PSAC Ontario Council Meeting Minutes May 6th to 7th, 2022 Novotel, North York

The meeting convened at 9:39 a.m. on Friday, May 6th, 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
Karuna Dsouza, Academic Workers Representative
Missy Taylor, Regional Women's Committee Representative
Antonietta/Netta Coccaro, Gay, Lesbian, Bisexual, Trans, Queer and 2 Spirited+ Representative
Chandra Buschold, Regionally Based Separate Employer Locals

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
Michelle Woods, Indigenous Members Representative
Trisha Roach, Racially Visible Members Representative

Souad (Sue) Soubra Boone, Members with Disabilities Representative

Special Guests: Sharon DeSousa – PSAC National Executive Vice-President, Alex Silas – National Capital Region Executive Vice-President (NCR-REVP), Daphnée Orizier – Executive Assistant to the NCR REVP.

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

The Chair asked Leslie Searl 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. & 3:00 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 Ryan Ward and Wendy-Ann Moulton

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 all lives lost during this on going pandemic.

- No names provided

Moment of silence observed.

AGENDA:

1. Adoption of Agenda
2. Adoption of previous meeting minutes (February 25th - 26th, 2022)
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. PSAC National Convention
13. Ontario Regional Council Meeting Costing presentation
14. Labour Day Celebration
15. Ontario Provincial Election
16. Period Promise Campaign
17. New Business

Item 1. Adoption of Agenda

The Chair asked for a mover and seconder to adopt the amended Council meeting agenda.

Motion to adopt amended agenda

m/s/c Chris Snooks and Melanee Jessup

Item 2. Adoption of previous meeting minutes (February 25th - 26th, 2022)

There were no amendments to the previous meeting minutes.

Motion to adopt previous meeting minutes

m/s/c Trevis Carey and Melanee Jessup

Item 3. Business arising from previous minutes

1. The Chair to check with the AEC if more observers will be allowed to attend the PSAC National Convention. The response received is that there is no limit to observers for the upcoming virtual National Convention.
2. Can other units (i.e. DCL's) use the money PSAC saved to hold their own Conventions. The response received was that no they cannot use the surplus to hold conventions.
3. Do members still have to submit the National Convention $300 registration fee. The response received was that the registration fee for the National Convention has been eliminated, as the Convention will take place virtually.

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 and the notice to bargain was sent on June 16, 2022.

- City of Timmins Airport (UCTE 00075) – notice to bargain was sent on November 23, 2021.

- 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 are scheduled to begin on July 12 and 13, 2022.

- University of Ontario Institute of Technology, Sessional Lecturers (DCL 555) – Conciliation took place on April 1 and 8, 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, with negotiations continuing in the fall.

- 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. The bargaining team held a caucus meeting on April 5, 2022.

- Canadian Centre for Occupational Health and Safety (00394) – Bargaining took place on January 28, February 2, March 9, 11, 21, 23 and 25, 2022.

- North Bay Jack Garland Airport (UCTE 00006) – notice to bargain was served on December 9, 2021.

- SNPF CFB Petawawa (UNDE 00680) - PSAC served Notice to Bargain on January 27, 2022.

- Great Lakes Pilotage Authority (UCTE 00057) – PSAC served notice to bargain on April 4, 2022.

- University of Ontario Institute of Technology, Teaching Assistants, Research Assistants and Exam Invigilators (DCL 555) – PSAC served Notice to Bargain on March 15, 2022.

- Canadian Corps of Commissionaires Kingston (DCL 818) – PSAC served Notice to Bargain on March 30, 2022.

- Wequedong Lodge of Thunder Bay (DCL 00002) – an input call was sent to the membership on April 28, 2022. The deadline for member feedback is June 30, 2022.

Renewal Agreements

- Queen's University (Teaching Assistants, Research Assistants & Teaching Fellows) - DCL 901 members ratified their new collective agreement on March 7, 2022.

First Agreements

- Wilfrid Laurier University members (DCL 902) – ratified their first collective agreement on April 1, 2022.

Organizing

Western University - formerly University of Western Ontario - (200 members)
The campaign for Research Assistants has begun and will serve to increase our bargaining power at the University.

Wilfred Laurier University Research Assistants - (250 members)
The organizing drive for Research Assistants is ongoing.

The Canadian Corps of Commissionaires – Petawawa - (120 members)
This will be an organizing campaign for a unit of Commissionaires mostly working on the military base in Petawawa, similar to our Kingston Commissionaires Local.

Casino Woodbine - (200 members)
The campaign for Supervisors and Dual Rate Supervisors is ongoing. A number of employees have returned to work and card signing has resumed.

Kids' Help Phone - (45 members)
An interim certificate was issued on October 5, 2021, but the campaign continues for additional members across Canada. In the meantime, the new members have joined the Union of National Employees (UNE) Component.

Unity Health Toronto - (450 members)
Ongoing campaign to represent Research Contract staff at St. Michael's Hospital, Providence Healthcare and St. Joseph's Hospital (jointly called Unity Health Toronto).

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. We are expecting hearing dates for this case to take place in the fall of 2022.

Ontario Provincial Election
The Ontario Provincial election is slated for June 2, 2022. We are currently in the 12-month election period, which began on June 15, 2021. There are new election rules in effect for this election. The analysis on the rules and their impacts on our union's involvement in this election was prepared by PSAC National and shared across our Ontario membership.

PSAC Ontario will be focusing on defeating the current Progressive Conservative (PC) government, under Premier Ford. The current government has been a disaster for working people and has mismanaged our province's pandemic response. Therefore, we will focus our internal communications to target the PC Party and our external communications on getting out the vote. Internal communications to our members are not considered political advertising and therefore are not subject to any limitations or reporting to Elections Ontario.

Mobilization

Treasury Board Bargaining

PSAC has developed a national mobilization plan to prepare our Treasury Board members for this round of bargaining. PSAC Ontario has prepared a regional plan in line with the national mobilization plan and has begun organizing events to inform and engage our members.

Part of this plan consists of monthly Lunch and Learn virtual workshops on key issues in line with our bargaining demands. These are: Demystifying Bargaining, Equity in the Workplace, Work-Life Balance, Fair Wages and Protecting Public Services (anti-privatization).

In addition, monthly bargaining update meetings have been held to cover the various Treasury Board tables (SV, EB, TC, PA and Common Issues), with bargaining team members and the negotiator answering questions from our members. Area Councils and Committees have been instrumental in working with the PSAC Regional Office staff to hold multiple bargaining update sessions each month, which have been very well received by the membership.

Phoenix Lobby Campaign

February 28th, 2022, marked the 6th anniversary of the Phoenix pay system disaster. Sadly, there still remains a backlog of old and new cases of over 141,000 pay problems. With this enormous backlog, there are not enough compensation advisors to prevent and fix ongoing cases as they arise.

However, many MPs are still unaware of the full scope of the issue, or worse they believe it has been sufficiently addressed. To change this, PSAC has developed a new lobby kit for our members to lobby their MPs and put pressure on them to act on our behalf. The new lobby kit provides detailed information on the campaign, how to lobby, and our key demands from the government.

April 14th Day of action

PSAC held a virtual Day of Action on April 14, 2022. A Treasury Board bargaining townhall was held to discuss ongoing bargaining with PSAC National President Chris Aylward and National Executive Vice-President Sharon DeSousa. After the townhall, members were asked to take action by flooding the lines of federal Members of Parliament with voicemails telling them that we deserve a fair contract.

Kingston – USJE Local 00039 members held an information picket outside of Joyceville Institution in the morning of April 14, to mobilize members and support our bargaining teams.
Members handed out flyers detailing Treasury Board's insulting offer at the table and communicated their firm resolve to reach a fair deal. Employees and visitors to Joyceville shared words of support and solidarity and expressed their disappointment with the offer by Treasury Board. Various local media outlets also arrived to cover the action and hear from our members.

Labour Movement/ Solidarity

Letter to the Premier

On January 20, 2022, PSAC Ontario signed on to an open letter directed to the Premier demanding the government move quickly to address the current crises in the province due to the ongoing pandemic. The letter had six demands of the government:

1. Recall the legislature for an emergency session to address the deepening public health crisis facing Ontarians.
2. Repeal Bill 124, which is preventing fair bargaining and leading to staffing shortages in our health care system.
3. Legislate a minimum of ten permanent employer-paid sick days for all workers in the province and ensure an additional 14 paid sick days during the pandemic.
4. Hold an emergency summit of all stakeholders in the health care system and develop a rapid response plan to hire tens of thousands of registered nurses, registered practical nurses,

personal support workers, and other health care workers required to address the staffing crisis.
5. Require health care and educational institutions to provide airborne precautions to staff, patients, residents, and students, including fit-tested respirators (e.g., N95s), enhanced ventilation (e.g., HEPA filters), and appropriate social distancing measures (e.g., smaller class sizes). The same protections must be extended to frontline workers in grocery stores, food service, transit, and other essential sectors.
6. Launch an emergency public health campaign to communicate the urgency of the situation facing Ontarians, including the dangerous nature of the Omicron variant, and to build broad public support for a comprehensive immunization strategy.

2022 Richmond Hill Mayoral By-Elections

The PSAC Greater Toronto Area Council (GTAC) promoted the 2022 Richmond Hill Mayoral by-election to members in the riding. The by-election took place from January 18-24, 2022 and members were given information on how they could cast their ballot.

In addition, GTAC sent questions to the candidates, on important issues such as recycling, outsourcing work, and expanding the green belt, and shared the responses they received with the membership.

COVID-19 and Airborne Transmission

On January 26, 2022, PSAC Ontario signed onto a letter from the Ontario Federation of Labour and all affiliates to Premier Ford on airborne transmission concerns for COVID-19. The letter demanded action from the Premier to protect workers from airborne transmission by improving ventilation systems in schools, hospitals and other government buildings.

United Way Labour Appreciation Awards

Congratulations to Barb Pawlovich (UTE Local 00017), the recipient of this year's Elgin Middlesex United Way Labour Appreciation Award. The event took place virtually on January 20, 2022 and is a forum for recognizing labour activists and their contributions to the community. Barb has been a long-time union and community activist,

volunteering for years with local food security organizations to help those in need.

Starlight and PSP Investments

PSP Investments is a Canadian Crown corporation that manages our members pension funds for the federal public service. PSP is a major investor in Starlight Investment since the real estate company was founded. Starlight is the largest private landlord in Canada, valued at $19 billion. One of the properties Starlight owns is at 130 Gowan Avenue in Toronto, which it acquired in 2019. The company is looking for an above market rent increase of 4.2% for tenants at the building for this year. This is a common pattern by the company, and Starlight is one of the leading applicants for above market rent increases.

Tenants at 130 Gowan Avenue are working together to fight the 4.2% rent increase and defend their homes from those seeking to profit from their displacement. Tenants are already struggling with high rents, low wages and fixed incomes. PSAC Ontario is supporting the tenants by highlighting their online action to PSP and encouraging our members to share their disapproval of how their pension funds are being used. PSAC Ontario has written several letters to PSP highlighting this issue and voicing our support for the tenants.

Strike Solidarity

On February 12, 2022, the PSAC Kingston Area Council showed their support for striking Lennox & Addington Interval House workers in Nappanee, who have been on strike for months. Their Local (Unifor Local 414) is asking for support as management hasn't come to the table at all during the strike. Interval House provides support to abused women and children and the workers want to get back to the bargaining table to end the strike.

Community rally at the Ministry of Health in Kingston

PSAC DCL 901 members joined a community rally in support of the Intergrated Care Hub (ICH) on February 25, 2022. The ICH is in danger of losing funding after April by the city. Members came out to show their support for the public services ICH delivers, which is vital to the community.

March 6 – OFL Activist Assembly

The Ontario Federation of Labour (OFL) held an Activist Assembly on March 6, 2022. The Assembly was a way to begin our mobilization work after two years of a devastating pandemic. It was also a means of energizing activists in preparation for the upcoming Ontario provincial election on June 2nd. The Assembly held multiple workshops and breakout rooms for skills building and planning for a province-wide Day of Action on May 1st, International Workers Day.

April 28 Day of Mourning

Throughout the pandemic, many workers were forced to go to work without adequate PPE or other protections to keep them safe. For workers who became seriously ill, many did not have access to paid sick leave and often found a broken WSIB system that did not support them.

On April 28th, National Day of Mourning, we honour and advocate for workers who have been injured or killed on the job. This was the first time since the start of the pandemic that many Day of Mourning ceremonies were being held in person. The REVP attended the ceremony that was organized by the Peel Regional Labour Council and held in Brampton.. At the event, speakers included: Dave Wakely, President, OPSEU Local 277; Cheryl Craig, President, PRLC; Bonnie Crombie, Mayor City of Mississauga; Catherine Fenech, President, Peel Injured Worker Group; and Dr. Joel Moody, Chief Prevention Officer of Ontario

May Day

PSAC Ontario sponsored this year's Mayworks Festival of Working People and the Arts. The festival presented four new works developed through the *Labour Arts Catalyst,* where artists and writers were paired with labour organizations in a collaborative art making process.

"*Breaking Barriers: The Legacy of 12 Black Trade Unionists Changing Canada*", was one of these projects. Created by Anna Jane McIntyre and Alexandra C. Yeboah, in collaboration with the Coalition

for Black Trade Unionists, the project is a bookwork and poster. It speaks to the power of collective action and the history of labour organizing.

May 1, International Workers Day

The Ontario Federation of Labour (OFL) held a province-wide Day of Action on May 1st, International Workers' Day. This Day of Action was a means of celebrating workers achievements, as well as a call to action to address the injustices workers faced throughout the pandemic. Events were held across the province, with a major rally at Queen's Park.

This was the first large-scale demonstration since the beginning of the pandemic and it was a tremendous success, with thousands of people taking part. The Day of Action also served as a mobilization tool to call attention to the upcoming provincial election on June 2nd.

Kingston – Members of the PSAC Kingston Area Council, UNDE, CEIU, DCL 901 and USJE participated in the May Day community event in Kingston. The event was organized by community groups and anti-capitalist organizers in the region.

Members distributed Treasury Board bargaining information flyers developed by the Area Council to the attendees and activists in the community. The call to action in the flyer asked the community to write to MP Mark Gerretsen demanding that Treasury Board respect our members through fair bargaining.

Safe Return to Campus

On February 2, 2022, PSAC Ontario signed on to a letter by the Ontario University and Colleges Coalition about the province's rushed plans to return to on-campus learning. Some institutions had plans to return in the coming weeks and the Ontario government had allowed an exemption from capacity limits and physical distancing requirements for classrooms. This decision would put the health and safety of our members, students, faculty and staff in jeopardy. Additionally, many ventilation systems on campuses have not been properly updated or improved to help stop the spread of COVID-19.

Therefore, PSAC joined with CFS, OPSEU, CUPE, OCUFA, OSSTF and UNIFOR to call on the government to halt plans for return to campuses with this exemption in place. In addition, the return to campus plans would be amended after consultation with unions and students.

Office of the Auditor General (OAG) Strike Support
On March 18, 2022, PSAC members from the Kingston and Petawawa areas, joined Ontario REVP Craig Reynolds in Ottawa to support our striking members who work for OAG. A picket was held at the Treasury Board office, where members rallied to get their employer back to the bargaining table.

Education

What Are You Doing After Work? – Retirement Workshop
PSAC Ontario created a new regional workshop to help members with their retirement planning, titled "*What Are You Doing After Work?*" The workshop was designed for members who are considering retiring in the next 10 years and was presented by facilitators from the Congress of Union Retirees of Canada (CURC).

This is a 2-day workshop and will be offered to members each month from January to June of 2022. The course was offered on the following dates, with future dates secured as well: January 29 and 30; February 26 and 27; March 26 and 27; April 30 and May 1st; May 28 and 29; June 11 and 12.

Talking Union Basics
Thunder Bay – A virtual Talking Union Basics course was offered over 2 days from January 28-29, 2022 in the Thunder Bay area. This course provides a structural overview of the union and introduces participants on how to navigate their collective agreement.

Occupational Mental Health and Illness 101

PSAC Ontario delivered a new webinar on February 12, 2022 and again on March 12, 2022, titled; *"Occupational Mental Health and Illness 101"* to support members' understanding and awareness of mental health in the workplace. Mental health is considered the number one cause of workplace disability in Canada. Yet, stigma around the topic is a key reason why many workers don't feel comfortable talking about mental health.

This three-hour online webinar, presented by Prevention Link (a program of the Ontario Federation of Labour) and leading mental health expert Dr. Wendy Stanyon, was an excellent opportunity for members to familiarize themselves with mental health and illness in the workplace.

DCL 903 – The Stop Local Development

Our new members from "The Stop" were provided Local Development training in the month of March, as one of the newly organized units in our region. The training provided information and tools for how the Local could mobilize their members, including new digital tools such as peer to peer texting and online union card signing campaigns.

CIU Branch 18 (Windsor) Local Development Training

On February 10, 2022, Local Development Training was delivered to CIU Branch 18 members. This training encompassed roles and responsibilities of Local Executive members, best practices for member engagement and information on navigating the union's structure of support.

Wilfred Laurier University (WLU) DCL 902 Strike Action and Mobilization Training

On February 9, 2022, Strike Action and Mobilization training was delivered virtually to members of DCL 902. This unit has been fighting for a first collective agreement with the University for over 2 years and negotiations were beginning to hit an impasse. This training was meant to help the local mobilize their members and get them ready for potential strike action.

National panel on remote work and work-life balance

PSAC held a national panel on remote work and work-life balance on February 24, 2022. The Panel speakers included PSAC National President Chris Aylward, Regional Executive Vice Presidents Yvon Barrière (Quebec), and Craig Reynolds (Ontario), national negotiator, Erin Sirett, Union of Taxation Employees bargaining team member Eddy Aristil, and Joint Learning Program member facilitator Zarina Khan.

Panelists discussed how the government should be a leader when it comes to the right to disconnect, creating healthy workplaces and achieving work-life balance with flexible hours and remote work.

Politics for Everyone Webinar

PSAC Ontario developed this new regional webinar to examine how politics affects our members' daily lives. The course will help members engage in the political process and how to engage others. The first offering of this course took place over two days on February 25-26, 2022, with a second offering taking place at the end of March 2022.

Social Media Webinar

Social media has been an important aspect of member mobilization for years. However, with the ongoing pandemic, social media's reach has vastly increased, becoming a fundamental tool of engagement. PSAC Ontario developed a course that teaches our members how to use social media for member engagement and mobilization as an activist tool.

Members will learn how to use social media to build member and public support, engage in political action and motivate new potential activists. This course will also cover the new election rules around using social media during the election period. We held the first offering of this course at the end of April 2022, with a second offering in May.

Social Media Training with DCL 533 Executive
On March 10, 2022, DCL 533 Executive members (Casino Woodbine) took part in a tailored social media workshop developed by the Ontario region. The course helped the Executive from local 533 strengthen their social media presence and explore how social media can support their local campaigns.

Area Council and Committee Workshop

Our region has developed a workshop for Area Councils and Committees in Ontario to build a network and create plans for engaging in the Ontario election. The workshop included tools to activate member support and how to use those tools for the upcoming Ontario Provincial election. This course was delivered on April 28, 2022 and brought together 3 members from every Area Council and Committee in the Ontario region.

During the workshop, participants mapped out their participation in TB mobilization and PSAC campaigns, including taking the lead on lobbying efforts, hosting townhalls, making calls to the membership, and using other tools such as peer-to-peer texting to maintain and build member engagement.

Equity and Human Rights

Virtual Cafe Speaker Series - Toronto EI Call Centre for Black History Month
On February 22, 2022, the Ontario REVP was a guest speaker at the Toronto EI Call Centre virtual café speaking series (CEIU Local 638) for Black History Month. The series was an open conversation of experiences of racism within the public service and what can be done to dismantle those systems of oppression.

Let's Talk! The Black Experience
On February 9, 2022, the Ontario Region Anti-Racism Task Team (ARTT), held a Black History month virtual event. The event was open to all employees to discuss the Black employee experience both

within and outside of the workplace, as well as allyship. Questions submitted by participants prior to the event were answered by the panel speakers.

The event was moderated by Racially Visible Members Representative on Ontario Regional Council, Trisha Roach. Panelist speakers included: Aretha Constant (Co-Chair, ARTT), Kathy Lusk (Executive Director, SSB, Atlantic Region) and Craig Reynolds (Regional Executive Vice-President, PSAC Ontario)

Black History Month

The PSAC Toronto Racially Visible Committee held a Black History month virtual event on February 23, 2022. Speakers included PSAC National President, Chris Aylward, PSAC National Executive Vice-President, Sharon DeSousa, Ontario REVP, Craig Reynolds and keynote speaker Dr. Lynn Jones.

Domestic Violence and Work

The Kingston Regional Women's Committee hosted a special virtual webinar on "*Domestic Violence and Work*" on February 23, 2022. The workshop was open to all members who self-identify as women (trans, gender non-conforming, cis), and discussed the impacts of gender-based violence and its workplace impacts.

International Women's Day – Toronto Rally

The Toronto and York District Labour Council hosted a virtual International Women's Day rally on March 5, 2022. The theme of the rally was "People and Planet Over Profit" and saw hundreds of activists come together online to participate in this event.

International Women's Day

PSAC Ontario in recognition of International Women's Day ordered Women's Day Pins from the Ontario Federation of Labour and distributed them to our Regional Women's Committees. This year's theme was "HERstory" and celebrated the sheroes of the pandemic. In addition, purchasing of the pins provides funding to provincial women's organizations recommended by the OFL.

International Women's Day

The PSAC London Regional Women's Committee held an International Women's Day Event on March 8, 2022. The theme of the event was "Break the Bias" and looked at how women and girls face discrimination in the sciences.

The event featured keynote speaker Erica Caden, who received her PhD from Drexel University in Philadelphia, and moved to Sudbury, Ontario in 2013. Dr. Caden then began a two-year postdoctoral fellowship at Laurentian University, which led to her dream job as a Research Scientist at SNOLAB, the preeminent location in the world for underground particle astrophysics.

Moose Hide Campaign

The Moose Hide Campaign started eleven years ago as a way to raise awareness of the crisis of violence against Indigenous women and children. Since then, the campaign has expanded to call for an end to violence against all women and children, while also supporting the reconciliation process between Indigenous and non-Indigenous peoples.

Each year the campaign holds a Moose Hide Campaign Day as a call to action on these critical issues. This year, the Campaign day will be on May 12, 2022, to learn more about the campaign, please visit www.moosehidecampaign.ca.

Fighting for Equity: Panel on the Black Class Action Lawsuit

On March 21, 2022, PSAC held a national panel to hear from legal experts and plaintiffs of the Black Class Action lawsuit. Speakers included:

- PSAC National Vice-President Sharon DeSousa
- Craig Reynolds, PSAC Regional Executive Vice President for Ontario
- Courtney Betty – Lead Counsel, Black Class Action Legal Team,
- Patricia Harewood – Acting Director of PSAC Representation and Legal Services,

- Nicholas Thompson – Representative plaintiff / PSAC member
- Wagna Celidon – Representative plaintiff / former PSAC member

South Asian Heritage Month

PSAC Ontario has purchased tickets to support the Asian Canadian Labour Alliance's South Asian Heritage Month film screening. The film screening will be showcased at the annual Hot Docs Canadian International Documentary on May 3, 2022. Members of the PSAC Toronto Racially Visible Committee were given tickets to the screening and 10 tickets were donated to community members.

The film being screened is Patwardhan "A Time to Rise", which highlights the organizing efforts of the Canadian Farmworkers Union in the 1980's. It is also a topic for our contemporary period to examine lessons learnt to what is ongoing today in fields across Canada.

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 January 15, 2022 to May 7, 2022

Jan. 17, 2022 – Wilfred Laurier DCL 902 RSCC meeting
Jan. 17, 2022 – Call Centres meeting
Jan. 17-18, 2022 – Alliance Executive Committee meeting
Jan. 19-21, 2022 – Alliance Executive Committee virtual retreat
Jan. 18, 2022 – National Board of Directors meeting
Jan. 19, 2022 – Workers' Rights Information Clinic planning meeting
Jan. 20, 2022 – Windsor Area Council meeting
Jan. 24, 2022 – Alliance Executive Committee meeting
Jan. 25, 2022 – CEIU NVPs meeting
Jan. 25, 2022 – PSAC Food Insecurity campaign meeting
Jan. 25, 2022 – PSAC Panel on Equity in the Workplace
Jan. 26, 2022 – PSAC Toronto Racially Visible Executive meeting
Jan. 27, 2022 – OFL Executive Board meeting
Jan. 27, 2022 – Niagara Area Council meeting
Jan. 28, 2022 – PSAC meeting on mandatory vaccination policy
Jan. 28, 2022 – Talking Union Basics Course
Jan. 31, 2022 – Preparation meeting for the Ontario Region Anti-Racism Task Force Panel
Jan. 31, 2022 – OFL Executive Board meeting
Jan. 31, 2022 – Bargaining Update townhall meeting
Feb. 2, 2022 – Preparation meeting for PSAC National Panel
Feb. 2, 2022 – Workers' Rights Information Clinic planning meeting
Feb. 3, 2022 – Wilfred Laurier DCL 902 RSCC meeting
Feb. 3, 2022 – PSAC National mobilization plan meeting
Feb. 3, 2022 – Ontario Organizing meeting
Feb. 4, 2022 – Pension meeting
Feb. 7, 2022 – PSAC Toronto Members with Disabilities Access Committee meeting
Feb. 8, 2022 – Ontario Council Finance Committee meeting
Feb. 8, 2022 – Workers Health and Safety Centre Board meeting
Feb. 9, 2022 – Phoenix Discussion meeting
Feb. 9, 2022 - Ontario Region Anti-Racism Task Force Panel Discussion
Feb. 9, 2022 - Wilfred Laurier DCL 902 Mobilization meeting
Feb. 10, 2022 – CIU Branch 18 Local Development Training
Feb. 11, 2022 – Black History Month Discussion with Service Canada

Feb. 12, 2022 – Townhall on Mandatory Vaccination Policy
Feb. 14, 2022 – PSAC Ontario Education Program meeting
Feb. 14, 2022 – Alliance Executive Committee meeting
Feb. 15-18, 2022 – National Board of Directors meeting
Feb. 15, 2022 – UTE Local 00014 meeting
Feb. 16, 2022 – Ontario Council Committees meeting
Feb. 16, 2022 - Workers' Rights Information Clinic planning meeting
Feb. 17, 2022 – SSO Bargaining Team meeting
Feb. 17, 2022 – Ontario Council Political Action Committee meeting
Feb. 22, 2022 – Black History Month panel discussion
Feb. 22, 2022 – Black History Month Virtual Café
Feb. 22, 2022 – Workers Health and Safety Centre Board meeting
Feb. 23, 2022 - Wilfred Laurier DCL 902 RSCC meeting
Feb. 23, 2022 – Ontario Provincial Election meeting
Feb. 23, 2022 – PSAC Toronto Racially Visible members meeting
Feb. 24, 2022 – PSAC National Panel on Work Life Balance
Feb. 25-26, 2022 – Ontario Council meeting
Feb. 28, 2022 – Alliance Executive Committee meeting
Mar. 1, 2022 – Niagara Area Council meeting
Mar. 2, 2022 - Workers' Rights Information Clinic planning meeting
Mar. 3, 2022 – National Board of Directors meeting
Mar. 3, 2022 – RSCC for UOIT Sessionals – DCL 555
Mar. 3, 2022 – Oppression Prevention Bureau meeting
Mar. 4, 2022 – SSO Bargaining team meeting
Mar. 5- 16, 2022 – National Convention General Resolutions Committee meeting
Mar. 5, 2022 – Toronto International Women's Day virtual rally
Mar. 7, 2022 – Hamilton Area Council meeting
Mar. 9, 2022 – Hamilton Niagara Young Workers AGM
Mar. 10, 2022 – UNE Local 210 AGM
Mar. 16, 2022 - Workers' Rights Information Clinic planning meeting
Mar. 17, 2022 – Ontario Regional Event Planning meeting
Mar. 18, 2022 – OAG Strike Support Rally in Ottawa
Mar. 21, 2022 – Alliance Executive Committee meeting
Mar. 21, 2022 – Locals and Stewards Development Education meeting
Mar. 21, 2022 – PSAC Panel on the Black Class Action Lawsuit
Mar. 22-23, 2022 – Regional Funding meeting

Mar. 22, 2022 – April 14 Day of Action planning meeting
Mar. 24, 2022 – Casino Woodbine DCL 533 meeting
Mar. 24, 2022 – National Board of Directors meeting
Mar. 25, 2022 – Pension meeting
Mar. 28-29, 2022 – Alliance Executive Committee meeting
Mar. 29, 2022 – Ontario Provincial Election meeting with Ontario Council
Mar. 30, 2022 - Workers' Rights Information Clinic planning meeting
Mar. 30, 2022 – Ontario Provincial Election meeting with RVPs/NVPs
Mar. 31, 2022 – National Board of Directors Media Training
Mar. 31, 2022 – Ontario Provincial Election meeting with Area Councils and Committees
Apr. 1, 2022 – CEIU Toronto Office tour
Apr. 4, 2022 – Locals and Stewards Development Education meeting
Apr. 4, 2022 – Corps of Commissionaires meeting
Apr. 4, 2022 – Barrie Regional Women's Committee meeting
Apr. 5, 2022 – Regional Funding meeting
Apr. 6, 2022 – OFL Executive Board meeting
Apr. 6, 2022 – PSAC Toronto Members with Disabilities Committee meeting
Apr. 11, 2022 – Local and Stewards Portfolio meeting
Apr. 13, 2022 – Meeting with UNDE Petawawa Cleaners
Apr. 13, 2022 - Workers' Rights Information Clinic planning meeting
Apr. 14, 2022 – PSAC Greater Toronto Area Council meeting
Apr. 14, 2022 – Virtual Day of Action Bargaining Townhall
Apr. 20, 2022 – National Education meeting
Apr. 21, 2022 – OFL Executive Board meeting
Apr. 21, 2022 – CRA Bargaining Townhall
Apr. 22, 2022 – PSAC Treasury Board Mobilization Plan meeting
Apr. 26-27, 2022 – Alliance Executive Committee meeting
Apr. 27, 2022 – Stewards and Local Development meeting
Apr. 27, 2022 - Workers' Rights Information Clinic planning meeting
Apr. 28, 2022 – Day of Mourning event
Apr. 28, 2022 – PSAC Ontario Area Council and Equity Summit
Apr. 29, 2022 – Ontario Council Finance Committee meeting
Apr. 29, 2022 – 699 Leave Discussion meeting
May 1, 2022 – International Workers' Day Rally at Queen's Park
May 2, 2022 – Locals and Stewards Development Education meeting

May 4, 2022 – Ontario Council Finance Presentation
May 5, 2022 – Ontario Council Committees meeting
May 6-7, 2022 – Ontario Council meeting

Motion to adopt REVP's report

m/s/c Craig Reynolds and Tony Crupi

Craig Reynolds resumed the Chair.

Item 5. PSAC Ontario Regional Office – Updates (Jawara Gairey, PSAC Ontario 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 ratified a tentative agreement after strong Local and Community mobilization efforts
  - Ontario Tech University (renewal UOIT Sessional Lecturers) negotiations are ongoing and currently in Conciliation. Staff are working with Local to recruit for mobilization
  - Kid's Help Line (1st collective agreement) negotiations ongoing

- London RO:
  - Wilfrid Laurier University ratified a first collective agreement after increased participation by members in mobilization activities
  - Your Quick Gateway (Windsor Airport – renewal agreement) is ongoing

- Sudbury RO:
  - Commissionaires meeting with Employer and bargaining mobilization ongoing

- Weeneebayko Area Health Authority (WAHA) are in the process of negotiations

- Thunder Bay RO:
  - Nishnawbe-Aski Police Service (Officer Unit) negotiations ongoing

- Toronto RO:
  - The Stop (1st collective agreement) negotiations ongoing
  - Casino Woodbine-Auditors (1st collective agreement) negotiations ongoing

Education:

Virtual Winter Basic Education Schedule, Congress of Union Retirees Canada (CURC) on pensions/retirement, and Mental Health 101 webinars have all been successful. Council should continue to advise members to keep an eye out for PSAC communications on future education initiatives. Fall Schedule will be planned for in-person RO learning with some Regional Virtual courses scheduled.

Area Council and Committee Training took place April 28th. Tools were developed to have Area Councils and Committees more active in organizing member engagement around bargaining, politics and the work of the Union.

Organizing:

- Wilfrid Laurier (Research Assistants – 250 workers)
- Western University (Research Assistants – 200 workers)
- MAP Communications (Call Centre in Toronto and Halifax – 60 workers)
- Commissionaires (Petawawa – 120 workers)
- Casino Woodbine (Toronto – 200 workers)
- Unity Health Toronto (Research and Post-docs - 600 workers)

Council members should contact Tanya Ferguson, Regional Organizer with potential leads and continue to use their platform to advocate for more organizing amongst the membership in the Region.

Representation:

Staff continue to support and guide members on the various workplace issues. Staff continue to work with Local's and guide members to their Component Representatives.

Treasury Board and Agency:

Various Treasury Board Bargaining activities are taking place in the Region, using new forms of technology (ie. Call Hub and Peer-to-Peer texting).

Council members should continue to actively 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.

Regional Office's:

Regional Offices, except the Toronto RO due to construction, have re-opened as of April 19th. PSAC members should contact ROs in advance of attending and ensure they are following all RO protocols prior to entry. Members who do not follow protocols will not be granted entry.

Item 6. <u>Ontario Council Committees Reports</u>

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 PSAC Ontario develop an information package to call attention to the housing crisis in Ontario. The package to be presented to Council at the next, or a special, meeting and that a webinar be created for presentation to members by the fall.

Recommendation carried unanimously

Motion to adopt the Education Committee's Report

m/s/c Doug Yearwood and Karuna Dsouza

Health and Safety Committee Report (APPENDIX "B")

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

Recommendations to Council:

1. That Ontario Council representatives promote the registration of members within their constituencies to the Regional Health and Safety Conference once the call letter goes out.

Recommendation carried

Motion to adopt the Health and Safety Committee's Report

m/s/c Leslie Searl and Marie Polgar-Mathews

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

Missy Taylor presented on behalf of the committee.

Recommendations to Council:

1. We ask that Council formally adopt a position on Woman's Right to Choose.

Recommendations carried

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

m/s Missy Taylor and Netta Coccaro

Report carried unanimously

Notice of Motions

Netta Coccaro served notice of Motion

D'Arcy Gauthier served notice of Motion

Wendy-Ann Moulton served notice of Motion

Motion: Ontario Council to develop a written statement for distribution on the position of a women's right to choose.

m/s Netta Coccaro and Missy Taylor

Motion carried unanimously

Political Action Committee (APPENDIX "D")

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

Recommendations to Council:

No recommendations at this time

Motion to adopt the Political Action Committee's Report

m/s Ryan Ward and Melanee Jessup

Motion carried unanimously

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 Option 1, which includes holding in-person committee meetings on Thursday, and Ontario Council Meeting on Friday and Saturday. The budget allows for $95,000 for Ontario Council Meetings and we are expected to stay within budget to be able to justify it at the next convention.

   This scenario would allow for Council Members to have work-life balance, and at the same time be able to conduct our business in-person and be able to complete the committee's business expeditiously without taking our own time. The additional costs related to salary, meals, accommodation and

room rentals would not justify the added expense for the other scenarios.

Recommendation carried

In Favour - 13 Against – 3

2. The Finance Committee recommends the approval of the Financial Statements for 2021 as presented.

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 to the membership and for all their hard work.

Ryan Ward stated that he will be moving to Ottawa in the coming weeks, hence this will be his last Ontario Regional Council meeting. Ryan wished everyone well.

The Chair thanked Ryan for all his activism and work on behalf of the Ontario Region.

Chris Snooks stated that the Kingston region is looking to hold another solidarity action picket in Napanee. There were 20 workers at the Napanee Interval House that went on strike. Once the strike ended, 17 of those workers were unfairly terminated after coming off a 5-month strike, in a clear instance of Employer retaliation and union-busting.

Missy Taylor is currently working on the Regional Women's conference. She alerted council members in regard to the situation in the USA, with the supreme court looking to overturn Rowe vs Wade.

Karuna Dsouza sat on the National Convention Constitution Committee and she was grateful for the opportunity. She gained a lot of knowledge on how the national process works. She stated it was quite difficult to push the initiative of the DCL resolution, seeking a seat for a DCL member at the NBoD level of the organization. However, they were able to get one of DCL resolutions in the top 10 priorities.

Netta Coccaro will be sending Council members an email asking for support for an item they will be bringing forward at the National Convention.

Trevis Carey stated that members are having a hard time working from home as they are not provided with the proper equipment and there are ergonomic concerns.

Barry Lamont stated that the CEIU standing bargaining meeting will be training stewards on a virtual network.

The Chair highlighted the importance of June 2nd, the upcoming provincial election. The Chair also raised concerns on the recent provincial Bill 100 (keeping Ontario open), as it will impact the way we go on strike, especially affecting our CIU members.

Peggy Jones asked Council members to support the National Pharmacare program, as many Ontarians cannot afford expensive medication.

D'Arcy Gauthier stated that Service Canada is acting as if COVID-19 no longer exists, as they have removed all mandates except for masks. D'Arcy also thanked the staff from the PSAC Sudbury Regional office for all the support they gave to make the CEIU district conference a success.

Item 8. Collective Bargaining Updates

The Chair stated that he will focus his bargaining report on recent updates to ongoing bargaining in the region.

Canada Border Services Officers (FB)

A new round of negotiations for more than 8,500 CIU members officially began at the FB National Bargaining Conference, held in Ottawa from March 31 to April 2, 2022.

Following the conference, the newly elected bargaining team will meet at the end of April to finalize the bargaining proposals.

RCMP

Talks continue between Treasury Board and the bargaining team representing more than 1,000 RCMP Civilian Members during negotiations for their first collective agreement on February 25, 2022.

Treasury Board (TB)

TC bargaining

Treasury Board failed to respond to PSAC's proposals during the latest round of negotiations with the Technical Services bargaining team March 22-24, 2022.

PA bargaining

Treasury Board continues to delay negotiations with the Program and Administrative Services bargaining team during negotiations March 22-24, 2022.

SV Bargaining

Tensions rose at the March 2 and 3, 2022 Operational Services (SV group) bargaining session. After more than six months of bargaining and a range of demands from our team, lack of progress at the bargaining table is being met with growing impatience.

EB group
Treasury Board continues to stall on negotiations following the latest round of Education and Library Science (EB) bargaining on March 8-10, 2022.

NAV CANADA
The NAV CANADA bargaining team exchanged proposals at their first meeting with the employer on February 22 to 24, 2022.

Parks Canada
Following up on their meeting in December 2021, the Parks Canada team met to prioritize outstanding issues, including constraining the employer's right to demand medical certificates, and parity between park wardens and other enforcement officers in the federal public sector. The team will enter a new round of bargaining on March 1, 2022.

NPF National Bargaining
PSAC members working for the Non-Public Funds (NPF) are invited to join a virtual townhall meeting to discuss bargaining on May 18. For the first time ever, members will meet at the national level and be united in negotiating their next collective agreement.

SSO
The Statistical Services Operations (SSO) team held virtual town hall meetings in April to give members the latest updates and outline our next steps as we move into arbitration.

UTE bargaining
The PSAC-UTE bargaining team discussed key bargaining priorities including hours of work and remote work during negotiations with Canada Revenue Agency on March 28 to 30, 2022.

Common Issues
PSAC is keeping all options on the table to put pressure on Treasury Board after they came to the Common Issues table with an unacceptable wage proposal during negotiations March 28–31. The employer's offer is 1.5%, 2%, 1.75% and 1.5% over a four-year

agreement. We put forward our wage offer of 4.5 per cent per year for all Treasury Board members at the Common Issues table last November.

Academic Sector

Marie Polgar-Mathews shared the letter writing campaign DCL 555 has launched with Council members asking for their support.

University of Ontario Institute of Technology

- University of Ontario Institute of Technology (Ontario Tech University) - Postdoctoral Fellows (DCL 555) – PSAC served notice to bargain on October 19, 2021. The bargaining team held a caucus meeting on April 5, 2022.

- University of Ontario Institute of Technology, Teaching Assistants, Research Assistants and Exam Invigilators (DCL 555) – PSAC served Notice to Bargain on March 15, 2022.

- University of Ontario Institute of Technology, Sessional Lecturers (DCL 555) – Conciliation took place on April 1 and 8, 2022.

Renewal Agreements

- Queen's University (Teaching Assistants, Research Assistants & Teaching Fellows) - DCL 901 members ratified their new collective agreement on March 7, 2022.

First Agreements

- Wilfrid Laurier University members (DCL 902) – ratified their first collective agreement on April 1, 2022. Congratulations!

Timmins Airport

- City of Timmins Airport (UCTE 00075) – notice to bargain was sent on November 23, 2021.

Windsor Airport

- Your Quick Gateway (Windsor Airport – UCTE 00012) – notice to bargain was sent on March 2, 2020.

Corporation of the Township of Edwardsburgh/Cardinal

- Corporation of the Township of Edwardsburgh/Cardinal (UCTE 00066) – A membership input call was sent on January 14, 2021.

Great Lakes Pilotage

- Great Lakes Pilotage Authority (UCTE 00057) – PSAC served notice to bargain on April 4, 2022.

Nishnawbe-Aski Police Service officers (DCL 401)

- Nishnawbe-Aski Police Service (Officer unit – DCL 401) – Negotiations are scheduled to begin on July 12 and 13, 2022

Nishnawbe-Aski Police Service (Civilian unit – DCL 400)

- Nishnawbe-Aski Police Service (Civilian unit – DCL 400) – Notice to Bargain was sent on December 16, 2020

The Stop Community Food Centre (DCL 903)

- 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.

Kids Helpline (DCL)

- Kids Help Phone – notice to bargain was given on October 5, 2021.

Weeneebayko Area Health Authority (WAHA) (DCL 603)

- Weeneebayko Area Health Authority (WAHA) (DCL 603) – an input call was sent to the membership on March 1, 2021 and the notice to bargain was sent on June 16, 2022.

Commissionaires (DCL 818)

- Canadian Corps of Commissionaires Kingston (DCL 818) – PSAC served Notice to Bargain on March 30, 2022.

Wequedong Lodge (DCL 00002)

- Wequedong Lodge of Thunder Bay (DCL 00002) – an input call was sent to the membership on April 28, 2022. The deadline for member feedback is June 30, 2022.

SNPF CFB Petawawa

- SNPF CFB Petawawa (UNDE 00680) - PSAC served Notice to Bargain on January 27, 2022.

CCOHS

- Canadian Centre for Occupational Health and Safety (00394) – Bargaining took place on January 28, February 2, March 9, 11, 21, 23 and 25, 2022.

Item 9. Ontario Council Newsletter

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

Lino stated that Council had originally set a deadline for newsletter submissions for May 14th, but to date he has not received any stories and therefore the deadline will have to be extended.

Ryan Ward would like to write one article about the May Day event for the newsletter.

Item 10. Phoenix Update

The Chair spoke about two updates regarding Phoenix. The first is the recovery process for Phoenix overpayments. Members who receive notices should respond by the deadline to avoid the 4-week timeline of the default immediate recovery of the overpayment.

We have a web post on the National webpage that details how members can challenge the recovery, request additional information or records and how to file individual grievances. If you have members that need help direct them to use the “Contact Us form” located on the National website.

The second issue is regarding the filing of tax appeals for Phoenix damages compensation. Members should also see the National web post on this issue, which has the CRA form that they will need to file a tax appeal on this issue and lays out the steps necessary for this process, including timelines.

It’s ridiculous that Treasury Board has forced us to go this route, but unfortunately, it’s the only way we can challenge this.

Motion 1: That the PSAC Ontario Council sign the N'Swakamok Reconciliation Declaration: For an Equal and Truthful Trilateral Path to University Restoration in Sudbury;

m/s/c D’Arcy Gauthier and Marie Polgar-Mathews

Motion 2: The PSAC Ontario Council approve a $250 donation to be made to the Tricultural Committee for University Education in Sudbury;

m/s/c D’Arcy Gauthier and Karuna Dsouza

Motion 3: The REVP brings the declaration to the AEC for the purpose of receiving support from PSAC National.

Link to the declaration: File.php (qualtrics.com)

Link to the form: Déclaration de réconciliation N'Swakamok - N'Swakamok Reconciliation Declaration (qualtrics.com)

m/s/c D'Arcy Gauthier and Wendy-Ann Moulton

Point of Privilege – Marie Polgar-Mathews asked Council members to raise their voices, so that members at the back of the room can hear what is being said.

Item 11. COVID-19

There is no update, as Treasury Board still has not submitted an updated policy.

Wendy-Ann Moulton stated members working from home are not able to disconnect from their work. Clients are very hostile due to the amount of backlog and staff shortage within each department.

Missy Taylor echoed the same concerns that Wendy-Ann put forth and that TB added more job functions to the front-end staff. Front end is completely changed from how we knew it to be and has become a total nightmare.

The Chair stated that new wording for 699 leave was sent out to all the Components by PSAC National for distribution to the membership. The Chair also cautioned Council members that we all need to be mindful of our own mental health.

Item 12. PSAC National Convention

The Chair welcomed the National Executive Vice-President (NEVP) Sharon DeSousa and the Regional Executive Vice-President (REVP) of the National Capital Region (NCR) Alex Silas.

Sharon DeSousa spoke on the 2022 National budget that will be presented to delegates at the upcoming National Convention. Sharon took questions from Council members on the proposed budget and stated she hopes it will be passed at Convention.

Sharon thanked the two members of the pre-convention committee, Chris Snooks and Alex Silas for all their hard work.

This is the first time in the history of the PSAC that we are going into a National Convention with a surplus. The Finance Committee used an average of 217,000 members to create the national budget for the next three-year cycle. We do not know if everyone will return to the workplace right now and for this reason, we are being conservative with the numbers that we use to calculate the budget.

The monies that were not used in the previous cycle, National is allowing the Regions to access those funds.

The National Convention Finance Committee has increased a number of line items within the proposed budget:

- Local Development – we will be adding an anti-oppression model to the training.
- Organizing budget
- National and Regional Campaigns

A few highlights from the budget:

- National will be bringing in all DCL workers from different sectors together in the coming months for a national meeting.
- Every Women's, Young Workers and Human Rights committee will be getting $2000 in additional funds from PSAC National.
- The NBOD passed a motion to set up a $1 million dollar fund to deal with one time resolutions, and the National Finance Committee wants to put an additional $2 million dollars to that fund.

Therefore, a recommendation will be coming to the convention floor to put $3 million dollars in a fund to look after future resolutions.

Karuna Dsouza inquired if there be a dues increase in the budget.

Sharon stated that the National Finance Committee was determined to put forth a no dues increase budget to the membership and that is reflected in this proposed budget to Convention.

All the resolutions that are not dealt with at the National Convention that do not have a cost associated with them will be dealt with at the NBoD.

Alex Silas, REVP NCR thanked the Ontario Regional Council members for inviting him to the Ontario Council meeting.

So much of our union work is connecting with people, which was missed during the pandemic. It is a pleasure to work with Craig, the Ontario REVP, at the different levels of the labour movement and he is looking forward to re-electing Sharon as our NEVP at the upcoming National Convention.

Alex stated that our movement is at a critical stage and we need to work on campaigns that put workers first. Better deal for workers, housing rights, and electing a worker friendly government. Achieving solidarity across the movement and ending all forms of hate and discrimination.

Alex stated that he is the Chair of the National Young worker's portfolio. There will be a national young worker's meeting held on May 18th from 7pm -8pm and all the details are posted on the PSAC website. The purpose of this meeting is to bring young workers together right across the country. The meeting is open to all PSAC members that identify as a young worker, 35 years of age or younger. I ask that Council members share this information with any young workers they know.

Alex urged Ontario Council members that will be attending the PSAC National Convention to support Resolution G101 – National Young workers conference which is priority #2 for the general resolution committee.

Item 13. Ontario Regional Council Meeting Costing presentation

Ryan Ward gave a presentation on the costing of four different options going forward to hold Ontario Regional Council meetings:

1. In-person Committee meetings on Thursday with Ontario Council on Friday and Saturday
2. In-person Committee meetings on Wednesday with Ontario Council on Thursday and Friday
3. Virtual Committee meetings in advance of meeting with Ontario Council on Thursday and Friday
4. Virtual Committee meetings in advance of meeting with Ontario Council on Friday and Saturday

Ontario Regional Council chose option 1, in-person meetings from Thursday to Saturday as it is more fiscally responsible.

Item 14. Labour Day Celebration

Ontario Regional Council chose the following three Slogans for the Labour Day t-shirts:

- Let's Build a Better World
- Equality is Justice!
- #Solidarity

The 2022 Labour Day T-shirt colour will be black.

Motion: Ontario Council to purchase frisbees and distribute to the Area councils for Labour Day celebrations.

m/s Wendy-Ann Moulton and Chris Snooks

Motion: Ontario Council to purchase frisbees and distribute to all that submitted a Labour Day proposal.

m/s Melanee Jessup and Missy Taylor

Motion is tabled

m/s/c Melanee Jessup and Missy Taylor

Action Item: Lino Vieira to follow up with the mobilization department in regard to getting frisbees for Labour Day.

Item 15. Ontario Provincial Election

The writ has been dropped and now we are weeks away from the Ontario election, scheduled to take place on June 2nd.

PSAC Ontario has an election highlight on our webpage for members with a letter from the Ontario REVP on the election, as well as information on our members political rights, an FAQ around the new election rules and a pledge to vote.

This page will be updated with new information as we draw closer to election day. We want to make sure we have a strong voter turnout and Elections Ontario has launched a new app that will help voters access all the information they need to cast their ballots.

Two Leaders debates have been announced and they will be taking place on May 10th and May 16.

The provincial budget that was released on April 28th was clearly a way for the PCs to highlight the funding announcements they have been making over the last few weeks on the campaign trail. However, if the PCs are elected, they can bring in a whole new budget and not live up to any of their promises, which the NDP has accused them of planning.

Item 16. Period Promise Campaign

Wendy-Ann Moulton would like the Ontario Regional Council to support the Niagara period promise campaign that runs from April 29th to May 27th.

The goal of the campaign is to raise awareness about individuals living in poverty in our community who are struggling to afford to purchase period products. Menstrual hygiene products are often overlooked as donations to shelters, food banks and other programs, and are in significant need in Niagara.

Motion: PSAC Ontario Regional Council support the United Way of Niagara towards the period promise campaign in the amount of $300.

m/s Wendy-Ann Moulton and D'Arcy Gauthier

Amended Motion: PSAC Ontario Regional Council support the United Way of Niagara towards the period promise campaign in the amount of $500.

m/s/c Leslie Searl and Missy Taylor

Business completed and meeting adjourned at 11:21am