



**PSAC Ontario Council
Meeting Minutes
February 24th, 2021
Virtual Meeting**

The meeting convened at 9:35 a.m. on Wednesday, February 24th, 2021, 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)
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), Matthew Freeland, Region 6 (Hamilton/Niagara)

Observers: Kathy Samuel – Local President USJE 00089, Amita Shah – Director UTE Local 00048, Jean-Paul Chartrand, Robert Henstridge - Vice-President UNE Local 210, Lisa Kelian, Phil Matheson CEIU RVP, Tony Crupi – Thunder Bay Area Council President, Kevin Lundstrom – RVP UHEW Ontario RVP, Mike Couves, Jo-Ann Nanton, Roula Kourounis, Gidget McCullough, Jamie – Oakley, Lynn Bilodeau, Melissa Arsenault, Christine Piette, Wendy-Ann Moulton – Chair of Niagara Area council, Monica Sim, Manon Murray, Tracey Zimmerman, Jeff Armstrong, Nav K Singh – Local President CEIU 645 and IRB Representative on CEIU Ontario Regional Council, Orsi Szent-Luizey, and D’Arcy Gauthier.

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

The Chair asked Lynda McLellan 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 are:

- Wednesday, 9:30 a.m. – 5:00 p.m., Lunch 12:30 p.m. – 1:45 p.m., Break 10:45 a.m. & 3:00 p.m.,

Motion to adopt the hours of sitting.

m/s Sue Soubra Boone and Chris Snooks

Motion carried unanimously

The Chair requested an honour roll call for members that have passed away since the last Ontario Regional Council meeting. The following name was put forward, Joanne Savel.

Moment of silence observed.

AGENDA:

1. Adoption of Agenda
2. Adoption of previous meeting minutes (November 10th, 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. Regional Convention
14. Black History Month
15. Treasury Board Bargaining
16. New Business

Item 1. Adoption of Agenda

Motion to adopt agenda

m/s/c Melanee Jessup and Lyle Gall

Rejean Bruneau requested that the Chair adjust the Ontario Regional Council agenda to accommodate the guests that are in attendance, should some of them need to leave early.

Melanee Jessup stated that there was no need to adjust the agenda in any particular order, as council usually adjusts the agenda as we go along as needed.

The Chair stated the agenda will proceed as is.

Item 2. Adoption of previous meeting minutes (November 10th, 2020)

The Chair recommended adoption of the previous amended meeting minutes.

Motion to adopt previous amended meeting minutes.

m/s/c Sue Soubra Boone and Missy Taylor

Item 3. Business arising from previous minutes

Convention Dates

New convention dates have been posted on the Ontario Regional website on December 11th and sent by email blast to the membership.

Item 4. Regional Executive Vice-President Report

Ryan Ward assumed the Chair.

Craig Reynolds 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

- Your Quick Gateway (Windsor Airport) – notice to bargain was sent on March 2, 2020.
- NPF Trenton (UNDE 683) – bargaining input call sent on March 13, 2019.
- NPF Kinston (UNDE 681) – notice to bargain was served on June 19, 2019.
- Nishnawbe-Aski Police Service (Civilian unit – DCL 400) – Notice to Bargain was sent on November 30, 2020. The bargaining team has met to review demands and bargaining will commence shortly.
- Nishnawbe-Aski Police Service (Officer unit – DCL 401) – Notice to Bargain was sent on December 16, 2020.
- NPF Petawawa (UNDE 680) – The bargaining team met with the employer on December 16, 2020 and reached a tentative agreement. Ratification votes will be held shortly.
- The University of Western Ontario (GTA Unit – DCL 610) – The bargaining team met with the Employer on December 14, 15, and 17, 2020.
- The Stop Community Food Centre (DCL. 903) - The bargaining team met with the employer on December 11, 2020.
- Georgian Downs Racetrack (DCL 500) – Notice to Bargain was sent on December 16, 2020.

Renewal Agreements

- University of Western Ontario (DCL 610 – Unit 2 - Postdocs) – members have ratified their new collective agreement on November 19, 2020.

- Mohawk Council of Akwesasne (Akwesasne Mohawk Board of Education – UNE 780) – members have ratified their new collective agreement on November 13, 2020.

Organizing

Invigilators, Queen's University

*(*On hold, pending Covid-related layoffs.)*

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, Casino Woodbine

*(*On hold, pending Covid-related layoffs.)*

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.

Wilfrid Laurier, Research Assistants

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

Byelections

The Liberals held onto the two Ontario ridings of Toronto Centre and York Centre in the federal byelections held on October 26, 2020. In Toronto Centre, Liberal Party candidate Marci Ien, a journalist, won with 42 per cent of the vote. In York Centre, Liberal Party candidate Ya'ara Saks won with 45.7 cent of the vote. Both ridings

were projected to remain in Liberal control as they are considered Liberal strongholds, having captured more than 50 per cent of the vote in both ridings in last fall's general election.

An email from the REVP's office was sent to members in both of these ridings encouraging them to get out and vote, with a Q&A attached to help members determine a candidate's level of support for public services.

Provincial Budget

The Ontario Progressive Conservatives tabled their budget on November 5th, 2020, without a budget lock-up due to the pandemic. The budget fell horribly short of providing any real relief to workers and families struggling with job losses because of COVID-19. Furthermore, there was little support for municipalities, schools, universities and colleges, healthcare, long-term care staff or environmental protection. Essentially tax cuts and subsidies for businesses were the main focus of the budget, with no plan to address the province's record-breaking \$38.5 billion deficit.

Provincial Bills

Bill 124 - PSAC has filed a constitutional challenge on Bill 124, the Protecting a Sustainable Public Sector for Future Generations Act (2019), through the Ontario Federation of Labour (OFL). In short, this provincial legislation places restraints on what compensation can be bargained in the broader public sector. This legislation has impacted several PSAC bargaining units, particularly those in the academic sector.

Bill 195 - would allow the government to extend or amend the emergency orders without needing to make the declaration that gives them such broad-ranging powers. Bill 195 authorizes the Government to maintain orders that interfere with the collective bargaining rights of unionized workers. It is important to note that the Bill would also allow employers to bypass collective agreements in the workplace, deny vacation; and contract out jobs; completely disregarding collective agreements and the bargaining process. PSAC has joined a legal

challenge, along with other affiliates, spearheaded by the OFL to fight this controversial Bill.

Bill 218 – provides 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. Bill 218 would also eliminate the option for ranked ballots in municipal elections.

Bill 213 - gives degree-granting powers and university status to Canada Christian College. The College has long been criticized for discriminatory practices against the LGBTQ2S* communities in particular. It is normally the jurisdiction of the independent Postsecondary Education Quality Assessment Board to make the decision on accreditation, so having this legislation is highly unusual.

PSAC Ontario has signed onto a letter under the Ontario Universities and Colleges Coalition on November 2, 2020, opposing this accreditation. Charles McVety who runs the school is a close political ally of Premier Ford. He helped the Premier secure the PC leadership and was invited to the chamber floor to watch his inaugural throne speech.

Bill 229 – This Bill will override conservation authorities across the province, weakening environmental protections and local planning bodies. In a rare situation, many of the conservative board members of the advisory Greenbelt Council have resigned in protest at this overreach of power and opening up of sensitive ecological areas. Criticism is mounting that this situation, long hoped for by big developers, is politically motivated by the Premier who has received a great deal of financial support from this sector.

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 have remained closed following recommendations by Public Health agencies. PSAC staff will continue to work remotely to provide service and representation for our members during this time.

Martin's Family Fruit Farm

On November 25, 2020, members from PSAC 901 and the PSAC Kingston Area Council safely lead a labour delegation to a Starbucks in downtown Kingston. The demonstration was in protest of Martin's Family Fruit Farm, who had a COVID-19 outbreak where dozens of employees were infected with the virus.

Martin's uses migrant labour, like many in the agricultural sector, and did not allow the workers to quarantine, resulting in more workers testing positive. As a result, workers engaged in a work refusal and ceased work until they had confirmation whether or not they were COVID positive. Rather than respect the health and well-being of the workers, the employer is alleged to have threatened the workers with disbarment from the migrant farm worker program if they continued their acts of resistance.

Since Martin's Family Fruit Farm Apple Chips are sold at Starbucks stores across Canada, members called on Starbucks to pressure Martin's to respond to these concerns, to uplift workers' demands, and ensure there are safe and just working conditions through the company's supply chain.

Progress Toronto

On November 10, 2020, PSAC Ontario helped to sponsor the organizing work that Progress Toronto does in getting progressive candidates to run for municipal elections across the province.

COVID-19 has deepened inequality and exposed it as a public health risk, impacting vulnerable communities the most and devastating

municipal budgets across the province. Progress Toronto has continued to campaign for public education and expanded public services to address inequities COVID-19 has deepened and to stop cuts to much needed programs and services.

Postsecondary Provincial Funding

On Dec. 10, 2020, PSAC Ontario sent a letter to the Premier through the Ontario Confederation of University Faculty Associations (OCUFA), to denounce the government's plans to tie postsecondary funding to their new performance-based model. The government, which already provides the lowest postsecondary per-student funding in Canada, has now announced that it will allow per-student funding to drop by more than 10 per cent. This negligence will starve Ontario universities and colleges of vital resources required to ensure students receive a high-quality education and most likely will lead to larger class sizes.

Hamilton Food Drive

The PSAC Hamilton Area Council ran a food drive for weeks prior to their December 19th donation deadline to benefit the *Neighbour to Neighbour Centre* in Hamilton. The Centre is a community food bank that also offers services such as counselling, a community garden and food skills programs.

The Area Council then delivered donations collected to the Neighbour 2 Neighbour Centre on December 19th, 2020. The Area Council also held a Facebook fundraising drive and raised \$500 for the organization, along with a matching \$500 donation from the Area Council itself.

Education

Due to the pandemic, our education program transitioned to virtual learning through webinars. These webinars were open to all members across the province, with materials from the courses published on our webpage for members to access at their convenience.

Health and Safety 101

On November 21, 2020, this webinar was delivered throughout the region for members who wanted a better understanding of workers' Health and Safety rights and responsibilities. Topics covered in this webinar included: Employer responsibilities, workers' rights and responsibilities, and Occupational Health and Safety principles.

Federal Public Service Pension Plan

This webinar was delivered on November 18, 2020, facilitated by the PSAC Pension and Disability Insurance Officer, James Infantino. James provided information on the Federal Public Service Pension Plan for Ontario members, including: Pension plan contributions, retirement benefits, service buybacks and bridging.

Health and Safety - Return to Work part 1

This webinar was delivered on November 25, 2020 and covered the following topics: Moving forward in this current climate; Provincial and Federal health and safety legislation; What Health and Safety Committees should be doing; and how we can continue to build the union.

Health and Safety - Return to Work part 2

This webinar was delivered on December 2, 2020, and covered topics including: Moving forward in this current climate; What Employers, Unions and Health and Safety Committees should be considering; understanding the fear of returning to the workplace and helping members navigate it; and what a return to work plan should look like.

Union Trivia Night

On December 16, 2020, PSAC Ontario held a member trivia night as a fun event to connect our membership before the holiday season. This event gave our members the opportunity to learn about the labour movement in a fun and interactive way.

Equity and Human Rights

Holiday Donation Drive

The PSAC Kingston Regional Women's Committee held a "Coats for Kids" campaign, requesting that members make financial or in-kind contributions to this charity. The Committee itself donated \$500 in support of this campaign also.

International Day of Persons with Disabilities

The PSAC Toronto Members with Disabilities Access Committee held their virtual holiday celebration on December 3rd, to mark International Day of Persons with Disabilities.

International Human Rights Day

The PSAC Toronto Racially Visible Committee celebrated International Human Rights Day (December 10th), by having a virtual meeting and fundraiser for two organizations that the committee supports. The virtual meeting showcased several video messages commemorating the importance of International Human Rights Day from Chris Aylward (President PSAC), Sharon DeSousa (NEVP PSAC), Craig Reynolds (REVP Ontario), Marie Clarke Walker (CLC) Chris Ramsroop (J4MW) and Jill Andrew (NDP MPP).

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,

Craig Reynolds,
Regional Executive Vice-President
Public Service Alliance of Canada, Ontario

REVP Schedule for the period September 19, 2020 to January 15, 2021

Sept. 21, 2020 – Alliance Executive Committee meeting
Sept. 22, 2020 – National Board of Directors meeting
Sept. 28, 2020 – Alliance Executive Committee meeting
Oct. 2, 2020 – PSAC Food Insecurity Campaign meeting
Oct. 5, 2020 – Alliance Executive Committee meeting
Oct. 5, 2020 – National Negotiations meeting
Oct. 6, 2020 – National Board of Directors meeting
Oct. 8, 2020 – Microsoft Teams training
Oct. 8, 2020 – Canadian Food Inspection Agency Ratification Vote webinar
Oct. 13, 2020 – Ontario Education meeting
Oct. 14, 2020 – Internal Finance training
Oct. 15, 2020 – Executive Orientation Training
Oct. 15, 2020 – Canadian Food Inspection Agency Ratification Vote webinar
Oct. 16, 2020 – PSAC Human Resources orientation
Oct. 19, 2020 – Alliance Executive Committee meeting
Oct. 19, 2020 – PSAC Toronto Members with Disabilities Access Committee meeting
Oct. 20, 2020 – National Board of Directors meeting
Oct. 20, 2020 – Ontario Regional Council Education Committee meeting
Oct. 20, 2020 – Canadian Food Inspection Agency Ratification Vote webinar
Oct. 20, 2020 – PSAC Kingston Area Council meeting
Oct. 21, 2020 – National Board of Directors meeting
Oct. 21, 2020 – Ontario Federation of Labour Executive meeting
Oct. 21, 2020 – PSAC Niagara Area Council meeting
Oct. 22, 2020 – National Board of Directors meeting
Oct. 22, 2020 – PSAC Finance Department orientation
Oct. 22, 2020 – Canadian Food Inspection Agency Ratification Vote webinar
Oct. 22, 2020 – PSAC Ontario Regional Council Political Action Committee meeting
Oct. 23, 2020 – PSAC Ontario Regional Council Equity and Human Rights Committee meeting

Oct. 23, 2020 – PSAC Ontario Regional Council Health and Safety Committee meeting
Oct. 26, 2020 – Alliance Executive Committee meeting
Oct. 27, 2020 – PSAC Internal Systems training
Oct. 28, 2020 – PSAC Grievance and Adjudication Section orientation session
Oct. 30, 2020 – PSAC Ontario Regional Council Finance Committee meeting
Nov. 2, 2020 – Alliance Executive Committee meeting
Nov. 2, 2020 – PSAC Hamilton Area Council meeting
Nov. 3, 2020 – National Board of Directors meeting
Nov. 3, 2020 – Federal Black Employees Caucus meeting
Nov. 4, 2020 – Alliance Executive Committee meeting
Nov. 4, 2020 – PSAC Finance Department training
Nov. 4, 2020 – PSAC Regional Operations Branch orientation training
Nov. 5, 2020 – PSAC Ontario Regional Council Committees meeting
Nov. 5, 2020 – National Board of Directors meeting
Nov. 6, 2020 – Media Training
Nov. 9, 2020 – Alliance Executive Committee meeting
Nov. 10, 2020 – PSAC Ontario Regional Council meeting
Nov. 12, 2020 – Organizing section meeting
Nov. 13, 2020 – Alliance Executive Committee meeting
Nov. 16, 2020 – Regional Convention meeting
Nov. 17, 2020 – National Board of Directors meeting
Nov. 18, 2020 – Ontario Academic Sector Presidents meeting
Nov. 18, 2020 – Ontario Equity and Young Workers Committee meeting
Nov. 19, 2020 – Alliance Executive Committee meeting
Nov. 19, 2020 – Ontario Area Council meeting
Nov. 20, 2020 – Ontario Negotiations meeting
Nov. 23, 2020 – Alliance Executive Committee meeting
Nov. 30, 2020 – Alliance Executive Committee meeting
Dec. 1, 2020 – National Board of Directors meeting
Dec. 1, 2020 – Ontario Academic Sector Presidents meeting
Dec. 3, 2020 – PSAC Toronto Members with Disabilities Access Committee meeting
Dec. 4, 2020 – PSAC Negotiations Section orientation training
Dec. 6, 2020 – Alliance Executive Committee meeting

Dec. 9, 2020 – Union of National Defence Employees Contracting-in Campaign meeting
Dec. 10, 2020 – PSAC Toronto Racially Visible Committee meeting
Dec. 11, 2020 – National Board of Directors meeting
Dec. 14, 2020 – Alliance Executive Committee meeting
Dec. 14, 2020 – Ontario Academic Sector Presidents meeting
Dec. 15, 2020 – National Board of Directors meeting
Dec. 16, 2020 – Alliance Executive Committee meeting
Jan. 5, 2021 – Alliance Executive Committee meeting
Jan. 7, 2021 – Georgian Downs Bargaining meeting
Jan. 11, 2021 – Alliance Executive Committee meeting
Jan. 12, 2021 – National Board of Directors meeting
Jan. 13, 2021 – Joint Learning Program meeting

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 stated the regional offices are currently being retro fitted as per Covid-19 guidelines.

Toronto Regional Office

Michelle Herbert has been assigned to the REVP's Office to support the Ontario Regional Convention.

Thunder Bay Regional Office

Denise Morrison is the new Indeterminate Administrative Assistant

London Regional Office

Beth Bennett is on a 12-month Term Regional Representative

Navnita Richardson transferred to the London RO Indeterminate Regional Representative vacancy

Term Administrative Assistant position has been approved by the Director's Team and will be posted. Denise Morrison will cover the RO until the competition is complete

Sudbury Regional Office

Sylvie Liard is on a 6-month Term Regional Representative

All Regional Offices continue to work on the following events which Council should promote amongst the membership:

- Black History Month and Anti-Black Racism actions
- Treasury Board (TB) Bargaining (Input Call and Survey on the website). Staff will be taking an organizing model approach in the Region to collective bargaining to raise engagement levels. TB Negotiators and Research Officers are making themselves available to attend Area Council and Committee meetings to discuss bargaining
- Successful webinars on Pensions, Health and Safety, and 699 Leave are ongoing. Council should encourage diverse ideas through the Education Committee given the new reality of remote learning exchanges.

Item 6. Ontario Council Committees Reports

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

Finance Committee Report (APPENDIX “A”)

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

Recommendations to Council:

1. The Finance Committee recommends the approval of the Proposed and Actual Expenses for 2018 to 2020.

Recommendation carried

2. The Finance Committee recommends the approval of the 2021 to 2023 proposed Budget.

Lynda MacLellan suggested that council put some monies in member engagement.

The Chair stated member engagement is funded through the national budget line item.

Motion: Ontario Regional council take \$30,000 from the \$95,000 allocated to council meeting and use it for union engagement for the members.

m/s Rejean Bruneau and Lyle Gall

In Favour 7 Not in Favour 10

Abstain – 2
Motion Defeated

Rejean Bruneau then made a request to split the 2021 to 2023 budgets and deal with 2021 separately from the rest of the three-year cycle as 2021 is a special year.

The Chair ruled the request was out of order.

Motion: Vote to call the question on recommendation # 2.

m/s/c Peggy Jones and Ann Marie Kuarsingh

Vote on recommendation # 2

Recommendation carried

The following Ontario Regional council members wished to have their vote recorded against:

- Rejean Bruneau
- Lyle Gall

3. The Finance Committee recommends all portfolio expenses incurred for the period of January 1 to March 31, 2021 to be submitted by Friday, April 9th.

Recommendation carried unanimously

4. The Finance Committee recommends re-allocating Council Portfolio Expense amounts for 2021 to 2023 as follows:

Alternate REVP - \$800 each

Region 3, 4, 5, 6, Regional-based rep - \$750 each

Region 1, 2 reps, 5 Equity, Young Workers, 2 DCL reps - \$1,200 each

$\$800 \times 1 = \800

$\$750 \times 8 = \$6,000$

$\$1,200 \times 11 = \$13,200$

Total: \$20,000

Vote on recommendation # 4

In Favour 9

Not in Favour 9

Rejean stated that the Chair voted on the motion before declaring it as a tied vote. Rejean requested the vote be redone.

2nd Vote on recommendation # 4

In Favour 9

Not in Favour 9

Chair declared a tied vote and voted in favour of the recommendation.

Recommendation carried

Motion to adopt the Finance Committee's report.

m/s/c Ryan Ward and Peggy Jones

The following Ontario Regional council member wished to be recorded against recommendation:

- Rejean Bruneau

Health and Safety Committee Report (APPENDIX "B")

Chris Snooks presented on behalf of the Health and Safety Committee.

Recommendations to Council:

1. Ontario Council to take all steps necessary to share fact sheet created by this committee to all members across Ontario Region.

Recommendation carried

Motion to adopt the Health and Safety Committee's Report

m/s/c Lynda MacLellan and Chris Snooks

Political Action Committee (APPENDIX "C")

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

Recommendations to Council:

1. The Political Action Committee recommends Ontario Council members "Add your Voice", to the Uncover the Costs campaign by signing the online action at www.uncoverthecosts.ca

Recommendation carried

2. The Political Action Committee recommends Council members share the www.uncoverthecosts.ca link with their constituents

Recommendation carried

3. The Political Action Committee recommends Ontario Council members fill out the online Phoenix Damages petition and share the link with their constituents:
<http://psacunion.ca/government-rushing-phoenix-damages-payment-without>

Recommendation carried

4. That Council members write or call their MPP's about the urgent need for paid sick days.

Recommendation carried

Motion to adopt the Political Action Committee's report

m/s/c Ryan Ward and Chris Snooks

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

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

Recommendations to Council:

1. For a webinar/info session to be held (in consultation with the HR&E committee) on the importance of equity in negotiations and bargaining.

Recommendation carried

2. For Council to view the CBC video; "*What systemic racism in Canada looks like*": <https://youtu.be/7GmX5stT9rU>

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 "E")

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

Recommendations to Council:

1. That PSAC Ontario education courses continue to be held online throughout the 2021 year.

Recommendation carried

2. That PSAC Ontario, while attempting to provide information sessions on mental health issues in the Region, dedicates a page on the PSAC Ontario website for the contact information for all Employee Assistance Program providers for members in the Region.

Recommendation carried

At the meeting of November 10, 2020, Council passed the following resolution:

“That weekly webinars be presented in the weeks leading up to Black History Month. These webinars will cover important milestones in Black history.” The courses were not allowed to be held, with no notice or explanation to the Education Committee or Council. The Committee demands an explanation as to why the will of Council was ignored and requests that the explanation be provided at the next Council meeting.”

Jawara Gairey stated that he did review the Education committee’s report back in November 2020 and saw the recommendation for weekly webinars leading up to Black History Month. Although several webinars were held, a few were not approved to proceed, as the content was based on United States history and not Canada’s.

This evening there is a Black History Month trivia night being hosted by the Region and Jawara encouraged Council members to participate in the event.

Ryan Ward asked what was the approval process for webinars within the region and if there is a cost involved, does it come from the education budget?

The Chair stated that a proposal has to be submitted to the REVP's office and then he, the Regional Education Officer and the Regional Coordinator review and approve the proposal. If funding is required, we look at which budget line item is the most appropriate to take the funds from.

Missy Taylor stated that when a recommendation is past by Council, and if for some reason the recommendation cannot move forward, there should be clarification as to why. There needs to be a process so that this does not happen again.

Jawara Gairey stated there are ways that we can look at improving our communication going forward so that everyone is kept in the loop.

The Chair stated he will work with the Regional office and Ontario Regional Council committees to ensure there is better communication going forward.

Motion to adopt the Education Committee's report

m/s/c Melanee Jessup and Amanda Gebara

Lloyd Brown stated he was very disappointed that we were not able to hold more Black History Month webinars and hopes that we will have more next year.

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

The REVP thanked the Ontario Regional Council members for their dedication and hard work on behalf of the membership.

Dana Kelly stated that a lot of members in Sudbury are feeling really disconnected. Dana thanked Tracey Gore from CEIU, as she organized outdoor walks with members from her workplace.

Laurentian University has recently filed for insolvency. This will have grave impact on our community and as well as the academic sector.

The Chair stated that PSAC Ontario region as signed onto a letter calling on the Minister to intervene on behalf of the staff and students at Laurentian. Our region is also part of the Ontario Federation of Labour campaign, which released an online email petition pressuring the provincial government and a campaign video. PSAC is also a part of the Education for All Coalition, which has also undertaken a campaign, but at the federal level. A petition has been developed and circulated to the membership.

Ryan Ward thanked the Chair, Sara Johnson, Cleo Reid and Peggy Jones for all their contributions to the Finance Committee.

Amanda Gebara stated that the young workers in the Kingston area are currently working on reactivating the Kingston Young Workers Committee. Amanda made the request for council members to spread the word.

Lloyd Brown acknowledged that Black History Month is almost at an end. Lloyd encouraged council members to participate in the remaining Black History Month events across the region.

Missy Taylor spoke on the critical need for universal, public childcare and how women have been disproportionately impacted by the pandemic. Missy also announced that the government created a task force that has a mandate to provide advise on how to create a feminist, intersectional action plan that addresses issues of gender equality in the wake of the pandemic. A former PSAC staff member Morna Ballantyne is on this task force.

PSAC is urging all levels of government to adopt a universal, affordable and accessible childcare system for all Canadians. The current situation is unacceptable and PSAC is asking members and the broader public to add their voice to our petition calling on Justin Trudeau to take action.

Missy requested that all Ontario Regional Council members sign the petition located on the PSAC national website:
<https://childcareforall.ca/>

Melanee Jessup stated today was pink shirt day, which is an anti-bullying recognition day, when people wear a pink shirt to symbolise a stand against bullying.

Lyle Gall thanked Sara Johnson for all the work she did on behalf of the Southwestern region. The impact of the pandemic is having a negative effect on some of our strongest union activists.

The Chair thanked Sara Johnson for all the work she has done on behalf of Ontario Regional Council and the membership.

Item 8. Collective Bargaining Updates

Parks Canada and Canadian Food Inspection Agency (CFIA)

The Canadian Food Inspection Agency (CFIA) has provided PSAC with a payment schedule for the implementation of monetary provisions in the recently signed collective agreement. This schedule is tentative and CFIA may still make changes. PSAC is also getting ready for the next round of bargaining with CFIA. As a first step in this process, members are being canvassed for their input through an online form that's open until March 12, 2021.

Statistical Survey Operations (SSO)

PSAC's Statistical Survey Operations bargaining team will be holding online bargaining information sessions across the country to bring members up to speed on the issues at the table. Negotiations between PSAC and the employer kicked off in early December, with bargaining continuing January 27-28. New dates have also been set in March.

Cybersecurity (CSE)

Cybersecurity workers at Canada's Communications Security Establishment (CSE) are participating in strike votes after the

collapse of bargaining talks and as their request for binding arbitration was rejected by management. Voting will close on February 24. The nearly 2,400 members of the Public Service Alliance of Canada (PSAC) perform vital work protecting Canada from foreign cyberattacks. PSAC members at CSE have been bargaining since February 2019 and participated in Public Interest Commission (PIC) hearings after talks broke down last year. In its final report, the PIC supported the union's position.

Canada Border Services Officers (FB)

PSAC and Treasury Board have agreed on a Chair for the Public Interest Commission that will be charged with providing recommendations in our contract dispute with Treasury Board and Canada Border Services Agency (CBSA).

Treasury Board

Members in the PA group have started to receive their retroactive payments as part of the implementation of the collective agreements that were signed with Treasury Board. Members in the TC, SV and EB groups as well as UTE, CFIA and Parks members will start to receive their retro pay in the next few months as well.

As part of each Treasury Board agreement, PSAC negotiated that the employer must provide a detailed breakdown of the retroactive payments for every employee. There is also a frequently asked questions section on the PSAC national page to help members understand their retroactive pay and to make sure the amount received is correct. PSAC is also asking members that if they believe their retro pay is incorrect, they should contact the pay centre or the departmental compensation team.

Canada Revenue Agency (CRA)

The Canada Revenue Agency (UTE) collective agreement expires on October 31, 2021. CRA will be hiring up to 2,000 new call centre agents to help Canadians file their tax returns in an unprecedented year. These new call agents will join the ranks of PSAC and the Union of Taxation Employees to handle the sharp increase in call volume that's expected as Canadians grapple with the impact of

COVID-19 on their taxes. PSAC-UTE have begun a campaign to stop outsourcing of public service jobs at CRA call centres.

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

NPF Petawawa (UNDE 680) - Members ratified their new collective agreement on January 26, 2021

City of Timmins Airport - an input call was sent to our members on January 14, 2021, with the deadline for input being April 15, 2021.

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

Corporation of the Township of Edwardsburgh/Cardinal – A membership input call was sent on January 14, 2021, with a deadline for input being on April 15, 2021.

Nishnawbe-Aski Police Service officers (DCL 401) - Notice to Bargain was sent on December 16, 2020.

Nishnawbe-Aski Police Service (Civilian unit – DCL 400) - Ratified their new collective agreement on February 16, 2021.

The Stop Community Food Centre (DCL 903) - The bargaining team met with the employer on December 11, 2020.

University of Ontario Institute of Technology - Lecturers (DCL 555) - An input call was sent to our members on February 4, 2021.

The University of Western Ontario (GTA Unit – DCL 610) – have reached a tentative agreement and ratification votes will take place shortly.

Queens University

Craig Berggold stated that Queens University (DCL 901) elected their bargaining committee in December, and he was elected to the committee. The committee meets once a week to discuss issues

such as Bill 124 which is a wage freeze. The bargaining team has been very active by holding weekly webinars to engage the membership.

Georgian Downs Racetrack (DCL 500) - Notice to Bargain was sent on December 16, 2020.

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 said that the deadline for article submissions will be extended by a month to give Council more time. The plan is to have the newsletter sent out before the upcoming Ontario Regional convention.

Item 10. Provincial Fightback Plan

Bill 124 - PSAC has filed a constitutional challenge on Bill 124, the Protecting a Sustainable Public Sector for Future Generations Act (2019), through the Ontario Federation of Labour (OFL). In short, this provincial legislation places restraints on what compensation can be bargained in the broader public sector. This legislation has impacted several PSAC bargaining units, particularly those in the academic sector. On February 19, 2021, the OFL held a press conference to publicize the evidence collected from the 40 unions involved in the challenge as we move forward in the process.

Bill 229 – This Bill will override conservation authorities across the province, weakening environmental protections and local planning bodies. In a rare situation, many of the conservative board members of the advisory Greenbelt Council have resigned in protest at this overreach of power and opening up of sensitive ecological areas. Criticism is mounting that this situation, long hoped for by big developers, is politically motivated by the Premier who has received a great deal of financial support from this sector.

Bill 239 - The “Stay at Home when you are Sick” Act

Last December, the Ontario NDP tabled Bill 239 - *The “Stay at Home when you are Sick” Act*. This bill provides seven permanent paid sick days plus an additional 14 paid sick days during public health outbreaks. Bill 239 is supported by both the Ontario Green Party and the Ontario Liberal Party. However, the Premier and his PC party are fighting the passage of this Bill. The Bill will be debated at second reading at 6pm on Thursday February 25. Following the debate, the vote on the bill will take place on Monday March 1 between 11:30am and noon.

Item 11. Phoenix Update

Even though PSAC is in the process of working with CRA to review the taxability of Phoenix damages, the federal government has confirmed that it intends to ignore these efforts and issue the up to \$2,500 for our members, on March 3 – with taxes deducted. Treasury board provided no explanation for their actions. PSAC has an online action and is asking members to bombard Members of Parliament with correspondence about this injustice so they will send it up the chain to have CRA reverse their opinion that Phoenix damages are taxable.

Item 12. COVID-19

The Province of Ontario continues to be in a State of Emergency. All PSAC regional offices are closed while we continue to monitor the situation and adhere to the guidelines set out by province.

The Chair did a check in with each council member on how they are managing through the pandemic in a roundtable discussion.

Item 13. Regional Convention

Ontario Regional Convention will be held virtually on June 10th – 13th, 2021. The new Call-Out letter was posted on the website and sent by email on Wednesday, January 13th, 2021 across the region. The

National Board of Director (NBoD) voted to extend all regional conventions by an extra day, to four days total.

The National President made a ruling recently that PSAC will allow members to select the region in which they work, or the region in which they reside in, for running for union positions. However, they can only run for one or the other, not both. A member cannot be active in both regions; they must select and declare one region only.

Currently, PSAC National is working with a company to create the virtual platform that we will be using for all regional and national conventions. Information on the platform will be shared with Council as it becomes available.

Once the Ontario Convention registration deadline has passed, Components will receive a list of their delegates. Registration fees that were collected in 2020, will be reimbursed.

Item 14. Black History Month

Black History Month is a time to reflect, honour and celebrate the many contributions made by Black people and all people of Caribbean and African heritage. It is a time to recognize the important contributions Black people have made to this country, as well as within our labour movement.

The reality is that Canadian society is still deeply rooted in systemic racism, embedded within every facet of our institutions. The federal government is a perfect example of this. That is PSAC is supporting the recent launch of a class action lawsuit on behalf of nearly 30,000 past and present Black federal public service workers.

This is a critical case for our members and our union and could potentially lead a massive win for our members like that of our PSAC pay equity case. The Chair acknowledged the tremendous courage and effort of our members in taking this on, especially Nicholas Thompson, Kathy Samuel and Michelle Herbert.

Melanee Jessup stated that UTE donated \$10,000 to the Black federal public service workers class action lawsuit fund.

Lynda MacLellan stated CEIU donated \$10,000 to the Black federal public service workers class action lawsuit fund.

Item 15. Treasury Board Bargaining

Rejean Bruneau made a request to give the observers voice at the Council meeting and allow them to engage in conversation around the table.

The Chair denied the request as observers do not have voice at Council meetings, as noted in the Ontario By-laws. In addition, Council is under time constraints with a number of agenda items that must be addressed prior to the completion of today's meeting. However, the Chair invited all the observers to contact him directly on any questions they may have and he would address them personally.

Rejean Bruneau challenged the Chair on the decision not to allow observers to have voice at the Council meeting.

The Chair put the vote to council and was the challenge was sustained.

A presentation was then provided on Treasury Board bargaining by Gail Lem, PSAC National Negotiator for the PA table and Laneydi Martinez Alfonso, PSAC Research Officer for the PA table.

Laneydi Martinez Alfonso stated that the Treasury Board National Bargaining Conference will be held on April 26th to 30th, 2021. PSAC is encouraging members of equity seeking groups to apply to increase equity participation at the conference.

Gail Lem acknowledged the impacts that Covid-19 has had on union activists, staff and the union as a whole. Working remotely has become the new norm for many people and this is creating challenges for many of our members.

Social distancing orders are also creating challenges when it comes engaging with our membership. We cannot be successful at bargaining without membership engagement and therefore we need to find ways to engage the membership during this challenging time.

The employer needs to see that members are engage with what is happening at the bargaining table. This can be shown by wearing a button or sticker that states “I support my bargaining team” for example. These actions demonstrate to the employer that members are aware of what is going on at the table and that they support their bargaining team.

The bargaining input deadline was January 30th and the deadline for Components to send bargaining input to the negotiations section is February 26th.

The PA table has quite a number of 24 hours operation centers. Scheduling will be a one of the issues discussed in this round of bargaining. PSAC will be advocating for members to be able to choose their shifts. This type of distribution of shifts has been present in the private sector for many years.

The Chair thanked Gail Lem and Laneydi Martinez Alfonso for taking time to share with Ontario Regional Council.

Business completed and meeting adjourned at 4:48 pm