



PSAC Ontario Council Meeting Minutes November 10th, 2020 Virtual Meeting

The meeting convened at 9:06 a.m. on Tuesday, November 10th, 2020 with the REVP-Ontario, Craig Reynolds as Council Chair and the following members in attendance.

Craig Reynolds, Regional Executive Vice-President, Ontario
Ryan Ward, Alternate Regional Executive Vice-President, Ontario
Dana Kelly, Region 2 (Northeastern)
Trevis Carey, Region 2 (Northeastern)
Rejean Bruneau, Region 3 (Eastern)
Chris Snooks, Region 3 (Eastern)
Melanee Jessup, Region 4 (Southwestern)
Sara Johnson, Region 4 (Southwestern)
Lynda MacLellan, Region 5 (GTA)
Leslie Searl, Region 5 (GTA)
Matthew Freeland, Region 6 (Hamilton/Niagara)
Peggy Jones, Directly Chartered Locals 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
Craig Berggold, Academic Workers Representative
Susan Glanville, Regionally Based Separate Employer Locals
Souad (Sue) Soubra Boone, Members with Disabilities Representative
Missy Taylor, Regional Women's Committee Representative

Staff: Lino Vieira, Political Communications Officer, Ontario
Cleo Reid, Executive Assistant to the REVP, Ontario
Jawara Gairey, Acting Regional Coordinator, Ontario

Regrets: Jason Storkson, Region 1 (Northwestern)

Observers: Eddy Bourque (CEIU National President), Alex Silas (REVP NCR), François Paradis (UPCE National President), Kathy Samuels (USJE Local 79 President), Amita Shah (UTE Local 00048), Akil Jabari, Robert Henstridge (Vice-President UNE Local 210), Lyle Gall (Alternate PSAC Ontario Southwestern Representative), Shalane Rooney, Tony Crupi (Thunder Bay Area Council President), Kevin Lundstrom (RVP UHEW Ontario RVP), Cheryl Sullivan (RVP UHEW).

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

The Chair asked Melanee Jessup to read the PSAC Anti-Harassment Policy. Jawara Gairey was the Anti-Harassment Coordinator while Ontario Regional Council was in session.

The hours of sitting were:

- Tuesday, 9:00 a.m. – 5:00 p.m., Lunch 12:00 p.m. – 1:15 p.m., Break 10:30 a.m. & 3:00 p.m.

Motion to adopt the hours of sitting.

m/s Sue Soubra Boone and Trevis Carey

Motion carried unanimously

The Chair requested an honour roll call for members across the province that have passed away since the last Ontario Regional Council meeting. The following name was put forward, Ron Janus, Local Secretary for UTE Local 00017 in London. The Chair also recognized all the workers who have passed away due to the ongoing pandemic.

Moment of silence observed.

AGENDA:

1. Adoption of Agenda
2. Adoption of previous meeting minutes (July 21st, 2020)
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. COVID-19
13. Investigation Committee Report – Thibodeau vs MacInnis
14. Electronic communications

Item 1. Adoption of Agenda

Motion to adopt agenda

m/s/c Michelle Woods and Melanee Jessup

Item 2. Adoption of previous meeting minutes (July 21st, 2020)

The Chair recommended adoption of the previously amended meeting minutes.

Motion to adopt previous amended meeting minutes.

m/s/c Melanee Jessup and Sue Soubra Boone

Lynda MacLellan abstained from voting on the July 21st, 2020 Ontario Council minutes.

Item 3. Business arising from previous minutes

There was no business arising from the previous minutes.

Item 4. Regional Executive Vice-President Report

Ryan Ward assumed the Chair.

Sharon DeSousa's National Board of Directors (NBOD) report was distributed to Ontario Regional Council.

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

- University of Ontario Institute of Technology (UOIT) Post-Docs (DCL 555) – bargaining continues in the fall of 2020.
- 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.
- Your Quick Gateway (Windsor Airport) – notice to bargain was sent on March 2, 2020.
- University of Western Ontario (DCL 610 – Unit 2 - Postdocs) – is currently in conciliation.

- Mohawk Council of Akwesasne (Ahkwesahsne Mohawk Board of Education) are continuing with conciliation and have their next meeting scheduled for October 14, 2020.

Renewal Agreements

- UOIT Research and Teaching Assistants and Exam Invigilators (DCL 555) – members ratified their new collective agreement on June 8, 2020 (*this is the first agreement for Invigilators, who joined the existing Local as a result of PSAC Ontario’s organizing program*).
- UNDE 650, Commercial Cleaning Services Cleaners at 8-Wing Trenton members ratified their new collective agreement on September 25, 2020.
- Treaty Three Police Service members (DCL 410) reached a new collective agreement via arbitration award on June 26, 2020.

Organizing

Invigilators at Queens

An organizing drive to support 200 Exam Invigilators at Queen’s University to join DCL 901 is ongoing. 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.

Dual Rate Supervisors and Supervisors at Casino Woodbine

The campaign to organize 300 Dual Rate Supervisors and Supervisors at Casino Woodbine continues. The existing Local at Casino Woodbine (PSAC DCL 533), has experienced a tremendous amount of membership growth and increasing PSAC’s presence at the worksite will improve our bargaining power with the employer.

The Stop Community Food Centre

The Stop Community Food Centre is a non-profit organization delivering food security services in the City of Toronto, with approximately 75 workers. The workers were looking to unionize to address workplace concerns and formed a Committee to undertake this task. The Committee met with three unions and selected PSAC. On July 31, 2020, the Ontario Labour Relations Board announced that PSAC was successful after the ballots had been counted.

The non-profit sector is comparatively new for the Ontario Region, but PSAC does represent a number of workers employed in non-profits in other regions, for example the Salvation Army, Unitarian Services Committee, YWCA, Chrysalis and more. PSAC was selected by the worker committee because of our strong commitment to human rights advocacy.

Wilfrid Laurier Research Assistant

PSAC Ontario has embarked on a new campaign to unionize Wilfrid Laurier Research Assistants (RA) and expand our membership in the academic sector. RA work is precarious, can occur off-campus, and be isolating. Unionizing would help to better connect these workers and respond to challenges brought on by the pandemic. PSAC also represents the Graduate Teaching Assistants at Laurier University, which would expand our bargaining power with the University.

Provincial

Bill 195, Reopening Ontario (A Flexible Response to COVID-19) Act, 2020

PSAC has joined a legal challenge, along with other affiliates, spearheaded by the Ontario Federation of Labour on the Ontario government's Bill 195. The bill declares Ontario's state of emergency over, while maintaining the government's sweeping state of emergency powers for another year.

Bill 195 will also allow employers to bypass collective agreements in the workplace, deny vacation; and contract out jobs; completely disregarding collective agreements and the bargaining process.

Bill 124, the Protecting a Sustainable Public Sector for Future Generations Act

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.

Federal

Leader of the Conservative Party

Erin O'Toole won the leadership race for the Conservative Party. After a six-hour delay due to glitches with the ballots, O'Toole took 57 per cent of the votes on the third and final ballot, compared to 43 per cent for second-place contender Peter MacKay. O'Toole served as Minister of Veterans Affairs under Harper, and most recently served as the party's Foreign Affairs critic. He finished third in the last Conservative leadership race in 2017.

Parliament Prorogued

On August 18, 2020, the Liberal government prorogued Parliament, shortly after the WE Charity scandal broke and less than 24 hours after Bill Morneau announced his resignation as Finance Minister and as a Liberal MP for Toronto Centre. Deputy Prime Minister Chrystia

Freeland was appointed to replace him as Finance Minister and is the first woman named to the high-profile post.

Freeland will continue serving as deputy prime minister in addition to taking on finance, but New Brunswick MP Dominic LeBlanc will take over from her in the intergovernmental affairs portfolio.

By-elections

Prime Minister Justin Trudeau has called a by-election for two ridings in Toronto: Toronto Centre and York Centre. The by-elections will take place on October 26, 2020. Former broadcaster Marci Ien was appointed the Liberal candidate for the riding of Toronto Centre, vying to retain former Finance Minister and MP Bill Morneau's riding.

Ya'ara Saks was appointed by Trudeau to be the Party's candidate in York Centre, which was left vacant after MP Michael Leavitt resigned at the beginning of September.

Mobilization

Phoenix Campaign

PSAC was successful in negotiation Phoenix compensation damages. The damages negotiated cover all our members and are in addition to the process established for cases where members have suffered severe hardships. Furthermore, this agreement does not preclude establishing further compensation later on, as our members continue to be affected by the plagued Phoenix pay system. Thank you to all our members for their lobbying efforts and support in pressuring the government to move on their initial offer.

PSAC Leadership Update

On September 16, 2020, National Executive Vice-President, Magali Picard, resigned from her position as NEVP. Sharon DeSousa was asked to step into the vacancy as the Alternate, which she accepted on September 21, 2020. With Sharon's acceptance, Craig Reynolds the Alternate REVP for Ontario, accepted the position of REVP.

Labour Movement/ Solidarity

COVID-19 Pandemic

On March 17, 2020, the Province declared a state of emergency to ensure the government had the tools needed to protect people's health and safety with the World Health Organizations declaration of the pandemic. Social distancing rules were put in place, all non-essential businesses were ordered to close, and much of the world began quarantine lock-down procedures. The scale, speed and magnitude of this situation has never been seen before in modern times.

Subsequently, all PSAC Regional offices were closed as of March 16, 2020, and will remain closed following recommendations by Public Health. However, PSAC staff are working remotely and have continued to provide service to our members during this time.

COVID-19 and the Academic Sector

PSAC made a submission to the Ontario Minister of Colleges and Universities Advisory Council on May 19, 2020. There were several demands made in our submission, including; the government provide a tuition waver for all students; grants to universities to aid in the delivery of new remote education; and additional paid training and funds for physical and virtual resources. Furthermore, our submission strongly emphasized the need for better health and safety protocols to be established in consultation with the union and joint Health and Safety Committees before the reopening of Universities.

PSAC National Academic Sector Survey

In consultation with the regions and the academic sector Local Presidents, a national Academic survey was launched in June 2020, for our members prior to the summer and fall semesters. The survey gages the top issues our members are facing, particularly with the transition to online learning in response to COVID-19. This information is vital to assist in developing and updating safety protocols, along with issues that are connected to future bargaining sessions.

Online Learning

PSAC Ontario signed onto a letter from the Ontario Confederation of University Faculty Associations (OCUFA) in regard to universities using Proctortrack to monitor students' online activities, along with other proctoring services. eCampus Ontario purchased access to Proctortrack, a US-based private firm offering online proctoring services last year. The service is now available to all colleges and universities at no cost.

Given the serious issues and concerns regarding privacy, invasive data requirements, impact on jobs on campus and ineffectiveness of the software, we urged the government to reconsider this course of action. The letter was sent to the Minister of Colleges and Universities on June 26, 2020, urging Minister Romana to immediately stop the offering of this service and instead invest dedicated funds in resourcing for proper alternatives in consultation with student and instructor groups who will be most directly impacted.

Essential Workers Caravan

Kingston – On May 31, 2020, the PSAC Kingston Area Council in conjunction with the Kingston District Labour Council, held a caravan parade dedicated to celebrating essential workers. The caravan respected social distancing rules, while showing essential workers that labour appreciates them.

Injured Workers Day

Every year on June 1st we commemorate Injured Workers Day by coming together and advocating for better health and safety protections and increased supports for injured workers. This year, due to the pandemic, the Ontario Network of Injured Workers Groups (ONIWG), organized an online rally on June 1 at 11 a.m.

The event brought attention to how the spread of the virus has highlighted the many deficiencies in the Workers Compensation system in Ontario. For example, if an essential worker develops COVID-19, the compensation board will still determine each claim on a case by case basis. This has led to an even greater backlog of cases, leaving workers waiting weeks, even months, to find out if they will qualify for benefits. Under the WSIB's COVID-19 policy, frontline

workers from nursing homes and hospitals were also having their claims rejected.

OFL Day of Action

The Ontario Federation of Labour called for a Day of Action on June 3, 2020, over the regressive legislative changes by the Ford Conservative government. The Day of Action called for the government to take immediate action on the following:

- fixing long-term care
- prioritizing workers' health and safety
- implementing the promised pandemic premium pay, expand its eligibility, and make it permanent
- introducing a livable minimum wage immediately with no exceptions
- providing permanent paid sick days, plus paid days during an outbreak
- respect collective agreements and listen to workers

Black Lives Matter

PSAC Ontario REVP, Sharon DeSousa, sent an open letter to the Premier of Ontario on June 4, 2020, on systemic racism and the Black Lives Matter movement. The letter was in response to the Premier's comments to CBC on June 2, 2020, in which he stated that Canada does not have an extensive systemic racism problem like the United States does.

The letter highlighted Canada's own record on systemic racism of Black, Indigenous and Racialized people, including the murder of Andrew Loku in 2015, the 2016 savage beating of teenager Dafonte Miller and the deaths of D'Andre Campbell and Regis Korchinski-Paquet. A few days later, the Premier back-peddled on his comments and stated that systemic racism is indeed a problem in Canada that must be addressed.

Later the Premier announced that Jamil Jivani, special adviser appointed last year, will lead a new "*Premier's council on equality of opportunity*." However, Liberal MPPs Michael Coteau and Mitzie Hunter said the move just reverses a cut to a Liberal-era youth

program and again urged Ford to restore funding cuts to the anti-racism directorate.

Defund the Police

On June 19, 2020, a motion to support a “Defund the Police” campaign was adopted by the Ontario Federation of Labour. This was in response to the glaring reality that systemic racism is deeply rooted in our justice system, which has led to the violence and murder of many Black, Indigenous and Racializing people. However, “Defund the Police” is not a clear campaign, as different groups are calling for different changes and recommendations. Generally, calls for this action were in response to police forces being asked to perform non-policing activities, including being first responders in mental health calls, because of sustained cuts to community programs over the decades.

Police Chiefs for years have said that these services are not appropriate for officers to have to undertake, as they are not mental health professionals, counsellors, or other professions that are specifically trained to deal with these cases. Therefore, generally it is considered that the portion of funding to police forces for this type of work, should be moved over to community and health professionals where it was initially placed before subsequent government cuts.

It is important to note that PSAC represents Border Service Officers and several First Nations Police forces, who have been subject to less funding than their law enforcement counterparts for many years. Only recently has this discriminatory practice ended in regard to pay and benefits, through successful negotiations and advocacy efforts. Yet, much work is still needed to improve the working conditions, safety, equipment and staffing levels for Border Officers and First Nations police.

Stop Evictions in Kingston

On September 15, 2020, over 100 people joined a “Stop Evictions” rally at Kingston City Hall, organized by the PSAC Kingston Area Council, District Labour Council and surrounding Locals, including DCL 901. The rally was organized with social distancing protocols in

place to demand that City Council provide better housing solutions for Kingston's homeless and housing vulnerable populations.

The rally was a tremendous success, with Council voting to create more affordable housing, spending more than \$11 million to develop at least 90 affordable housing units on Princess Street.

Systemic Racism is a Public Health Crisis

On September 24, 2020, the Ontario Federation of Labour sent a letter to the Premier of Ontario and the Minister of Health, to demand that the government declare racism, including anti-Black and anti-Indigenous racism, a public health crisis.

PSAC Ontario signed onto the letter, which highlights how Black and Indigenous Ontarians experience disproportionate levels of racial profiling; systemic discrimination within our institutions; higher rates of precarious employment, underemployment, and unemployment; significant poverty; and overrepresentation in criminal justice, mental health, and child welfare systems.

The letter asked that the Minister of Health, through the 2021 Budget process and COVID-19 recovery planning, make recommendations on reprioritizing provincial resources to address the social determinants of health, focusing on racism facing Black and Indigenous Peoples. Should the government declare racism a public health agency, it would result in prioritizing addressing ongoing issues that have continued the unfair treatment of Black, Indigenous and Racialized people.

Education

The PSAC Ontario region held a province-wide Health and Safety webinar series for members during the Spring/Summer of 2020, to assist our members with knowing their rights during the pandemic. Each webinar was delivered twice, with all the materials and information posted afterwards to the PSAC Ontario webpage for members to access.

The first webinar of the series was “Protecting your Mental Health and Wellbeing” and was delivered on April 25 and 30th. Topics covered included: The impacts, stigma and realities of mental health and wellbeing; Where to get help if you need it; and What to do when the pay cheques stop.

The second webinar in the series was titled: *Returning to Work and Staying Healthy* and was delivered on May 28th and May 30th. This webinar covered: Returning to work safely; Provincial & Federal Legislation; What Health and Safety Committees should be doing; and How we build the union.

The third webinar in our Health & Safety Series was titled: *Ergonomic Tips for Temporary Home Workstations*. This webinar was offered through the Workers Health & Safety Centre and was held on June 16th.

The fourth webinar in the series was held on August 10th and was titled: “*Understanding and Confronting Racism*” and focused on the following topics: Individual, Institutional, and Systemic racism; The Unique Challenges of Anti-Indigenous Racism in Canada; The Unique Challenges of Anti-Black Racism in Canada; and Being Actively Anti-Racist in the Workplace.

Equity and Human Rights

Pride

On June 23, 2020, the PSAC GTA Pride Committee held a virtual Pride celebration on June 23, 2020, with the event being open to all PSAC members. The celebration began with a few 2SLGBTQIA+ poetry readings, a screening of Toby Fell Holden’s short film *Balcony* and ended with a discussion on the systemic racism in Canada and the U.S.

Eating Disorders Awareness

On July 21, 2020, the PSAC Toronto Regional Women’s Committee held their second session on eating disorders with a speaker from *Sheena’s Place*, an eating disorders charity in Toronto. The event was meant to raise awareness on the prevalence and root causes of

eating disorders and how we can address them for better body positivity.

Self-care Session

On July 23, 2020, the PSAC Toronto Members with Disabilities Access Committee held an online zoom meeting for members on the topic of self-care. With the ongoing global pandemic, stress and anxiety levels are extremely high for our membership, and this session was held to advocate for the important need of self-care.

Food and Caravan Drive

The PSAC Racially Visible Committee in Toronto organized a food and caravan drive in support of the farm workers in southern Ontario. After weeks of receiving donations from our members, on September 6, 2020, the Committee traveled down to Leamington to deliver the donations to the migrant farm workers.

London Area Council Charity Donations

The PSAC London Area Council voted to provide financial assistance during the summer to the following local organizations in light of the increased need brought on by the pandemic: the London & Area Food Bank, United Way (Lord Elgin breakfast program and the New Beginnings Fund - loan program for rural women to escape abusive relationships), PSAC Toronto Racially Visible Committee (migrant worker fundraiser) and the London chapter of the Congress of Black Women of Canada.

Thunder Bay Members with Disabilities Committee

The Thunder Bay area membership have created a new PSAC Members with Disabilities Committee. The new committee will join our other regional committees in advancing and advocating for issues affecting people living with disabilities.

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

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

REVP Schedule for the period May 16, 2020 to September 18, 2020

May 19, 2020 – National Board of Directors meeting
May 20, 2020 – Alliance Executive Committee meeting
May 21, 2020 – PSAC London Regional Women’s Committee meeting
May 25, 2020 – Alliance Executive Committee meeting
May 26, 2020 – National Board of Directors meeting
May 26, 2020 – Gender Equity Taskforce Implementation meeting
May 28, 2020 – Alliance Executive Committee meeting
May 28, 2020 – PSAC Ontario Return to Work webinar
May 28, 2020 – Niagara Area Council meeting
May 29, 2020 – Alliance Executive Committee meeting
May 29, 2020 – DCL 610 Elections meeting
May 30, 2020 – PSAC Ontario Return to Work webinar
June 1, 2020 – Alliance Executive Committee meeting
June 1, 2020 – Convention Committee meeting
June 1, 2020 – Injured Workers Day virtual event
June 2, 2020 – National Board of Directors meeting
June 8, 2020 – Alliance Executive Committee meeting
June 9, 2020 – National Board of Directors meeting
June 9, 2020 – Alliance Executive Committee budget meeting
June 10, 2020 – Canadian Labour Congress Anti-Black Racism webinar
June 10, 2020 – PSAC Toronto Racially Visible Committee meeting
June 11, 2020 – Ontario Council meeting

June 12, 2020 – Regional Communications meeting
June 15, 2020 – Alliance Executive Committee meeting
June 16-17, 2020 – National Board of Directors meeting
June 18, 2020 – Gender Equity Taskforce meeting
June 18, 2020 – Ontario Federation of Labour meeting
June 21, 2020 – National Indigenous Peoples Day celebration
June 22, 2020 – Alliance Executive Committee meeting
June 22, 2020 – Organizing meeting
June 26, 2020 – Alliance Executive Committee meeting
June 29, 2020 – Alliance Executive Committee meeting
June 30, 2020 – National Board of Directors meeting
July 3, 2020 – National Board of Directors meeting
July 6, 2020 – Alliance Executive Committee meeting
July 10, 2020 – Alliance Executive Committee meeting
July 13, 2020 – TC Bargaining team meeting
July 13, 2020 – Alliance Executive Committee meeting
July 14-16, 2020 – National Board of Directors meeting
July 17, 2020 – Organizing meeting
July 17, 2020 – Alliance Executive Committee meeting
July 20, 2020 – TC Bargaining team meeting
July 20, 2020 – Alliance Executive Committee meeting
July 21, 2020 – Ontario Regional Council meeting
July 22, 2020 – Ontario Federation of Labour Executive Board meeting
July 27, 2020 – Alliance Executive Committee meeting
July 28, 2020 – National Board of Directors meeting
Aug. 10, 2020 – DCL 608 meeting
Aug. 10, 2020 – Alliance Executive Committee meeting
Aug. 11, 2020 – OFL representation meeting
Aug. 11, 2020 – National Board of Directors meeting
Aug. 12, 2020 – Regional Women’s Committee meeting
Aug. 17, 2020 – Alliance Executive Committee meeting
Aug. 19, 2020 – DCL 902 meeting
Aug. 21, 2020 – Alliance Executive Committee meeting
Aug. 24, 2020 – Alliance Executive Committee meeting
Aug. 25, 2020 – PA vote webinar
Aug. 25, 2020 – National Board of Directors meeting
Aug. 25, 2020 – PA evening vote webinar
Aug. 28, 2020 – TC vote webinar

Aug. 28, 2020 – EB vote webinar
Aug. 28, 2020 – TC evening vote webinar
Aug. 31, 2020 – SV vote webinar
Aug. 31, 2020 – SV evening vote webinar
Sept. 1, 2020 – Gender Equity Taskforce
Sept. 1, 2020 – PA Vote webinar
Sept. 1, 2020 – PA evening Vote webinar
Sept. 4, 2020 – Alliance Executive Committee meeting
Sept. 7, 2020 – Toronto virtual Labour Day celebration
Sept. 7, 2020 – Hamilton Labour Day Caravan
Sept. 7, 2020 – Alliance Executive Committee meeting
Sept. 11, 2020 – Woodbine DCL 533 meeting
Sept. 11, 2020 – TC Vote webinar
Sept. 12, 2020 – PA Vote webinar
Sept. 12, 2020 – PA evening Vote webinar
Sept. 14, 2020 – SV Vote webinar
Sept. 14, 2020 – Alliance Executive Committee meeting
Sept. 14, 2020 – SV Vote webinar
Sept. 15, 2020 – PA Vote webinar
Sept. 15, 2020 – National Board of Directors meeting
Sept. 15, 2020 – PA evening Vote webinar
Sept. 16, 2020 – Woodbine DCL 533 meeting
Sept. 18, 2020 – EB Vote webinar

Motion to adopt REVP's report

m/s/c Craig Reynolds and Melanee Jessup

Craig Reynolds resumed the Chair

**Item 5. PSAC Ontario Regional Office – Updates
(Jawara Gairey, PSAC Ontario Acting Regional Coordinator)**

Jawara Gairey gave an update on the operational status of the Ontario Region, details below.

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:

Jawara advise that Lynn Meston will be retiring after 35 years of service.

Toronto Regional Office

Sandra Gaballa joined the Toronto RO as the new G&A officer effective Monday, August 24th.

Term Assignments for Secretary (Michelle Herbert) and Regional Representative (Beth Bennett) have been appointed.

In discussions with PSAC Holdings on renovating the office to meet pandemic protocols.

Kingston Regional Office

PSAC 901 member, Morgan Oddie was the successful candidate for the 15-month Term Regional Representative position in the Kingston Regional Office. Morgan's start date is October 13th, 2020.

In discussions with PSAC Holdings on renovating the office to meet pandemic protocols.

Thunder Bay Regional Office

Indeterminate Administrative Assistant position approved by the Director's Team.

In discussions with PSAC Holdings on renovating the office to meet pandemic protocols.

London Regional Office

12-month Term Regional Representative position approved by the Director's Team.

Term Assignments for Secretary (Denise Morrison) has been appointed.

In discussions with PSAC Holdings on renovating the office to meet pandemic protocols.

Sudbury Regional Office

Nancy Johnson was the successful candidate for the indeterminate Regional Representative position in the Sudbury RO. Start date October 26th, 2020.

6-month Term Regional Representative position approved by the Director's Team

In discussions with PSAC Holdings on renovating the office to meet pandemic protocols.

Item 6. Ontario Council Committees Reports

The Chair stated that any of the Ontario Regional Council Committees can schedule conference calls prior to the following Ontario Regional Council meeting to help alleviate some of the workload.

Equity and Human Rights Committee Report (APPENDIX "A")

Missy Taylor, Chair of the Equity and Human Rights Committee presented on behalf of the committee:

Recommendations to Council:

1. The committee recommends that Council assist in sharing and promoting the Child Care Lobby kits.

Recommendation carried

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

m/s Missy Taylor and Sue Soubra Boone

Motion carried unanimously

Education Committee Report (APPENDIX "B")

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

Recommendations to Council:

1. That webinars be developed and delivered on: COVID-19 and the employer's responsibilities; generic (non-COVID-19-related) health and safety topics; return to work; anti-racism; healing our Union and staying connected; mental health; and the national childcare campaign.

Recommendation carried

2. That a membership event be planned to bring members together online while providing education in the format of a Union Trivia night in which members form teams to answer questions.

Recommendation carried

3. That weekly webinars be presented in the weeks leading up to Black History Month. These webinars will cover important milestones in Black history.

Recommendation carried

Motion to adopt the Education Committee's report

m/s Melanee Jessup and Lloyd Brown

Motion carried unanimously

Political Action Committee (APPENDIX “C”)

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

Recommendation to Council:

1. Ontario Council lobby their MP’s on the collaborative childcare lobbying campaign.

Recommendation carried

Motion to adopt the Political Action Committee’s report

m/s Ryan Ward and Chris Snooks

Motion carried

Health and Safety Committee Report (APPENDIX “D”)

Trevis Carey, presented on behalf of the Health and Safety Committee.

Recommendations to Council:

No recommendation at time from the committee

Motion to adopt the Health and Safety Committee’s Report

m/s Jason Storkson and Sue Soubra Boone

Motion carried

Finance Committee Report (APPENDIX “E”)

Ryan Ward, Chair of the Finance committee, presented on behalf of the committee.

Recommendations to Council:

1. The Committee recommends accepting the 2019 audited report of PSAC Ontario council books, as submitted.

Recommendation carried

2. The Committee recommends the deadline for Ontario Council Members submit their year-end portfolio expenses by January 8, 2021.

Recommendation carried

Motion to adopt the Finance Committee's report.

m/s Ryan Ward and Sara Johnson

Motion carried

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

The REVP thanked the Ontario Regional council members for their dedication and hard work, especially during these unprecedented times.

The Chair stated that there is currently a temporary online Rand Card form that Locals can use. The Chair has requested that PSAC National send out a communication to let members know of this new development. For Council's reference, the e-rand form for most of the major bargaining units can be found at : www.psacunion.ca/rand

All other bargaining units are to use another form, which will be sent out after the meeting because it has a complicated link:

<https://psac-afpc-349794.workflowcloud.com/forms/9ccf5791-dcde-4ec0-aed7-5623fe3f75b4>)

Sara Johnson stated that she has been doing virtual lobbying on issues such as increasing the amounts recipients receive on the Ontario Disability Support Program, which are very low currently.

Sara also shared with Council members the following information on Bill C-230 (An Act respecting the development of a national strategy to redress environmental racism:

<https://www.parl.ca/DocumentViewer/en/43-1/bill/C-230/first-reading>

Liberal MP Lenore Zann put forth this federal Bill and it will be at second reading in early December. The MP is interested in receiving emails from the public. A bill on environmental racism is important for addressing the impacts of environmental racism in Indigenous and Black communities. Please send emails of support to Lenore at her email: Lenore.Zann@parl.gc.ca.

Lynda McLellan stated that she completed the Ontario Regional Council training conducted by Lino Vieira, with fellow council member Matthew Freeland.

Lynda has not been able to get a hold of her MP, but she will continue to lobby on different issues as they arise.

Leslie Searl attended a rally organized by Unifor on October 30th, called *Safe Return to Aviation*. The turn out was tremendous. Currently, experts are estimating it will take approximately 5-6 years for aviation workers to return back to at least 50% capacity after the impact of COVID-19.

Missy Taylor stated that front line workers are facing difficult working conditions, as they are not being supplied with proper Personal Protection Equipment (PPE). The government is giving a lot of lip service to the membership.

Sue Soubra Boone stated that there is now four Members with Disabilities Access Committees (MDAC), a new committee was established in Northwestern Ontario.

Lloyd Brown stated that he wanted to acknowledge that Tuesday, November 3rd, 2020 (U.S. election), was a good day for anti-black racism and democracy in the United States.

Ann Marie KuarSingh stated that the Pride Committee is looking to host a virtual open house in January.

Craig Berggold stated that it was great seeing all of the Ontario Regional Council members. He highlighted that the academic sector Locals signed a letter opposing the Canada Christian College from acquiring university status. In addition, he reported that most of the universities are still working virtually with faculty associations proposing to shut down universities for the winter. Local 901 was able to get a revision to their agreement; members are now able to work virtually, as well as receiving some financial assistance from the employer to do so.

Item 8. Collective Bargaining Updates

Canada Border Services Officers (FB)

PSAC-CIU will be holding virtual town hall meetings over the next two weeks to give FB members the latest updates on bargaining and outline the next steps towards a fair contract. There will be also be a townhall in French on Nov. 12th, and the English one will take place on Nov. 18. Regional town halls are also being organized and will take place after the national town halls.

Treasury Board

EB and SV

PSAC and Treasury Board signed new collective agreements on November 6th, for the Education and Library

Sciences (EB) and Operations Services (SV) groups that were ratified by members on September 29 and October 5, respectively.

PA, TC and Phoenix deals

PSAC and Treasury Board have signed new collective agreements for the Program and Administrative (PA) and Technical Services (TC) groups that were ratified by members on September 29. The two bargaining units account for over 80,000 federal public service workers. PSAC and Treasury Board also signed the Phoenix damages agreement reached this summer.

Parks Canada and Canadian Food Inspection Agency (CFIA)

The new collective agreement for Parks covers the 2018-2021 period, while the new collective agreement for CFIA members covers the 2019-2021 period. All agreements provide fair wages, no concessions and improved working conditions.

Canada Revenue Agency (CRA)

The Union of Taxation Employees (UTE), has reached a tentative agreement with their employer that has been ratified.

NAV CANADA

Members who work for NAV CANADA met on September 29th and 30th to discuss the top priorities for their next collective agreement. It was PSAC's first bargaining conference held entirely online. The **current collective agreement** expires on December 31, and this conference was held to discuss the members bargaining priorities.

Academic Sector

University of Western Ontario (DCL 610 – Unit 2 - Postdocs) – have reached a tentative agreement and ratification votes will be taking place soon.

Mohawk Council of Akwesasne (Akwesasne Mohawk Board of Education) have reached a tentative agreement and ratification votes will take place shortly.

University of Ontario Institute of Technology (UOIT) Post-Docs (DCL 555) will be continuing bargaining this winter.

NPF Kinston (UNDE 681)

NPF Kinston (UNDE 681) – notice to bargain was served on June 19, 2019.

NPF Trenton (UNDE 683)

NPF Trenton (UNDE 683) – bargaining input call was sent on March 13, 2019.

Windsor Airport

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

Nishnawbe-Aski Police Service officers (DCL 401)

Notice to Bargain letter was sent for the Nishnawbe-Aski Police Service (DCL 401) this month.

Item 9. Ontario Council Newsletter

Lino Vieira thanked Melanee Jessup and all the Ontario Regional Council members for assisting with the newsletter. Lino stated that he would like to send out the final newsletter before the Regional Convention.

Lino suggested February 26th as the deadline for the next Ontario Regional Council letter.

Item 10. Provincial Fightback Plan

Council discussed the Bills that the Political Action Committee reported on. The provincial budget was also discussed, which was released on November 5th. The budget is what we assumed from the PC government, with subsidies and tax breaks going mostly to businesses instead of much needed funds for workers and

municipalities. It should be noted that the majority of the financial support given for COVID-19, has been from the federal government.

Item 11. Phoenix Update

The Chair asked Council whether we should continue the practice of keeping Phoenix as a standing item on the Ontario Regional Council meeting agenda. Ontario Regional Council members overwhelmingly agreed for the Phoenix Pay System to remain on the agenda until every issue is resolved. The Chair agreed to keep the Phoenix Pay System as a standing agenda item, so that we can continue to identify issues that may come up for our members.

Melanee Jessup stated that the employer recently submitted the request to Revenue Canada for a ruling on whether the Phoenix damages payout will be tax free. We are still waiting on this determination.

Council Meeting

Sue Soubra Boone would like to know the date of the next Ontario Regional Council meeting.

The Chair stated that the next Ontario Regional Council meeting dates will be sent out once his office reviews the PSAC calendar of events.

Item 12. COVID-19

The province's Ontario Auditor General stated that the response to the COVID-19 pandemic was hampered by poor emergency preparedness, inadequate lab capacity and a disorganized public health system. Ontario's response to COVID-19 in the winter and spring of 2020 was slower and more reactive relative to most other provinces and many other international jurisdictions.

**Item 13. Internal Investigation Committee Report –
Thibodeau vs MacInnis**

Chris Snooks and Susan Glanville recused themselves from this portion of the meeting.

Motion to Adopt the Internal Investigation Committee’s Report.

m/s Melanee Jessup and Ryan Ward

Motion carried

Item 14. Electronic Communications

PSAC has been using Microsoft Teams and GotoMeeting as main applications to conduct our virtual meetings and training courses. However, there is currently a need from our Locals, Committees and Area Councils to conduct elections. PSAC will now be using Zoom and Simply Voting to assist with conducting elections; with Zoom replacing GotoMeetings for our virtual meetings and events.

The pandemic has pushed our union to transition our work to completely virtual to conduct our union business and we are selecting platforms that offer security, ease and functionality for our needs.

Item 15. PSAC Ontario Regional Convention

It has been confirmed that all Regional Conventions will be held virtually, and Ontario’s will take place from June 11th – 13th, 2021. The AEC will be holding a special meeting to create the new Regional Convention call out letter that will highlight the changes that this will bring. Once this meeting is complete, we will know what we can and cannot do in regard to the running of our Regional Convention based on the hosting platform selected.

The new Regional Convention call-out will contain new information regarding the administration of Convention including with resolution

submissions, nominations, and the registration of delegates, observers and guests.

Matthew Freeland made a notice to serve motion

Motion: I motion that the PSAC Ontario Council in support of the Niagara Regional Labour Council make a donation of \$250 to the United Way Niagara's COVID-19 Emergency Response Fund to support essential services such as emergency shelter and food as well as other needs as they emerge for people in the Niagara Region during the pandemic.

m/s Matthew Freeland and Lloyd Brown

Melanee Jessup made an amendment to the above motion:

Motion: I motion that the PSAC Ontario Council in support of the Niagara Regional Labour Council make a donation of \$500 to the United Way Niagara's COVID-19 Emergency Response Fund to support essential services such as emergency shelter and food as well as other needs as they emerge for people in the Niagara Region during the pandemic.

Vote to adopt the amended Motion

m/s Melanee Jessup and Sue Soubra Boone

Motion carried

ACTION ITEM: Craig Berggold requested the new Ontario Regional Convention dates be sent out to the region.

Cleo Reid confirmed that Ontario Regional Convention dates will be shared with the region.

Council members sang happy birthday to Craig Berggold.

Business completed and meeting adjourned at 2:51pm

APPENDIX “A”

PSAC Ontario Council Equity and Human Rights Committee Report October 23, 2020

Committee Chair: Missy Taylor

Committee Members: Lloyd Brown
Michelle Woods
Ann Marie KuarSingh
Souad Soubra Boone

Staff: Joan-Ann Gravesande

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.
- Ann Marie – continuing activities. The meeting of the Pride committee was primarily Toronto based. The meetings were in-person and in the Toronto RO. However, with the ongoing construction and traffic issues, attendance in general was waning.
Given the need for social distancing, the of Pride committee has been expanding into a virtual committee. There was the promotion of a virtual event and although there was good attendance, it could have been more successful. After lessons learned, there will be a consorted effort into promotion of future events. Also, it was identified that there may be a possibility for an Ontario committee as a way to connect everyone across the entire region. This set up and medium for reaching the many may foster a stronger level of engagement. This Ontario Pride committee idea will be further investigated by Ann Marie.

It was also noted that due to the Pandemic there is also a very strong impact to those in the sex workers realm. Because this is mostly a cash based and “under the table” realm, they are often not eligible for benefits and subsidies typically available to the public.

- Lloyd Brown due to pandemic a definite hold back to regular activities, As like all, he is in the midst of shifting and changing to new ways and methods of engagement.
Ontario Fed of Labour committee activities – there is a motion to the OFL to take action regarding Migrant Workers.
Recommendations to include Migrant Workers as part of the “wage boost”, the minimum wages, promotion of Health & Safety awareness in these workplaces. Migrant workers live together and in close proximities, hand washing facilities are lacking, reliable and viable potable water is an issue, social distancing is not always possible. It was noted that there needs to be an expedited process for reported violations of Health & Safety to extend H & S legislation, sick pay and benefits for migrant workers to the forefront. With respect to agriculture work, there is the question of how to protect infected and uninfected workers (all living in one area), the need to create quarantine housing to provide safe space between those who test positive and those who do not. There is also going to be a request to look onto income supports for those who suffer work place injury and how this is dealt with because currently the common practice is repatriation and deportation without any supports.
- Sue Soubra Boone - MDAC has been working to address depression, and stress and recently held a “Self Care” session and invited all PSAC members 40 attended via a virtual platform.
There are now four Members with Disabilities committees; Toronto, Hamilton, Thunder Bay and Kingston. Sue is reaching out to the committees to see how to assist them in fulfilling mandates. Sharing of information is ongoing. Currently she is

organizing a plan for a special event for December 3rd details will be announced.

- Michelle Woods – activities have been fairly quiet due to pandemic. She has been promoting at local level and with Indigenous Affairs services Canada who work in Fed schools or work on reserve with tax exemption status – because members cannot work on reserve this may have financial and tax implications. There are ongoing conversations with CRA but the dialogue is slow coming. There is a continual fight to be kept informed and in the know about the process.
Note: this the attack to hard won rights and how easily things can be repealed need to be known to all. We need to remain vigilant.
- Missy spoke to the newly release PSAC Child Care Lobby Kit. Child care has been a long standing issue and the Covid-19 pandemic has significantly highlighted the necessity for reliable, affordable child care. She also reviewed the disproportionate impacts to women due to the Pandemic. A great deal of articles and academic papers have been written on this phenomenon. She also referenced how the Canadian Women’s Foundation has a vast amount of information and resources related to this; including the increase in gender based violence, the economic impacts as well as the lack or significant reductions in services available.

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, to ensure an Equity lens applied throughout all the work being done.
- Ann Marie, Michelle, and Joan Ann to work together on creating a document of links, tools and resources highlighting the impacts of the Covid-19 pandemic in relation to Equity seeking groups

Recommendation to Council:

1. The committee recommends that Council assist in sharing and promoting the Child Care Lobby kits.

Moved by: Missy Taylor

Seconded by: Sue Soubra Boone

APPENDIX “B”

PSAC Ontario Council Education Committee Report July 2020 to November 2020

- Committee Chair:** Melanee Jessup
- Members Present:** Craig Berggold, Lloyd Brown, Réjean Bruneau, Amanda Gebara, Leslie Searl, Michelle Woods
- Regrets:** Dana Kelly
- Staff Rep:** Denise Hampden, PSAC Ontario Regional Education Officer (REO)
- Guest:** Craig Reynolds, Regional Executive Vice-President (REVP)

Review:

1. Greeting from Craig Reynolds, REVP
2. Craig Reynolds joined the meeting to bring greetings to the Committee. The health and safety of our members is one of the leading priorities of the Union, and Craig hopes that the Education Committee will bring it to the forefront. The Committee congratulated Craig on his new position.
3. Update on education offerings since the last Ontario Council meeting
The ratification votes limited the amount of time and resources available to provide education this spring/summer. “Understanding and Confronting Systemic Racism” was presented as a webinar and received positive feedback.

4. Current education planning

The REO met with the Regional Representatives and then with the REVP. Craig would like to see a course on COVID-19 and the employer's responsibilities.

Other topics that are being considered are PSAC 101, generic health and safety topics, return to work and anti-racism. See Recommendation 1.

5. Online training update

Courses on precarious work and Stewards training are expected to be online by the end of October.

The Stewards course will be longer than the previous Stewards series courses and will cover multiple topics.

Recognizing the importance of providing education in new ways, National has hired a third person to work on online courses.

It is not clear yet if an online Talking Union Basics (TUB) course would count as a prerequisite for advanced courses.

6. Budget update: action item, "*The REO is trying to confirm if the 2020 budget will carry forward to 2021...*"

This has not been confirmed.

7. Planning for winter/spring session

Webinars have proven to be an effective way to provide information to many people at once. There are many great speakers, however demand for their services is high.

The REO has requested that anyone who attends online events report any interesting topics or methods of delivery to her, so that we can continue to expand and improve on our educational opportunities.

The Committee discussed the benefit of bringing members together, even if only virtually. The REO reported that she produces a trivia game online for entertainment and education.

The Committee felt that this would be an ideal way to allow members to work together as teams online. See Recommendation 2.

Black History month is coming in February and the Committee felt that a good lead up would be an Anti-Racism Series presented as weekly webinars throughout January. See Recommendation 3.

8. Roundtable

Leslie: Lynda MacLellan has stepped up to fill the Region 5 Representative role, left vacant by Ryan Ward, who is the new Alternate REVP.

The FB group is still in bargaining and continues their support of other airline workers.

Melanee: During a recent conversation with the REVP, Craig indicated his support for the Committee and his hope that the Committee would consider education on healing our Union and staying connected, mental health and the national childcare campaign. The Committee felt that these topics could be easily incorporated into our educational program.

Goals for next term:

- Continue to provide a quality education program to our members, using innovative, but practical, education methods.

Recommendations to Council:

1. That webinars be developed and delivered on: COVID-19 and the employer's responsibilities; generic (non-COVID-19-related) health and safety topics; return to work; anti-racism; healing our Union and staying connected; mental health; and the national childcare campaign.

Further, that PSAC 101 be presented Regionally, to better meet the needs of members in each Region.

Rationale: The education program must adjust to reflect the uncertain times in which we find ourselves. In fact, the Committee anticipates that online education will become a large part of the education program going forward. Given that education provided online can reach more members, especially those in remote areas, and at a lower cost, it is incumbent on us to develop quality products for our members.

2. That a membership event be planned to bring members together online while providing education in the format of a Union Trivia night in which members form teams to answer questions.

Rationale: Our members are used to their learning events also being social and networking events. Being isolated as we have been has been difficult for many. While this won't be the same as seeing our Brothers, Sisters, Friends and Comrades, hopefully this interaction will ease some of the loneliness and isolation, while providing Union education.

Council members will be requested to provide Union interesting trivia or history facts related to the labour movement to help the REO, who will be providing the platform to host the event.

We propose to hold the event on Thursday, December 17 at 7:00 pm.

3. That weekly webinars be presented in the weeks leading up to Black History Month. These webinars will cover important milestones in Black history.

Rationale: Recent events have focused a spotlight on the inequalities faced by our Black, Indigenous, People of Colour (BIPOC) Brothers, Sisters, Friends and Comrades, especially the challenges faced by those who are Black. Lessons in Black

history can only help to foster understanding of the difficult realities these members face.

Moved by Melanee Jessup
Seconded by Lloyd Brown

APPENDIX “C”

PSAC Ontario Regional Council Political Action Committee Report July 2020 to November 2020

Attended: Ryan Ward, Craig Reynolds, Melanee Jessup,
Chris Snooks

Staff: Lino Vieira

Regrets: Jason Storkson, Jawara Gairey

Meetings via conference call on October 22, 2020 at 6:00 p.m.

Agenda:

1. Provincial Fightback
2. Childcare Lobby Campaign
3. COVID-19

Provincial Fightback

There are three Bills making their way through the legislature that we have to pay keen attention to, and they are:

- **Bill 124**, Protecting a Sustainable Public Sector for Future Generations Act;
- **Bill 195**, Reopening Ontario (A Flexible Response to COVID-19) Act;
- **Bill 218**, Supporting Ontario's Recovery Act and Municipal Elections Act

Bill 124 –This legislation places restraints on what compensation can be bargained in the broader public sector and infringes on collective bargaining rights. PSAC has filed a constitutional challenge on Bill 124, through the OFL.

Bill 195 – Would authorize the government to maintain orders that interfere with the collective bargaining rights of unionized workers, using the COVID-19 state of emergency powers.

Bill 218 – Would grant liability protection for COVID-19 related lawsuits to certain health-care workers and institutions; long-term care homes; businesses; non-profits; and front-line workers including grocery store clerks and restaurant servers. The Bill also eliminates the option for ranked ballots in municipal elections.

Childcare Lobby Campaign

PSAC has partnered with “*Child Care Now*” to undertake a lobby campaign to pressure the federal government to create a national, accessible, affordable childcare system. A lobby kit has been created with template communications for members to lobby their local MPs virtually on this critical issue.

COVID-19

PSAC Regional Offices will continue to remain closed, with staff working remotely. Our first priority is to protect our members, staff and the public to help stop the spread of the virus. We are also assisting members in addressing issues that have arisen from working remotely, including ergonomic issues; leave to take care of loved ones, and return to work protocols.

Recommendation to Council:

1. Ontario Council lobby their MP’s on the collaborative childcare lobbying campaign.

Moved by: Ryan Ward
Seconded by: Chris Snooks

APPENDIX “D”

PSAC Ontario Council Health & Safety Committee Report October 23, 2020

Chair: Jason Storkson

Committee Members: Sue Glanville
Ann Marie KuarSingh
Trevis Carey
Missy Taylor
Chris Snooks
Souad Soubra Boone
Matthew Freeland
Chris Snooks
Lynda MacLellan

Staff: Angela Fairweather

Goals:

- Increase the understanding of PSAC members in the Region regarding their rights under their applicable health and safety legislation.
- Liaise with the Education committee to ensure Health & Safety training needs are met.
- Review available training and identify “gaps” (Right to Refuse, Mental Health, etc.)
- Support and build awareness related to all campaigns within both

- PSAC and all of our related affiliates with a Health and Safety lens.

Action Items:

- Create and Distribute Bill C-65 amendments to Labour Code
- Communicate with component Health and Safety committees to communicate to representatives of smaller work places and go over worker rights and work on bringing covid-19 infrastructure up to standards (security on site, proper shields and cleaning supplies and PPE) agreed upon prior to return to work as well as rights to protection from harm using the Criminal Code of Canada regarding assaults or threats of violence in the workplace by co-workers or clients
- Inquire on behalf of at home accommodated workers regarding ergonomic work equipment for home use
- Encourage all geographical reps to check in with their area's locals to see how it's going this pandemic
- Encourage members to seek the help they need if their mental health is negatively impacted by recent upsetting events, possibly by using EAP or other available counselling (that should be covered under your extended health benefits)

Recommendations to Council:

No recommendations to Council

Moved by: Jason Storkson

Seconded by: Sue Soubra Boone

APPENDIX “E”

PSAC Ontario Council Finance Committee Report July 2020 – November 2020

Committee Chair: Ryan Ward

Committee Members: Peggy Jones
Sara Johnson
Craig Reynolds

Staff: Cleo Reid

Agenda:

- 2019 Audited report of PSAC Ontario Council books
- Update on portfolio expenses
- Expense Claims/Procedure
- 2020 Expense Claims (Closing 2020 Ontario Regional Council books)

2019 Audited report of PSAC Ontario Council books

The audit for PSAC Ontario Council financials for 2019 has been completed. The audit was done by KBFP LLP chartered professional accountants at a cost of \$4,195.

The audit was conducted in accordance with Canadian generally accepted auditing standards. The objectives of the audit are to obtain reasonable assurance about whether the financial statements, as a whole, are free from material misstatement (whether due to fraud or error) and to issue an auditor’s report that includes the auditor’s opinion. The finance committee produced the documents for the

auditors to validate, which were provided to the firm in the spring of 2020.

The auditor's report dated July 7, 2020 concluded that our "financial statements present fairly, in all material respects, the financial position of the Organization as of December 31, 2019."

Update on portfolio expenses

All council members have received an email with their updated portfolio for the period of January 1 to June 30, 2020. We will also provide an update to the chair of each committee regarding their remaining committee funds.

2020 Expense Claims (Closing 2020 Ontario Regional Council books)

All expense claims must be submitted for the bookkeeper to close off 2020 in order to prepare the financial statements for the 2021 convention. As a result, the finance committee requires all Council members to submit their 2020 Portfolio expense claims (covering the period of July 1 - December 31, 2020) by January 8, 2021. Any expense claims received after January 8, 2021 will be included on council members 2021 portfolio expense claims.

Expense Claims Procedure

Please ensure your claims are being submitted on a quarterly basis to ensure the claims can be processed in an effective and timely manner and meet the requirements of PSAC National.

Portfolio expenses should be submitted on a current member expense form, along with a scan/photo of any receipts to psaontariofinance@gmail.com. If you are unable to provide receipts in this manner, please let the finance committee know and arrangements can be made to mail them to the Toronto Regional Office. Hard copy receipts should be retained as well.

Once approved by the finance committee, Cleo Reid will open up a portal expense claim, which must be completed within 90 days or it goes dormant.

The council member Internet expenses for July – December 2020 will be submitted with portfolio portal expenses as a separate line item rather than with your Ontario Council Expense Claims. If you have any expenses from January – June 2020, please contact the Finance Committee to discuss.

Recommendations to Council:

1. The Committee recommends accepting the 2019 audited report of PSAC Ontario council books, as submitted.
2. The Committee recommends the deadline for Ontario Council Members submit their year-end portfolio expenses by January 8, 2021.

Moved by: Ryan Ward
Seconded by: Sara Johnson

APPENDIX “F”

**Ann Marie KuarSingh
PSAC Ontario Regional Council
Lesbian, Gay, Bi-Sexual, and Trans, Queer and 2 Spirited+
(LGBTQ2+) Members Representative Report
July 2020 – October 2020**

Objectives –

- Gain an understanding of the composition and needs of the network of LGBTQ2+ members within PSAC Ontario.
- Explore the potential for, and of, Regional Pride committees in Ontario.
- Participate in Human Rights and Equity related committees and engagements at the regional and national level.
- Work with PSAC Ontario Council to develop the knowledge and experience required to better fulfill the roles and responsibilities of the LGBTQ2+ Representative position.

Actions –

- Participated in NHRC LGBTQ2+ Working Group engagements.
- Participated in several learning opportunities and webinars on LGBTQ2+, COVID-19 Wellness, Mental Health and Anti-Racism awareness and issues.
- Served LGBTQ2+ representative to a federal Departmental Sustainable Development Strategy Working Group.
- Worked with other employer and community diversity and LGBTQ2+ networks to support the needs of the membership.
- Met with LGBTQ2+ members from different components to get an understanding of membership needs and support community activity. (Ongoing Outreach)
- Attended discussions and meetings whenever possible to represent LGBTQ2+ and Intersectional members.

Goals –

- Explore the potential of a single virtual Pride committee for LGBTQ2+ members in Ontario region.
- Participate in **Cultural Reclamation and Creating Positive Space for Two-Spirit Persons Event** workshop (October 2020), which explores envisions the possibilities of LGBTQ2+ inclusive workplaces, and explores Two-Spirit history and culture, European contact and the conflict of differing cultural values, Intergenerational impacts, Reclamation and Creating positive space for Indigenous Two-Spirit and LGBTQ2+ People
- Conduct Open Houses for members in post COVID-19 2020/2021
- Support awareness and education by developing and delivering content via various platforms.

In Solidarity,
Ann Marie KuarSingh,
Lesbian, Gay, Bi-Sexual, and Trans, Queer and 2 Spirited+
(LGBTQ2+) Members Representative

Chris Snooks
PSAC Ontario Regional Council
Region 3, Eastern Ontario Representative Report
August 2020 to November 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:

- KDLC Defund the Police Campaign
- Save the BELL PARK Homeless Group from Evictions
- KDLC Labour Day
- KDLC Political Action Committee
- Community not cops rally and march
- Status for all Migrant Right Webinar
- KDLC rally caravan of hope for essential workers
- Black Lives Matter rally X 3
- Indigenous Peoples Protest SIR JOHN A MACDONALD Rally
- ANTI-BLACK Racism Town Hall
- Health & Safety Webinar
- Webinar COVID-19
- Work with RMC on reopening Safty Walk
- PASC town hall with comp group with National
- Rally for homeless in Kingston

Plans:

- Working with PSAC Kingston Office
- Passing all info to member
- Lobbying all MP in the region

In Solidarity

Chris Snooks, Region 3, Eastern Ontario Representative
Craig Berggold
PSAC Ontario Regional Council
Academic Sector Representative Report
August 2020 to November 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:

- Participated in Ontario University College Coalition (OUCC) monthly provincial planning meetings in response to Doug Ford's education cutbacks, and post-secondary issues. Provide REVP with summary reports of OUCC meetings: July 28, August 25, September 28, October 29
Attended virtually:
- July 23 – PSAC “Anti-Black racism: It's everyone's fight”
- September 3 – Canadian Labour Congress “A worker-centric recovery plan”
- September 9 & 10 – Scholar Strike Canada, including, “Abolition or death: Confronting police forces in Canada” with Desmond Cole; “Scholars & Educators for Black Lives”; “Migrant Workers in Canada: Unfree Labour on Stolen Land”
- September 21 – Ontario Confederation of University Faculty Associations “Combatting anti-Black racism in the academy: A primer for faculty” with Paige Galette
- September 30 – All Out Virtual Student Strike
- October 20 – PSAC Ontario Education Committee meeting
- October 29 – 2020 DCL 901 AGM

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

Dana Kelly
PSAC Ontario Regional Council
Region 2, Northeastern Ontario Representative Report
March 2020 to November 2020

Objectives:

To maintain connection with the membership during the Covid 19 pandemic

Actions:

March 25, 2020: Reached out by phone to various members and union officers of UTE Local 00042 and CEIU Local 534

March 30, 2020: Telephone calls with members of UTE Local 00042 regarding Health & Safety protocols during the pandemic

March 31, 2020: Telephone calls with members of UTE Local 00042 regarding Health & Safety protocols during the pandemic

July 9, 2020: Hosted outdoor meeting with 2 officers of UTE Local 00042

July 23, 2020: Hosted outdoor meeting with member of UTE Local 00042

August 31, 2020: Attended outdoor meeting with members of UTE Local 00042

September 30 2020: Hosted outdoor meeting with officer of CEIU Local 534

November 10, 2020: Attended the Ontario Council Meeting via video conference

Goals:

Meet members in Region 2 and provide support and connection for each other during the Covid 19 pandemic

In Solidarity,

Dana Kelly, Region 2, Northeastern Ontario Representative
Leslie Searl
PSAC Ontario Regional Council
Region 5, Greater Toronto Area (GTA) Representative Report
July 2020 to November 2020

Objectives and Goals:

- Regain 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 physical distancing measures, as necessary

Events/Actions:

July 16 - Education Committee meeting (conference call)
July 21 - Ontario Council meeting (cc)
July 28 - Toronto Pearson Worker Safety and Health Forum (cc)
August 11 - TPWSHF (cc)
August 16 - Toronto Airport Workers Council call with The Socialist Project
Sept 8 - TPWSHF (cc)
October 2 - TAWC (cc)
October 6 & 20 - TPWSHF (cc)
October 8 - CIU Local 024 stewards meeting (zoom)
October 20 - Education Committee meeting (cc)
November 10 - Ontario Council meeting (cc)

Plans:

Stay healthy as more and more coworkers return to the workplace.
Hope and pray for those facing illness, layoffs, and uncertainty.

In Solidarity,

Leslie Searl
Region 5
Greater Toronto Area (GTA) Representative

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

Objectives:

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

Actions:

- Participated in OFL Workers of Colour Zoom Meeting on Anti-Black Racism and other issues July 3, 2020
 - Participated in PSAC Ontario Council Equity & Human Rights and Education Committees Teleconference - July 16, 2020.
 - Participated in PSAC Anti-Black Racism Webinar for White Folks July 20, 2020
 - Participated in PSAC Ontario Council Meeting - July 21, 2020.
 - Participated in PSAC Webinar on Dismantling Racism in the Workplaces and Unions July 23, 2020.
 - Participated in OFL Workers of Colour Zoom Meeting on Migrant Workers, OFL Anti-Oppression Review and OFL Convention Policy Resolutions pertaining to workers of Colour September 16, 2020.
 - PSAC Ontario Council Education Committees Teleconference Scheduled for October 20, 2020.
 - PSAC Ontario Council Equity & Human Rights Teleconference Scheduled for October 23, 2020.
-

Goals:

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

In Solidarity,
Lloyd Brown
Racially Visible Members Representative

Matthew Freeland
PSAC Ontario Regional Council
Region 6, Hamilton-Niagara Representative Report
September 2020 to October 2020

Objectives:

- As rep is brand new to the role, objectives are to be determined following completion of the first Health & Safety Committee and Ontario Council meetings that the rep attends.

Actions:

- October 10, 2020 – Rep sent an e-mail to all local, committee and council presidents in Region 6 advising them that Matthew Freeland is the new rep after Bob Black's retirement. E-mail provided some background regarding Matthew including his union experience. E-mail also indicated that in the interest of work-life-union balance (for the rep) that locals and committees need to send representation to the Area Councils. Matthew intends to go to every Area Council Meeting in Hamilton and Niagara and will use these forums to shape his views when coming to Ontario Council.
- October 21, 2020 – Rep attended the Niagara Area Council Meeting

Plans:

- November 2, 2020 – Rep to attend the Hamilton Area Council meeting.
- November 25, 2020 – Rep to attend the Niagara Area Council meeting (tentatively scheduled).
- As rep is brand new to the role, objectives are to be determined following completion of the first Health & Safety and Ontario Council meetings that the rep attends.

In Solidarity,

Matthew Freeland, Region 6, Hamilton-Niagara Representative
Melanee D Jessup
PSAC Ontario Regional Council
Region 4, Southwestern Ontario Representative Report
July 2020 to November 2020

Objectives:

- Continue to share information via social media/email tree
- Contact Locals/Branches and Area Councils in Region 4
- Reach out to new Alliance Facilitators

Actions:

- Attended Ontario Council meeting
- Continued to share updates and information to members via social media
- Participated in the Political Action Committee Meeting
- Participated in a telephone meeting with the REO
- Chaired Education Committee meeting

Plans:

- Continue to share information via social media/email tree
- Provide support to the Locals/Branches and Area Councils in Region 4
- Continue to explore new ways to facilitate communication between the Union and the members
- Continue to try to find new and innovative ways to bring education to the members and to ensure that education is timely and of value to our members.
- Continue to monitor the employer's actions when moving toward our new normal to ensure that they are taken with the members' health and safety foremost in mind.

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

Michelle Woods
PSAC Ontario Regional Council
Indigenous Workers Representative Report
August 2020 to November 2020

Objectives:

- ➔ To continuously 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:

➔ **August-September**, Liaised with local members and the Senior Management team to bring awareness to the importance of raising the issue to CRA and seeking clarification on the tax exemption status for employees who are working remotely due to the implications of COVID-19 and what this may mean. This is ongoing.

➔ **August-September**, Shared PSAC information on updates and webinars to members via email and Facebook

➔ **September**, Assisted a member with navigating the process to filing an appeal and human rights complaint.

➔ **October 20**, PSAC Ontario Council Committee Meeting

➔ **October 23**, PSAC Ontario Council Committee Meeting

➔ **November 10**, PSAC Ontario Regional Council Meeting

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
July 2020 to November 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:

- Attended various calls with National Women's Working Group
- Promotion of National Virtual Child Care Lobby kit
- August 2020 -held video conference call with all Ontario Women's Committees executives for a call with MPP Jill Andrews
- October 2020 -Attended newly formed London area Women's committee meeting
- Speaking engagement for locals regarding the disproportionate impacts of Covid-19 upon women

Plans/Goals:

- Hold a conference call to address Women's committees on the disproportionate impacts of Covid-19 on women
- Continue to promote the Virtual Child Care Lobby Kit
- Continue building 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

In Solidarity,
Missy Taylor - Regional Women's Committee Representative

Peggy Jones
PSAC Ontario Regional Council
Directly Chartered Local Representative Report
July 2020 to Nov 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 Rallies.

Political actions – Child Care push to have this accomplished whether we are in pandemic or not, Pharmacare Federal Government and Premier of Ontario Doug Ford more on the need of basic income for all.

Working on Social Media platforms

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.
Planning to Attended Kingston District Labour Council meetings on behalf of DCL local.
Be Supported of all DCL's

In Solidarity

Peggy Jones
Directly Chartered Local Representative

Rejean Bruneau
PSAC Ontario Regional Council
Region 3, Eastern Ontario Representative Report
July 2020 to November 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
- ZOOM and more ZOOM

Actions:

- Regular attendee Kingston District Labour Council meetings
- KDLC Labour Day Caravan
- Regular attendee Kingston Area Council and MDAC meetings
- Regular attendee to local mayor and community ZOMM meetings

Plans:

- Working on an action plan to stop contracting out of public service work.
- Learning and teaching the new norm of ZOOM and other communication tools.
- Lobbying MP's office in the region

In Solidarity,

Rejean Bruneau
Region 3, Eastern Ontario Representative

Ryan Ward
PSAC Ontario Regional Council
Alternate Regional Executive Vice-President Report
July 2020 to October 2020

Objectives:

- Support the new Ontario Region structure as Alternate REVP
- Liaise with the new Region 5 (GTA) Rep on initiatives
- Prepare the Finance Committee to transition into Convention 2021
- Work with Ontario Federation of Labour and local Labour Councils

Actions:

- Conducted first meeting with new Finance Committee
- Welcomed new members to Finance and Political Action Committees
- Attended action with the Barrie Labour Council at local MPP's office
- Worked with Barrie Labour Council on Labour Day virtual activities
- Updated new contact information with Region 5
- Attended virtual meetings of the Greater Toronto Area Council, Barrie and District Labour Council and Toronto Members with Disabilities Committee

Plans:

- Promote events in taking place across Ontario
- Aid in the PSAC and OFL plan to defeat Ford government
- Putting together list of activities for future Finance Committee Members
- Work on lobbying effort of local MP's

In Solidarity,

Ryan Ward
Alternate Regional Executive Vice-President

Sara Beth Johnson
PSAC Ontario Regional Council
Region 4, Southwestern (SW) Ontario Representative Report
July 2020 to October 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

Actions:

July 2020

- Vocally supported moving forward with and participated in PSAC Webinar: An Introduction to Anti Racism for White Folks
- PSAC Webinar: Anti-Black Racism: It's Everyone's Fight,
- Attended virtual London PSAC Area Council meeting
- Webinar: Rising Together Women for a Just Economy, Taking Stock and Resetting the Discussion,
- Attended online chat hosted by CEIU National Women's Committee- Union Women Supporting Union Women
- Point of Privilege discussions "National Public Service Week", "Hey White Folks, We Need to Talk, "Trans in the Time of Covid", "Negative Spaces"

August 2020

- PSAC Ontario Webinar: Understanding and Confronting Racism
- Volunteered with Labour Group for United Way Backpack Drive
- Webinar: WOMEN FOR A JUST ECONOMY - The Care Economy

- Attended PSAC Regional Women's committee (London) meeting, appointed as chair
- Attended PSAC Ontario Regional Women's Committees Virtual Meeting - "Gender Equity Strategy with Jill Andrew"
- Point of Privilege discussions "Young Leaders", "Swag"

September 2020

- CLC Webinar: "Insiders' Preview" - A preview of promotional materials for the CLC Economic Recovery Campaign
- Authored a PSAC Ontario newsletter article "Mental Health - When It All Seems to Be Falling Apart"
- Encouraged members to vote in ratification votes
- Participated virtually in Cornwall's "Take Back the Night" event

October 2020

- reassigned to the Finance Committee on PSAC Ontario Council

Goals:

- provide support for members by sharing information and responding to inquiries
- continue to share important union/social justice information via social media
- Learn more about my new role on the finance committee of PSAC Ontario Council
- Set goals/priorities for PSAC London Regional Women's Committee

In Solidarity,

Sara Beth Johnson
Region 4, Southwestern Ontario Representative

Souad (Sue) Soubra Boone
PSAC Ontario Regional Council
Members with Disabilities Representative Report
July 2020 to September 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 and chaired the TMDAC meeting via Zoom (July 27th & Oct 19th)
- Participated the PSAC Ratification Vote session/voted (Aug 25)
- Attended the GSU National Council conference call (Sept 1st)
- Attended GSU Equity committee meeting (Sept 10)
- Attended GTAC meeting via zoom (Sept 10th & Oct 8th)
- Participated the GSU National Council meeting (Sept 22-23)
- Attended & sharing MDAC meeting via Zoom (October 19th)
- Attended OC Equity & HR Committee (Oct 23rd)

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
Regionally Base Separate Employers Local Representative
Report
August 2020 to November 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
PSAC Ontario Regional Council Report
Regionally Base Separate Employers Local Representative

Trevis Carey
PSAC Ontario Regional Council
Region 2, Northeastern Ontario Report
July 2020 to October 2020

Objectives:

- As newly appointed to North Eastern Ontario and the PSAC Ontario
- Council Health & Safety I plan to provide input from my previous experience as a local representative for UVAE, from courses I have taken and from past attendance from previous conventions/conferences.
- Continue to show support for collective bargaining through Facebook posts and emails.
- Continue to provide input at Ontario Council Meetings and work with the Sudbury Regional Office and to attend events as necessary to promote Health & Safety. With COVID-19 many events are now cancelled but I will make myself available to attend by teleconference and sign petitions sent to me by e-mail.
- Work with elected members of Parliament on PSAC labour issues. Continue to drum up support for bargaining
- Make use of my Alliance Facilitator Training to promote Union Education
- Continue to Co-Chair local Occupational Health & Safety Committee with emphasis on: Mental Health Issues, COVID-19, working from home safely, regular discussions on returning safely to the office workplace
- Continue to find ways to help reduce the stigma of mental health issues.

Actions:

August 11. 2020 - Attended second meeting Easing Restrictions to return to the workplace. Occupancy capped at 25% no date,

discussed Personal Protective Equipment, cleaning, washrooms, elevators, signage.

August 20, 2020 Co-Chair Local Occupational Safety & Health Meeting. Discussed Easing Restrictions, Mental Health, improved communications with all staff. National OSH Bulletins now being sent out.

September 17, 2020 Co-chaired local OSH Meeting no new topics.

Goals:

- Share minutes from Ontario H & S Committee with local presidents by sending them to Area Council and local Health & Safety Committees.
- Attend Area Council Meetings at requested. Currently due to COVID19 and other issues the N/E Ontario Area Council has been unable to meet.
- Due to COVID19 Labour Day Celebrations in Kirkland Lake were cancelled.
- Continue to stay on top of rising issues by continued reading and sharing of information from the Ontario Federation of Labour the PSAC and other labour presentations.

In Solidarity,

Trevis Carey
PSAC Region 2, Northeastern Representative