PSAC Ontario Council Meeting Minutes October 27th & 28th, 2023 Caeser Windsor Casino

The meeting convened at 9:30 a.m. on Friday, October 27th, 2023, 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)
Melissa Arsenault, Region 2 (Northeastern)
Chris Snooks, Region 3 (Eastern)
Adam Murphy, Region 3 (Eastern)
Sara Johnson, Region 4 (Southwestern)
Thu Trinh, Region 4 (Southwestern)
Leslie Searl, Region 5 (GTA)
Doron Jacob, Region 5 (GTA)
Karuna Dsouza, Academic Workers Representative
Trisha Roach, Racially Visible Members Representative
Wendy-Ann Moulton, Region 6 (Hamilton/Niagara)
Peggy Jones, Directly Chartered Locals Representative
Missy Taylor, Regional Women's Committee Representative
Ted Cabanes, Gay, Lesbian, Bisexual, Trans, Queer and 2 Spirited+ Representative
Michelle Woods, Indigenous Members Representative
Terri McGillivray, Members with Disabilities Representative

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

Regrets: Jessie Lavergne, Young Workers Representative

Chandra Buschold, Regionally Based Separate Employer Locals
Neil Wood, Region 4 (Southwestern)
Anne Duval, Region 2 (Northeastern)

Observers: Lyle Gall, PSAC Windsor and District Council, Barry Lamont, President, CEIU Local 00576, Lisa Morgan, President CIU Local 24

The Chair read a land acknowledgment statement, recognizing the traditional territory of the Three Fires Confederacy of First Nations, comprised of the Ojibwe, the Odawa, and the Potawatomi Peoples. We are grateful to work, learn and live in this area.

The Chair asked Peggy Jones 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. – 1:30 p.m., Break 10:00 a.m. & 2:30 p.m., Saturday, 9:30 a.m. – 3:00 p.m., Lunch 12:00 p.m. – 1:30 p.m., Break 10:30 a.m. & 2:15pm.

Motion to adopt the hours of sitting.

m/s Melanee Jessup and Chris Snooks

Motion carried unanimously

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

Moment of silence observed.

AGENDA:

1. Adoption of Agenda

2. Adoption of previous meeting minutes (July 15th, 2023)
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. National Equity Conferences
11. Ontario Region Mapping
12. National Convention
13. OFL Convention
14. National Young Workers Conference
15. Ontario Regional Council Meeting dates
16. Joint Learning Program
17. New Business

Item 1. Adoption of Agenda

Motion to adopt amended agenda

m/s/c Michelle Woods and Leslie Searl

Item 2. Adoption of previous meeting minutes (July 15th, 2023)

There were no amendments to the previous meeting minutes.

Motion to adopt previous meeting minutes

m/s/c Chris Snooks and Thu Trinh

Item 3. Business arising from previous minutes

There was no business arising from the previous minutes.

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) – began bargaining with the employer on June 7, 2023.

- Corporation of the Township of Edwardsburgh/Cardinal (UCTE 00066) – PSAC will be applying for conciliation.

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

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- Town of Moosonee (DCL 285) – PSAC served Notice to Bargain on June 26, 2023.

- Wilfred Laurier University Graduate Teaching Assistants (DCL 902) – PSAC served Notice to Bargain on July 27, 2023.

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Renewal Agreements

- Canadian Corps of Commissionaires (Ottawa Division) - DCL 608 – members ratified their new collective agreement on June 1, 2023.

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- Canadian Centre for Occupational Health and Safety (CCOHS) (UNE 00394) – members ratified their new collective agreement on May 30, 2023.

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Organizing

Wilfrid Laurier University – All student workers (1,300 members - including 315 Instructional Assistants + 300 Research Assistants)

An electronic vote was ordered on April 12-14, 2023 for Instructional Assistants. The ballot box was sealed to resolve a dispute on the bargaining unit and size of the employee list. The Union has since conceded to the Employer's employee list. The Union will not be subject to a statutory bar and has expanded the campaign to include all student employees. PSAC already represents non-academic student employees on several university campuses and we are hoping to increase our bargaining power at WLU through multiple campaigns.

Casino Woodbine (350 members)
The representation vote was held on August 10, 2022. The OLRB decided to seal the ballot box until the disputes regarding eligibility of Supervisors and Dual Rate Supervisors to unionize based on managerial exclusion have been resolved. The parties agreed to use the OLRB's hearings to deal with the largest department of workers, Table Games. The hearings for this group concluded on August 24. We are currently awaiting a decision from the OLRB.

Six Nations of the Grand River (33 members)
On June 14, 2022, PSAC filed for certification to represent Firefighters and Fire Captains employed by Six Nations of the Grand River. The Employer has since raised arguments challenging the jurisdiction of the legislation, based on the principle of self-governance. Hearings at the Canada Industrial Relations Board (CIRB) on this issue concluded on August 18, 2023. The Union is awaiting a decision from the CIRB.

Unity Health Toronto (460 members)
The campaign for a unit of research staff is ongoing. PSAC already represents workers at Weeneebayko General Hospital in Moose Factory and other health research staff at Centre de recherche de l'hopital Douglas and Centre hospitalier universitaire Sainte-Justine. It has been a long-term goal to continue our expansion beyond the university research sector, ever since our first campaigns in the area of health research centres.

University Health Network (250 members)
Recently approved campaign for a group of postdoctoral fellows employed by this healthcare provider operating a network of hospitals. Card signing for Postdoctoral Fellows has begun.

Western University - formerly University of Western Ontario (200 members)
Card-signing for Research Assistants started after the campaign was approved at the request of the Local.

Queen's University - Ontario (80 members)
This campaign for Research Assistants in the Faculty of Law was approved at the request of the Local. Card signing will begin in October 2023 when RA employee contracts are confirmed.

Home Trust (800 members)
Recently approved campaign for IT and office workers at a financial service company. Workers here are seeking to address some of the same issues that PSAC members addressed in the national strike.

Dexterra Cleaners (80 members)
The campaign is ongoing for contracted out cleaners employed by Dexterra at Canadian Forces Bases in Kingston, North Bay, Borden, and London, Ontario. CFB Kingston has since changed its cleaning contract to a different company called Evirpos.

Provincial

By-election for Scarborough-Guildwood
A by-election took place for the riding of Scarborough-Guildwood on July 27, 2023. Our PSAC Greater Toronto Area Council (GTAC), took part in this by-election by sharing the responses from candidates to these four questions with our members in the riding:

1. What will you do protect public services from privatization?
2. How will you support and improve public transit for the Scarborough community?
3. Do you support using for-profit clinics to deliver health care services?
4. Why should PSAC members vote for you?

Liberal MPP Andrea Hazell was the successful candidate, with the vote count being:

- Liberals: 5,640, 36.5%
- PCs: 4,652, 29.5%

- NDP: 4,041, 26%
- Green: 508, 3%

Mobilization

Food Bank Drive

The PSAC Barrie Area Council held a food bank drive for their local food bank to help the community and our members who are food insecure. They collected donations and set up a drop off at the No Frills grocery store in Angus on June 18th.

DCL 901 Postdoc Event in Support of Bargaining

On September 1, 2023, DCL 901 at Queen's University hosted a Unit 2 event for postdocs to discuss and prioritize bargaining demands. Postdocs in attendance voted via online platform on the demands' categories, and the Local launched the survey to go to other Unit 2 members who were not in attendance to capture their feedback.

SNPF Base Kingston

The SNPF Base Kingston PIC hearings have now taken place and a presentation was delivered to members on ongoing bargaining and the outstanding issues on September 28, 2023. Additionally, a mobilization meeting of the membership took place on September 19th.

SNPF Base Petawawa

The SNPF Base Kingston PIC hearings have now taken place and additional non-wage provisions were bargained through mediation and we are expecting a decision shortly. A mobilization meeting of SNPF took place on September 25th.

Respect Our Research Rallies

Teaching Assistants' and Postdoctoral Associates' at Western University (DCL 610) and Teaching and Graduate Assistants at Queen's University (DCL 901) held rallies to raise awareness over the commodification of their research and the Ontario government's chronic underfunding of universities. Two rallies were held on September 20, 2023, both at Western University and at Queen's to draw attention to this issue.

Kingston NPF Mobilization Meeting
On September 19th, approximately 25 members of UNDE 681 (NPF Kingston) met at the Royal Canadian Legion branch 560. Members of the bargaining team provided a negotiations update, and a discussion took place about next steps in mobilization, including mobilization toward a potential strike vote and how a strike works.

Labour Movement Solidarity

Labour Day
PSAC members from across the province took part in this year's Labour Day events. PSAC members received PSAC Ontario Labour Day t-shirts and frisbees in celebration of Labour Day.

Solidarity with the Canadian Media Guild
On August 22, 2023, members of PSAC DCL 610 (Western University) joined the London and District Labour Council's solidarity rally and picket with striking TVO workers from the Canadian Media Guild. This is the first strike in the broadcaster's history and top demands include wages and contract work security.

Canadian Media Guild Solidarity Rally
On September 15, 2023, participants from the PSAC National Young Workers rally joined the Canadian Media Guild workers on their TVO picket lines at noon in Toronto. This rally coincided with the Local's return to the bargaining table with the Employer and was the 25th day that the workers had been on strike.

September 20th Canada-Wide Anti-2SLGBTQIA+ Protests
On September 20th, ultra-conservative right-wing hate groups planned nationwide events to protest teaching 2SLGBTQIA+ content in schools under the pretence of protecting children. These groups are being supported by American hate groups who are behind much of the anti-trans and anti-gay legislation we are seeing in the U.S. The Ontario Federation of Labour created a Rapid Response team and set up counter protests across the province with PSAC Locals in Toronto, London and Kingston taking part.

Education

PSAC Ontario Regional Council Training
The newly elected PSAC Ontario Regional Council members received training on their roles on July 13-14, 2023 in Thunder Bay. The theme of the training was "*Building the Ontario Region: Ready, Organized and United to Win*".

Equity and Human Rights

Asian Heritage Month
On May 21, 2023, the PSAC Kingston Racially Visible Committee held a tea tasting open house to celebrate Asian Heritage Month at the PSAC Kingston Regional Office.

National Indigenous Peoples' Day

Hamilton - On June 21, 2023, the PSAC Hamilton Area Council, along with the PSAC Niagara Area Council, the PSAC Hamilton Members with Disabilities Committee, Hamilton Young Workers Committee and the Hamilton/Niagara Racially Visible Committee held a joint BBQ for our members to celebrate National Indigenous Peoples' Day at Charles Daley Park in Hamilton.

Kingston – On June 21, to commemorate National Indigenous Peoples' Day, the PSAC Kingston (Katarokwi) Indigenous Circle hosted a table at the Indigenous Peoples' Day event presented by the Kingston Indigenous Languages Nest. Members highlighted PSAC's campaign, "Still Thirsty for Justice" to advocate for safe drinking water.

Indigenous Food Tasting Event
On June 25, 2023, the Katarokwi (Kingston) Indigenous Circle hosted an Indigenous food tasting at the city park. Traditional Indigenous food was served at the booth and members distributed information as well on PSAC's "Still Thirsty for Justice" campaign, displayed the video created and promoted the new Committee to rank and file members. Members of the

PSAC Kingston Area Council and Kingston Racialized Members Committee participated and supported the event.

2SLGBTQIA+ Members Meeting

On July 6, 2023, the PSAC London Regional Office held a hybrid 2SLGBTQIA+ members meeting. Ted Cabanes attended as the representative from Ontario Council and explained the process for chartering an equity committee. At the meeting, members formed a plan to march together in the London Pride Parade on Sunday, July 23.

London Pride

On Sunday, July 23, 2023, PSAC members marched in the London Pride Parade. This was organized by the 2SLGBTQIA+ members who are in the process of putting in a charter request for a PSAC Southwestern Pride Committee.

Cornwall Pride

The Cornwall Pride Parade took place on August 12, 2023. PSAC Ontario Regional Council members from across the region attended the Cornwall Pride event to support Diversity Cornwall, who had reported an increase in anti-2SLGBTQIA+ activity in the area.

Chatham-Kent Pride

The Chatham-Kent Pride Parade took place on August 12, 2023. PSAC Ontario was a proud supporter of the parade, with members in the area taking part.

SACHA - Take Back the Night

On September 21, 2023 the PSAC Hamilton Area Council and Committee members took part in the Take Back the Night event held at the Hamilton City Hall Forecourt. The event is a way for the public to stand against sexual violence and support survivors.

Respectfully submitted for your approval,

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

REVP Schedule for the period May 20, 2023 to Sept. 22, 2023

May 26, 2023 – Casino Woodbine (DCL 533) Ratification Votes
May 26, 2023 – FB mobilization meeting
May 30, 2023 – Ontario Regional Convention preparation
May 31, 2023 – CUPE Ontario Regional Convention
June 1, 2023 – Thunder Bay Treasure Board Ratification Votes
June 5, 2023 – Hamilton/Niagara Treasure Board Ratification Votes
June 7, 2023 – Alliance Executive Committee Finance meeting
June 8, 2023 – Ontario Regional Council meeting
June 9-11, 2023 – Ontario Regional Convention
June 12, 2023 – Ontario Federation of Labour Executive Board meeting
June 13, 2023 – SSO strike strategy committee meeting
June 14, 2023 – Workers Health and Safety Centre meeting
June 19, 2023 – NPF National Mobilization Committee meeting
June 26, 2023 – Alliance Executive Committee meeting
June 27-30, 2023 – National Board of Directors meeting
June 28, 2023 – Ontario Hardship Fund Committee meeting
July 6-7, 2023 – PSAC National Racially Visible Conference Resolution meeting
July 10, 2023 - Ontario Hardship Fund Committee meeting
July 11-13, 2023 – Ontario Regional Council training
July 14, 2023 – Ontario Regional Council Committees meeting
July 15, 2023 – Ontario Regional Council meeting
July 19, 2023 - Ontario Hardship Fund Committee meeting
July 21-23, 2023 – Pensions course in Newfoundland
July 24, 2023 - Ontario Hardship Fund Committee meeting
July 27, 2023 – Union Leadership Development Program meeting
Aug. 1, 2023 – Great Lakes Pilotage Authority Negotiations meeting
Aug. 1, 2023 - Ontario Hardship Fund Committee meeting

Aug. 3, 2023 – Education Committee meeting
Aug. 9, 2023 – Alliance Executive Committee meeting
Aug. 10, 2023 - Ontario Hardship Fund Committee meeting
Aug. 14, 2023 – Alliance Executive Committee meeting
Aug. 16, 2023 – UNDE Local 650 Ratification meeting
Aug. 20-25, 2023 – Union of National Employees Convention
Aug. 29, 2023 - Ontario Hardship Fund Committee meeting
Sept. 4, 2023 – Toronto Labour Day Parade
Sept. 5, 2023 - Ontario Hardship Fund Committee meeting
Sept. 6, 2023 – Ontario Education meeting
Sept. 7, 2023 – Six Nations Organizing meeting
Sept. 9-14, 2023 – Canadian Employees Benefit Conference
Sept. 15-17, 2023 – PSAC National Young Workers Conference
Sept. 18-19, 2023 – Alliance Executive Committee meeting
Sept. 20, 2023 – Respect our Research Rally at Western University

Motion to adopt REVP's report

m/s/c Craig Reynolds and Ted Cabanes

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.

Education:

Fall Basic Education Schedules and ULDP applications are now available. There will be in-person or virtual offerings available for the Basic Education Schedule. Staff will pivot scheduled in-person learning to virtual options if the numbers are low. Council should continue to recruit members to attend PSAC courses

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 in the Region.

Regional Offices:

- SmartHubs now installed in all Regional Offices. Locals, Area Councils, and Committees can coordinate with Regional Offices for booking meetings
- Locals should connect with Regional Offices for Local Development and Stewards Initiatives cost sharing opportunities
- Indigenous Artwork and Land Acknowledgements are now a fabric of each Regional Office.

Regional Office Actions:

- ROs participated in Labour Day activities around the Ontario Region
- ROs participated in counter demonstrations against Transphobia, homophobia, and biphobia strongly condemning hate and its manifestations, standing united in support of 2SLGBTQI+ rights and more education
- ROs marched and sent messages of Solidarity for Grassy Narrows rally at Queen's Park

- ROs participated in the Ontario Health Coalition demonstration at Queen's Park against the Ford Government

Point of Privilege: Melanee Jessup requesting members to speak louder.

Item 6. Ontario Council Committees Reports

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

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

Missy Taylor presented on behalf of the Committee.

Recommendations to Council:

1. Take action and support the Ontario Health Coalition in stopping the privatization of our Health Care system.

Recommendation carried

2. Attend, support and share with others the "*In Solidarity with our Trans Siblings and 2SLGBT2QIA+ Communities"* workshop.

Recommendation carried

3. If comfortable, attend or support the "No Space for Hate" rallies.

Recommendation carried

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

m/s/c Missy Taylor and Trisha Roach

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. Council Representatives advertise and solicit their constituencies to attend the virtual townhall sessions once they are scheduled, and to come back to the H&S committee with any ideas members have for topics of discussion.

Recommendation carried

2. Council Representatives join the Ontario Health and Safety Facebook page, and invite members to join as well.

Recommendation carried

Motion to adopt the Health and Safety Committee's Report

m/s/c Leslie Searl and Adam Murphy

Political Action Committee (APPENDIX "C")

Chris Snooks, presented on behalf of the committee.

Recommendations to Council:

1. PSAC Ontario Regional Council members share and distribute information on PSAC Campaigns, events and labour actions among their constituents.

Recommendation carried

Motion to adopt the Political Action Committee's Report

m/s/c Chandra Buschold and Chris Snooks

Education Committee Report (APPENDIX "D")

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

Recommendations to Council:

1. The committee recommends that a workshop on Building Power Through Organizing be developed that will increase member engagement using an organizing model.

Recommendation carried

Motion to adopt the Education Committee's Report

m/s/c Melanee Jessup and Karuna Dsousa

Finance Committee Report (APPENDIX "E")

Melissa Arsenault, Chair of the Finance committee, presented on behalf of the committee.

Recommendations to Council:

No Recommendations at this time

Motion to adopt the Finance Committee's Report

m/s/c Melissa Arsenault and Peggy Jones

Item 7. Ontario Council Members Reports

The REVP thanked Ontario Regional Council members for their dedication and hard work throughout this term.

Karuna Dsouza added that Local 610 held a rally in London, with over 200 people in attendance. Also, that the Local filed a case against the employer on union busting, and the Local won this case that was filed over 5 years ago.

Ted Cabanes wanted to highlight intersectional growth and learning and would like opportunities to be introduced to the membership.

Melissa Arsenault stated that the Sudbury Area Council now has an interim executive and will be planning an AGM to elect an executive team very soon.

Peggy Jones stated that Kingston would like to organize a rally around medical insurance for Ex-military members directed towards Canada Life.

The Chair advised Ontario Council members that PSAC National will be organizing rallies against Canada life.

Adam Murphy served Notice of Motion

Adam Murphy attended the National Equity Conference.

Thu Trinh attended a rally in London in support of health care services.

Item 8. Collective Bargaining Updates

The Chair provided a brief summary of updates he had for units that are currently in bargaining. The following bargaining updates were given:

Parks Canada
PSAC and Parks Canada signed the new collective agreement eight weeks after it was ratified by members. However, the employer has backtracked on discussions to ensure that members in precarious positions—including firefighters—receive the one-time pensionable lump sum. Based on information from the employer, there are roughly three hundred members who will not receive the lump sum payment due to the delay. PSAC has created a petition to the Ministers, please go on the national website and sign it to pressure the government.

CFIA
Canadian Food Inspection Agency (CFIA) members have voted in favour of their tentative agreement through a nationwide ratification vote from August 23 to September 8. The four-year collective agreement covering over 4,000 members in the CFIA bargaining unit will expire on December 31, 2025.

Non-Public Funds
For too long, NPF members have been denied decent wage increases and suffered from inconsistent pay grids across the country. Despite the critical work members take on for Canadian Forces personnel and their families, they are still some of the lowest paid workers in the federal public service. To move the bargaining process along, we have applied for conciliation with a third party through the Public Interest Commission (PIC). Almost all PICs have been completed and we are mobilizing members to get ready in the event of strike action.

Canada Border Services Officers (FB)

The PSAC-CIU bargaining team has declared impasse at the bargaining table during talks September 26 and 27 after the Canada Border Services Agency (CBSA) refused to budge on key issues and continues to insist on concessions. Treasury Board President must honour the commitment made during the last round of bargaining and make equitable retirement — 25 and out — a reality for our members. Given this lack of progress in negotiations, we have declared impasse, and contacted the Federal Public Sector Labour Relations and Employment Board in an effort to move the process forward.

Academic Sector

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

- Wilfred Laurier University Graduate Teaching Assistants (DCL 902) – PSAC served Notice to Bargain on July 27, 2023.

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Item 9. Ontario Council Newsletter

Lino Vieira thanked Melanee Jessup and the Ontario Regional Council members for their contributions to the Council newsletter. He also advised that the newsletter will be distributed to the membership next week.

The deadline for the next Council newsletter articles from Ontario Council members is on Monday, January 15th. Lino reminded Council members to submit bios if they have done so already.

Item 10. National Equity Conferences

The Chair stated that a few Council members attended the National Equity Conference this past week in Montreal.

Adam Murphy was elected as the National Indigenous People Circle (NIPC) representative for Ontario.

Ted Cabanes was elected as the 2SLGBTQIA+ (2-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual) representative.

Michelle Woods stated that the Conference was a great event and she enjoyed seeing the members together. However, she stated that the session days were very long and recommended PSAC provide more support for the members that are triggered during session.

Missy Taylor stated that all the National Equity groups conferences should be held together, and if not we should all have separate conferences.

Trisha Roach remarked that the Conference was a great education experience, but that she felt the speakers needed more time.

Adam Murphy stated that there was a lot of positive solidarity within the different equity groups. However, he did hear members complain that the conference days were quite long.

The Chair stated that there is an organizing steering committee for all PSAC National Conferences and Conventions and that it is important the event participants provide their feedback to improve member experience.

Thu Trinh stated that it was hard to hear the speakers at times and there should have been more time allotted to the caucuses.

Ted Cabanes suggested that there should be a space for members who suffer with anxiety from being in a large group setting.

Item 11. Ontario Region Mapping

Beth Bennett, PSAC Toronto Regional Representative presented the Ontario Regional Mapping exercise.

Mapping, charting and list building are exercises in identifying and developing an understanding of the membership. A good map or list builds a membership profile that can be used to identify leaders, issues and concerns, intersections and areas where our attentions should be focused.

The Value of Mapping & Charting

The information you compile through direct, and ongoing conversations with the membership will help you work out what your goals should be, develop an action plan to achieve these goals and encourage communication. Once completed, your map and/or list will provide valuable data on the makeup of your constituents so that union structures can be reinforced, and areas that need attention can be addressed.

Mapping of the region helps Ontario Regional Council members to build relationships that will bring a lot of benefits to the region. Building network with regional offices and speaking to Local presidents in the region will help each Council member to service their constituency.

Council members who would like to introduce themselves at courses that are being offered throughout the region can connect with the regional office that will be holding the course and make that request.

Point of Privilege: Adam Murphy stated that he would like the minutes to reflect that the Chair was late to start the afternoon session of the Council meeting after the lunch break.

The Chair apologized to Council for being 6 minutes late returning from the lunch break.

Sara Johnson stated that Council should be flexible in situations like this, as we all have other commitments and personal issues that may arise.

Peggy Jones requested that there be a vote on this point of privilege, as it would set a precedent going forward for Council meetings.

The Chair agreed to having a vote.

The REVP then asked Melanee Jessup, Alternate REVP, to step into the Chair to conduct the vote.

The vote was defeated.

Doron served notice of motion.

Point of Privilege: Michelle Woods stated that we need to have more consideration for each other.

Motion: Not to record any lateness in our minutes.

m/s/c Doron Jacob and Adam Murphy

Motion: The Chair works with the Regional Coordinator to ensure that any union training being held be forwarded to Council members and Council equity representatives.

m/s Adam Murphy and Missy Taylor

Motion defeated.

The Chair reminded Council that no outside food should be brought into the Council meeting.

The Chair stated that he attended a ratification vote recently. The Chair also clarified that ratification votes are outside of Council's jurisdiction, which is why Council members are not invited to attend ratification votes as part of their role.

Leslie Searl provided clarity that if a Local invites Craig to an event, it is not always welcomed by the Local to bring along other members that were not invited by the Local.

Item 12. National Convention

The PSAC National Convention will start May 26th to 31st, 2024, at the Shaw Centre in Ottawa.

All DCL and Area Councils must send their delegate and alternate information to the REVP's office, which will then be forwarded to National.

The Chair stated that we need to strategize on how we want to approach resolutions that have been sent up by our region. He asked that Council members start having conversations with Locals, Area Councils and Committees on how we are going to achieve what we need for our region.

The DCL deadline to submit resolutions to the Convention is November 24th, 2023. If there are Locals that missed their resolution submission deadline, they still have an opportunity to submit resolutions through the Area Councils or a DCL.

Missy Taylor stated that sitting at the resolution table helped to give her a better understanding of the importance of what the DCL's are looking to achieve in getting a seat at the highest level of our union.

Chris Snooks stated that he was told Chris Aylward will be putting his name forward for National President.

Adam Murphy was elected as the National Indigenous Circle representative and will have an automatic seat to the National convention.

Ted Cabanes hopes national will send the resolutions to attendees before the convention.

Item 13. OFL Convention

The OFL convention will be held in Toronto on November 19th to 24th, 2023, at the Sheraton hotel.

This is not a fully funded event, however some Components do provide funding for individuals to attend.

On the Friday, November 17th, 2023, from 9am – 5pm, before the OFL Convention starts there will be a OFL Young Worker's Summit that is free. The Summit is open to all individuals 40 years old and under, unionized or not.

Item 14. PSAC National Young Workers Conference

The PSAC National Young Workers Conference was held in Toronto from September 15th to 17th, 2023.

PSAC Ontario had an amazing delegation and it was great to connect with the members, which many were new activists. Unfortunately, the Ontario Young Workers representative on Ontario Council was not able to attend.

Item 15. Ontario Regional Council Meeting dates

The next Ontario Regional Council meeting will be held in Toronto from February 7th to 10th, 2024.

Item 16. Joint Learning Program (JLP)

Anu Datta and Ryan Winger gave a presentation from the Joint Learning program (JLP). The JLP was created in 2011 in partnership with PSAC and the Treasury Board to help improve labour relations between the employer and the union.

There are two facilitators of the JLP program, Anu Datta represents the employer and Ryan Winger represents the union.

The steering committee is co-chaired by PSAC and Treasury Board at the National level.

The JLP training is offered in two different ways, it can be in person or virtual training. There are five workshops currently available:

- Labour Management Consultation (2 days)
- Mental Health in the workplace (1day)
- Respecting Differences/Anti-discrimination (1day)
- Preventing Harassment and violence in the workplace (1day)
- Understanding the collective agreement (1-1.5days)
- Duty to accommodate (1day - not yet available)

Virtual Discussions that are currently available

- Labour -management consultation 7hrs
- Understanding the collective agreement 4hrs
- Mental health: let's talk 3.5hrs
- Anti-racism: let's talk 6hrs
- Returning to the workplace: Now What?
- Grounding ourselves in Uncertain Times

The Union and the Employer jointly discuss and make decisions regarding JLP.

All requests members for training must be submitted six weeks prior to the event start date.

Labour Management Committee (LMC) sessions request has to be made eight weeks before the event start date.

The learning space must be suitable for the group size and for virtual discussion. The partners must provide a reliable virtual platform which should be indicated in their proposal before JLP can approve.

The JLP needs help to recruit facilitators, particularly from equity-seeking backgrounds. The program is dedicated to looking out for the health and wellness of employees.

Item 17. Round Table Conversation

Karuna Dsouza stated that the Ontario DCL Conference was coming up in November.

Ted Cabanes inquired if Council members are allowed to represent PSAC in a not political setting.

The Chair stated that Council members would need to submit proposals as these types of request are done on a case-by-case basis.

Chris Snooks thanked the Chair for all his hard work at the National table for our Region's financial funding.

Trisha Roach stated that December 10th is the International Day for Human Rights and the Toronto Racially Visible committee will be holding an event in the Toronto Regional office. If any Council member is in the area, they are welcome to attend.

The Chair acknowledged the invaluable work Council members do for the Ontario Region.

Business completed and meeting adjourned at 11:40am

APPENDIX "A"

PSAC Ontario Council
Human Rights and Equity Committee Report
October 26, 2023

Committee Chair:	Missy Taylor
Committee Members:	Trisha Roach Ted Cabanes
Staff Representative:	MaryAnne Laurico
Regrets:	Michelle Woods Terri McGillivray

REVIEW & UPDATES:

- Welcome /Roundtable/Introductions
- Reviewed what is expected from these portfolios at PSAC National
- Review on the mandates and goals of this committee
- In memoriam, we would like to extend a great thanks and debt of gratitude to Sue Soubra Boone. Her commitment to advancing access for all members has left an indelible mark on the region and on this committee in particular.
- Upcoming events:
    - Nov 16-19 – Ottawa: PSAC. National Human Rights Committee meeting

Portfolio Updates:

- Political action and support for "No Space for Hate" rallies against the "1 Million March 4 Children" group. The HR&E committee, supports the "No Space for Hate" movement as the "1 Million March 4 Children" group advocates on the elimination of Sexual Orientation and Gender Identity Expression (SOGIE) education. The "1 Million March 4

Children" hate campaign operates under the guise of protecting children but is targeting the 2SLGBTQIA+ equity group.

Various events are being held in the regions:

- November 20th is Transgender Day of Remembrance
- December 3rd is International Day for Persons with Disabilities
- December 6th is a day of remembrance for the Montreal Massacre
- December 10th is Human Rights Day
- February: Black History month planning is happening throughout the regions

*PSAC Ontario Equity & Human Rights calendar is on the PSAC Ontario website

General Updates (Staff)

The Ontario Regional Education Officer developed a one day workshop titled “In Solidarity with Trans Siblings and 2SLGBTQIA+ communities”. Condensed workshops on this topic will be delivered at Locals and Area Councils.

GOALS:

- To continue political action including lobbying on issues that relate to Equity and Human Rights. To coordinate with PSAC as well as community and labour partners on all equity issues.
- To continue to facilitate and build strong and engaged, Equity Committees in the region.
- To continue to engage in outreach to all Regional Offices with a view of connecting with PSAC members in those areas and promoting Human Rights & Equity.
- As a committee, share and respond to Equity issues as they arise.
- Assist, support, and promote in any and all PSAC activities, conferences, and or events. To provide an equity lens.

ACTIONS:

- Continue to educate and disseminate information regarding the unmarked graves as a direct result of the Residential School System
- Advocate and lobby for the Search the Landfill campaign.
- Continue to write statements for respective Human Rights and Equity days.
- Continue to raise awareness on Human Rights & Equity issues and ensure there is an equity lens applied to maintain and build inclusiveness.
- Commitment to work towards better supporting regional staff by keeping regional offices apprised and updated on any and all information stemming from the National Working Groups.

RECOMMENDATIONS:

4. Take action and support the Ontario Health Coalition in stopping the privatization of our Health Care systems.

5. Attend, support and share with others the "*In Solidarity with our Trans Siblings and 2SLGBT2QIA+ Communities"* workshop.

6. If comfortable, attend or support the "No Space for Hate" rallies.

Moved by Missy Taylor and seconded Trisha Roach

APPENDIX "B"

Ontario Regional Health and Safety Committee
October 26th, 2023

Chair: Leslie Searl

Members: Adam Murphy, Chris Snooks, Trisha Roach, Neil Wood

Technical Advisor: Sandra Goodick, Regional Representative, Health and Safety, Ontario

Discussion item: PSAC Ontario Regional Health and Safety Plan 2023-2026
The Ontario regional H&S conference is tentatively scheduled for November, 2024.
The theme will be "Taking Back our Power"

Discussion item: Following up from the Ontario caucus at the National Health and Safety Conference which took place in February, 2023. Members want more accessible information and networking. Having virtual townhalls was mentioned and the committee is currently looking at available dates and topic ideas

Recommendation 1:
Council Representatives advertise and solicit their constituencies to attend the virtual townhall sessions once they are scheduled, and to come back to the H&S committee with any ideas members have for topics of discussion

Recommendation 2:
Council Representatives join the Ontario Health and Safety Facebook page, and invite members to join as well

Report and Recommendations moved by Leslie Searl
Report and Recommendations seconded by Adam Murphy

APPENDIX "C"

PSAC Ontario Regional Council
Political Action Committee Report
December 2022 to February 2023

Attended: Chandra Buschold, Melanee Jessup, Craig Reynolds, Chris Snooks, Doron Jacob

Staff: Lino Vieira, Jawara Gairey

Virtual Meeting on October 16, 2023, at 6:00 p.m.

Agenda:

- Federal Election
- Provincial Election
- Promotion of upcoming events/protests
- Participation Display – Facebook/X/Instagram

Federal Election
There may be a federal election called next year, despite the fixed election date being October 20, 2025. Polls show the Conservatives are leading with a projected majority, which would be terrible for our members and the public.

Provincial Election
The 44th Ontario general election is tentatively scheduled to be held on June 4, 2026. We have to keep raising awareness on what the Ford government is doing, particularly with the Greenbelt, privatization of our health care and public service cuts. By keeping our members and the public informed, we can build momentum against this government's chances of re-election.

Promotion of Upcoming Events/Projects
We need to make sure that we are advising and encouraging our members to attend the many upcoming rallies/events to show our solidarity and build our strength. Member participation is key to growing our momentum in increasing capacity for these actions. We should also try and do more community events, particularly in the north, who tend to be far from places like Queen's Park in Toronto.

Participation Display – Facebook/X/Instragram
PSAC Ontario should be promoting as much as possible any and all of our events, labour actions and community events. Ontario Council should do their best to share the information among their constituents for maximum participation.

Recommendations:

2. PSAC Ontario Regional Council members share and distribute information on PSAC Campaigns, events and labour actions among their constituents.

Moved by: Chandra Buschold
Seconded by: Chris Snooks

APPENDIX "D"

Education Committee Report
Caesar's Windsor
October 26, 2023

Chair: Melanee Jessup

Present: Ted Cabanes, Karuna Dsousa, Doron Jacobs, Wendy-Ann Moulton, Missy Taylor, Thu Trinh

Absent: Chandra Buschold, Jessie Lavergne

Advisor: Justin Kong, Regional Education Officer (REO)

The Committee Chair and REO provided an overview of the Education Program so that Committee members gain a greater understanding of how the Education Committee functions.

Discussion:

The Committee Chair had a discussion with the Regional Executive Vice-President (REVP) and the REO and they agreed that a minimum time frame be set for the cancellation of courses. If the provision of a course is in jeopardy, they will consider changing the delivery method (virtual, hybrid) to avoid canceling.

The Chair of the Committee will recommend to the REVP that guidelines be developed for those chairing conferences, committees, etc. These guidelines could take the form of a workshop, online training, or a manual. The Chair of the Committee will request that some procedural training on budgeting, reports, funding requests, etc, be provided at the next meeting.

The committee would like to see increased utilization of the Alliance Facilitator network for education. The Chair of the Committee is dedicated to making this happen and will discuss it with the REVP and request that the issue be raised at the National level.

Council members will be reminded to contact their constituents to find what they want/need for education in the winter session. They are further reminded to ensure that they convey that information to the Regional Offices so that they can be considered when planning the winter session education plan.

Committee members discussed the challenges faced by members in rural areas and how their needs for education are not being fully met. The Committee commits to considering those issues when planning when, where, and how to hold training, so they are afforded the same opportunities as members in urban centres.

Recommendation:

1. The committee recommends that a workshop on Building Power Through Organizing be developed that will increase member engagement using an organizing model.

Moved by Melanee Jessup
Seconded by Karuna Dsousa

APPENDIX "E"

PSAC Ontario Council
Finance Committee Report
June 2023 – October 2023

Committee Chair: Melissa Arsenault

Committee Members: Peggy Jones
Tony Crupi

REVP: Craig Reynolds
Staff: Cleo Reid

Agenda:

- Council Members Expenses
- Recommendations

Council Members Expenses

The Finance Committee would like to remind Council members that in order to ensure that they are paid for their meeting expenses before the end of the meeting, the claims must be submitted by 3:00 on the afternoon of the Committee meetings day (generally the day before the Council meeting begins). Council members are also reminded that they will not receive the cheque for their expense claim until their Council reports are filed.

Expense claims should be submitted using the Excel document provided. Please do not make any adjustments to the form. Please do not use old forms as they do not reflect the new amounts.

Year End Council Expenses

The portfolio expenses you incur between now and December 31st will need to be submitted to the Finance Committee no later than January 19, 2024 so we can get the books and records ready for the year end closing activities.

If you are going to submit later than January 19th, 2024, the expenses will come out of your 2024 portfolio balance.

Recommendations:

No Recommendations at this time.

Moved by: Melissa Arsenault
Seconded by: Peggy Jones

APPENDIX "F"

Melanee D Jessup
PSAC Ontario Regional Council Report
Alternate Regional Executive Vice-President
July 2023 to October 2023

Objectives:

- Continue to share information via social media/email tree.
- Participate in Labour Day festivities.
- Do layout for the PSAC Ontario Council newsletter.

Actions:

- Attended Waterloo Region Labour Council Labour Day picnic.
- Participated in Education Subcommittee Teams meeting with Justin Kong, Regional Education Officer (REO), and Craig Reynolds, Regional Executive Vice-President (REVP).
- Attended NDP campaign kickoff luncheon for Kitchener Centre Candidate, Debbie Chapman.
- Attended counter-protest to anti-2SLGBTQIA+ rally in Kitchener.
- Attended Customs and Immigration Union (CIU) negotiations rally in Ottawa.
- Consulted with REO prior to the Education Committee meeting.
- Chaired Education Committee meeting

Plans:

- Liaise with REO on the Regional Fall Education schedule.
- Liaise with geographic (GEO) reps on the needs of their membership for education.
- Chair the Education Committee meeting.
- Do layout for the PSAC Ontario Council newsletter.
- Revitalize the Alliance Facilitator Network.
- Provide support for the REVP.

Respectfully submitted,
Melanee D Jessup, Alternate Regional Executive Vice-President
Chair, Education Committee
Member, Political Action Committee

Brandon Milford
PSAC Ontario Regional Council
Region 2, Northeastern Representative Report
August 2023 – September 2023

Objectives:

- Re-establish and support an Area Council in the Region
- Once the Area Council is functioning, focus on establishing an indigenous circle, then a woman's committee
- Connect with local presidents in the region to bring their voices to council

Actions:

- Have worked with my fellow region 2 representative to organize and hold the Area council open house
- Have met with my fellow rep to discuss and organize our plans for the region
- Created a document to be sent to all members in our region to introduce the region 2 reps, our vision and goals for the region and the purpose of the council
- Met with the Sudbury Regional Office reps to discuss education needs

Plans:

- Hold the Area Council election next month with the other region 2 rep and the Regional Office staff
- Have the document be sent to all members of the Region so they know who we are
- Connect with the local presidents via a virtual meeting to hear their concerns, what they need or want in their area
- Prepare a proposal to visit members in Sault Ste Marie and discuss their needs

In Solidarity,
Brandon Milford
Region 2, Northeastern Representative

Chris Snooks
PSAC Ontario Regional Council Report
Region 3, Eastern Ontario Representative
May 2023 to September 2023

OBJECTIVES:

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

ACTIONS:

- Chair Kingston Area Council and UNDE 0641

MEETING:

- PRIDE PARADE CORNWALL
- Labour Day
- Support all PSAC Education
- STOP CONTRACT OUT AT RMC KITCHEN
- STRIKE PAY FOR MEMBERSHIP
- Spread awareness to members about upcoming opportunities and
- Events and education in Ontario PSAC
- Post all event and education on Facebook.

In Solidarity,

Chris Snooks
Region 3, Eastern Ontario Representative

Doron Jacob
PSAC Ontario Regional Council
Region 5, Greater Toronto Area (GTA) Representative Report
June 11, 2023 – October 11, 2023

Objectives:

- Promote Union Education and Political Action
- Continue communicating with the members of the region
- Build attendance of the equity committees
- Canvass interest in new Area Councils/Equity Committees
- Promote the activity of Ontario Council, Area Councils and Equity Committees
- Represent Region 5 where required

Actions:

- Attended a virtual meeting to rally support and inform others of the proposed changes to the WSIB program on July 11th
- Attended a virtual meeting with the Labour Day Coordinator from the Toronto & York Region Labour Council on June 20th
- Informed Ontario Council of the proposed changes to the WSIB program on July 14th
- Attended the UVAE Local 19's AGM to promote and inform their members of Ontario Council, Equity committees and Area Councils on July 18th
- Attended a virtual meeting to rally support and inform others of the upcoming protest from the health coalition against healthcare privatization at Queens Park on July 20th
- Shared Labour Day pictures with the other Region 5 representative to post on social media on September 8th
- Helped the Barrie Area Council create their resolutions for 2024 PSAC National Convention on September 13th
- Asked and allowed to speak to the members of the GTA Young Workers Committee virtual AGM meeting on September 13th regarding promotion and cooperation
- Attended a virtual meeting to promote and rally for the anti-2SLGBTQIA+ counter protest on September 15th

- Helped the GTA Racially Visible Committee create their resolutions for 2024 PSAC National Convention on September 19th
- Attended the anti-2SLGBTQIA+ counter protest on September 20th at Queens Park in downtown Toronto
- Shared 'No Space for Hate' pictures with the other Region 5 representative to post on social media on September 20th
- Attended the health coalition privatization protest on September 25th at Queens Park in downtown Toronto
- Helped the Barrie Area Council, Hamilton Area Council and London Racially Visible Committee create their resolutions for 2024 PSAC National Convention on September 25th
- Attended the Grassy Narrows march on Sept 27th to Queens Park in downtown Toronto
- Attended the PSAC National Day for Truth and Reconciliation virtual panel discussion meeting on September 28th
- Attended a meeting for the Barrie Area Council resolutions meeting virtually on September 28th

Plans:

- Create a social media group with the other Region 5 rep and alternates
- Reach out to the presidents of the locals within the region.
- Planning a joint holiday/Human Rights get-together with the RVCM on Dec 12th
- Follow up with the GTA region's equity committees regarding any needs they may have
- Contact the other representatives on Ontario Council regarding member sign-ups from the Regional Conference
- Promote the PSAC education program
- Engage members to get involved in social justice movements
- Update the Region 5 Facebook page more often

In Solidarity,
Doron Jacob
Region 5, Greater Toronto Area (GTA) Representative

Karuna DSouza
PSAC Ontario Regional Council
Academic Workers' Representative Report
November 2022– February 2023

Objectives:

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

Actions:

- Communicated via email with the Presidents of academic sector locals 610, 901, 902 and 555.
- Supported 902 President with establishing their local
- Working on Organizing Campaign for Research Assistants and Student Assistants in DCL 610
- Worked on the preparation for the Ontario DCL Conference
- Rally on Respect Our Research on September 20, 2023

Plans:

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

In Solidarity,

Karuna DSouza
Academic Workers Representative
PSAC Ontario Council

Leslie Searl
PSAC Ontario Regional Council
Region 5, Greater Toronto Area (GTA) Representative
July 2023 - October, 2023

Objectives:

- Keep the members informed on the happenings of PSAC Ontario Council and events within the region
- Promote Union Education
- Promote the work of the Health and Safety Committee

Actions:

- July 12 - 16 -- first Council meeting and training, Thunder Bay
- August 9 -- Toronto Pearson Workers Health and Safety Forum (TPWSHF) (virtual)
- August 9 -- Greater Toronto Area Council (virtual)
- September 4 -- Toronto Labour Day Parade
- September 18 - 23 -- Customs and Immigration Union Triennial Convention, Ottawa
- October 4 -- TPWSHF
- October 24 - 28 -- Ontario Council meeting, Windsor

Plans:

- Reach out to Local/DCL presidents within region 5 to provide information about Council
- Post more actively on Region 5 and Ontario Health and Safety Facebook pages
- Attend events within the region as availability permits

In Health, Safety, and Solidarity,

Leslie Searl
Region 5, Greater Toronto Area Representative

Melissa Arsenault
Ontario Regional Council Report
Region 2, Northeastern Ontario Representative
August 2023 - October 2023

Objectives – My objective is to foster engagement with the components in the Region and start, or re-start in some cases, the various equity committees and councils that would support the members of my Region at the Ontario Council.

Actions – The actions I have taken since acquiring this position in June are:

- Charing the Hardship Committee through 8 meetings where:
    - We made decisions on what applications qualified for the hardship funds based on PSAC guidelines
    - We sent these decisions to the REVP to be taken to the AEC for final approval
- Co-chairing an Open House for the Sudbury North Bay Area Council where:
    - Around 15 members attended
    - Members were introduced to the Area Council and what it does
    - It was re-announced that elections for Area Council will take place on October 17th, 2023
- Went for training with Ontario Council in Thunder Bay where I was given the position of chair of the Finance Committee
- Went for Finance Committee training in Toronto with the bookkeeper
- Went to Ottawa for the Indigenous Lobby day with the CLC
- Met with Sudbury Regional staff to discuss upcoming education courses being offered and requested help mapping out where our members are concentrated
- When the meeting is held, we will have co-chaired our 1st Region 2 Sudbury-North Bay Area Council meeting and held elections for all positions

Goals – my goals are to connect with the members in my region and to continue to bring their concerns forward while fulfilling my duties as Chair of the Finance Committee

- Support the Area Council through the up-coming elections and first few meetings
- Create an indigenous learning circle to discuss the challenges and the achievements of the indigenous people in our union and advocate for
- Chair my first meeting of the Finance Committee
- Meet with the Components and DCL's to discuss their concerns.

In Solidarity,

Melissa Arsenault
Region 2, Northeastern Ontario Representative

Michelle Woods
PSAC Ontario Regional Council
Indigenous Workers Representative Report
August 2023 - November 2023

Objectives:

- ➳ To continuously learn to enhance my role
- ➳ Continue to build dialogue with the Regional offices
- ➳ Outreach and visits to Indigenous members
- ➳ Promote Union Education and Training
- ➳ Keep members informed on what the PSAC Ontario Council is doing
- ➳ Bring Indigenous issues to Council
- ➳ Represent and support Indigenous Workers where required

Actions:

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

➳August-attended the UNE Triennial Convention, Toronto

➳September-travelled to Six Nations of the Grand River to meet with the Indigenous Firefighters who are trying to mobilize a local within their workplace. Attended a dinner and discussed their challenges and engaged in conversations of support and encouragement.

- ➳ To continue outreach with Indigenous members.
- ➳ To continue collaboration and working with National Indigenous Peoples Circle (NIPC) reps on shared goals.
- ➳ To continue to share NIPC events and campaigns with Ontario.
- ➳ To continue working with the Ontario Region Area Councils, Thunder Bay Area Council, Thunder Bay Regional Women's Committee and Indigenous Peoples Circle on shared issues or projects by attending committee meetings
- ➳ To continue collaborating and working with Ontario Council Women's Rep on the commonly shared issues relating to both our portfolios.

- ➵ To continue working with PSAC Ontario Council Representatives to connect with Indigenous Workers through newsletters and Media websites such as Facebook.
- ➵ To continue sharing knowledge of PSAC training, conferences, conventions and to promote the education program.
- ➵ To coordinate/support an event for members at Wequedong Lodge of Thunder Bay with a focus on mental health and wellness.

In Solidarity,

Michelle Woods
Indigenous Members Representative

Missy Taylor
PSAC Ontario Regional Council
Regional Women's Committee Representative Report
August 2023 - October 2023

Objectives:

- Work to implement Gender Equity Taskforce (GET) recommendations. Ensure National implements all recommendations.
- Keep Women informed on activities of the PSAC Council and Women's Representative activities
- Promotion of involvement, engagement and education
- Be available as a support and accessible to all queries and issues

Actions:

- Meeting with assigned HR & E staff rep for planning and strategy implementation
- Attended Powwow in Lake Helen/Nipigon ON
- Attended Local meetings as guest speaker to discuss role on Council and upcoming events

Up coming Events:

- November 6-10 CEIU National Presidents Conference - Sudbury
- November 16-19 PSAC National Human Rights Committee-Ottawa
- December 8-9 CEIU Norther/Eastern Conference – Ottawa

Plans/Goals:

1. Action plan in progress for the implementation of the Gender Equity Taskforce recommendations
- Work with PSAC Regional Reps to formulate a plan of better engagement for the RWCs.
- Attend PSAC Education and events to speak to Women's Rep. role on Council and the Human Rights & Equity Committee

In Solidarity,
Missy Taylor, Regional Women's Committee Representative

Neil Wood
PSAC Ontario Regional Council
Region 4, Southwestern Representative Report
July 2023 – October 2023

Objectives:

- Continue and build a dialogue with the Regional Offices;
- Work on getting DAC established;
- Work on Region 4 Component contact list;
- Promote Union Education;
- Promote labour presence in equity spaces;
- Have exploratory meetings with individuals who can present on labour practices and mental wellbeing in a call centre environment.

Actions:

- Attend Pride events in London, Chatham and Windsor;
- Located Pride gear in Windsor and transported to Chatham;
- Attended DAC meeting;
- Liaised with regional office to help get component list for Region;
- Had exploratory conversations with Dr. Hind about the possibility of finding someone within the school of social work/psychology who can potentially develop a presentation about labour practices and mental health well being in a call centre environment;
- Continued working as 1st VP the Chatham Area Labour Council. Was able to secure support from the Labour Council for Chatham Pride;
- Promoted fall educational opportunities within my local

Plans:

- Continue on working on getting DAC up and running;
- Find an appropriate/interested partner within the school of social work and psychology;
- Continue to attend political demonstrate where opportunities present themselves;
- Mentor and encourage new/developing union activists;
- Look for opportunities to do develop a labour/arts practice with region 4;
- Develop a member contact list organized by components and locals

In Solidarity,
Neil Wood
Region 4, Southwestern Representative

Peggy Jones
PSAC Ontario Regional Council
Directly Chartered Locals Representative Report
July 2023 to December 2023

Objectives:

- Continue building relationships with DCL members and executives throughout the province;
- Inform members about important union issues, events, campaigns, etc. and communicate about what the regional council is doing;
- Promote and encourage DCLs to attend PSAC education, political events, even if is not connected to their local or PSAC but other affiliate of unions and community groups, which keeps the Union strong in the labour movement.

Actions:

- Attended Area Council meetings
- Chair MDAC committee meetings
- Chaired Women's committee
- Continuing with political actions and in-person rallies and through social media;
- Rally for Health Coalition - privatized to for profit organizations on the tax payers' dime and having a two-tiered health care in Ontario. The battle just got bigger. We need to fight this battle through Canadians and the Unions to win this fight;
- Premier of Ontario Doug Ford more on the need of basic income for all.
- Persons with disabilities REFORM the ODSP and CPP disability programs;
- Working on social media platforms;
- Signed and promoted petitions for basic income, pharma care, also having internet available and at a lower cost from the governments, reason is we have education primary schools, high school, colleges, and university Canadians doing online education. Big companies have raised the price for basic internet throughout Canada during hard times as the pandemic continues.
- Supporting the DCLs and help with solutions on going issures.

Plans:

- Work with PSAC Regional Offices to contact DCLs, their needs, and updating on the system – DCL locals have new elected Presidents;
- Items that effect all members of the DCLs such as collective bargaining rallies, political actions, information pickets and all province workers;
- Be supportive of all DCLs including helping organize new DCLs;
- Working with the Academic DCL Reps and DCL Reps throughout other regions on issues that are important to all DCLs;
- Support DCL resolutions + education - explanations – writing;
- Supporting members – listen to what the members are saying and collecting their needs to move forward together;
- Pharma Care and Dental for all – meetings and media;
- Planning, organizing and have guess speakers on actions with all women's committee and education;
- Working with the Indigenous Action Circle and Racially Visible Members Committees.
- Working and organizing actions with all MDAC equity committees in Ontario – understanding the right for members with disabilities and PSAC supporting us.
- Organizing to meet with the DCLs in Ontario – meet up during the DCL conference in November this year.

In Solidarity,

Peggy Jones
Directly Chartered Locals Representative

Ted Cabanes
PSAC Ontario Regional Council
2SLGBTQIA+ Representative Report
June 2023 – October 2023

Objectives:

- Organize and transition into my new role
- Establish dialogue and rapport with the Ontario Regional Offices
- Promote and represent the 2SLGBTQIA+ at events where required
- Bring an intersectional/transcultural lens within the Union Equity groups
- Integrate communication to members of PSAC Ontario Council activities

Actions:

- Attended the National Indigenous People's Day celebration hosted by Region 6 (Hamilton/Niagara) on June 21st, 2023
- Virtual guest speaker presentation and motivation for the formation of a 2SLGBTQIA+ committee in the Southwest Region on July 6th, 2023
- Attended/Marched the 27th Annual London Pride Parade and informal PSAC social on July 23rd, 2023
- Attended/Marched the Diversity Cornwall Pride Parade and helped organize the PSAC booth on August 12th, 2023
- Intersectional growth and learning opportunities; visiting the George Floyd Memorial (July 10th) and the 31st Annual Traditional Opawaaganisninng Lake Helen Reserve Pow Wow (July 15th)

Plans:

- Work with PSAC Regional Offices to connect with self-identifying 2SLGBTQIA+ members to connect with their regional representative
- Organize and continue to action items from the outgoing 2SLGBTQIA+ council representative

- Increase visibility of trans rights protections and any communicate upcoming political actions
- Establish regional 2SLGBTQIA+ regional committees beyond the GTA Region
- Introduce and build relationships with administrative teams in the Ontario Regional PSAC offices
- Creation of a Pride parade calendar for 2024 to better organize members for future pride parades/Toronto Pride Parade 2024 mobilization
- Fall Education Training (if applicable)
- Attend National Equity Conference (October 18-23, 2023)

In Solidarity,

Ted Cabanes
2SLGBTQIA+ Representative

Terri McGillivray
PSAC Ontario Regional Council
Members With Disabilities Representative Report
July 2023 – October 2023

Objectives:

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

Actions:

- Held barbecue for Members With Disabilities and allies
- Attended PRIDE at the Pier August 26
- Regularly update Members With Disabilities and Allies on events of importance
- Took part in a ZOOM meeting to help organize a Members With Disabilities Group in London area
- Working to hold joint meetings with other MDAC groups in Ontario
- Attending National Equity Conference in October
- Working on an education session via my portfolio for the next two quarters: Dealing With Grief and Dementia
- Attend Labour Day parade (Hamilton or Niagara Falls)

Plans:

- Work with PSAC Ontario Council Representatives to connect with Young Workers through a new newsletter
- Working on an education session via my portfolio for the next two quarters: Dealing With Grief and Dementia
- Work On Ontario Health Coalition campaign through demonstrations and worksite visits

- Increase Members With Disabilities knowledge of courses that are happening in PSAC Regional Offices and promote the education program
- Attend Ontario health Coalition Mass Protest on September 25.

In Solidarity,

Terri McGillivray
Members With Disabilities Representative

Thu Trinh
PSAC Ontario Regional Council (ORC)
Southwestern, Region 4 Report
June 2023 – October 2023

Objectives:

- Stay connected with the Regional Offices/Area Labour Councils, Components, and DCLs
- Work with all equity groups (Women's/RVAC/2SLGBTQIA+/Area Councils/Young Workers) to raise priorities
- Keep our membership informed on what PSAC ORC is working on
- Connect and represent all members in the SW at events
- Promote our Union, promote PSAC ORC and advocate and promote education

Actions:

- Attended meetings and assisted with the startup of committees: Racially Visible Access Committee, 2SLGBTQIA+, and Members with Disability Access Committee
- Attended London and Chatham-Kent Pride Parade
- Regularly update local website and Facebook page by sharing all information disseminated from PSAC (National and Regional)
- Encourage members to attend all events focusing on supporting bargaining/education/wellness in the workplace

Plans:

- Work with other councils to connect with other region, equity groups, components and DCLs
- Lobbying MP's/Senators on issues that are relevant to our union movement
- Increase members knowledge of courses that are happening in PSAC Regional Offices and promote the education program

In solidarity,
Thu Trinh
Southwestern, Region 4 Representative

Tony Crupi
PSAC Ontario Regional Council
Region 1, Northwestern Ontario Representative Report
June 2023– September 2023

Objectives:

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

Actions:

- Attended Hardship Committee Meetings on June 28, July 10, 19, 24, August 1, 24, 29 and September 5 Via MS Teams
- Attended Labour Day Event Thunder Bay
- Attended Ontario Health Coalition Rally at Mini Queens Park in Thunder Bay

Plan:

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

In Solidarity,

Tony Crupi
Region 1, Northwestern Ontario Representative

Trisha Roach
PSAC Ontario Regional Council
Racially Visible Members Representative Report
August 2023 – September 2023

Objectives:

- Ensure that racially visible members have access to safe spaces throughout the region.
- Establish a rapport with the PSAC regional offices.
- Keep members informed and abreast of the work being undertaken by the PSAC Ontario Regional Council.
- Represent Racially Visible Members at functions when required.
- To be the voice of Racially Visible Members in PSAC Ontario.
- Ensure that an equity lens is applied to union activities, policies and procedures.
- Promote diversity, equity and inclusion.

Actions:

- Attended the inaugural meeting to stand up a Racially Visible Members Committee in southwestern Ontario.
- Attended the Resolutions Committee meeting for the upcoming National Equity conference.
- Participated in 10 meetings of the Hardship Committee.

Plans:

- Work with PSAC regional representative to establish Racially Visible Members Committees throughout Ontario
- Attend National Equity Conference October 18-23, 2023 and participate as a member of the Resolutions Committee.
- Connect with racially visible members by attending the Racially Visible Members Committee meetings.

In solidarity,
Trisha Roach
Racially Visible Members Representative

Adam Murphy
Region 3 (Eastern)

Completed tasks

Diversity Cornwall Pride Festival

Attended in solidarity with our 2SLGBTQIA+ community.

Provide support alongside the donation from Ontario Regional Council.

CLC INDIGENOUS LOBBY DAY

- *Meet with MPs and Senators to lobby for Indigenous priorities.*

plan moving forwards

- Establish communications with local presidents
- Work on establishing a new Area Council.
- Provide support to locals at AGMS and meetings.

Wendy-Ann Moulton
PSAC Ontario Regional Council
Region 6, Hamilton/Niagara Representative Report
June 2023-October 2023

Objectives:

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

Actions:

- Worked with Committees and Area Councils in Region 6 to create and promote National Indigenous Day Park event.
- Attended Niagara Area Council meetings (Aug, Sept.) Alternate attended Hamilton Area council meeting and MDAC BBQ (July)
- Worked on Organizing Pride in Park event- Cornwall (Aug) work on the anti-hate message and sharing of information, CLC and OFL info.
- Worked with NRLC – Health Coalition events, rallies. Summer school, Worker's Health and safety centre. UWN kick off firetruck pull.
- Participated in Labour Day parade, after event in park.

Plans:

- Work with PSAC Ontario Council Representatives to connect with ongoing events across Ontario, collaboration, support.
- Lobbying MP's on issue that are relevant to Workers.
- Work On Enough is Enough Campaign through demonstration and rallies. CLC and OFL and OHC

- Increase Region 6 knowledge of courses that are happening in PSAC Regional Offices and promote the education program
- Work on committee meet and greet to expand depth of members and have committees to meet and find ways to support each other. Create a positive safe space.
- Attend OFL in November.

In Solidarity,

Wendy-Ann Moulton
Region 6, Hamilton/Niagara Representative