PSAC Ontario Council Meeting Minutes October 4th & 5th, 2024 Hyatt Regency Hotel, Toronto

The meeting convened at 9:30 a.m. on Friday, October 4th, 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)
Sara Johnson, Region 4 (Southwestern)
Thu Trinh, Region 4 (Southwestern)
Leslie Searl, Region 5 Greater Toronto Area (GTA)
Doron Jacob, Region 5 Greater Toronto Area (GTA)
Wendy-Ann Moulton, Region 6 (Hamilton/Niagara)
Justyna Szewczyk-El Jassem, DCL Academic Sector 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
Terri McGillivray, Members with Disability Representative
Michelle Woods, Indigenous Members Representative

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

Regrets: Adam Murphy, Region 3 (Eastern)
Stephanie Wu, Young Workers Representative

Observers: No observers in attendance

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 asked Sara Johnson to read the PSAC Anti-Harassment Policy. Beth Bennett was the Anti-Harassment Coordinator while Ontario Regional Council was in session.

The hours of sitting were:

- Friday, 9:30 a.m. – 4:00 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/c Tony Crupi and Wendy-Ann Moulton

Motion: Move Friday hours of sitting to 9:30am - 4:00pm

m/s/c Missy Taylor and Michelle Woods

The Chair requested an honour roll call for members who have passed away since the last Ontario Regional Council meeting. Also, the Chair acknowledged the many lives lost due to the 24 active ongoing conflicts taking place around the world, including in Palestine, Ukraine, Sudan, and many others. The Chair requested Council hold a moment of silence.

Moment of silence observed.

AGENDA:

1. Adoption of Agenda
2. Adoption of previous meeting minutes (July 5th - 6th, 2024)
3. Business arising from previous minutes
4. Regional Executive Vice-President Report
5. Regional Office - Updates
6. Ontario Council Committee Reports
7. Ontario Council Members Reports
8. Collective Bargaining Updates
9. Ontario Council Newsletter
10. Labour Day Celebration
11. Ontario Regional Council Meeting dates
12. Pride Season
13. Organizing Workshop
14. Directly Chartered Locals (DCL) Round Table
15. Provincial Election
16. PSAC Ontario Anti-Harassment Summit
17. Virtual PSAC Ontario Regional Council meeting
18. National Board of Directors (NBoD) Executive Meeting Minutes

19. 699 Grievances Leave

Item 1. Adoption of Agenda

Motion to amended agenda items

The following items were added to the agenda:
Item 16 - PSAC Ontario Anti-Harassment Summit
Item 17 – Thu Trinh - Virtual PSAC Ontario Regional Council meeting
Item 18 - Chris Snooks - NBoD Executive Meeting Minutes

Item 19 - Sara Johnson - 699 Grievances

Motion to adopt amended agenda

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

Item 2. Adoption of previous meeting minutes (July 5th– 6th, 2024)

There was one amendment to the July meeting minutes.

- UNDE Hasting Local 683 should state UNDE Hasting Local 650

Motion to adopt previous meeting minutes as amended

m/s/c Melanee Jessup and Doron Jacob

Item 3. Business arising from previous minutes

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

2. **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 National Convention.**

3. **Action Item: A.I. learning as an agenda item at the AEC and NBoD.**

The Chair stated that all action items were deferred to the next AEC meeting scheduled for the end of October 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

- 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.

1. Ontario Tech (DCL 555), Teaching Assistants, Research Assistants and Exam Invigilators – Negotiations took place on July 3rd and July 29 and 30, 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.

- Commercial Cleaning Services, Hastings County bargaining (UNDE 650) – 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.

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

- Thunder Bay International Airport Authority (UCTE Local 50505) – an input call was sent to the membership on June 3, 2024.

- The Stop Community Food Centre (DCL 903) – PSAC filed notice to bargain with the employer on July 15, 2024.

- Wequedong Lodge of Thunder Bay Employees (DCL 0002) – bargaining took place on August 28-29, 2024. The next bargaining dates have been set for November 5-7, 2024.

Renewal Agreements

- Town of Moosonee (DCL 285) – a new collective agreement was ratified by the members on July 23, 2024.
- Canadian Corps of Commissionaires – Kingston (DCL 818) – a new collective agreement was ratified by the members on July 31, 2024.

- Ahkwesahsne Mohawk Board of Education (AMBE) – a new collective agreement was ratified by the members on July 23, 2024.

- Anishinabek Police Unit (DCL 426) - a new collective agreement was ratified by the members on September 13, 2024.

- Sault Ste Marie Airport (UCTE 0009) - a new collective agreement was ratified by the members on August 22, 2024.

Organizing

Community Housing Transformation Centre (9 members)
PSAC Quebec already represents employees of this employer. PSAC Quebec wished to capture those employees who perform the same remote work as their existing bargaining unit, but reside in Ontario, outside of the Quebec Labour Relations Commission's jurisdiction. PSAC filed for certification with the OLRB on April 22, 2024 and the Board issued an interim certificate on August 16, 2024.

Casino Woodbine (350 members)
The representation vote was held on August 10, 2022. We continue to wait for a decision from the OLRB on the disputes regarding employee status of Supervisors and Dual Rate Supervisors. PSAC is currently preparing complaints under the Employment Standards Act 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.

Western University (350 members)
An application for certification of a bargaining unit of Graduate Student Assistants was filed on April 23, 2024. The representation vote was held on April 30 – May 2, 2024 and PSAC won the vote decisively. The OLRB has

certified this new bargaining unit, effective June 19, 2024 and this group will join DCL 610.

Queen's University (35 members)
An application for certification was filed on April 17, 2024, for a bargaining unit of Research Assistants in the Faculty of Law. RAs voted unanimously in favour of unionization. We are currently dealing with bargaining unit and status disputes. Hearings concluded on June 11, 2024 and we are awaiting a decision from the ORLB.

University Health Network (250 members)
This campaign has concluded.

Wilfrid Laurier University – all student workers (1,000 members)
This campaign is ongoing.

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.

Federal

Toronto-St. Paul's Byelection
On June 24, 2024, a federal by-election was called for the Toronto – St. Paul's riding. Conservative candidate Don Stewart won the long-time federal Liberal stronghold, in a major defeat for the Liberal government.

Stewart had 42.1% of the vote, with the Liberal candidate Leslie Church coming in second with 40.5% and the NDP candidate Amrit Parhar winning 10.9% of the vote.

Mobilization

Windsor Rally in Support of Telework

The federal government's regressive three-day in-office mandate began on September 9, 2024 and threatens to undermine the progress made toward a more modern, flexible, and inclusive public service.

The Public Service Alliance of Canada (PSAC) and its Component, the Canada Employment and Immigration Union (CEIU) held a rally at the Service Canada office in Windsor to show the government that workers will fight to protect their right to telework.

Labour Movement Solidarity

2024 Labour Day

Our PSAC Ontario Area Councils across the province helped organize our members to take part in their local Labour Day events that the District Labour Councils coordinate. Members were given PSAC Ontario frisbees and red Labour Day t-shirts with the slogans of either: "*No Worker Left Behind*"; "*Diversity is our Strength!*"; or "*Organize, Mobilize, Empower*".

Kingston – Our members were joined by NEVP, Alex Silas, and the OFL President, Laura Walton at this year's Labour Day in Kingston. PSAC activists joined from as far away as Petawawa. The PSAC Kingston Area Council set up a table and handed out potatoes, onions, apples, and flowers for anyone in need. PSAC activists also held placards supporting the fight for remote work.

Toronto - The PSAC Greater Toronto Area Council joined the Toronto Labour Day march with hundreds of PSAC members on the streets.

Members were joined by UNE National President Alisha Kang, who marched along with the PSAC float.

Education

Racism and Our Labour Movement (2 days) - Understanding Historical Legacies and Addressing Current Challenges

In this two-day pilot course, members have the opportunity to review key moments and often forgotten histories of racial exclusion in Canada's labour movement. Members were able to explore contemporary manifestations of anti-Black racism and racism in the labour movement.

Participants discussed how racialized trade unionists could organize and mobilize to advance racial justice and how white/non-racialized trade unionists can be allies in efforts for racial justice.

This course was delivered in person on:

- Sudbury - on May 16 and 17, 2024
- Kingston - on June 13 and 14, 2024
- Toronto – on June 28 and 29, 2024

Trans Rights & Inclusion at a Critical Moment

Toronto – On June 14, 2024, this one-day pilot course was delivered in person with the aim to help members understand the rise of organized transphobia, which has grown rapidly in recent years spurred on by the emboldening of the far right and as part of a larger "Conservative Countermovement" against social progress.

Equity and Human Rights

Asian Heritage Month Event

PSAC Ontario held a virtual event in honour of Asian Heritage Month on Thursday May 23rd. Guest speakers included: Leena Manimekalai: Activist, Film Maker, Poet and Actor and Beula Kaushal, PSAC member and activist.

Kingston Asian Heritage Month Event

On May 28, 2024, the PSAC Kingston Racialized Committee held a virtual celebration for Asian Heritage month for our members. Guest speakers included: Prateek Khobragade, an anti-caste activist and Kavya Harshitha Jidugu, a doctoral student at Queen's.

"Rainbow Washing: 2SLGTBQIA+ Rights, Pride, and Democracy" Virtual Teach-In

On June 11, 2024 a virtual teach in was organized by the PSAC Southwestern Pride Committee. The event helped participants understand the concept of "Rainbow Washing" and how it is used by corporations and governments to superficially align with 2SLGBTQIA+ rights while undermining struggles for liberation.

2024 Pride Season

Pride season runs throughout the summer, with events and marches taking place from May to September. This year many of our members took part in Pride events in their communities to show their support for inclusion and love.

Barrie Pride March – Took place on June 1, 2024 at the Meridian Place Downtown Barrie. The PSAC Barrie Area Council and Barrie Regional Women's Committee hosted community booths to distribute information.

Toronto - The PSAC Toronto Pride Committee secured a marching spot at the Toronto Pride Parade, which took place on June 30th, for our members to join. They also hosted a "*Stride with Pride"* union social and lunch on June 8th at 11 AM at the PSAC Toronto Regional Office.

Emancipation Day

Emancipation Day marks the liberation of enslaved Indigenous and Black peoples in the British Empire on August 1, 1834. Black communities have celebrated Emancipation Day since the 1850s, but it was only officially designated in Canada in 2021.

In Kingston, the PSAC Kingston Racialized Committee and DCL 901 members participated in the City of Kingston's Emancipation Day events. The Committee worked closely with the City to have the Black Liberation Flag raised in front of City Hall. The City also painted a bus in

commemoration of the day. Later, DCL 901 and the Committee hosted a picnic for our members in City Park. Regional Council members, Trisha Roach (Racialized members representative), Chris Snooks (Region 3 representative), and Stephanie Wu (Young Workers representative), attended and supported the event.

Katarokwi (Kingston) Indigenous Action Circle Paint Night
On June 27th, the Katarokwi Indigenous Action Circle held a special paint night led by local Indigenous artist Manse Granberg. It was a hybrid event, with the majority joining in person. The eight participants spent the evening completing their paintings, chatting, and enjoying refreshments in a relaxed atmosphere.

In conclusion,

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

Respectfully submitted for your approval,

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

REVP Schedule for the period May 18, 2024 to September 13, 2024

May 18, 2024 – Coalition of Black Trade Unionists Climate Change Workshop in Brampton
May 22, 2024 – Ontario Council Health and Safety Committee Regional virtual meeting
May 23, 2024 – Asian Heritage Month celebration
May 25, 2024 – PSAC National Convention NBOD meeting
May 26- 31, 2024 – PSAC National Convention in Ottawa
May 31, 2024 – PSAC National Convention NBOD meeting
June 4, 2024 – OFL Executive Committee meeting
June 7, 2024 – FB media briefing meeting
June 10, 2024 – NBOD meeting
June 11, 2024 – Workers Health and Safety Centre Board meeting
June 11, 2024 – FB bargaining meeting
June 17-20, 2024 – PSAC Ontario Regional Staff Conference
June 19, 2024 – OFL Executive Committee meeting
June 20, 2024 – AEC meeting
June 20, 2024 – Ontario Council Political Action Committee meeting
June 22, 2024 – AEC meeting
June 25-28, 2024 – NBOD meeting
June 26, 2024 – Union Leadership Development Program meeting
July 3, 2024 – Ontario Council training in Sudbury
July 3, 2024 – PSAC Sudbury Area Council BBQ
July 4, 2024 – Ontario Council Committee meetings
July 5-6, 2024 – Ontario Council meeting in Sudbury
July 9, 2024 – DCL Financial review meeting
July 25, 2024 – NBOD meeting
July 29, 2024 – AEC meeting
Sept 4, 2024 – REVP office meeting
Sept. 5, 2024 – Organizing program meeting
Sept. 7, 2024 – Ronia Retirement Luncheon
Sept. 9, 2024 – AEC meeting
Sept. 10, 2024 – WOCAMI conference
Sept. 11, 2024 - Workers Health and Safety Centre Board meeting
Sept. 11, 2024 – PSAC Toronto Regional Women's Committee meeting
Sept. 12, 2024 – Education meeting

Sept. 13, 2024 – DCL Local 426 Anishinabek Police Service Ratification Vote

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 (Beth Bennett, PSAC Acting Ontario Regional Coordinator)

Beth Bennett gave an update on the operational status of the Ontario Region, details below.

Education:

- 2024 Regional Office Fall Basic Education Schedules posted and registration underway
- Racism and our Labour Movement course continued to be piloted across the region
- Staff supported several Local Development initiatives across the region

Regional Office:

- 1 staffing vacancy created due to backfilling the Regional Coordinator position

Organizing:

- Western University: Currently dealing with bargaining unit and status disputes.

- Queen's University: 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): Currently dealing with status disputes.

- Six Nations of the Grand River: Ongoing litigation

Other:

- Staff supported ratification votes for several units.
- ROs continued to work with Area Councils and Committees for Labour Day planning

Wendy-Ann would like to know which representative is responsible for each area.

Beth Bennett stated that the information for representative assignments will be reviewed and then the information will be passed on to Ontario Council.

Doron Jacobs asked whether members can still receive compensation resulting from the PSAC National strike.

The Chair stated that members have up to six months after a strike ends to request their strike pay.

MOTION: PSAC Ontario Regional Council meeting be accessible to observers virtually.

m/s Leslie Searl and Thu Trinh

Motion defeated

Action Item: Missy Taylor wants Ontario Regional Council to look into the cost in making Ontario Regional Council meetings accessible virtually to observers.

The Chair stated that they will assign the finance committee to look into costing for next year.

Item 6. Ontario Council Committees Reports

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

Finance Committee Report (APPENDIX "A")

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

Technological Change Committee Report (APPENDIX "B"

Trisha Roach presented on behalf of the committee.

Recommendations to Council:

1. Council members advocate for members to put in bargaining demands in terms of job protection from technological changes in upcoming negotiations.

Recommendation Carried

2. Council members remind their constituents to be careful when using any of the employer's digital tools and hardware, as they can be a means of surveillance by the employer.

Recommendation Carried

3. Council members remind their constituents to be aware that many of the posts across social media can be generated by A.I. and to view digital content with a critical lens.

Recommendation Carried

Motion to adopt the Technological Change Committee's Report

m/s/c Adam Murphy and Trisha Roach

Education Committee Report (APPENDIX "C")

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

Recommendations to Council:

1. Ontario Council members continue to promote the Racism in our Labour Movement course to their constituents when they are offered.

Recommendation carried

2. Ontario Council members promote the online self-paced courses available from PSAC National.

Recommendation carried

3. The upcoming Spring School courses will be Advanced Duty to Accommodate, Advanced Representation Training for Stewards, Unionism on Turtle Island, and PSAC Anti-Harassment Workplace Policy Training.

Recommendation carried

Motion to adopt the Education Committee's Report

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

Political Action Committee (APPENDIX "D")

Chris Snooks, presented on behalf of the committee.

Recommendations to Council:

1. That Council members spread the word and support the OFL's current "*Power of Many*" campaign townhalls and attend where possible.

Recommendation carried

Motion to adopt the Political Action Committee's Report

m/s/c Chris Snooks and Doron Jacobs

Health and Safety Committee Report (APPENDIX "E")

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

Recommendations to Council:

1. The Committee recommends the development of a course for Compensation Representation and Health and Safety.

Recommendation carried

Motion to adopt the Health and Safety Committee's Report

m/s/c Leslie Searl and Anne Duval

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

Missy Taylor presented on behalf of the Committee.

Recommendations to Council:

No recommendation to Council at this time.

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

m/s/c Missy Taylor and Terri McGillivray

The Chair will be holding a meeting with the Human Rights and Equity Committee members later this year to discuss the Committee's reporting structure.

Thu Trinh stated that the Human Rights and Equity Committee report states Regional Women's report, however, on the PSAC Ontario website it states that the position on Ontario Council is designated as the "Regional Women's Committee Representative".

The Chair stated that the PSAC Ontario bylaws are clear and in fact the position on Council is the "Regional Women's Committee representative".

Item 7. Ontario Council Members Reports (APPENDIX "G")

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

Trisha Roach attended the Emancipation Day raising of the flag in the city of Kingston, and that there was great membership turn out.

Thu Trinh stated that from time to time she sends emails to all the Local presidents in the Region 4 area. She encourages other council members to do the same, as it helps with receiving updates from the Locals, including change overs with Executive members.

Sara Johnson thanked Neil Wood for the work that was completed. Sara stated that the employer is denying leave requests, which seems to be overstepping. Sara will be grieving the leave denial and encourages members to put leave as one of their bargaining demands.

Leslie Searl stated that her proposal to use her portfolio dollars to attend an event outside of her geographic area was denied.

The Chair stated that Ontario Regional Council members must use their Council portfolio funds within their constituency.

Melanee Jessup attended the Labour Day event in Waterloo.

Terri McGillivray stated that the CRA is doing health and wellness sessions.

Wendy-Ann Moulton thanked the education committee of Council for bringing education courses to the Hamilton/Niagara area.

Wendy-Ann stated she is waiting on the REVP's office to respond to the Niagara/Hamilton area regarding starting a Pride Committee.

The Chair apologized about the Pride Committee acknowledgment, as he was not aware that the Committee process had been completed. The Chair will connect with Wendy–Ann at end of session to discuss how to move it forward.

Ted Cabanes went to Peterborough Pride and thanked everyone on Council and the PSAC staff for all their support.

Missy Taylor highlighted that the National Day of Violence Against Women's unofficial title is "White Ribbon Day". The ribbons are normally made by men to mark this commemorative day, where we remember the women who have lost their lives due to gender-based violence.

Thu Trinh sought help for keeping the PSAC London Regional Women's Committee active and requested help from Missy Taylor, as she is the Regional Women's Committee Representative on Council. Thu stated the committee is struggling presently to stay active.

Missy Taylor thanked Thu for the invitation and promised to work with Thu to keep this Committee from going into dormant status.

Michelle Woods attended the Grassy Narrows River Walk in support of clean water. There were approximately 8,000 people at the walk and we had a contingent of PSAC staff and members that attended. A report is forth coming to be included in the next council newsletter.

Peggy Jones encouraged Ontario Regional Council members to support actions taking place in their contingencies towards Canada life insurance, since a lot of our members are having major issues with Canada life insurance.

Chris Snooks stated the Kingston Area Council recently held a BBQ at the Kingston regional office to generate interest in creating a Pride and Young Worker's Committee in the area.

Justyna Szewczyk-El Jassem stated that if Queen's University succeeds in stopping funding for the grad program, higher education will only be for the rich. This is their way of remodeling the education system to make it for profit oriented.

Melissa Arsenault stated that the open house for the Sudbury Regional Women's Committee has been pushed back to November.

Tony Crupi attended the September 30th Truth and Reconciliation event at boulevard lake in Thunder Bay.

Point of Privilege: Ted stated pride items are displayed on the table in the back, and encourage Council members to help themselves to whatever they want.

Item 8. Collective Bargaining Updates

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

Treasury Board (TB)
The deadline for members to submit bargaining proposals for the next round of bargaining is on November 15, 2024.

Canada Border Services Officers (FB)
After a nationwide ratification vote, the agreement was ratified by members on July 4, 2024.

Academic Sector

University of Western Ontario - Graduate Student Assistants (DCL 610) – Notice to bargain was sent by PSAC on September 23, 2024.

Ontario Tech (DCL 555), Teaching Assistants, Research Assistants and Exam Invigilators – Negotiations took place September 24-25, 2024. The next bargaining dates are set for October 2 to 4, 2024.

Justyna Szewczyk-El Jassem stated DCL Local 901 at Queen's University has two units, the first unit has approximately 2000 members and 200 members in the 2nd that are currently in bargaining.

Justyna stated that Queen's members are working on different types of research (i.e. cure for cancer etc.), and many of them are working for minimum wages and getting no respect from the employer for the very

important work they do. The employer has filed for conciliation, which is going nowhere. Therefore, the Local is looking at a potential strike.

Chandra Buschold stated that her Local, with the help of a PSAC labour relations officer will be filing an unfair labour practice against their employer, Dexterra.

Police Sector

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

- Nishnawbe-Aski Police Service (Officer unit – DCL 401) - PSAC has filed for arbitration, with one day of conciliation that took place on January 10, 2023. 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) - a new collective agreement was ratified by the members on September 13, 2024.

- Treaty Three Police Service (DCL 410) – a new tentative agreement has been secured and a ratification meeting will take place shortly.

NAV CANADA

The NAV CANADA bargaining team met with employer representatives on September 11, 12, and 13. Three sets of bargaining meetings are scheduled in January, February and March 2025.

Canada Post

The union will be meeting again with the Employer to resume negotiations on October 16-18 and November 19-21, 2024.

- Ahkwesahsne Mohawk Board of Education (UNE Local 780) – a new collective agreement was ratified by the members on July 23, 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.

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- Town of Moosonee (DCL 285) – a new collective agreement was ratified by the members on July 23, 2024.

- Canadian Corps of Commissionaires – Kingston (DCL 818) – a new collective agreement was ratified by the members on July 31, 2024.

- Sault Ste Marie Airport (UCTE 0009) - a new collective agreement was ratified by the members on August 22, 2024.

- Weeneebayko Area Health Authority (WAHA) (DCL 603) – a new collective agreement was ratified by the members on September 17, 2024.

Peggy Jones stated that her DCL Local 818 went into bargaining on October 20th. Members are frustrated and there's very low membership participation.

Item 9. Ontario Council Newsletter

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

Deadline for stories for the next newsletter is November 4th. Newly appointed Ontario Regional Council members are encouraged to send in a short bio.

Item 10. Labour Day Celebration

Melissa Arsenault highlighted that the Sudbury Area Council held their first Labour Day event, and it was a great success. The Area Council coordinated their Labour Day with the Sudbury District Labour Council. The Area Council provided t-shirts and pizza to members who came out, which was well received.

Chris Snooks stated that the Kingston Labour Day celebration had a large turn out this year. The Kingston Area Council started giving out local produce and grocery store gift cards years ago for Labour Day and many of the other unions have started doing the same.

Doron Jacobs will be sending in a report on the Toronto Labour Day celebration for the Ontario Regional Council newsletter. There was an amazing turn out for the celebration, with hundreds of PSAC members taking part.

Wendy-Ann Moulton stated that Region 6 (Hamilton/Niagara area) has two Area Councils located in the region. The Hamilton Area Council and the Niagara Area Council, and both participated in Labour Day celebrations.

Wendy-Ann attended the Niagara Labour Day event, which saw a great turn out by the community. The community loved the frisbees that were distributed. The Area Council also provided pizza in the park.

Item 11. Ontario Regional Council Meeting dates

The Ontario Regional Council's next meeting will be held in Toronto, Ontario from February 6th to 8th, 2025.

Item 12. Pride Season

The Chair stated that this Pride season was one of PSAC Ontario's most active for Pride participation and thanked the Ted Cabanes for all his hard work in making sure Pride events were celebrated across the region.

Ted stated he wanted to make sure that for the next Pride season we have a PSAC pride flag at all the celebrations.

The Chair stated that there was a PSAC Pride flag for Ted to pick up from the Toronto Regional office.

The Chair stated that there was a mishap this year with the pride swag order and that the orders were delayed right across the country.

The Council members thanked Ted for all his hard work and making this Pride season a success.

Item 13. Organizing Workshop

Tanya Ferguson, the PSAC Ontario Regional Organizer spoke to Council about the union's organizing program and specifically around organizing campaigns occurring within the Ontario Region. PSAC Ontario has the most active organizing program in all of PSAC, and we have seen thousands of members join our union over the years because of it.

The Chair stated that PSAC Ontario is one of the fastest growing regions, thanks to the work and dedication of Tanya and the organizing team.

Item 14. Directly Chartered Locals (DCL) Round Table

The DCL round table that was scheduled to take place on September 27th to 29th, has been postponed due to a job action at the Montreal hotel. The new meeting date is December 13th to 15th and will be held at the Sheraton Hotel in Toronto. The two Ontario Regional DCL representatives are invited to attend.

Item 15. Provincial Election

Lino Vieira stated that initially pundits were speculating about an early Ontario provincial election, as soon as this fall. However, it now looks like the election will be called in early 2025, giving us more time to prepare our election work. The Ontario Region is working with the Ontario Federation of Labour on a “Stop Ford” election campaign.

Item 16. PSAC Ontario Anti-Harassment Summit

The PSAC Anti-Harassment Summit will take place December 6th – 8th, 2024. It will be held at the Sheraton Hotel in Toronto and the Ontario Regional Council members will be assisting PSAC staff with the Summit. This is an opportunity for all Ontario Regional Council members to demonstrate their leadership in the Region by assisting with leading workshops.

However, any Ontario Regional Council members who do not wish to participate in the Summit are to email the REVP’s office and inform this decision by October 11th.

The Chair stated that going forward, all regional conference organizing committees that wish to have conference swag designed for their conference, would have to take that funding from the overall conference budget. Conference organizers should be mindful of this, as this will have an impact on the conferences operational budget.

Item 17. Virtual Ontario Regional Council Meeting

Thu Trinh believes it would be a great idea for PSAC Ontario regional Council meetings to be virtually accessible for observers. Thu stated that this would allow members access to be a part of the council meeting and to see exactly what council members do.

Leslie Searl served Notice of Motion

Observers at Council do not have voice or vote during Ontario Regional Council meetings. One of the purposes of attending in person, is that Observers can then speak to and lobby Council members during breaks and at lunch.

Some Council members expressed concerns with allowing for virtual participation by observers. Some of the concerns raised were; members logging in at work or using the employer's equipment; discussions being recorded and taken out of context, confidentiality, non-members being able to access the viewing, the employer accessing important union business, miscommunication and privacy concerns.

The Chair reminded Council that delegates at the last Ontario Regional Convention expressed the importance of in-person meetings following the lockdown. The regional budget was passed with funding to ensure Ontario Council members would meet in-person, as this was seen as a valuable need to work effectively. If Ontario Regional Council meetings are open to observers virtually, then what would stop Ontario Regional Council members from participating virtually instead of in person meeting?

The Chair also highlighted to Ontario Regional Council members that the REVP's office has two staff members, who take care of all the logistics involved in Ontario Council meetings. This would be another task that they would have to perform, including the need to provide technical troubleshooting, monitoring Observers online and taking care of the virtual platform. This would be an increase in their work duties, which are already quite substantial.

Leslie Searl withdrew Notice of Motion

Item 18. NBoD Executive meeting

Chris Snooks stated that he sent an email to the PSAC National President's office requesting the past five years of the NBoD and AEC minutes. The response received from the National President was that he could get access to the AEC minutes and the NBoD minutes from the Ontario REVP's office.

The Chair informed Chris that the NBOD and AEC members only receive the draft minutes, prior to meetings and not the final NBoD and AEC meeting minutes. As such, he is unable to provide the final minutes and he will follow up with the National President regarding granting Chris' request.

Item 19. 699 Grievance Leave

Sara Johnson stated that the leave approval process specifically for Treasury Board (TB) members for 699 leave was not properly followed. PSAC did file a policy grievance against TB regarding leave approvals, as the employer was often denying 699 leave requests. The government found that the impact of Covid-19 disproportionately impacted women, racialized and Indigenous workers, but the employer choose to ignore the findings and continued to created barriers for employees in accessing leave.

Missy stated that if a members' non-accrued leave bank was not affected, members would not be reimbursed any leave.

Action item: The Chair to follow up with the NBoD regarding status of 699 leave.

Business completed and meeting adjourned at 12:30 pm.

Appendix "A"

PSAC Ontario Council
Finance Committee Report
October 4, 2024

Committee Chair: Melissa Arsenault

Committee Members: Peggy Jones
Tony Crupi

REVP: Craig Reynolds
Staff: Cleo Reid

Agenda:

- Council Members Expenses
- Financial Statements
- Recommendations

Council Members Expenses

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

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. Please do not save them as a PDF.

Rate changes for this period were contained to meal allowances.

- Breakfast went up to $27.95
- Lunch went up to $27.00

- Dinner went down to $56.85
- All other rates (kms and incidentals) remained the same

Portfolio Expenses must be accompanied by the receipts and any required approvals from the REVP's office. This includes the required event report that was submitted to the REVP.

We request that all portfolio and meeting expense forms be sent in a separate email instead of replying all to the one we send you. We appreciate your support in this.

Financial Statements

Audited 2023 financial statements will be ready for our first meeting in 2025.

- Feed back from the auditor is positive

The 2024 financial statements will also be ready for our first meeting in 2025.

Recommendations

No Recommendations at this time.

Moved by Melissa Arsenault
Seconded by Tony Crupi

Appendix "B"

PSAC Ontario Regional Council
Technological Transformation Committee Report
July 2024 to October 2024

Attended: Trisha Roach, Adam Murphy and Justyna Szewczyk El Jassem

Staff: Lino Vieira

Virtual Meeting on September 23, 2024 at 6:10 PM

Agenda:

- Artificial Intelligence (A.I.)
- Remote work and Surveillance
- Public Service Internet

Artificial Intelligence (A.I.)
Artificial Intelligence (A.I.) is already being used at many workplaces, including within several departments of the federal government. For example, Employment Social Development Canada (ESDC) has started using a virtual assistant to answer Canadians questions surrounding Employment Insurance benefits.

The use of A.I. tools jeopardizes our members jobs, as we will see more job duties becoming automated over the coming years. A.I. should be used in tandem with workers, so as not to replace jobs, but to assist in carrying out their duties. The use of A.I. will especially impact members performing administrative work, which consists of a majority of women and racialized workers. The use of A.I. has negative implications in terms of equity for this reason and the government needs to address career mobility to offset job losses. Also, new protections will have to be negotiated through the bargaining process as the use of A.I. will continue to expand.

Federal Remote Work Policy and Surveillance

PSAC is fighting against the federal government's unilateral 3 day return to the office mandate that began on September 9, 2024. However, we also have to look at the surveillance tools put in place before, during and after the lockdown that track our members when working from home and when they are in the office.

Microsoft Teams for example allows managers to download all messages, documents and even recordings of meetings. With the rise of digital tools in both the workplace and remote work options, surveillance by the employer extends to worrying levels. Members must be reminded to be cautious when using the employer's software, applications or hardware and not use them for their personal use.

Public Service Internet

Currently, the world's billionaires who control Google, Meta, Apple and Microsoft, are in control of modern-day communications and information. They have tremendous influence on peoples' daily lives however their only concern is with maximizing profit. The damage digital platforms cause for their users is well documented, including causing anxiety, impinging on privacy, spreading misinformation and promoting hate and extremism.

Social media use can therefore erode our democracy, public trust, and social cohesion. Public models like that of the CBC, are meant to offset for-profit media companies and provide the public with reliable and trustworthy information. We need a public system that creates a model of nontoxic content for social media spaces that is inclusive and nurtures democratic values.

Recommendations:

1. Council members advocate for members to put in bargaining demands in terms of job protection from technological changes in upcoming negotiations.
2. Council members remind their constituents to be careful when using any of the employer's digital tools and hardware, as they can be a means of surveillance by the employer.

3. Council members remind their constituents to be aware that many of the posts across social media can be generated by A.I. and to view digital content with a critical lens.

Moved by: Adam Murphy

Seconded by: Trisha Roach

Appendix "C"

Education Committee Report
Hyatt Regency Hotel, Toronto
October 3, 2024

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

The Committee reviewed the upcoming offerings in the fall education schedule.
The committee discussed the Regional Offices' educational offerings for the winter schedule. There are two recommendations.
Spring School courses were discussed, and a slate of courses was selected. There is a recommendation.
The committee discussed launching quarterly surveys to members to get feedback on the PSAC Ontario Education program. This will be brought forward to our next meeting to prepare the survey and plan for dissemination.
The committee set the framework for the Education Town Hall, to be held on January 21, 2025. A special meeting will be held to finalize the plans.

Recommendations:

1. Ontario Council members continue to promote the Racism in our Labour Movement course to their constituents when they are offered.
2. Ontario Council members promote the online self-paced courses available from PSAC National.
3. The upcoming Spring School courses will be Advanced Duty to Accommodate, Advanced Representation Training for Stewards, Unionism on Turtle Island, and PSAC Anti-Harassment Workplace Policy Training.

Moved by: Melanee Jessup
Seconded by: Wendy-Ann Moulton

Appendix "D"

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

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

Staff: Lino Vieira, Beth Bennett

Regrets: Chandra Buschold

Virtual Meeting on September 16, 2024, at 6:05 p.m.

Agenda:

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

Provincial Election

The legislature is adjourned for the summer and will resume on October 21, 2024. We are hearing that an election will probably not take place until early next year at the earliest. The Ontario Federation of Labour (OFL) is working with affiliates to create a more coordinated election strategy. PSAC Ontario has requested from PSAC National a process for funding the Regions for provincial and national elections.

Federal Election

With the NDP dropping their support for the Liberals, the government may lose a confidence vote, which would trigger an early election. Now we do not expect this to happen as of yet, as the polling shows the Conservative Party has a large lead over both the Liberals and the NDP currently.

The Liberals lost the byelection held on September 16, 2024, for the riding of LaSalle-Émard-Verdun, Quebec, a long-time Liberal seat in Montreal. This is a devastating loss for the Liberals, who have held the riding for most of the last century.

Labour Day

PSAC Ontario created 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"*. Frisbees were also handed out to members who came out. Feedback from members was positive and we hope to continue to build engagement every year.

Federal Remote Work Policy

The government's return to work mandate began on September 9, 2024. Rallies and events are being held across the region, with many Locals undertaking lunch time actions to pressure the employer on this unfair mandate.

Recommendations:

4. That Council members spread the word and support the OFL's current "*Power of Many*" campaign townhalls and attend where possible.

Moved by: Doron Jacob

Seconded by: Melanee Jessup

Appendix "E"

PSAC Ontario Council
Health and Safety Committee Report
October 3rd, 2024

Committee Chair: Leslie Searl

Committee Members: Chris Snooks, Trisha Roach, Michelle Woods, Anne Duval, Sara Johnson, Terri McGillivray

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

Discussion item: Health and Safety Virtual Townhall Debrief

Unfortunately, the Healthy Workplaces, Healthy Communities townhall had to be postponed from September 25th to a date to be determined.
The committee will host our next virtual townhall with the topic of the Mandatory Return to Office, the Health and Safety Implications and Protections. This townhall has been scheduled for November 20, 2024, at 7pm.

Discussion item: Ontario Region Health and Safety Plan

Sandra offered courses in Toronto and Sudbury, with a combination of 35 members attending Workplace Violence and Harassment and Workers Compensation 101. The London course is scheduled to have 20 participants.
London Regional Office
October 26 – 27, 2024, 9:00 AM – 4:30 PM
Course offered:
WSIB Level 1 – Rights and Obligations

Courses and dates are still to be determined for Kingston

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 April 4-6, 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 and into the winter. See the PSAC Ontario Education page for dates. Some have had to be cancelled due to low registration. Council representatives are encouraged to promote these sessions within their constituencies.

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/

Discussion item: That PSAC-specific training be developed for Compensation Representation and Health and Safety

The current course offered by Prevention Link or WHSC is not entirely specific to our members or federally regulated workplaces. There is also only one representative in Ontario who can provide this course. Many more members would be able to attend this training if it could be offered within the Regions as a basic course, and can be customized based on the membership needs for federal or provincial employees

Recommendation:

1. The Committee recommends the development of a course for Compensation Representation and Health and Safety.

Moved by: Leslie Searl
Seconded by: Anne Duval

Appendix "F"

PSAC Ontario Council

Human Rights and Equity Committee Report

October 3rd, 2024

Committee Chair: Missy Taylor

Committee Members: Trisha Roach

Ted Cabanes

Michelle Woods

Terri McGillivray

Staff Representative: MaryAnne Laurico

REVIEW & UPDATES:

- Welcome /Roundtable
- Building the committees 3-year action plan. Plan is being reviewed and further discussions to occur.
- Concerns about information coming from National "Program Leads". Unclear on who the leads are per portfolio. This is also leading to concerns regarding the upcoming Regional Equity conferences and potentially the National Equity Conference
- Anti-Harassment Summit, Toronto, December 6-8

Upcoming Equity Dates:

- National Day of Action for Missing and Murdered Indigenous Women, Girls, Two-Spirit and Gender Diverse People, October 4th

- International Day for the Elimination of Violence Against Women, November 25th
- October is LGBT history month
- Trans Day of Remembrance, November 20th
- International Day for the Abolition of Slavery, December 2nd
- International Day of Persons with Disabilities, December 3rd
- National Day of Remembrance and action on Violence Against Women, December 6th
- Human Rights Day, December 10th
- Black History Month, February
  Please refence the Equity calendar online for any additional dates

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

Portfolio Updates:

Indigenous Rep.

- Grassy Narrows, September 18th in Toronto was well attended and comments were relayed from OFL affiliates that the PSAC presence was very well received and appreciated.
- Luncheon event in recognition of Orange Shirt Day in partnership with Thunder Bay North Western Ontario Area Council, September 25th

Racialized Rep.

- Black Liberation Flag raising ceremony held in collaboration with the city of Kingston on August 1st, Emancipation Day
- Attended or participated in various events as they were occurring
- Hamilton/Niagara Racialized committee AGM, October 8th

Members with Disabilities Rep.

- Dementia 101 workshops held virtually in both Kingston and Hamilton/Niagara. This event was extremely well received.

- Cyber Security panel held virtually via the Toronto MDAC, for those facing mental health issues or from the vulnerable populations. Held September 24th

2SLGBTQIA+ Rep.

- Trans Day of Remembrance, in collaboration with Hamilton MDAC and GTA Pride committees on November 5th at 6 pm. This will be a hybrid event in Hamilton.
- Extremely active throughout the summer Pride season (we saw Ted everywhere from largest events to the small 3 person BBQ)
- Continuing work to establish committees throughout the Region
- Working with OFL affiliates to continue Pride for the winter season.
- Transphobes Out, Queers In - Block Party and Counterprotest held at Queens Park on September 20th. Event was well attended and well received.

Women's Rep.

- Working with Thunder Bay to re-establish the Women's Committee, October 22nd. Hybrid event.
- National Women's working group has unofficially discussed topics for the Regional and National Women's Conferences, however to date there has not been direction provided by the National Program Lead
- Planning to begin soon for the Ontario Women's Conference
- Take Back the Night occurred across the Province on various dates. I attended in Peterborough in collaboration with the CEIU Western Region Rep., Lynda MacLellan. Thanks to the REVP Craig and Cleo for participating.
- Sisters in Spirit Vigil October 4th (tomorrow). Working in collaboration with Indigenous Rep on Council, Michelle. Will be promoting to Council to encourage attendance and participation. Wear red!
- whiteribbon.ca "White Ribbon is the world's largest movement of men and boys working to end violence against women and girls, promote gender equity, healthy relationships and a new vision of masculinity."
- Attended Orange Shirt Day at the Shingwauk Residential School.

General Updates (Staff)

- Various conferences coming forward. Lots of work being done.
- Telework is still a massive hurdle and lots of work being done here to support members. (This IS an Equity issue!)
- Overall supporting and working with the members.
- Bargaining – input call for bargaining demands was sent out in the summer. (Again, this IS and Equity issue and we all need to ensure and Equity Lens is applied)

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 participation and attendance at the Sisters in Spirit Vigil, happening at Allen Gardens, starting at 5 pm on October 4th. (Wear RED).

Moved by Missy Taylor and

Seconded by Terri McGillivray

Appendix "G"

Adam Murphy
PSAC Ontario Regional Council Report
Region 3, Eastern Ontario Representative
August 2024 - October 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, component, and DCL reps within Region 3

ACTIONS

- Attended Kingston Area Council Meetings regularly
- Continued discussions on new Area Councils
- Setup new invitations to speak at component meetings and conferences
- Attended Health and Safety Committee meetings
- Attended new technological change committee meeting

GOALS

- Continue communications to establish new committees and Area Councils
- Explore the implications and wordings surrounding AI, and collective bargaining language

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

Anne Duval
PSAC Ontario Regional Council
Region 2, Northeastern Ontario Representative Report
July 2024 - October 2024

Objectives:

- Work on building relationships
- To foster engagement with the components in the Region
- Start a women's committee within the next month or two
- Engage with the membership as much as possible
- To continuously learn my role and responsibilities

Actions:

- Supported the Sudbury and North Bay Area Council with anything they need assistance with
- Support and promote PSAC Education
- Researched speakers for the Health and Safety Conference in January

Goals:

- Attend Union related events
- Meet with the Components and DCL's to discuss their concerns
- Visit the smaller centers of my Region to foster engagement
- Create regional equity committee's over the course of the next couple of years such as racially visible, indigenous and 2SLGTBQIA+ and more
- Encourage membership participation in local events.
- Attend PSAC ON Anti-Harassment Summit in Toronto on Dec 6-8

In Solidarity,
Anne Duval
Region 2, Northeastern Ontario Representative

Chandra Buschold
PSAC Ontario Regional Council
Regionally Based Separate Employer's Report
August 2024 - October 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
- Worked with Renfrew County Health Coalition
- Worked towards contracting in of former TB jobs
- Attended Pride Events
- Attended Labour Day in Kingston

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
August 2024 – October 2024

OBJECTIVES:

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

ACTIONS:

- Chair Kingston Area Council and UNDE 0641

MEETING:

- LCBO STRIKE SUPPORT
- Emancipation Day ceremony
- Support all PSAC Education
- S v town hall bargaining
- ULDP COURSE
- Spread awareness to members about upcoming opportunities and
- UNDE EDUCATION
- Post all event and education on Facebook.
- Pride in Bracebridge
- ULDP online
- PRIDE Ottawa
- Labour day
- OFL town hall
- Committee BBQ for young worker an 2SLGBTQIA+
- Queens BBQ
- KAC ELECTIONS

PLANS:

- Spread awareness to members about upcoming opportunities and

events and education in Ontario PSAC
- Post all event and education on Facebook
- Support all Bargaining for PSAC
- Organizing political dinner for region
- Bargaining

In Solidarity,

Chris Snooks
Region 3, Eastern Ontario Representative

Doron Jacob
PSAC Ontario Regional Council
Region 5, Greater Toronto Area (GTA) Representative Report
July 2024 – Oct 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:

- Reached out to the
- Coordinated with the Racialized Members rep to promote and support the Racialized Committee Members on July 6th
- Follow up with the Racialized Members rep on July 8th
- Coordinated with the Young Workers rep to promote and support the Young Workers Committee on July 12th
- Follow up with the Young Workers rep on Aug 2nd
- Attended UNDE GMM on Aug 8th virtually
- Reached out to the MDAC for support on Aug 8th
- Reached out to the Pride Committee for support on Aug 8th
- Reached out to the RCM for support on Aug 8th
- Helped the Toronto Women's committee with transfer of assets request on Sept 2nd
- Attended the PSAC Ontario TUB course on Sep 6th virtually
- Attended the BBQ of DCL 533 (Casino Woodbine) on Sept 19th
- Attended the PSAC Ontario Health & Safety Townhall on Sept 25th virtually
- Helped members contact their respective representatives throughout the quarter
- Engaged members on several social media sites such as Facebook, Facebook messenger, WhatsApp and Reddit throughout

Plans:

- Create a social media group with the other Region 5 rep and alternates
- Reach out to the presidents of the locals within the region.
- Follow up with the GTA region's equity committees regarding any needs they may have
- Promote the PSAC political action portfolio
- Promote the PSAC education program
- Engage members to get involved in social justice movements
- Update the Region 5 Facebook page more often

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

Leslie Searl
PSAC Ontario Regional Council Report
Region 5, Greater Toronto Area (GTA) Representative
July 2024 - October 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:

- September 11 - Toronto Regional Women's Committee
- September 25 - Health and Safety virtual townhall: Healthy Communities, Healthy Workplaces
- September 28 - Peterborough Pride
- October 3-5 - Ontario Council, Toronto

Plans:

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

In Health, Safety, and Solidarity,

Leslie Searl
Region 5, Greater Toronto Area (GTA) Representative

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

Objectives:

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

Actions:

- Promoted PSAC Ontario education on the Facebook PSAC Ontario Education page.
- .Attended Tri Pride (Kitchener, Waterloo, Cambridge) events.
- Attended Political Action Committee meeting.
- Attended Take Back the Night in Kitchener
- 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 Winter Education schedule.
- Liaise with geographic (GEO) reps on the needs of their membership for education.
- Chair the Education Committee meeting.
- Do layout for the PSAC Ontario Council newsletter.
- Revitalize the Alliance Facilitator Network.
- Provide support for the REVP.

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

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

- Charing the Hardship Committee
    - All files for this portfolio have been actioned and completed at this time
- Chairing the Finance Committee:
    - Organized emails with Peggy and Tony for everyone's expense forms and portfolio forms
- Sudbury North Bay Area Council up-date:
    - Participated in their first Labour Day as a group.
        - Handed out t-shirts, frisbee's, pizza and raffled off a speaker
        - Very well received by the SDLC and the community
    - Discussed women's committee
        - Will be setting up open house for October and holding elections in November
- Promoted the training and learning from the Regional Office.
- Participated in the Pride March in North Bay with Ted Cabanes and my son
- Participated in OFL in Sudbury on Thursday, September 26th, 2024
- Staff changes at the Regional Office – Nancy Johnson is no longer in Sudbury. Only 1 rep and 1 admin at the moment.

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 as needed

- Attend Anit-Harassment Conference
- Complete ULDP project with my group
- 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
July 2024-September 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)

➳July/August/September 2024-communications between PSAC Thunder Bay Regional Office staff and the Area Council regarding the outreach survey sent to members to gauge interest in participation in the various Human Rights committees, one being an Indigenous Circle. Unfortunately, there is little interest from those who participated and responded. Conversations will be ongoing on who to best engage membership.

➳September 2024-provided article on National Day for Truth and Reconciliation for the PSAC Ontario Website

➳September 2024-will co-host a Recognition Lunch in support of Truth and Reconciliation Day at the ISC/FNHIB Thunder Bay Balmoral Site, in conjunction with the Thunder Bay Area Council. We will have a guest speaker on allyship and the importance of recognition.

➳**September 2024-meetings with UNE Labour Relations Advisor to discuss the concerns of the Indigenous members who work on reserve 5 days per week regarding the directive to transport gov't issued equipment daily to and from the office and the impact on health and wellbeing.**

- ➳ 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
August 2024 - October 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:

- Attended bi-monthly Peterborough Labour Council meetings
- Calls with PSAC National Women's' Working group members
- August 15 Nogojiwanong Centre Indigenous Women's (ally) event
- August 27 & 29 CEIU Resolutions committee Chair
- Sept 9-13 CEIU Presidents Conference
- Sept 19 Take Back the Night – Peterborough Ontario
- Sept 28 – October, Truth & Reconciliation Event -Sault Ste. Marie
- August 15 Nogojiwanong Centre Indigenous Women's (ally) event

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

Peggy Jones
PSAC Ontario Regional Council
Directly Chartered Locals Representative Report
July 2024 to October 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 Aug, Oct;
- Chair MDAC committee meetings July, Aug, Sept;
- Chaired Women's committee July, Aug, Oct;
- 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;
- ON going Premier of Ontario Doug Ford more on the need of basic income for all.
- Persons with disabilities REFORM the ODSP and CPP disability programs and working on project and helping community organizations;
- Working on social media platforms;
- Supporting the DCLs and help with solutions on going issues;

- Organizing to meet with the DCLs in Ontario, working on the next DCL conference.
- MDAC hosting event on Dimension, will be organizing another one in future
- Working with DCL in Ontario and across Canada;
- Working supporting people in poverty and getting people qualified for the Federal Dental Plan, which have no computer or internet services.
- Women's Committee Event guess speaker: Bianca Timmerman is a seasoned Diversity and Inclusion Consultant and a Two-Spirit transgender woman from the Shabot Obaadjiwan First Nation
- DCL round table for September 2024
- Working with Equity Committees and area council so support other committees in the Region.

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 diabetic medication for all that have this disease and Dental for all – meetings and media;
- Planning, organizing and have guess speakers on actions with all women's committee and education;
- 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 is still on going as we have member that have retired and have no one that is willing to help on issues.

- Working on issues of employers following the Labour Laws and policy on Duty to accommodate;
- STOP employers harassing on medical leave that is different for each member, being asked question from employer while on sick leave.
- Working on Package for new members coming into to PSAC DCL and what the union does and how it works. DCL handbook where to find and electronic copy?

In Solidarity,
Peggy Jones
Directly Chartered Locals Representative

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

Objectives:

- Continue connecting with young workers around the province
- Continue building up a network and contacts list of relevant parties
- Continue working towards creating YWCs in as many cities as possible
- Represent Young Workers at functions where applicable
- Promote Union Education as a Young Worker and as part of Education committee

Actions:

- July 10 - went to an OPSEU picket line, introduced self as Young Workers Rep and what I'm trying to accomplish, dropped off snacks and water bottles, walked the line with them.
- July 11 - Attended National Young Workers Hangout zoom call, spoke with other Young Workers from across the country about mobilizing, structuring national zoom hangouts for young workers, and what topics to focus on for what makes sense for YWs
- Aug 1 - attended Kingston Emancipation Day ceremonies with other PSAC members
- Aug 6 - attended Kingston AC - with plans from Chris Snooks for a fall time BBQ for Young Workers and Pride members
- Aug 8 - attended Toronto AC
- Aug 14 - Attempted to attend London AC but made a mistake; I only signed up for the meeting and forgot to also contact the Chair to ask to attend as a OC member, so I wasn't allowed to attend.

- In wanting to follow Ted Cabanes' model of keeping his alternates up to date, tried emailing my alternate too to keep him updated with my plans and to brainstorm ideas with him. Haven't heard back as of Sept 9.
- Tried emailing the Toronto Young Workers chair to assist getting their next meeting going but haven't heard back as of Sept 9
- Emailed Sudbury/North Bay AC Chair, Lisa Flaherty, who connected me with Addison Herman, Co-Chair PSAC-NCR Young Workers Committee. We will touch base in October when she's less busy to go over some brainstorming ideas to collaborate and support YWCs around ON.
- Connected with Jake Morrow, President of Local 901 Queen's University, for support in creating a Young Workers and/or Pride Committee in Kingston
- Sept 2 - attended Labour Day events in Kingston, with other PSAC staff, as Young Workers rep

Plans:

- Sept 17 - attend Local 901's membership BBQ (I have permission from the President to attend) to network and gather interest in forming a Young Workers Committee in Kingston
- Sept 21 - Kingston AC, both Region 3 reps, Pride rep, and I will have a BBQ in Kingston on Sept 21 for Young Workers and 2SLGBTQIA+ members with the goal of getting both of these committees set up in Kingston
- Nov 23-24 - Attending in-person TUB in Kingston to be there and support two new Young Workers who are just starting their Union journeys and would like me to be there with them
- Dec 6-8 - Attend PSAC ON Anti-Harassment Summit in Toronto
- Continue promoting PSAC Education to members and how to apply through mailing lists

- Continue collaborating with fellow Council members on how to support members when contacted for help
- Continue attending Area Council meetings to promote my role and connect with others across the province

In solidarity,
Stephanie Wu
Young Workers Representative

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

- Solidarity Strike and Rally with local LCBO OPSEU in North Bay, ON (Jul 6th, 2024)
- Pride North Bay planning with Rainbow Alliance and OPSEU pride counterpart in North Bay, ON (Jul 6th, 2024)
- Pride parade and outreach at Diversity Cornwall March with CEIU Local 621 and Kingston Area Council (July 20th, 2024)
- Pride march at London Pride Festival with the PSAC Southwestern Pride Committee, DCL Local 610 and IBEW (July 21st, 2024)
- Muskoka Pride Parade march hosted by PSAC Ontario, CEIU ON 2SLGBTQIA+ Committee, and the Muskoka Area Council (July 28th, 2024)
- Muskoka Pride Festival takeaways and discussions with organizer Shawn Forth
- Hamilton Pride in the Park with Hamilton District Labour Council (attendance only) (August 10th, 2024)

- Windsor/Essex Pride Parade in solidarity with PSAC Windsor Area Council and the PSAC Southwestern Pride Committee (August 11th, 2024)
- Chatham/Kent Pride Parade in solidarity with the PSAC Windsor Area Council and the PSAC Southwestern Pride Committee (August 17th, 2024)
- North Bay Pride Parade in Solidarity with OPSEU (September 15th, 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
- Winter Pride Events planning (Stratford, ON)
- Pride season 2025 succession planning

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 Representative Report
July 2024 – September 2024

Objectives:

- Stay connected with the London Regional Office, London Area Council, Committees, Components, and DCLs
- Network with equity groups to elevate priorities for the Southwest Region
- Ensure the membership remains informed about PSAC ORC's priorities through different platforms such as social media
- Engage in networking and represent the membership in the Southwest at various events by promoting the importance of union education and resources

Actions:

- Updating the local president's list
- Attended OPSEU picket line
- Attended London Pride Parade
- Emails to local presidents
- Flagged members' priorities to the REVP's office
- Meet with other council - touch base/issues/concerns raised by members
- Attended PSAC meetings in the SW – Area Councils and Committees
- Attended PSAC National virtual townhall on telework

Plans:

Continue collaborating with the regional office, councils, equity groups, components, and DCLs. Promote and highlight union priorities within different spaces and social media to raise awareness, engage and encourage members to participate. Accessing the local president's list and reaching out to the presidents for a one-on-one conversation.

In Solidarity,
Thu Trinh, Region 4, Southwestern Representative

Tony Crupi
PSAC Ontario Regional Council
Region 1, Northwestern Ontario Representative Report
June 2024 – October 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:

- July 2- 6 Attended Ontario Council Meeting and Training in Sudbury
- June 17 – Attended Area Council Meeting
- July 3 – Attended AC Sudbury BBQ
- July 18 – Attended LCBO picket line in Thunder Bay
- September 2 – Attended Thunder Bay Labour Picinic

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
August 2024 - September 2024

Objectives:

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

Actions:

- Attended Toronto Racially Visible Committee meeting.

Plans:

- Attend the inaugural meeting of the Technological Transformation Committee
- Attend PSAC ON Health & Safety Townhall – *Healthy Communities Healthy Workplaces*
- Continue to work with PSAC regional representatives to support racially visible members and establish Committees throughout Ontario.
- Continue to connect with racially visible members by attending Racially Visible Members Committee meetings.

In Solidarity,
Trisha Roach
Racially Visible Member Representative

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

Objectives:

- Continue and build a dialogue with the Regional Offices
- Region 6 Pride Committee, all documents forwarded to regional office. - 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:

- Attended the Hamilton and Niagara Women's committee. Created foundation of Pride committee for Region 6 with Ted Cabanas. (3 Components signed paperwork)
- Attended Niagara Area Council meetings, Labour council meetings, Women's committee and MDAC. Attended Labour day event. Attended meetings where requested and I fit the parameters of committee.
- Regularly updated and shared information via Facebook Group, send out education link and opportunities via WhatsApp.
- Working on Upcoming community events. Share info when I receive.
- Alternate Attended Hamilton MDAC meetings and labour council
- 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. AC, Women's, MDAC,
- Promote and provide Area council meeting dates and PSAC Ontario email subscription. Promote Region 6 committees.

- 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 Representative