PSAC Ontario Council Meeting Minutes February 9th & 10th, 2024 Novotel Hotel Toronto

The meeting convened at 9:30 a.m. on Friday, February 9th, 2024, 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)
Anne Duval, Region 2 (Northeastern)
Chris Snooks, Region 3 (Eastern)
Adam Murphy, Region 3 (Eastern)
Neil Wood, Region 4 (Southwestern)
Thu Trinh, Region 4 (Southwestern)
Leslie Searl, Region 5 (GTA)
Doron Jacob, Region 5 (GTA)
Chandra Buschold, Regionally Based Separate Employer Locals
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

Observers: Lyle Gall - PSAC Windsor and District Council, Lisa Morgan - President CIU Local 24, Lynda MacLellan - CEIU NVP Women's Issues West, Rubina Boucher - CEIU NVP Human Rights Issues, Tramaine Brown – AGR Human Rights Rep/ Local 19 Secretary, Sharon Anderson -– DCL 903 (The Stop), Phil Matheson – CEIU NVP Ontario, and Karen Hanson – CEIU 648.

The Chair read a land recognition statement for the traditional territory of the Mississaugas of the Credit, the Anishnabeg, the Chippewa, the Haudenosaunee and the Wendat peoples.

The Chair asked Anne Duval 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 10:30 a.m. & 2:45 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 Michelle Woods and Anne Duval

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 acknowledged the many civilian lives lost and the ongoing suffering in the face of continued violence in Israel and Palestine. Let us hope for a diplomatic resolution to this crisis that prevents any further loss of life and results in a two-state solution.

Moment of silence observed.

AGENDA:

1. Adoption of Agenda
2. Adoption of previous meeting minutes (October 27th-28th, 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. Black History Month Guest Speaker – Irene Moore Davis
11. Leadership Conference
12. National Convention
13. OFL Convention
14. Directly Chartered Local Conference
15. Ontario Regional Council Meeting dates
16. Canadian Labour Congress (CLC) Ontario
17. Toure Cleaning Services
18. PSAC Emails

Item 1. Adoption of Agenda

The Chair removed agenda item #15 – Woodbine Slots Complaint (DCL 533) and added agenda item #16 – Canadian Labour Congress (CLC) Ontario update, #17 – Toure Cleaning Services, #18 – PSAC Emails.

Motion to adopt amended agenda

m/s/c Michelle Woods and Tony Crupi

Motion carried unanimously

Item 2. Adoption of previous meeting minutes (October 27th– 28th, 2024)

There were no amendments to the previous meeting minutes.

Motion to adopt previous meeting minutes

m/s/c Melanee Jessup and Wendy-Ann Moulton

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.

- Your Quick Gateway (Windsor Airport – UCTE 00012) – a bargaining meeting took place on June 13, 2023.

- Nishnawbe-Aski Police Service (Civilian unit – DCL 400) – Notice to Bargain was sent on November 29, 2023.

- Nishnawbe-Aski Police Service (Officer unit – DCL 401) - PSAC has filed for arbitration, with one day of conciliation that took place on January 10, 2023.

- North Bay Jack Garland Airport (UCTE 00006) – PSAC has filed for conciliation.

- SNPF CFB Petawawa (UNDE 680) - members voted Yes to strike action on December 12, 2023.

- SNPF CFB Trenton (UNDE 681) – members voted Yes to strike action on December 14, 2023.

- Ontario Tech (DCL 555), Teaching Assistants, Research Assistants and Exam Invigilators – The bargaining team met to prepare the package of demands on March 14 -15, 2023.

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

- Treaty Three Police Service (DCL 410) – PSAC filed for conciliation on November 14, 2023, and the team bargained with the conciliator on January 4-5, 2024.

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

- Commercial Cleaning Services, Hastings County bargaining (UNDE 683) – Notice to bargain was served on June 26, 2023.

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

- Great Lakes Pilotage Authority (UCTE 00057) – An input call was sent to the membership on November 8, 2023.

- Hearst, Kapuskasing, Smooth Rock Falls Counselling Services (DCL 0003) – PSAC filed Notice to Bargain on January 3, 2024.

- University of Western Graduate Teaching Assistants (DCL 610) – The bargaining team met with the employer January 17th to 19th, 2024.

- Canadian Corps of Commissionaires – Kingston (DCL 818) – PSAC served notice to bargain on January 10, 2024.

- City of Timmins Airport (UCTE 00075) – a tentative agreement has been reached and ratification votes will take place shortly.

Renewal Agreements

- Blue Water Bridge (DCL 501) – members ratified their new collective agreement on November 7, 2023.

- Corporation of the Township of Edwardsburgh/Cardinal (UCTE 00066) – members ratified their new collective agreement on December 20, 2023.

- Wilfred Laurier University Graduate Teaching Assistants (DCL 902) – members ratified their new agreement on January 30, 2024.

Organizing

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 waiting on the 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.

University Health Network (250 members)
The campaign for a group of postdoctoral fellows employed by this healthcare provider operating a network of hospitals is ongoing.

Western University (200 members)
Card-signing for Research Assistants started after the campaign was approved at the request of the Local (PSAC DCL 610).

Queen's University (80 members)
This campaign for Research Assistants in the Faculty of Law was approved at the request of the Local. Card signing began in October 2023 once Research Assistants employee contracts were confirmed.

Home Trust (800 members)

The campaign for IT and office workers at this financial service company is ongoing. Workers here are seeking to address some of the same issues that PSAC members face in the federal public service.

Dexterra Cleaners (80 members)
The campaign is ongoing for contract 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 Called in Kitchener Centre
The writ was issued for a by-election in the electoral district of Kitchener Centre and voting day took place on November 30, 2023. The Ontario Green Party deputy leader Aislinn Clancy won the Kitchener Centre byelection, securing her party a second seat in the legislature for the first time in its history.

The result was a disappointment for the NDP, which lost the seat held by former NDP MPP Laura Mae Lindo. Kitchener Centre was a Liberal stronghold for 15 years before Lindo won it in 2018. In the end, Clancy won with about 48 per cent of the vote, while Chapman came in second with 26 per cent and the Progressive Conservative candidate Rob Elliott came in third.

Mobilization

Canada Life Actions
PSAC organized actions across the country to demand the federal government resolve issues with Canada Life Insurance for federal public service workers, retirees and their families. In the Ontario Region, three rallies were held to bring public attention to this issue.

In London, a rally was held at the Canada Life Office (255 Dufferin Avenue) on November 29th at 12 pm. A rally was also held in Kingston at Liberal MP Mark Gerretson's office (841 Princess Street) at 4:30 pm. The third rally was

in Toronto at the Canada Life Office (330 University Avenue) also on November 29th at 12 pm.

Toronto also held a virtual Canada Life Q&A webinar on November 28, 2023 at 12 PM for members to ask questions related to the transition to Canada Life. Nearly 250 members attended the event and were encouraged to participate in PSAC's online letter campaign.

On December 5, 2023, the PSAC Sudbury Area Council, with the assistance of Region 2 (Northeastern) Ontario Regional Council representatives, Melissa Arsenault and Anne Duval, held a virtual lobby with Sudbury Liberal MP Viviane Lapointe. Viviane Lapointe committed to bringing members' issues and concerns about Canada Life to the Operations Committee and to inquire about claim processing delays and coverage issues.

Canada Life Lobby - Nickel Belt MP
On December 18, 2023, the Sudbury & District Area Council, with the assistance of Region 2 PSAC ON Council Reps, had their second Canada Life virtual lobby with Nickel Belt Liberal MP Marc Serré. Members spoke about the many issues' members are still facing with Canada Life claims nearing 6 months since the transfer from SunLife – extreme processing delays, reduction in coverage and claim denials.

Mr. Serré stated he has spoken with Minister Anand and committed to continue to bring these issues to the attention of the Minister. He stated that his office will assist members who have been unable to resolve their Canada Life issues and that he is committed to helping his constituents with claim issues unresolved through the escalation process.

<u>Strike Training for UNDE 680, NPF Petawawa</u>
On November 30, in-person strike training was delivered for 13 members of UNDE 680, NPF Petawawa in preparation for potential job action next year. Virtual strike training for 12 members of UNDE 680 also took place on December 4, 2023. A strike vote took place on December 12, 2023 at the Petawawa Public Library were members voted "Yes" to strike action.

Cleaners with Toure at Garrison Petawawa - UNDE 639 Info Picket
December 13, 2023 - Members from UNDE 639, UNDE 680, UNDE 681, and UNDE 641 held an information picket at Garisson Petawawa to pressure the employer for the Toure unit of UNDE 639 to pay its members on-time, as per the collective agreement.

CIU Bargaining Mobilization
Windsor CIU Branch 18 held an AGM with bargaining mobilization and updates from negotiations on November 28. About 80 members were in attendance and were able to ask questions about where the unit is at in bargaining and received swag to wear in their workplaces.

UNDE Local 639 Information Picket
Members of UNDE Local 639, who perform cleaning services at the Base in Petawawa have been experiencing issues with their pay by the Employer, Toure. Pay delays and issues with payment methods (i.e. cheques that bounce), which has been creating financial hardship for our members. A policy grievance was filed on this issue and there is an arbitration court date set for February 2, 2024.

On December 28, 2023, an information picket was held at the Base, where we had members from Petawawa Local 00639 and NPF Kingston & Petawawa and Ontario Regional Council Members, Region 3 (Eastern) Chris Snooks, Regionally Based Separate Employer Locals, Chandra Buschold, and the Young Workers Representative Jessie Lavergne hand out flyers to the military personnel about the cleaners on the Base not being paid properly.

NPF Strike
Petawawa - January 14, 2024 - UNDE 680 members at NPF Garrison Petawawa participated in the Local's sign-making session in anticipation of the strike starting on January 15, 2024. Over thirty members attended the sessions, and close to 150 signs were made, with some very creative messages. The Local leadership also made one-to-one phone calls all day to the broader membership to ensure a strong start to the strike.

Kingston – members at NPF Kingston on January 14, 2024, attended sign making sessions, with close to 150 signs being made.

NPF members across the country began their strike on January 15, 2024, including at CFB Petawawa and Kingston, the two Locals in Ontario. Strike lines have been held at both bases, where members have been handing out information to military personnel of why they went on strike and how they can support them. Members at both Locals have been joined by UNDE leadership, June Winger and Cathy O'Kane, who have marched with the members and walked the line with them on several occasions in the over two-week strike. PSAC Ontario REVP, Craig Reynolds, PSAC NCR REVP, Alex Silas, and National President Chris Aylward and National Executive Vice-President, Sharon DeSousa, have also joined the picket lines at both locations. The PSAC Kingston Area Council and Council members, Chandra Buschold, Chris Snooks, and Jessie Lavergne have all attended and supported the picket lines.

Information Picket to Support Non-Public Funds Striking Workers

On January 29, 2024 at 11 AM an information picket was held in Toronto to support striking NPF members. The picket was held at the Canadian Forces Morale and Welfare Services (CFMWS) event that took place at the Denison Armoury Drill Hall. Members from across the GTA and Hamilton/Niagara area representing Ontario Council, various Area Council Executives and general members, as well as, several Component Local Executive members and activists, were joined by UNDE President June Winger and PSAC Ontario REVP Craig Reynolds at the picket.

Labour Movement Solidarity

Defend Public Health Care – All Out on September 25th

Our public health care in Ontario is in jeopardy, with the government's continued underfunding of our system and the expansion of privatization that further degrades universal access to care. To fight this, the Ontario Health Coalition, community groups and unions across the province joined together for a mass protest at Queen's Park on September 25, 2023 at noon.

March for the Land

On September 27th, five First Nations from Northern Ontario came to Toronto to lead a march calling on Premier Ford to end unwanted mining

activity on their Territories. Prospectors are not required in Ontario to give any notice to First Nations until after the claims have been registered and are in force. The claims grant the prospector a wide range of rights under Crown law to explore the area for valuable minerals and to profit from what is found. This action is also in line with PSAC's national "*Still Thirsty for Justice*" campaign and our commitment to fight for Indigenous rights.

IUOE Local 772 Operating Engineers on strike at University of Western
October 16, 2023, members of DCL 610 helped organize a solidarity rally with the striking workers from IUOE Local 772 Operating Engineers at Western University. Members expressed their solidarity on the picket line to disrupt the entrance into the University campus outside of the building that bargaining is taking place.

Palestinian Solidarity Rally
On November 12, 2023, members from PSAC DCL 610 joined a community-organized solidarity rally for Palestine calling on the Canadian federal government to demand a cease fire and commit to a process of reconciliation for the state of Israel and self-determination for Palestinians.

2023 CLIFF Film Event
Toronto – PSAC Ontario partnered with the Canadian Labour International Film Festival (CLIFF), to screen four international films. The films shown were "Clinging to Air", "Fault Lines from the Front Line", "Lentejas" and "When We Fight", which were screened at our PSAC Toronto Regional Office on November 21, 2023.

Ontario Federation of Labour (OFL) Convention
The OFL Convention took place in Toronto from November 18 to 24, 2023. PSAC Ontario and PSAC NCR held a joint caucus on November 18th, where candidates running for the OFL leadership came and spoke to our members. Delegates to the OFL Convention elected Laura Walton as OFL President, Ahmad Gaied was re-elected as OFL Secretary-Treasurer, and Jackie Taylor as OFL Executive Vice-President.

On November 22, a demonstration for "Housing for All" was held on National Housing Day, where Convention delegates marched around the downtown core to demand rent control and affordable housing.

Education

Talking Union Basics (TUB)
Toronto – On October 13-14, 2023, an in-person TUB was held for members to introduce them to the PSAC and prepare them for more advanced union education. The TUB provides an historical and structural overview of the union, introduces participants to the collective agreement and gives them a chance for hands-on practice in problem solving.
A virtual Talking Union Basics course open to all Ontario members was held on October 14-15, 2023.

Grievance Handling
Toronto – On October 27-28, 2023, an in-person Grievance Handling course was offered for members, providing essential knowledge for handling Level I Grievances. Participants gained a better understanding of how to work with members at the initial stages of the grievance procedure and how to mobilize members around workplace problems.

Duty to Accommodate
Toronto – On November 3, 2023, a Duty to Accommodate training was offered for Local Officers and other workplace representatives. Members learned what the law says about duty to accommodate obligations and how this law is applied in the workplace. These rights and our ability to enforce these rights have serious ramifications for our members and information is key.

Local Officers Training
Toronto – On November 17-18, 2023, a Local Officers Training was offered that provided participants essential knowledge for upholding their Local responsibilities and building a strong union. Topics covered included: How to create an effective Local; Roles and responsibilities of the Local Executive; How Executives can work well as a team, engage members, and deal effectively with management.

Sudbury
Talking Union Basics was held on October 14-15, 2023.
Local Officers Training was held on October 28-29, 2023.
Grievance Handling course was held virtually on November 18-19, 2023.

Duty to Accommodate course was held on December 2, 2023.

London
Talking Union Basics was held on October 20-21, 2023.
Local Officers Training was held on November 3-4, 2023.
Grievance Handling course was held on November 17-18, 2023.

Thunder Bay
Grievance Handling course was held on November 4-5, 2023.

Kingston
Talking Union Basics was held on November 4-5, 2023.
Grievance Handling course was held on December 9-10, 2023.
Duty to Accommodate was held in person on December 16, 2023.

PSAC Ontario Directly Chartered Local Conference
The PSAC Ontario 2023 Directly Chartered Locals Conference took place from November 23-26, 2023, at the Sheraton Parkway Toronto North Hotel & Suites. The conference theme was "*Organize, Mobilize, Win!".* Participants had the opportunity to share best practices for mobilization using an organizing model approach, take part in the KAIROS Blanket Exercise, and build solidarity among DCLS. Nearly 40 members from DCLs across the province came together to share ideas, network and build on plans to mobilize their Locals and increase their capacity for action.

Equity and Human Rights

Beading and Teaching event
The PSAC Kingston Indigenous Circle organized a beading and teaching event on September 29, 2023 to commemorate Orange Shirt Day held yearly on September 30th. The event was open to Indigenous and non-Indigenous members who were able to bead their own shirt pins. Knowledge Keeper Paul Carl smudged and offered teachings about Truth and Reconciliation, and about Orange Shirt Day. Discussions about colonialism and forced assimilation, along with caring for each other and moving forward in a good way ensued.

Aqtion Arqhive Report

On October 5, 2023, an in-person launch of “Aqtion Arqhive: Tracing 2SLGBTQIA+ labour activism in Katarokwi/Kingston” occurred. Around twenty members from PSAC and the wider community attended the event. Stefy McKnight (former President, PSAC DCL 901) gave a presentation on documenting resistance from marginalized communities and the importance of broader workers’ solidarity across equity-seeking groups given the current rise of organized far right hatred, rooted in transphobia and xenophobia.

Solidarity Through Trans and 2SGLBTQIA+ Inclusion Workshop

PSAC Ontario launched a pilot workshop titled “Solidarity Through Trans and 2SGLBTQIA+ Inclusion”. This 6-hour workshop is aimed at helping members better understand the current attack of the far right on Trans rights and 2SLGBTIQA+ communities and how we must collectively respond.

By engaging members on key concepts such as gender identity, gender expression and sexual and gender diversity and how these ideas were shaped through projects such as colonialism, imperialism and religious conservativism it provides an introductory understanding of gender and sexuality. This workshop connects the struggle for 2SGLBTQIA+ rights with the larger history of social justice struggle and the current political context of “Conservative Countermovement”.

Trans Inclusive Education in the Workplace

On October 17, 2023, the PSAC Kingston Regional Office delivered a workshop on “*Trans Inclusive Education in the Workplace*” at the request of the Gender Equity Officer at DCL 610. Nearly 60 participants took part in the two-hour workshop, where topics covered included, gender and sexual diversity and the current political context with the rise of far right organizing along the lines of transphobia and xenophobia.

Trans Inclusive Education in the Workplace

On November 22, 2023, the PSAC Kingston Area Council hosted a virtual workshop titled “*Trans Inclusive Education in the Workplace*” for members. Participants were able to develop a greater understanding of sexual and gender diversity, the current political moment around transphobia and

2SLGBTQIA+ hate, explore ways to combat this hate and build inclusive spaces in our workplaces and union.

Self Defence and Women's Empowerment

On November 28, 2023, the PSAC London Regional Women's Committee held a workshop titled "Self Defence and Women's Empowerment". The workshop was held at the Olympic Martial Arts facility in London for members to undertake a one-hour basic self-defence class, followed by a discussion session.

National Day of Remembrance and Action on Violence Against Women

On December 6, 2023, in commemoration of the National Day of Remembrance and Action on Violence Against Women, the PSAC Toronto Regional Women's Committee participated in the vigil held in Toronto at Philosophers Walk.

Human Rights Day Event and Holiday Celebration

The PSAC Toronto Racially Visible Committee and the Greater Toronto Area Council hosted a Human Rights Day event and holiday celebration on December 12, 2023 at the PSAC Toronto Regional office. Guest speakers included, Dr. Jill Andrew, Ph.D: Member of Provincial Parliament for Toronto-St. Paul's, Chris Ramsaroop, organizer with "Justice for Migrant Farm Workers" and Yanique Brandford, Founder & Executive Director of the charity "Help A Girl Out".

This event also was an opportunity to collect non-perishable goods to be donated to migrant farm workers and feminine hygiene products to be donated to the "Help A Girl Out" organization.

Human Rights Day

December 12, 2023 – The PSAC Hamilton-Niagara Racially Visible Committee held an event to mark International Human Right Day. The event was organized to commemorate the 75th Anniversary of the Declaration of Human Rights and the theme was "*Then and Now*". Guest speakers included were Matthew Green, MP Hamilton Centre, Jill Andrew MPP St Paul's, Patricia Chong ACLA and Erin Reilly-Oettl from Amnesty International.

Kingston RO Equity Open House

On January 30, 2024, the Kingston Regional Office held a hybrid equity open house for members to meet their equity representatives on the PSAC Ontario Regional Council. Members were able to connect and ask questions of their representatives and were encouraged to join PSAC Committees to advance and protect human rights.

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 Sept. 23, 2023 to January 30, 2024

Sept. 25, 2023 – Rally for Healthcare at Queen's Park
Sept. 26, 2023 – Meeting with bookkeeper
Sept. 27, 2023 – March for the Land in Toronto
Oct. 2, 2023 – CLC Indigenous Lobby Day in Ottawa
Oct. 5, 2023 – DCL 533 Executive meeting
Oct. 6, 2023 – National Organizing meeting
Oct. 6, 2023 – NPF Bargaining meeting
Oct. 6, 2023 – National Education meeting
Oct. 10, 2023 – Alliance Executive Committee meeting
Oct. 10, 2023 – PSAC Barrie Area Council meeting
Oct. 13, 2023 – Talking Union Basics course in Toronto
Oct. 13-14, 2023 – CEIU Ontario Southwestern Presidents Conference
Oct. 13, 2023 – Alliance Executive Committee meeting
Oct. 16, 2023 – Political Action Committee meeting
Oct. 17, 2023 – Toronto Racially Visible Committee meeting
Oct. 19-23, 2023 – PSAC National Equity Conference
Oct. 24-28, 2023 – Ontario Council meeting
Oct. 30, 2023 – NPF Bargaining meeting
Oct. 30, 2023 – DCL Delegate selection meeting
Oct. 31-Nov. 3, 2023 – National Board of Directors meeting
Oct. 31, 2023 – RSCC for Treaty Three Police
Nov. 7, 2023 – DCL 610 meeting
Nov. 8-9 2023 – CEIU Ontario Presidents Meeting
Nov. 10, 2023 – RSCC Port of Johnston
Nov. 11, 2023 – Remembrance Day ceremony at Old City Hall in Toronto
Nov. 14-15, 2023 – Alliance Executive Committee meeting
Nov. 15, 2023 – RSCC Windsor Airport
Nov. 19-23, 2023 – Ontario Federation of Labour Convention
Nov. 21, 2023 – Southwestern Members with Disabilities Committee
Nov. 21, 2023 – PSAC Anti-Racism webinar
Nov. 23-26, 2023 – PSAC Ontario DCL Conference
Nov. 27, 2023 – Union Leadership Development Program meeting
Nov. 28, 2023 – NBOD Resolutions meeting
Nov. 28, 2023 – Alliance Executive Committee National Conferences meeting
Dec. 11-12, 2023 – Joint Pension Committee Summit

Dec. 12, 2023 – Toronto Racially Visible Committee Human Rights Day event
Dec. 13-14, 2023 – National Board of Directors meeting
Dec. 15, 2023 – Windsor Airport RSCC
Dec. 15-17, 2023 – PSAC National Leadership Training in Ottawa
Dec. 18, 2023 – Alliance Executive Committee meeting
Jan. 5, 2024 – NPF RSCC meeting
Jan. 10, 2024 – NPF RSCC meeting
Jan. 11, 2024 – PSAC Niagara Area Council meeting
Jan. 15, 2024 – NPF Strike line in Kingston
Jan. 16, 2024 – NPF Strike line in Petawawa
Jan. 17, 2024 – NPF Strike line in Kingston
Jan. 18, 2024 – UNE Organizing meeting
Jan. 18, 2024 – PSAC Ontario Area Council meeting
Jan. 23, 2024 – Alliance Executive Committee meeting
Jan. 23, 2024 – NPF picket in Ottawa
Jan. 24, 2024 – National Education Committee meeting
Jan. 24, 2024 – Local Development and Stewards Initiatives meeting
Jan. 24, 2024 – PSAC Ontario Equity Committees meeting
Jan. 25, 2024 – NPF picket line in Petawawa
Jan. 25, 2024 – PSAC Ontario NVP/RVP meeting
Jan. 26, 2024 – PSAC National General Convention Resolutions meeting
Jan. 29, 2024 – PSAC Ontario Council Political Action Committee meeting
Jan. 30, 2024 – PSAC Kingston Equity Open House

Motion to adopt REVP's report

m/s/c Craig Reynolds and Leslie Searl

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:

- Winter/Spring Basic Education Schedule is available, and registrations continue to improve for in-person and virtual learning.
- ULDP participants have been finalized and Staff are working on the logistics and content.

Regional Office Actions:

- ROs participated in Canada Life Day of Action Mobilization against the Employer
- ROs planning for Phoenix Action
- Local Development training for DCLs and Components are taking place
- Stewards Initiatives with Locals are underway
- Area Council and Committee meetings continue to be supported by RO Staff and developing strategic plans for engagement and action across the Region

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)

Negotiations:

- Staff conducted successful ratification votes for Blue Water Bridge Authority (London RO), Teaching Assistants at Wilfrid Laurier University (London RO), City of Timmins Airport (Sudbury RO), Port of Johnstown Grain Terminal (Kingston RO)

- Staff set up Strike votes members at Non-Public Funds (Kingston RO) and Windsor Airport (London RO). Both voted unanimously to take strike action if no agreement was reached
- Non-Public Funds (Kingston RO) are currently taking strike action. The first day of the strike was January 15,2024.

Thu Trinh inquired about the process for council members attending Area Council and Committee meetings.

Jawara Gairey encouraged collaboration with staff, committee and area council members to establish meeting dates. If for any reason a staff representative is unavailable to attend a meeting, the regional coordinator will backfill.

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

Recommendation carried unanimously

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

m/s/c Missy Taylor and Ted Cabanes

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 members encourage all members, especially those who sit on Health and Safety Committees, to register for the PSAC Ontario Health and Safety Conference and JLP offerings.

Recommendation carried unanimously

Motion to adopt the Health and Safety Committee's Report

m/s/c Leslie Searl and Chris Snooks

Political Action Committee (APPENDIX "C")

Chris Snooks, presented on behalf of the committee.

Recommendations to Council:

1. That Council members join the Ontario Health Coalition and promote the organization to their constituents.

Recommendation carried

2. That Council members show their support for our NPF striking members by using the online email action and materials on the PSAC website.

Recommendation carried unanimously

Motion to adopt the Political Action Committee's Report

m/s/c Chris Snooks and Doron Jacobs

Point of Privilege: Chris Snooks stated UNDE Local 641 will donate $1500 to UNDE Local 639. Also, Chris Snooks, Adam Murphy and Cheryl Gough donated $200 personally to UNDE Local 639.

The Chair encouraged Ontario Regional Council members if they are in the Kingston or Petawawa area to stop by the picket line and show their support for our striking members on the line.

Motion: PSAC Ontario donate $1000 to Kingston and Petawawa NPF striking workers.

m/s/c Peggy Jones and Chris Snooks

Point of Privilege: Ted Cabanes wished everyone a Happy Lunar New Year.

Education Committee Report (APPENDIX "D")

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

Recommendations to Council:

No Recommendations at this time

Motion to adopt the Education Committee's Report

m/s/c Melanee Jessup and Thu Trinh

Adam Murphy made a requested for the education committee to consider the course "Introduction to PSAC for Indigenous members" on their education course listing for the region.

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 Tony Crupi

Item 7. Ontario Council Members Reports

The REVP thanked the Ontario Regional Council members for their dedication and hard work across the region.

Doron Jacob stated Local Officers training was done on January 18th.

Neil wood reviewed the Region 4, President's list and attended a few anti-war rallies.

Wendy-Ann stated Brett Ballanger, Alternate Ontario Regional Council member for Region 6 attended the Stop Ford Rally in Niagara Falls and NPF rally in Toronto.

Melissa Arsenault stated Sudbury now has an official Area Council and a full executive.

Peggy Jones stated that the fight is still ongoing with Doug Ford, especially for people with disabilities and workers looking to claim WSIB benefits.

Leslie Searl attended the Denison Armory rally in Toronto. CIU Local 24 started a women's committee.

Chris Snooks attended the Stop Ford Rally in Niagara Falls and the Kingston Equity open house.

Ted Cabanes encouraged members to contact him if they are interested in starting a Pride committee in their area.

Thu Trinh stated the Southwestern region has fully functioning Racially Visible, Regional Women's and Pride committees. Also, Thu encouraged Council members to attend educational events if they can.

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
As part of the collective agreement that PSAC negotiated during this round of bargaining for Parks Canada members, the $2,500 pensionable lump-sum payment was issued to all eligible members on January 31, 2024.

Non-Public Funds
Staff of the Non-Public Funds (NPF) – who are members of a separate agency in the federal public service – have entered their fourth week on strike. Members are fighting for wages on par with the core public service and equivalent wages for the same work, fair and equitable economic increases, and job security.

NAV CANADA
The NAV CANADA collective agreement has expired. In preparation for this round of bargaining, PSAC and the Union of Canadian Transportation Employees held a bargaining conference on January 30 and 31, 2024 in Ottawa. The conference brought members together to review, discuss, and prioritize issues for bargaining with NAV CANADA.

Treasury Board (TB)

Canada Border Services Officers (FB)

The FB group will be heading to the Public Interest Commission (PIC) hearings with the Federal Public Sector Labour Relations and Employment Board from April 10 and 22, 2024.

Leslie Searl encouraged council members to show their support for any FB actions in their area.

Academic Sector

- Ontario Tech (DCL 555), Teaching Assistants, Research Assistants and Exam Invigilators – The bargaining team met to prepare the package of demands on March 14 -15, 2023.

- University of Western Graduate Teaching Assistants (DCL 610) – The bargaining team met with the employer January 17th to 19th, 2024.

Ongoing Bargaining

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

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

- Your Quick Gateway (Windsor Airport – UCTE 00012) – a bargaining meeting took place on June 13, 2023.

- Great Lakes Pilotage Authority (UCTE 00057) – An input call was sent to the membership on November 8, 2023.

- North Bay Jack Garland Airport (UCTE 00006) – PSAC has filed for conciliation.

- City of Timmins Airport (UCTE 00075) – a tentative agreement has been reached and ratification votes will take place shortly.

- Commercial Cleaning Services, Hastings County bargaining (UNDE 683) – Notice to bargain was served on June 26, 2023.

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

- Hearst, Kapuskasing, Smooth Rock Falls Counselling Services (DCL 0003) – PSAC filed Notice to Bargain on January 3, 2024.

- Canadian Corps of Commissionaires – Kingston (DCL 818) – PSAC served notice to bargain on January 10, 2024.

Police Sector

- Nishnawbe-Aski Police Service (Civilian unit – DCL 400) – Notice to Bargain was sent on November 29, 2023.

- Nishnawbe-Aski Police Service (Officer unit – DCL 401) - PSAC has filed for arbitration, with one day of conciliation that took place on January 10, 2023.

- Treaty Three Police Service (DCL 410) – PSAC filed for conciliation on November 14, 2023, and the team bargained with the conciliator on January 4-5, 2024.

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

Renewal Agreements

- Blue Water Bridge (DCL 501) – members ratified their new collective agreement on November 7, 2023.

- Corporation of the Township of Edwardsburgh/Cardinal (UCTE 00066) – members ratified their new collective agreement on December 20, 2023.

- Wilfred Laurier University Graduate Teaching Assistants (DCL 902) – members ratified their new agreement on January 30, 2024.

Item 9. Ontario Council Newsletter

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

The newsletter is complete, and it will be going out next week. The deadline for the next Council newsletter articles from Ontario Council members is on Monday, April 15th. Lino reminded council members to submit bios if they have not done so already.

Ted Cabanes wanted to know if there are any particular topics that Council members should focus on.

Lino Vieira stated that there were no specific topics for the newsletter, and that Council members should submit their articles with pictures.

Item 10. Black History Month Guest Speaker – Irene Moore Davis

The federal government's Black History month theme for 2024 is "Black Excellence".

Irene Davis is an educator, historian, writer, podcaster, and community advocate who speaks and writes frequently about equity, diversity, inclusion, and African Canadian history. She is a graduate of the University of Windsor, Western University, and Queen's University, and currently teaches at St. Clair College and Huron University. Irene's published work has included poetry, history, and journalism.

Irene fulfills community roles including being the President of the Essex County Black Historical Research Society, Programming Chair at BookFest Windsor, co-host of the All Write in Sin City podcast, co-founder of Black Women of Forward Action, co-host of the Windsor-Essex television program *Talkin' Real Melanin*, and a member of the University of Windsor Board of Governors.

Nationally, Irene has served on the Dismantling Racism Task Force as well as on the Strategic Planning Working Group of the Anglican Church of Canada and is the past President of the Black Anglicans of Canada.

In 2022, Irene was the recipient of the Harriet Tubman Award for Commitment to a Purpose from the Ontario Black History Society and was named to the 100 Accomplished Black Canadian Women. Irene resides in Windsor, Ontario, with her husband, Rodney Davis.

Irene provided an overview about black history in Canada, with emphasis on the Windsor Essex region. She highlighted some of the stories and accomplishments of black settlers in Canada.

- Tower of Freedom is a Detroit monument, located in Hart Plaza, depicts the Gateway to Freedom and features a bronze sculpture of six freedom seekers awaiting transport to Canada.
- Thornton and Lucie Blackburn that fell in love and ran away from their slave owner so that they could be together in what was called “The Blackburn” uprising of 1833 in Detroit. The Blackburn’s later started the 1st taxi company in Toronto.
- Mary Ann Shadd published the provincial Freeman newspaper in 1853 in Windsor, Ontario and later in Toronto and Chatham.

Item 11. Leadership Conference

The PSAC Leadership Conference was held in Ottawa from December 15th to 17th, 2023, with leaders from the seven regions gathering to learn and network.

Ontario Regional Council members had an amazing turn out at the conference.

Some council members provided feedback on the overall event.

Melissa Arsenault attended the workshop titled “Burnt Out” and found it to be informative and well organized. Melissa is using the knowledge acquired from the workshop with the members of her Local.

Melanee Jessup expressed what a great opportunity it was to Chair the Ontario Regional Caucus.

Anne Duval, Adam Murphy and Peggy Jones wished there were more interactive sessions. But overall, it was a very good event.

Thu Trinh and Tony Crupi stated it was a great conference and that they took a lot away from the workshops they attended. They wished that participants had the opportunity to participate in both workshops. They suggested a more diverse Indigenous offering, which will allow members to learn about other territories.

Trisha Roach stated it was great to see diversity among the selected speakers. The workshop “Public Speaking” was an amazing way to get participants to connect with other members from different regions.

Tony agreed with Thu in regard to having different Indigenous openings.

The Chair stated that he received great feedback and as such believes it was a successful event.

Point of Privilege: Leslie Searl stated CIU Local 24 will donate $500 to UNDE Local 639.

Item 12. <u>National Convention</u>

The National Convention will be taking place at the Shaw Centre in Ottawa from May 26th to 31st, 2024.

Sharon DeSousa, PSAC National Executive Vice-President gave an overview of the draft proposed budget that will be presented to the delegates at the National Convention. The NEVP elaborated that PSAC needs to be ready to take on the fight against a federal Conservative government, which will trample on our rights.

The budget was presented to the different levels of PSAC and will be going forward to the pre-convention Finance Committee. The pre-convention Finance Committee may choose to go different way.

The Chair stated that there will be an Ontario Regional Caucus. PSAC National will inform us of our meeting location and it will be announced at the Convention once the administrators provide the information to the REVP's office.

Item 13. OFL Convention

The Ontario Federation of Labour (OFL) convention was held in Toronto on November 19th to 24th, 2023, at the Sheraton Hotel. This was not a fully funded event, however some components funded members to attend.

The following people were elected at the OFL Convention:

- **Laura Walton** - OFL President,
- **Ahmad Gaied** – Secretary-Treasurer
- **Jackie Taylor** – Executive Vice-President

Overall, it was a successful convention. PSAC delegates were seated in a central area which had a great view.

Item 14. Directly Chartered Local (DCL) Conference

The DCL conference was held in Toronto on November 24th – 26th, 2023.

Peggy Jones provided an overview on the conference. Peggy stated that it was an amazing event, and the attendees expressed the same sentiment. The Chair thanked Peggy and Karuna for bringing the conference together and making it a positive event for all DCL members.

Point of Privilege: Melanee Jessup stated that UTE Local 00015 will donate $200 to UNDE Local 639.

Item 15. Ontario Regional Council Meeting dates

The Ontario Regional Council's next meeting will be held in Sudbury, Ontario from July 3rd to 6th, 2024.

Item 16. Canadian Labour Congress (CLC) Ontario

Heather Erlen serves as the Canadian Labour Congress' Ontario Director. In this role, Heather works collaboratively with CLC affiliates across the province, and with the CLC Ontario team in supporting 39 Labour Councils. Heather is a passionate activist who believes strongly in elevating worker power, intensifying our commitment to environmental stewardship, accelerating the march towards gender equity, and demanding racial justice.

The CLC has a number of campaigns that are currently being worked on. They are one of the driving forces behind the Anti-Scab legislation, to prevent employers from using replacement labour. The CLC also provides strike support, including to our NPF members who are on strike.

Item 17. Toure – UNDE Local 639

Chandra Buschold President of UNDE Local 639, stated that members of the Local have been out of work for over 28days. The employer has essentially abandoned their contract with the government of Canada. PSAC is working behind the scenes to see how they can help our members to regain their employment.

Motion: PSAC Ontario to donate $1000, to UNDE Local 639 to assist with their members hardship fund.

m/s Craig Reynolds and Peggy Jones

carried unanimously

Adam Murphy served notice of motion.

Motion: Instead of a land acknowledgement to start our meetings we use a solidarity statement to search the landfill.

m/s Adam Murphy and Michelle Woods

Amended Motion: Instead of a land acknowledgement to start our meetings we use a solidarity statement to search the landfill, until such time as the situation is rectified.

m/s Melanee Jessup and Adam Murphy

carried unanimously

Item 18. PSAC Email

Doron Jacob requested to have PSAC designated email addresses for Ontario Regional council members.

Lino Vieira stated that there are a number of disadvantages for Council members to use PSAC emails, as this was attempted a number of years ago. To avoid any unnecessary complications, it was recommended that Council members open their own free Gmail email account for their union work.

Round Table

Action Item: Email to be sent to Ontario Regional Council members regarding staffing for Committee and Area Council meetings.

Trisha Roach stated that the Kingston Racially Visible Committee donated $500 to the teachers in Haiti. Trisha encouraged Council members to attend Black History month events within their regions.

Thu Trinh requested more notice in regard to events happening, for example the Canada life rally. When notices of actions are received late, most leave for members will be denied.

Action Item: Send Solidarity statement to Ontario Council members.

Neil Wood asked if there is a limit in regard to the number of Observers that can attend the PSAC National Convention.

Lino Vieira stated that there is normally no limit to Observers to the National Convention, however they will have to cover their own costs and arrange their own travel and accommodation.

Point of Privilege: Ted Cabanes stated the 19th Strawberry Ceremony was held on February 14th at 40 College Street, Toronto for the murdered and missing Indigenous women.

The Chair stated that the final count on the number of Ontario delegates attending the PSAC National Convention is still outstanding.

The Chair thanked all the Ontario Regional Council members for their continued commitment to our membership.

Business completed and meeting adjourned at 11:37am.

APPENDIX "A"

PSAC Ontario Council

Human Rights and Equity Committee Report

February 8th, 2024

Committee Chair: Missy Taylor
Committee Members: Trisha Roach
Ted Cabanes
Michelle Woods
Teri McGillivray

Staff Representative: MaryAnne Laurico

REVIEW & UPDATES:

- Welcome /Roundtable
- Nov 16-19, 2023 – Ottawa: PSAC National Human Rights Committee meeting. Typically this meeting is to focus on providing advice and recommendation to the NBoD on equity and human rights issues. However, this event was to provide the "Representing and Advocating Against Workplace Racism" training and a briefing on the Restorative Engagement Program.
- December 11th, 2023 the committee held a Zoom call to build the committees 3 year action plan. More information to follow.

Portfolio Updates:

- Kingston Equity Open House was held January 30th, 2024
- Thunder Bay Equity Open House was held on December 5th, 2023
- February: Black History month planning and events are happening throughout the regions
- March: International Women's Day events and activities will occur throughout the regions

- May: Asian Heritage month
- June: Pride season kicks off, please attend and promote events in your regions. More information to follow.
- June: Nation Indigenous History month and June 21st is National Indigenous Peoples Day.

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

General Updates (Staff)

- Building Leadership Knowledge - Leadership Summit for Black PSAC Ontario Members, to be held in Toronto March 21-24, 2024. This is the first of its kind within the PSAC (Ontario leading the way again!) Details are on the PSAC Ontario website – application deadline February 25th, 2024.
- Ontario is rolling out its own Anti-Racism course. Details to follow.

GOALS:

- Review terminology in the equity calendar. Zoom call, date and time TBD
- 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:

- 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:

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

Moved by Missy Taylor and seconded Ted Cabanes

APPENDIX "B"

PSAC Ontario Council
Health and Safety Committee Report
February 8th, 2024

Committee Chair: Leslie Searl

Committee Members: Adam Murphy, Chris Snooks, Trisha Roach, Neil Wood, Michelle Woods, Anne Duval, Terri McGillivray

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

Discussion item: Health and Safety Virtual Townhall Debrief

The Committee held our first Health and Safety virtual townhall on January 31st. 47 members attended the townhall and the response from participants was overwhelmingly positive. The Committee discussed ideas for future sessions, based on interest from attendees. The next topic of discussion will be on "*The Right to Refuse*" in federal workplaces. The intention is to have 3-4 sessions per year. Sandra put together a summary debrief of the event, which can be accessed here: TownHallReport

Discussion item: Ontario Region Health and Safety Plan

There is a proposal for Sandra to travel to different areas of the Ontario Region starting in Sudbury in early May to deliver health and safety clinics to members on subjects such as WSIB, Disability Insurance, and hazard-specific training for health and safety. Updates will be posted on the Ontario Health and Safety webpage as well as the Ontario Facebook page. The date for the PSAC Ontario Regional Health and Safety Conference, which will be held in Toronto, is February 21st to 23rd, 2025.

Discussion item: Joint Learning Program (JLP)

JLP sessions for Health and Safety are available and have been posted. See the PSAC Ontario Education page for dates.

Discussion item: PSAC Ontario Health and Safety Webpage

We are looking to add more information on health and safety to the webpage that will benefit members: https://ontario.psac.com/health-and-safety-resources/

Recommendation:

1. Council members encourage all members, especially those who sit on Health and Safety Committees, to register for the PSAC Ontario Health and Safety Conference and JLP offerings.

Moved by: Leslie Searl
Seconded by: Chris Snooks

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:

1. 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
Novotel North York
February 8, 2024

Chair: Melanee Jessup
Members: Ted Cabanes, Doron Jacobs, Wendy-Ann Moulton, Missy Taylor, Thu Trinh, Chandra Buschold

Advisor: Justin Kong, Regional Education Officer (REO)

Previous Recommendation:

The Committee discussed the recommendation from our last meeting:

> "The Committee recommends that a workshop on "*Building Power Through Organizing*" be developed that will increase member engagement using an organizing model."

The new workshop is still being developed and updates will be provided as more information becomes available. The Committee is excited to promote the workshop to encourage members to attend once it is ready for distribution.

Orientation package for new members:

The PSAC Ontario new-members guide, which provides an introduction to our union is on the PSAC Ontario website. The Committee will review the document to see if it needs to be updated.

Basic Courses:

Committee members requested that the Regional Education Office (REO) connect with the Council Geographic reps to have the opportunity to participate in the planning of the PSAC Ontario Basic Education schedules.

There are challenges to providing education in northern Ontario that don't exist in our other areas. The Chair will talk to the Northern Council reps and report back with specific challenges we need to overcome or account for when scheduling courses.
The Committee would like to explore offering evening workshops virtually to all Ontario members. We will determine what workshops are available for us to present.

Education to support political action is imperative, to remind members of the challenges we face politically. The Committee will develop a communication to be sent to members that will provide them with the resources to make an informed decision at the ballot box. Additional educational resources will be explored and discussed at the next meeting.

Education Committee Webinar

The Education Committee will hold an Ontario-wide webinar to introduce members to the Education Committee and provide some information on how we function and training opportunities for members. Members will be given an opportunity to provide input on what they would like to see in the education program.

PSAC Ontario Education Travel Policy

The Committee will meet to discuss the PSAC Ontario Education Travel Policy and come to the next Council meeting with proposed changes.

Recommendations:

The Committee has no recommendations at this time.

Moved by: Melanee Jessup
Seconded by: Thu Trinh

APPENDIX "E"

PSAC Ontario Council
Finance Committee Report
February 8, 2024

Committee Chair: Melissa Arsenault

Committee Members: Peggy Jones
Tony Crupi

REVP: Craig Reynolds

Staff: Cleo Reid

Agenda:

- Council Members Expenses
- Portfolio Expenses
- 2023 Year End Actions

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 PM on the afternoon of the Committee meeting's day (generally the day before the Council meeting begins). Council members are also reminded that they will not receive a cheque for their expense claim until their Council member report is filed.

Expense claims should be submitted using the Excel document provided. Please do not make any adjustments to the form.

Portfolio Expenses

The Finance Committee would like to remind Council members that portfolio expenses are to be submitted quarterly. Each quarter should be completely put together on the Portfolio Expense Form with scans of receipts. Original receipts are to be handed in at the next council meeting.
The quarters are as follows:

- January 1st to March 31st
- April 1st to June 30th
- July 1st to September 31st
- October 1st to December 31st

We will be providing, through email, a due date with the expense form for each quarter going forward. Please do not make any adjustments to the form. These expenses will be paid out at either at the next Council meeting or by mail, depending on the date of the meeting.

2023 Year End Actions

The Finance committee would like to remind Council members to submit their final quarter portfolio expenses by the due date on the expense claim form provided. Late claims may not be paid. Please do not make adjustments to the form.

Expenses have been entered and are going to our bookkeeper for final year end actions. The actuals for the budget 2023 will be presented at the next council meeting.

Recommendations:

None at this time.

Moved by: Melissa Arsenault
Seconded by: Tony Crupi

APPENDIX "F"

Adam Murphy
PSAC Ontario Regional Council Report
Region 3, Eastern Ontario Representative
October 2023-February 2024

Objectives

- Represent Region 3 at meetings
- Understand basic processes and my role within the Ontario Regional Council

Actions

- Attend Kingston Area Council Meetings
- Assisted members of UNDE local with complaint process
- Address member concerns out of Akwesasne
- Share social media posts
- Address education needs with Kingston RO

Meeting

- TedX UniversityX with KIAC for Still Thirsty for justice campaign.
- PSAC ORC Health and Safety Open House to meet members

In Solidarity,

Adam Murphy
Region 3, Eastern Ontario Representative

Anne Duval
Ontario Regional Council
Region 2, Northeastern Ontario Representative Report
November 2023 - February 2024

Objectives – My objective is to learn more about what the role of region 2 rep is and 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 replacing Brandon and being sworn in, in October are:

- Sudbury North Bay Area Council up-date:
  - AGM was held on January 24, 2024
  - Members in attendance:
    - 10 in person
    - 8 virtually (great showing from Kirkland Lake)
  - Election results are as follows:
    - President: Lisa Flaherty
    - Vice President: Cindy Adams
    - Secretary: Jasmine Morin
    - Treasurer: Kevin Vaillancourt
  - Nancy Johnson is the PSAC employee on the file

- Met with Sudbury Regional staff (both Nancy and Sylvie) to discuss upcoming education courses being offered. Encourage the TUB course to be offered multiple times as there are new stewards coming in for all components and it is a great first course for newer stewards and suggested that more courses be offered on a Friday and Saturday as some member can't take a full weekend away from family to attend.
- Met with Region 2 representative Melissa Arsenault
  - Phoned or emails as many presidents as we could to discuss upcoming MP visit and the upcoming Area Council meeting.
  - Let them know we would contact them again closer to the Ontario Council meeting to bring forward their concerns
  - Started talking about a plan for the Regional committees and what we wanted to achieve for the Region.

- Met with MP's regarding Canada Life Roll out (December 4 & December 18, 2023)
    - Sylvie Liard was the PSAC employee providing assistance
    - Met with Viviane Lapointe (Dec 4, 2023) and Marc Serre (Dec 18, 2023) regarding the roll out of the Canada Life benefit administration
    - Used the talking notes attached
    - Did not opt for a rally. The proximity to Christmas, the weather, and the fact the MP's offices were empty were contributing factors to this decision.
- Participated in the Leadership Conference in Ottawa (December 14 to 16):
    - I was disappointed that there wasn't more interactive training as a person that learns more by doing or participating instead of just listening
    - The burn out course was a great it was very interactive and I learned a lot out of the session and got to meet new people and interact with them.
    - I appreciated connecting with representatives from across the country. Since this was my first council event I did not have the opportunity to meet any of them before.

Goals – my goals are to connect with the members in my region and to continue to bring their concerns forward. The learn what my role is in the Health and Safety committee at my first meeting with them prior to the area council meeting.

- Support the Area Council through the first few meetings as needed
- Meet with the Components and DCL's to discuss their concerns
- Create a plan to visit the smaller centers of my Region to foster engagement
- Create plan to create regional equity committee's over the course of the next couple of years - women's, racially visible, indigenous and 2SLGTBQIA+
- Encourage membership participation in local events.

In Solidarity,
Anne Duval, Region 2, Northeastern Ontario Representative

Chandra Buschold
PSAC Ontario Regional Council
Regionally Based Separate Employer's Report
November 2023-January 2024

Objectives:

- Continue to work on relationship building
- Work towards in person meetings with members
- Continue to promote PSAC education, committees and workshops
- Keep members up to date on what PSAC is doing

Actions:

- Continued reaching out to members and updating constituency list
- Promoted education and committees
- Attended Kingston Area Council meetings
- Attended RWC Kingston meetings
- Participated in organizing phone blitz
- Attend OFL Convention
- Participated in PSAC education
- Info picket for UNDE 00639
- Supported NPF strike lines

Plans:

- Continue with member outreach
- Attend Kingston Area Council meetings
- Attend RWC Kingston meetings
- Continue to keep myself and members informed
- Continue to promote and take advantage of PSAC education opportunities
- Continue to provide support at NPF strike lines (at time of report, NPF was on strike)

In solidarity,
Chandra Buschold
Regionally Based Separate Employer's Representative

CHRIS SNOOKS
PSAC Ontario Regional Council Report
Region 3, Eastern Ontario Representative
October 2024 – February 2024

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:

- NPF STRIKE LINE
- KINGSTON OPEN HOUSE
- Support all PSAC Education
- PETAWAWA INFO LINE FOR CLEANER
- STRIKE PAY FOR MEMBERSHIP
- Spread awareness to members about upcoming opportunities and
- UNDE EDUCATION
- Post all event and education on Facebook.
- LEADERSHIP OTTAWA

In Solidarity,

Chris Snooks
Region 3, Eastern Ontario Representative

Doron Jacob
PSAC Ontario Regional Council
Region 5, Greater Toronto Area (GTA) Representative Report
October 12th, 2023 – February 2024

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 Local Officer Advanced Training course at the Toronto RO office on Nov
- Meeting with Toronto RO re: membership issues/calendars on Nov 9th
- Attended the UTE Barrie TSO AGM on Nov 23rd
- Attended the UTE/UVAE Christmas dance on Nov 25th
- Attended the CanadaLife Rally in Toronto on Nov 29th
- Shared CanadaLife Rally pictures with other members for promotion
- Shared CanadaLife pictures on several social media sites for promotion and engagement
- Engaged members on several social media sites such as Facebook, Facebook messenger, WhatsApp and Reddit throughout

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.
- Follow up with the GTA region's equity committees regarding any needs they may have
- Promote the PSAC political action portfolio

- 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

Leslie Searl
PSAC Ontario Regional Council Report
Region 5, Greater Toronto Area (GTA) Representative
November 2023 - February 2024

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:

- Nov 1 - Toronto Pearson Workers Safety and Health Forum (TPWSHF)
- Nov 29 - Canada Life Day of Action, Toronto
- Dec 14-17 - PSAC National Leadership Training, Ottawa
- Jan 22 - Inaugural CIU Local 024 Womens Committee meeting
- Jan 31 - Ontario Regional Health and Safety Committee virtual meet and greet
- Feb 7-10 - Ontario Council and committees, Toronto

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 (GTA) Representative

Melanee D Jessup
PSAC Ontario Regional Council Report
Alternate Regional Executive Vice-President
October 2023 to February 2024

Objectives:

- Continue to share information via social media/email tree.
- Continue to promote education to PSAC Ontario members.
- Do layout for the PSAC Ontario Council newsletter.

Actions:

- Promoted PSAC Ontario education on the Facebook PSAC Ontario Education page.
- Attended Political Action Committee meeting.
- Participated in Education Subcommittee Teams meeting with Justin Kong, Regional Education Officer (REO), and Craig Reynolds, Regional Executive Vice-President (REVP).
- Consulted with REO before the Education Committee meeting.
- Did layout for the PSAC Ontario Council newsletter
- Attended Advocacy and Representation course.
- Chaired Education Committee meeting

Plans:

- Liaise with REO on the Regional Winter 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

Melissa Arsenault
Region 2, Northeastern Ontario Representative Report
November 2023 - February 2024

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 our meeting in October are:

- Charing the Hardship Committee
    - No new files for this portfolio at this time
- Sudbury North Bay Area Council up-date:
    - AGM was held on January 24, 2024
    - Members in attendance:
        - 10 in person
        - 8 virtually (great showing from Kirkland Lake)
    - Information was sent to the bank so the transfer could be complete and the budget and financials can be finalized before March 5, 2024.
    - Election results are as follows:
        - President: Lisa Flaherty
        - Vice President: Cindy Adams
        - Secretary: Jasmine Morin
        - Treasurer: Kevin Vaillancourt
    - Nancy Johnson is the PSAC employee on the file
- Met with Sudbury Regional staff (both Nancy and Sylvie) to discuss upcoming education courses being offered. Encourage the TUB course to be offered multiple times as there are new stewards coming in for all components and it is a great first course for newer stewards
- Chairing the Finance Committee:
    - Sent year end reminder for year-end expenses
    - Sent committee reminder to send reports ahead of the meeting so that everything runs smoothly
- Met with Region 2 representative Anne Duval
    - Phoned or emails as many presidents as we could to discuss upcoming MP visit and the upcoming Area Council meeting.

    - Let them know we would contact them again closer to the Ontario Council meeting to bring forward their concerns
    - Started talking about a plan for the Regional committees and what we wanted to achieve for the Region.
- Met with MP's regarding Canada Life Roll out (December 4 & December 18, 2023)
    - Sylvie Liard was the PSAC employee providing assistance
    - Met with Viviane Lapointe (Dec 4, 2023) and Marc Serre (Dec 18, 2023) regarding the roll out of the Canada Life benefit administration
    - Used the talking notes attached
    - Did not opt for a rally. The proximity to Christmas, the weather, and the fact the MP's offices were empty were contributing factors to this decision.
    - Organized the Area Council interim-representatives for their participation
        - They did great. This was the first time for a lot of the participants even contacted an MP so they were nervous. We had pre and post meetings to ensure they understood the procedure and so we could discuss what could be done better. We even ran a practice session so we could have a smooth delivery of the information.
        - They had appropriate examples for constituents in their ridings and personal stories of trying to help members
        - They were professional and respectful and wore union shirts and had union backgrounds for representation. I have full confidence in their ability to do this on their own going forward.
- Participated in the Leadership Conference in Ottawa (December 14 to 16):
    - There was only 1 panel that I was disappointed in but I thought it was well done otherwise.
    - The burn out course was a good introduction to burn out and its effects. They offered great resources for those who wanted to continue looking into this.
    - I appreciated connecting with representatives from across the country. I've never met other regional reps before so that was great.

- Was accepted in the PSAC Union Leadership Development Course.

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 first few meetings as needed
- Meet with the Components and DCL's to discuss their concerns
- Create a plan to visit the smaller centers of my Region to foster engagement
- Create plan to create regional equity committee's over the course of the next couple of years - women's, racially visible, indigenous and 2SLGTBQIA+
- Encourage membership participation in local events.

In Solidarity,

Melissa Arsenault
Region 2, Northeastern Ontario Representative

Michelle Woods
PSAC Ontario Regional Council
Indigenous Workers Representative Report
November 2023- February 2024

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

➳December-hosted and attended the Thunder Bay and NWO Area Council Christmas gathering and meeting to encourage and engage new members to learn about the Equity Committees within Ontario Region.

Attended and participated in PSAC National Leadership Training; Dec 15-17th, 2023

January-National Indigenous People's Circle meeting

- ➳ 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
November 2023 - February 2024

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

Events:

- November 6-10 CEIU National Presidents Conference (PART I) - Sudbury
- November 16-19 PSAC National Human Rights Committee-Ottawa
- Nov 23 CEIU Team Lead Committees -ZOOM
- December 2 National Presidents Conference – ZOOM (Part II)
- December 8-9 CEIU Norther/Eastern Conference – Ottawa
- December 15-17 PSAC National Leadership – Ottawa
- Jan 18-21, 2024 CEIU Regional Committees Mtg. - Mississauga
- Jan 25-26, 2024 CEIU Local Admin Training - Mississauga

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 Report
Region 4, Southwestern Representative
November 2023 – January 2024

Objectives:

- Continue and build a dialogue with the Regional Offices;
- Work supporting new DAC exec;
- Work supporting Pride Committee;
- Promote Union Education;
- Promote labour presence in equity spaces;

Actions:

- Wrote article on naloxone use;
- Attended Pride committee meeting;
- Attended DAC committee meeting;
- Assisted members in expense claims and accommodation requests;
- Liaised with regional office to help get component list for Region;
- Continued working as 1st VP the Chatham Area Labour Council;
- Promoted fall educational opportunities within my local;
- Promoted Diversity, Equity and Inclusion initiatives within my local;
- Assisted in managing PSAC social media presence;
- Attended memorial on the anniversary of the Polytechnique in solidarity with women.

Plans:

- Work on supporting newly-elected DAC exec;
- Work on supporting newly-elected Pride exec;
- Find an appropriate/interested partner within the school of social work and psychology;
- Continue to attend political demonstrate where opportunities present themselves;
- Develop response to Bell Let's Talk campaign
- Look for opportunities to do develop a labour/arts practice with region 4;
- Divide region 4 with other rep and reach/develop relationships with locals

In Solidarity,
Neil Wood, Region 4, Southwestern Representative

Peggy Jones
PSAC Ontario Regional Council
Directly Chartered Locals Representative Report
Nov 2023 To March 2024

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 November, December, February;
- Chair MDAC committee meetings November, December, January;
- Chaired Women's committee November, December, January;
- Continuing with political actions and in-person rallies and through social media;
- On going 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; Please sign the petition to stop the gouging of people that are low income.
- Supporting the DCLs and help with solutions on going issues;
- Organizing to meet with the DCLs in Ontario – met up during the DCL conference in November 2023.

Plans:

- Work with PSAC Regional Offices to contact DCLs, their needs, 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;
- Plan on Rally to support our members from Commissionaires that have issues with Canada Life.

In Solidarity,

Peggy Jones
Directly Chartered Locals Representative

Ted Cabanes
PSAC Ontario Regional Council
2SLGBTQIA+ Representative Report
October 2023 – February 2024

Objectives:

- Work with existing PSAC Ontario structure and continue to establish dialogue and rapport that is responsive and inclusive to the needs and realities of the 2SLGBTQIA+ membership
- Promote, attend and represent the 2SLGBTQIA+ at events where required in the Ontario Region
- Bring an intersectional/transcultural lens within the Union Equity groups
- Integrate communication and report submissions to members of PSAC Ontario Council activities
- Uphold and promote the mandate and objectives of the PSAC Ontario Council

Actions:

- Attended the 2023 National Equity Conference in Montreal, PQ (Oct 18-23)
    - Elected national delegate for 2SLGBTQIA+ members for 2024 Triennial convention
- Attended the National Human Rights Committee (NHRC) meeting in Ottawa, ON (Nov 16-19)
- Guest speaker at Southwestern Pride Committee (Nov 16th). Election to follow (Jan 17th)
- Networking at OFL 17th Biennial Convention (Nov 23rd)
- Extended invitation to and actively participated in the Region 6 (Niagara) Holiday Event (Nov 29)
- PSAC Ontario Council Committee – Equity and Human Rights Action Planning (Dec 11th)
- Attended the 2023 National Leadership Training in Ottawa, ON (Dec 15-17)

Plans:

- Continue to work with PSAC Regional Offices to connect with self-identifying 2SLGBTQIA+ members to communicate and unite with their regional representative and other members
- Promote, establish and maintain organized 2SLGBTQIA+ committees within the Ontario Region
- Identify the needs of 2SLGBTQIA+ membership and ensure the Union's (educational) programs and services meet the needs of the members as a whole
- Address political/workplace issues at the community and regional levels and increase awareness (continued priority with "No Space for Hate" and anti-trans hate, Black History Month)
- "Trans Rights & Inclusion at a Critical Moment" education training (Sudbury, ON. Feb 16) and any additional winter education training (if applicable)
- Attend 2024 PSAC National Triennial Convention (May 26-31)
- Reach out to "2-Spirited People of the 1st Nations" with support with equity counterpart(s)
- Pride planning throughout the Ontario Region with OFL and PSAC components

In Solidarity,

Ted Cabanes
2SLGBTQIA+ Representative

Terri McGillivray
PSAC Ontario Regional Council
Members With Disabilities Representative Report
October 2023 – February 2024

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 Christmas gathering for Members With Disabilities and allies
- Attended Thunder Bay Christmas Dinner virtually
- Regularly update Members With Disabilities and Allies on events of importance
- Took part in several CCOHS virtual training sessions
- Working to hold joint meetings with other MDAC groups in Ontario
- Attending Ontario Region Council meeting February 7 -10, 2024.
- Working on an education session via my portfolio for the next two quarters: Dealing With Grief and Dementia

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: Dementia and Cyber Security
- 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

In Solidarity,
Terri McGillivray, Members With Disabilities Representative

Thu Trinh
PSAC Ontario Regional Council (ORC)
Region 4, Southwestern Report
November 2023 – January 2024

Objectives:

- Stay connected with the Regional Offices/Area 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 PSAC ORC's priorities
- Connect and represent all members in the SW at events
- Promote our Union, promote PSAC ORC, and advocate and promote regional education

Actions:

- Attended the formation/election meeting of SW Racially Visible Access Committee and London Area Council
- Attended the in-person Grievance Handling as SW Region 4 Rep, introduction of council work along with promoting PSAC ORC
- Attended the London site rally and PSAC Virtual Question and Answer for Canada Life
- Connected with the other SW Rep to divide locals within the region in preparation for future work/communications
- Connected with local presidents in the regions
- Regular update of social media: events/education from region and national encouraging members to attend all events focusing on supporting bargaining/education/wellness in the workplace

Plans:

- Work and connect with other councils/regions, equity groups, components and DCLs
- Bring to light all priorities that are relevant to our union movement in union/employer/community spaces
- Increase members knowledge of education that are happening in regionally/nationally and promote the region education program

In Solidarity,
Thu Trinh, Region 4, Southwestern Representative

Tony Crupi
PSAC Ontario Regional Council
Region 1, Northwestern Ontario Representative Report
October 2023 - February 2024

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 PSAC National Equity Conference in Montreal in October
- Attended Ontario Council Meeting and Training in Windsor October
- Attended Thunder Bay Area Council AGM and introduced myself to all the members in attendance. I gave a brief outline of my duties and also promoted the Facebook pages for PSAC Ontario, PSAC Ontario Health and Safety and PSAC Education and encouraged members to join those pages to get the most up to date information on what is happening in our region.
- Attended PSAC Leadership Conference in Ottawa December 2023

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 Member Representative
November 2023 - February 2024

Objectives:

- Ensure that racially visible members have access to safe spaces throughout the region.
- Establish a rapport with PSAC regional offices.
- Keep members informed and abreast of the work being undertaken by 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 PSAC National Equity Conference and was a member of the Resolutions Committee.
- Attended PSAC National Leadership training.
- Attended Hamilton's Racially Visible Members Committee meeting commemorating UN Human Rights Day.
- Attended Toronto Racially Visible Members Committee commemorating UN Human Rights Day/Christmas celebration.
- Participated in PSAC Anti-Racism Action Plan call.
- Participated in a Hardship Committee meeting.
- Participated in a meet and greet at NWAC meeting.

Plans:

- Attend Ontario Council Health and Safety Committee event on January 31, 2024.
- Continue to work with PSAC regional representatives to support racially visible members and establish Committees throughout Ontario.

- Continue to connect with racially visible members by attending Racially Visible Members Committee meetings.

In Solidarity,

Trisha Roach
Racially Visible Member Representative

Wendy-Ann Moulton
PSAC Ontario Regional Council
Region 6, Hamilton/Niagara Representative Report
November 2023 – February 2024

Objectives:

- Continue and build a dialogue with the Regional Offices
- Work on region 6 email/contact list- sent out update in December
- Keep the members informed on what PSAC Ontario Council is doing
- Represent Region 6 at functions where required and invited.
- Promote Union Education, Promote NRLC education options.

Actions:

- Contacted Region 6 Presidents in Ontario Region by email to give updated education and course materials. Do Reach out – attended the reactivation of the Hamilton and Niagara Women's committee.
- Attended Niagara Area Council meetings (November, December, January) had invited guests for Christmas social, and AGM.
- Regularly updated and shared information via Facebook Group, send out education link and opportunities via WhatsApp.
- Working on Organizing Meet and greet later in 2024
- Alternate Attended Hamilton and Toronto MDAC meetings (November, December.)
- Alternate attended Hamilton Area Council meeting in November
- Attended Leadership training in Ottawa – December, did some networking.

Plans:

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

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