



PSAC Ontario Council Meeting Minutes February 25th & 26th, 2022 Virtual Meeting

The meeting convened at 9:32 a.m. on Thursday, February 25th, 2022, 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)
Brett Ballanger, Region 6 (Hamilton/Niagara)
Peggy Jones, Directly Chartered Locals Representative
Michelle Woods, Indigenous Members 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
Wendy-Ann Moulton, Region 6 (Hamilton/Niagara)

Amanda (Ande) Benedict, Gay, Lesbian, Bisexual, Trans,
Queer and 2 Spirited+ Representative
Trisha Roach, Racially Visible Members Representative

Observers: Shimen Fayad - UHEW National President, Lorraine Rousseau - Regional Executive Vice-President - North, Theresa Baird - Executive Assistant to the REVP North, Ryan Winger - Regional Field Coordinator Ontario & Nunavut Region, Kathleen Scott – Facilitator, Lynda MacLellan - CEIU National Vice President for Women - West, Phil Matheson – CEIU National Vice-President Ontario Region, Ken Boone – retired member, Lorenza St Martin - Local President CEIU 00613, Melissa Egharevba – Local President CEIU 00628, Robert Henstridge – Vice-President UNE Local 00210

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

The Chair asked Doug Yearwood to read the PSAC Anti-Harassment statement. Jawara Gairey was the Anti-Harassment Coordinator while the 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., 2:00 p.m.

Motion to adopt the hours of sitting.

m/s Melanee Jessup and Michelle Woods

Motion carried unanimously

The Chair requested an honour roll call for members who have passed away since the last Ontario Regional Council meeting.

The Chair held a moment of silence to acknowledge the millions of lives lost due to the ongoing pandemic and condemned the Russian

government for their invasion of Ukraine. Tens of thousands of citizens have already been displaced and many have been injured or killed.

A moment of silence was held to acknowledge the lives lost and hope for a quick and peaceful resolution to this situation.

➤ Alex Brill

Moment of silence observed.

AGENDA:

1. Adoption of Agenda
2. Adoption of previous meeting minutes (November 5th - 6th, 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. Phoenix Update
11. COVID-19
12. Social Media for Union Activists
13. National Equity Conferences
14. National Convention
15. Ontario Regional Council Meeting dates

- 16. Joint Learning Program
- 17. Media Training

Item 1. Adoption of Agenda

The Chair added agenda item # 17 – Media training

Motion to adopt amended agenda

m/s/c Souad (Sue) Soubra Boone and Trevis Carey

Item 2. Adoption of previous meeting minutes (November 5th – 6th, 2022)

There were no amendments to the previous meeting minutes.

Motion to adopt previous meeting minutes

m/s/c Michelle Woods and Melanee Jessup

Item 3. Business arising from previous minutes

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.

Website was updated December 2021.

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) – a bargaining team meeting took place on November 23, 2021. Bargaining is expected to commence shortly.
- Corporation of the Township of Edwardsburgh/Cardinal (UCTE 00066) – 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) – Negotiations were held from November 25-26, 2021.
- University of Ontario Institute of Technology, Sessional Lecturers (DCL 555) – Negotiations were held on November 26 and December 3, and 9 – 10, 2021. The bargaining team will be in conciliation in early January 2022.
- 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, 2021.
- Wilfred Laurier University Teaching Assistants (DCL 902, first contract negotiations) — conciliation took place on December

- 9, 2021 and January 6-7, 2022 and the next conciliation meeting is scheduled for January 28, 2022.
- Queen's University (Teaching Assistants, Research Assistants & Teaching Fellows) - DCL 901 – Negotiations were held on November 15, 23, 29-30 and December 6-9, 2021. PSAC has now requested conciliation and is awaiting the appointment of a conciliation officer.
 - Kids Help Phone – notice to bargain was given on October 5, 2021.
 - University of Ontario Institute of Technology (Ontario Tech University) - Postdoctoral Fellows (DCL 555) – PSAC served notice to bargain on October 19, 2021.
 - Canadian Centre for Occupational Health and Safety – PSAC served Notice to Bargain on November 30, 2021 and bargaining will commence on January 21, 2022.
 - North Bay Jack Garland Airport (UCTE 00006) – bargaining will commence later this year.
 - Great Lakes Pilotage Authority (UCTE 00057) – notice to bargain was sent on September 14, 2021.

Renewal Agreements

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

Organizing

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. The Casino has once again closed due to pandemic restrictions, so all employees are again laid off. Card signing continues.

Commissionaires, Petawawa

Approximately 100 Commissionaires at Garrison Petawawa are seeking improvements in their working condition including safer

worksites, meaningful health and safety provisions and paid sick days.

Researchers, Unity Health Toronto

Researchers Assistants and Research Coordinators in a downtown Toronto health network are seeking improvement on job postings, wages, contract transparency. These workers would like to center Indigenous justice and decolonization as part of their union drive.

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. The Charter challenge to Bill 124 is scheduled to be heard in court in September 2022.

Mobilization

Queen's Local 901 Bargaining Mobilization BBQ

On October 7, 2021, following the 99-person-at-a-time limit, contact tracing, and vaccine status checks; over 300 PSAC DCL 901 members cycled through the mobilization BBQ in support of negotiations. The turn-out and support is a clear sign the membership is standing by their bargaining team.

UVAE Ontario Session

On October 13, 2021, the REVP for Ontario and UVAE National President, Virginia Vaillancourt brought greetings to the delegates of the UVAE Ontario Conference. UVAE members from across Ontario took part in this event, learning more about the different structures of our union.

Value Our Work - Bargaining Rally

Kingston - On November 25th, 2021, graduate student workers and their supporters gathered for a #ValueOurWork Rally outside Stauffer Library, to demand that Queen's University meaningfully respond to demands by PSAC 901 Unit 1 members currently at the bargaining table. Teaching assistants, research assistants and teaching fellows are integral to quality of research and education upon which Queen's University prides itself and their work should be properly valued.

Labour Movement/ Solidarity

COVID-19 Pandemic

On January 3, 2022, the Ontario government moved back to Phase 2 lockdown measures due to the rise of the new COVID variant. As such, PSAC offices will continue to remain closed, with staff working remotely to provide service and representation to our members during this time.

Strike Support

On November 7, 2021, members of the PSAC Kingston Area Council joined the picket line for striking members of UNIFOR Local 414, working for Lennox and Addington Interval House. Interval house is a shelter for women and children, which offers transitional housing and a 24-hour crisis line in case of emergencies. The workers are fighting for a fair contract and need support to pressure their employer back to the table.

Members from PSAC DCL 901 joined workers from UNIFOR 414 on their strike line at the Lennox & Addington Interval House in Napanee again a few days later. The Local also passed a donation for the striking workers and wrote a letter of solidarity shared on the picket line. The Local has also led the efforts at the Kingston District Labour Council to start a petition in support of the workers: **<https://actionnetwork.org/letters/fair-contract-for-la-interval-house-workers-email-the-mayor-and-mpp-of-napanee/>**.

Niagara Area Council Charity

November 23, 2021 - A motion was made by the PSAC Niagara Area Council to donate \$100.00 to the Niagara Falls “*Care-a-Van for Christmas*” campaign. PSAC Ontario doubled the Area Council’s donation and has requested that PSAC National do the same.

Education

The virtual Talking Union Basics (TUB) course introduces members to the PSAC and prepares them for more advanced union education. It provides a historical and structural overview of the union, introduces participants to their collective agreement and gives them a chance for hands-on practice in problem-solving. The Ontario region delivered a number of regional TUB courses throughout the winter months, including:

- Sudbury RO Virtual TUB - September 11, 2021.
- London RO Virtual TUB – September 25-26 and October 2, 2021.
- Toronto RO Virtual TUB - October 2, 2021.
- Thunder Bay RO Virtual TUB – January 28-29, 2021.

Mental Health First Aid Course

PSAC Ontario held three offerings of the *Mental Health First Aid* (MHFA) course through the Canadian Mental Health Association via Prevention Link Ontario. The course was offered over 2 days and focused on the following topics:

- Declines in our mental well-being
- Supports that could help improve mental well-being
- Assistance in a mental health or substance use crisis
- Using the Mental Health First Aid tools to maintain one’s own mental well-being

The offerings took place on:

- November 5 & 12, 2021
- November 19 & 26, 2021

- December 3 & 10, 2021

Local Officers Training

On November 23-24, 2021, Local Officers Training was delivered to the Sudbury Commissionaires (DCL 608). Training took place after a new Local Executive was sworn in and was delivered to prepare the Executive for the current round of bargaining that was commencing.

Weeneebayko Area Health Authority (WAHA)

Local Development Training was delivered from December 9-12, 2021, in Timmins for Local 603 WAHA. This training was delivered following Local elections, where a new Local Executive was elected. This training provided knowledge and tools for the Executive to become familiar with their roles and responsibilities and to prepare them to represent their local membership.

Equity and Human Rights

Gender Equality and Intentional Inclusion Conference

The School of Language and Liberal Studies of Fanshawe College and Gender Equality Coalition of Ontario held a virtual *Gender Equality and Intentional Inclusion Conference* on September 29th, 2021.

PSAC Ontario and the PSAC London Area Council were proud sponsors of the event, which helped to promote gender equality using a feminist approach. The guest speaker was Michael Kaufman from the White Ribbon Campaign (founded by Jack Layton), a global movement working towards ending male violence against women and girls.

Kingston Pride

Kingston Pride took place from September 25-26, 2021, with members in the area taking part.

DCL 901 members were in attendance to distribute buttons in support of their gender-affirmation leave demand at the bargaining table.

National Day for Truth and Reconciliation

The National Day for Truth and Reconciliation is a new federal statutory holiday that will be observed annually on September 30, beginning in 2021. The day will be honoured as one of the 94 Calls to Action from the Truth and Reconciliation Commission and is meant to commemorate the tragic history and lasting intergenerational effects of Canada's residential school system.

Domestic Violence and Work

On November 29, 2021, the PSAC Kingston Regional Women's Committee held a Domestic Violence and Work workshop for self-identified women on gender-based violence and its workplace impacts.

The workshop was held in recognition that November is National Domestic Violence Awareness Month, and that November 25th kicked off 16 Days of Activism Against Gender-Based Violence.

International Day for Persons with Disabilities

On December 2, 2021, the PSAC Toronto Members with Disabilities Committee held a virtual celebration to commemorate International Day for Persons with Disabilities. The guest speaker of the event was a Canadian Olympic disabled athlete, Priscilla Gagne. Priscilla is a practitioner of Judo, and over the past few years she has won many medals.

Human Rights Day

The PSAC Toronto Racially Visible Committee held a Human Rights Day virtual event in Recognition of International Human Rights Day on December 9, 2021. The theme of the event was "*A way to create a fairer society for future generations,*" and was open to all members. Guest speakers included Craig Reynolds, Regional Executive Vice President Ontario and Lily Chang, Secretary Treasurer of the Canadian Labour Congress.

PSAC Hamilton/Niagara Racially Visible Committee

The Ontario Region is proud to announce the establishment of a new Racially Visible Committee in the Hamilton/Niagara Region. On

December 7, 2021, an open house was held in Grimsby for members to connect with one another and begin to build the Committee's structure. Guest speakers included PSAC Ontario Council Representative for Racially Visible Members, Trisha Roach, and Regional Executive Vice President Ontario, Craig Reynolds.

Meet and Greet

The PSAC Toronto Regional Women's Committee held a virtual event for members to connect with the Ontario Council Regional Women's Committees Representative, Missy Taylor on December 14, 2021. Missy spoke on the PSAC's Gender Equity Task Force Work and the work that has begun following the 2021 PSAC National Women's Conference.

In conclusion,

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

Respectfully submitted for your approval,

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

REVP Schedule for the period September 11, 2021 to January 14, 2022

Sept. 13-17, 2021 – UNE National Virtual Convention
Sept. 13-14, 2021 – Alliance Executive Committee meeting
Sept. 14, 2021 – Election Oversight Committee meeting
Sept. 16, 2021 – PSAC Niagara Area Council meeting
Sept. 17, 2021 – Ontario Region Mobilization meeting
Sept. 20, 2021 - Alliance Executive Committee meeting
Sept. 21, 2021 – DCL 533 Casino Woodbine meeting
Sept. 21, 2021 – National Board of Directors meeting
Sept. 23, 2021 – OFL Executive Board meeting

Sept. 24, 2021 – Human Resources Training
Sept. 27, 2021 – OFL Executive Board meeting
Sept. 27, 2021 - Alliance Executive Committee meeting
Oct. 4, 2021 - Alliance Executive Committee meeting
Oct. 5-7, 2021 – Ontario Staff Virtual Conference
Oct. 5-6, 2021 – National Board of Directors meeting
Oct. 6, 2021 – PSAC Kingston Area Council meeting
Oct. 7, 2021 – PSAC National Women’s Conference Debrief meeting
Oct. 8, 2021 – Wilfred Laurier RSCC meeting
Oct. 12, 2021 – Ontario Council Finance Committee meeting
Oct. 13, 2021 – UVAE Ontario Virtual Conference
Oct. 13, 2021 – Toronto and York Region Labour Council meeting
Oct. 13, 2021 – PSAC National Young Workers meeting
Oct. 14, 2021 – Ontario Council Committees meetings
Oct. 15, 2021 – Ontario Region Conference planning meeting
Oct. 18, 2021 - Alliance Executive Committee meeting
Oct. 18, 2021 – Ontario Education meeting
Oct. 18, 2021 – PSAC Toronto Members with Disabilities Committee meeting
Oct. 19-21, 2021 – National Board of Directors meeting
Oct. 22, 2021 – OFL Constitution Committee meeting
Oct. 25-28, 2021 – SSO Bargaining
Oct. 25, 2021 – PSAC Niagara Area Council meeting
Oct. 26, 2021 – OFL Executive Board meeting
Oct. 27, 2021 – PSAC Toronto Racially Visible Committee meeting
Oct. 28, 2021 – Education program meeting
Oct. 28, 2021 – Ontario Council Political Action Committee meeting
Oct. 31, 2021 – OFL Executive Board meeting
Nov. 1, 2021 – OFL Resolutions meeting
Nov. 1, 2021 - Alliance Executive Committee meeting
Nov. 1, 2021 – PSAC Caucus for the OFL Convention
Nov. 2-4, 2021 – OFL Convention
Nov. 2, 2021 – National Board of Directors meeting
Nov. 4, 2021 – Finance meeting
Nov. 5-6, 2021 – Ontario Council meeting
Nov. 8, 2021 – Local Development meeting
Nov. 8, 2021 – Kids Help Phone Local meeting
Nov. 9, 2021 – Racially Visible Resolutions Committee meeting

Nov. 9, 2021 – DCL Smaller Locals Convention Delegate Selection meeting
Nov. 10, 2021 – SSO Bargaining meeting
Nov. 10, 2021 – Pensions meeting
Nov. 13, 2021 – Racially Visible Resolutions Committee meeting
Nov. 22, 2021 - Alliance Executive Committee meeting
Nov. 22, 2021 – National Education meeting
Nov. 23, 2021 – PSAC Niagara Area Council meeting
Nov. 25-28, 2021 – PSAC National Equity Conferences
Nov. 29, 2021 – DCL 902 The Stop meeting
Nov. 29, 2021 - Alliance Executive Committee meeting
Nov. 29-Dec. 1, 2021 – Labour College meeting
Nov. 30, 2021 – National Board of Directors meeting
Dec. 2, 2021 – AGR Local 14 AGM
Dec. 6, 2021 - Alliance Executive Committee meeting
Dec. 7, 2021 – Labour College meeting
Dec. 7, 2021 – DCL 555 UOIT RSCC
Dec. 7, 2021 – PSAC Hamilton/Niagara Racially Visible Committee open house
Dec. 9, 2021 - Alliance Executive Committee meeting
Dec. 9, 2021 – PSAC Toronto Racially Visible Committee Human Rights Day event
Dec. 10, 2021 – WAHA DCL 603 Executive Training
Dec. 13-14, 2021 - Alliance Executive Committee meeting
Dec. 14, 2021 – Workers Health and Safety Centre Executive meeting
Dec. 14, 2021 – DCL 533 Casino Woodbine meeting
Dec. 15-17, 2021 – National Board of Directors meeting
Jan. 4, 2022 – Kids Help Phone Local 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.

Education Committee Report (APPENDIX “A”)

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

Recommendations to Council:

1. That a WSIB level I course be offered within the current calendar year.

Recommendation carried

2. That an anti-racism course be offered within the current calendar year.

Recommendation carried

3. That PSACON launches a lobbying campaign to convince our MPs to change the legislation that provides us with the right to refuse unsafe work.

Recommendation carried

4. That an education course on bargaining and strike actions be offered within the current calendar year.

Recommendation carried

Motion to adopt the Education Committee's Report

m/s/c Melanee Jessup and Missy Taylor

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

Missy Taylor presented on behalf of the committee.

Recommendations to Council:

1. To share the updated Equity Calendar with the membership electronically and have it available on the PSAC Ontario Regional website.

Recommendation carried

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

m/s/c Missy Taylor and Sue Soubra Boone

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. Ontario Council Representatives promote the Work/Life Balance sessions among their constituencies and networks.

Recommendation carried

2. That the Definition of Danger issue be added as a topic on the Ontario Health and Safety web page, to bring attention to this issue among our members.

Recommendation carried

Motion to adopt the Health and Safety Committee’s Report

m/s/c Leslie Searl and Michelle Woods

Political Action Committee (APPENDIX “D”)

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

Recommendations to Council:

No recommendation at this time.

Motion to adopt the Political Action 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 recommends amending the Ontario Council Expense Claim Form to read "Note: \$20 per month claimed in summer and fall meetings annually" from spring and fall meetings.

Recommendation carried.

Motion to adopt the Finance Committee's Report.

m/s/c Ryan Ward and Peggy Jones

Item 7. Ontario Council Members Reports

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

Marie Polgar-Matthews reminded Ontario council members that the Ontario Federation of Labour (OFL) will be holding a mobilization meeting soon.

Brett Ballanger stated he would be visiting the option of holding in person meetings, with the Hamilton Area Council holding their executive elections on March 7th.

Missy Taylor stated that she was able to get out a lot more in her community and was also invited to speak on a number of different panels about women in leadership. Missy expressed her appreciation to D'Arcy for using the words feminine hygiene products and tampons without hesitation.

Michelle Woods stated she was re-elected as local President for the Union of National Employees (UNE) Local 00296.

Item 8. Collective Bargaining Updates

The Chair stated that his REVP report covers bargaining in the region, but that he would discuss updates for units that have had new bargaining developments since filing his report.

Parks Canada

Following up on their meeting in December 2021, the Parks Canada team met to prioritize outstanding issues, including parity between park wardens and other enforcement officers in the federal public sector. The team will meet one more time to finalize their proposals before entering a new round of bargaining on March 1, 2022.

Common Issues Table bargaining

The Common Issues bargaining table met with Treasury Board on January 31 to February 3. The Common Issues table will focus on work life balance bargaining demands, including proposals for remote work, the right to disconnect and an updated Directive on Telework.

There are also proposals for fair wage increases, that take into account the rise in inflation, and to make anti-oppression and anti-racism training mandatory in the public service. The next bargaining dates for the Common Issues team are scheduled to take place from March 29–31, 2022.

Treasury Board (TB)

TC group

Treasury Board refused to respond to the TC team's wage proposals when they met on January 24-27. The team presented their comprehensive wage proposals in November, but Treasury Board continues to stall negotiations by coming to the table completely empty-handed.

The TC bargaining team returns to the bargaining table on March 22-24, 2022 and PSAC has made it clear we expect Treasury Board to come to the table with a proposal that ensures wages keep up with the rising cost of living.

SV Bargaining

The Operational Services (SV) bargaining team put forward fair and reasonable wage proposals in talks with the employer January 18-20. The SV bargaining team returns to the table March 1-3, 2022.

EB group

The Education and Library Science (EB) bargaining team put forward a wage proposal during talks with Treasury Board January 11-13, 2022. The EB team returns to the table again on March 8-10, 2022.

SSO bargaining

The Statistics Survey Operations (SSO) bargaining team made progress during negotiations in December, even though the employer did not bring outstanding proposals to the table. However, the employer has committed to bringing all outstanding monetary items to the table in mid-February.

Canada Border Services Officers (FB)

Bargaining proposals have been collected from the membership. The FB National Bargaining Conference will be taking place in the coming weeks. Bargaining conferences bring together members to discuss and prioritize the issues that will be negotiated during the upcoming round of collective bargaining.

Leslie Searl stated that call for demands had just closed and they are currently scheduling dates.

Updates for our regional units include:

- Marie Polgar-Matthews shared the DCL 555 letter writing campaign with the Ontario Regional Council members.
- University of Ontario Institute of Technology, Sessional Lecturers (DCL 555) – Conciliation is still underway with UOIT for our Sessional Lecturer bargaining unit. The team met with the employer on January 10, 14, 31, February 4 and 11. There

are future dates scheduled for March 4 and 11. Faculty at UOIT are currently on strike for a fair collective agreement.

- Wilfred Laurier University Teaching Assistants (DCL 902, first contract negotiations) — are currently in conciliation and had their first conciliation meeting on January 28. The next conciliation meeting will take place on March 7.
- Queen’s University (Teaching Assistants, Research Assistants & Teaching Fellows) - DCL 901 members recently took a strike vote on February 14 and members voted overwhelmingly Yes. The bargaining team continues negotiations now with a strong strike mandate from the membership.
- Canadian Centre for Occupational Health and Safety (CCOHS). Started bargaining on January 28, 2022, with further bargaining taking place on February 2 and 4. Future bargaining dates have been set for March 9th, 11th, 21st, 23rd and 25th, 2022.
- On January 27, 2022, PSAC served Notice to Bargain for CFB Petawawa, Operational and Administrative Support.

Item 9. Ontario Council Newsletter

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

Once the newsletter is finalized it will be sent out shortly. We normally coincide newsletter releases after each council meeting. We are hoping to send out the next newsletter by May 13th.

Item 10. Phoenix Update

Our communications department is developing different communications and shareables for our members that will be

released soon. There will also be a lobbying kit developed for our members to use when they are speaking to their local MP.

The week of February 28th, marks the 6th anniversary of the Phoenix pay system disaster. There are still not enough compensation advisors to address the backlog, as well as prevent and fix ongoing cases as they arise.

Treasury Board and CRA leadership have refused to review the taxability of Phoenix general damages and PSAC will make a final appeal to the Ombudsperson before encouraging and supporting members to file individual appeals.

Item 11. COVID-19

The Chair stated that the province will be removing certain pandemic related restrictions on March 1st. PSAC is looking on a region by region basis when deciding which PSAC office will be re-opened.

Peggy Jones made the request that PSAC keep the virtual forum open so members can still participate in meetings virtually.

The Chair stated that PSAC National is currently working on a process to ensure that such a forum is established, and that the Ontario region will make adjustments as we go along.

D'Arcy Gauthier stated that CEIU members are currently using a device called "the Owl" to combine in person and virtual meeting capabilities.

The Chair stated that the Owl device is one of the technologies PSAC National is looking into but that the decision has not yet been made.

Item 12. Social Media for Union Activists

Acting Regional Education Officer, Justin Kong, delivered a draft pilot Social Media for Activists workshop to the Ontario Regional Council

for their feedback prior to the delivery to the membership in a few weeks.

This course was created as part of a resolution that was passed at the virtual Ontario 2020 Convention (General Resolution 39):

- **BE IT RESOLVED THAT** PSAC Ontario develop a course that helps members communicate on social media and access digital communications securely and with confidence in the hope to motivate a new generation of potential activists; and
- **BE IT FURTHER RESOLVED THAT** PSAC Ontario is to formulate some best practices for using social media tools to create new opportunities for political engagement.

Item 13. National Equity Conferences

Missy Taylor stated that there were a number of issues at the National Equity Conferences, particularly in regard to technical problems. The organizers of the National Conferences need to be more aware of members time and provide proper training prior to holding events like these. In addition, members were not given proper direction and sometimes only a few hours before the meetings.

Sue Boone stated that there were technical issues that prevented full participation. After the conference she met with PSAC NEVP, Sharon DeSousa, who heard the complaints from members on the accessibility issues due to the platform.

Trevis Carey stated that members were not able to self-ID after registration and had trouble signing into the breakout rooms.

Karuna Dsouza stated the workshops were excellent, and believe they should be offered to the Locals, as they contained important information.

Peggy Jones recalled members having issues on accessing the different breakout rooms and some members being denied access completely.

Ryan Ward stated that he submitted a resolution to the National Convention that addresses some of these issues and around not having workshops overlap during the national equity conferences. This way members who self-identify in more than one equity group, do not have to choose one workshop over another.

Item 14. National Convention

The Chair stated that the PSAC National Convention will be held virtually. This has been communicated to the membership by PSAC National a few days ago. It was a hard decision that the National Board of Directors (NBoD) had to make.

D'Arcy Gauthier stated that he was very disappointed when he received the email stating the National Convention would be held virtually.

The Chair stated that the NBoD is currently discussing adding more dates to the Convention, so as to give the delegates more time to debate and complete convention business.

Marie Polgar–Matthews inquired if Locals could send more observers now that it is being held virtually.

The Chair will hold further discussion at the Board in regard to the status of observers attending the convention.

Karuna Dsouza stated she believes it was a good decision to hold the convention virtually. She has members that would not have been able to attend because of compromised immune systems. Karuna asked whether it would be possible for other units to hold their own convention.

Barry Lamont stated that he was disappointed with the decision but believes it was the right one. He asked if members would still be required to pay the \$300 registration fee as observers now that the Convention is virtual.

Missy Taylor wanted to know what the cost would be to change the convention to a virtual event and whether members would be paid a per diem.

The Chair stated that there were costs associated with the change, but that the total amount has not been calculated yet. Members will be paid a per diem to attend Convention.

Action Items from this discussion:

1. The Chair to check with AEC if more observers will be allowed to attend the PSAC National Convention.
2. Can other units use the money PSAC saved to hold their own Conventions.
3. Do members still have to submit the \$300 registration fee.

Item 15. Ontario Regional Council Meeting dates

Missy Taylor placed this item on the agenda, as a way for Ontario Regional Council to have a discussion on what works for all of Council going forward.

The Chair stated that the Committee meeting dates were split up during this time, as some Council members were having difficulties getting the necessary time off from their employers. In the past council meetings were traditionally held on Friday and Saturday, so as to allow observers to attend and reduce costs.

Motion: As long we are doing committee and council meeting virtually that we schedule them for Wednesday, Thursday, Friday.

m/s/c Marie Polgar-Mathew and Melanee Jessup

Motion: Once we return to in-person meeting we do a cost analysis and bring this back to the agenda.

m/s/c Marie Polgar-Mathew and Melanee Jessup

Trevis Carey inquired if PSAC National will be requesting the money to be returned that was not used by Council.

The Chair stated that PSAC National has not made any comments or decision as to what they will be doing with any surplus funds.

The Chair stated that the Ontario Regional Council will have a discussion on cost analysis at the next in person Council meeting that will be held Thursday, Friday and Saturday. An email will be sent with the meeting dates once we review the National calendar.

Item 16. Joint Learning Program (JLP)

The Chair welcomed Ryan Winger, Regional Field Coordinator Ontario & Nunavut Region and Kathleen Scott, a JLP facilitator to the meeting.

The Joint Learning Program (JLP) is a partnership between the Public Service Alliance of Canada and Treasury Board of Canada Secretariat.

The JLP have several discussion workshops available presently. These workshops are facilitated and bring employees and managers from the same work team together to discuss topics such as:

- Understanding the Collective Agreement: Let's Talk!
- Mental Health: Let's Talk!

- Anti-Racism: Let's Talk!
- Mental Health: Let's Talk!
- Anti-Racism: Let's Talk!

Members can make their request online to have sessions facilitated in their workplaces.

The online request must contain the following information:

- At least one organizer – union or employer
- At least 2 weeks in advance
- 2 date/time options

In person workshops are currently unavailable but will be available once it is safe.

Karuna spoke on the current housing crisis that Academic Sector Workers are facing. Karuna believes this is becoming a full-blown crisis within the country, with international students suffering disproportionately.

Marie Polgar-Matthews would like the Ontario Regional Council to put out a solidarity statement for what's happening in Ukraine.

Doug Yearwood stated that he is in agreement for a motion of solidarity in regard to the war against Ukraine. However, he believes PSAC should focus on reaching out to our government with an anti-war stance.

Ontario Regional Council Statement of Solidarity:

Ontario Council denounces the current war in Ukraine and calls on the Canadian government to look at helping in resolving this situation in a peaceful way.

D'Arcy Gauthier suggested all council members get involved with their local labour council. A provincial election is coming and there

are a lot of critical issues. Labour Councils can use the help of activists in dealing with issues workers and communities face. Some Components also offer subsidies to their Locals to cover Labour Council affiliation fees.

Item 17. Media Training

Lino Vieira, Ontario Political Communications Officer, delivered media training to Council members. The training covered steps to undertaking a successful media interview, along with providing resources to assist Council members in media preparation.

Business completed and meeting adjourned at 11:27 am

APPENDIX “A”

PSAC Ontario Council Education Committee Report February 16, 2022

Committee Chair: Melanee Jessup
Members Present: Chandra Buschold, Karuna DSouza, Wendy-Ann Moulton, Chris Snooks, Missy Taylor, Doug Yearwood
Staff Rep: Justin Kong, PSAC Ontario A/Regional Education Officer (A/REO)

The committee welcomed Justin Kong, A/Regional Education Officer

Review:

- Current and upcoming training:
 - Retirement Planning
 - Mental Health 101
 - Talking Union Basics
 - Politics for Everyone
 - Social Media training
 - Local Development Training
 - Area Council Training
 - Grievance Handling
 - Local Officers training
- Regional School
 - Although there has been much discussion and there have been requests from members, there are currently no plans to hold a school
- Justin provided information on the budget. The budget for the current cycle is pending approval, however, it is expected to be around the same as last cycle.
- Self-directed courses are available on the PSACON website:
 - Precarious Work – a Union Issue
 - Welcome to Your Union – PSAC

- Grievances: An Overview
- Understanding Your Collective Agreement
- Health and Safety Courses
 - No plans at present to offer health and safety courses, but the Committee wants to see a priority placed on them. A recommendation will be made.

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.
- The Committee would like to see a school held next year.
- The Committee would like to have communication when changes are made to schedules or courses approved by Council are cancelled/rebooked.

RECOMMENDATIONS:

That a WSIB level I course be offered within the current calendar year.

m/s/c Missy Taylor and Chris Snooks

That an anti-racism course be offered within the current calendar year.

m/s/c Karuna Dsouza and Chris Snooks

That PSACON launches a lobbying campaign to convince our MPs to change the legislation that provides us with the right to refuse unsafe work.

m/s/c Missy Taylor and Chris Snooks

That an education course on bargaining and strike actions be offered within the current calendar year.

m/s/c Chris Snooks and Missy

Moved by Melanee Jessup and seconded by Missy Taylor

APPENDIX “B”

PSAC Ontario Council Human Rights and Equity Committee Report February 16, 2022

Committee Chair: Missy Taylor

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

Staff Representative: Joan Ann Gravesande
Mary Anne Laurico

REVIEW & UPDATES:

- Ande Benedict is thanked for her contributions, and we wish her well on her future endeavors. The committee awaits confirmation on the elected LGBTQ+ representative.
- National Equity Conferences November 23-28, 2021, review and notated the additional meeting held to address connection issues and barriers during the various caucuses (Women’s, Access – printed materials were not provided in advance, resolutions committees meetings were occurring late, little notification to dates and meeting times)
- Bring topics/issues to other committees (e.g., Right to Refuse Unsafe Work impacts on Equity seeking members, the need for WSIB Level 1 education, etc.)
- Bargaining is ongoing and numerous items are at the forefront due to the pandemic (e.g., childcare, racism, etc.). Work to ensure an equity lens is applied to bargaining.
- Truckers Convoy – when we look at how this has been treated and handled versus the Black Lives Matter or Idle No More protests it is plain to see how Equity groups are treated very differently (e.g., Emergency Act invoked, fall person is Ottawa Police Chief)

- PSAC Convention – Covid related delays and subsequent impacts to the Regional Conferences. The Women’s and Racially Visible Conferences -date to be determined.
- Upcoming National Equity working groups meeting dates:
 - Women’s Working Group – Feb 23, 2022
 - Members with Disabilities/Access TBD
 - Indigenous Members March TBD
 - Racially Visible Feb 22, 2022
 - LGBTQ+ (will ask for updates from National Officer) (National Equity Committee meeting TBA)

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:

- Hold a HR &E committee call prior to National Equity committee meeting- to have a unified approach to addressing issues at the National level.
- Each committee member to submit a written introduction piece to the Ontario Council Newsletter detailing their portfolio. In

addition, an introduction of the role of the HR & E committee will be submitted.

- Continue to write statements for respective Human Rights and Equity days
- 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:

2. To share the updated Equity Calendar with the membership electronically and have it available on the PSAC Ontario Regional website.

Moved by Missy Taylor and seconded by Souad Soubra Boone

APPENDIX “C”

Public Service Alliance of Canada, Ontario Regional Council Health and Safety Committee Report February 2022

Committee Chair: Leslie Searl

Committee reps: Barry Lamont
Michelle Woods
Marie Polgar-Matthews
Trisha Roach

Regrets: Souad Soubra Boone
Trevis Carey

Staff: Sandra Goodick
Angela Fairweather

Update: Health and Safety Conference (Angela and Sandra)

The Health and Safety Conference has been postponed from its originally tentatively scheduled date in March, to December 2022, due to the ongoing pandemic

Action Item: Committee members are to keep the Conference in mind over the coming months and suggest any speakers or workshop topics which may be relevant.

Update: Ontario Health and Safety webpage is now active

This page has been set up for reference and use by members in the Ontario Region.

Action Item: Council members are asked to peruse the site and suggest any additions/changes needed by members

Action Item: Council members are asked to share this link within their constituencies and local membership

<https://ontario.psic.com/topics/health-and-safety/>

Additionally, we would like to add a WSIB section to the page going forward.

Action Item: Council members are asked to advise the Committee of any information they want to be available to the membership regarding WSIB

Update: Mental Health in the workplace

Lunch and Learn sessions on Work/Life Balance are being offered to members in Treasury Board units.

Update: Definition of “Danger”

The Federal Government quietly changed the definition of Danger in Part II of the Canada Labour Code, negatively affecting the working life and protection of thousands of Canadians.

Update: Sessional Instructors at Ontario Tech University

Sessional Instructors at Ontario Tech University are fighting for job security, fair workloads, and the right to disconnect. The bargaining demands are fair and reasonable and would improve working conditions for PSAC 555.

Action Item: Please share the following letter-writing campaign with your members:

<https://actionnetwork.org/letters/fair-contract-for-sessional-instructors-at-uoit>

Recommendation 1: Ontario Council Representatives promote the Work/Life Balance sessions among their constituencies and networks

Recommendation 2: that the Definition of Danger issue be added as a topic on the Ontario Health and Safety web page, to bring attention to this issue among our members

Report and Recommendations moved by Leslie Searl

Report and Recommendations seconded by Michelle Woods

APPENDIX “D”

PSAC Ontario Regional Council Political Action Committee Report December 2021 to February 2022

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

Staff: Lino Vieira, Jawara Gairey

Meeting via Microsoft Teams on February 17, 2022, 2021, at 6:05 p.m.

Agenda:

1. COVID-19
2. Bill 124
3. Ontario Provincial Election
4. Phoenix

COVID-19

The province is moving forward quickly in its reopening plan, with most restrictions being lifted on March 1, 2022. However, there are concerns that this advanced timeline for reopening is politically motivated and not based on medical expertise. PSAC offices will remain closed for now, as plans to reopen them will follow a regional approach based on public health guidelines.

Bill 124

PSAC has filed a constitutional challenge on Bill 124, “*Protecting a Sustainable Public Sector for Future Generations Act (2019)*”, through the Ontario Federation of Labour (OFL). The legislation places restraints on what compensation can be bargained in the

broader public sector, which has impacted several PSAC bargaining units, including in the academic sector. The case is expected to be brought before the court in the next few months.

2022 Ontario Provincial Election

PSAC will be finalizing our election strategy, based on the new provincial election rules that have come into force. The new rules will be shared with members, so that they are aware of their rights under the new legislation. Several new webinars have been developed to get members ready and engaged for this election, including: “*Politics for Everyone*” and “*Social Media for Activists*”.

Phoenix

This February will mark the 6th year since the disastrous Phoenix Pay System came into effect. PSAC has developed a new lobbying kit for our members to speak directly with their Local MPs on this critical issue. The government needs to do more to address the continuing pay problems our members face and work with PSAC on the selection and implementation of a new pay system.

Moved by: Chris Snooks
Seconded by: Melanee Jessup

APPENDIX “E”

PSAC Ontario Council Finance Committee Report February 2022

Committee Chair: Ryan Ward
Committee Members: Peggy Jones
Tony Crupi
REVP: Craig Reynolds
Bookkeeper: Galit Sugar
Staff: Cleo Reid

Items:

- **Laptop Purchase**
- **Portfolio Expenses Presentation**
- **Internet Expense Claim**

Agenda:

1. Laptop Purchase

The Finance Committee purchased an ASUS Vivobook 15 laptop valued at \$563.87 and the software that is required to conduct our business at an amount of \$1,030.73. The total expenditure is \$1,594.66 shall be paid from the Special Initiatives line item.

2. Portfolio Expenses Presentation

The Finance Committee has prepared a presentation to help Ontario Council Members understand what you can claim and how to prepare your portfolio expenses.

3. Internet Expense Claim

The Internet Expense Claim has been traditionally claimed in the spring (February/March/April) and fall (October/November) meetings but the Finance Committee recommends making the claim in the

summer (June/July) meetings after the 6 months have been completed.

Recommendations:

1. The Finance Committee recommends amending the Ontario Council Expense Claim Form to read "Note: \$20 per month claimed in summer and fall meetings annually" from spring and fall meetings.

Moved: Ryan Ward

Seconded: Peggy Jones

APPENDIX “F”

**Ryan Ward
PSAC Ontario Regional Council
Alternate Regional Executive Vice-President Report
November 2021 – February 2022**

Objectives:

- Ensure there is a continual presence of the PSAC Ontario leading up to the Provincial Election in June 2022
- Prepare for provincial election with work on campaigns in Barrie
- Political action with Barrie and District Labour Council and Barrie Area Council initiatives
- Help Ontario Council Members with their portfolio expense claims
- Work with the Regional Executive Vice-President at ensuring the members of the PSAC have strong representation within Ontario
- Put together everything that anyone needs to know about Finance Committee for the transition
- 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
- Put together Ontario Council portfolio expense claim presentation
- Booked, introduced and participated in December 2nd Members with Disabilities guest speaker event
- Contributed to Barrie and Greater Toronto Area Councils
- Designed Ontario Council portfolio presentation
- Working as chair of the Barrie and District Labour Council political action committee chair on various events at the federal, provincial and municipal levels of government

- Helping organize an International Women's Day event in March with the Barrie and District Labour Council

Plans:

- Prepare for the upcoming Provincial Election with information that will be vital to the members of the PSAC Ontario
- Prepare for the next PSAC Ontario Convention including any transitional information to ensure that the Finance Committee will not have any downtime with the transition
- Execute a survey and debate for the upcoming provincial election

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

Barry Lamont
PSAC Ontario Regional Council
Region 4, Southwestern Ontario Representative Report
November 2021 to February 2022

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

**PSAC Ontario Regional Council
Regionally Based Separate Employer's Report
November 2021-January 2022**

Objectives:

- Continue working on relationship building
- Work more towards open conversation with members
- Promote PSAC education
- Keep members informed on what PSAC is doing

Actions:

- Continued trying to reach out to members
- Inquired about education members would be interested in
- Promoted educational opportunities
- Attended OFL Biennial Convention
- Attended UNDE Convention
- Attended Renfrew County and Area District Council meeting
- Tried following up on vaccine mandates

Plans:

- Continue reaching out
- Attend Kingston Area Council meetings
- Continue to keep myself informed of information relative to members
- Continue to promote education opportunities

In Solidarity,
Chandra Buschold
Regionally Based Separate Employers Representative

CHRIS SNOOKS
PSAC Ontario Regional Council Report
Region 3, Eastern Representative
November 2021- February 2022

OBJECTIVES:

1. Represent Kingston and Area at meetings
2. Understand basic processes and my role within the Ontario Regional Council

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 UNDE Convention
6. Attended strike line Nappanee
7. LMCC for RMC CFB Kingston
8. Reopen RMC do to out break of covid-19
9. Participated in helping member with ANIT-VACCINATION problem

PLANS:

1. Organize National Day Women Day in KDLC
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 Representative

D’Arcy Gauthier
PSAC Ontario Regional Council
Region 2, Northeastern Representative Report
November 2021 – January 2022

Objectives:

- Continue the process of mapping our membership in the district
- Attend meetings when invited to do so (within components and Area Councils)
- Engage the broader membership on provincial election issues

Action:

- Currently representing members during a harassment investigation (since July 2021)
- Citizen Service Officers and other CEIU members who work in the Service Canada offices engaged in a regional campaign advocating for better working conditions given the rise of Omicron (led to members being provided KN95 masks, Commissionaires at every site, appointment-only services at Passport Offices as well as appointment-only in larger offices)
- Attended several general membership meetings (CEIU, UVAE, SSO)

Goals:

- To have the membership mapped as accurately as possible by mid-2022
- To organize the membership around bargaining and provincial/municipal elections
- 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

Karuna DSouza
PSAC Ontario Regional Council
Academic Sector Workers' Representative Report
November 2021 – February 2022

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:

- Attended OUCC meetings (November 17, September 29, October 25)
- Attended OFL Meetings (November)
- Regularly communicated via email with the Presidents of academic sector locals 610, 901, 902 and 555.
- Working on Organizing Campaign in DCL 610
- Attended Racially Visible National PSAC Conference Nov 23-28
- Submitted proposal for an Anti-Racism Webinar for academic sector locals 610, 901, 902 and 555.
- Worked on resolutions for DCLs for the National Convention

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
- Support Queen's, Wilfred Laurier and UOIT by amplifying requests of solidarity
- Organise Anti-Racism Webinar for academic sector locals 610, 901, 902 and 555 at the end of March 2022.

In Solidarity,
Karuna Dsouza
Academic Sector Workers Representative

Leslie Searl
PSAC Ontario Regional Council Report
Region 5, Greater Toronto Area (GTA) Representative
November 2021- January 2022

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:

Nov 5 & 6 - Ontario Council meeting

Nov 10 - Greater Toronto Area Council (GTAC) Ally committee mtg

Nov 15 -17 - Toronto Airport Workers Council (TAWC) mentorship training, Unifor Family Education Centre, Port Elgin

Dec 6 - Women Won't Forget vigil

Dec 7 - Toronto Pearson Workers Safety and Health Forum (TPWSHF)

Dec 9 - Members with Disabilities Action committee/ Toronto Racially Visible Committee Human Rights Day event

Dec 9 - TAWC

Dec 16 - GTAC

Dec 22 - TPWSHF

Jan 5 - TPWSHF

Jan 13 - GTAC

Plans:

Continue to work with TAWC and the GTAA to ensure a safe return to travel, and in the workplace as more coworkers return and face uncertainties.

In Solidarity,

Leslie Searl

Region 5, Greater Toronto Area (GTA) Representative

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

Objectives:

- 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:

- Nov 9: Durham District Labour Council Meeting
- Nov 17th- PSAC BAC meeting
- Nov 24th-PSAC BRWC meeting
- Dec 7: RSCC UOIT Sessional Bargaining Meeting with REVP
- Jan 21st, 24th: Completed JHSC Certificate Training Part 1
- Jan 25th: Attended OBA webinar on Arbitration cases on Vaccine Mandates and Policies. (including 3rd party work locations)
- Jan 26, Feb 2nd & Feb 9: Facilitating WSIB Level 1 course.
- Jan 27: Meet with MPP Jenifer French on the state of education in the Durham regions and change we would like her to advocate for.

Goals:

- Feb 2022- Assist OTU with Mobilization Campaigns
- Feb 2022 to June 2022-Support PSAC BRWC and BAC community events
- Feb 10: Attend a Toronto Area Council Meeting
- Apr 30: International Worker’s Day Event (for May Day)
- May 28th to June 2 2022- Attend the 2022 PSAC National Triannual Convention

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

**Melanee D Jessup
PSAC Ontario Regional Council Report
Region 4, Southwestern Ontario Representative
November 2021 to February 2022**

Objectives:

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

Actions:

- Attended Ontario Council meeting
- Attended Mental Health First Aid training
- Provided information to members via social media
- Met with A/Regional Education Officer
- Chaired Education Committee meeting
- Attended Political Action Committee meeting

Plans:

- Continue to share information via social media/email tree
- Contact Locals/Branches and Area Councils in Region 4
- Attend Work Life Balance panel discussion

Respectfully submitted,

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

Michelle Woods
PSAC Ontario Regional Council
Indigenous Workers Representative Report
November 2021- January 2022

Objectives:

- To continuously learn to enhance 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:

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

➤ **Ongoing**, liaise with other departments (Passport and FedNor) on return to the workplace issues and questions pertaining to members.

➤ **Ongoing**, Share PSAC information on updates and webinars to members via email and Facebook

➤ **Ongoing**, participation and involvement in workplace and departmental (ISC) initiatives and committees focused on the advancement and inclusion of Indigenous workers.

➤ **November 5/6**, PSAC Ontario Council Committee Meeting

➤ **November 16**, Chaired the Thunder Bay Area Council Meeting

➔➔**November 23-28, PSAC National Equity Conference-** participated as a Delegate and member of the Indigenous Resolutions Committee.

➔➔**December 14,** attended Toronto Regional Women's Council on- line event 'An Evening with Missy Taylor'

➔➔**January,** Share information/prepare article for promotion within Ontario Region of the Moose Hide Campaign

➔➔ **January 25,** attended virtual panel on Equity in the Workplace

Plans: (as permitted due to COVID-19)

- ➔ 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 Ontario Region Area Councils, Thunder Bay Area Council, Thunder Bay Regional Women's Committee and Indigenous Peoples Circle on shared issues or projects by attending committee meetings
- ➔ To continue collaborating and working with Ontario Council Women's Rep on the commonly shared issues relating to both our portfolios.
- ➔ To continue working with PSAC Ontario Council Representatives to connect with Indigenous Workers through newsletters and Media websites such as Facebook.
- ➔ To continue sharing knowledge of PSAC training, conferences, conventions and to promote the education program.

In Solidarity,
Michelle Woods
Indigenous Workers Representative

Missy Taylor
PSAC Ontario Regional Council
Regional Women's Committee Representative Report
November 2021 – February 2022

Objectives:

- Work to implement Gender Equity Taskforce (GET) recommendations
- 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:

- National Equity Conference Nov 23-28, 2021
 - Facilitated Women's Caucus
- Planning stages for the Ontario Regional Women's Conference
- Debrief in November regarding National Women's Conference
- Attended calls to discuss women's issues with the National Women's working group.
- 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

Peggy Jones
PSAC Ontario Regional Council
Directly Chartered Local Representative Report
December 2021 to February 2022

Objectives:

Build relationship with the DCL's members and executives throughout the province, mapping out the locations thorough out 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 online 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
- Support DCL's resolutions - explanations – writing
- Attending National Convention in 2022
- Supporting members during this pandemic – listen what the members are asking and their needs to move forward.

In Solidarity

Peggy Jones

Directly Chartered Local Representative

Souad (Sue) Soubra Boone
PSAC Ontario Regional Council Report
Members with Disabilities Representative
November 2021 – January 2022

Objectives:

- Continue to dialogue with the Regional Offices
- Keep Members informed on what PSAC Ontario Council action
- 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 Ontario Council meeting (Nov 5-6, 2021)
- Participated GSU info sessions (Nov 9, 2021)
- Participated the “Access Conference Resolution committee (Nov 10, 2021)
- Attended the GSU National Council meeting (Nov 15, & Dec 2 & Dec 10, 2021)
- Organized and participated at MDAC WSIB (Level 1) session (Nov 15, 2021)
- Attended GTAC meeting (Nov 17, 2021 & Jan 13, 2022)
- Attended the National Access Conference (Nov 22-28, 2021)
- Attended the GSU Local 00027 AGM (Dec 2nd, 2021)
- Attended and chaired the TMDAC meeting/event (Dec 2, 2021)
- Attended the Hamilton MDAC meeting / event dinner (Dec 3, 2021)
- Attended the RVC meeting (Dec 9, 2021)
- Attended the TRWC meeting (Dec 14, 2021)

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 MDAC committee meeting; Toronto, Hamilton, Kingston & T Bay
- 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

In Solidarity,

Souad Soubra Boone (Sue)
Members with Disabilities Representative

Tony Crupi
PSAC Ontario Regional Council
Region 1, Northwestern Ontario Representative Report
November 2021 – January 2022

Objectives:

- Continue 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 AC Meeting Jan 22, 2022
- Attended National Panel on Equity in the Workplace (zoom)

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
October 2021 - February 2022

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: October 28th - Political Action Committee Meeting.

November 30, 2021 - Code of Conduct Training Asked Questions of trainer to get deeper understanding and provide input from the Union Point Of View

December 1, 2021 - Attended Joint UVAE Employer Mental Health Committee Meeting based on MOU in the collective agreement.

January 13, 2022 - Attended 2nd meeting Joint UVAE Employer Mental Health Committee Meeting based on MOU in the collective agreement.

January 13, 2022 - Local OSH Meeting discussed at home ergonomic assessments. Discussions on protecting members from verbal abuse on phones encouraged members file security incident reports and also possible incident reports for OSH as well.

January 19, 2022 - Canada School of Public service Took W013 and W014 today good courses considering the stress we all face daily. Some really good points. There were no print screens for taking notes so this made the courses each take longer, because I really wanted those simple practical ideas in writing.

January 28, 2022 - Local General UVAE Meeting to discuss bargaining updates.

February 7-9th OSH Training with Sandra Goodick employees and employer

Actions Continued: - September 19-22nd Participated in UVAE Triennial Convention. Participated actively on By-Laws Committee and debate on many issues.

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 Representative

Trisha Roach
PSAC Ontario Regional Council Report
Racially Visible Members Representative
December 2021 – February 2022

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 Hamilton's Racially Visible Members Committee launch meeting on December 6, 2021.
- Attended Equity conference November 22-28.

Plans:

- Work with PSAC regional representative to establish Racially Visible Members Committees throughout Ontario
- Increase members' knowledge of workplace health and safety standards
- Attend National Human Rights Committee – Racially Visible Working Group February 22, 2022
- Attend Toronto's Racially Visible Members Committee meeting February 23, 2022

In solidarity,

Trisha Roach
Racially Visible Members Representative

Wendy-Ann Moulton
PSAC Ontario Regional Council
Region 6, Hamilton/Niagara Representative Report
November 2021 – February 2022

Objectives:

- Continue and build a dialogue with the Regional Offices
- Work on region 6 email/contact list- sent out update in December
- 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 give updated education and course materials. Do Reach out
- Attended Hamilton and Niagara Area Council meetings (November, December, January)
- Regularly updated and shared information via Facebook Group
- Working on Organizing Meet and greet later in 2022
- Attended Hamilton and Toronto MDAC meetings (November, December)
- Alternate attended Hamilton Area Council meeting in November

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