PSAC Ontario Council Meeting Minutes December 2nd to 3rd, 2022 Marriott Hotel, Kingston

The meeting convened at 9:34a.m. on Friday, December 2nd, 2022, with the Ontario REVP, Craig Reynolds, as Council Chair and the following members in attendance.

Craig Reynolds, Regional Executive Vice-President, Ontario
Melanee Jessup, Alternate Regional Executive Vice-President, Ontario
Tony Crupi, Region 1 (Northwestern)
Trevis Carey, Region 2 (Northeastern)
Melissa Arsenault, Region 2 (Northeastern)
Chris Snooks, Region 3 (Eastern)
Jessie Lavergne, Region 3 (Eastern)
Barry Lamont, Region 4 (Southwestern)
Thu Trinh, Region 4 (Southwestern)
Leslie Searl, Region 5 (GTA)
Marie Polgar-Matthews, Region 5 (GTA)
Ingrid Ritums, Young Workers Representative
Trisha Roach, Racially Visible Members Representative
Brett Ballanger, Alternate 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, Regional Coordinator- Ontario

Regrets: Michelle Woods, Indigenous Members Representative
Wendy-Ann Moulton, Region 6 (Hamilton/Niagara)
Souad (Sue) Soubra Boone, Members with Disabilities Representative

Observers: Rick Sweetman – Union of Safety and Justice Employees (USJE) Local President 00039, Lyle Gall – Canada Employment and Immigration Union (CEIU) Alternate National Vice-President Ontario/ Alternate Ontario Council Region 4 Representative**,** James Potts – Union of National Defence Employees (UNDE) Alternate National Executive Vice-President

The Chair read a land acknowledgment statement, recognizing the traditional territory of the traditional homeland of the Anishinaabe, Haudenosaunee and the Huron-Wendat.

The Chair asked Thu Trinh 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 10:30 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 Melanee Jessup and Barry Lamont

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 lives lost during this ongoing pandemic.

- No names provided

Moment of silence observed.

AGENDA:

1. Adoption of Agenda
2. Adoption of previous meeting minutes (May 6th - 7th, 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. Regional Conference Debrief
    - Regional Women's
    - Young Workers'
    - Health and Safety
    - Fall School
12. COVID-19
13. PSAC Ontario Regional Convention
14. New Business

Item 1. Adoption of Agenda

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

Motion to adopt agenda

m/s/c Marie Polgar-Matthews and Karuna Dsouza

Item 2. Adoption of previous meeting minutes (May 6th - 7th, 2022)

There were no amendments to the previous meeting minutes.

Motion to adopt previous meeting minutes

m/s/c Jessie Lavergne and Leslie Searl

Item 3. Business arising from previous minutes

1. Lino to follow up with mobilization in regard to getting frisbees for labour day.

- The REVP covered the cost of 1000 frisbees for the Region.

2. Craig to put on the AEC agenda - support Tricultural Committee at Laurentian.

- Placed on the AEC agenda May 17th and approved at the AEC table.

Item 4. Regional Executive Vice-President Report

Melanee Jessup 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) – bargaining team has met to review proposals and they are looking to commence bargaining with the employer in November.

- 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) – the bargaining team has met over the summer and will be commencing bargaining with the employer in the fall.

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

- Nishnawbe-Aski Police Service (Officer unit – DCL 401) - PSAC filed a Notice to Bargain on March 19, 2021.

- 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.

- North Bay Jack Garland Airport (UCTE 00006) – the bargaining team met in June 2022 and will be looking at scheduling dates with the employer in the fall.

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

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

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

- Canadian Corps of Commissionaires (Kingston & Region Division) - DCL 818 - The bargaining team met on June 29th and 30th to review the proposals that were submitted by the membership and prepare the package of demands that will be tabled with the employer.

- Wequedong Lodge of Thunder Bay (DCL 0002) - Notice to Bargain was served on July 5, 2022.

- Treaty Three Police Service (DCL 410) - Notice to Bargain was served on August 30, 2022.

- Anishinabek Police Unit (DCL 426) - Notice to Bargain was served on August 30, 2022.

- University of Ontario Institute of Technology - Teaching and Research Assistants (DCL 555) - Notice to Bargain was served on August 30, 2022.

- University of Ontario Institute of Technology – Exam Invigilators (DCL 555) - Notice to Bargain was served on August 30, 2022.

First Agreements

- Members working as Toure Cleaning Services Cleaners at Garrison Petawawa (UNDE Local 00639) ratified their new collective agreement on August 10, 2022.

- Members working for Dexterra Cleaning Services at Garrison Petawawa (UNDE Local 00639) ratified their new collective agreement on September 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.

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.

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).

Casino Woodbine – (200 members)
PSAC filed for certification to represent 200 Supervisors and Dual Rate Supervisors at Casino Woodbine. The vote was held on August 10, 2022. The OLRB decided to seal the ballot box until the dispute regarding the eligibility to unionize has been resolved. The Employer is arguing that all of these workers should be ineligible to unionize on the basis of managerial exclusion, Section 1.3 of the OLRA. PSAC will proceed with the legal challenge based on the legal opinion that informed the unionization drive. That opinion letter was prepared

before the card signing began and the hearing will begin on October 17, 2022.

Six Nations of the Grand River – (33 members)
On June 14, 2022, PSAC filed for certification to represent 33 Firefighters and Fire Captains employed by Six Nations of the Grand River. The Employer has since raised arguments challenging the jurisdiction of the legislation on the basis of the principle of self-governance.
The Employer has requested an extension on the time limits to prepare their legal arguments and the CIRB has granted the time limit extensions. As a result, the Board is not expected to make a decision before December 2023.

Provincial

Bill 124
In 2019, the Ontario Federation of Labour, along with a coalition of unions including PSAC, filed lawsuits against the Ford government's Bill 124 (*the Protecting a Sustainable Public Sector for Future Generations Act (2019)),* which caps public sector compensation at one percent. The court case has finally begun with the first court date on September 12, 2022. To mark the beginning of the case, the OFL arranged a press conference on the first day of the hearing in front of the Superior Court of Justice in Toronto.

Ontario Provincial Election
Ontario's Progressive Conservatives (PC) won a second consecutive majority government on June 6, 2022. The NDP lost some of their seats and the Liberals failed to retain official party status. The PCs will form government with 83 seats. That's up from the 76 ridings the party secured in 2018. Andrea Horwath, who won her seat in Hamilton Centre, announced she would give up the party's leadership after 13 years and four elections at the helm.
The Ontario Liberals won eight seats, just one more than they did in 2018.

PSAC Ontario had a dedicated election page on our website with key information for our members on the provincial election. The election page was launched on May 2, 2022, and included an FAQ on the new election rules, a letter from the REVP of Ontario, a vote pledge form, information on how members could vote, a section on our members political rights and each of the main Party platforms.

Barrie

On May 7th the Barrie Regional Women's Committee completed their first day of "Women Get Out the Vote" campaign in downtown Barrie, where they offered general information on when and how to vote. Members were able to connect with community members and deliver voting information and vote pins.

The campaign continued in partnership with the PSAC Barrie Area Council on May 14, 2022, with a community booth in Orillia. Members provided information on the importance of voting, how to vote in this election and handed out vote pins. The booth was set up at the Orillia Farmer's Market and helped connect our members with the wider Orillia community.

Hamilton

The Hamilton Area Council sent out a series of emails to our members in the Hamilton area, informing them about the different ridings in the area, how to vote, and who the candidates were.

Letter to Elections Ontario Regarding On-Campus Polling Stations

On May 26, 2022, PSAC Ontario signed on with the Ontario Universities and Colleges Coalition (OUCC)—which represents over 435,000 faculty, staff, and students from every public postsecondary institution in Ontario, to write to Elections Ontario on the need for on-campus polling stations.

It is no secret that students and campus workers are active voters and access to on-campus voting provides for higher participation among these groups. Many workers and students live in different regions and areas than their campus workplace and despite being

given time off to vote, have difficulty accessing their polling station in time.

Mobilization

Casino Woodbine – DCL 533

PSAC DCL 533 (Casino Woodbine Workers) Local Executive met on May 10th with PSAC staff and the REVP to discuss their upcoming Local elections and how to further build the Local's capacity. Discussions also included updating the Local's bylaws and ways to improve member engagement.

Queen's University – DCL 901

PSAC DCL 901 held a celebration to mark the signing of their new collective agreement on May 9th. The agreement was signed by the REVP and the bargaining team at Queen's University and later on a celebration was held for members at the Grad club. Historic wins were gained in this round of bargaining, including new mandatory paid training on sexual violence and anti-racism, a new Mental Health and Hardship Fund, stronger language for accessing workplace accommodations and much more.

Ontario Region Mobilization Summit

On May 31, 2022, the Ontario Region held a virtual Mobilization Summit for members across the province. The Summit was geared towards rank-and-file members, along with new members, to increase our Region's mobilization capacity for continued Treasury Board and Agency bargaining. The Summit covered PSAC's bargaining priorities, including equity in the workplace, work-life balance, protecting public services and fair wages. Forty members took part in the Summit, which was opened with remarks from Sharon DeSousa, PSAC NEVP and Craig Reynolds, PSAC Ontario REVP.

PSAC National Convention

The PSAC National Convention was held virtually from 11 a.m. – 5 p.m. on May 26 and May 27 and then May 30 to June 3, 2022. More than 500 delegates attended the 2022 National Triennial

Convention, which saw the re-election of Chris Aylward as President for a second term. Sharon DeSousa was acclaimed as NEVP and Alex Silas was elected as the Alternate NEVP. Since the 2021 PSAC National Triennial Convention was postponed due to the pandemic, all three national officers were elected for a two-year term from 2022 to 2024 instead of the usual three-year term.

CCOHS Mobilization

On June 4, 2022, UNE Local 394 held a meet and greet to provide an update on the state of ongoing bargaining. Approximately forty-five members along with their families came out to the Bayfront Park in Hamilton for this event. Most members were new to CCOHS and this was their first opportunity to meet their Local Executive, the bargaining team and each other in person.

National Public Service Week

National Public Service Week was held this year from June 13-17, 2022. PSAC asked members to boycott the Employer's events to show our frustration at the government's unwillingness to bargain fairly. PSAC Ontario held a virtual action for members to protest National Public Service Week, given the government's reluctance to move on our key bargaining demands. An online letter was created that highlighted these priorities, which members could sign onto via the Ontario webpage.

Mobilization for Thunder Bay International Airport

On June 16, 2022, PSAC staff met with 13 Transport Canada members (UCTE 00018) at Thunder Bay International Airport. Members were joined by TC Bargaining Team member Aaron Swerdlyk (AGR 00030) for a discussion about ongoing bargaining and future potential job actions.

Governor General's Leadership Conference Tour

On June 11, 2022, a luncheon was hosted by Labour in Kingston at the PSAC Kingston Regional Office. The luncheon was an opportunity to meet with the delegation from the Governor General's Leadership Conference Tour. The delegation was made up of leaders from business, labour, government, and non-government. Historically

in the Kingston region, Labour has had control of delegate stops in the region; however, in 2015 it was taken over by Government leaders. This is the first year it is returning to the past practice of labour leaders planning the tour stops and was an opportunity for Labour to highlight our issues.

Mobilization Meetings

From June 6th to 10th, 2022, the PSAC Ontario REVP visited with members from DCL 285 (Town of Moosonee) and DCL 603 (Weeneebayko Area Health Authority) in Moose Factory.
The meeting with DCL 603 members looked at ways the Local could mobilize its membership to increase engagement. Plans were made with the Local Executive to host two community BBQs to connect with members and also run a membership card signing campaign.

The meeting with DCL 285 members focused attention on mobilizing the local membership to prepare them for upcoming bargaining. Discussions were held on how to build capacity with a focus on addressing key workplace issues in this round of negotiations.

Treasury Board and Agency Bargaining Mobilization

Kingston – On June 14, 2022 USJE 039 (Joyceville Penitentiary) members held an information picket to highlight the impasse we have reached on bargaining. Pamphlets were handed out to members and the public to raise awareness on our bargaining demands and the government's lack of movement at the table.

Kingston – a lunch time meeting was held on June 22, 2022 at CFB Trenton for UNDE 637 members on the status of bargaining. Later that day, another meeting was held open to all members who belong to Treasury Board at the Royal Canadian Legion to build support for our bargaining teams. Over 60 members were in attendance to hear PSAC Negotiator Brenda Shillington (PA and Common Issues), and members J.R. Legault (PA table) and Serge Desbiens (SV table) as they presented a bargaining update and answered questions.

Kingston - The PSAC Kingston Area Council held a rally to demand a fair contract on July 20, 2022 at Liberal MP Mark Gerretsen's office. Later a bargaining update meeting was held in the PSAC Kingston RO with EB bargaining team members Michael Freeman and Danielle Moffet.
Approximately 10 members from AGR Local 978 and UNDE 641 were present at the meeting.

Prescott – a lunch time meeting was held with 31 members on June 23, 2022 from UCTE Local 00054 in support of ongoing bargaining. Brenda Shillington, the negotiator for Common Issues, and Serge Desbiens, from the SV table, were in attendance to answer members questions.

Thunder Bay – On June 14, 2022, 14 members from UCTE Local 00068 met with TC Bargaining Team member Aaron Swerdlyk and discussed mobilization. A second meeting was held on June 16, 2022 with 14 members in attendance who work for Civil Aviation/Transport Canada.

Timmins – On August 16, 2022 a bargaining mobilization event was held in Timmins, with REVP for Ontario Craig Reynolds. Karen Houlahan, bargaining team member, provided a bargaining update for our members. Also, in attendance was our PSAC Ontario Council Region 2 representatives Trevis Carey and Melissa Woodcock-Arsenault to offer their support.

Kirkland Lake – On August 17, 2022, a "Pizza in the Park" bargaining event was held in Hollinger Park Pavillion in Timmins, with Karen Houlahan, Bargaining Team member. Members were able to ask questions and learn more about the bargaining process. Craig Reynolds, REVP for Ontario and PSAC Ontario Council Region 2 representatives Trevis Carey and Melissa Woodcock-Arsenault to offer their support

London - On July 28, all London Regional Treasury Board Presidents were invited to join an in-person meeting to discuss fall mobilization plans, Local capacities, and start early discussions on strike structure

planning. Eleven leaders were able to join and were led through a mobilization brainstorming discussion by Windsor Area Council and London Area Council Presidents. Members were provided a bargaining update from bargaining team member Michael Freeman, and were able to share the unique challenges and opportunities for mobilizing their Locals for strike votes.

St. Catharines - On July 19, 2022, the Niagara Area Council hosted a bargaining event at Welland Canal Lookout in St. Catharines for members in Fort Erie, Niagara, St Catharines and Grimbsy. Adam Jackson 2nd National Vice President and UTE Bargaining Team Member provided an overview of the challenges that the UTE Bargaining Team is facing and called for member support.
JR. Legualt, PA Bargaining Team Member and Karen Houlan, TC Bargaining Team provided updates from the Common Issues Table and some specific issues from the PA and TC groups. Craig Reynolds, Ontario REVP updated the members on SVs and the other bargaining units such as FBs.

Hamilton - The Hamilton Area Council hosted a Meet and Greet in the Bayfront Park on July 20, 2022. The event was well attended and the majority of those in attendance were PSAC members who are working remotely or were new members. Adam Jackson 2nd National Vice President and UTE Bargaining Team Member provided an update on what is happening in bargaining. Karen Houlan, TC Bargaining Team Member provided the challenges that the TC group were facing in this round of bargaining. Francesco Lai, EB Bargaining Team Member spoke about the disrespect the Employer has shown the EB and Common Issues Tables. Craig Reynolds, REVP for Ontario spoke about the PIC process and the importance of being engaged and sharing information with members who could not make it to the event.

Sudbury - The Sudbury RO organized "*You Deserve a Fair Contract*" events in Sault Ste. Marie on August 29th and Sudbury on August 31st. Local Presidents were contacted to assist in encouraging their members to attend. The guest speaker was Aaron Swerdlyk, TC Bargaining Team member, who was there to provide information on

how bargaining was going and answer questions from members. Also in attendance was our Region 2 Northeastern Ontario Council member, Melissa Arsenault who encouraged members to get involved in all activities that support their bargaining teams.

PSAC/UVAE Uncover the Costs Campaign

The federal government's new $560 million contract for rehabilitation services for veterans will hurt veterans and overload a system that already cannot meet their needs. PSAC launched a new campaign for members to get involved and participate in an online action at: **https://uncoverthecost.ca/veteransaffairs**

PSAC DCL 555 Bargaining Mobilization Event

PSAC DCL 555 (Ontario Tech University in Oshawa) members held a summer mobilization meeting on July 20, 2022. The 3 bargaining units that comprise the Local (TA/RA/Invigilators/Sessional Instructors and Post Doctoral Fellows) are all at the table in September. Members spent the afternoon talking about different strategies going forward and there top bargaining priorities: Right to disconnect, Childcare and Excessive workloads.

The Local then organized a follow up mobilization event on August 10, 2022, to continue to rebuild their presence on campus as there is a broader return to work for their members. Both events (July 20 & August 10) were well attended, with approximately 93 members across all units in attendance between the two dates. The Local is excited about continuing to build member engagement and will be hosting an event for new and returning members in the Fall. They will also be attending orientation sessions for new members.

PSAC DCL 610 Bargaining Support

The newly elected Executive of PSAC DCL 610 at Western University held a series of mobilization events through July 4-8 for their first “Academic Workers Celebration Week.” Events included a rally, meet and greet with Union Executives, International Workers’ Day, “Know Your Rights” workshop, a townhall for members to ask questions and provide feedback, and more. 250 members participated in the events

and the Local is looking to continue to build capacity ahead of bargaining in the fall.

DCL 818 – Sudbury Commissionaires Mobilization Events

DCL 818, Sudbury Commissionaires, hosted mobilization dinners for members on August 2 and August 3, 2022. The dinners were a chance for members to meet their bargaining team and garner support for the next round of negotiations, slated to begin in the fall. These mobilization events were attended by 21 members over the two evenings which represents almost 30 percent of the current unit. The increased member turnout was a result of outreach through mailouts, emails, and site visits headed by the Local's mobilizer, Ed Jones (retired 818 member). A third member engagement event was held on August 30th, where members got to speak with their bargaining team and meet their new PSAC Negotiator, Rachel Besharah.

Rally in Support of Cleaners at Garrison Petawawa

Petawawa – For several months, cleaners at Garrison Petawawa (UNDE 639) have been trying to secure a first contract with their new employer, Dexterra. Dexterra was recently awarded one of three cleaning contracts at the Base. The other two contracts were awarded to Toure Cleaning Services. Workers in each of the three cleaning contracts are unionized with PSAC.

Members who work for Toure settled new contracts with substantial gains to pay and benefits. However, Dexterra continued to refuse to bargain fairly, with their last insulting offer including a 5-cent increase for workers for a one-year contract. With little progress being made in negotiations, a rally was held on August 16, 2022 at the Garrison to gain support from workers on the base. At 7am, members slowed traffic entering the base and passed out leaflets demanding a better contract for Dexterra workers. The rally received local media coverage:
https://www.pembroketoday.ca/2022/08/15/information-rally-planned-for-garrison-entrance-tuesday/

PSAC/UNDE Lobby

On September 16, 2022, PSAC Ontario and UNDE held a lobbying event outside Liberal MP Mark Gerretsen's office in support of ongoing Treasury Board bargaining. The following PSAC leadership joined members in this rally to send a clear message to the government that our members are ready to take action: Chris Aylward, PSAC National President, Sharon DeSousa, PSAC National Executive Vice-President, June Winger, President of the Union of National Defence Employees (UNDE), James Potts, Regional Vice-President, UNDE and Alex Silas, PSAC Regional Executive Vice-President for the National Capital Region.

Labour Movement/ Solidarity

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 has written several letters to PSP highlighting this issue and voicing our support for the tenants.

UNIFOR Local 414 - Lennox & Addington Interval House Support

On May 13, 2022, the Kingston & District Labour Council held a rally on June 4, 2022 to condemn the April 29th termination of seven Lennox & Addington Interval House workers by management. The seven workers were part of the five-month long legal strike. After a

new contract was ratified recently to end the strike, the workers were fired on the day they returned to work.

The terminations and management's aggressive conduct during the strike point towards a union-busting agenda. The rally was held to support these workers in fighting their unfair dismissals and saving local jobs. The rally was held at City Hall in Napanee, where workers spoke about the difficult strike and terminations. The rally then moved to Interval House to show management that these workers are supported and will not be silenced.

Over 75 people came out to the rally, including over 25 members from the PSAC Kingston Area Council, and members from Petawawa and Toronto, including the REVP, Craig Reynolds.

GGCLC - Luncheon in Kingston

On June 11, 2022, the Kingston District Labour Council hosted a luncheon at the PSAC Kingston Regional Office. The luncheon was a way to have a labour delegation speak with representatives from the Governor General's Leadership Conference Tour. The tour delegation was made up of leaders from business, labour, government, and non-government (**https://www.leadershipcanada.ca/about-the-ggclc/history-of-the-conference/**).

Historically in the Kingston region, labour has had control of delegate stops in the region; however, in 2015 it was taken over by Government leaders. This is the first year it was returning to past labour leaders to plan stops and was a strong opportunity to highlight labours' issues. Craig Reynolds was in attendance to speak on PSAC's priorities with the delegation, along with the PSAC Kingston Area Council.

Algonquins of Greater Golden Lakes First Nation Community Gathering

Kingston - On July 17, 2022, PSAC was invited to host a tent at the Algonquins of Greater Golden Lakes First Nation community gathering. The invitation came from Chief Connie Mielke following an

initiative request from the Ontario NIPC Rep, Martin Smaglinskie. Martin, along with Chris Snooks (Ontario Council Region 3 Rep), and members from UNDE 639 cleaners at Garrison Petawawa, ran the PSAC tent. We had "Water Is..." colouring sheets for kids, made cotton candy, distributed information about PSAC's “Still Thirsty For Justice” campaign, and held a raffle for various books.

Members presented Chief Connie Mielke with a sacred bundle containing ceremonial tobacco, sage, sweetgrass, and white tea, alongside a monetary donation to support costs for the event from PSAC National. Kingston MDAC Committee also made a donation to support the event.

OFL Rally

The Ontario Federation of Labour (OFL) organized a rally at Queen’s Park on August 8, 2022.
The rally marked the return of the Ontario Legislature and was used to remind MPPs that they need to take action on behalf of workers. PSAC members took part in the action, which also called for the repeal of Bill 124, which impacts free collective bargaining in the public sector.

DCL 901 Mobilization Event

On August 5, 2022, DCL 901 members held a mobilization event at Queen's University for their Unit 2 Postdoc members to help mobilize the unit, as negotiations will be commencing soon.
Local President, Astrid Hobill, opened the meeting with members of the Executive speaking to Local members on the strong support Unit 2 members can expect during bargaining.

DCL 610 Solidarity Rally

On August 12, 2022, members of PSAC DCL 610 who work at Western University helped support the community rally for Palestinian solidarity in the wake of the attacks in Gaza from August 5-7. This show of community support and solidarity speaks to the Locals increasing engagement with local activism in London and increasing the visibility of PSAC in support of social justice.

The rally was organized by the Canadian Palestinian Social Association, Independent Jewish Voices, Democratic Socialists London Chapter, and People for Peace. Local President Karuna D'Souza helped the organizers set up the rally and the Local promoted the event among the local membership.

Education

Mental Health and Illness 101

On May 14, 2022 we held a virtual mental health and illness webinar for Ontario members. The course was an introduction for members who perform representation work and how to navigate assisting members with mental health issues.

Local Officers Virtual Training

On May 27, 2022 a virtual training session for Local Officers was held for members in the Toronto area. The 2-day course offered information for new executive members on their roles and responsibilities and how to run an effective Local.

Treasury Board Bargaining for New Members

On August 3, 2022 a virtual lunch and learn was held to deliver a new course specifically targeted towards new members. The course gave an overview on the bargaining process, along with where we are currently with Treasury Board negotiations.

Striking During a Pandemic

August 30, 2022 – PSAC Ontario held a virtual course for members to discuss the link between striking and winning gains at the bargaining table. Members reviewed strike structures and the importance of escalating actions to support their bargaining teams.

DCL 610 Executive Officer Training

On August 19, 2022, PSAC staff delivered in-person training to DCL 610's Executive at Western University. The training was adapted to fit the needs and context of the academic sector and included sections on Canadian labour history. The nine Executive members who

attended gave positive feedback on the training and were highly engaged throughout the day.

Striking During a Pandemic
A virtual course was delivered on August 30, 2022 titled Striking During a Pandemic.
The 3.5-hour course helped participants identify the link between striking and winning at the bargaining table. Furthermore, participants learned about strike structures and logistics and how to be able to explain the importance of escalating mobilization activities to their coworkers.

Equity and Human Rights

Asian Heritage Month
Toronto - May is Asian Heritage Month and the PSAC Toronto Racially Visible Committee held an event to honour the contributions of the Asian Canadian community to our country and our union. The celebration took place on May 11, 2022, and guest speakers included Chris Ramsaroop from the Asian Canadian Labour Alliance and Kripa Sekhar from the South Asian Women's Centre.

Black Workers' Information Clinic
Toronto – Community groups and labour unions came together to host a Worker's Rights Information Clinic for Black workers in the Greater Toronto Area. The Clinic continues PSAC Ontario's commitment to tackling racism and championing workers' rights. The Clinic took place on May 14, 2022 at the Jamaican Canadian Centre and saw dozens of workers and community members attend.

Some of the topics that were discussed included: How workers can unionize; migrant workers' rights; combatting discrimination and racism; dealing with workplace injuries; and health and safety. The Clinic was sponsored by the Jamaican Canadian Association, Toronto and York Region Labour Council, Public Service Alliance of Canada (PSAC) - Ontario Region, Black Legal Action Centre, Justicia for Migrant Workers, the Coalition of Black Trade Unionists, Mayworks Festival, Toronto Community Benefits Network, Caribbean

African Canadian Social Services, Migrant Workers Alliance for Change, Black Women Professional Workers Co-op, Workers' Action Centre, Justice for Workers, Pan African Credit Union, and the Workers Health and Safety Legal Clinic.

National Indigenous Peoples Day

Mississauga – The PSAC Greater Toronto Area Council hosted a BBQ event to celebrate National I Indigenous Peoples Day on June 21st at Paul Coffee Park from 5pm to 8pm. Michelle Woods, the Ontario Council Indigenous Peoples Representative was at the event to speak on the important contributions and rich history of Indigenous communities. In addition, D'Arcy Gauthier, PA and Common Issues Table Bargaining team member was in attendance to speak about how bargaining with Treasury Board was going, along with Craig Reynolds, PSAC Ontario REVP. About 30 members were in attendance, as well as family members, as there were games and activities for children.

Virtual Pride Event

Toronto – The PSAC GTA Pride Committee hosted a virtual Pride event on June 23, 2022. The guest speaker was Larry Rousseau, the Executive Vice-President of the Canadian Labour Congress. Larry has a long history of trade union and political activism, particularly on issues like labour relations, health and safety, human rights, and equity. His involvement in the 2SLGBTQIA+, anti-racism and peace movements has been an integral part of his engagement and commitment to social justice.

2022 Grassy Narrows River Run

Toronto – On July 21, 2022, the annual Grassy Narrows River Run was held to continue to pressure the Ontario government to assure safe, clean drinking water for the community. The River Run brings attention to the heavy mercury poisoning the community has suffered from their water and demand compensation for the damage done.

CEIU Human Rights Conference participants helped with preparing the art visuals that were used during the march as well as the Toronto Regional Women's Committee. The PSAC Greater Toronto Area

Council was also involved in recruiting and mobilizing PSAC members to get involved in this extremely important issue.

Katarokwi (Kingston) Indigenous Circle
On July 27, 2022, a virtual meeting was held to create the first Kingston Indigenous Circle. The meeting was successful in garnering support from several Components and in-depth discussions were had about the legacy of colonialism how better to connect the Union to Indigenous communities.

Kingston Racially Visible Members Committee
On July 28, 2022 – a meeting was held to create the first PSAC Kingston Racially Visible members committee. The event was successful in garnering support from several Components and DCL's and the Committee is looking to start their work shortly.

Windsor Area Council Pride Event
On August 7, 2022, the PSAC Windsor Area Council joined the Windsor-Essex Pride Parade to celebrate 2SLGBTQIA+ diversity in our Union. Around 23 members, retirees, and their families joined the march, including members from various Components and a few young workers.

Chatham-Kent Pride
On August 20, 2022, the PSAC Windsor Area Council members attended their second Pride event of the year, held in Chatham-Kent. This is Chatham's second Pride parade and the Area Council's participation has set a great foundation to encourage even more members to attend next year.

Take Back the Night
Hamilton – The PSAC Hamilton Area Council took part in the Take Back the Night event on September 15th, at City Hall. The annual event is organized by SACHA — Sexual Assault Centre (Hamilton & Area) and is a powerful opportunity to reclaim women's right to safety, and courageously stand up against sexual violence.

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 May 8, 2022 to September 16, 2022

May 9, 2022 – National Board of Directors meeting
May 9, 2022 – DCL 901 Queen's University meeting
May 10, 2022 – Alliance Executive Committee meeting
May 10, 2022 – Casino Woodbine (DCL 533) Local Executive meeting
May 10, 2022 – Toronto Members with Disabilities Committee meeting
May 11, 2022 – Toronto Racially Visible members committee meeting
May 12, 2022 – PSAC Information Technology meeting
May 12, 2022 – Regional Caucus' at NTC meeting
May 14, 2022 – Black Workers Rights Information Clinic
May 16, 2022 – Alliance Executive Committee meeting
May 18, 2022 – Local Development and Stewards Education meeting
May 18, 2022 – CRA/UTE meeting
May 18, 2022 – Black Workers Rights Information Clinic debrief meeting
May 19, 2022 – PSAC Executive Media Training
May 19, 2022 – PSAC National Convention Resolutions meeting
May 20, 2022 – PSP Investments meeting
May 20, 2022 – Alliance Executive Committee meeting
May 24, 2022 – CRA/UTE meeting
May 24, 2022 – PSAC National Convention Racially Visible Caucus meeting
May 25, 2022 – PSAC National Convention UNE Caucus meeting
May 25, 2022 – National Board of Directors meeting
May 25, 2022 – PSAC Ontario Caucus of the PSAC National Convention
May 27, 2022 – National Board of Directors meeting
May 26-June 3, 2022 – PSAC National Convention
May 30, 2022 – Locals and Stewards Development meeting
May 31, 2022 – Ontario Treasury Board Mobilization Summit
June 1, 2022 – CRA/UTE meeting
June 2, 2022 – National Board of Directors meeting
June 3, 2022 – National Board of Directors meeting
June 4, 2022 – Rally to support striking UNIFOR Local in Napanee
June 6-8, 2022 – Pensions course

June 6, 2022 – CRA/UTE meeting
June 6, 2022 – Treasury Board mobilization meeting
June 7, 2022 – ACORN meeting on housing
June 8, 2022 – Provincial election debrief meeting
June 9, 2022 – DCL 603 AGM
June 11, 2022 - Governor General's Leadership Conference Tour in Kingston
June 13, 2022 – Alliance Executive Committee meeting
June 14-17, 2022 – National Board of Directors meeting
June 20, 2022 – PSAC Social Justice Fund meeting
June 21, 2022 – GTAC National Indigenous Peoples Day BBQ event
June 22, 2022 – DCL 533 Casino Woodbine AGM
June 22, 2022 – CCOHS RSCC meeting
June 23, 2022 – PSAC National Standing Education Committee meeting
June 23, 2022 – Hamilton/Niagara Young Worker Committee meeting
June 27-July 13, 2022 – PSAC Social Justice Fund Columbia Delegation
July 18, 2022 – Alliance Executive Committee meeting
July 19, 2022 – PSAC Niagara Area Council meeting
July 20, 2022 – Hamilton Area Council Bargaining meeting
July 21, 2022 – Labour Day Proposals meeting
July 27, 2022 – Alliance Executive Committee meeting
July 28, 2022 – Anti-Racism webinars discussion meeting
Aug. 3, 2022 – UNDE 639 Petawawa Cleaners RSCC
Aug. 5, 2022 – National Board of Directors meeting
Aug. 9, 2022 – PSP Investments meeting
Aug. 9, 2022 – Greater Toronto Area Council meeting
Aug. 10, 2022 – Commissionaires meeting
Aug. 16, 2022 – Timmins Treasury Board mobilization event
Aug. 17, 2022 – Kirkland Lake Treasury Board mobilization event
Aug. 17, 2022 – Commissionaires meeting
Aug. 17, 2022 – Alliance Executive Committee meeting
Aug. 20, 2022 – Greater Toronto Area Council Bowling night
Aug. 22, 2022 – Alliance Executive Committee meeting
Aug. 26-29, 2022 – Alliance Executive Committee Retread
Aug. 30-31, 2022 – National Board of Directors meeting
Sept. 5, 2022 – St. Catharines Labour Day Parade

Sept. 6, 2022 – Commissionaires meeting

Motion to adopt REVP's report

m/s/c Craig Reynolds and Thu Trinh

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:
  - UNDE 00639 new Collective Agreement ratified with Dexterra Group Inc.
  - 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:
  - Blue Water Bridge re-opener with wage adjustments
  - Your Quick Gateway (Windsor Airport – renewal agreement) is ongoing
- Sudbury RO:
  - Commissionaires meeting with Employer and bargaining mobilization ongoing
- Toronto RO:
  - The Stop tentative agreement reached
  - Casino Woodbine-Auditors tentative agreement reached

Education:

In-person Fall Basic Education Schedule was posted. We saw very low registrations which lead to some postponements and conversion to on-line offerings across the Region. Preparation for Advanced School is underway with REO. 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. RO Staff continue to develop Local Development plans with Locals to build up capacity.

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)
- Treaty 6 Firefighters (Brantford – 40 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 (i.e. Call Hub and Peer-to-Peer

texting). Staff continue to recruit members for mobilization to support the November 28th National Day of Action.

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 Offices:

All Regional Offices are now open. 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 may not be granted entry.

Item 6. Ontario Council Committees Reports

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

Health and Safety Committee Report (APPENDIX "A")

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

Recommendations to Council:

1. The Committee recommends a review take place of the PSAC travel policy and update it as necessary.

Recommendation carried unanimously

2. That PSAC advise members of the Duty to Accommodate and explain the requirements to provide medical documentation and communicate more clearly with members exactly what information is required and why. Each person's circumstances and needs are

unique and should not be dealt with using a cookie cutter solution.

Recommendation carried unanimously

Motion to adopt the Health and Safety Committee's Report

m/s/c Leslie Searl and Trevis Carey

Finance Committee Report (APPENDIX "B")

Melanee Jessup, Chair of the Finance committee, presented on behalf of the committee.

Recommendations to Council:

1. That the internet expense claimed by Council members be increased from $20.00 to $30.00 per month.

Recommendation carried unanimously

2. That $30,000 be taken from the Unallocated Funds to cover the revenue shortfall for the PSAC Ontario Convention in 2023 and to provide refreshments and swag to attendees.

Recommendation carried unanimously

Motion to adopt the Finance Committee's Report

m/s/c Melanee Jessup and Tony Crupi

Political Action Committee (APPENDIX "C")

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

Recommendations to Council:

1. Ontario Council members visit the Uncover the Costs campaign webpage (https://uncoverthecost.ca/) for UVAE, UNDE, CEIU and UTE during the December 2022 Council meeting and fill in the online actions for each, along with encouraging their constituents to do the same.

Recommendation carried

2. Ontario Council encourages PSAC Ontario Locals in their region to join their local CLC District Labour Council and participate in the wider-labour movement to continue to build labour's strength.

Recommendation carried unanimously

Motion to adopt the Political Action Committee's Report

m/s/c Chris Snooks and Trevis Carey

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

Missy Taylor presented on behalf of the committee.

Recommendations to Council:

1. We ask that Council review, adopt and disseminate the Statement in regard to a Woman's Right to Choose from the HR & E Committee. (Is currently on agenda)

Recommendation carried

2. We ask that Council advocate for HR & E bargaining demands and to not concede at the bargaining table.

Recommendation carried unanimously

3. The committee requests that Council promote and encourage the membership to attend the various equity committees.

Recommendation carried unanimously

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

m/s/c Missy Taylor and Netta Coccaro

Education Committee Report (APPENDIX "E")

Chandra Buschold, Chair of the Education Committee, presented on behalf of the committee.

Recommendations to Council:

1. PSAC Ontario should ensure housing education is developed to help the labour movement become involved in housing advocacy

Recommendation carried

Motion to adopt the Education Committee's Report

m/s/c Chandra Buschold and Karuna Dsouza

Item 7. Ontario Council Members Reports

The Chair thanked the Ontario Regional Council members for their dedication to the membership and for all their hard work.

The following were highlights presented by Council members of their activities:

Trevis Carey and Melissa Arsenault attended the Timmins bargaining event.

Barry Lamont stated he had the opportunity to attend the Kingston and the Young Workers rally, which were both a lot of fun and great rallies. Also, the CEIU leadership participated in their yearly anti-Black and anti-racist training.

Marie Polgar-Matthews provided an update on the process of opening the Durham Area Council, as being on track and she is currently getting all the necessary documents together. The first Area Council meeting will be held in December.

Trisha Roach stated that the Kingston region will be establishing a Racially Visible committee. The Ontario region Racially Visible conference will be held February 3rd – 5th, 2023.

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)

The FB bargaining team was at the table for two days from November 15-17. PSAC has been pushing for retirement benefits for FB members that would introduce an early retirement option — also referred to as 25 and out — consistent with what other federal public safety employees already receive.

Treasury Board (TB)

TC bargaining

After a week of little movement through mediation, PSAC will now head to Public Interest Commission hearings. PIC dates have been set for the TC group on December 9.

PA bargaining
Following a week of mediation, PSAC has begun the Public Interest Commission hearings, which took place from November 28 to December 1st.

SV Bargaining
Treasury Board seems intent on delaying negotiations and dragging their feet on our most important issues. PSAC will now raise these issues at the Public Interest Commission hearings.

EB group
Treasury Board refused to budge on its wage offer during mediation with the EB group bargaining team on October 24-27. PSAC will now raise these issues at the Public Interest Commission hearings. PIC dates have been set for the EB group on December 12-13.

NAV CANADA
The NAV Canada bargaining team was at the table for two days, from November 17-18. However, the bargaining team has now applied for conciliation.

CFIA
The CFIA bargaining team tabled key proposals during negotiations from October 18-20 and have now tabled our remaining proposals including wage increases, market adjustments, and allowances at the bargaining session in mid-November.

Parks Canada
The Parks Canada bargaining team had bargaining meetings from September 19-22. During that time the team introduced almost all remaining non-monetary demands. The team's next bargaining dates are January 17-19 and February 7-9, 2023.

NPF National Bargaining
Bargaining is ramping up for PSAC members working for the Non-Public Funds. Despite the critical work they do for military personnel and their families, our members are still some of the lowest paid workers in the federal public service.

SSO
The arbitration panel that was struck to address disputed outstanding proposals in the new collective agreement for Statistics Survey Operations (SSO) members has rendered its binding decision.

The decision includes:

- An expanded definition of family;
- The five-year agreement renewal includes the PSAC pattern set in the previous round of 2.8% (2018), 2.2% (2019) and 1.5% (2020). The two extra years (2021 and 2022) each include 1.5% as interim payments. If the Program and Administrative Services (PA) bargaining team is successful in negotiating better rates, SSO members will receive the difference for these two years;
- And a 5% market adjustment, which brings us closer to closing the wage gap for SSO members when compared to their counterparts in the core public administration.

UTE bargaining
Following the declaration of impasse in September after eight months of negotiations, PSAC has confirmed mediation dates with CRA for the week of December 20. The Labour Board declared that parties have to meet in mediation ahead of a Public Interest Commission hearing.

Academic Sector

Marie Polgar-Mathews shared that there are three bargaining units at UOIT. The University stated they have $3 million in surplus, but they want to hold onto that surplus to appease their stake holders.

Karuna stated that Bill 124 was struck down and that this Bill had been a roadblock for the academic sector because they were only allowed a 1% increase. The striking down of this Bill is a great win for our members.

University of Ontario Institute of Technology

- University of Ontario Institute of Technology, Sessional Lecturers (DCL 555) – Conciliation took place on February 11, March 4 and March 11.

- University of Ontario Institute of Technology (Ontario Tech University) - Postdoctoral Fellows (DCL 555) – PSAC served notice to bargain on October 19, 2021.

- 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 - Teaching and Research Assistants (DCL 555) - Notice to Bargain was served on August 30, 2022.

- University of Ontario Institute of Technology – Exam Invigilators (DCL 555) - Notice to Bargain was served on August 30, 2022.

- Western University (DCL 610) – PSAC served notice to bargain on November 9, 2022.

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.

North Bay Jack Garland Airport

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

Nishnawbe-Aski Police Service officers (DCL 401)

- Nishnawbe-Aski Police Service (Officer unit – DCL 401) - PSAC has filed for arbitration, however there is one more day of conciliation scheduled for January 10, 2023.

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.

Treaty Three Police Service (DCL 410)

- Treaty Three Police Service (DCL 410) - Notice to Bargain was served on August 30, 2022.

Anishinabek Police Unit (DCL 426)

- Anishinabek Police Unit (DCL 426) - Notice to Bargain was served on August 30, 2022.

The Stop Community Food Centre (DCL 903)

- The Stop Community Food Centre (DCL 903) - The bargaining team met with the employer on March 5, 12, 22 and 25, with negotiations continuing.

Kids Help Phone

- Kids Help Phone – The bargaining team met with the employer on November 29-30, 2022.

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.

Commissionaires (DCL 818)

- Canadian Corps of Commissionaires Kingston (DCL 818) – PSAC served Notice to Bargain on March 30, 2022.
- Canadian Corps of Commissionaires (Kingston & Region Division) - DCL 818 - The bargaining team met on June 29th and 30th to review the proposals that were submitted by the membership and prepare the package of demands that will be tabled.

Peggy Jones stated the team met with the employer but there was not much movement.

Canadian Corps of Commissionaires (Ottawa Division) - DCL 608

- Canadian Corps of Commissionaires (Ottawa Division) - DCL 608 – have reached a tentative agreement and ratification votes will take place shortly.

Wequedong Lodge (DCL 00002)

- Wequedong Lodge of Thunder Bay (DCL 00002) – an input call was sent to the membership on April 28, 2022.

SNPF CFB Petawawa

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

Woodbine Auditors (DCL 50533)

- Woodbine Auditors (DCL 50533) – Achieved a first collective agreement for members on November 24, 2022.

Canadian Centre for Occupational Health and Safety (CCOHS)

- Canadian Centre for Occupational Health and Safety (CCOHS) (UNE 00394) – bargaining took place on November 9, 29 and 30, 2022.

Item 9. Ontario Council Newsletter

Lino Vieira thanked Melanee Jessup for her assistance in formatting and creating the Council Newsletter layout. He also thank the Ontario Regional Council members for their contributions to the newsletter. The next Council newsletter deadline for Council members to submit articles is March 3, 2023.

Leslie Searl stated that the Health and Safety Committee was thinking of starting a health and safety newsletter.

Lino Vieira suggested instead of reinventing the wheel, that the current newsletter be split up to have a dedicated health and safety section.

Melanee Jessup reminded Council member to send lots of pictures along with their newsletter articles as it makes setting the graphic layout a lot easier.

Lino Vieira informed Ontario Council members that a PSAC Ontario Instagram account has been opened under the IG name @psacontario and invited members to follow the page.

Council members that have not yet submitted a bio were encouraged to do so as soon as possible for the next issue of the Council newsletter.

Netta Coccaro served two notice of motions council

Netta Coccaro withdrew one of the notice of motions

m/s/c Netta Coccaro and Melanee Jessup

Motion: Ontario Council to develop a written statement on Medical Assistance In Dying (MAID).

m/s Netta Coccaro and Karuna Dsouza

Leslie Searl wanted Netta Coccaro to clarify what is the stance the motion is taking; whether it was in opposition to MAID or for it. Until more information is provided, Leslie stated that she could not decide on this motion.

Amended Motion: PSAC Ontario Council create a statement on the practices currently in place with the Medical Assistance in Dying (MAID) program that are discriminatory in nature and instead focus on providing the supports and programs necessary for people to make an individual choice based on the dignity and respect we all deserve.

m/s Karuna Dsouza and Melanee Jessup

A vote on the motion was not completed as more information is required to make an educated decision.

Item 10. Phoenix Update

The Chair stated that all members should make sure to review their overpayment repayment claw back statement and pay special attention to the dates. Treasury Board is very close to the timeline, so they are trying to get members to sign recovery paperwork. The recovery threshold is six years, if that timeline passes, you do not have to pay back the overpayment.

Phoenix overpayment issues: https://psacunion.ca/phoenix-overpayment-letters-keep-eye-out

The Chair states that the PSAC National President Chris Aylward sits at the National Phoenix table.

Item 11. Women's Right to Choose

Missy Taylor and Netta Coccaro worked on the Women's Right to Choose statement below, which was presented to Ontario Council for

a vote to have the statement circulated to the membership on behalf of Ontario Regional Council.

Council statement:
Issued in 1973, Roe v. Wade was a legal precedent that protected the right to perform abortions across the United States of America (USA). Yet the Supreme Court in the USA has now overturned Roe v. Wade.

In Canada, abortion is only decriminalized. Canada has not established abortion as a constitutionally protected right under the Canadian Charter of Rights and Freedoms. Canadians have a right to access sexual and reproductive health services, including abortion, through the Canada Health Act, but the Act does not mandate provinces to absolutely provide abortion services.

Action Canada for Sexual Health and Rights published a study in 2019 which stated that there are no providers who offer abortion services to Canadians that are more than 23 weeks and six days into their pregnancy.

“We don’t want to see the erosion of sexual and reproductive rights in Canada, and we sense that these anti-abortion groups will be emboldened by what’s happening in the United States,” states Meghan Doherty, Director of Global Policy and Advocacy for Action Canada for Sexual Health and Rights.

The PSAC Ontario Regional Council's position is that access to abortion services is a fundamental human right and supports a woman’s right to choose.

Here are a few actions members can do to support abortion rights in Canada:
https://www.actioncanadashr.org/news/2022-05-03-how-you-can-take-action-abortion-rights-canada

Motion for Ontario Regional Council to adopt the statement.

Motion carried

Item 12. Regional Conferences Debrief

- PSAC Ontario Health and Safety Conference

The Regional Health and Safety conference was held on October 14th to 16th, 2022. Members experienced a few issues in regard to travel arrangements and reimbursement of per diems. But overall, the content of the conference was well received.

- PSAC Ontario Young Workers' Conference

The Regional Young Workers' conference was held on October 21st to 23rd, 2022. Members loved the theme of the conference "Educate, Agitate and organize". The conference attendees took part in a rally in downtown London, where we received media coverage and were featured on the news.

The content of the conference was engaging, and members appreciated the section on the conference covering decolonization.

Barry Lamont stated that the conference was held in the southwestern region and therefore he had the opportunity to attend the rally.

Karuna Dsouza stated that unfortunately the conference dates did not work for the academic sector.

The Chair stated that dates for all regional conferences were difficult to secure, as we are constitutionally mandated to hold all the regional conferences by the end of the year, which is the end of the 3-year cycle. As the mandate applies to all PSAC structures, having dates that do not conflict with other events (Components, Committees, bargaining, etc.) was extremely challenging.

- Regional Women's

The Regional Women's conference was held on November 4th to 6th, 2022. The theme of the conference was "Bridging the Gap". There were a few issues that were brought up at the conference regarding on-site childcare, accommodations and the PSAC National travel policy.

The conference organizing committee originally planned to rally at the Ministers office that holds the portfolio for health care workers. But instead they altered their plans and joined the CUPE strike line in Stouffville.

One of the guest speakers at the conference spoke on the struggle to purchase sanitary napkins and the need to make these products more accessible.

The conference had a mental health resource person available on site that members were able to access. It was suggested that this would be great to have at other conferences.

Karuna Dsouza stated there was a very strong intersectional lens at this conference. A resolution was passed to include non-binary folks into future Ontario Regional Women's conferences.

Missy Taylor thanked the organizing committee and the members that attended.

- Fall School

Fall school was held on November 17th to 20th, 2022.

Leslie Searl attended the Unionism on Turtle Island course, which was amazing. A suggestion was made that for a course of that length it should be held in a meeting space that has some natural lighting.

Chandra Buschold stated a lot of members were not prepared for the rally and it would be great going forward if PSAC can let members

know in advance so that they are better prepared to take part in planned events.

Chris Snooks stated that overall, the conference was great and shed a light on Canada's human rights record as being far from being one of the best.

Marie Polgar-Matthews stated the bus to transport members back to the hotel did not come on time so many members were left out in the cold for a long period of time.

The Chair stated that the Region will take this feedback from the different conferences and work to improve members experiences at the next ones. PSAC Ontario will continue improve our educational program to benefit members in any way we can.

Item 13. Covid-19

Treasury Board still has not submitted an updated COVID policy.

PSAC National is working on updating their policies around Covid-19, once the update is completed the information will be shared with Ontario Regional Council.

Item 14. PSAC Ontario Regional Convention

PSAC Ontario's 9th Triennial Convention will take place at the Hilton Markham Suites and Conference Centre on June 9th – 11th, 2023.

The Chair stated that Ontario Council members will receive an email detailing which convention committees they are assigned to and the dates for the upcoming convention committee meetings.

Missy Taylor proposed that Ontario Regional Council invite Yanique Brandford as a guest speaker for the upcoming Ontario Convention and adopt "Help A Girl Out" as the convention charity of choice.

Karuna Dsouza wanted to know when will Locals find out their delegate entitlement.

Cleo Reid responded that all Regions are currently waiting on PSAC National for their delegate entitlement list. As soon as the information is received from National it will be distributed to all Locals.

The next Ontario Regional Council meeting is scheduled for February 9th – 11th, 2023. These were the only available dates on the National calendar.

The Chair announced that he will be reoffering for the position of Ontario REVP at the upcoming Ontario Convention and asked for the support of Ontario Regional Council members.

Business completed and meeting adjourned at 11:15AM