for a permanent Grievance & Adjudication Officer has been posted in the Toronto Regional Office. This position reports to the Coordinator of the G&A section. This position is in addition to the position held by Sherrill Robinson-Wilson.

Shanice Regis was the successful candidate for the part-time membership clerk position working in the Toronto RO. Shanice was a work placement student at York University and has been working as a campaign organizer in the PSAC organizing program since her placement. Shanice is familiar with Unionware and the membership card data entry process. Shanice will be reporting to Fraser McDonald in Membership Services and completed her training in mid-November. Shanice will play an important role in ensuring that DCL membership cards are reflected in the system on an ongoing basis. Please join me in welcoming Shanice into her new role

London

Nancy Johnson was the successful candidate to backfill Michelle Sweeney as a term Regional Representative in the London RO. Nancy started on February 17th, 2020 and will continue until at a minimum March 1st, 2021. Nancy Johnson has previously acted as a term Regional Representative in London as recently as July 1st to July 31st, 2019. While Nancy is acting in this position a staffing action has been initiated to backfill Nancy Johnson in her capacity as Administrative Assistant in Thunder Bay.

Sarah Johnson was hired on a short term (up to 2 months) Regional Representative assignment within the London RO for purposes of backfilling Lynn Meston during her leave. Sarah started on Monday, November 18th and continued until January 17, 2020. Sarah is the Southwest Representative, Region 4 on Regional Council and is familiar with the service area. Sarah is also a JLP facilitator who has facilitated workshops and is also an Alliance Facilitator. Sarah has also been active within her Local and Component holdings the positions of Local President and Chief Steward.

Beth Bennett started a new assignment on March 2nd working as an Administrative Assistant in the REVP Office for purposes of Regional Convention planning until June 12th, 2020.

Carolyn Barham has been extended until at least June 1st, 2020 to ensure Administrative Assistant coverage within the London RO while Beth is acting in the REVP office.

Thunder Bay

A staffing action for an Administrative Assistant in the Thunder Bay Regional Office has been posted for up to fourteen (14) months for purposes of backfilling Nancy Johnson who will be acting as a term Regional Representative in the London RO during this time backfilling for Shell.

Jennifer Kovacs has been hired as a term secretary in the Thunder Bay Regional Office commencing February 17th to April 17th, 2020 for

purposes of ensuring continuity during the competition process for the full 14 month position to backfill Nancy Johnson while she is acting in the London RO. Jenn has previously worked within the Thunder Bay RO as an Administrative Assistant working with both Judith and Sandra (October 2011 – April 2014; January 2016 – March 2016).

Regional Convention

In my capacity as Regional Coordinator, I have been tasked with facilitating the nomination process in advance of the PSAC Ontario Convention. A call for nominations has been posted on the regional website for the positions of:

- (1) Regional Executive Vice-President
- (2) Alternate Regional Executive Vice-President
- (3) 2nd Alternate Regional Executive Vice-President; and
- (4) Regional Council positions elected in Caucuses

The Nominations forms are accessible at the following link:

<http://ontario.pvac.com/2020-psac-ontario-regional-convention-may-29-31-2020>

Operations (London)

The PSAC London Regional Office moved on March 2nd to a new central location at 244 Pall Mall Street – 4th Floor, Suite 401, The offices on the ground floor are separate entities and therefore PSAC's reception area is located on the fourth floor.

This new location was selected for its proximity to our membership and easy access to public transit. In addition, the space is fully accessible and includes enhanced security features for the benefit of our members and staff.

In addition, the close proximity to the downtown core offers a host of amenities nearby, including a unionized hotel and access to parking. The space includes a larger boardroom, a small meeting room and an additional office space for members to work on campaigns.

Nancy delivered the 1st TUB course in the new London RO and members loved the new space.

Operations (Toronto)

The lease within the Toronto RO expires on December 31st, 2020; consequently, PSAC Holdings will be deciding (based upon input from the Toronto RO Building Committee) whether to relocate or renew our lease. The seven (7) offices under consideration include:

- 4950 Yonge Street – The Madison Centre (Yonge Street and Upper Madison)
- 100 Sheppard Avenue East (Kenneth Avenue near Yonge and Sheppard)
- 4711 Yonge Street (Yonge and Sheppard)
- 3080 Yonge Street (Yonge and Lawrence)
- 1 Eglinton Avenue East
- 5650 Yonge Street (Yonge and Finch)
- 5255 Yonge Street

Some of the factors that we considered when visiting sites included:

- (a) Cost – ie anywhere south of Eglinton would be prohibitively expensive
- (b) Access to public transit
- (c) Available square footage – we need 11,000 square feet of office space based upon national standards (including some space for potential expansion). Note: we currently have approximately 13,000 square feet so any space we consider will likely be smaller than our current footprint.
- (d) Accessibility (including accessible washrooms)
- (e) Parking availability – each site had either equivalent or less parking than our existing space
- (f) Layout/Design of the office space
- (g) Any other relevant factors

Parking availability at 5 sites was lower than our current office. Two locations had comparable parking ratios to our current location ie approx 17 spots, similar perimeter floor plans with access to natural

light throughout and comparable size ie 11,000 sf delimited. However, the scheduled completion of the Eglinton Crosslinx in 2022 is another factor that is being considered which will make our current office more accessible to members and staff. PSAC Holdings is obtaining terms of renewal of our current location while maintaining these other locations as options for consideration.

Operations (COVID-19)

Due to COVID-19, Regional Offices are closed until at least March 31st. PSAC staff are working at home to respond to inquiries and maintain membership services. Our contact directory is available on-line at: <http://ontario.psa.com/our-organization/staff> for purposes of contacting staff across the region.

In addition, and in keeping with recommendations from both local and national health authorities, the union has made the difficult decision to postpone events scheduled on or before March 31st, 2020 that would require a large gathering of members. Staff will be helping to facilitate Skype meetings where possible to maintain membership services.

Item 6. Ontario Council Committees Reports

The Chair thanked the Ontario Regional Council Committee members for working diligently with their technical advisors during this difficult time. The Chair also recognized the challenges of running these committee meetings via conference call, along with the Council meeting; and thanked Council and staff for their continued commitment on behalf of our membership.

Point of Privilege: Susan stated a member's partner looked after the lady that contracted the virus at a nursing home. The member's partner has since tested positive and the employer only gave him seven days of quarantine.

The Chair recommended that Susan Glanville contact June Winger, the National President of UNDE, and get direction in regard to how to address this situation, as the Component has been dealing with similar issues at the Base.

Health and Safety Committee Report (APPENDIX “A”)

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

Recommendations to Council:

1. At the November 2019 Council meeting it was determined that we, the Health and Safety Committee would contact the CCOHS for costing on the handbook “OFFICE HEALTH AND SAFETY GUIDE” to be distributed in the swag bags of the Delegates, Observers and Guests of the 2020 Ontario Regional Convention. It was later determined that there was a need for 450 copies of the booklet. Costing has been completed and it was decided that we could order an extra 50 copies. during our conference call of March 20, 2020, we went over the information below:

450 Office H&S Guide	500 Office H&S Guide
Discount 25%	Discount 30%
\$11.25 each	\$10.50 each
Total: \$5,062.50	Total: \$5,250
Membership Plus Discount 10% (\$350) (\$350)	Membership Plus Discount 10%
Total Discount \$506.25 / Save \$156.25	Total Discount \$525 / Save \$175
Total: \$4,556.25	Total: \$4,725

Recommendation carried unanimously

2. All Office Health and Safety Guide booklets remaining after PSAC Regional Convention be turned over to the REVP's office to be turned over to the new Ontario Council Regional Health and Safety Committee for their distribution.

Recommendation carried unanimously

3. Once the health and safety committee has prepared a list of helpful Covid-19 links/ resources, PSAC staff post on PSAC Ontario Website, as well as email out to all PSAC Ontario members

Recommendation carried

Motion to adopt the Health and Safety Committee's Report

m/s/c Bob Black and Chris Snooks

Political Action Committee (APPENDIX "B")

Ryan Ward, Chair of the Political Action committee, presented on behalf of the committee.

Recommendation to Council:

1. PSAC Ontario start lobbying the Ontario Liberal Party, and in particular, it's new leader, Steven Del Duca.

Recommendation carried unanimously

Motion to adopt the Political Action Committee's report

m/s/c Ryan Ward and Melanee Jessup

Motion carried unanimously

Equity and Human Rights Committee Report (APPENDIX “C”)

Missy Taylor, Chair of the Committee, presented on behalf of the committee:

Recommendations to Council:

1. Council apply an equity lens in all political action and lobbying endeavours. This is especially important now as some of the hardest hit groups are those who are from the Equity seeking demographic and are often also those who hold precarious positions. Currently a significant increase in Racism specifically directed towards those from the Asian community. Also, Women have been significantly impacted not only in losing jobs, but also the loss of any childcare.

Recommendation carried unanimously

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 “D”)

Craig Reynolds, Chair of the Finance committee, presented on behalf of the committee.

Recommendations to Council:

The committee has no recommendations at this time.

Craig Reynolds recommends that Ontario Regional Council members to continue to submit their claims to the finance committee via email. Once the committee is able to visit the regional office then claims will be processed.

Motion to adopt the Finance Committee's report

m/s Craig Reynolds and Ryan Ward

Motion carried unanimously

Education Committee Report (APPENDIX "E")

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

Recommendations to Council:

1. That the Council accept the amended AFN Policy.

Recommendation carried

2. That PSAC Ontario should find mechanisms, such as webinars, to educate members on: Their right to refuse work for health and safety reasons; support that is offered by the Canadian Centre for Occupational Health and Safety; and other agencies for mental health supports due to the current pandemic.

Recommendation carried unanimously

3. That the remaining in-person education planned for 2020 be postponed until the 2021 fiscal year.

Recommendation carried unanimously

4. That we make online education in all forms a top priority in education, with a focus on health and safety, in 2020.

Recommendation carried unanimously

5. When basic education has previously been scheduled in 2020, every effort should be made to deliver this training using an online platform. The remaining 2020 basic education budget should be used to provide these alternative methods of delivery.

Recommendation carried unanimously

Motion to adopt the Education Committee's report

m/s Melanee Jessup and Michelle Woods

Motion carried unanimously

Fall School

Shalane Rooney stated that she did not register to attend Fall School because on-site childcare was not offered, and this created a barrier to her participation. Therefore, she would like to know if on-site childcare will be provided going forward at all future Schools. Shalane also shared her concerns in regard to the School's meeting room rental costs this year, which are significantly higher than usual.

Christopher Wilson stated that he was waiting for a response from PSAC National on whether there is a source of funding that can be used for purposes of funding on-site childcare at Fall School. Chris also stated that this year's hotel costs were consistent with the hotel costs of the 2018 Fall School.

Melanee Jessup, Chair of the Education Committee, stated that the Education Committee was not aware of Fall School being over budget. She stated that this information was conveyed to her while at Fall School.

Missy Taylor shared that she had grave concerns with any financial expenditures of this magnitude, for any education event. She believes

there needs to be meaningful consultation and approval between the Regional Education Officer, Ontario Regional Council and the REVP in regard to budgets because it is Council that is accountable to the membership.

Christopher Wilson stated that the Human Rights course for Alliance Facilitators (AFs) was originally proposed as one of the four courses being offered at Fall School. He identified that the Council Education sub-committee was notified that if the AFs course was replaced with another course that there would be budget consequences. This was due to the AF course being funded from a different budget line item than the rest of the School. However, the budget analysis of the cost implications of providing an additional course, instead of the AF course, was not provided to Ontario Regional Council before the Council made the decision.

The Chair stated that we have to exercise due diligence in looking after members monies. All events, including educational events, must be presented to Ontario Regional Council with all accompanied information, including a proposed budget. Moving forward, the Ontario Regional Council will be provided all information prior to making a decision on any event.

The Chair also stated that as per the PSAC Family Care policy, PSAC National is responsible for paying all childcare costs from a separate budget line. Therefore, childcare costs should not be a factor in planning any educational event.

Item 7. Ontario Council Members Reports (APPENDIX “F”)

The REVP thanked the Ontario Regional Council members for their hard work over the years. The Chair then invited Council members to speak on any highlights of their activities over the past three months.

Ontario Regional Council members stated that their reports stood as submitted and that there was no additional information to add to their reports.

Item 8. Collective Bargaining Updates

PSAC National has created a National Strike Strategy Consultation Committee, which is made up of representatives from each of the bargaining units.

Treasury Board

PSAC National President, Chris Aylward, has authorized strike votes for members of the PA, SV, TC and EB bargaining units, following the release of the Public Interest Commission (PIC) reports. This affects more than 90,000 members of the four bargaining units, with the initial strike meetings scheduled to be held from March 16 to May 7, 2020.

Strike votes for the 27,000 members of the Canada Revenue Agency bargaining unit were already underway.

Strike votes for members of the Parks Canada bargaining unit were also scheduled to take place from March 16 to May 7.

Strike votes were set to begin for military base workers, as their PIC report was just released.

All Strike Votes Suspended

As the number of reported cases of the coronavirus began to rise in Canada, and in keeping with recommendations from both local and national health authorities, PSAC suspended all activities as of March 16, 2020, that would require a large gathering of members. Strike votes in particular were suspended until March 30, and at that time PSAC will re-evaluate whether to continue the suspension or resume the strike votes depending on the situation with COVID-19.

Canada Border Services Officers (FB)

The FB bargaining team continued to push for greater protections against harassment and abuse of authority by management during negotiations with Treasury Board/Canada Border Services Agency from March 9-12.

NPF Trenton (UNDE 683)

The bargaining input call was sent on March 13, 2019.

Treaty Three Police Service (DCL 410)

The bargaining team reached a tentative agreement, which was rejected by the membership on October 24, 2019. They are now undergoing arbitration.

Academic Sector

University of Ontario Institute of Technology (UOIT) Post-Docs (DCL 555) – The bargaining team met with the employer from April 16-18, 2019. Future dates are being scheduled.

UOIT Exam Invigilators (DCL 555) – bargaining took place from January 30 and 31, 2020.

UOIT Research and Teaching Assistants (DCL 555) - Notice to Bargain for the Teaching Assistants & Research Assistants was sent on June 19, 2019.

UOIT TA/RA/Invigilators (DCL 555) – members have secured a new collective agreement and a ratification vote will be taking place as soon as possible.

Craig Berggold stated the Ontario Academic sector held a conference call recently. DCL 610, Western University postdocs, reported that they are scheduled to begin bargaining in late April and DCL 901, Queen’s postdocs, should begin negotiations shortly as their contract has expired.

NPF Kingston (UNDE 681)

The notice to bargain was served on June 19, 2019.

Windsor Airport

The notice to bargain was sent to Your Quick Gateway (Windsor airport) on March 2, 2020.

Town of Moosonee (DCL 285)

Members have secured a new collective agreement and a ratification vote will be taking place as soon as possible.

Item 9. Ontario Council Newsletter

Melanee thanked all the Ontario Regional Council members for submitting their articles.

Lino Vieira thanked Melanee Jessup and all of the Ontario Regional Council members for assisting with the newsletter. In addition, Lino stated that Council has until next Thursday to advise if there are any edits to the draft newsletter.

After discussions with Council as to the timing of the release of the draft newsletter, an issue was raised as to the lack of articles around COVID-19 in the newsletter (as articles were submitted before the state of emergency was declared). Council members were in agreement that the newsletter would be better received if it contained information/articles on the state of affairs with COVID-19.

The Chair suggested that Council have two options, either to re-open the current draft newsletter and submit articles that speak to the current crisis or produce a second newsletter advising members about COVID-19.

Ontario Regional Council voted to re-open the newsletter and add information on COVID-19.

The new deadline to have COVID-19 articles submitted to Lino Vieira will be Friday, April 3rd. Once the articles are received, the newsletter will be amended and sent to Council for approval, prior to distribution to the membership.

Item 10. Provincial Fightback Plan

The Chair stated that a mass rally was held by the Ontario Federation of Labour (OFL) in Niagara Falls on February 22, 2020 at the PC

government's policy convention. Thousands of people took part, including many of our members who came from across Ontario to attend.

Lino Vieira stated that the OFL political action committee has been working primarily on lobbying the government to increase supports and protections for all workers during the COVID-19 crisis. There are several demands that are being put forward by labour; including increasing access to WSIB, paid sick leave and greater funding for our health care system.

Although there have been some positive announcements by the Ontario government recently, we have to stay vigilant in keeping the government accountable. In addition, it is important that the labour movement continue to monitor the situation closely to ensure that anti-worker legislation is not secretly passed. For example, the PC government recently passed legislation that disregards collective agreements in the health care sector to allow for volunteers. This was done despite health care workers stating that this would put unqualified people in danger and harm their ability to do the work.

Item 11. Phoenix Update

The Chair thanked the Regional Council members for their solidarity in helping out with Phoenix mobilization actions. PSAC is continuing to seek damages for our members in relation to Phoenix and will continue to do so until our members are compensated for their hardship.

The Chair stated that she recently held a conference call with Ontario PSAC Area Councils' representatives to update them on bargaining and mobilization efforts, along with Phoenix negotiations and PSAC campaigns.

Bob Black stated that the Hamilton Area Council delivered cakes to the Hamilton Locals as a mobilization exercise, which was well received by the membership.

Two members that attended the Racially Visible Conference inquired how they can start a Racially Visible Committee in Hamilton. The regional representative, Joan Ann Gravesande, advised that she is working with the members to get the Committee established.

Chris Snook stated that the Kingston Area Council held a soup kitchen event for the Phoenix Day of Action.

The Chair stated that there were many Phoenix events held across the province at the Local level. Members are very angry that Treasury Board has yet to offer a new compensation proposal for Phoenix damages.

Item 12. PSAC Ontario Regional Convention

The PSAC Ontario Regional Convention was scheduled to take place on May 29th to 31st, 2020. However, the PSAC National President has postponed all seven regional conventions in light of the pandemic.

Despite the postponement of the Ontario Regional Convention; Council members who belong to the Convention Resolutions Committees continued with their scheduled meeting from March 23rd – 25th, 2020, via conference calls.

The Chair stated the National President has directed the Regions to continue with planned Convention preparations so that the work will be ready once the Conventions have been rescheduled.

The hotel where our Convention was slated to take place has been informed of this information and has cancelled our room/event booking. Our suppliers have also been notified as well.

Item 13. Gender Equity Taskforce Recommendations

The Gender Equity Taskforce report was scheduled to be launched at

the PSAC National Women's conference this year. However, the conference has been postponed and therefore the release of the report as well.

Item 14. Union Development Program (UDP)

The Chair stated that PSAC National is looking to hold the UDP program once every three years, as in the past. She will advise Ontario Regional council once the program is officially ready to be launched again.

Item 15. PSAC Ontario Racially Visible Conference Debrief

Lloyd Brown was the Chair of the Ontario Racially Visible Conference that was held from February 7th – 9th, 2020 at the Intercontinental Hotel in Toronto. The Conference had 55 participants in attendance and the theme was “*Building Our Power for Change: Equity for All*”.

Lloyd stated that he felt the conference was energetic and well-received and thanked the members of the Conference organizing committee, the regional office staff, the REVP, and the National Executive Vice-President, Magali Picard. The keynote speaker at the Conference was Dr. Jill Andrews, MPP for the St. Paul's riding in Toronto.

Participants attended three workshops at the conference; Systemic Racism, Mental Health and Building Our Power for Change. The participants also had the pleasure to share in different cultural dishes and activities.

Ann Marie Kuarsingh stated that she had an extremely positive experience at the Conference. The feedback she received was that many of the participants came away feeling heard and regenerated. Ann Marie thanked everyone involved for making the conference run seamlessly.

Bob Black stated that the Conference was such a tremendous success that it has led to a member from the Hamilton area wanting to start a Racially Visible Committee in Hamilton.

Amanda Gebara stated that the Conference was well run and organized. In addition, she felt the speakers were excellent and that the overall energy of the conference was invigorating. The Kingston area is now in the process of establishing a Racially Visible Committee of its own; with the Committee holding their first meeting a few weeks ago.

Shalane Rooney exclaimed that this Conference was one of the most positive union events that she has attended over the years. She thanked Lloyd and everyone that was involved in making the Conference a success.

Craig Reynolds, Chair of the Toronto Racially Visible Committee, said that the Conference surpassed his expectations and thanked everyone that was involved in the conference planning and execution.

The Chair asked Christopher Wilson to extend her thanks and that of Council's, to all the staff involved for their hard work in delivering this successful Conference.

Item 16. COVID-19

The Chair stated that the Ontario Federation of Labour held a union leaders meeting a few days ago with the Ontario Minister of Labour to lobby on labour's priorities on helping workers during the pandemic (i.e. creating special paid leave, income supports, etc.).

The PSAC National President and the Canadian Labour of Congress (CLC), has been lobbying the Prime Minister in regard to protecting all workers during this crisis. Also ensuring the most vulnerable in society are protected as well.

The REVP's office has contacted every employer not represented by a Component regarding their COVID-19 plans to protect our

members. Components have done the same for their Locals. Our negotiators will also be following up to ensure employers are doing everything they can to protect our members health and safety and to keep as many of our members on payroll for as long as possible.

For our members at Casino Woodbine, who were laid off when the Casino closed, we launched a campaign to push the employer to offer special paid leave. This is a very wealthy employer and there is no reason that they cannot assist their workers during this time. This is especially true with the federal government offering a 75% wage subsidy to employers who keep workers on their payroll. An online email action was created targeting the employer, the Ontario Lottery and Gaming corporation and all levels of government. In response to this pressure, Casino Woodbine has agreed to provide full benefits to all their workers until June 1st, 2020.

Below is a summary of some of the other actions PSAC has done in regards to COVID-19:

- PSAC suspended all activities that required a grouping of our members, including educational events, conferences, strike training, votes, meetings, etc.
- We closed our regional offices on March 16th and our staff is now working remotely. When the province enacted the state of emergency a few days ago, all offices, including headquarters have been fully closed, with services continuing remotely.
- PSAC launched a new national COVID-19 page for our members with sections on: Knowing their Rights, ways to access help from the government and a section on mental health services. This webpage will be continuously updated.
- There have also been sections posted on the Academic Sector and the challenges our members are facing there, including for international students.
- We have postponed all regional conventions and conferences until the foreseeable future.
- The REVP has written to all the DCL employers in Ontario to have them submit their COVID-19 plans to PSAC. Components are doing the same for their Locals.

- We have been lobbying the government to get greater protections for our members in terms of who is deemed essential, offering telework and forcing the government to provide better supports for our members.
- PSAC Ontario joined the Ontario Federation of Labour in demanding special paid leave for all workers in this province, along with EI top-ups, eliminating sick notes, more funding for hospitals, healthcare services, charities and community programs to support families during this crisis.
- For our members at Casino Woodbine who have been temporarily laid off without pay, we created an online email campaign for our members to sign on to pressure the employer and the Ontario Lottery and Gaming corporation to grant special paid leave for all workers in the gaming sector
- We are strengthening our online presence, with PSAC creating and sharing information and graphics highlighting the important work our members are performing during the crisis, such as our members at Service Canada, who are being swamped with EI applications and our CIU members protecting the border.
- We are continuously sharing important news announcements from all levels of government that impact our members.
- PSAC has done an analysis on the government services and legislative changes during this crisis and posted it online for members to stay informed.
- We will be launching a COVID-19 webinar for our members. A pilot was launched in the Prairie region a few days ago and we will be rolling out an Ontario version shortly.

Ryan Ward stated that the Union of Taxation Employees members in Barrie were told to stay home by the employer. However, some workers will be going back to work in a completely different capacity to assist with the new benefit being rolled out.

Missy Taylor works at Service Canada in the front-end office. Last night it was announced that all front-end Service Canada offices will be closed beginning on March 27th. Safety of our members was being compromised, as there were reports of individuals who were coughing on Service Canada staff intentionally. In addition, many of

the Service Canada offices did not receive the supply of sanitizers and gloves that the government said went to Service Canada offices. With our members now working from home remotely, many are being asked to use their personal computers and internet to process the work by their employer.

Leslie Searl stated CBSA has a system that tracks passport as to when someone leaves the country. Hence, members have been cleared to refuse service to people that should be in quarantine.

Amanda Gebara stated that Corrections has now modified our members work schedules to allow members to come in 3 times per week. However, there are not enough laptops for everyone and therefore the few must be shared between members which raises health and safety concerns also.

Rejean Bruneau stated that our members must know their rights in the workplace to protect themselves during this pandemic. Under Health and Safety legislation, members have three rights in the workplace; Right to know, Right to participate and Right to refuse unsafe work. At the Royal Military College, workers are currently dealing with work refusals for three weeks now.

The Chair stated that PSAC is currently in negotiations with employers on their COVID-19 plans and how to minimize the impact on workers.

Item 17. Charitable Funds for Crohn's and Colitis

Ryan Ward stated that he is aware that the Ontario Council's budget for charitable donations line item has a balance of \$3,000. He would like to ask for a donation to the Crohn's and Colitis foundation.

Craig Reynolds, Chair of the Finance Committee, confirmed the \$3000 budget available in that line item.

Motion: Ontario Regional Council donates \$500 for Crohn's and Colitis.

m/s/c Melanee Jessup and Ann Marie Kuarsingh

Motion carried

Action Item: Christopher Wilson to consult with Chris Aylward if a new nomination form would be required if nominator or seconder is no longer a member once the Convention date is known.

Motion: Donate \$500 to feed Ontario, which helps food banks across the Province.

m/s Sarah Johnson and Rej Bruneau

Amended Motion: Increase donation amount to \$1000

m/s/c Melanee Jessup and Missy Taylor

Point of Privilege: Bob Black stated Patrick Hughes from CCOHS will be sending him information on COVID-19.

Business completed and meeting adjourned at 2:57 p.m.

APPENDIX “A”

PSAC Ontario Council Health & Safety Committee Report March 26, 2020

Committee Chair: Bob Black
Committee Members: Missy Taylor
Sue Glanville
Chris Snooks
Sara Johnson
Souad Soubra Boone
Shalane Rooney

Staff: Angela Fairweather
Regrets: Ann Marie KuarSingh
Jay Storkson

Review:

- Previous minutes, conference call re booklets for Convention swag

Goals:

- Increase the understanding of PSAC members in the Region regarding their right under their applicable health and safety legislation.
- Liaise with the Education committee to ensure Health & Safety training needs are met looking at possible webinars with a Health and Safety lens.
- Review available training and identify Health and Safety “gaps” (Right to Refuse, Mental Health, etc.)
- Build awareness related to any and all campaigns with both PSAC and all our related affiliates with a Health & Safety lens.

Action Items:

- Develop a poster for each PSAC worksite in Ontario to include information on Health & Safety rights in the workplace, WSIB

reporting, space for departmental contacts for Right to Refuse, space for union contacts for representation on H&S/WSIB, and a link to the OHS Answers app, with a goal to have something ready by the end of the year. (Chris Snooks to approach Kingston A/C)

- Prepare a resolution to the 2021 National PSAC Convention to have a minimum of two delegates from each of the Regional Council Health and Safety committees as elected by the Health and Safety Committees. Resolutions to be presented to Area Councils for approval and submission. (Sara Johnson/Missy Taylor)

Recommendations to Council:

- Request for Ontario Council, Special Initiatives to cover half the cost of 500 (500 copies for a cost of \$4,725 / 2 = 2,362.50)
- All Office Health and Safety Guide booklets remaining after PSAC Regional Convention be turned over to the REVP's office to be turned over to the new Ontario Council Regional Health and Safety Committee for their distribution.
- Once the health and safety committee has prepared a list of helpful Covid-19 links/ resources, PSAC staff post on PSAC Ontario Website, as well as email out to all PSAC Ontario members

Recommendations to Council:

4. At the November 2019 Council meeting it was determined that we, the Health and Safety Committee would contact the CCOHS for costing on the handbook "OFFICE HEALTH AND SAFETY GUIDE" to be distributed in the swag bags of the Delegates, Observers and Guests of the 2020 Ontario Regional Convention. It was later determined that there was a need for 450 copies of the booklet. Costing has been completed and it was decided that we could order an extra 50 copies. during our conference call of March 20, 2020, we went over the information below:

450 Office H&S Guide	500 Office
H&S Guide	
Discount 25%	Discount
30%	
\$11.25 each	\$10.50
each	
Total: \$5,062.50	Total:
\$5,250	
Membership Plus Discount 10% (\$350)	Membership Plus
Discount 10% (\$350)	
Total Discount \$506.25 / Save \$156.25	Total Discount
\$525 / Save \$175	
Total: \$4,556.25	Total:
\$4,725	

Rationale:

- After discussion we decided that it would be prudent to try to tap into the Special Initiatives budget line item and request 50% of the \$4,725 in order to request 500 copies in an effort to have copies left over for the next Health and Safety Committee. It was also determined that these booklets should be held by the office of the REVP to be given to the new H&S committee. I can speak to this more during the H&S report at council.
5. As per the actual report which will be attached to this explanation the Health and Safety Committee by way of Sara Johnson with the help of Angela Fairweather, will be building.
 6. A list of links and resources and will be approaching the PSAC staff to have it distributed to all Ontario members via email and the PSAC website

Moved by: Bob Black
 Seconded by: Chris Snooks

APPENDIX “B”

PSAC Ontario Regional Council Political Action Committee Report December 2019 to March 2020

Attended: Ryan Ward, Bob Black, Sharon DeSousa,
Melanee Jessup, Craig Reynolds,

Staff: Lino Vieira, Christopher Wilson

Regrets: Jay Storkson

Meetings via conference call on March 18, 2020 at 6:00 p.m.

Agenda:

1. Provincial Cuts
2. Bargaining/Mobilization
3. Ontario Liberal Leadership

Provincial Cuts

The provincial government has halted some of its planned cuts due to the spread of the coronavirus. The government has called a State of Emergency and ordered a variety of businesses to shut down to help slow the spread of the virus. However, this has left many workers in precarious positions, as some employers are not granting paid leave, discontinuing benefits or simply laying people off.

Furthermore, many precarious workers do not qualify for Employment Insurance and therefore have no financial assistance during this time. PSAC Ontario is working with the Ontario Federation of Labour to pressure the Ontario government to legislate special paid leave provisions, including paid sick days, as well as to create financial support mechanisms for all workers. By creating a universal system of paid leave to help workers during this time, the government can drastically slow the spread of this virus by addressing the financial concerns of families during this crisis.

Bargaining/Mobilization

In light of the World Health Organization's declaration of the coronavirus as a global pandemic, PSAC has paused all strike votes, demonstrations, courses, conferences, training and events; to minimize large gatherings of our members. Any events/meetings taking place up until March 31, 2020, are postponed, with the potential of a longer time period based on the situation. PSAC staff have been asked to work from home and are servicing the membership remotely.

Ontario Liberal Leadership

The Ontario Liberal Party has elected their new leader, Steven Del Duca. The Party suffered a tremendous defeat in the last provincial election and will be looking to regain some of those lost seats in the next election. It is important that PSAC members lobby the new Leader and the Party MPPs to get their support for our campaigns and issues.

Recommendation:

1. PSAC Ontario start lobbying the Ontario Liberal Party, and in particular, its new leader, Steven Del Duca.

The Report is moved by:

Moved by: Ryan Ward
Seconded by: Melanee Jessup

APPENDIX “C”

PSAC Ontario Council Equity and Human Rights Committee Report March 26, 2020

Committee Chair:	Missy Taylor
Committee Members:	Souad Soubra Boone Lloyd Brown Michelle Woods
Staff:	Joan-Ann Gravesande Steve Khan
Regrets:	Ann Marie KuarSingh

REVIEW & UPDATES:

- The committee is continuing to work on the established 3-year plan including scheduling conference calls and additional meetings to keep objectives and mandates on track including identifying priorities and action items from each of the representatives.
- Lloyd Brown was Chair of the PSAC Ontario Racially Visible Conference held February 7-9, 2020 at the Intercontinental Toronto. Overall the conference was a resounding success.
 - There were workshops on topics such as Systemic Racism and Policies, Mental Health, and Building Our Power for Change. There was also African drummers, dancing and three Spoken Word artists in attendance. The Keynote speaker was Dr. Jill Andrew who is MPP for the St. Paul's riding.

- All Resolutions in concurrence were passed for a total of 7 and will be forwarded to the National PSAC Equity Conference.
- Sue Soubra Boone organized a session on Superannuation as part of a pre-retirement workshop on October 7, 2019. The presenter/facilitator was David Cunning.
 - The session was attended by 25+ members in the Toronto Regional Office.
 - Attendees came from Burlington, Kingston, Hamilton, GTA etc.. this highlights the importance and demand for retirement focused workshops.
- Michelle Woods has joined this committee as the Indigenous Members Representative on Council. We have bid farewell to Sheila and thank her for all her work over the years. And we welcome Michelle and know she will make some great contributions to this committee, Council and the membership as a whole.
- Missy Taylor has noted that unfortunately the National Women's Conference has been cancelled/postponed. She is working on ascertaining information on if this will be rescheduled.
 - There has also been concern from the membership on what will happen to the Resolutions that were to be put forward to the National Women's Conference
 - Also, the official launch of the Final Report of the Gender Equity Task Force was to have had an official launch at the National Women's Conference. This is also currently on hold.
- The National Equity workgroups (minus the Women's group) met in Ottawa in January, 2020, to discuss the planning of the National Equity Conference.
 - Each working group met to determine and discuss potential speakers and workshop topics.

- The theme for this Conference will be; Engage. Empower. Unite.
- As with everything else – the date is still to be determined.

GOALS:

- To continue political action including lobbying on issues that relate to Equity and Human Rights. To coordinate with PSAC as well as community and labour partners on all equity issues.
- To continue to engage in outreach to all Regional Offices with a view of connecting with PSAC members in those areas and promoting Human Rights & Equity.
- As a committee, share and respond to Equity issues as they arise.
- Assist, support, and promote in any and all PSAC activities, conferences, and or events.

ACTIONS:

- Continue to raise awareness on Human Rights & Equity issues and ensure there is an equity lens applied to maintain and build inclusiveness.
- Continue to create statements for respective human rights and equity days to be sent to the membership.
- Commitment to work towards better supporting Regional staff by keeping regional offices apprised and updated on any and all information stemming from the National Working Groups.

- Those from this committee who also are a part of the Education and the Health & Safety committees, are going to request mechanisms, education, trainings, contact information to rights, to better support our membership during this time. Ex. Those still working on the front lines, those in isolation, working from home,

RECOMMENDATIONS:

1. Council apply an equity lens in all political action and lobbying endeavours. This is especially important now as some of the hardest hit groups are those who are from the Equity seeking demographic and are often also those who hold precarious positions. Currently a significant increase in Racism specifically directed towards those from the Asian community. Also Women have been significantly impacted not only in losing jobs, but also the loss of any childcare.

Moved by: Missy Taylor
Seconded by: Souad Soubra Boone

APPENDIX “D”

PSAC Ontario Council Finance Committee Report March 2020

Committee Chair:	Craig Reynolds
Committee Members:	Peggy Jones Ryan Ward Sharon DeSousa
Bookkeeper:	Galit Sugar
Staff:	Cleo Reid

Agenda:

- Audit of 2019 PSAC Ontario Council books
- Finance Committee during Covid-19

Audit of 2019 PSAC Ontario Council books

The audit will be conducted by KBFP LLP chartered professional accountants. KBFP LLP is a Licensed Public Accounting firm that provides an array of accounting services to Canadian companies. This was the same company that conducted the audit last year.

The auditors identified items that they considered were at risk of material misstatement due to fraud or error. The committee met March 6, 2020 and organized and submitted all the documents requested by the auditors.

The Finance Committee will advise council once the final report is received from the auditors.

Finance Committee during Covid-19

As a result of the Covid-19 pandemic, the PSAC provided this message concerning all regional activities:

To ensure the safety of our members, we also ask that smaller gatherings like local meetings, committee meetings, and regional activities be conducted remotely via teleconference or video conference wherever possible, or postponed.

To this end, the work that is normally conducted by the Finance Committee requires face-to-face meetings in order to prepare for the 2020 Ontario Regional Convention. In light of the on-going pandemic, this will not be available for the time-being. As a result, the Finance Committee will meet at a later date, in person to complete all work related to convention and wrap up the remaining business of the current Ontario Council.

Recommendations:

- The committee has no recommendations

Moved by: Craig Reynolds
Seconded by: Ryan Ward

APPENDIX “E”

PSAC Ontario Council Education Committee Report November 2019 to March 2020

Committee Chair: Melanee Jessup

Members Present: Craig Berggold, Lloyd Brown, Réjean Bruneau, Amanda Gebara, Leslie Searl, Michelle Woods

Staff Rep: Denise Hampden, PSAC Ontario Regional Education Officer (REO)

Guest: Steve Khan, PSAC Regional Representative, Toronto Regional Office

Regrets: Dana Kelly

Review:

- The Committee reviewed the Ontario Region Education Program – 2019 Course Statistics.
- The Committee reviewed the Ontario Region Alliance Facilitator Network Policy. Recommendation (see below).
- The Committee discussed the education program for the balance of the year. Recommendations (see below).

Goals for next term:

- Continue to monitor the ongoing pandemic situation and consider creative methods to provide education to our members.

RECOMMENDATIONS:

1. That the Council accept the amended AFN Policy.

Rationale: it is to be reviewed on a triennial basis by the Ontario Regional Council Education Subcommittee and submitted to Council for approval. Additional steps were taken by soliciting input from interested parties to make amendments to streamline and simplify the policy for members and staff.

2. That PSAC Ontario should find mechanisms, such as webinars, to educate members on: their right to refuse work for health and safety reasons; support that is offered by the Canadian Centre for Occupational Health and Safety; and other agencies for mental health supports due to the current pandemic.

Rationale: the safety of our members and the public is of utmost importance. We trust that the PSAC Ontario will lead the way in supporting our members.

3. That the remaining in-person education planned for 2020 be postponed until the 2021 fiscal year.

Rationale: The current pandemic has resulted in the indefinite postponement of all gatherings, many of which will take priority when things return to normal, so it is unlikely that, even if we could provide it, members would be able to attend education this fall.

4. That we make online education in all forms a top priority in education, with a focus on health and safety, in 2020.

Rationale: During the pandemic, we need to step up our game. Health and safety is of utmost importance to our members right now and will be for some time

5. When basic education has previously been scheduled in 2020, every effort should be made to deliver this training using an online platform. The remaining 2020 basic education budget

should be used to provide these alternative methods of delivery.

Rationale: Due to the current climate of uncertainty and social distancing we are unable to provide face-to-face training, but that doesn't diminish the need for it.

Moved by: Melanee Jessup
Seconded by: Michelle Woods

APPENDIX “F”

**Craig Reynolds
PSAC Ontario Regional Council Report
Alternate Regional Executive Vice-President (AREVP) of Ontario
November 2019 to March 2020**

Objectives:

- To Chair the Finance Committee
- Participate on the Political Action Committee
- To assist the REVP as required.

Actions:

- Finance Committee: Finalize 2019 books – January 24th, 2020.
- OFL Rally Niagara Falls – February 22nd, 2020.
- Finance Committee: Prepare for Audit – March 6th, 2020
- Political Action Committee Meeting – March 18th, 2020
- Finance Committee: Pre-Council Meeting – March 26th, 2020.

Plans:

- Continue to chair the Finance Committee.
- Continue to participate on the Political Action Committee.
- Lobbying MP's on Bargaining
- To assist the REVP as required.

In Solidarity,
Craig Reynolds
Alternate Regional Executive Vice-President of Ontario
Chair, Finance Committee

Amanda Gebara
PSAC Ontario Regional Council
Young Workers Representative Report
November 2019 – February 2020

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:

- Promoted Union Education to PSAC members, focusing on young workers
 - Participated in National Young Worker Working Group Conference Call, November 7, 2019
 - Participated in Young Worker Working Representative Training, November 13, 2019
 - Communicated with USJE National via email re: development of a Young Worker program, December 2019
- Attended Greater Toronto Area Young Worker Meeting, December 12, 2019
- Communicated with Kingston Area Young Worker Committee regarding reinvigorating committee in 2020
 - Attended Kingston Area Council meetings, November 12, 2019; December 10, 2019; January 7, 2020; February 11, 2020
 - Attended Special Resolutions-focused Kingston Area Council Meeting, January 14, 2020; advocated for the

passage of YW-focused resolutions on forming a National Young Worker Committee and creating a National Young Worker Conference

- Attended rallies at MP Mark Gerretsen's Office re: Stand up and Fight, January 10, 2020 and Fair Bargaining, February 12, 2020
 - Promoted attendance at notable Kingston Labour Events, namely the 'Stand up and Fight Rally', January 10, 2020; 'Fair Bargaining', February 12, 2020 and 'Soup Kitchen on the Death Anniversary of Phoenix', February 27, 2020
- Attended and Chaired the Kingston Area Racially Visible Committee, March 4, 2020

Goals:

- Create a master Young Worker e-mail/contact list
- 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 reinvigorating the Kingston Area Young Workers Committee
- 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

In Solidarity,

Amanda Gebara
Young Workers Representative

Bob Black
PSAC Ontario Regional Council Report
Region 6, Hamilton/Niagara Representative
November 2019 to March 2020

Objectives:

- Continue to establish meaningful dialogue with locals and members
- Maintain open dialogue with the Regional Office

Actions:

- Attended Niagara Area Council meetings and Meet & Greetp
- Attended Hamilton Area Council meetings
- Attended Hamilton MDAC meetings and resolution writing
- Participated in Ontario Council Education Consults
- Local AGM's
- Days of Action
- Meet with local Presidents
- Participated in Local Strike Votes
- Information picket at Local office
- Participate in various conference calls, H&S/By Laws Committee

Plans:

- Arrange meeting with newly elected MP's for Hamilton
- Continue to share information as received
- Continue to support establishment of solid relationships with local Presidents of Hamilton Niagara
- Contact Locals/Branches and Area Councils in Region 6
- Encourage qualified candidates for Region 6 at Regional Convention
- Prepare for retirement (June 26, 2020)

Submitted in Solidarity always,
Bob Black, Region 6, Hamilton/Niagara Representative
Chair, Health and Safety Committee

Chris Snooks
PSAC Ontario Regional Council
Region 3, Eastern Ontario Representative
January 2020 - March 2020

Objectives:

- Continue to work with the Kingston Regional Offices
- Continue to build the Kingston Area Council with new member
- Continue doing functions with member
- Promote Union Education

Actions:

- Phoenix soup kitchen
- A candlelight service for the 4 PSAC Member and one queen student that was shot down over sea
- 2020 convention rally in Niagara Falls
- Teacher rally for OSST, ETFO. CATHOLIC Teacher
- Meeting with MPP Ian Arthur for an Anti-Scab Legislation
- Rally for the Wet'suwet'en territory
- 5 am contracting out rally at CFB KINGSTON
- The Self-Checkouts campaign
- First Indigenous Circle meeting March 5
- First racially visible meeting March 4
- Rally for Fair Bargain at MP Mark Gerritsen's office
- As Bill, Tammy and Chris take over the MP Mark Garrison OFFICE and end up being escorted out by Kingston police
- Strike Training
- Elected as 2vp for Kingston & District Labour Council
- Worked with Kingston & District Labour Council on stopping recycling contracting out in Kingston

Plans:

- Working with PSAC Kingston Office on do strike votes
- Passing all info to member
- More rally for Fair Bargain
- Lobbying all MP in the region
- More sit in at MP office

In Solidarity,

Chris Snooks
Region 3, Eastern Ontario Representative

Craig Berggold
PSAC Ontario Regional Council
Academic Sector Representative Report
December 2019 to March 2020

Objectives:

- Continue to build a dialogue with the Regional Offices
- Keep the members informed about PSAC Ontario Council
- Represent Academic Workers at events and actions
- Union Education

Actions:

- Participate in Ontario University College Coalition (OUCC) monthly provincial planning meetings in response to Doug Ford's education cutbacks.
- OUCC Meetings: March 18, Feb 5, Dec 2
- Discussions with academic members on writing resolutions for 2020 PSAC Ontario convention.
- Alliance Facilitator Network Review Meeting on January 14
- Attended the Kingston public school picket lines for strike support on Dec 4, Jan 8, Feb 13, Feb 21
- Ontario Region Academic Sector Conference call with REVP, Locals 901, 610, Laurier and national researcher to review academic bargaining and responses to COVID-19 planning on March 18
- General Resolutions Committee tele-conference meetings on March 23, 24, 25

Plans:

- Participate in monthly provincial OUCC planning meetings.
- Ontario Region Academic Sector conference calls.
- Prepare relevant actions in response to COVID-19 impact in the academic sector loss of jobs.

In Solidarity,
Craig Berggold
Academic Sector Representative

Jason Storkson
PSAC Ontario Regional Council
Region 1, Northwestern Ontario Representative Report
November 2019-March 2020

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:

- Met with Area Council and Regional office staff. No pressing issues.

Plans:

- Attend as many union events as possible
- Promote union education as much as possible as well as union activism
- Meet monthly with regional office
- Attend the next Area Council meeting

In Solidarity,

Jason Storkson
Region 1, Northwestern Ontario Representative

Leslie Searl
PSAC Ontario Regional Council
Greater Toronto Area (GTA), Region 5 Representative
November 2019 - March 2020

Objectives and Goals:

Maintain regular contact with Local and DCL presidents within Region 5 to discuss their needs on an ongoing basis
Encourage all in PSAC and Local to adhere to self-monitoring and social distancing, as necessary

Events/Actions:

November 19 - Toronto Airport Workers Council
November 20-24: Fall School (Unions Work for Women) Toronto
December 6 - Women Won't Forget Vigil in Remembrance of Montreal Massacre, Philosopher's Walk, Toronto
December 16 - Rally in support of FB Bargaining, Windsor
January 29 - Toronto Airport Workers Council
February 18 - Toronto Airport Workers Council
March 2020 - focus shifted to Local, where Front Line Workers have been facing unprecedented risks dealing with internationally travelling public
March 2020 - almost daily conference calls with TAWC and Local 024 and local management to update on COVID19 and measures put in place. Preparing to rally around our Brothers and Sisters in the airline/warehouse/airport industry who are facing layoffs and illness. Working full-time hours at Pearson airport as our front line work cannot be done from home.

Plans:

Stay healthy in an increasingly unhealthy workplace. Hope and pray for those facing illness, layoffs, and uncertainty.

In Solidarity,
Leslie Searl
Greater Toronto Area (GTA), Region 5 Representative

Lloyd Brown
PSAC Ontario Regional Council
Racially Visible Members Representative Report
October 2019 to February 2020

Objectives:

- Continue Promoting, Maintaining and Protecting the interest of the Racially Visible Members of the PSAC

Actions:

- Attended Steering Committee Meeting for Ontario Regional Racially Visible Conference PSAC Offices -November 13, 2019
 - Attended Ontario Council Meeting November 14 - 16, 2019.
 - Attended The Coalition of Black Trade Unionists Award Banquet - Sheraton Hotel November 23, 2019
 - Participated in Steering Committee Sort and Select for Ontario Regional Racially Visible Conference December 2, 2019
 - Attended Human Rights Day event at PSAC Offices at 90 Eglinton Avenue East - December 10, 2019
 - Attended Toronto Racially Visible Members Committee Event at PSAC Offices at 90 Eglinton Ave East - December 19, 2019
 - Participated in National Human Rights Steering Committee Meeting in Ottawa for 2020 National Equity Conferences January 28-29, 2020
 - Chair PSAC Ontario Regional Racially Visible Members Conference at the Intercontinental Hotel February 7-9, 2020
 - Attended NDP Black Caucus Black History Month Event at Queens Park - February 19, 2020.
 - Attended Toronto Racially Visible Members Committee Black History Month Event at PSAC Offices at 90 Eglinton Ave East February 20, 2020.
-

Goals:

- Provide forums for ongoing information exchange and critical discussions of Racially Visible Members issues

In Solidarity,
Lloyd Brown - Racially Visible Members Representative

Michelle Woods
PSAC Ontario Regional Council
Indigenous Workers Representative Report
December 2019-March 2020

Objectives:

- ➔ To learn about my role
- ➔ Continue to build dialogue with the Regional offices
- ➔ Outreach and visits to Indigenous members
- ➔ Promote Union Education and Training
- ➔ Keep members informed on what the PSAC Ontario Council is doing
- ➔ Bring Indigenous issues to Council
- Represent and support Indigenous Workers where required

Actions:

- ➔ **January 22**, Celebration of Sheila Karasiewicz's Retirement
- ➔ **February 24**, Moose Hide Campaign
- ➔ **March 3**, KAIROS Blanket Exercise, Fort William First Nation
- ➔ **March 12**, Healing Sweatlodge
- ➔ **March 13**, Ribbon Skirt Making
- ➔ **March 25-28**, PSAC Ontario Council Meetings

Plans:

- ➔ To continue outreach with Indigenous members.
- ➔ To continue collaboration and working with National Indigenous Peoples Circle (NIPC) reps on shared goals.
- ➔ To continue to share NIPC events and campaigns with Ontario.
- ➔ To continue working with the Thunder Bay Area Council, Thunder Bay Regional Women's Committee and Indigenous Peoples Circle on shared issues or projects by attending committee meetings

- ➔ To continue collaborating and working with Ontario Council Women's Rep on the commonly shared issues relating to both our portfolios.
- ➔ To continue working with PSAC Ontario Council Representatives to connect with Indigenous Workers through newsletters and Media websites such as Facebook.
- ➔ To continue sharing knowledge of PSAC training, conferences, conventions and to promote the education program.

In Solidarity,
Michelle Woods
Indigenous Workers Representative

Missy Taylor
PSAC Ontario Regional Council
Regional Women's Committee Representative Report
November 2019 to March 2020

Objectives:

- Create format for regular communication /updates between Committee Chairs
- 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:

- Various conference calls for both Steering and Organizing committees for Women's Conference
- Nov 20-22, 2019 – Fall School /Unions Work for Women
- Working with Gender Equity Taskforce – Ottawa December 9-13, 2019
 - Release of G.E.T. on hold currently
- Jan 17, 2020 – Meeting to review National Women's Conference
 - National Women's Conference has been canceled/postponed
- Feb 14 – Ottawa – Meeting of Resolutions Committee for National Women's Conference
- Mar3 – Teleconference for National Women's Resolutions Committee
- Mar 20 – PSAC Ontario Health & Safety teleconference
- Mar 23-25 – Chair General Resolutions Committee for PSAC Ontario Convention

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.

In Solidarity,

Missy Taylor
Regional Women's Committee Representative

Peggy Jones
PSAC Ontario Regional Council
Directly Chartered Local Representative Report
November 2019 to March 2020

Objectives:

Build relationship with the DCL's members and executives throughout the province.

Inform members how more important to union issues, events, campaigns, etc. and communicate about what the regional council is doing.

Promote and Encourage DCLs to attend PSAC education, political events, even if is not connected to your local or PSAC but other affiliates of unions, keeps the Union strong working in the labour movement

Actions:

Attended Area Council meetings;

Attended and Chaired Women's committee;

Attended Kingston District Labour Council meetings

MDAC committee, attending

Continuing with Political Rally – Against Ontario Premier Doug Ford service and job cuts.

Political actions –

Working on strike actions through locals that are on strike and supporting all members of PSAC.

Plans:

Work with PSAC Regional Offices to contact information for DCL's needs updating on the system

Working with DCL to attend PSAC education courses that are available and working on new education that is needed though out Ontario DCL's.

Items that effect all members of the DCL's such as collective bargaining rally's, political actions and strike.

Women's Committee and Area Council, to support start up for the Racially Visible committee and Indigenous People Circle in Region three area.

Planning to Attended Kingston District Labour Council meetings on behalf of DCL local.

In Solidarity,

Peggy Jones
Directly Chartered Local Representative

Rejean Bruneau
PSAC Ontario Regional Council
Region 3, Eastern Ontario Representative
November 2019 – February 2020

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:

- Attended Kingston District Labour Council meetings (Feb – 24,)
- Rally to stop contracting out CFB Kingston. Closed all gates at CFB Kingston Feb 10.
- Attended Kingston Area Council (Nov - 12, Dec – 10, Jan – 7) and MDAC meetings.
- NDP Federal Kingston candidate election Support.
- OFL Convention 24 Nov.
- UNDE Presidents Conference Feb – 21.

Plans:

- Working on an action plan to stop contracting out of public service work.
- Lobbying MP's office on the Fix Phoenix issues and stop contracting out at CFB Kingston
- Increase courses that are happening in PSAC Regional Offices and promote the education program

In Solidarity,

Rejean Bruneau
Region 3, Eastern Ontario Representative

Ryan Ward
PSAC Ontario Regional Council
Region 5, Greater Toronto Area (GTA) Representative Report
November 2019 – March 2020

Objectives:

- Promote the various education courses within the region
- Work with all areas within Region 5 to promote their activities
- Recruit new union stewards to get involved in the various Committees
- Prepare transition for lead up to convention in Region 5

Actions:

- Regular attendee and contributor to the Barrie and District Labour Council
- Elected as Secretary to the Barrie and District Labour Council
- Working on various activities that matter to PSAC members in region
- Met with MP for Barrie-Springwater-Oro-Medonte
- Attended all training sessions in winter/spring 2020 in Barrie and Toronto
- Promoted all training sessions within Region 5

Plans:

- Planning Day of Mourning and Labour Day events in Barrie
- Preparing to have a meeting to discuss Toronto Labour Day Parade
- Work with Region 5 to work on OFL plan for defeat of Ford government
- Attended various events with community groups and labour within Barrie

- Putting together list of activities for future Finance Committee Members
- Lobbying effort to new Ontario Liberal Party leader Steven Del Duca

In Solidarity,

Ryan Ward
Region 5, Greater Toronto Area (GTA) Representative

Sara Beth Johnson
PSAC Ontario Regional Council
Region 4, Southwestern Ontario Representative Report
November 2019 - February 2020

Objectives:

- Build relationships/maintain contact with the PSAC regional offices, area councils and allies
- Inform members about important union/social justice issues, events, campaigns, etc.. and communicate about what the regional council is doing
- Represent PSAC Ontario (SW) at events
- Promote union education, and continue to increase my own union related knowledge, especially around health and safety

Actions:

- Nov 2019 - Organizing for Power: A Global Online Training Webinar with Jane McAlevey
- Nov 2019 - Jan 2020 - term assignment, PSAC regional representative, London Regional Office
- January 2020
 - collaborated with women's rep on PSAC Ontario Council and incoming PSAC regional rep about reforming PSAC SW Women's Committees
 - consulted with other SW rep and incoming PSAC regional rep about education schedule and strike prep for London regional office; reached out to members to encourage them to sign up for upcoming PSAC training
 - collaborated with other PSAC union activists to create "Wear Black on Fridays" bargaining support

- poster and “Phoenix Broke my Heart” stickers; has been shared widely in Ontario and beyond
 - attended London and Windsor Area Council meetings and presented report
- **Feb 2020**
 - raised Phoenix issues up to ESDC Regional Union Consultation Committee - idea from Agriculture department about pay specialists coming into workplace to fix pay issues, feedback about MY GC PAY new dashboard
 - represented PSAC Ontario at an OFL rally in Niagara, “The People Vs. Conservative Cuts”
 - was selected by PSAC Ontario to participate in CLC National Lobby Day in Ottawa, along with almost 400 other activists from various unions to lobby around 4 key issues- Universal Pharmacare, Pension Protections, \$15 Federal Minimum Wage and ILO 190 Convention - trying to create a global standard for eliminating Violence & Harassment in workplace
- continued to share important union/social justice information via social media, especially around bargaining

Goals:

- sit on general committee for PSAC Ontario Regional Convention 2020
- attend open house for new PSAC London regional office
- all hands on deck for bargaining support & upcoming strike votes & actions, assist and keep members engaged and informed

In Solidarity,

Sara Beth Johnson, Region 4, Southwestern Ontario Representative

Shalane Rooney
PSAC Ontario Council Report
Region 2, Northeastern Representative
December 2019 to March 2020

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 an 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 an action plan for engagement.

Actions:

- November 14-16, 2019- Ontario Council Meeting
- November 27, 2019-National Health and Safety Conference Resolution Prep Meeting
- November 28 - December 1, 2019-National Health and Safety Conference
- Dec 5, 2019-Meeting Preparation upcoming disciplinary meetings with members
- December 16, 2019-Toronto Young Workers Conference Call
- December 18, 2019- Northeastern Council Meeting
- December 19, 2019-Sudbury Area Council Meeting
- January 2020-Meeting Preparation upcoming disciplinary meetings with members
- January 23, 2020- Sudbury Area Council Meeting
- January 27, 2020- Racially Visible Conference Resolutions Committee meeting
- February 7-9, 2020-Racially Visible Conference
- Feb 5-6, 2020- -Meeting Preparation upcoming disciplinary meetings with members
- February 11-12, 2020-Meeting Preparation upcoming disciplinary meetings with members
- February 17, 2020- Disciplinary Meeting
- February 17, 2020- Disciple Meeting

- February 20, 2019- Education Planning Meeting: Fall Basic Education
- February 28, 2020 - Education planning consult

Become actively engaged in PSAC family care campaign. Finish of the term as Northeastern representative, prepare for next step with the union environment.

In Solidarity,

Shalane Rooney
Region 2, Northeastern Ontario Representative

Souad (Sue) Soubra Boone
PSAC Ontario Regional Council Report
Members with Disabilities Representative
November 2019 – March 2020

Objectives:

- Continue to build a dialogue with the Regional Offices
- Keep 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 the PSAC Regional Equity and Human Rights Committee meetings.
- Promote Union Education
- Represent Members with Disabilities at functions where required
- Contact and network with the new Members with Disabilities Committees
- Represent PSAC with OFL Persons with Disability Committee
- Represent MWD on the National Human Right Committee

Activities for this period:

- Attended Ontario Council meeting (Nov 14-16)
- Attended the National H&S conference (Nov 29 - Dec 1)
- Participated TMDAC meeting/Dec 3rd Int'l Day of PWD event (Dec 3)
- Participated HMDAC meeting/event (Dec 9)
- Participated Equity & Human Rights meeting/event (Dec 10)
- Attended and chaired TMDAC meeting (Jan13 & Feb 24)
- Participated PSAC education consultation conference call (Jan 15)
- Attended the RWC meeting/AGM (Jan 30)
- Attended the GSU Local 00027 AGM (March 17)
- Attended the PSAC Convention Committee meeting (March 23-25)
- Attended Ontario Council meeting (March 26-28)

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, Hamilton, and Kingston MDAC
- Establish MDAC committee in Trenton/London areas
- Work with PSAC Ontario Council Representatives to increase MWD involvement
- Increase Members with Disabilities Awareness of courses that are happening in PSAC Regional Offices and promote the education program

In Solidarity,
Souad Soubra Boone
Members with Disabilities Representative

Susan Glanville
PSAC Ontario Regional Council Report
Regionally Base Separate Employer Local Representative
November 2019 – March 2020

Objectives:

- Email tree
- Be able to stay in communication with all members
- Keep members informed on what PSAC Ontario Council is doing
- Health and Safety

Actions:

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

In Solidarity,

Susan Glanville
Regionally Base Separate Employer Local Representative