PSAC Ontario Council Meeting Minutes July 5th & 6th, 2024 TownSuites Hotel Sudbury

The meeting convened at 9:30 a.m. on Friday, July 5th, 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)
Stephanie Wu, Young Workers Representative
Chandra Buschold, Regionally Based Separate Employer Locals
Trisha Roach, Racially Visible Members Representative
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

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

Regrets: Wendy-Ann Moulton, Region 6 (Hamilton/Niagara)

Terri McGillivray, Members with Disabilities Representative
Justyna Szewczyk-El Jassem, DCL Academic Sector Representative

Observers: Toufic El-Daher - National President Union of Veterans' Affairs Employees (UVAE), Brandon Milford – National Vice-President UVAE, Kevin Lundstrom - Union of Health and Environment Workers (UHEW) ON RVP, Janine Etherington - UHEW ON RVP, Jasmine Morin – Canada Employment and Immigration Union (CEIU) ON FNMI Committee, Aaron MacGregor – Joint Labour Program (JLP) Regional Field Coordinator, Michelle Spencer - Local President Union of Taxation Employees (UTE) 00048/Alternate Region 5 Rep), and Zarina Khan – UVAE RVP Ontario.

In lieu of a Territory Acknowledgement, PSAC Ontario Council passed a motion to read a Solidarity Statement to search the landfills for the remains of the murdered Indigenous women in Manitoba. Until such time as the government begins to search the landfills, PSAC Ontario Council will read a solidarity statement in support of the families of these women**.**

Solidarity Statement

PSAC Ontario stands in solidarity with the families of Morgan Harris and Marcedes Myran and all the Indigenous communities that are calling for the City of Winnipeg to work together with other levels of government to search for their loved ones at the Prairie Green landfill. We acknowledge that leaving sacred remains in a city dump is an affront to their inherent dignity.

We acknowledge that refusing to search sends a clear message to those who prey on Indigenous Peoples, a message of invitation to dump their victims in the trash over in Winnipeg where they won't be searched for.

We acknowledge that we need to be better than this, and we commit to living out, in our day-to-day lives, the calls to justice specific to all Canadians from the National Inquiry into Missing and Murdered Indigenous Women and Girls.

These women deserve to be brought home to their families so that they can be properly honoured.

We cannot issue land acknowledgements while at the same time stripping Indigenous people of their rights to defend the land and their very lives. It is the responsibility of all levels of government to come together and demonstrate a true commitment to the 94 Calls to Action.

Search the Landfills

The Chair announced to Ontario Council that on June 11, 2024, the Manitoba government set out 5 stages to search the Winnipeg-area landfill by hand for the remains of the two victims. Manitoba Premier Wab Kinew announced that the first stage of the process has been completed.

The provincial and federal governments each announced $20 million to help fund the landfill search earlier this year.

Work will be carried out throughout the summer and the province will also be building a healing space on the south side of the Prairie Green landfill. It will have a kitchen, communal space and private space for the victims' families, elders and other community members to gather.

The Chair thanked Council members for showing their solidarity with the victims and their families.

The Chair then asked Stephanie Wu 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 for the Council meeting 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 Peggy Jones

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.

The Chair also acknowledged the lives lost due to Hurricane Beryl, and the destruction it has caused across the Caribbean.

Moment of silence observed.

AGENDA:

1. Adoption of Agenda
2. Adoption of previous meeting minutes (February 9th-10th, 2024)
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. 2024 PSAC National Convention
11. Ontario Regional Council Meeting dates
12. Building Leadership Summit
13. Organizing Workshop
14. Concerns Regarding Media Posts from PSAC Ontario
15. Palestine
16. Pride Season
17. Jessica Montgomery, President Sudbury Labour Council
18. Report on 2024 Data week and Artificial Intelligence
19. New Business

Item 1. Adoption of Agenda

Motion to amended agenda items

Change title of agenda item 16 – “Pride Season” and add agenda item 18 – “Report on 2024 Data week and Artificial Intelligence”.

Motion to adopt amended agenda

m/s/c Anne Duval and Melanee Jessup

Item 2. Adoption of previous meeting minutes (February 9th– 10th, 2024)

There were no amendments to the previous meeting minutes.

Motion to adopt previous meeting minutes

m/s/c Melanee Jessup and Leslie Searl

Item 3. Business arising from previous minutes

1. Action Item: Email to be sent to Ontario Regional Council member in regard to staffing for Committee and Area Council meetings – sent on June 4th, 2024.
2. Action Item: Send Solidarity Statement to Ontario Council members - sent on February 20th, 2024.

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.
- 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. On February 21, 2024, PSAC won an interest award, which raised benefits and pay significantly for our members.

- Ontario Tech (DCL 555), Teaching Assistants, Research Assistants and Exam Invigilators – Negotiations took place on April 23 & 24, 2024.
- 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 650) – 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.
- 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.
- Ahkwesahsne Mohawk Board of Education (AMBE) – bargaining took place on April 24 and May 8-10, 2024.

Renewal Agreements

- North Bay Jack Garland Airport (UCTE 00006) – members ratified their new collective agreement on March 8, 2024.
- SNPF CFB Petawawa (UNDE 680) - members ratified their new collective agreement on April 19, 2024.
- SNPF CFB Kingston (UNDE 681) – members ratified their new collective agreement on April 19, 2024.
- University of Western Graduate Teaching Assistants (DCL 610) – members ratified their new collective agreement on April 27, 2024.
- Wequedong Lodge of Thunder Bay (DCL 0002) – members ratified their new collective agreement on May 6, 2024.

Organizing

Community Housing Transformation Centre (9 members)
PSAC Quebec already represents employees for this employer. PSAC Quebec wishes to capture those employees who perform the same remote work as their existing bargaining unit but reside in Quebec. PSAC Ontario filed for certification with the OLRB on April 22, 2024. Regional Certification Meetings for this vote will be held on Wednesday, May 22, 2024.

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. We are currently awaiting a decision from the OLRB. PSAC has filed a number of complaints to the Ministry of Labour on behalf of these workers for unpaid work, and a Section 86 complaint on breaches in the freeze provision.

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. The Union is awaiting a decision from the CIRB.

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

Wilfrid Laurier University – All student workers (1,300 members)
This campaign is ongoing.

Western University (200 members)
PSAC filed for certification at the OLRB on April 23, 2024. The vote concluded on May 2, 2024.The OLRB will convene the parties on May 22 to review and mediate on the disputes related to this vote.

Queen's University (35 members)
This campaign for Research Assistants in the Faculty of Law was approved at the request of the Local and is ongoing. PSAC filed for certification at the OLRB on April 17, 2024. Workers voted unanimously to join the PSAC. The employer is disputing the bargaining unit and the OLRB has set aside hearing dates on May 21, 2024 to review the outstanding disputes.

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

FoodShare (70 members)
This Employer is a non-profit organization delivering food security services in the City of Toronto. These workers are part of the same community and sector as members of DCL 903, The Stop. Workers in this part of the sector compete for the same jobs and have an interest in improving working conditions in their industry.

Provincial

Bill 124
On February 12, 2024, the Ontario Court of Appeal upheld the lower court decision striking down Bill 124 - "Protecting a Sustainable Public Sector for Future Generations Act", as unconstitutional.

The legislation, which was introduced by the PC government in 2019, capped public sector wages at one per cent per year for three years but was struck down by a lower court in 2022. Since then, multiple public sector unions have won retroactive pay increases to account for the law's impact.

By-elections in Milton and Lambton-Kent-Middlesex
By-election votes were held for the ridings of Milton and Lambton-Kent-Middlesex on May 2, 2024.

Voters in Lambton-Kent-Middlesex remained with the Progressive Conservatives. Steve Pinsonneault, a Chatham-Kent civic politician and

businessperson, amassed more than 15,000 votes to take the seat by more than a two-to-one margin over his nearest rival, Liberal Cathy Burghardt-Jesson, the mayor of Lucan-Biddulph. The New Democrats, the opposition party at Queen's Park, ran a distant third, with just under 3,000 votes for candidate Kathryn Shailer.

The PCs also prevailed in Milton's byelection, where the PC candidate Zee Hamid overtook Liberal Galen Naidoo Harris by more than 2,400 votes to keep the district in PC hands.

Federal

By-election in Durham

A by-election was held in Durham on March 4, 2024. Conservative candidate Jamil Jivani won the federal byelection with more than 57 per cent of the vote share. Jivani managed to increase the Conservative vote share in the riding relative to the 2021 federal election. In that contest, 46.4 per cent of total votes went to O'Toole, while the Liberal runner-up secured 29.9 per cent of votes.

Mobilization

PSAC Ontario Council Health and Safety Committee Member Meeting

On January 31, 2024 a virtual meeting was held for all Ontario members to join the members of the PSAC Ontario Regional Council Health and Safety Committee. Members were able to meet their Council representatives and ask questions on health and safety.

PSAC 610 Mobilization Action

On February 1, 2024, PSAC DCL 610 (Western University) held a mobilization action in support of their bargaining team. Members met early in the morning to disrupt a Western University Board of Governors meeting held in the upper floors of Western's newly built research building. The direct action drew the participation of over 100 people from the membership who belong to different departments supported by undergraduate students.

DCL 610 Mobilization Committee Meeting

On February 9, 2024, members of DCL 610 held a mobilization committee meeting with 15 members in attendance. The mobilization committee has been holding departmental solidarity events across Western for the last two weeks to activate the stewards' network, give bargaining updates, and continue workplace mapping.

NPF Strike Information Picket

On February 13, 2024, more than 100 union members currently on strike at military bases in Ottawa, Kingston, and Petawawa greeted MPs and other decision-makers as they arrived at Parliament to underscore the key issues impacting some of the lowest paid workers in the federal public service.

NPF Kingston Strike

March 6, 2024 - Civilian military workers employed by Staff of the Non-Public Funds (NPF) called for a boycott of all services and programs from Canadian Forces Morale and Welfare Services (CFMWS) to pressure the employer and government to find a resolution to the strike that began on January 15, 2024.

Picketers from Kingston and Ottawa military bases picketed in Kingston on behalf of the over 500 civilian workers who were on strike and canvassed local businesses and community services for their support.

Graduate Students Hold Rally on State of Negotiations with Western University

On February 16, 2024, Graduate students at Western University held a rally outside the office of the University President, Alan Shepard, to demand Western University come back to the negotiating table. Graduate Teaching Assistants delivered cards written by graduate students expressing the ongoing challenges they face including financial difficulties and their ability to afford basic necessities like food and shelter.

PSAC 610 Strike Vote

On March 7, 2024, the PSAC London regional office conducted strike vote sessions for PSAC DCL 610 members who are graduate teaching assistants at Western University.

PSAC DCL 610 Rally in Support of Bargaining

On March 14, 2024, graduate teaching assistants at Western University held a rally in support of bargaining at Western following an overwhelming “Yes” strike vote mandate received from the membership.

The rally was an opportunity for graduate students to show their frustration with Western’s administration, while displaying unity across campus, prior to the bargaining team’s return to negotiations with Western University.

National Day of Action to Support Striking NPF Workers

On March 20, 2024, NPF members united for a National Day of Action in support of striking Canadian Forces Morale and Welfare Services (CFMWS) workers. Members picketed at the gates of 19 different Canadian Forces locations, discussing the ongoing strike and the issues at stake with individuals as they entered.

UNDE 625 at Denison Armory - NPF Day of Action

On March 20, 2024, members of UNDE 625 held an information picket at Denison Armory in Toronto as part of the National Day of Action for NPF Strike. Members handed out leaflets to incoming cars and spoke about the boycott of CFMWS.

Pre-strike rally PSAC 610

On April 4, 2024, the members of PSAC DCL 610 (Western University) held a pre-strike mobilization rally at Western. Over 100 members attended and the rally garnered support from the Western Faculty Association and grad student association.

CIU Rally in Support of Bargaining – Pearson Airport

On April 9, 2024, CIU members and supporters held a rally at Pearson Airport in support of ongoing bargaining. After almost two years of negotiations, PSAC declared impasse in bargaining in September 2023 after CBSA refused to budge on key issues like wages in line with other law enforcement agencies, better job security, access to telework, and protections from contracting out.

Beginning on April 10, 2024, PSAC will be conducting a strike vote across the country for over 9000 members who work for CBSA. While strike votes

are underway, PSAC and CBSA proceeded with the Public Interest Commission (PIC) hearings on April 10 and 22, 2024, with the Federal Public Sector Labour Relations and Employment Board.

Western Strike

Graduate Teaching Assistants represented by PSAC DCL 610, at Western University took strike action on April 11, 2024, as mediation with the University broke down on April 10, 2024.

Picket lines were set up at entrances across Western University, impacting thousands of students who are currently in their exam period, which runs until the end of April. This was the first strike in the history of the Local and first major strike against the Employer.

Strike Solidarity Rally at Western University

On April 20, 2024, the London and District Labour Council organized a strike solidarity rally at Western University for striking PSAC DCL 610 members, for community allies to show their support. Speakers included, Craig Reynolds, REVP Ontario, Jackie Taylor, Ontario Federation of Labour Vice-President, Fred Hahn, CUPE Ontario President and Patti Dalton, London and District Labour Council President.

CIU Bargaining Support Rally

CIU Branch 20 held a rally in support of bargaining on May 1st, 2024 at the Hamilton International Airport in commemoration of May Day. Over 40 members participated in the action.

CIU Rally in Niagara Falls

On May 10, 2024, the members of CIU Branch 16 and 23 came together to hold a rally at the Rainbow Bridge in Niagara. Members marched over to the bridge area with flags and signs.

There were about 30 members in attendance, including members of PSAC's Ontario Council (Wendy-Ann Moulton, Region 6 Rep; Chris Snooks, Region 3 Rep; and Ted Cabanes, 2SLGBTQIA+ Rep), and the PSAC Niagara Area Council.

CIU Rally in Support of Bargaining – Windsor

On May 13, 2024, members of CIU Branch 18 held a rally in support of bargaining at the Detroit-Windsor Tunnel. About 120 members and allies

attended the action in downtown Windsor. NDP MP Brian Massey was also in attendance and addressed our members to show the NDP's support, along with members from CUPE Locals, ATU, and UNIFOR.

Labour Movement Solidarity

ACORN Support

PSAC Ontario is a proud supporter of the 2024 ACORN National Convention, which takes place in Oshawa at the Ontario Tech University/Durham College from June 15-17, 2024.
ACORN Canada is celebrating 20 years of building community power for change this year, with affordable housing now a central issue of national debate. The Convention is an important event for ACORN members and leaders, which will focus on building community capacity for action to: Stop corporate landlords, resist renovictions and put an end to predatory lending.

Education

Toronto

- Talking Union Basics was held in person on February 23-24, 2024.
- Talking Union Basics was held virtually on February 29-March 1, 2024.

London

- Duty to Accommodate course was delivered in person on March 1, 2024.
- Politics for Everyone course was delivered in person on April 19-20, 2024.
- Trans Rights and Inclusion at a Critical Moment course was delivered in person on May 17, 2024.

Kingston

- Trans Rights and Inclusion at a Critical Moment workshop was held in person on February 2, 2024.

Thunder Bay

- WSIB Level 1 – Rights and Obligations course was held virtually on March 16-17, 2024.

- WSIB Level 2 – Benefits and Services course was held virtually on April 13-14, 2024.

Sudbury

- Talking Union Basics was held virtually on February 3-4, 2024.
- Grievance Handling was held in person on March 22-23, 2024.
- Trans Rights and Inclusion at a Critical Moment workshop was held in person on February 16, 2024.
- A Woman's Place is in her Union workshop was delivered in person on March 1, 2024.

Ontario Union Leadership Development Program (ULDP)

The ULDP is an advanced, year-long leadership course for members who are ready to expand their leadership roles within the union. The program is a combination of self-directed project development, online learning, and three in person, week-long sessions throughout. This program provides training for elected union leaders and workplace leaders looking to increase their activist skills to further their union involvement.

In Ontario, ULDP participants completed Step 1 of the program, which ran remotely from January 3 to April 22, 2024, Step 2 in person from April 23 to April 28, 2024 and are currently in Step 3, running remotely from April 29 to June 10, 2024. The final three steps of the program are: Step 4 – in person – June 11 to 16, 2024; Step 5 – remote – June 17 to November 4, 2024; and Step 6 – in person – November 5 to November 10, 2024.

Equity and Human Rights

Protecting Trans Rights

The PSAC Greater Toronto Area Council held a Pride Lunch and Learn - Protecting Trans Inclusionary Education workshop on March 31, 2024 in the lead up to the Trans Day of Visibility.

Black History Month - Toronto

On February 13, 2024, the PSAC Toronto Racially Visible Committee held a Black History Month celebration. The theme of the event was "Black

Resistance" and guest speakers included Dr. Jill Andrew, Ontario NDP culture critic and women's issues critic MPP Grabriel Allahdua.

Jill discussed the importance of having more Black representation in the legislature and how politics are all around us. The second guest speaker Gabriel spoke on Canada's history of silence as it relates to Indigenous genocide and the dangerous working conditions for farm workers. The overall theme was that change is required in policies and law in order for conditions to improve for our most vulnerable communities.

Black History Month - Hamilton

The PSAC Hamilton/Niagara Racially Visible Committee celebrated Black History Month with a virtual panel discussion on February 15, 2024. The guest speaker was Jean Augustine, the former Fairness Commissioner of Ontario and former MP, Alishia Campbell, President of the Union of National Employees and Gabriel Allahdua Member of JUSTICIA and author of Harvesting for Freedom.

Building Leadership Knowledge Summit

PSAC Ontario held its' first ever "*Building Leadership Knowledge Summit*" from March 21-23, 2024, at the Sheraton Centre Toronto Hotel (123 Queen Street W, Toronto, ON). The theme of the Summit was: *"Inspire and Empower to Provoke Change".*

The Building Leadership Knowledge (B.L.K.) is a 3-day leadership Summit for PSAC Ontario members who self-identify as Black and are interested in challenging harmful and outdated colonial structures within their workplace, union and the labour movement.

Hamilton MDAC's Event on Dementia on February 20th

On February 20, 2024, the Hamilton Members with Disabilities Committee held an event on Dementia at the Steward Memorial Church in Hamilton.

Black Women's History Month

On April 29, 2024, the Toronto Regional Women's Committee celebrated Black Women's History Month. The event was held virtually and open to all members to honour the achievements and contributions Black Women have made in Canada.

“Our Bodies, Our Work” Workshop

On April 30, 2024, the Kingston Regional Women’s Committee and Members with Disabilities Committee held a workshop on “Our Bodies, Our Work”, in recognition of the Day of Mourning. This event discussed how women are disproportionately affected by workplace injuries.

Asian Heritage Month Celebration

On May 7, 2024, the PSAC Hamilton-Niagara Racially Visible Committee held a South Asian Month event in recognition of the contributions made by the Asian community to Canada.

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

Respectfully submitted for your approval,

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

REVP Schedule for the period Jan. 31, 2024 to May 17, 2024

Jan. 31, 2024 – PSAC Ontario Regional Council Health and Safety Committee meeting
Feb. 2, 2024 – PSAC Ontario Education meeting
Feb. 3, 2024 – OFL Rally Against Doug Ford in Niagara Falls
Feb. 7, 2024 – Ontario Council Advocacy Training
Feb. 8, 2024 – Ontario Council Committees meetings
Feb. 8, 2024 – Alliance Executive Committee meeting
Feb. 9-10, 2024 – Ontario Council meeting
Feb. 12, 2024 – Ontario Federation of Labour Board meeting
Feb. 12, 2024 – PSAC National Convention Committees meeting
Feb. 13, 2024 – DCL 610 (Western University) RSCC
FEB. 13, 2024 – UTE Local 14 AGM
Feb. 14, 2024 – General Resolutions Committee meeting
Feb. 15, 2024 – Organizing meeting
Feb. 15, 2024 – Hamilton/Niagara Racially Visible Committee meeting
Feb. 20, 2024 – DCL 610 (Western University) RSCC
Feb. 20, 2024 – National Board of Directors meeting
Feb. 21, 2024 – General Resolutions Committee meeting
Feb. 21, 2024 – Black History Month panel
Feb. 22, 2024 – General Resolutions Committee meeting
Feb. 22, 2024 – Black History Month event
Feb. 22, 2024 – NPF RSCC
Feb. 23-27, 2024 – General Resolutions Convention Committee meeting
Feb. 28, 2024 – Local Development meeting
Feb. 29, 2024 – PSAC London Regional Office meeting
Mar. 1, 2024 – Alliance Executive Committee meeting
Mar. 4-7, 2024 – National Board of Directors meeting
Mar. 19, 2024 – Building Leadership Summit organizing meeting
Mar. 19, 2024 – Wequedong Lodge bargaining meeting
Mar. 20, 2024 – DCL 610 (Western University) RSCC
Mar. 20-24, 2024 – Building Leadership Summit
Mar. 28, 2024 - Standing Education Committee Meeting
Apr. 2, 2024 – DCL 610 (Western University) RSCC
Apr. 3, 2024 – Alliance Executive Committee meeting
Apr. 4-7, 2024 – Agriculture Union Ontario Conference
Apr. 5, 2024 – NPF Petawawa picket line

Apr. 6, 2024 – NPF Kingston picket line
Apr. 9, 2024 – CIU Rally at Pearson airport
Apr. 12, 2024 – DCL 610 Western picket line
Apr. 15, 2024 – Ontario Federation of Labour Board meeting
Apr. 16, 2024 – Organizing meeting
Apr. 16, 2024 – DCL 610 RSCC
Apr. 17, 2024 – Ontario Education meeting
Apr. 17, 2024 – NPF Ratification Voting Session Kingston
Apr. 18, 2024 – NPF Ratification Voting Session Petawawa
Apr. 18, 2024 – Organizing meeting
Apr. 19, 2024 – DCL 610 Western picket line
Apr. 19, 2024 – Politics for Everyone Course in London
Apr. 20, 2024 – Western Strike Solidarity Rally
Apr. 21, 2024 – Mobilization meeting
Apr. 22, 2024 – National Board of Directors meeting
Apr. 24, 2024 – Ontario Federation of Labour Board meeting
Apr. 24, 2024 – DCL 610 Western RSCC
Apr. 25, 2024 – Ontario Union Leadership Development Program
Apr. 30, 2024 – National Board of Directors meeting
May 1, 2024 – Finance meeting
May 6-7, 2024 – Alliance Executive Committee meeting
May 6, 2024 – National Board of Directors meeting
May 8, 2024 – National Education meeting
May 9-11, 2024 – Canada Post Bargaining Conference in Ottawa
May 13, 2024 – CIU Rally in Windsor
May 15, 2024 – Casino Woodbine (DCL 533) Executive meeting

Motion to adopt REVP's report

m/s/c Craig Reynolds and Adam Murphy

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:

- 2024 Fall Basic Education Schedule consultation with Geographic Reps is now ongoing and will be posted accordingly
- Increase in courses being attended with only 2 postponements during the Winter 2024 across the Region
- Health and Safety offerings and workshops occurring around the Region, including member Town Halls and Clinics
- ULDP is ongoing across the Ontario Region and some participants have become actively involved with the Regional Office in supporting various actions (ie. Cease Fire in Palestine, FB Mobilization and Strike Prep, etc.)

Regional Office:

- Each RO Staffing is at full capacity except the Sudbury RO where an Indeterminate Regional Representative position will be posted. Please reference the Ontario website for any staffing updates
- ROs supported NPF (Kingston and Petawawa strikes)
- ROs supported FB mobilization actions which lead to a strike
- ROs supported various campaigns including Phoenix, Canada Life etc.
- Local Development training for DCLs and Components are taking place across the Region to build member capacity

Organizing:

Western University: Filed for certification. The vote concluded on Thursday, May 2. Currently dealing with bargaining unit and status disputes.

Queen's University: Research Assistants at the Faculty of Law. Filed for certification and vote occurred on April 20th. Currently dealing with bargaining unit dispute as mediation failed at the OLRB.

FoodShare: Application for certification pending.

Community Housing Transformation Centre (Coordinated with Quebec Region): Filed for certification and vote concluded in April. Currently dealing with status disputes.

Casino Woodbine: Webinar in April providing workers information about OLRA freeze provision that protects their current working conditions. Coaching workers on how to document possible violations. ULPs filed against the Employer on benefit premiums heading to Mediation.

University Health Network: Filing target date for September when people return to work.

Six Nations of the Grand River: Ongoing litigation involves recent decisions by the Supreme Court

Negotiations and Mobilization:

- Staff conducted successful ratification votes for striking workers at University of Western Ontario and NPF (Kingston and Petawawa)
- Regional Staff delivered FB strike training across the ROs to support FB mobilization and their potential strike

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, Chair of the Equity and Human Rights Committee, presented on behalf of the committee.
Recommendations to Council:

1. Encourage Council members to attend or participate in a Pride event within their region.

Recommendation Carried

2. Encourage Council members to learn more or stay connected to the ongoing Grassy Narrows resistance.

Recommendation Carried

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. That Council members promote the upcoming Health and Safety clinics, as well as the Health and Safety conference in February 2025, and the virtual townhall on September 25th.

Recommendation carried

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, Chair of the Political Action Committee, presented on behalf of the committee.

Recommendations to Council:

1. That Council members contact their constituents and provide them with the online email action link on Telework from the PSAC webpage (https://psacunion.ca/telework-works-workers-action), and encourage them to sign.

Recommendation carried

Motion to adopt the Political Action Committee's Report

m/s/c Chris Snooks and Doron Jacobs

Education Committee Report (APPENDIX "D")

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

Recommendations to Council:

1. That Ontario Council approves the revised PSAC Ontario Basic Education Travel Policy as presented.

Recommendation carried

2. That ROs offering virtual training under three hours be encouraged to offer the training to members across the province.

Recommendation carried

Motion to adopt the Education Committee's Report

m/s/c Melanee Jessup and Thu Trinh

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 efforts and mobilization across the region.

Melanee Jessup attended the rainbow washing workshop in the southwestern region.

Melissa Arsenault thanked Ontario Regional council for attending the Sudbury Area Council BBQ and participating in the Sudbury Pride March.

Neil Wood has been involved in his region working on issues surrounding homelessness and attending Palestine support rallies.

Doron Jacob attended the Toronto Pride parade in June.

Stephanie Wu spoke with the Hamilton Niagara Young Workers Chair, and there will be a National Young Workers hang out meeting next week.

Item 8. Collective Bargaining Updates

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

FB Bargaining

Leslie Searl stated that the Canada Border Services Officers (FB) got a tentative agreement thirteen minutes before the strike deadline. The Collective Agreement was ratified on July 4th.

The Chair stated that alongside with securing a collective agreement, there was a major victory for our members with the landmark legislation surrounding retirement benefits – known as 25 and out. PSAC members expected to be covered by the legislation include frontline border services staff, Coast Guard search and rescue technicians, Parks Canada wildland firefighters, Department of National Defence firefighters on military bases, and correctional officers, paramedics and firefighters working for the three territorial governments.

Kingston Commissionaires

Peggy Jones stated that the Kingston Commissionaires Local 818 is currently in bargaining. The employer offered 1.5% wage increases, but the members are not willing to accept that rate. Members believe the minimum rate increase should be at least 3%. The bargaining team will be back at the table on July 9th.

CRA Bargaining

Melanee Jessup stated that the Union of Taxation Employees (UTE), Collective Agreement does not expire until September 2025. However, the bargaining team is currently accepting bargaining demands.

Non-Public Funds

Staff of the Non-Public Funds (NPF) – who are members of a separate agency in the federal public service – were on the picket line for almost 100

days. Nearly 300 civilian military workers in Kingston, Ottawa, and Petawawa secured a new agreement on April 19th.

The Chair stated that this was a long and difficult fight, and that he was very proud of our members for standing strong throughout the strike. The Chair also acknowledged that our NPF units in Quebec, in Bagotville, Montreal–St-Jean, and Valcartier – are still on strike.

Treasury Board (TB)
PSAC is getting ready for the next round of bargaining for the Program and Administrative Services (PA), Technical Services (TC), Operational Services (SV), and Education and Library Science (EB) groups. Members are encouraged to submit their bargaining proposals online on the PSAC website and the deadline for submissions is November 15, 2024.

Canada Post
Delegates representing approximately 1,500 Canada Post members working in administrative, clerical, technical, and professional roles took part in their national bargaining conference, which was held on May 9-11 in Ottawa. During those three days, delegates reviewed and prioritized bargaining proposals and elected their bargaining team. The PSAC-UPCE collective agreement expires August 31, 2024.

Ongoing Bargaining

- Ontario Tech (DCL 555), Teaching Assistants, Research Assistants and Exam Invigilators – Negotiations took place on April 23 & 24, 2024.

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

- Great Lakes Pilotage Authority (UCTE 00057) – PSAC served notice to bargain on June 21, 2024.

- 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) – The bargaining team met with the employer on June 12, 2024.
- City of Timmins Airport (UCTE 00075) – a tentative agreement has been reached and ratification votes will take place shortly.
- Ahkwesahsne Mohawk Board of Education (AMBE) – bargaining took place on April 24 and May 8-10, 2024.
- Thunder Bay International Airport Authority (UCTE Local 50505) – an input call was sent to the membership on June 3, 2024.
- 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. On February 21, 2024, PSAC won an interest award, which raised benefits and pay significantly for our members.
- 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.

Item 9. Ontario Council Newsletter

Lino Vieira thanked Melanee Jessup and the Ontario Regional Council members for their contributions to the Council newsletter. Lino received many articles for this issue of the Council newsletter. Melanee Jessup will complete the layout of the articles and once the layout is complete, the draft

newsletter will be sent to council members for their approval prior to distribution.

The deadline to receive articles for the next issue of the Council newsletter is on September 16th, 2024. Ontario Regional council members were reminded to accompany their articles with pictures.

Item 10. 2024 PSAC National Convention

The National Convention was held at the Shaw Centre in Ottawa, from May 26th to 31st, 2024. The delegates elected the first racialized woman National President, Sharon DeSousa, and the National Executive Vice-President Alex Silas. Craig Reynolds was elected as the Alternate National Executive Vice-President.

Adam Murphy thanked Ontario Regional Council members for supporting the landfill search resolution.

Melanee Jessup congratulated the Chair on being elected as the Alternate National Executive Vice-President.

Ted Cabanes was excited to attend the convention and was pleased that delegates had the opportunity to deal with many equity resolutions. However, he was disappointed that delegates did not have enough time to deal with any of the financial resolutions.

Missy Taylor stated it was an amazing feeling to have our National President come from the Ontario region.

Thu Trinh welcomed the strike fund pay increase to $100 for regions from the resolutions that were voted on by the convention floor.

Peggy Jones stated that members with disabilities experienced a lot of issues accessing the convention facilities and hopes that changes will be made for subsequent national conventions.

Action Item: Missy Taylor asked the Chair to bring back to the AEC and NBoD table regarding members with disabilities not being accommodated at the convention.

Doron Jacob inquired on when Regions will find out about their funding allocations from PSAC National.

The Chair stated that the National President is already reviewing Convention business that was left over from the PSAC National Convention. Therefore, the earliest the Regions would get word on allocations will be later in the fall.

The Chair announced that all the legal charges concerning the NPF strike picket against our National Executive Vice-President, Alex Silas were dropped.

Item 11. Ontario Regional Council Meeting dates

The Ontario Regional Council's next council meeting will be held in Toronto, from October 3rd to 5th, 2024.

Item 12. Building Leadership Knowledge (BLK) Summit

PSAC Ontario held a "Building Leadership Knowledge Summit" on March 21st to 24th, 2024. The Summit was well attended.

Trisha stated that the Summit provided an atmosphere of healing, mobilization and connecting of black members across the region. Members were very engaged and enjoyed this historic event. One of the members from the Thunder Bay area stated that they now want to get further involved with the union and the Labour movement overall.

Item 13. Organizing Workshop

Tanya Ferguson, our PSAC Ontario Regional Organizer was not able to make it to the council meeting unfortunately. Her organizing workshop will be delivered at our next council meeting in October.

Item 14. Concerns Regarding Media Posts from PSAC Ontario

Adam Murphy spoke on the email that was sent to Ontario Regional Council regarding the CBSA officers being referred to as law enforcement. He was looking for clarification on the process for email responses on communications from the membership.

The Chair stated that if an email is directed to the REVP, with Council cc'd, normal email etiquette is to allow the REVP to provide the member with a response.

Action Item: Adam Murphy stated members have concerns regarding Happy Canada day statements and asked if the Chair can bring this issue forward to National.

Item 15. Palestine

Adam Murphy stated that members have asked him why Ontario Regional Council has not put out a statement regarding the situation in Palestine. The Chair stated that PSAC National had put out a statement condemning the October 7th kidnappings of Israeli civilians and the subsequent conflict against Palestinians, which PSAC Ontario had shared.

Item 16. Pride Season

Ted Cabanes asked Ontario Regional council members to attend Pride celebrations across the province. He informed Council members that the Thunder Bay Pride celebration was an amazing event, and they should participate in Pride events when possible.

Ted has been working with the Ontario Federation of Labour to share information about Pride events happening across the province.

Ted served Notice of Motion

Motion: PSAC Ontario Council commit $1000 for Pride Parade Registration fees for the duration of this council cycle.

m/s/c Ted Cabanes and Michelle Woods

Item 17. Jessica Montgomery, President Sudbury District Labour Council

Jessica Montgomery is serving her second term as the President of the Sudbury and District Labour Council and is currently an Occupational Health and Safety specialist with the Occupational Health Clinics for Ontario Workers (OHCOW). Jessica manages Ministry of Labour-funded occupational disease cluster investigations (Ventra Plastics, Algoma Steel and Neelon Casting).

Prior to her work at OHCOW, Jessica was a National Health and Safety Representative with the Canadian Labour Congress. Before that, she worked for the United Steelworkers, representing injured workers with their WSIB claims from initiation through to tribunal level. As a staff member, Jessica also prepared and presented arbitrations, negotiations, and led strikes and lockouts. Additionally, she is a USW facilitator and a Prevention Link instructor.

Jessica provided Council with a presentation on the labour history in the City of Sudbury. Sudbury has long been known as a labour town, with the labour movement starting as far back as the 1800's and continues to this day. Jessica spoke about the historical strikes that have taken place and the growth of the labour movement in Sudbury.

Item 18. Report on 2024 Data week and Artificial Intelligence

The Canada Employment and Immigration Union (CEIU) Local 00647 had a guest speaker from Google attend a meeting, who spoke about the dangers of Artificial Intelligence (AI) and how it is being used at many workplaces, including the federal government.

Employment Social Development Canada (ESDC) has started using a virtual assistant to answer Canadians questions surrounding Employment Insurance benefits.

With the increase in A.I. tools, our members at the CR 3 and CR 4 levels will see more of their job duties automated over the coming years. The employer agreed to continue the conversation with the Local on this issue.

Neil Wood served notice of motion.

Action Item: AI learning as an agenda item at the AEC and NBoD

Motion: Ontario Regional Council Equity and Human Rights committee to add an agenda item to their meeting on AI and how it will impact equity groups and what are some of their concerns.

Missy Taylor stated she believed it will be difficult for the Human Rights & Equity Committee members to dedicate the time to the subject because there are already five portfolios coming together at that committee meeting.

Ted Cabanes stated that he does not believe this should be solely the responsibility of the Human Rights & Equity Committee.

m/s Neil Wood and Leslie Searl

Neil Wood withdrew the motion.

Motion: PSAC Ontario Council forms a standing committee on Technological Transformation.

m/s Neil Wood and Melanee Jessup

Amended Motion: PSAC Ontario Council forms a standing committee on Technological Transformation and has at least one member included from the Equity and Human Rights Committee.

m/s/c Melanee Jessup and Adam Murphy

Amended Motion carried unanimously

Business completed and meeting adjourned at 1pm.

APPENDIX "A"

PSAC Ontario Council
Human Rights and Equity Committee Report
July 4th, 2024

Committee Chair:	Missy Taylor
Committee Members:	Trisha Roach
	Ted Cabanes
	Michelle Woods
	Terri McGuillvray (regrets)
Staff Representative:	MaryAnne Laurico

REVIEW & UPDATES:

- Welcome /Roundtable
- Building the committees 3 year action plan. Plan is being reviewed and further discussions to occur.

Upcoming Equity Dates:

- August 1st Emancipation Day – City of Kingston is raising the Black Liberation Flag in collaboration with the PSAC Kingston Racialized Members Action Committee
- Pride Season continues. Pride events dates and locations are available on the OFL website
- September 30th National Day for Truth & Reconciliation
- October is LGBT history month

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

Portfolio Updates:

Indigenous Rep.

- Connections made during a National Indigenous event. Consulting with HR & E technical advisor to get further information on how and when to deliver an Indigenous focused TUB course
- Grassy Narrows River Run - Sept 18th in Toronto at noon; to show support and solidarity for Grassy Narrows youth and community as they achieve their path for mercury justice and freedom. For more information: freegrassy.net
- Katarokwi (Kingston) Indigenous Action Circle held a paint night on June 27th, this was well received.

Racialized Rep.

- Building Leadership Knowledge Summit. This was the first summit for Black members in PSAC and was held in Ontario. March 21-23, 2024 in Toronto.
- International Day for the Elimination of Racial Discrimination, March 21st; the Racialized committees held various events in commemoration of this day
- Asian Heritage month was in May and the Racialized committees throughout Ontario held various events

2SLGBTQIA+ Rep.

- "Rainbow washing: 2SLGBTQIA+ rights, Pride & Democracy" virtual teach-in hosted by the Southwestern Pride Committee held June 11th. The event was well received.
- Majority of union solidarity Pride planning occurred with the OFL Pride and Solidarity committee
- PSAC Ontario "Marching in Solidary with our Members for Pride Season" newsletter article was submitted – to be release in next newsletter.

Regional Women's Committee Rep.

- Workshop on Health & Safety and Women's Bodies titled "Our Bodies Our Work " was delivered in the Kingston Women's Committee with potential to deliver in the various regional Women's Committees
- National Women's' working group discussed topics for the Regional and National Women's Conferences.
- Planning to begin soon for the Ontario Women's Conference (dates TBD)

Members with Disabilities Rep. Terri sent her regrets.

General Updates (Staff)

- Ontario has piloted a new 2-day course in Sudbury and Kingston; "Racism and our Labour Movement" to which there was a very strong and highly positive response. July 12-13 is the Toronto pilot, Hamilton Niagara is August 9-10, Thunder Bay is October 4-5 (check the PSAC Ontario Education page for more information).

GOALS:

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

ACTIONS:

- Continue to 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. Encourage Council members to attend or participate in a Pride event within their region.
2. Encourage Council members to learn more or stay connected to the ongoing Grassy Narrows resistance

Moved by Missy Taylor and seconded Ted Cabanes

APPENDIX "B"

PSAC Ontario Council
Health and Safety Committee Report
July 4th, 2024

Committee Chair: Leslie Searl

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

Regrets: Terri McGillivray

Technical Advisor: Sylvie Liard, Regional Representative, Ontario

Discussion item: Health and Safety Virtual Townhall Debrief

The Committee held our second Health and Safety virtual townhall on May 22, 2024. The topic was "Right to Refuse Dangerous Work in Federal Workplaces". There were up to 58 participants who attended, and feedback was positive.
The committee would like to thank James Potts, Safety Officer for UNDE for attending and providing his expertise.
The next virtual townhall will be held (tentatively) on September 25th, 2024, and the topic for discussion will be "Healthy Communities, Healthy Workplaces".

Discussion item: Ontario Region Health and Safety Plan

Sandra Goodick, Regional Representative, Health and Safety, has been approved to travel to different areas of the Ontario Region to deliver health and safety clinics to members on subjects such as WSIB, Disability Insurance, and hazard-specific training for health and safety. Updates for future clinics will be posted on the Ontario Health and Safety webpage as well as the Ontario Facebook page.

The following clinics have been approved for the Fall 2024:

Sudbury Regional Office
September 16 – 17, 2024
Courses offered:
Workplace Violence and harassment – September 16, 6:00 – 9:00 PM
Workers' Compensation 101 – September 17, 9:00 AM – 4:30 PM

Toronto Regional Office
September 19 – 22, 2024
September 19 & 20, worksite visits (locations TBD)
Courses offered:
WSIB Level 1 – Rights and Obligations – September 21 & 22, 9:00 AM – 4:30 PM

London Regional Office
October 25 – 26, 2024
Courses offered:
WSIB Level 1 – Rights and Obligations – October 25 & 26, 9:00 AM – 4:30 PM

Discussion Item: Ontario Regional Health and Safety Conference

The date for the PSAC Ontario Regional Health and Safety Conference, which will be held in Toronto, is February 21st to 23rd, 2025. The theme will be "Taking Back our Power".

Discussion item: Joint Learning Program (JLP)

JLP sessions for Health and Safety will continue to be offered through Regional Offices in the fall. 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:

2. That Council members promote the upcoming Health and Safety clinics, as well as the Health and Safety conference in February 2025, and the virtual townhall on September 25th.

Moved by: Leslie Searl
Seconded by: Trisha Roach

APPENDIX "C"

PSAC Ontario Regional Council
Political Action Committee Report
March 2024 to July 2024

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

Staff: Lino Vieira

Regrets: Jawara Gairey

Virtual Meeting on June 20, 2024, at 6:05 p.m.

Agenda:

- Provincial Election
- Labour Day
- Federal Remote Work Policy
- Media Training

Provincial Election

There are rumours that the provincial government will be calling an early election, which could be held later this year. There are no restrictions for internal union communications, as long as it is limited to our own membership.

PSAC Area Councils are the driving force for our election work and they are able to host candidate debates for our members, as long as they invite at least 2 or more candidates to take part. The Area Councils can work with the PSAC Ontario Political Communications Officer to determine which ridings have the greatest member density and which ridings are vulnerable.

Labour Day
The deadline for Area Council's to submit their Labour Day proposals to the REVP's office is set for July 12, 2024. The Ontario Council Political Action

Committee will then review the Labour Day proposals to make their funding determination.
PSAC Ontario will have Labour Day t-shirts for members who participate in Labour Day events, with this year's shirts having one of the following 3 slogans selected: "*No Worker Left Behind": "Diversity is our Strength!":* and*, "Organize, Mobilize, Empower"*.

Federal Remote Work Policy

PSAC has filed policy grievances over the government's flawed remote work policy, which unilaterally imposes changes to our members' working conditions by mandating them back to the office a minimum of 3 days a week. Members who have been impacted are encouraged to file individual grievances and to sign on to our online email action here: (https://psacunion.ca/telework-works-workers-action). To date there have been over 47,000 letters sent from members using our online action.

Media Training

Media training is provided by the Political Communications Officer for elected union leaders, such as the Ontario Regional Council. When a regional bargaining unit is approaching a potential strike or lockout situation during negotiations, the Political Communications Officer will provide media training to the appropriate identified media spokesperson.

Recommendations:

1. That Council members contact their constituents and provide them with the online email action link on Telework from the PSAC webpage (https://psacunion.ca/telework-works-workers-action), and encourage them to sign.

Moved by: Melanee Jessup

Seconded by: Doron Jacob

APPENDIX "D"

PSAC Ontario Regional Council
Education Committee Report
July 3 and 4, 2024

Chair:	Melanee Jessup
Members:	Chandra Buschold, Ted Cabanes, Doron Jacobs, Missy Taylor, Thu Trinh, Stephanie Wu
Regrets:	Wendy-Ann Moulton, Justyna Szewczyk-El Jassem
Advisor:	Justin Kong, Regional Education Officer (REO)

Welcome to Stephanie Wu, Young Workers representative, who joins the Education Committee for her first meeting!

PSAC National Budget and the ramifications for the Education Committee

Budgets for the Regions were increased at the PSAC National Convention however, we don't have the final determination on the Regional budget. This is the last year of the three-year cycle and the National budget increase and, by extension, the Regional budget will not come into effect until next year.

Potential new workshops

Members have made requests for workshops:

- *Marshalling 101 - do's and don'ts of organizing rallies and keeping order.* The Committee agrees on the value of this type of training. It could be included in existing political activism or strike training and/or provided as a document with useful information for members.
- *Online Engagement - Interacting with members online and dealing with trolls*
  Social media training already exists to ensure members understand their rights and caveats when posting online. This could be included in this training, particularly information on how to deal with online harassment.

- *Political contribution limits and what is a political contribution*

While the Committee recognizes the value of this information for members, we feel that it would be better provided through a document to be posted on the website or included in information to be provided leading up to an election, rather than by creating a workshop.

Fall Education Schedules – Regional Offices
All Committee members report having been contacted to provide input in creating the fall education schedules in their Regional Offices (ROs) and we anticipate that the schedules will be posted in August.

PSAC Ontario Basic Education Travel Policy
The Committee discussed and revised the policy and is presenting it for Council's approval. There is a recommendation.

Education Committee Virtual Forum
The Committee began plans for the planned virtual forum. The tentative date is October 8th at 6:00 pm.

Virtual Training
Often virtual training is offered to only one RO. The Committee feels that it is a missed opportunity to provide education to more members. We realize that virtual training over three hours has a cost, but courses that take less time could be offered to a broader audience. There is a recommendation.

Recommendations:
1. That Ontario Council approves the revised PSAC Ontario Basic Education Travel Policy as presented.
2. That ROs offering virtual training under three hours be encouraged to offer the training to members across the province.

Moved by: Melanee Jessup
Seconded by: Chandra Buschold

APPENDIX "E"

PSAC Ontario Council
Finance Committee Report
July 5, 2024

Committee Chair: Melissa Arsenault
Committee Members: Peggy Jones, Tony Crupi
REVP: Craig Reynolds

Staff: Cleo Reid

Agenda:

- Council Members Expenses
- Recommendations

Council Members Expenses

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

A reminder to send your claims to psacontariofinance@gmail.com if you would like them to be paid.

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

Portfolio Expenses must be accompanied by receipts and any required approvals from the REVP's office.

Recommendations
No Recommendations at this time.

APPENDIX "F"

Adam Murphy
PSAC Ontario Regional Council Report
Region 3, Eastern Ontario Representative
March 2024 - July 2024

OBJECTIVES

- Represent Region 3 Members through Area Councils and attending meetings
- Understanding my role within Region 3 and Regional council
- Engaging membership
- Share communications and engage membership on Health and Safety Committee
- Support Equity and DCL reps within Region 3

ACTIONS

- Attended Kingston Area Council Meetings regularly
- Attended PSAC Triennial
    - Held preliminary discussion with various Components/DCLs within region to start up additional area councils
    - Networked with members and components to establish working relationships
- Attended Belleville Pride festival supporting members of Region 3 and 2SLGBTQIA+ Representative on their initiatives
- Attended AGM of CEIU local 622
    - Provided updates from triennial
        - Resolutions and dues changes
        - General Report on outcomes of convention
- Attended townhall for Regional Health and Safety Committee

GOALS

- Continue communications to establish new committees and Area Councils

In Solidarity,
Adam Murphy, Region 3, Eastern Ontario Representative

Anne Duval
Ontario Regional Council
Region 2, Northeastern Ontario Representative Report
March 2024 - June 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 this quarter are:

- Supported the Sudbury and North Bay Area Council with anything they needed assistance with such as:
    - Attended all of their meetings to date
    - Assisted in the planning of a general meeting and BBQ
    - Assisted in planning a family event at Bell Park
- Met with Sudbury Regional staff (Sylvie) to discuss upcoming education courses being offered. We planned a TUB course in September, a Grievance Handling in October and a Duty to Accommodate in November. We were unable to schedule more courses since Nancy Johnson has been reassigned to another area and Sylvie will be on her own until a replacement has been found.
- Started to organize a women's committee for the Sudbury and North Bay area by collecting names of people interested as there has been a lot of interest in this committee.
- Attended UTE Local 00042 AGM on April 7, 2024
- Attended PSAC National Triennial Convention Ottawa on May 26 to 31

Goals – my goals are to connect with the members in my region and to continue to bring their concerns forward.

- Get the women's committee fully up and running
- 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 - 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 Representative Report
February 2024 - July 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
- Attended MDAC meetings
- Participated in PSAC education
- Supported NPF strike lines
- Worked towards contracting in of former TB jobs

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 fight against contracting out and advocating for contracting in

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

CHRIS SNOOKS
PSAC Ontario Regional Council Report
Region 3, Eastern Ontario Representative
March 2024 – July 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

MEETINGS:

- NPF Strike line
- Rally at Rainbow Bridge Crossing
- Support all PSAC Education
- Petawawa Info line for Cleaners
- ULDP Course
- Spread awareness to members about upcoming opportunities and
- UNDE Education
- Post all event and education on Facebook.
- National convention Ottawa
- ULDP Movie x2
- Pride

In Solidarity,

Chris Snooks
Region 3, Eastern Ontario Representative

Doron Jacob
PSAC Ontario Regional Council
Region 5, Greater Toronto Area (GTA) Representative Report
February 2024 – July 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 the Racially Visible Committee Members Black History Month event virtually on Feb 13th
- Set up meeting between Region 5 rep and alternates on Feb 18th and April 8th
- Attended the Hamilton MDAC special presentation on Dementia virtually on Feb 20th
- Posted and promoted the York University Strike Rally from CUPE 3903 on the Region 5 Facebook page
- Posted and promoted the GTAC AGM on the Region 5 Facebook page on February 27th
- Posted and promoted the RVCM AGM on the Region 5 Facebook page
- Promoted GTAC and Ontario Council at virtual TUB course in Toronto on Feb 29th
- Attended the Barrie Area Council AGM via phone on March 18th
- Attended 'Never stop protecting the water: Sharing our stories' virtual event on March 19
- Assisted the 2SLGBTQIA+ committee in posting their June 14th Trans awareness event on April 08
- Set up a meeting between new execs in CEIU in the GTA with an accommodation expert on April 8th

- Attended a general DTA meeting with local CEIU execs on April 22nd
- Attended the 'Asian Heritage' virtual event on May 23rd
- Email communication sent out to all Presidents of Region 5 to create engagement within the region on May 26th
- Attended meeting between Region 5 reps and alternates on May 30th
- Attended the 'Addressing Islamophobia and Antisemitism in the workplace' virtual event on June 10th
- Promoted GTAC and Ontario Council at the Advocacy and Representation on Workplace Racism training in-person at the Toronto Regional Office on June 22nd
- Email sent to Region 5 presidents to engage and offer help on June 24th
- Attended the Toronto Pride Parade on June 30th
- 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

Justyna Szewczyk-El Jassem
PSAC Ontario Regional Council
DCL Academic Sector Representative Report
May 2024 - October 2024

Objectives:

- Facilitate regular communication among academic locals to share knowledge and experiences on bargaining, organizing, member onboarding, and training.
- Build coordination among academic locals on shared issues.
- Bridge the gap between "student" and "worker" identities by collaborating with non-labor student organizations.
- Keep members informed about PSAC Ontario Council activities.
- Promote union education.

Actions:

- Met with presidents of PSAC 610 and PSAC 555 to discuss their locals' state of affairs and understand their needs.
- Connected PSAC 610 with PSAC 901 to transfer knowledge and experience in organizing towards a strike as PSAC 901 begins bargaining.

Plans:

- Contact and meet with each academic local president or designated person.
- Set up quarterly check-ins with the four academic locals to exchange updates and plans.
- Organize a summit for academic sector worker activists to share experiences and ideas on organizing around labor issues.
- Connect with the Canadian Alliance of Student Associations and the Ontario Confederation of University Faculty Associations (OCUFA) to explore collaboration opportunities.

In solidarity,

Justyna Szewczyk-El Jassem
DCL Academic Sector Representative

Leslie Searl
PSAC Ontario Regional Council
Region 5, Greater Toronto Area (GTA) Representative
March 2024 - June 2024

Objectives:

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

Actions:

- March 6 - RISE UP! Unions Achieving Gender Justice (CLC webinar)
- March 19 - CEIU Local 638 AGM
- spoke with President, UNE 00420
- April 9 - FB bargaining rally, Pearson airport
- April 9 - CIU 024 AGM
- May 1 - UNDE 625 GMM
- May 22 - Health and Safety virtual townhall #2: Right to Refuse Dangerous Work (federal)
- April 27 - June 6 (various) - meetings regarding upcoming FB members strike (ongoing)
- June 18 - TAWC meeting with Greater Toronto Airport Authority
- June 30 - Toronto Pride Parade
- July 2-6 - Ontario Regional Council meeting, Sudbury

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
February 2024 to June 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.
- Chaired Education Committee Teams meeting to discuss the PSAC Ontario Education Policy.
- Attended PSAC National Convention.
- Co-Chaired Ontario Caucus.
- Attended Tri Pride (Kitchener, Waterloo, Cambridge) events.
- Attended Political Action Committee meeting.
- Met with Justin Kong, Regional Education Officer, before the Education meeting.
- Did layout for the PSAC Ontario Council newsletter
- Chaired Education Committee meeting.

Plans:

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

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

Melissa Arsenault
Ontario Regional Council Report
Region 2, Northeastern Ontario Representative
March 2024 to July 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 February are:

- Charing the Hardship Committee
    - All new files for this portfolio have been actioned and completed at this time
- Sudbury North Bay Area Council up-date:
    - Several meets have been held with council members as they learn their roles and figure out what to do with the council
    - Area Council BBQ Open House planned with invitation sent to Craig Reynolds to invite Ontario Council Geographic and Equity Representatives to launch the sign up for equity committees
    - Nancy Johnson is the PSAC employee on the file
- Met with Sudbury Regional staff (both Nancy and Sylvie) and Anne Duval to discuss upcoming education courses being offered.
- Chairing the Finance Committee:
    - Organized emails with Peggy and Tony for everyone's expense forms and portfolio forms
- Met with MP's regarding RTO 3 day announcement
    - Met with Viviane Lapointe (May 23, 2024) regarding the return to the office announcement
    - Used the talking notes attached
    - Organized UTE executives and coordinated with CEIU Local 534 to ensure we got all the talking points across
    - Used personal stories, what we know about the local offices and explained how an Ottawa approach is not the right approach for

Sudbury. Ensured we focused on Sudbury issues, such as transit and space, rather than personal discontent.

- Participated in the PSAC Triennial Convention (May 25 to 31st, 2024):
    - Participated in all applicable Caucuses (Ontario, UTE, and Women's, Indigenous)
    - Spoke at the mic regarding the miscalculation of the dues increase on a slide
    - Participated in all other planned activities including the delegates debate, the reception and the presidents reception.
    - Was disappointed that the finance resolutions did not make the floor for discussion
- Participated in the PSAC Union Leadership Development Course.
    - Session 1 was held in Toronto (April 21 to 26) and we developed our project
    - Session 2 was held in Thunder Bay (June 11 to 16) and we further worked on our project
    - There were several zoom meetings in between the in-person sessions that I also participated in.
    - Learned a lot about leadership style and how we all come from such different experiences and bring the same passion in learning to be a better leader.

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.
- Meet with Marc Serre, MP for Nickle Belt

In Solidarity,

Melissa Arsenault
Region 2, Northeastern Ontario Representative

Michelle Woods
PSAC Ontario Regional Council
Indigenous Workers Representative Report
March 2024- June 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

➳ **Ongoing,** responding to members inquires and concerns within the workplaces regarding the CA, training and activities (Indigenous Practice Leave, Return to Workplace, Pension, etc)

➳May 2024-attended PSAC National Triennial Convention

➳June 2024-participated in National Indigenous Women's Leadership Training in Vancouver, BC

➳June 2024-provided article on National Indigenous History Month/National Indigenous Peoples Day for the PSAC Ontario Website

➳June 2024-Chaired and participated in the Thunder Bay and NWO Area Council meeting where we invited Gloria Laliberte, community Educator to come and speak on National Indigenous History Month and her lived experience as an Indigenous Woman.

➳June 2024-will attend Katarokwi (Kingston) Indigenous Action Circle meeting via virtual option on the 27th to say hello and connect with members.

- ➳ 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, Indigenous Peoples Circles 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
March 2024 - July 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 Local meetings as guest speaker to discuss role on Council and upcoming events

Events:

- March 22, 2024 CEIU FNMI Water Workshop
- April 17, 2024 PSAC Council special meeting
- April 24 & 30, 2024 Nogojiwanong Centre Indigenous teachings
- April 25, 2024 CEIU Local 628 AGM
- May 6-10, 2024 CEIU Ontario Bootcamp
- May 26-31 PSAC National Convention
- June 20, 2024 ESDC call re: Womens Equity Report
- Attended bi-monthly Peterborough Labour Council meetings
- Calls with PSAC National Women's' Working group members

Plans/Goals:

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

In Solidarity,

Missy Taylor
Regional Women's Committee Representative

Neil Wood
PSAC Ontario Regional Council
Region 4, Southwestern Ontario Representative Report
February 2024 – June 2024

Objectives:

- Build solidarity and support the anti-war movement;
- Support regional activism and strike action;
- Strategize and develop PSAC's response to AI implementation;

Actions:

- Supported and spoke at Western University Grad Student strike;
- Represented PSAC in regional initiatives to end homelessness and combat food insecurity;
- Visited student encampments to drop off food and water, speak with activists, and build solidarity with the anti-war movement;
- Was invited to attend employer-led seminars on the implementation of artificial intelligence in the workplace;
- Initiated contact with both SAG-ACTRA and the Writer's Guild of America;
- Had a meeting with representatives from SAG-ACTRA to discuss how they prepared for and negotiated language around artificial intelligence in their most current contract negotiations;
- Wrote report on AI to be submitted to union leadership;
- Attended Ambassador Bridge CBSA strike base to show solidarity with workers;
- Worked with regional offices to determine the fall education schedule;
- Promoted educational opportunities within my local and region;

Plans:

- Continue to understand PSAC's and its components strategy/plans on AI in the workplace;
- Build solidarity with the anti-war movement and look for ways to co-operate and strengthen one another;
- Figure out how to be a post-social media labour activist;

 Continue to represent PSAC in actions related to regional food and housing insecurity;
 Various and sundry opportunities as they present themselves.

In Solidarity,
Neil “Woody” Wood, Region 4, Southwestern Ontario Representative

Peggy Jones
PSAC Ontario Regional Council
Directly Chartered Locals Representative Report
February 2024 To July 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 February, April, and June;
- Chair MDAC committee meetings January, March, May and July;
- Chaired Women’s committee January, February and May and July ;
- 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;
- On going 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, working on the next DCL conference.
- KRWC and KMDAC hosting "Our Bodies, Our Work" event
- MDAC hosting event on Dimension.
- Working with DCL in Ontario and across Canada, writing of resolutions.

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 Equity 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.

- Working on Package for new members coming into to PSAC DCL and what the union does and how it works. Looking for DCL handbook.

In Solidarity,
Peggy Jones, Directly Chartered Locals Representative

Stephanie Wu
PSAC Ontario Regional Council
Young Workers Representative Report
April 2024 - July 2024

Objectives:

- Increase union awareness and labour rights among young workers
- Increase union activity among young workers
- Create/maintain a young workers contact list
- Promote union education sessions and training

Actions:

- Contact Young Workers Toronto and Kingston chairs to start attending the Kingston/Toronto hybrid meetings
- Regularly attend Kingston Area Council meetings, KRVMAC meetings, and Kingston Regional Women's meetings, when possible

Plans:

- Create a Google Sheet of known contacts of young workers
- Connect with my own local's representatives so they are all aware of my role and they can forward my information to new members
- Write an introductory letter from me to send out to all young workers in Ontario

In solidarity,

Stephanie Wu

Young Workers Representative

Ted Cabanes
PSAC Ontario Regional Council
2SLGBTQIA+ Representative Report
February 2024 – July 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:

- Virtual Dementia/Alzheimer's education session hosted by the Access Committee (Feb 20th, 2024)
- Solidarity Picketing and Rallies with CUPE 3903 (North York, ON, Feb 26th, Feb 28th, Mar 6th, Mar 20th, 2024)
- Speaker at PSAC Ontario Region 6 Representative Open House (solicitation, canvas and interest for creating a 2SLGBTQIA+ committee for the region) (Hamilton, ON, April 9th, 2024)
- Attended FB bargaining rally in solidarity with CIU at Toronto Pearson Airport (Toronto, ON, April 9th, 2024)
- Attended "International Day of Pink Gala", celebrations of 2SLGBTQIA+ communities, (Toronto, ON, April 10)

- Asian Heritage Month national communication contribution (April 25th, 2024, distributed nationally May 17th, 2024)
- Solidarity and Pride Committee pride planning, hosted by OFL (East York, ON, May 14th, 2024, June 18th, 2024)
- Attended PSAC National Triennial Convention as elected National delegate for 2SLGBTQIA+ members (Ottawa, ON, May 26th-31, 2024)
- 2-Spirit Pow-Wow hosted by "2-Spirited People of the 1st Nations" (Toronto, ON, June 1st, 2024)
- Solidarity Pride Picnic with IBEW (International Brother of Electrical Workers) Local 353 (Scarborough, ON, June 1st, 2024)
- Solidarity Pride March at Durham Pride with Unifor and CUPE (Ajax, ON, June 2nd, 2024)
- Quinte Pride March with CEIU, (PSAC Component) (Belleville, ON, June 8th, 2024)

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 (Priorities this report includes Pride Parades and celebrations in various towns)
- "Trans Rights & Inclusion at a Critical Moment" education training awareness and outreach to members
- Pride Toronto, Human Rights Conference (June 22nd, 2024)
- Pride Toronto Trans March (Solidarity with OFL Affiliates: OPSEU/USW/SEIW) (June 28th, 2024)
- Diversity Cornwall March (July 20th, 2024)
- London Pride Festival March (July 21st, 2024)
- Muskoka Pride Parade (July 28th, 2024)

- Hamilton Pride in the Park (August 10th, 2024)
- Windsor/Essex Pride Parade (August 11th, 2024)
- Chatham/Kent Pride Parade (August 17th, 2024)
- North Bay Pride Parade (September 15th, 2024)
- Peterborough Pride Parade (September 28th, 2024)
- More pride season related events but currently do not have confirmed dates to come

In Solidarity,
Ted Cabanes
(2SLGBTQIA+ Representative)

Terri McGillivray
PSAC Ontario Regional Council
Members with Disabilities Representative Report
February 2024 – July 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 education session on Dementia
- Regularly update Members with Disabilities and Allies on events of importance
- Took part in several CCOHS virtual training sessions
- Attended Region 6 open house
- Attended Virtual NHRC Members with Disabilities National session
- Attended Virtual OFL Members with Disabilities National session
- Working on an education session via my portfolio for the next two quarters: Cyber Security and Trans Gendered speaker

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: Cyber Security and Trans Gender Awareness education session
- 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 Ontario Representative Report
February 2024 - May 2024

Objectives:
Stay connected with the London Regional Office, London Area Council, Committees, Components, and DCLs to foster continued collaboration and build strong working relationships with all stakeholders. Collaborate with all equity groups to elevate priorities for the Southwest Region. Ensure the membership remains informed about PSAC ORC's priorities. Engage in networking and represent the membership in the Southwest at various events. Advocate for all union priorities by emphasizing the significance of PSAC ORC and promoting the importance of union education and resources.

Actions in Council capacity:
- Attended meetings for London Area Council and equity groups
- Attended rallies: PSAC DCL 610, AGO, Health Care for all and other unions supporting the social justice movement
- Attended Component's Local Annual General Membership meeting as Council
- Attended the in-person Politics for Everyone and Trans Rights and Inclusion at a Critical Moment as Council
- Attended PSAC Health and Safety Committee and PSAC Asian Heritage Month Event – supporting and learning from other committees, equity groups and councils
- Connected with the other SW Rep to share updates/trends
- Connected with local presidents in the regions – outreach emails

- Regular updates 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:
Continue collaborating with the regional office, councils, equity groups, components, and DCLs. Highlight union priorities within different spaces to raise awareness and progress our social movement. Promote and share union resources and education to the membership to increase participation and engagement.

In Solidarity,

Thu Trinh
Region 4, Southwestern Ontario Representative

Tony Crupi
PSAC Ontario Regional Council
Region 1, Northwestern Ontario Representative Report
February 2024 - June 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 Ontario Council Meeting and Training in Toronto
- Feb 22, 2024 Attended UTE Local 00020 AGM
- Feb 26, 2024 Hardship Committee Meeting virtual
- March 11, 2024 Hardship Committee Meeting virtual
- March 18, 2024 Hardship Committee Meeting virtual
- May 6, 2024 Hardship Committee Meeting virtual
- May 26-31 PSAC National Triennial Convention Ottawa

Plan:

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

- Reach out to all locals in my Region to help and support

In Solidarity,
Tony Crupi
Region 1, Northwestern Ontario Representative

Trisha Roach
PSAC Ontario Regional Council
Racialized Members Representative Report
March 2024 - June 2024

Objectives:

- Ensure that racialized 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 Racialized Members at functions when required.
- To be the voice of Racialized 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 Ontario Building Leadership Knowledge Summit
- Attended Hamilton Racialized Committee Black History Month Event.
- Attended Toronto Racialized Committee Black History Month event as well as the regularly scheduled meeting.
- Attended Greater Toronto Area Council meeting.
- Attended Toronto Women's Committee Meeting.
- Participated in Hardship Committee meetings.
- Attended Ontario Council Health and Safety Committee Townhalls.

Plans:

- Attend NHRC Working Group for Racialized Members meeting to pilot Islamophobia Workshop in Fall.

- Continue to work with PSAC regional representatives to support racialized members and establish Committees throughout Ontario.
- Continue to connect with racially visible members by attending Racialized Members Committee meetings.

In Solidarity,

Trisha Roach
Racialized Members Representative

Wendy-Ann Moulton
PSAC Ontario Regional Council
Region 6, Hamilton/Niagara Representative Report
March 2024 – June 2024

Objectives:

- Continue and build a dialogue with the Regional Offices
- Work on region 6 Pride Committee creation-create depth on Committees.
- 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:

- Created a Meet and Greet for Region 6 Committees, on April 9th, 2024, guest speaker Sharon DeSousa. Attended the Hamilton and Niagara Women's committee. Creating a Pride committee for Region 6 with Ted Cabanas.
- Attended Niagara Area Council meetings (March, April, May)
- Regularly updated and shared information via Facebook Group, send out education link and opportunities via WhatsApp.
- Working on Upcoming community events. Attended support Rally for CIU
- Alternate Attended Hamilton and Toronto MDAC meetings (April, May and June)
- Attended National PSAC Convention – networked with Region 6 members

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