

PSAC Ontario Council Meeting Minutes November 5th & 6th, 2021 Virtual Meeting

The meeting convened at 9:36 a.m. on Thursday, November 5th, 2021, with the Ontario REVP, 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
Tony Crupi, Region 1 (Northwestern)
Trevis Carey, Region 2 (Northeastern)
D'Arcy Gauthier, Region 2 (Northeastern)
Chris Snooks, Region 3 (Eastern)
Doug Yearwood, Region 3 (Eastern)
Melanee Jessup, Region 4 (Southwestern)
Barry Lamont, Region 4 (Southwestern)
Leslie Searl, Region 5 (GTA)
Marie Polgar-Matthews, Region 5 (GTA)
Wendy-Ann Moulton, Region 6 (Hamilton/Niagara)
Peggy Jones, Directly Chartered Locals Representative
Trisha Roach, Racially Visible Members Representative
Michelle Woods, Indigenous Members Representative
Nicholas Thompson, Alternate Young Workers Representative
Amanda (Ande) Benedict, Gay, Lesbian, Bisexual, Trans, Queer and 2 Spirited+ Representative
Karuna Dsouza, Academic Workers Representative
Missy Taylor, Regional Women's Committee Representative
Chandra Buschold, Regionally Based Separate Employer Locals
Souad (Sue) Soubra Boone, Members with Disabilities Representative

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

Regrets: Ingrid Ritums, Young Workers Representative

Observers: Shimen Fayad, UHEW National President, Virginia Vaillancourt, UVAE National President, Peter Bach – CEIU 648 Local Vice-President, Kathy Samuel – USJE 89 Local President and Alternate Racially Visible

members Representative, Sarita Censoni - CEIU, HRRR representative, Ontario Region, Lorenza St Martin – Local President CEIU 00613, Lesley Redden, Martin Joseph Smaglinski – 3rd VP UNDE 00641, Lisa Prescott – Alternate Region 5 Representative, Amita Shah – Local Director UTE 00048, Susy Bartolozzi, Lynda MacLellan - National Vice-President (Women’s Issues) - Western Canada, Danielle Lozon, Antonietta Cocco – UTE 00048 Vice-President, Karen Spencer-Cousins, Akil Jabari, Beverly Bekooy MacDonald – President for Barrie RWC and Barrie Area Council, Robert Henstridge - VP UNE Local 00210, Lili Manolache - President Local GSU 00027

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

The Chair asked Amanda (Ande) Benedict 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:

- Friday, 9:30 a.m. – 5:00 p.m., Lunch 12:00 p.m. – 1:00 p.m., Break 10:00 a.m. & 2:30 p.m., Saturday, 9:30 a.m. – 3:00 p.m., Lunch 12:00 p.m. – 1:00 p.m., Break 10:30 a.m.

Motion to adopt the hours of sitting.

m/s Souad (Sue) Soubra Boone and Chris Snooks

Motion carried unanimously

The Chair requested an honour roll call for members who have passed away since the last Ontario Regional Council meeting. There were three names put forward. The Chair then held a moment of silence to acknowledge those members and all the lives we have lost during the ongoing pandemic.

- William (Bill) Uhrayn – Local UVAE 0043
- Jim Philips – UTE Local 00017
- Vanessa Buck - Toronto UVAE

Moment of silence observed.

AGENDA:

1. Adoption of Agenda
2. Adoption of previous meeting minutes (August 26th, 2021)
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. 2021 National Women's Conference
11. Phoenix Update
12. COVID-19
13. Federal Election Debrief
14. Mobilization
15. Ontario Federation of Labour Convention
16. Barrie Women and Children's Shelter Presentation
17. New Business

Trevis served notice of motion.

Item 1. Adoption of Agenda

Motion to adopt agenda

m/s/c Melanee Jessup and Missy Taylor

Item 2. Adoption of previous meeting minutes (August 26th, 2021)

There were no amendments to the previous meeting minutes.

Motion to adopt previous meeting minutes

m/s/c Trevis Carey and Chris Snooks

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.

This report is a listing of activities that have occurred in the PSAC Ontario region for the period following our last PSAC National Board of Directors Meeting.

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

- Weeneebayko Area Health Authority (WAHA) (DCL 603) – an input call was sent to the membership on March 1, 2021.
- City of Timmins Airport (UCTE 00075) - an input call was sent to our members on January 14, 2021.
- Corporation of the Township of Edwardsburgh/Cardinal – A membership input call was sent on January 14, 2021.
- Your Quick Gateway (Windsor Airport – UCTE 00012) – notice to bargain was sent on March 2, 2020.
- Nishnawbe-Aski Police Service (Civilian unit – DCL 400) – Notice to Bargain was sent on December 16, 2020.
- Nishnawbe-Aski Police Service (Officer unit – DCL 401) - PSAC filed a Notice to Bargain on March 19, 2021.
- University of Ontario Institute of Technology, Sessional Lecturers (DCL 555) – Negotiations were held from June 17 to 18 and 21st to 25th, 2021.

- The Stop Community Food Centre (DCL 903) - The bargaining team met with the employer on February 12, 19 and March 5, 12, 22 and 25, with negotiations continuing in the fall.
- Wequedong Lodge (DCL 00002) – PSAC filed a notice to bargain on March 31, 2021.
- Wilfred Laurier University Teaching Assistants (DCL 902, first contract negotiations) — a membership meeting was held on June 3, 2021, and negotiation took place on June 8-10, 2021.
- Queen’s University (Teaching Assistants, Research Assistants & Teaching Fellows) - DCL 901, negotiations took place on June 30, 2021.

Renewal Agreements

- NPF Trenton (UNDE 683) – members ratified their new collective agreement on May 12, 2021.
- Moosonee Family Resource Centre (DCL 285) ratified their new collective on May 27, 2021.
- Hearst, Kapuskasing, Smooth Rock Falls Counselling Services members ratified their new collective agreement on May 28, 2021.
- NPF Kinston (UNDE 681) members ratified their new collective agreement on July 22, 2021.
- Georgian Downs Racetrack (DCL 500) members ratified their new collective agreement on August 3, 2021.

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 200 Dual Rate Supervisors and Supervisors at Casino Woodbine continues. Although some Dual Rate Supervisors are slowly being recalled back to work as part of the casino reopening, the majority remain on layoff.

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.

Customer Service Agents, MAP Communications

An organizing drive is currently underway to support 60 workers at call centres based in London, Oshawa and Toronto, Ontario. Unionizing call centre agents who work out of their homes will help develop our organizing program's capacity to unionize workers who work remotely.

Kids' Help Phone

On July 19, 2021, the Ontario Labour Relations Board (OLRB) ordered a vote for workers at Kid's Help Phone, after a successful digital organizing drive by PSAC Ontario. This was the first time the OLRB has accepted PSAC's electronic organizing cards, a historic win in itself and will help our organizing program increase accessibility during campaign drives. On July 23, 2021, the vote took place and PSAC was successful and will now represent workers at Kid's Help Phone.

Provincial

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.

Federal Election

The writ was dropped on August 15th, with the election being called for September 20, 2021. PSAC Ontario will not be endorsing any one party or candidate. In addition, due to the ongoing pandemic and the new election financing rules, our election strategy will focus mainly on virtual methods to reach our membership.

As soon as the writ was dropped, meetings were held with our Ontario Regional Council, Chairs of our Young Worker and Equity Committee's and our Area Councils to discuss how they could engage in the election. As in

previous federal elections, our focus was on getting our members out to vote and providing information on the different Party platforms.

On September 1, 2021, the Barrie Regional Women's Committee in partnership with the Barrie Area Council, held a virtual all-candidates' debate for the Barrie-Innisfil riding. Invitations were sent to all the major parties, however, only the Liberal Candidate, Lisa-Marie Wilson and the NDP candidate Aleesha Gostkowski, agreed to participate in the debate.

The Hamilton Area Council created and distributed a series of election email blasts, once per week, to our members in the surrounding ridings for the Hamilton area. The emails included information on the different parties, how to register to vote, along with important riding information.

On September 7, 2021, the PSAC Sudbury & North Bay Area Council hosted an all-candidates' debate for the riding of Nickel Belt. All four major parties were included in the debate, with the candidates being: Marc Serre (Liberal), Andreane Simone Chenier (NDP), Charles Humphrey (Conservative) and Craig Gravelle (Green).

On September 8, 2021, the PSAC Sudbury & North Bay Area Council hosted an all-candidates' debate for the riding of Sudbury. All four major parties were invited to participate in the debate, with the following candidates accepting the invitation and taking part: Viviane Lapointe (Liberal), Nadia Verrelli (NDP), and David Robinson (Green).

Mobilization

Phoenix Damages Taxability Campaign

This campaign was launched on May 3, 2021, following the government's decision to direct CRA to tax our members' negotiated Phoenix damages. The campaign included an email action for our members to sign onto, with tens of thousands of our members taking part.

CIU Rallies in Support of Bargaining

Members of CIU Branch 16 held a rally on July 9, 2021, at the Rainbow Bridge in support on ongoing bargaining. The rally was well attended and continued to put pressure on the government to address our members bargaining priorities.

Members of CIU Branch 24 at Pearson Airport held a demonstration at Terminal one on June 20, 2021, just as Minister Bill Blair arrived at the

airport for a flight. The Minister met with our members who spoke to him on the need to achieve parity with other law enforcement personnel across the country and the need to be recognized for their invaluable work during the pandemic.

CIU Branch 18 held a picket on July 22, 2021, at MP Irek Kusmiercuyk's office in Windsor.

There was a great turnout of over 40 members to pressure the MP to achieve a fair contract.

CIU Branch 26 members held a demonstration on July 30, 2021, at the port of entry in Rainy River and local MP Terry Sheehan's office in Sault Ste. Marie to fight for a fair contract.

On August 2, 2021, CIU Branch 24 held a demonstration at Pearson airport that was very well attended and received significant media attention. This protest was in a lead up to potential work to rule actions later in the week by our members.

On August 4, 2021, CIU Branch 18 members held a rally in Windsor in support of continued CIU bargaining. The rally was held at the Ambassador Bridge and had support from the Windsor District Labour Council, the local NDP members of Parliament, and National CIU Executive. About 500 people were in attendance at the rally, which also saw support from other union affiliates, including; ONA, Unifor, Transit Amalgamated Union, IBEW and CUPE.

On August 4, 2021, CIU members in Fort Erie held a demonstration at the Peace Bridge in support of ongoing FB bargaining.

On August 4, 2021, CIU members in Fort Frances, Branch 26, held a demonstration at their worksite lead by Local President Andrew Wiersema. The demonstration in front of the CBSA building was to show solidarity with the CIU bargaining team. PSAC members were joined by CUPE and OSSTF members showing their support.

CIU Branch 26 members in Thunder Bay held a rally in front of Minister Patty Hadju's office on August 5, 2021. Minister Hadju was not in the office, but her office manager came out and spoke with the lead member organizer Randi Fucile. Thunder Bay News was present and took a lot of footage and interviewed our members along with MPP Judith Monteith-Farrell.

On August 6, 2021, CIU Branch 20 in Hamilton held a rally in support of ongoing bargaining at MP Filomena Tasso's office.

On August 6, 2021, CIU Branch 19 members in Sarnia held a rally in the parking lot of their workplace, prior to their 8am shift. About 25 members were in attendance to show their support for FB bargaining, which sent a strong message to management at Blue Water Bridge.

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 during the pandemic. 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.

PSAC's Education for All Campaign

The Education for All campaign was launched on February 16, 2021, consisting of a coalition of five labour and students' unions, representing over 1 million workers and students. The campaign is calling for an affordable, accessible, high quality, publicly funded post-secondary education system in Canada. The coalition members are the: Canadian Federation of Students (CFS), Canadian Association of University Teachers (CAUT), Canadian Union of Public Employees (CUPE), National Union of Public and General Employees (NUPGE), and PSAC.

Save Laurentian University Campaign

Earlier this year, Laurentian University announced it was in severe financial hardship and needed assistance to help it recover. Laurentian later announced it was seeking insolvency protection under the Company Creditors Arrangement Act (CCAA), which is the first time a public institution has used this mechanism. The Ontario government had the opportunity to act to fix this crisis with this year's provincial budget delivered on March 24th. However, despite billions in pandemic spending, the government chose not to provide any financial assistance to the University.

PSAC, through our Education for All campaign, developed an online petition that targeted the federal government for their lack of assistance in this crisis. Both the federal and provincial governments have a responsibility in ensuring Laurentian has the operating funding needed.

PSAC DCL 901, Queen's University members held a solidarity event in Kingston in support of the workers and students at Laurentian University on April 30, 2021. The event garnered local media attention:

<https://www.kingstonist.com/news/local-rally-held-in-solidarity-of-laurentian-university/>

Day of Mourning

April 28th is National Day of Mourning, a day to honour workers who have been injured or killed on the job. This year, with the ongoing pandemic, the fight for stronger health and safety protections and paid sick leave was especially critical. When Premier Ford and his Conservative Party entered office in June of 2018, the first action this government undertook was to cancel the 2 paid sick days legislated for all workers in Ontario.

Now, over a year and a half into the pandemic, and the Ford government continues to ignore calls for paid sick days. In fact, over the past year 23 motions have been brought forward in the legislature to enact paid sick leave, and all 23 times the Premier and his government voted them down.

To highlight this injustice and a lack of government accountability, members were encouraged to participate in virtual Day of Mourning events and to wear black and post messages on social media urging the Premier to immediately enact paid sick days (#DayofMourning, #PaidSickDays). In addition, a petition by the Ontario Federation of Labour was circulated that sent MPPs a direct message to demand paid sick leave and stronger protections for workers: takeaction.ofl.ca/action/fight-for-the-living

May Day Virtual Rally

May 1st is International Workers' Day, also known as May Day, a day in which we recognize the global working-class struggle in fighting for better working conditions. This day is also in acknowledgement of the accomplishments of the labour movement and the collective power of unions in challenging anti-worker legislation and in advocating for greater protections for working people. PSAC Ontario sponsored a May Day virtual rally for our members, which focused on the unjust working conditions across the province highlighted by the pandemic.

National Day for Truth and Reconciliation – September 30

On July 20, 2021, the federal government announced that September 30th, will be a new statutory holiday for federal workers, as the National Day for Truth & Reconciliation. The holiday was one of the 94 calls to action from the Truth and Reconciliation Commission, meant to honour Canada's

residential school survivors, their families and communities and to publicly commemorate the history and ongoing legacy of the schools.

Labour Day

Many of this year's Labour Day celebrations were held virtually due to the ongoing pandemic. However, in Toronto the Alternate REVP, Ryan Ward joined PSAC members in the Labour Day Car Caravan and in Hamilton, the REVP joined the Hamilton Labour Day Car caravan.

Members in Kingston took part in the Labour Day event in the park, with DCL 901 members displaying a banner to raise support for their ongoing bargaining and collected signatures on their petition calling for Queen's University to recognize September 30th, National Day for Truth and Reconciliation, for the University's workers and students.

The Sudbury District Labour Council also had an outdoor Labour Day event, which began with a car parade and included speeches by Local MPP France Gelinas and Jamie West as well as from Nick Laroche, President of United Steelworkers 6500 Local, which was on strike this year (June-Aug 2021). Nick acknowledged the unity and solidarity of the Sudbury labour community during their labour dispute.

Education

DCL 901 Health and Safety - Return to Work presentation

On August 18th, PSAC staff representatives delivered a presentation about returning to work safely for DCL 901 members at Queen's University. The Local invited all workers on campus to attend, with CUPE and QUFA members joining.

The topics covered in the presentation, included:

- Hazards in the workplace and the hierarchy of controls approach
- Workplace party responsibilities and 3 important worker rights under the OHS Act
- Reporting unsafe work
- The steps to refuse unsafe work
- The Duty to Accommodate
- Filing a Workers Compensation claim for exposure or illness
- Psychological Safety
- External resources.

Equity and Human Rights

Moving the dial Forward: Anti-Asian Racism in Canada

The Customs and Immigration Union (CIU) Branch 16, held a virtual event for Asian Heritage Month, titled, "Moving the Dial Forward: Anti-Asian Racism in Canada" on May 27, 2021. The event featured guest speaker Gary Yee, Board member for the Chinese Canadian National Council for Social Justice. The event was meant to increase our members' knowledge surrounding the history of Anti-Asian Racism in Canada, present day issues affecting Asian Canadians, and what we can do moving forward to combat discrimination.

Celebrating Asian Heritage Month

The PSAC Toronto Racially Visible Committee held a virtual Asian Heritage Month celebration on May 31, 2021. The event showcased videos celebrating the contributions of Asian Canadians. A discussion was then held on the rise of anti-Asian racism during the pandemic and how we can support each other to combat hate.

"Best First Day Ever" Campaign

The PSAC London Area Council is a regular supporter of the United Way's *Best First Day Ever* campaign, which ensures London school children start the school year off in the best way possible, with a fully loaded backpack to head back to school with. The campaign which runs through the summer prior to the start of the school year, began a few years ago, when Labour United (a United Way Committee of union activists) learned that children in First Nations schools were being left out of this initiative afforded to other schools in the Thames Valley School District. In partnership with the London District Labour Council and the Labour United Committee of United Way, PSAC London Area Council spread the word to affiliated Locals, made a financial donation and showed up to pack the backpacks.

Over 350 backpacks were assembled, with notebooks, binders, pens, pencils, highlighters, paper, tape, post its, rulers, scissors, pencil cases and more, to support both elementary and secondary schools for the three Indigenous communities: Oneida Nation of the Thames, Chippewas of the Thames First Nation and the Munsee-Delaware Nation.

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 April 17, 2021 to September 10, 2021

Apr. 19, 2021 – Alliance Executive Committee meeting

Apr. 19, 2021 – PSAC Standing Education Committee meeting

Apr. 19, 2021 – Financials and budget meeting

Apr. 20, 2021 – Ontario Convention By-laws Committee meeting

Apr. 20, 2021 – Ontario Federation of Labour Executive Board meeting

Apr. 20, 2021 – Alliance Executive Committee meeting

Apr. 21, 2021 – Ontario Convention planning meeting

Apr. 21, 2021 – PSAC Greater Toronto Area Young Workers Committee meeting

Apr. 22, 2021 – Ontario Convention Finance Committee meeting

Apr. 22, 2021 – Ontario Federation of Labour Executive Board meeting

Apr. 22, 2021 – PSAC Bargaining meeting

Apr. 22, 2021 – PSAC Windsor Area Council meeting

Apr. 23, 2021 – Meeting with DCL 555

Apr. 25, 2021 – DCL Financials review meeting

Apr. 26, 2021 - Ontario Federation of Labour Executive Board meeting

Apr. 26, 2021 – Ontario Convention planning meeting

Apr. 26, 2021 – Convention rules of order training

Apr. 27, 2021 – National Board of Directors meeting

Apr. 27, 2021 – DCL 500 Georgian Downs ratification meeting

Apr. 27, 2021 – Alliance Executive Committee meeting

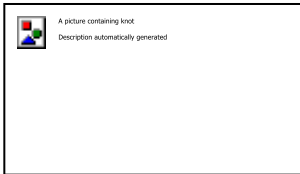
Apr. 27, 2021 – PSAC Kingston Area Council meeting

Apr. 28, 2021 – Day of Mourning virtual event

Apr. 28, 2021 – Ontario Convention General Resolutions Committee meeting

Apr. 28, 2021 – DCL 426 Executive Committee meeting

Apr. 30, 2021 – DCL Finances Committee meeting



Apr. 30, 2021 – National Board of Directors meeting
May 1, 2021 – May Day virtual event
May 3, 2021 – Alliance Executive Committee meeting
May 3, 2021 – Toronto Racially Visible Committee meeting
May 4, 2021 – Alliance Executive Committee meeting
May 5, 2021 – Ontario Regional Staff meeting
May 5, 2021 – Meeting with DCL 610
May 5, 2021 – DCL 500 Georgian Downs ratification meeting
May 6, 2021 – PSAC B.C. Convention
May 7, 2021 – PSAC B.C. Convention
May 7, 2021 – PSAC B.C. Convention – UNE Component Caucus
May 8, 2021 – PSAC B.C. Convention
May 9, 2021 – PSAC B.C. Convention
May 11, 2021 – National Board of Directors meeting
May 12, 2021 – SSO Bargaining Conference
May 13, 2021 – PSAC NCR Convention
May 13, 2021 – PSAC Ontario Convention planning meeting
May 14, 2021 – PSAC NCR Convention
May 15, 2021 – PSAC NCR Convention
May 16, 2021 – PSAC NCR Convention
May 17, 2021 – PSAC National Education meeting
May 17, 2021 – Alliance Executive Committee meeting
May 18, 2021 – Convention Platform training
May 20, 2021 – PSAC Ontario Council meeting
May 20, 2021 – Bargaining update meeting
May 20, 2021 – DCL 501 Bluewater Bridge AGM
May 21, 2021 – Ontario Convention planning meeting
May 25, 2021 – National Board of Directors meeting
May 25, 2021 – Convention Platform meeting
May 25, 2021 – Bargaining update meeting
May 25, 2021 – PSAC Niagara Area Council meeting
May 26, 2021 – National Board of Directors meeting
May 26, 2021 – PSAC National Webinar moderator
May 26, 2021 – PSAC National Webinar participation
May 31, 2021 – Alliance Executive Committee meeting
May 31, 2021 – Injured Workers Vigil
May 31, 2021 – PSAC Toronto Racially Visible Committee meeting
June 1, 2021 – Ontario Regional Convention planning meeting
June 1, 2021 – Injured Workers Day event
June 1, 2021 – Convention Rules of Order training
June 4, 2021 – CEIU Caucus for the Ontario Convention meeting
June 5, 2021 – Ontario Convention meeting
June 7, 2021 – Alliance Executive Committee meeting

June 8, 2021 – Ontario Convention meeting
June 8, 2021 – Ontario Council Convention meeting
June 9, 2021 – Ontario Federation of Labour Executive Board meeting
June 9, 2021 – Ontario Convention, UTE Caucus meeting
June 10, 2021 – Ontario Convention
June 11, 2021 – Ontario Convention
June 12, 2021 – Ontario Convention
June 12, 2021 – Ontario Convention, UNE Caucus meeting
June 13, 2021 – Ontario Convention
June 14, 2021 – Alliance Executive Committee meeting
June 15, 2021 – Alliance Executive Committee meeting
June 16, 2021 – Canadian Labour Congress Convention
June 17, 2021 – Canadian Labour Congress Convention
June 18, 2021 – Canadian Labour Congress Convention
June 21, 2021 – Alliance Executive Committee meeting
June 22, 2021 – National Board of Directors meeting
June 25, 2021 – Ontario Federation of Labour Standing Committees meeting
June 28, 2021 – SSO Bargaining Caucus meeting
June 29, 2021 – Ontario Region Staff meeting
June 29, 2021 – Alliance Executive Committee meeting
June 30, 2021 – Organizing in the Academic Sector meeting
June 30, 2021 – Ontario Education meeting
July 5, 2021 – Alliance Executive Committee meeting
July 6, 2021 – National Board of Directors meeting
July 6, 2021 – PSAC Standing Education Committee meeting
July 8, 2021 – Council Committee planning meeting
July 9, 2021 – PSAC Regional Offices Branch meeting
July 19, 2021 – Alliance Executive Committee meeting
July 19, 2021 – PSAC GTA Young Workers Committee meeting
July 20, 2021 – Alliance Executive Committee meeting
July 20, 2021 – National Board of Directors meeting
July 20, 2021 – CIU Branch 24 (Pearson) rally
July 20, 2021 – DCL 500 Georgian Downs bargaining meeting
July 26, 2021 – Alliance Executive Committee meeting
July 27, 2021 – Workers Health and Safety Centre meeting
July 27, 2021 – National and Regional Funding review meeting
July 28, 2021 – PSAC Toronto Racially Visible Committee meeting
July 29, 2021 – Ontario Council training planning meeting
Aug. 2, 2021 – CIU Branch 24 rally
Aug. 3, 2021 – SSO Bargaining meeting
Aug. 3, 2021 – PSAC Federal Election Oversight Committee meeting
Aug. 3, 2021 – FB/CIU bargaining meeting

Aug. 4, 2021 – CIU rally in Fort Erie
Aug. 4, 2021 – DCL Academic Sector meeting
Aug. 4, 2021 – CIU rally in Windsor
Aug. 6, 2021 – CIU rally in Hamilton
Aug. 9, 2021 – Alliance Executive Committee meeting
Aug. 10, 2021 – Ontario Organizing meeting
Aug. 10, 2021 - PSAC Federal Election Oversight Committee meeting
Aug. 11, 2021 – National Board of Directors meeting
Aug. 16, 2021 – Ontario Organizing meeting
Aug. 17, 2021 – Alliance Executive Committee meeting
Aug. 17, 2021 - PSAC Federal Election Oversight Committee meeting
Aug. 17, 2021 – PSAC Pension Plan training
Aug. 17, 2021 – PSAC Ontario Area Council Election meeting
Aug. 18, 2021 – Ontario Regional Council Election meeting
Aug. 19, 2021 – National Board of Directors meeting
Aug. 19, 2021 – Ontario Committees Election meeting
Aug. 23, 2021 – Alliance Executive Committee meeting
Aug. 23, 2021 – Ontario Area Council election meeting
Aug. 24, 2021 – Ontario Regional Council training
Aug. 24, 2021 - PSAC Federal Election Oversight Committee meeting
Aug. 25, 2021 – Ontario Regional Council training
Aug. 26, 2021 – Ontario Regional Council meeting
Aug. 30, 2021 – Alliance Executive Committee meeting
Aug. 31, 2021 – National Board of Directors meeting
Aug. 31, 2021 - PSAC Federal Election Oversight Committee meeting
Aug. 31, 2021 – PSAC Toronto Racially Visible Executive meeting
Sept. 1, 2021 – PSAC Barrie Area Council and Regional Women’s
Committee all-candidates’ debate for Barrie-Innisfil riding
Sept. 6, 2021 – Alliance Executive Committee meeting
Sept. 7, 2021 - PSAC Federal Election Oversight Committee meeting
Sept. 8, 2021 – Ontario Federation of Labour Executive Board meeting
Sept. 8, 2021 – PSAC Sudbury Area Council all-candidates’ debate for the
Sudbury riding
Sept. 9, 2021 – Ontario Organizing meeting
Sept. 10, 2021 – Ontario Federation of Labour Executive Committee
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.

Collective Bargaining:

- Kingston RO: Queen's Local 901 ongoing mobilization activities have created an abundance of media attention in the area to support Local members collective bargaining efforts; Ontario Tech University (renewal UOIT Sessional Lecturers) negotiations are ongoing and the Employer has filed for conciliation due to Bill 124 imposed by the Doug Ford Conservative Government
- London RO: Wilfrid Laurier University (1st collective agreement) negotiations have hit an impasse and PSAC has filed for Conciliation; Your Quick Gateway (Windsor Airport – renewal agreement) is ongoing
- Sudbury RO: Commissionaires and Weeneebayko Area Health Authority are in the process of negotiations
- Thunder Bay RO: Successful tentative agreement and ratification vote at Wequedong Lodge; Nishnawbe-Aski Police Service negotiations will commence in October 2021:
- Toronto RO: The Stop (1st collective agreement) negotiations ongoing; Casino Woodbine-Auditors (1st collective agreement) negotiations ongoing; Kid's Help Line (1st collective agreement) negotiations ongoing

Education:

Region has posted the Fall Education Schedule offering the virtual TUB and Grievance Handling. Each offering is capped at 20 participants to ensure the popular education model is followed and we maintain membership engagement. Staff are concerned over the lack of enrollment for the virtual offerings and this has led to the postponement of courses in the Region that did not meet the virtual offering minimum confirmed registration threshold. Staff recognize that virtual exhaustion may play a role in the lower registration numbers but continue to promote and recruit members to courses. Council members should continue to recruit members to register for the virtual courses, especially for the TUB which is used as the feeder course for the Grievance Handling.

The Region posted 3 Mental Health First Aid sessions which were filled within minutes by members. The goal is to host more of these sessions for members in the new year.

We are still planning for the webinar from the Congress of Union Retirees Canada (CURC) on pensions/retirement, and the development specific virtual training for Area Councils and Committees. Awaiting confirmation from CURC.

Organizing:

Ongoing organizing drives at Wilfrid Laurier (Research Assistants) and MAP Communications (Call Centre in Toronto and Halifax).

Council members should continue to use their platform to advocate for organizing amongst the membership and contact your Regional Office if you have specific leads to increase unionization.

Representation:

Staff continue to support and guide members on the various vaccine mandates issued by Employer. There has been a high influx of calls/e-mails to Regional Offices staff who have advised members to follow the FAQs on the PSAC website. As always members should contact their Components or DCLs should contact the Regional Offices for representation questions

Staffing:

All Region staffing processes are available on the website and current staff listings for each Regional Office are up to date

Treasury Board:

Staff continue to engage Area Councils, Committees, and Locals across the Region to support Treasury Board, Agency, and Regional Bargaining efforts. Council members are strongly encouraged to connect with their Regional Offices and take action to support various initiatives and mobilization efforts to get TB and Agency members to support current negotiations

COVID and ROs:

Regional Offices remain closed and PSAC will advise members when it will be safe to resume access for operational purposes.

Item 6. Ontario Council Committees Reports

The Chair opened the floor for Ontario Regional Council Committees to present their reports to Council.

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

Missy Taylor presented on behalf of the committee.

Recommendations to Council:

1. For Council to actively lobby their MPP's on adopting the observance of September 30th, National Day for Truth and Reconciliation in Ontario.

Recommendation carried

2. Council to have the *PSAC Ontario Calendar of Events* updated to include September 30th in recognition of National Day for Truth and Reconciliation.

Recommendation carried

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

m/s/c Missy Taylor and Sue Soubra Boone

Education Committee Report (APPENDIX “B”)

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

Recommendations to Council:

1. That Council members contact their constituents and urge them to encourage their members to subscribe to the email list.

m/s/c Missy Taylor and Chris Snooks

Recommendation carried

2. That the REVP address the Alliance Executive Committee (AEC) with a request that the signup link to subscribe to the email list be moved to a more prominent position on the first page of the website.

m/s/c Missy Taylor and Wendy-Ann Moulton

Recommendation carried

3. That PSAC Ontario education courses continue to be held online and virtually until June 30, 2022.

m/s/c Chris Snooks and Missy Taylor

Recommendation carried

Motion to adopt the Education Committee's Report

m/s/c Melanee Jessup and Missy Taylor

Chris Snooks informed Ontario council on December 5th the Kingston area will hold a seminar under the white ribbon campaign, which he will circulate the poster shortly.

Peggy Jones stated that the Kingston Regional Women's Committee (RWC) will be holding a workshop on gender base violence in the workplace on November 29th at 6pm.

Health and Safety Committee Report (APPENDIX "C")

Leslie Searl, Chair of the Health & Safety Committee, presented on behalf of the Committee.

Recommendations to Council:

1. The Committee recommends that the Home Office Ergonomics training is re-offered to the members.

Recommendation carried

2. The Committee recommends that Mental Health First Aid be re-offered in Ontario in the new year, to allow as many members as possible to participate.

Recommendation carried

3. The Committee recommends that the next Education schedule include Worker Health and Safety Centre training.

Recommendation carried

4. All Council members promote Health and Safety Education to Area Councils and encourage members to see issues through a Health and Safety lens.

Recommendation carried

Motion to adopt the Health and Safety Committee's Report

m/s/c Leslie Searl and Sue Soubra Boone

Karuna Dsouza abstain from voting on the committee's report.

Political Action Committee (APPENDIX "D")

Chris Snooks, Chair of the Political Action committee, presented on behalf of the committee.

Recommendations to Council:

1. For Ontario Council members to work with their local PSAC Area Council to begin development of their provincial election plans.

Recommendation carried

2. For PSAC Ontario to hold a webinar that further explains the new provincial election rules and how they affect our members.

Recommendation carried

Motion to adopt the Health and Safety Committee's Report

m/s/c Ryan Ward and Melanee Jessup
Finance Committee Report (APPENDIX “E”)

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

Recommendations to Council:

1. The Finance Committee recommend the changes to the Ontario Council and Portfolio Expense Claim forms.

Recommendation carried

2. The Finance Committee recommends that all Ontario Council Members must submit all of their expense claims for 2021 by January 7, 2022.

Recommendation carried

3. The Finance Committee recommends that Ontario Council approve the purchase of a new laptop with total cost not to exceed \$2,000 through the Special Initiatives line item.

Recommendation carried

Motion to adopt the Finance Committee’s Report

m/s/c Ryan Ward and Tony Crupi

Item 7. Ontario Council Members Reports

The REVP thanked the Ontario Regional Council members for their dedication and hard work throughout the pandemic.

Ryan Ward stated he is looking forward to our second day of our Ontario Regional Council meeting and hearing from the speaker from the Barrie Women’s shelter.

Trevis Carey said he is excited to be on the Union of Veterans’ Affairs Employees (UVAE) mental health team and he is hoping to get the Northeastern Area Council reactivated sometime this year.

D'Arcy Gauthier, President of the Sudbury Area Council spoke about the successful all-candidate's debate they held for the federal election. D'Arcy is looking forward to working with Ontario Regional Council members on the upcoming Ontario provincial election.

Barry Lamont, President of the Windsor Area Council, is working with the Windsor District Labour Council to distribute signs that state "hate has no hope in our community".

Sue Soubra Boone was re-elected as the Regional Vice-President (RVP) for the Ontario region for the Government Services Union (GSU).

Sue reminded Council members that International Day of Persons with Disabilities is coming up and the Toronto Members with Disabilities Access Committee (MDAC) will be celebrating this day on December 2nd. There will also be a WSIB information session on November 10th. The Committee will be discussing the resolutions for the upcoming PSAC Access Conference as well.

Chris Snooks stated he was elected as Local President and will be stepping down as President of the Kingston Area Council. Chris reminded Council that December 6th is the National Day of Remembrance and Action on Violence Against Women.

Wendy-Ann Moulton stated she attended the Niagara District Labour Council meeting and the PSAC National Women's Conference. She will also be attending the upcoming PSAC National Equity Conference.

Ande Benedict was selected to be on the national resolutions committee at the upcoming National Equity Conference.

Chandra Buschold will be attending the Renfrew and District Labour Council meeting.

Nicholas Thompson attended the PSAC National Young Workers meeting two weeks ago.

Ryan Ward served notice of motion.

Trevis Carey would like Ontario Regional Council to support the Rainbow Railroad charity. The Rainbow Railroad is a Canadian charitable organization that helps lesbian, gay, bisexual, transgender, and queer individuals escape violence and persecution in their home countries.

Motion: Ontario Council to approve a donation of \$1000 to Rainbow Railroad from the Affiliation Costs and Donations line item.

m/s/c Trevis Carey and Ryan Ward

Item 8. Collective Bargaining Updates

The Chair provided a brief summary of updates he had for units that were currently in bargaining. The Chair did not provide a full bargaining report, as that information was delivered during our August Council meeting. The following bargaining updates were given:

RCMP

The RCMP civilian members have begun negotiations with Treasury Board. Protecting vacation entitlements and enhancing sick leave provisions were two of the top issues tabled by the bargaining team representing more than 1,000 RCMP Civilian Members during their first talks with the employer on October 13, 2021.

Treasury Board (TB)

SV Bargaining

The Operational Services (SV) Group continued bargaining with Treasury Board on September 21-23, 2021, discussing fair wages, improved working conditions and work-life balance. The SV bargaining team returns to the table October 25-28, 2021.

PA bargaining

The Program and Administrative Services (PA) bargaining team discussed expanding a range of leave options and flexible hours of work during talks with Treasury Board September 21-23, 2021. The PA team returns to the table October 25-28, 2021.

EB group

The Education and Library Science (EB) bargaining team focused on expanding a range of leave options and potential flexible work arrangements

during talks with Treasury Board that took place from September 14-16, 2021. The EB team returns to the table November 8-10, 2021.

TC group

The Technical Services (TC) bargaining team met with Treasury Board from September 14-16, 2021, to continue negotiations. The bargaining team expects to meet with the employer again in the upcoming weeks.

Canada Border Services Officers (FB)

Leslie Searl stated that the Canada Border Service officers (FB) had very strong mobilization activities in this last round of bargaining. The officers showed tremendous solidarity were ready to take strike action. The employer presented the FB bargaining unit with an agreement and ratification sessions have been scheduled for September 7th and 8th. The agreement was ratified by the membership and is now waiting on the employer's signature.

Academic Sector

Marie stated that on October 13th the employer (Ontario Tech University), requested conciliation for their Sessional Lecturers bargaining unit.

- Ontario Tech University - Postdoctoral Fellows– PSAC served notice to bargain on October 19, 2021.

Wequedong Lodge (DCL 00002)

- Wequedong Lodge (DCL 00002) – members ratified their new collective agreement on October 7, 2021.

Item 6. Ontario Council Newsletter

Lino Vieira thanked Melanee Jessup and the Ontario Regional Council members for their contributions to the Council newsletter.

The completed newsletter was sent in the Council meeting package for council members to review it. The region will then distribute the newsletter to the membership later this month.

Deadline for council member stories for the next Ontario Council newsletter will be on January 31st, 2022.

Ryan Ward suggested that the political action committee can do a group article detailing what to expect going into the provincial election.

Melanee Jessup stated most of the articles had an Area Council theme, which was good. Getting our members engaged with their Area Councils across the region is important to building our union's capacity for action.

Item 10. 2021 National Women's Conference

Missy Taylor stated that the PSAC National Women's Conference took place virtually from Wednesday, September 22nd to Sunday, September 26th, 2021.

The theme of the conference was *"Women Have Power: Let's Use it"*. Delegates participated in workshops, resolutions debate, elections, and equity caucuses on the virtual platform.

Missy stated the conference was a tremendous success. Participants were engaged and they were able to accomplish a lot of the conference business. Missy was given the opportunity to lead the Ontario women's caucus on behalf of Craig Reynolds. Missy thanked MaryAnne Laurico, Staff Representative from the Kingston Regional Office for all her help and support throughout the conference.

The PSAC National Women's Conference elected two delegates to attend the PSAC National Convention and Missy was one of the delegates that was elected.

Karuna Dsouza stated that more women in the Academic sector need to get involved in PSAC National and Regional conferences.

Marie Polgar-Matthews stated she was honored to help facilitate and participate in this Conference. The members were very engaged.

Item 11. Phoenix Update

The Chair stated that Treasury Board (TB) will begin a new Phoenix overpayment recovery process for a number of PSAC members they believe were overpaid by the Phoenix pay system in 2016 and 2017.

Affected employees may receive a letter from the Pay Centre asking them to acknowledge in writing that they were overpaid by Phoenix and to select an

option for repayment. Employees will be given four weeks to respond. Otherwise, the Pay Centre will begin the overpayment recovery immediately.

PSAC has serious concerns with the new recovery plan because it significantly changes the way that PSAC and other bargaining agents negotiated how overpayments would be recovered. PSAC is looking into legal options to contest the process.

Item 12. COVID-19

CBC reported on November 3rd that 95% of federal public service workers are fully vaccinated and 98% have received at least one dose.

While the vast majority of public service workers are vaccinated, 0.5 per cent are unvaccinated and may soon be placed on unpaid leave as the government's November 15 deadline approaches.

Another 1.3 per cent have not been vaccinated but have made requests for accommodation. Each accommodation is being dealt with on a case-by-case basis, with the Components taking the lead on representation.

Recently we learned that managers will be the ones responsible to decide if an employee's reasons for remaining unvaccinated are valid.

Our union is not in favour of this process because we know this could result in unfair and biased decisions and are continuing to meet with the government to try and address this issue.

The situation continues to evolve and PSAC has been updating our FAQ on the federal vaccine mandate as more information becomes available.

The Chair opened the floor for council members to comment on the topic.

D'Arcy Gauthier would like to see workers show solidarity for workers who do not support the vaccine mandate. Also, the EI system needs to go back to a worker program, not an employer program.

Ryan Ward stated that everyone should have a choice.

Karuna Dsouza stated the number of unvaccinated people at the university is lower than what the Local thought it would be. We need to work toward

collective health and safety. However, vaccinations are not the only way to fight the virus and we must research other avenues.

Nicholas Thompson stated a lot of members that are vaccinated, have voiced their support for the members that do not want to be vaccinated. Nicholas believes we have achieved herd immunity.

Barry Lamont thanked PSAC staff and leaders for asking the employer all the questions that the members have presented. He hopes PSAC leadership will continue to protect members regardless of their views on the topic.

Marie Polgar-Mathews stated that PSAC needs to represent our members to the best of our ability.

Missy Taylor stated a lot of the front-end workers were sent back to their offices within a short period of time without proper PPE.

Chandra Buschold stated that because her workplace is provincially regulated, the members did not get the option to stay home.

Trisha Roach stated that the number of members that attested to be vaccinated is approximately 80% of public servants. However, we cannot discount the feelings of those who wish to remain unvaccinated. PSAC needs to be objective and provide our members with guidance.

Ande Benedict does not believe there is much PSAC could have done to stop the employer from coming down with this mandate. There should be a bigger discussion of how to deal with situation where there are dissensions to how we move forward.

Item 13. Federal Election Debrief

The snap election resulted in essentially the same representation as prior to the election, namely the Liberals continuing to lead a minority government. There was a lot of anger from the public and our members on how needless this election was and over the timing, during the pandemic.

PSAC ran a strong virtual election campaign, focusing on getting our member out to vote. There was a dedicated election page, with information on how to vote, a vote pledge for our members, candidate questionnaire, party platform analysis and more.

Given the new election rules, there was a fair bit of confusion from our membership as to what they were allowed to do. This was especially apparent when it came to social media use, as the new rules are unclear when it comes to what constitutes political advertising online.

Item 14. Mobilization

Dale Robinson, PSAC National Strike Mobilization Project Officer and Connor Spencer, PSAC National Mobilization Officer, provided a mobilizing presentation to Ontario Regional Council members. Mobilizing has been particularly difficult due to the ongoing pandemic, however we are increasing our efforts to support our new round of national bargaining.

PSAC met with Treasury Board (TB), to discuss the common issues table several times, with our next meeting dates scheduled for December. Some of the common issues at the table are:

- Work life balance
- Race relations in the workforce
- Equity issues

A mobilization plan has been developed and is now at the national leadership level waiting for review and approval.

The mobilization department depends on the membership to put mobilization forward. If members have any ideas, they can send the information to their PSAC regional office.

Item 15. Ontario Federation of Labour Convention

The 16th Biennial Convention of the Ontario Federation of Labour (OFL) was held virtually from Tuesday, November 2 to Thursday, November 4, 2021, with the theme of “*Our Future, Our Fight*”.

The delegate to the convention elected the OFL’s fulltime officers to two-year terms for the following positions:

- President – Patty Coates
- Secretary-Treasurer – Ahmad Gaied
- Executive Vice-President – Janice Folk-Dawson

The Chair stated that the delegates at the OFL Convention wanted to have a conversation about racism and how rules surrounding conducting meetings in the labour movement contribute to systemic barriers.

Ryan Ward stated that it was the first time that he was able to attend an OFL Convention. There were some serious issues that were brought up but did not get dealt with. He believes a lot more business could be accomplished if the session times were adjusted.

Nicholas Thompson is hopeful that PSAC will have a greater presence at the next OFL Convention.

The Chair spoke with his counterpart in the National Capital Region (NCR), on how to get more delegates to attend the OFL Convention. However, we must keep in mind that PSAC does not hold the delegate seats. These seats are allotted to the Components and individual Locals, according to their Local membership numbers and affiliation status.

If PSAC Locals are interested in becoming affiliated to the OFL, Locals can start the process by clicking on this link: <https://ofl.ca/about/join-ofl/>

D'Arcy Gauthier encouraged members to affiliate to their respective District Labour Council and the OFL.

Ryan Ward made a motion to add an agenda item. The motion was ruled out of order by the chair.

Item 16. Barrie Women and Children's Shelter Presentation

The Community Development Manager of the Women and Children's Shelter in Barrie, Katie Taylor, spoke to our Council members on the important work her organization undertakes. The Shelter provides support services to abused women and children since 1981.

Approximately 1,000 women and children are assisted by the agency annually and the staff provide individual and group counselling. In addition, the Shelter offers legal information, court support, information about violence against women, referrals to other community and social services, and public education in the community. Every year the shelter hosts an in-person vigil on December 6th, for all the women who have lost their lives over the years.

Motion: Ontario Council donate \$1000 from the special initiative line item to the Barrie Women's and children shelter.

m/s/c Ryan Ward and Chris Snooks

D'Arcy challenged council members to support their local women's shelter.

Next Council Meeting

Proposed dates for the next meeting will be emailed to council members in the coming weeks.

Business completed and meeting adjourned at 2:10 pm

APPENDIX "A"

**PSAC Ontario Council
Human Rights and Equity Committee Report
October 14, 2021**

Committee Chair: Missy Taylor

Committee Members: Sue (Souad) Soubra Boone
Ande Benedict
Michelle Woods
Trisha Roach

Staff Representative: Joan Ann Gravesande

REVIEW & UPDATES:

- Welcome to all for the first Human Rights & Equity meetings of this cycle.
- Reviewed the roles, expectations and mandates of the committee, including how the members of the committee are part of the National Equity Committee and respective portfolio working groups.
- National Equity Conferences November 23-28, 2021 – delegate letters were sent out and it was noted that the Resolutions package and agenda will be sent in the near future.
- National Women’s Conference was held virtually on September 24-26, 2021. There were 13 resolutions passed and will be forwarded to National Triennial.
- Discussion surrounding holding meetings with the chairs of the various committees to touch base on future events and to provide and obtain updates
- Bargaining is occurring and numerous items are at the forefront due to the pandemic (e.g. childcare)
- It would be beneficial to be updated on new members of the PSAC (e.g. Kids Help Phone)
- Update to the PSAC Equity calendar to acknowledge the National Day for Truth and Reconciliation

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 facilitate and build a strong and engaged, Equity Committees in the region

- 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:

- Create/update HR&E info sheet for dissemination into PSAC workshops and trainings to promote the communications and build the network. To be completed by end of November
- Continue to write statements for respective Human Rights and Equity days
 - equity portfolio specific statements for specific dates (e.g. December 6th, National Day of Remembrance and Action of Violence Against Women)
 - HR&E committee based statements (e.g. December 10th, International Human Rights Day)
- Continue to raise awareness on Human Rights & Equity issues and ensure there is an equity lens applied to maintain and build inclusiveness
- 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

RECOMMENDATIONS to Council:

3. For Council to actively lobby their MPP's on adopting the observance of September 30th, National Day for Truth and Reconciliation in Ontario.

4. Council to have the *PSAC Ontario Calendar of Events* updated to include September 30th in recognition of National Day for Truth and Reconciliation.

Moved by Missy Taylor and
Seconded by Sue Soubra Boone

APPENDIX “B”

PSAC Ontario Council Education Committee Report October 14, 2021

Committee Chair: Melanee Jessup

Members Present: Ande Benedict, Chandra Buschold, Karuna DSouza, D’Arcy Gautier, Wendy-Ann Moulton, Chris Snooks, Missy Taylor, Doug Yearwood

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

Review:

- Education Committee Member Orientation

- Budget
 - At end of budget cycle. New cycle starts 22/01/01.
 - Lots of unspent money due to COVID restrictions.
 - Mental health first aid – paid time, should use some of the unspent money.

- Upcoming Courses
 - Schedule for fall/winter courses are out, but registration numbers are low.
 - Notices don't seem to be going out to all members at the same time. They're working on a more streamlined process.
 - The Committee discussed the fact that many members still aren't aware that they need to subscribe to the email list.
 - Discussion was had about the availability of anti-racism courses and ways that education can be accessed were provided.
 - Two recommendations will be made.

- Virtual training courses
 - Politics for Everyone is nearly ready.
 - Local Officers should be ready next – don't know when.
 - Hybrid training – unsure if it will be offered after the pandemic measures are relaxed.
 - Potentially, virtual training will continue after COVID measures are no longer required, to some extent.

- Mental Health First Aid
 - Three sessions are being offered between now and year end.
 - They're being presented by the Canadian Mental Health Association (CMHA) via Prevention Link.
 - Everything but payment of loss of salary (organization, dates) handled by CMHA and Prevention Link.
 - The course is very popular, and sessions are filling up immediately after the notices go out.
 - Hopefully there will be six more offerings in 2022 – monthly from January to June.
 - One other Region will be offering us five spaces.
 - The sessions will be held during work time.
 - We're waiting for Mental Health 101 from CMHA. Once we get the go-ahead, it will be offered.

- Winter/Spring session planning
 - More of the same.
 - There is not a lot that we can offer that will be different.
 - The online courses are there for members to take.
 - Planning for your Future from the Congress of Union Retirees of Canada will be scheduled as soon as it is ready.
 - Committee members are encouraged to provide the REO with the name(s) of any speaker(s) who may be able to provide sessions.

- Format for training for the upcoming year.
 - The Committee doesn't anticipate that we will be able to organize in-person education sessions for a while.
 - A recommendation will be made.

- Alliance Executive Committee policy on per diems for online training
 - AEC set a policy of \$25 for three hours of training for courses of at least three hours in length. However, no one anticipated that two-day courses would be offered in many different ways. Also, there are no provisions for pro-rating for less than three hours of training.
 - The Committee Chair will discuss the situation with the Regional Executive Vice-President (REVP).

Goals for next term:

- Committee Chair to consult with the REVP on a Regional Policy for per diems.
- The Committee will be mindful that a Provincial election will be upcoming.
- A White Ribbon Campaign event will be held.

RECOMMENDATIONS:

4. That Council members contact their constituents and urge them to encourage their members to subscribe to the email list.

m/s/c Missy Taylor and Chris Snooks

Rationale: it has become apparent that members are not aware that they need to subscribe to the email list to receive email notification of educational offerings.

5. That the REVP address the Alliance Executive Committee (AEC) with a request that the sign up link to subscribe to the email list be moved to a more prominent position on the first page of the website.

m/s/c Missy Taylor and Wendy-Ann Moulton

Rationale: Regional websites were created with a template provided by PSAC National and the Regions are unable to make changes unilaterally. The Committee felt that if we are experiencing a problem with members subscribing to the email list, it's likely that other Regions will be as well. A fix at National level will benefit everyone.

6. That PSAC Ontario education courses continue to be held online and virtually until June 30, 2022.

m/s/c Chris Snooks and Missy Taylor

Rationale: there is no indication that we will be able to return to in-person training for some time and the Committee wants to ensure the health and safety of members and staff. If circumstances change, the Committee is prepared to address the change and make a recommendation to rescind or amend the recommendation.

Moved by Melanee Jessup
Seconded by Missy Taylor

APPENDIX "C"

PSAC Ontario Regional Council Health and Safety Committee Report October 14th, 2021

Committee Chair: Leslie Searl

Committee members: Souad Soubra Boone
 Barry Lamont
 Michelle Woods
 Marie Polgar-Matthews
 Trevis Carey
 Trisha Roach

Regrets: Ingrid Ritmus

Staff: Sandra Goodick
Angela Fairweather

Update: Health and Safety Conference (Angela and Sandra)

Staff updated the Committee on tentative plans for the upcoming conference, scheduled for March of 2022. It is anticipated that this will be an in-person event.

The Committee will be discussing family care, theme, and workshop topics in upcoming meetings.

Update: Vaccine Policy

The federal vaccine policy is due to be implemented within the next month; many separate employers are implementing their own similar policies. While PSAC as a whole is in favour of these policies, the Committee recognizes that getting vaccinated is a problem for some, due to medical reasons. Medical exemptions are rarely given by doctors. Pregnant employees have particular concerns. Concerned members should be reminded that grievances can be filed within their Local or Component.

Home Office Ergonomics

It was discussed among the Committee that members have concerns regarding the ergonomic set up of their home offices. A training module was launched earlier this year and the Committee recommends that the Education Committee re-offer this training.

<https://www.ohcow.on.ca/resources/virtual-home-office-ergonomic-assessments/>

Mental Health Awareness

Mental Health is an ongoing concern, both for those working from home, those returning to the workplace, and those who have been reporting to offices since the pandemic began. Mental Health First Aid was recently offered in the Region and was very popular and filled up quickly; the Committee recommends that Mental Health First Aid be re-offered in Ontario in the new year, to allow as many members as possible to participate.

<https://ontario.psac.com/courses/mental-health-first-aid-mhfa-course-2/>

Return to Work

As more and more employees return to the workplace, it is more important than ever to ensure Health and Safety Committees are up and running, and that members are aware of their rights and responsibilities in the workplace. The Committee recommends that the next Education schedule include Worker Health and Safety Centre training.

Action Item: The Committee members will each look into different causes/agencies within their respective geographic areas to find those to support as a Committee in a political action realm. This will be discussed at our next meeting.

Recommendations to Council:

Recommendation #1: The Committee recommends that the Home Office Ergonomics training is re-offered to the members.

Recommendation #2: The Committee recommends that Mental Health First Aid be re-offered in Ontario in the new year, to allow as many members as possible to participate.

Recommendation #3: The Committee recommends that the next Education schedule include Worker Health and Safety Centre training.

Recommendation #4: All Council members promote Health and Safety Education to Area Councils and encourage members to see issues through a Health and Safety lens.

Moved by Leslie Searl

Seconded by Sue Soubra-Boone

APPENDIX “D”

PSAC Ontario Regional Council Political Action Committee Report June 2021 to November 2021

Attended: Ryan Ward, Craig Reynolds, Melanee Jessup, Chris Snooks, Trevis Carey
Staff: Lino Vieira, Jawara Gairey

Meeting via Microsoft Teams on October 28, 2021, at 6:05 p.m.

Agenda:

1. 2022 Ontario Provincial Election

2022 Ontario Provincial Election

There were members that were confused as to how they could be involved in the last federal election, given the new election rules. There is also some confusion as to the new election rules provincially. PSAC Ontario will develop materials on the provincial election rules for our members, so they are fully aware of their political rights.

The Committee had a discussion on the need for training for our members prior to the 2022 Ontario Election. Melanee discussed the “*Politics for Everyone*” course that is currently being developed in Ontario, which will focus on the election and getting our members involved.

Recommendations to Council:

1. For Ontario Council members to work with their local PSAC Area Council to begin development of their provincial election plans.
2. For PSAC Ontario to hold a webinar that further explains the new provincial election rules and how they affect our members.

Moved by: Ryan Ward and Seconded by: Melanee Jessup

APPENDIX “E”

**PSAC Ontario Council
Finance Committee Report
October 12th, 2021**

Committee Chair: Ryan Ward

Committee Members: Peggy Jones
Tony Crupi
Craig Reynolds

Bookkeeper: Galit Sugar

Staff: Cleo Reid

Items:

- **Introduction to Finance Committee**
- **Portfolio and Ontario Council Expense Claims**
- **End of Year Expenses**
- **Finance Committee Laptop**
- **Council Member Portfolio and Council Committee Expenses**

Agenda:

1. Introduction to Finance Committee

The inaugural meeting of the new Finance Committee of Ontario Council took place on Tuesday, October 12. The Committee discussed the expectations for the Committee in 2021 and going forward, went through the Ontario Council and Portfolio Expense Claims for council members, discussed instructions on how to make the claims as Ontario Council Members, and a presentation that the Finance Committee will provide to council once we meet in person. The committee set end-of-year expense dates in order for approvals to take place and bookkeeping to be completed so the 2021 expenses can go to the Auditor and Ontario Council can approve the financials.

2. Portfolio and Ontario Council Expense Claims

The Finance Committee reviewed the Portfolio and Ontario Council Expense Claim template and made changes to it to simplify it further for Ontario Council Members to fill out. All Council Members should be aware that new

forms will be sent quarterly by email from the Finance Committee at psacontariofinance@gmail.com, with new rates that change quarterly.

3. End-of-Year Expenses

Ontario Council Members are expected to submit all outstanding council expenses by **Friday, January 7, 2022**. This includes Portfolio, Ontario Council, Internet and other expenses through the Finance Committee. Once expenses have been approved by the Committee and the REVP's Office has set up the portal, then expense claims can be submitted electronically.

4. Finance Committee Laptop

The current Finance Committee laptop is almost 10 years old. The laptop is generally used by the committee for approving expense claims, completing its bookkeeping and writing reports. The Finance Committee requests Ontario Council to approve \$2,000 from the Special Initiatives line item. The expense will include the purchase of the laptop and Microsoft Office program, Sage 50 bookkeeping software and a full malware and anti-virus program as well as installation costs.

5. Council Member Portfolio and Council Committee Expenses

Ontario Council Members are reminded that they will be sent their updated portfolio expenses prior to every council meeting and the updated expenses for each committee will be sent to each chair as well. A reminder that any expenses that exceed 50% of an Ontario Council Member's portfolio expense will need prior approval of the REVP's Office and if anyone is expected to exceed their expenses, prior approval of the REVP's Office will also be necessary. If anyone has loss of salary, it will be required to be set up on the PSAC portal, not on your portfolio expense claim, and will need to be pre-approved by the REVP's office.

Recommendations to Council:

4. The Finance Committee recommend the changes to the Ontario Council and Portfolio Expense Claim forms.
5. The Finance Committee recommends that all Ontario Council Members must submit all of their expense claims for 2021 by January 7, 2022.
6. The Finance Committee recommends that Ontario Council approve the purchase of a new laptop with total cost not to exceed \$2,000 through the Special Initiatives line item.

Moved: Ryan Ward
Seconded: Tony Crupi

APPENDIX “F”

**Ryan Ward
PSAC Ontario Regional Council
Alternate Regional Executive Vice-President Report
June 2021 – October 2021**

Objectives:

- Ensure there is a continual presence of the PSAC Ontario leading up to the Provincial Election in June 2022
- Provide the new Ontario Council members with the information they need to complete what is required of them from the Finance Committee
- Work with the Regional Executive Vice-President at ensuring the members of the PSAC have strong representation within Ontario
- Inform the members of PSAC Ontario Council of the requirements for submitting any documents to the Finance Committee and for reimbursement
- Provide as much information along with other veteran members of Ontario Council for the new council members
- Provide updated information about our finances with the members of PSAC Ontario to ensure that they are well informed of Ontario Council spending

Actions:

- Regular attendee and contributor to the Barrie and District Labour Council
- Redesigned Ontario Council and Portfolio Expense Claim Forms
- Booked a guest speaker and helped plan a virtual event for International Day for Persons with Disabilities
- Contributed to Barrie and Greater Toronto Area Councils
- Attended the Toronto Labour Day parade for 2021
- Advertised the Barrie Labour Day events including the Barrie drive-in show, sponsored by the Barrie and District Labour Council
- Contributed to the Ontario Council Newsletter of various events throughout Barrie and Toronto

Plans:

- Put together a training seminar with the Finance Committee on the requirements of submitting any expense claims and other information
- Prepare for the upcoming Provincial Election with information that will be vital to the members of the PSAC Ontario
- Try to get to all different areas within Ontario to provide a visible presence to the members of PSAC Ontario
- Work on easier ways to allow Ontario Council Members to submit their expenses to the Finance Committee
- Prepare for the next PSAC Ontario Convention

In Solidarity,
Ryan Ward, Alternate Regional Executive Vice-President

Ande Benedict
PSAC Ontario Regional Council
Gay, Lesbian, Bisexual, Trans, Queer and 2 Spirited+ (GLBTQ2+)
Representative Report
August 2021 – November 2021

Objectives:

- Support the submission of resolutions to PSAC 2022 National Triennial Convention that are focused around equity within the union and the Public Service
- Promote participation in Union learning offerings, conventions and conferences
- Become more engaged with local labour movements/rallies/protests, building relationships with local leaders
- Continue to nurture relationships with equity committees and Area Councils, support the revival of the Ally Committee within GTAC

Actions:

- Promoted applications to the Equity Conference, with an emphasis on the National Pride Conference (July 2021)
- Worked with other self-identifying queer members to develop 6 resolutions aimed at increasing inclusivity and equity for GLBTQ2+ individuals and submitted them for debate at the equity conferences (June 9, July 7, July 27, August 11)
- Attended and reviewed the trial Virtual Grievance Handling course (July 26 – 28)
- Participated in PSAC Virtual Consultations for the review of the Employment Equity Act (EEA) (September 8)
- Attended rally in support of the Naujawan Support Network who protect international students and other workers from wage theft and work with victims to recover stolen wages (October 2)
- Attended *On Building Transformative Movements* presented by Alicia Garza and Honey Mahogany (October 20)

Plans:

- Support development of further resolutions from DCLs and Components in advance of the resolutions deadline in November
- Attend future meetings of RVC (Oct 27), GTAC (Nov 11) and the Pride Committee (December 8)
- Attend the Equity Conferences (Nov 22 – Nov 27)

- Continue development on engagement strategy for GLBTQ2+ Members
- Reach out to the Peel Labour Council
- Identify and endorse a GLBTQ2+ member of the GTA Ally Committee
- Research and develop education proposal for the next meeting of the Education Committee
- Workshop debate strategy for resolutions at the Pride Equity Conference

In Solidarity,

Ande Benedict

Gay, Lesbian, Bisexual, Trans, Queer and 2 Spirited+ Representative
(GLBTQ2+)

Barry Lamont
PSAC Ontario Regional Council
Region 4, Southwestern Ontario Representative Report
September 2021 to October 2021

Objectives:

- Continue to build a dialogue between the Regional Office, Area/Labour Councils, Components, and DCLs
- Work on Region 4 email/contact/social media list
- Keep the members informed on PSAC Ontario Council activities and promote the council's H&S committee

- Represent Region 4 workers at functions when required
- Continue to promote union education
- Advocate for greater equity and diversity

Actions:

- Contact Components and DCLs in Region 4 to encourage them to participation in Area/Labour Council meetings
- Continue to update the following Facebook Groups (PSAC Area Councils, PSAC Southwestern Ontario Members, PSAC Ontario H&S, and PSAC Ontario Education)
- Work on distributing “Hate Has No Home Here” signs for the Windsor region
- Continue to attend virtual Area/Labour Council meetings in my region and other virtual events
- Encourage members to attend virtual events focusing on improving mental health, wellness, and H&S

Plans:

- Work with PSAC Ontario Staff to develop email/contact/social media list. Verify at least 50% of the existing contacts.
- Advise at least 60% of the existing contacts of the “Hate Has No Home Here” signs and update them on PSAC Ontario Regional Council activities
- Post at least twice a month on each of the Facebook Group Pages (listed above) on issues relevant to our members
- Encourage members to participate in the PSAC Ontario newsletter
- Invite at least one member from Regional Council to attend an Area Council Meeting in Region 4
- Increase member’s knowledge of courses that are happening in PSAC Regional Offices and promote H&S focused training events and conferences.

In Solidarity,

Barry Lamont
Region 4, Southwestern Ontario Representative

Chandra Buschold
PSAC Ontario Regional Council
Regionally Based Separate Employers Report
August 2021- October 2021

Objectives:

- Email tree
- Continue working to build open relationships with members
- Work towards better communication
- Promote education opportunities
- Inform members on what PSAC is doing

Actions:

- Continued with emails to initiate contact
- Inquired about education that members would like to see
- Followed up with additional emails regarding covid and vaccines

Plans:

- Continue reaching out
- Sit in on Kingston Area Council meetings

- Continue to keep abreast of new information relative to members
- Attend OFL Biennial Convention
- Attend UNDE Convention
- Continue to promote union education

In Solidarity,
 Chandra Buschold
 Regionally Based Separate Employers Representative

CHRIS SNOOKS
PSAC Ontario Regional Council Report
Region 3, Eastern Ontario Representative
September 2021 - November 2021

OBJECTIVE:

1. Represent Kingston and Area at meetings
2. Understand basic processes and my role within the Ontario Regional Council
3. Mapping out all of region 3

ACTIONS:

1. Chair Kingston Area Council and Kingston and District Labour council meeting
2. Work with the OFL an CLC on event
3. Support all PSAC Education
4. Developing a letter to all President of PSAC components in region 3
5. Attended Queen 901 BBQ
6. Labour day
7. Day of morning

PLANS:

1. Organize December 6 event for National Day of Remembrance and Action on Violence Against Women Day in Canada
2. Spread awareness to members about upcoming opportunities and event and education in Ontario PSAS
3. Post all event and education on Facebook
4. Support all Bargaining for PSAC

In Solidarity,

Chris Snooks
Region 3, Eastern Ontario Representative

D'Arcy Gauthier
PSAC Ontario Regional Council
Region 2, Northeastern Representative Report
August 2021 – October 2021

Objectives:

- To begin the process of mapping our membership in the district
- Attend meetings when invited to do so (within components and Area Councils)
- Develop short learning activities as they related to bargaining, member rights and engagement

Action:

- Currently representing members during a harassment investigation (since July 2021)
- Moderated 2 candidate debates during the federal election period (September 7-8, 2021)
- Attended General Membership Meeting related to vaccine mandate (October 12, 2021))
- Will be attending OFL Convention (November 2-4, 2021)

Goals:

- To have the membership mapped as accurately as possible by mid-2022
- To organize the membership around bargaining
- To engage Alliance Facilitators and empower them to develop and deliver learning activities within their own locals
- To work with other ORC members, specifically District 1 and District 2 reps, to provide a unified Northern voice
- Work with Area Councils and Component locals to engage with their local District Council

In Solidarity,
D'Arcy Gauthier
Region 2, Northeastern Representative

Doug Yearwood
PSAC Ontario Regional Council Report
Region 3, Eastern Representative

September 2021 - November 2021

Objectives

- Get familiar with regional council activities
- Understand basic processes and my role within the Ontario Regional Council
- Transfer knowledge from ORC to my local
- Represent Kingston and Area at meetings

Actions

- Attended and participated in Education Committee meeting
- Attended Kingston Area Council and Kingston and District Labour Council meetings
- Planned and helped organize a BBQ event for my local re: contracts/bargaining
- Learned about upcoming opportunities within PSAC Ontario re: training/education

Plans

- Help organize December 6 event for National Day of Remembrance and Action on Violence Against Women Day in Canada
- Continue to push for more anti-racist education/history and training for our members
- Spread awareness to members about upcoming opportunities through PSAC Ontario
- Continue to learn more about the ORC

In Solidarity

Doug Yearwood

Region 3, Eastern Representative

Karuna DSouza

PSAC Ontario Regional Council

Academic Sector Workers' Representative Report

August 2021 – October 2021

Objectives:

- Continue and build a dialogue with the Academic Unions

- Keep the members informed on what PSAC Ontario Council is doing
- Represent Academic Workers at functions and meetings where required
- Promote Union Education

Actions:

- Prepared a statement with in consultation with Presidents of Academic Unions on the Exemption of Capacity Limits and Social Distancing for Universities released on September 3rd 2021
- Attended OUCC meetings (August 17, September 29, October 25)
- Attended OFL Meetings (Aug 18)
- Regularly communicated via email with the Presidents of academic sector locals 610, 901, 902 and 555.
- Working on Organizing Campaign in DCL 610
- Attended the Education Committee Meeting
- Organised meeting with Quebec Council DCL representatives and Ontario Council DCL representatives on October 29th

Plans:

- Work with DCL representatives to understand issues and work towards increased representation in decision-making bodies
- Support education needs of the academic sector
- Attend OUCC meetings and represent the academic sector
- Attend Racially Visible National PSAC Conference Nov 23-28.
- Support Queen's, Wilfred Laurier and UOIT by amplifying requests of solidarity

In Solidarity,

Karuna DSouza
Academic Sector Workers' Representative

Leslie Searl
PSAC Ontario Regional Council Report
Region 5, Greater Toronto Area Representative
August 2021 – November 2021

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, especially as more workers return to the workplace

Events/Actions:

August 26 - Ontario Council meeting

Sept 7 - FB ratification webinar

Sept 24 - Toronto Airport Workers Council conference call

October 7 - Greater Toronto Area Council

Oct 14 - Ontario Council Health and Safety Committee meeting

Oct 26 - Toronto Pearson Workers Safety and Health Forum meeting

Plans:

Stay healthy as more and more coworkers return to the workplace. Hope, pray and fight like hell for those facing illness, layoffs, and uncertainty. Help TAWC work with various agencies to ensure a safe return to travel.

In Solidarity,

Leslie Searl
Region 5, Greater Toronto Area Representative

Marie Polgar-Matthews
PSAC Ontario Regional Council Report
Region 5, Greater Toronto Area Representative
September 2021 to February 2022

Objectives:

- Join the Durham District Labour Council as a Delegate
- Work towards creating a Durham Area Council
- Promote the OFL “Power of many campaign” and other Ontario Election awareness campaigns
- As a member of the PSAC Ontario Health and Safety Committee build a report with local injured workers committees and offer any support I can with WSIB 1 & 2 training.

Actions:

- Aug 26: Attended Labour Day Celebration with Barrie District Labour Council
- Sept 1-Hosted with the BAC and BRWC an all candidates debate for the Federal Election.
- Sept 22 to 26- Facilitation and attended PSAC National Woman’s Conference
- Oct 13-14-Completed online instructor training with prevention links to teach WSIB 1 & 2
- Oct 14- Attended the PSAC Ontario Council Health and Safety Committee Meeting
- Oct 18- Attended BWRC meeting

Goals:

- November 9th-Durham District Labour Council Meeting which is connected to the following Objectives:
 - Join the Durham District Labour Council as a Delegate

- Work towards creating a Durham Area Council
- November 17th- PSAC BAC meeting
- November 24th-PSAC BRWC meeting
 - To promote the OFL “Power of many campaign” and other Ontario Election awareness campaigns

In Solidarity,

Marie Polgar-Matthew, Region 5, Greater Toronto Area
Representative

DRAFT

Melanee D Jessup
PSAC Ontario Regional Council Report
Region 4, Southwestern Ontario Representative
May 2021 to November 2021

Objectives:

- Continue to share information via social media/email tree
- Contact Locals/Branches and Area Councils in Region 4
- Liaise with the other Region 4 representative

Actions:

- Attended Ontario Council meeting
- Attended PSAC Ontario Regional Convention
- Re-elected Region 4 representative
- Attended London Area Council meetings
- Attended Windsor Area Council meetings
- Monitored and updated the Southwestern Ontario Members Facebook group
- Monitored and updated the PSAC Ontario Education Facebook group
- Monitored and updated the PSAC Ontario Women Facebook group
- Took part in National Truth and Reconciliation Day online activities
- Met with the Regional Education Officer
- Chaired the Education Committee meeting
- Prepared the Ontario Council newsletter for emailing

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
Alliance Facilitators Network Liaison
Political Action Committee

Michelle Woods
PSAC Ontario Regional Council
Indigenous Workers Representative Report
August 2021-November 2021

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**, In June, I was elected to the position of Indigenous Members representative for the Ontario Region. Therefore, from August 24th-25th, I attend Regional Council Training and the Council Meeting on the 26th.

➤➤ **August-September**, Shared PSAC information on updates, the Federal election and training opportunities to members via email and Facebook

➤➤ **September**, participated in 2 local activities within the City of Thunder Bay to recognize the National Day for Truth and Reconciliation. One was a cedar tree planting ceremony in our local park and the other was a gathering on the former St. Joseph's Residential School grounds.

➤➤ **October 14**, PSAC Ontario Council Committee Meetings with Health and Safety and Equity and Human Rights

➤➤ Ongoing discussions and liaison with union colleagues on the mandatory vaccination policy for federal workers.

➤➤ **November 5/6**, 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
August 2021 to October 2021

Objectives:

- Work to implement Gender Equity Taskforce (GET) recommendations
- 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 calls to discuss women's issues with the National Women's working group.
- National Women's Conference – September 22-26, 2021
 - Chaired/facilitated the Ontario caucus – this work will determine the work to be done in the Ontario region (see attachment)
 - Reviewed the GET with specific attention to Recommendation #5 – Mentorship
- October 7, 2021 meeting/briefing with the REVP in relations to the National Women's Conference and reviewed supports required.
- Speaking engagement for locals regarding the disproportionate impacts of Covid-19 upon women
- Invited to speak with locals/committees in relation the GET

Plans/Goals:

- Action plan in progress related to the outcome from the Ontario Women's Caucus from the National Women's Conference
- Work with PSAC Regional Reps to formulate a plan of better engagement for the RWCs.
- 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

DRAFT

Peggy Jones
PSAC Ontario Regional Council
Directly Chartered Local Representative Report
September 2021 - November 2021

Objectives:

- Build relationship with the DCL's members and executives throughout the province, mapping out the locations throughout Ontario;
- 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;
- Chair MDAC committee, attending;
- Continuing with Political Rallies and through social media;
- 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;
- Having signed petitions for basic income, pharma care, also having internet available and at a lower cost from the governments, reason is we have education primary schools, high school, colleges, and university Canadians doing on line education. Big companies have raised the price for basic

internet throughout Canada during hard times as the pandemic continues.

Plans:

Work with PSAC Regional Offices to contact information for DCL's needs updating on the system – DCL locals have new elective Presidents;

- Working with DCL to attend PSAC education courses that are available and working on new education on finances for the local 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;
- Be Supported of all DCL's;
- Working with the Academic DCL Reps and DCL Rep's throughout other regions on articles that are important to all DCL's, and to have represented at the National level

In Solidarity

Peggy Jones
Directly Chartered Local Representative

Souad (Sue) Soubra Boone
PSAC Ontario Regional Council Report
Members with Disabilities Representative
June 2021 – October 2021

Objectives:

- Continue to 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 to grow the 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 when appropriate
- Contact and network with new Members with Disabilities Committees
- Represent PSAC with the OFL Persons with Disability Committee
- Represent MWD on the National Human Rights Committee

Activities for this period: all meetings were virtual

- Attended the PSAC Ontario Regional Convention (June 9-13)
- Attended the GSU By-Laws Committee meeting (July 7-8)
- Attended GTAC meeting via zoom (July 8)
- Attended and chaired the TMDAC meeting via Zoom (July 26 & Oct 18)
- Attended the Ontario Council Federal Election meeting (Aug 18)
- Participated the Ontario Council training (Aug 24-25)

- Attended the Ontario Council meeting (Aug 26)
- Participated the GSU National Council Conf Call (Sept 1st and Sept 28)
- Attended the Hamilton MDAC meeting (Sept 7)
- Attended the GSU Convention (Oct 4-8)
- Attended the PSAC ON Council/ E&HR meeting (Oct 12)

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 London
- 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
- Organize WSIB (Level 1) session (Nov 18, 2021)

In Solidarity,

Souad Soubra Boone (Sue)
Members with Disabilities Representative

Tony Crupi
PSAC Ontario Regional Council
Region 1, Northwestern Ontario Representative Report
August 2021 – October 2021

Objectives:

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

Actions:

- Attended Truth and Reconciliation Event in Thunder Bay
- Attended Ontario Health Coalition Rally in Thunder Bay

Plan:

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

In Solidarity,

Tony Crupi
Region 1, Northwestern Ontario Representative

Trevis Carey
PSAC Ontario Regional Council Report
Region 2, Northeastern Ontario Representative
June 2021 - October 2021

Objectives:

- Continue to participate in the PSAC Ontario Council Health & Safety Committee and provide input from my experience as the UVAE Co-Chair local OSH Committee, from courses I have taken and from past attendance from previous conventions/conferences.
- Continue to show support for collective new 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:

- June 17th Co-Chaired Local H & S Meeting / Return to office/Mental Health Training. Telework Arrangements.
- August 18th Evening Meeting Training New Guidelines Federal Elections

- August 24,25th Training Campaigns/Group Dynamics. August 26th 1st Ontario Council Meeting-Resolve Previous Resolutions from Convention.
- September 16th Co-Chaired Local H & S Meeting / Return to office/Mental Health Training. Telework Arrangements.
- September 19-22nd - Participated in UVAE Triennial Convention. Participated actively on By-Laws Committee and debate on many issues.
- September 23 - Attended UVAE Local Labour Management Consultant Committee Discussions use of terms/ Return to office/Mental Health Training. Telework.
- October 8, 2021 - sent letter of introduction to locals in my region and encourage
- Them to rejoin (re-establish) Northeastern Area Council
- October 14, 2021 - Attended PSAC Ontario Council OSH Committee
- Covid19 continues to limit participation in events and travel.

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 and needs to establish itself. See above.
- 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

Region 2, Northeastern Ontario Representative

Trisha Roach
PSAC Ontario Regional Council
Racially Visible Members Representative Report
September 2021 – October 2021

Objectives:

- Establish a rapport with the PSAC regional offices
- Keep members informed and abreast of the work being undertaken by the PSAC Ontario Regional Council
- Represent Racially Visible Members at functions when required
- To be the voice of Racially Visible Members in PSAC Ontario
- Promote diversity, equity and inclusion

Actions:

- Attended Toronto's Racially Visible Members Committee meeting
- Attended PSAC's national Women's conference

Plans:

- Work with PSAC regional representative to establish Racially Visible Members Committees throughout Ontario
- Increase members' knowledge of workplace health and safety standards
- Attend Equity conference November 22-28
- Attend Toronto's Racially Visible Members Committee meeting October 27

In Solidarity,

Trisha Roach
Racially Visible Members Representative

Wendy-Ann Moulton
PSAC Ontario Regional Council
Region 6, Hamilton/Niagara Representative Report
August 2021-November 2021

Objectives:

- Continue and build a dialogue with the Regional Offices
- Work on region 6 email/contact list
- Keep the members informed on what PSAC Ontario Council is doing
- Represent Region 6 at functions where required
- Promote Union Education

Actions:

- Contacted Region 6 Presidents in Ontario Region by email to introduce myself
- Attended Hamilton and Niagara Area Council meetings (September)
- Regularly updated and shared information via Facebook Group
- Working on Organizing Meet and greet in early 2022
- Attended Hamilton and Toronto MDAC meetings (August, October)
- Alternate attended Hamilton Labour Day event

Plans:

- Work with PSAC Ontario Council Representatives to connect with Representatives in my Region
- Reach out and receive invite for upcoming meetings.
- Promote and provide Area council meeting dates and PSAC Ontario email subscription.
- Increase Region 6 Workers knowledge of courses that are happening in PSAC Regional Offices and promote the education program.

In Solidarity,
Wendy-Ann Moulton
Region 6, Hamilton/Niagara Representative